

The logo for 'whyORA' features the word 'why' in a thin, lowercase, sans-serif font. The 'O' in 'ORA' is a stylized green spiral that starts from the center and winds outwards. The letters 'R' and 'A' are in a bold, uppercase, sans-serif font. The entire logo is set against a background of a large, light green spiral that fills most of the page.

whyORA

Tūhononga : Manaakitanga : Umanga

Connections | Support | Careers

**ANNUAL
REPORT
2021**

AGENDA

WRR ANNUAL GENERAL MEETING

Name:	Whakatipuranga Rima Rau
Date:	Friday, 8 April 2022
Time:	1:00 pm to 3:00 pm
Location:	ZOOM, Meeting ID: 894 6241 9861
Board Members:	Te Pahunga Marty Davis (Chair), Charles Hunt, Gloria Campbell, Lu Scanlon, Megan Tahere, Te Oti Katene
Attendees:	Danae Etches, Olivia Ratana, TANYA ANAHA

1. Karakia / Mihimihi

1.1 Karakia / Mihimihi

Te Pahunga Marty Davis

2. Apologies

2.1 Apologies

3. Actions from previous annual general meeting

3.1 Review of actions from previous Annual General Meeting

NIL

4. Minutes from previous annual general meeting

4.1 Acceptance of minutes of previous annual general meeting

For Decision

5. Annual Chairperson's Report

5.1 Chairperson's Statement

Te Pahunga Marty Davis

6. Chief Executive's Annual Report

6.1 Chief Executive's Statement

Tanya Anaha

7. Annual Financial Report

7.1 Annual Financial report

TANYA ANAHA

For information

8. Questions to directors

8.1 Questions to directors

Te Pahunga Marty Davis

For information

9. Resolutions

9.1 Proposed resolution

Reappointment of Auditors -

VanBurWray Chartered Accountants

10. Acceptance of Financial statements

10.1 Acceptance of WRR Performance Report

For desicion

11. Acceptance of Annual Report

11.1 Acceptance of WRR Annual Report

For desicion

12. Close Meeting

12.1 Close the meeting

MINUTES (in Review)

WRR AGM 2020



Name:	Whakatipuranga Rima Rau
Date:	Wednesday, 17 March 2021
Time:	1:30 pm to 3:00 pm
Location:	Tairoa Lodge, Hawera
Board Members:	Te Pahunga Marty Davis (Chair), Gloria Campbell, Lu Scanlon, Te Oti Katene
Attendees:	Ngawai Henare, Olivia Ratana, TANYA ANAHA

1. Karakia / Mihimihi

1.1 Karakia / Mihimihi

Karakia mihimihi: Te Pahunga Marty Davis

2. Apologies

2.1 Apologies

- Deanna Ritai - WITT
- Gloria Campbell - MSD
- Maria Ramsey - TSB Community Trust
- Scott Walden - Coastal Taranaki School
- Anne Maree Lacey - Inglewood High School



Motion 01:

That the apology be sustained. Carried

Decision Date: 17 Mar 2021
Mover: Ngawai Henare
Seconder: Te Oti Katene
Outcome: Approved

3. Actions from previous annual general meeting

3.1 Review of actions from previous Annual General Meeting

Nil

4. Minutes from previous annual general meeting

4.1 Acceptance of minutes of previous annual general meeting

WRR AGM 2019 7 Jul 2020, the minutes were confirmed as presented.



Motion 02:

That the minutes of meeting held 7th July 2020 to be received and taken as read. Carried

Decision Date: 17 Mar 2021
Mover: Te Pahunga Marty Davis
Seconder: Lu Scanlon
Outcome: Approved

Matters Arising: Nil



Motion 03:

That the minutes from meeting held 7th July 2020 to be endorsed. Carried

Decision Date: 17 Mar 2021
Mover: Te Pahunga Marty Davis
Seconder: Ngawai Henare
Outcome: Approved

5. Annual Chairpersons Report

5.1 Chairpersons Report

Te Pahunga Marty Davis presents the Whakatipurang Rima Rau Chairpersons Report.

Noted the following points:

- Mihi to those for attending the meeting and to those who have passed before us.
- Acknowledge the ongoing support from the Taranaki District Health Board for the provided office space shared with Te Paharakeke and the continued financial support.
- Why Ora works collaboratively to improve educational, employment and wellbeing outcomes so that Maori youth and whanau can flourish and drive their own change.
- Our work contributes to addressing system wide inequalities and changing the reality of whanau.
- Why Ora has a strategy which is a large piece of work and we continue to work on it.
- A planned approach in 2020 including a new structure with an increase of 2.5FTE's and a further position to support the GM.
- Covid-19 pandemic outlined that there is a greater national and regional recognition of the need for which Why Ora exists.
- Looking to appoint a new Board member from the education sector.
- Whakatipuranga Rima Rau was 10 years old in 2020.
- The Board will look at its capabilities going forward and entity structure to ensure that it remains efficient and effective.
- Thank you to Tanya for your leadership and to the Why Ora staff.
- Mihi to the Whakatipuranga Rima Rau Board members.



