

2021-2023 Hanakahi Council Strategic Plan

Mission Statement

Hanakahi Council (Hanakahi) advocates for and advises on the advancement of Native Hawaiian students, faculty, staff, and culture throughout the University of Hawai'i at Hilo (UH Hilo).

Vision Statement

We, the Kānaka Maoli, the Native people of Hawai'i, are unique by virtue of our ancestral ties to the 'āina, our history, language, culture, knowledge and spirituality. Hanakahi Council, representing Kānaka Maoli at the University of Hawai'i at Hilo, promotes a university committed to the empowerment, advancement and self-determination of Kānaka Maoli, through distinctly Hawaiian instruction, research and service. The vision of Hanakahi Council is nurturing and sustaining the University of Hawai'i at Hilo as a Hawaiian place of learning.¹

Who We Are²

Hanakahi is a formal, independent voice and organization through which Native Hawaiian faculty, staff, administrators, and students can participate in the development and interpretation of campus-wide policy and practice as it relates to Native Hawaiian programs, activities, initiatives, and issues.

- Hanakahi is a campus-based caucus group composed of faculty and staff who are Native Hawaiian or affiliate members who are associated with campus programs, colleges or departments in Hawaiian Studies, Hawaiian language, or Hawaiian education or targeted to serve Native Hawaiian students.
- As Hanakahi moves into a new era with our Chancellor, the future direction of this institution is firmly planted with a sense of place, building a vision that is not only Hawaiian in name but in the context of how we operate as an Indigenous serving institution.
- Hanakahi serves as an instrument of change towards the development of policy and programs based on assuring that UH Hilo grows with Native Hawaiians as active participants, as students and as architects of the direction of UH Hilo.
- The Council meets monthly to discuss various topics that may impact access or success of Native Hawaiians, programs, activities, initiatives and issues relevant to UH Hilo. The Council serves in its advisory capacity to the Chancellor as an advocate on Hawaiian issues that further define UH Hilo as an Indigenous serving institution. The Chancellor recognizes Hanakahi's role and function on the campus.

¹ Hanakahi Charter

² Papahana Ho'olālā Hikiāloa 2012-2017

While membership has evolved, such a group has existed at UH Hilo since 1983; the group was previously known as the Committee of Faculty of Hawaiian Ancestry (COFHA). At that time, Hawai'i Community College was a college of UH Hilo and members of COFHA.

What We Stand For³

Hanakahi recognizes that UH Hilo and its ethos is evolving and dynamic. UH Hilo, located in Hawai'i, is characterized in its geography, history, language, culture, and values of its Indigenous Native Hawaiian people. UH Hilo recognizes the importance and significance of being a higher education institution that represents the host culture and its people through all aspects of its function. One of the goals of Hanakahi is to lead the transformation of UH Hilo as a Hawaiian place of learning and as an Indigenous serving institution. The description of UH Hilo as a Hawaiian place of learning is intentionally broadly defined.

Within the academic arena, reference a Hawaiian cultural foundation. The reference to the Hawaiian cultural foundation would not be an exclusive perspective but a beginning point that would allow for an expanded view. Stories or *mo'olelo* of Hawai'i, special art forms, voyaging, the social network of families, traditional practices of hula and much more can be integrated into interdisciplinary degree programs. Such examples already exist at UH Hilo.

Within student development programs, departments and colleges, reference and utilize Hawaiian values, behavior, language and practices to define student growth, development, achievement, and educational and career paths. The utilization of Hawaiian concepts and values has already been successfully applied in various departments and centers at UH Hilo. There are examples by programs, centers at UH Hilo that utilize Hawaiian cultural foundation in addressing higher education student development issues. It can also be successfully applied to other populations at UH Hilo.

There are exemplary examples on campus that have developed a philosophy and practice of design and implementation that considers the Hawaiian cultural foundation (i.e. a sense of spirituality and harmony with all of the elements and self, using Hawaiian symbols or symbolism). While this was applied in the development of Hale'ōlelo, it should also be applied to all buildings and spaces on campus.

In the formation of community between and among all people who are part of UH Hilo, there should be a set of Hawaiian values, practices, and protocol that identifies the UH Hilo 'ohana. This includes Hawaiian protocol for any formal occasion for the welcoming of guests; saying aloha to someone of UH Hilo that is departing; graduation ceremonies; recognition of achievements events, and other special occasions of UH Hilo. There should be Hawaiian values and concepts that define our relationship between and among all who are a part of UH Hilo.

³ Papahana Ho'olālā Hikiāloa 2012-2017

Strategic Goals⁴

To fully participate in decision making, policy, strategic direction, and campus culture for the advancement of Native Hawaiians