Motion 04:

That the chairperson's statement be received and endorsed. Carried

Decision Date: 17 Mar 2021
Mover: Te Pahunga Marty Davis
Seconder: Te Oti Katene
Outcome: Approved

6. General Managers Annual Report

6.1 General Managers report

The GM presented the General Managers' statement.

- In 2020 covid-19 affected Why Ora having a programme quick turnaround to facilitate online and outlined what the need was at the time for our rangatahi.
- Covid-19 accelerated some things we should have done earlier for our students.
- Why Ora implemented wellness videos done by Paul Rangiwahia on how rangatahi can look after themselves and their wellbeing. An online series was released via youtube, Facebook and Instagram.
- All 2020 nurses from WITT have been employed.
- A total of 20 into employment.
- Two midwives have completed their studies and are now in employment.
- There has been no staff turnover in Why Ora and two staff are in continued learning.



Motion 05:

The acceptance of the General Managers annual report. Carried

Decision Date: 17 Mar 2021
Mover: Te Oti Katene
Seconder: Te Pahunga Marty Davis
Outcome: Approved

7. Annual Financial Report

7.1 Annual Financial report

The GM presented the Performance Report

- All on track with finance
- The majority of our finances go to personnel.
- We are fortunate enough to have a partnership with the Taranaki District Health Board which takes care of the majority of our overheads.



Motion 06:

That the financial statements be endorsed. Carried

Decision Date: 17 Mar 2021
Mover: Ngawai Henare
Seconder: Te Pahunga Marty Davis
Outcome: Approved

8. Questions to directors

8.1 Questions to directors

9. Resolutions

9.1 Reappointment of Auditors



Motion 07:

That we reappoint VanBurWray as the auditors for Why Ora. Carried

Decision Date:	17 Mar 2021
Mover:	Te Pahunga Marty Davis
Seconder:	Lu Scanlon
Outcome:	Approved

10. Close Meeting

10.1 Close the meeting

Next meeting: WRR Board meeting - 23 Jun 2021, 1:30 pm

Signature: _____

Date: _____

whyORA

MIHI

Tēnā koutou, tēnā koutou, tēnā koutou katoa. Welcome to the Why Ora (Whakatipuranga Rima Rau Trust) Annual Report for the 2021 Financial Year.

VISION

Māori are active participants in the Taranaki workforce, across government agencies, services and industry. This is reflected through their respective workforces in which Māori are equal in proportion to their total population share, working across all occupational groups.

MISSION

To provide an ongoing supply of skilled and qualified Māori for employment into the Taranaki health and disability clinical and non-clinical workforce; and
To work with relevant partners in other agencies, services and/or industry to act as a coordination point for profiling career opportunities for whānau and streaming the potential workforce into their preferred career option pathways.

Why Ora Values

Matātika: we strive to do the right thing, we are ethical; unbiased, honest, and fair in our dealings with each other and all people

Āta Mātai: we are adaptable and open to new ideas. We are courageous and use our creativity to continually improve and explore better ways of doing things

Whanaungatanga: we acknowledge everyone's uniqueness, promote sharing, strengthening of connections and capacity, collaboration and working together

Manaakitanga: we genuinely nurture, encourage, respect and care for one another

BOARD REPRESENTATIVES



Chair
Te Pahunga Marty Davis
Te Whare Pūnanga Kōrero



Gloria Campbell
Ministry of Social Development



Megan Tahere
Taranaki District Health Board



Te Oti Katene
Te Whare Pūnanga Kōrero



Lu Scanlon
Ministry of Social Development



Charles Hunt
Taranaki District Health Board

WHY ORA KAIMAHI



Pou Whakahaere
Chief Executive
Tanya Anaha



Operations Manager
Sherrie Flanagan



Administration
Olivia Ratana



Kaiārahi
Michelle Martin



Kaiārahi
Whina Waiariki



Kaiārahi
Carla Jones



Contractor
Danae Etches



Kaiārahi
Karena Ngarewa-Cribb



Kaiārahi
Liahna Smith

CHAIRPERSON'S STATEMENT



Tūhononga : Manaakitanga : Umanga

Connections | Support | Careers

Ko tēnei te ara kei runga
Ko tēnei te ara o tēnei tipua
Ko tēnei te ara o tēnei Ariki
Ko tēnei te ara o tēnei Matua-a-Iwi
Ko tēnei te ara o Ranginui e tū iho nei
Tēnei te arā o Papatūānuku e takato ake nei
Ki a rarau iho ra ngā tapuwae o tane ki waho
Ko tēnei te Pō, Nau mai te Ao
Tīhei Māuri Ora

Tēnā koutou katoa. It is with pleasure that I present my fifth annual report to the Whakatipuranga Rima Rau Trust (the Trust), operating as Why Ora, for the reporting period 1 January to 31 December 2021.

ACKNOWLEDGEMENT:

Firstly, I wish to acknowledge the support of our partners and funders during the 2021 year, including;

- **Taranaki District Health Board** (Taranaki DHB) for enabling the co-location of Why Ora with Te Pā Harakeke (the Māori Health Unit) at Manawa Ora through to December 2021, and its continued financial support of Why Ora programmes
 - **Ministry of Social Development** – for its contribution towards board capability review and engaging rangatahi into meaningful opportunities through He Poutama Rangatahi
 - **Peter McKenzie Project** (JR McKenzie Trust) for enabling Why Ora to focus on agreed outcomes so that Taranaki whānau can flourish. This leader in innovative philanthropy has continued to support our strategy and systems change focus. We also acknowledge the coming retirement of Director Iain Hines.
 - **Toi Foundation** (formerly TSB Community Trust) for its continued strategic support towards our outcomes contributing to increasing equity for Māori in Taranaki. We recognise the impact of the Toi Foundation as a long-term partner. In 2021 we joined their Poutama Capability Pilot to review our capacity.
-

STRATEGY

Since our origins in 2010 as a collaborative partnership between the Taranaki District Health Board, Te Whare Pūnanga Kōrero Trust and the Ministry of Social Development, we have continued to develop our strategy. See our full Vision and Mission in the Annual report.

With a strong track record of Māori workforce development outcomes, we continue to maintain our strong focus in this sector, where it is still needed. In November 2021 we extended our partnership with Taranaki District Health Board entering a two-year joint venture that sees our Chief Executive working within the Taranaki DHB Te Pāharakeke Māori Directorate, to lead Māori workforce development and research, to support addressing the Māori workforce shortage and the need to achieve Māori workforce proportionality, as an integral component of the response to overcoming Māori health inequalities.

With the establishment of the Māori Health Authority the health sector is undergoing significant Te Tiriti based change. The Trust will continue working with Taranaki DHB and Te Whare Pūnanga Kōrero Trust to help facilitate more equitable workforce outcomes.

The Trust's Vision is not limited to any one sector. Working with relevant partners to achieve our strategy– we want to see whānau succeed in their aspirations in their **preferred** careers.

To facilitate this, in 2021 we continued our relationship with the Ministry of Education and the education sector, where we aim to contribute to addressing system inequities and Māori workforce participation. We also formed a collaborative partnership with Tupu-ā-nuku (Te Kāhui Maru) and Learner Me to explore innovations across sectors.

GOVERNANCE:

In conducting its business, the Trust Board met four times in 2021. We farewelled Martin Price Taranaki DHB General Manager People & Capability, as well as our long serving Board member Ngawai Henare, who moved on from her position as Chief Advisor Māori Health for Taranaki DHB and ceased to be a board member on the Trust. Ngawai was integral to the establishment of Whakatipuranga Rima Rau Trust and will be missed.

Megan Tahere, Tāhuhu Rangapū Chief Māori Health and Equity Officer replaced Ngawai on the Board, along with Charles Hunt, Recruitment Manager who replaced Martin Price.

The WRR Board are:

1. Taranaki District Health Board, Megan Tahere and Charles Hunt
2. Ministry of Social Development, Lu Scanlan and Gloria Campbell
3. Te Whare Punanga Korero, Te Oti Katene and I.

We are still looking to add to the Board with an appointment from the education sector, this was held up in 2021 due to changes in priorities and pressures on the educational workforce.

FINANCE:

Financially WRR (the Trust) performed as follows:

	2021	2020
Income received	976,350	618,207
Expenses	579,047	454,764
Surplus	397,303	163,443
Net cash flow	437,135	156,459
Accumulated funds	835,718	438,415

OPERATIONS:

2021 was a year of significant operational development which you can read about in more detail in the Chief Executive's report. In 2021 Tanya Anaha was promoted to the position of Chief Executive, recognising over 10 years of outstanding effort and dedication. In 2021 Tanya led a growing team of kaimahi to deliver on the Board's Strategy.

Since the start of the Covid-19 pandemic, operational delivery has been challenging, with education and health settings so heavily impacted. Despite this Why Ora has continued to support over 633 taura and whānau into meaningful careers, and gained relevance, as more organisations across the motu recognise the value and need for Manaaki (pastoral support).

In the coming year we aim to lift the profile of the Trust to highlight the successes of our whānau, with the intention of sharing these and our learnings with a wider audience.

TE TUKU MIHI

So once again, a big thank you Tanya for your leadership (both strategically and operationally). All cannot be achieved without a team supporting you in delivering on the WRR strategy - E te rōpū ringa raupā, e mihi mutunga kore ki a koutou katoa, and finally, to the WRR Board, e mihi anā āhau ki a koutou katoa

Recommendations:

That WRR;

1. **Receive, note**, and **discuss** this Annual Chair's Report 2021.
2. **Endorse** this Annual Chair's Report 2021

Tēnā koutou, tātou katoa



Te Pahunga (Marty) Davis – Chair.

CHIEF EXECUTIVE'S STATEMENT

Tēnā koutou katoa, I am very pleased to present my 2021 Chief Executive Report.

Why Ora empowers Māori career and employment aspirations so that our whānau can flourish. Rangatahi and whānau are at the centre of our mahi. Our aim is to help lift whānau incomes and grow leaders who can make a positive difference in our community.

2021 was a big year, despite all the challenges we engaged with over 633 whānau. We highlight their successes below and in our 2021 Annual Report.

The Covid-19 pandemic has continued to make an impact over the past year. Our events were affected, including Rapuara Hauora, our health exposure programme. We managed to facilitate three of the four workshops, meanwhile our Pūtaiao science expo was cancelled.

The pandemic also affected our ability to access our taura in schools. As many of our whānau begin their journey with us on these programmes, it poses a real challenge for us requiring creative solutions, including more online contact and support.

Despite these challenges in 2021 we continued to provide our Manaaki Oranga programme (pastoral care) supporting a total of 386 secondary students and 80 tertiary students. Of the 122 Year 13 secondary school students; 15 went into tertiary health, 26 into non-health tertiary pathways, 8 into tertiary teaching /education, and the rest are being supported to pursue other career paths.

In December 2021 we had 80 registered tertiary students already on health career pathways including 11 medical students (doctors), 17 nurses, 3 midwives and 30 allied health professionals. Meanwhile already in employment there were 2 medical doctors, 50 registered nurses, 5 midwives, 16 health administrators, 52 allied health professionals, 26 health care assistants, 7 caregivers and 6 non-clinical health workers.

Both Kenny Hau and Bree-anna Langton are now qualified as medical doctors, graduating in early 2022. Bree-anna first attended our Rapuara Hauora programme as a secondary school student, while Kenny was employed by the Taranaki District Health Board as a data analyst then transferred to Why Ora as an administration cadet. Both tell their story in our 2021 Annual Report, along with Leiana Rona, a Human Resources cadet now at Tui Ora.

It was a busy year operationally, with the strengthening of partnerships and relationships, the creation of a new logo and brand, the recruitment of our new Operational Manager, new Kaiārahi, as well as planning an office move. It was also our final year located at the Taranaki District Health Board (Manawa Ora – Māori Health Unit). This was a substantial change for our team, who have been based there for the past decade. As we all strive in our mahi we will continue to stay connected to our Manawa Ora whānau.

Although shifting our office into the New Plymouth CBD in 2022, this by no means reflects a shift away from our work in the health sector. In fact, it is the opposite.

In 2021 we strengthened our relationship with Taranaki District Health Board (DHB) entering a partnership to lead Māori workforce development and research at the DHB. This is an exciting move for Why Ora, a big driver is the opportunity to ensure more Māori develop rewarding career paths and grow into leaders within the DHB and health sector.

Being rangatahi and whānau centred means we support our whānau into any career aspiration they have, including education and environmental careers. In 2021 we continued to build a relationship with the Ministry of Education to explore how we can help to grow the Māori education workforce. We also formed a new agreement with the Ministry of Social Development through He Poutama Rangatahi to work with youth not currently in employment, education, or training, to assist them into meaningful and sustainable employment.

We also began building a relationship with Te Kāhui Maru (Ngāti Maru) to explore future training initiatives, and an important collaborative partnership with Tupu-ā-nuku. As our organisations share many of the same values and are supporting rangatahi across Taranaki secondary schools, we decided to collocate our Kaiārahi team with Tupu-ā-nuku. The invitation of working together was extended to Learner me, as they too share the same values and aspirations for rangatahi. This collaboration provides all three organisations with the ability to share resource and knowledge whilst acknowledging each has sector expertise. We continued to receive support from the Peter McKenzie Project (PMP). PMP are assisting Why Ora to extend our work into the education sector, we also participate in their Ngā Kaikōkiri, exploring how to accelerate change in the systems in which we work.

The Toi Foundation (formerly TSB Community Trust) is a long-term partner. Toi have been an instrumental support to Why Ora over the past years.

THANK YOU

We could not do the work we do without all these funding partners who share our vision. We also want to thank all our supporters especially in the health and education sector, Iwi and community, and in all Taranaki secondary schools and Kura Kaupapa Māori for enabling your students to participate in our programmes.

A big thank you and acknowledgement to all our rangatahi and whānau for your efforts. In the challenges ahead your contributions are needed more than ever. We look forward to supporting you and more whānau to pursue their aspirations and truly make a difference.

Finally, thank you to our Board, for your continued efforts and support and to our staff and contractors for everything you do to contribute to our shared kaupapa.

Ngā mihi nui,



Tanya Anaha, Pou Whakahaere/ Chief Executive



Photo: (L-R) Tanya Anaha (CE) and Kenny Hau
- first day as a Doctor

Don't let anything hold you back!

*Ko Taranaki te maunga
Ko Kurahaupo, Ko Te
Arawa ngā waka
Ko Taranaki, Ko Ngāti
Tuwharetoa ngā iwi
Ko Ngāti tairi te hapu
Ko Okorotoa te marae
Ko Kenny Hau tōku ingoa*



Kenneth Hau – Medical Doctor, Taranaki Base Hospital

Kenny is a recently graduated Medical Doctor now working in the surgical department at Taranaki Base Hospital. While Kenny dreamt of doing medicine as a kid, he didn't take the usual pathway from secondary school to med-school. Instead, he completed a commerce degree and worked as a business analyst before finding his way back to his dream.

I come from a big whānau. I was brought up in Taranaki in Oakura – before it was super flash! Then we moved into New Plymouth. I'm the eldest which has always given me a strong sense of responsibility as a role model, which I've enjoyed. I'd wanted to do medicine since I was at primary school.

My uncle was a doctor (Dr. Ruakere) and he would always talk to me about medicine, so early on I thought it was something I could do. But when I got to high school – that idea went straight out the window! At that stage, I just wasn't into science. So, I thought I wouldn't like it! Instead, when I left school, I decided to do a Bachelor of Commerce in Dunedin.

I came back to Taranaki and went on to become a Business Analyst for the Taranaki District Health Board. While working one day I got approached by Why Ora to support them going out to secondary schools talking to rangatahi about what I did. I got the opportunity to listen and talk to doctors and nurses.

They encouraged me to do medicine, saying "sure the science is a bit hard – but don't let it hold you back." I thought well if my uncle Tony could do it – I could do it too! So, I decided I would go back to study medicine. I had strong whānau support – and that was really important to me.

I was 25 when I made that decision, my partner and I were just settling into things – like our jobs and buying a home etc- but I decided to go for it. And I am so glad I did!

I loved my time studying medicine. The whakawhanaungatanga was so strong. I was surrounded by people with similar values – everyone cared about looking after people – and you really need that in medicine.

There are such a lot of hours studying. The first year I learnt about physics and chemistry – I was catching up – I had to study every day and night and every weekend. But the great thing is once you are there you are so supported – everyone has your back.

Being Māori in this career is central to me – the strengths I have are all based around Te Ao Māori.

Connecting and interacting is very important. For a lot of my Māori colleagues, it's second nature. If we can take our values into our jobs and show how positive it is to build relationships with patients – the outcomes from that are huge.



Photo: Kenneth Hau -
2015 Why Ora workshops



Coming home to Taranaki I find it extremely rewarding being here and working with our people – there is so much to learn and do to help out everyone the way that we want to.

I'm on the surgical run at Taranaki Base Hospital – there is one male doctor and seven or eight female doctors. The diversity is great. My wife is non-Māori and she has noticed the difference with lots of cultural backgrounds coming into health.

Māori come into this field and show our diversity in our values – everyone is understood. Māori get each other – we have the same upbringings and we understand each other completely. In Dunedin I had great Māori mentors – but I don't know any senior Māori doctors here and I have felt that – here I feel I am teaching myself.

There is definitely racism everywhere – but not everyone is exposed to it. I grew up on our marae at Oakura, but I didn't speak Te Reo Māori.

My wife and I both attended Te Wānanga o Aotearoa. I've got three boys and they go to Te Kōpae Piripono and Te Pi'ipi'inga Kakano Mai I Rangiatea, the Kura kaupapa in Spotswood.

Thinking about my aspirations for the future – there are so many options. I have a real interest in public health, and in policy and politics – so maybe a mix of it all somehow. I'm also keen to keep doing something in the community.

My advice to anyone interested in pursuing a new career path is - just be open. Trust in your abilities. Don't hold yourself back! If there is something you want to do – don't let any obstacles get in your way.

If you are worried about mental wellbeing and stress – realise you are not alone – it is so common in this society. Have the courage to share the problem and halve your burden. You will find your way!

Now that I'm working in medicine it's a great rewarding job – I'm motivated and I will always be motivated. Since I graduated, my brother's partner has gone to study too – there are so many opportunities.

I love the path that I have taken. I don't think that I was ready at 18. By the time I started studying medicine I had already lived a lot. It's perfect being an adult student.

Being an older-student, I had to make a real effort. It was hard but rewarding. I surrounded myself with Māori connections and that made it so much easier.

If you are thinking of doing medicine in Dunedin, I recommend going to the Kohatu Centre – that is where we congregate – it's a home away from home.

The Why Ora team were some of my staunchest supporters and I really appreciated them coming along to awahi me on my first day as a doctor. This was fitting as they played a huge part in my journey as a student, by providing opportunities such as scholarships and summer cadetships.

These experiences were a way of staying connected to the health workforce and provided frequent reminders of the passion I had for helping our people in Taranaki.

Alongside Why Ora I had so many others also looking out for me. In the end it begins to feel like your successes become a shared success among the many people who have supported you along the way.

It is a great feeling to have finished my studies and repay some of that time and effort people have put into me becoming a doctor.

FOLLOWING THE CALLING

Bree-anna Langton. First year medical doctor, Taranaki Base Hospital

*Ko Taranaki te maunga
Ko Kurahaupo te waka
Ko Taranaki te iwi
Ko Ngāti Tara te hapu
Ko Okorotua te marae
Ko Bree-Anna Langton tōku ingoa*



I grew up on a dairy farm outside Opunake, as the eldest of three kids. I attended St Joseph's school in Opunake, then Taranaki Diocesan in Stratford, I boarded there all through the rest of my schooling.

Growing up my Aunty was really into kapa haka – so I'd always known about my connection to Māori. I started doing kapa haka as a kid and carried on all through high school. In Year 10 I also did a year of Te Reo Māori through correspondence, as there was no Māori teacher at my school – I was so passionate about learning it and I was determined to do it!

I'd always loved science - especially anatomy and physiology! I started in Why Ora as a Year 10. It was a cool way for me to meet other Māori students. I'm quite white looking but I felt really good being there, and it helped later when I was at university. I felt accepted and involved as a Māori – just the same as everyone else. I really enjoyed participating in Why Ora programmes. So, then I got an opportunity to shadow a pharmacist. We went into the lab and got a free feed – it was such a cool day to hang out – such a positive experience. So, when I finished school, I didn't know what I wanted to do but I knew it was science based. I went to Dunedin and did my 1st year of Health Science. It was a big step, as none of my whānau had been to university before me.

While there I got very involved with their Māori Health Workforce Development Unit (MHWDU). I really felt like I was part of the whānau. I accessed lots of teaching and events, and from there I grew my interest and capability in Māoritanga. Then when I got into Medicine, I decided to give it a go. I enjoyed it and carried on. All of us Māori medical students became quite tight – we got each other and stuck together.

I was really fortunate to receive a scholarship and a funded trip to Melbourne to attend the 'Leaders in Indigenous Medical Education' event. I learnt a lot about indigenous people there. I attended whakawhanaungatanga events and was continually building relationships. Why Ora checked in on me during the year. It was nice to be remembered and know they could advocate for me. I'd keep in touch with them and go out for a coffee. We have a yearly noho for all Māori medical students – 300 people each year and you end up knowing people from all across the motu! Through our noho I got talking to Josh Manukonga. He was doing the year-long Rumaki Reo course at Te Wānanga Takiura and I ended up deciding to do it too. I now have a

Diploma in Oral Māori Language Fluency and it was also great to have a year out of my studies and return to it feeling refreshed. I also went on a yoga retreat and became a yoga teacher. I reconnected. I heard 'Te karanga o te Tupuna' – a calling from my ancestors. It was the right time to come home even though it was a really big decision for me to do that.

Once I completed my studies I got a job back here at Taranaki Base Hospital, as a first-year doctor in general medicine.

One of my biggest goals is to normalise Te Reo Māori in communication. I take opportunities to do that at work - like writing my emails in Te Reo Māori – I don't translate them. Pronunciation is a big thing – I correct people nicely.

I've already had two consults in full Te Reo and I also use it in my advice to patients if I know they are fluent. And I personally advocate for Māori patients where I can.

Inequity is about treating people differently – so I go out of my way for them – the system is not designed to work for them and I have to help make up for that. Starting at the individual level - that is what I'm doing!

What positive change could look like at a system level is having more Māori doctors on the floor and bringing the services out to the people – travel to the patient and not the other way around. We also need Māori in higher up places to be advocating for Māori!

When I think about my own future I see two potential career paths – I'll either be a GP down the coast or working from a marae, really grassroots – or I might take up Psychiatry, with an interest in Māori health. Our mental health system needs work.

Dr Hinemoana Elder is one of my faves!

For me it is not about the destination, it's the journey – there's no rush, there's a perception out there we have to get to the end as quick as we can – however taking a year out to do something I was really passionate about was the best thing I ever did! Going with the flow and seeing where life takes you is just as rewarding if not more rewarding.

And being grateful. I am super grateful to Why Ora for all of the support over the years. I was 14 when I started with Why Ora! That's 10 years – it's a long time!

WHY ORA WHĀNAU

Maaia Waiwiri - Year 11 Te Atiawa - Taranaki

My ultimate goal is to be the first person in my whānau to attend tertiary education, but whilst in secondary education I hope to fill my kete with as much knowledge as I can. I hope to gain a deeper understanding of different health careers and which pathway is best suited for me. I aim to take as many opportunities as I can.



Tane Whitehead - Te Atiawa - Taranaki Tertiary student

While it has not been easy, through support networks and the knowledge that my biggest reward comes from giving to others, I have been able to achieve great things. As the Māori proverb goes, He aha te mea nui o te ao? He tangata, he tangata, he tangata. For me, it is people that make the world so valuable....Why Ora allowed me to look at different avenues I could go down and broaden my beliefs beyond ideas that Māori students are only strong in certain areas. In reality, we are strong at whatever we apply ourselves to, and ultimately you must choose a path that makes you happy.



Maria Morehu - Te Atiawa - Taranaki IT Intern

I had my heart set on doing something in Information Technology, I enjoyed working with computers and applications, without even realising Information Technology was needed at the Hospital. At the beginning of the year I heard from Why Ora and they told me about the opportunity for an I.T. internship at the Hospital. I thought "why not?" so I applied for the internship.

I was excited and nervous for the whole process but I am glad I went through with it as I am now working at the Taranaki District Health Board as an Information Technology intern and I am excited for what the future holds and the new skills I will learn.



Cabe Ihaia Dean - Year 13 Ngāti Maniapoto Iwi

Since childhood, hauora and community involvement have been a big part of my life. I believe education is your most powerful tool. Seize every opportunity that is presented to you.

WHY ORA WHĀNAU



Ariana Kereopa | Ngāti Rangī | Pharmacy Intern

Don't be afraid to ask for help. I did, and that helped me get through. If you don't, you can go down a much worse path mentally. It never hurts to ask for help. But it does if you don't!

Be prepared that as a Māori intern you are probably going to experience racist remarks.

One of the outcomes of my experiences with my own wellbeing is that I have become a lot more interested in the mental health side of pharmacy. I'm looking at the possibility of doing a post graduate certificate in mental health.

In my career I really hope to make an impact and work towards reducing inequities. There needs to be a massive shift for there to be real change - from the top down and right across the health system. It's a long road to go but at least we are on that path in health now.



Rhys Donovan Taranaki Iwi Year 13

I love helping people out. Big or small it's just something that I do and going to study health sciences and then medicine is one of the best ways I feel I can continue that on a daily basis with new people from all walks of life.

Being Māori going to study medicine is incredible because it is an opportunity to engage and uplift the communities you'll work in and a career that allows you to continually give back to those that support you on your journey.

My advice would be "do the mahi get the treats" - Never be afraid to put your hand up and ask for help or to sit down and have a kōrero with someone because everyone carries knowledge and expertise and nothing is more humbling than being able to pass it on to someone that is willing to learn.



Amene-ia Jury Ngāti Mutunga Iwi Year 13

Taranaki is my Maunga, Waitara my Awa and my Iwi is Ngāti Mutunga. I have always had a keen interest in the environment, knowing that in society today and in the future, it will be an important feature of our earth to nurture and take care of. My advice to others who are looking to follow in similar footsteps is to follow what your heart desires and to never doubt pursuing your dreams and aspirations.

LEIANA RONA

Opening a door of endless opportunities

Leiana Rona – Why Ora Cadet, Human Resources Assistant, Tui Ora

Ko Taranaki te maunga
 Ko Waitara te awa
 Ko Tokomaru te waka
 Ko Te Atiawa te iwi
 Ko Pukerangiora te hapu
 Ko Kairau te marae
 Ko Jane Shorter tōku Mama
 Ko Kodee Rona tōku Papa
 Ko Leiana Rona tōku ingoa
 Tēnā koutou katoa

Can you tell us a bit about your background, where you grew up, and went to school?

I'm one of 10 kids and I am the youngest – I have three full siblings, four half siblings and two step siblings. But we are all one whānau!

I lived in Waitara for the first seven years of my life.

We moved into the Lepperton School House and I lived there with my whānau from the age of seven. Then we moved into New Plymouth when I was 13.

I attended Lepperton Primary School, then Highlands Intermediate and then New Plymouth Girls High School. I left school when I was 16 years old after I had achieved my NCEA level 2.

What were your interests as a tamariki/ rangatahi?

I was totally into Sport – Netball, Touch, and Rugby.

My favourite school subjects were maths and science.

What were you planning to do when you were leaving school? I was planning to Study for Primary School Teaching or Nursing.

When you got involved in Why Ora/ Tui Ora, what changed for you?

After getting involved with Why Ora and getting the cadetship to work at Tui Ora what changed for me was feeling valued.

Also being able to have a career without attending university has opened a door of endless opportunities for me.

What are your career aspirations? / What led you to choose this?

I'm still a little bit unsure about my future – so I'm keeping my options open. Making a positive change in our community is the biggest thing for me. I have started looking into project and change management – there is a lot of potential in those careers. Being a part of the Tui Ora strategic reset has led me to this idea and working alongside EY – Tahi. I can see what the opportunities might be.

What support has Why Ora/ Tui Ora given you and how has it helped?

Why Ora supported me to help me find a job and it something that suits me and my skills.

They also supported with my transition into Tui Ora by constantly checking in during my first few weeks and months. This really helped me ease into a new environment. Tui Ora has helped me so much with my development. Always pushing me to think and want more. This has helped me find where I want to go and constantly striving for more.

What does your Māori identity mean in relation to your chosen career?

Although like so many of us I am still finding my Māori identity, it makes me feel connected to all and wanting to shift the scale for all Māori and benefiting whānau and kaimahi.



Photo: Leiana Rona

What do you think needs to change to improve wellbeing for Māori?

Education needs to change, especially around what there is out there to help rangatahi and whānau (in other words health literacy). Access to equitable care and feeling comfortable enough to accept it is a huge need. Minimising diagnostic care and instead moving to preventative care. So, working on fixing the how they got to this issue, rather than fixing the issue itself ('shifting the dial').

What difference do you feel you can you make through your work, if any? / how are you planning to do that?

Starting with the workforce, I'm helping change things internally so that kaimahi are fit and well to provide the best level of care they can to our whānau.

What advice would you give to other people thinking about studying/ embarking on their future? Be prepared for your career/study choices to change along the way, because what you want to do now may be different when you actually get some experience. It's okay to not know what you want to do. Finding experience in anything helps. Whether that be studies, volunteering, or working. You will find things you like to and things you don't like and nine times out of 10 there will be a career path for what you are loving to do.

What are you personally looking forward to in the future?

Career development – getting some training and moving into a space that is more me, and my own Personal Development – I'm constantly learning new things about myself!

ABOUT OUR CADETSHIPS

Why Ora works with partner organisations to facilitate work experiences and career exposure for our whānau, including cadetships and internships.

Tui Ora and Why Ora have been working together in this way for a number of years.

Terry Huntley, Senior Human Resources Advisor with Tui Ora says: "The relationship between Why Ora and Tui Ora over the years has been a great success. We have had a number of cadets through our partnership. The ones I have been personally involved in managing are Leiana and Willow. Both have worked out well. Leiana is in Human Resources and Willow started with Tui Ora Family Health, but has moved to Oranga Hinengaro, our mental health service. Their team leaders have recognised their talents and are now supporting them to grow. Both are going in leaps and bounds.

We are able to access a great pool of people through our connection with Why Ora. Prior to this we had Thomson who since moved on to take up a career in health promotion. We are particularly interested in administration cadetships as there is a great need for people with these skills in our community".



L - R Willow Rahui Brown, Olivia Ratana



L-R Olivia Ratana, Thomson Matuku

COLLABORATING TO SUPPORT RANGATAHI INTO MEANINGFUL CAREERS

Why Ora has formed an exciting collaborative with two Taranaki organisations: Learner Me and Tupu ā nuku, to help guide rangatahi into meaningful careers, put their needs first and tailor the right support and training for each individual.

Through our combined networks, together we'll explore shared opportunities to meet rangatahi needs, including initiatives such as sharing pastoral care personnel, providing driver licensing solutions, and building cloud-based software that each organisation can utilise. Our leaders explain more about the ideas behind the collaboration below:



"Working together gives the ability to extend our reach as well as develop better solutions to meet the long term aspirations of all three organisations. Each organisation has specific expertise and knowledge, we lever off this expertise to ensure we meet the needs of those rangatahi not currently engaged in employment, education or training. We want to change the narrative of "leaving school early or not going to tertiary means your choices to a career are limited". We work together and with our networks to create pathways for rangatahi to obtain not just employment, but a meaningful career."

Tanya Anaha, Pou Whakahaere/Chief Executive, Why Ora

"We've got three organisations with similar, if not the same, values around the aspirations of our whanāu and rangatahi so it made sense to come together and pool resources to collaborate and maximise the training opportunities for our rangatahi and getting them into sustainable employment.

It's not about a quick fix; it's about long-term career pathways, giving rangatahi the skills and supporting them into the right work for them. We've got Why Ora for health and education, Learner Me for IT and Tupu ā Nuku for conservation. It could be that we have a rangatahi come into our conservation programme but they show an interest in the health or education sector or tech, through this collaboration we can better facilitate this."

Ānaru White, Programme Manager at Tupu ā Nuku

"We've found similarities in the challenges our rangatahi face, for example, in Taranaki, which has limited public transport, we have long wait times for driver licensing, so we are looking to fast-track this for those rangatahi who need it. Similarly, we are collaborating on wellness and pastoral care support—making sure it is comprehensive and consistent."

Simon Singh, CEO of Learner Me

All three organisations have gained support towards their initiatives from He Poutama Rangatahi, through the Ministry of Social Development and are getting underway with projects.

For more information about our organisations visit:

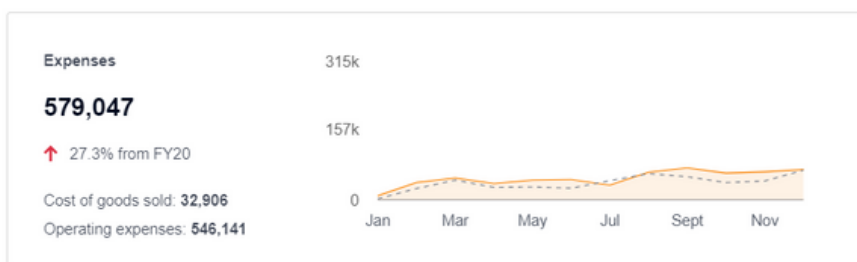
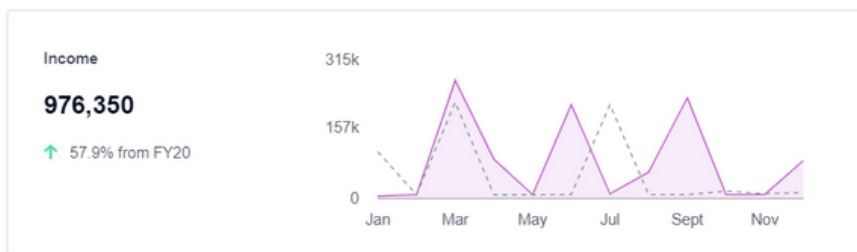
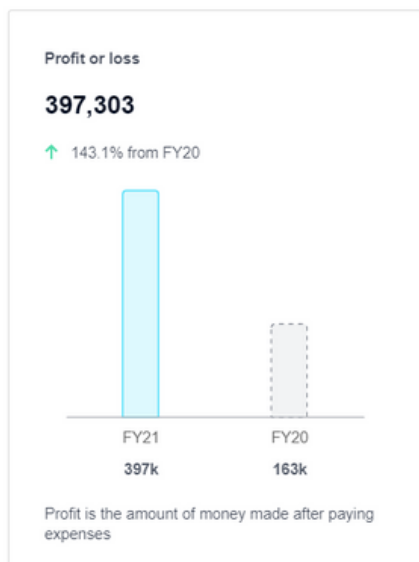
Why Ora: whyora.co.nz

Tupu ā Nuku: maru.nz/tupu-a-nuku-2

Learner Me: learnerme.ac.nz

FINANCIAL STATEMENT

Profitability FY21 — FY20



Largest operating expenses	FY21	FY20
Wages and paye	394,564 ↑	308,413
Contracting	64,275 ↑	30,385
Lease of motor vehicle	7,551 —	7,551
Trustee fees	7,368 ↑	2,000
Staff training and development	6,828 ↑	139

Financial position and cash On 31 Dec 2021

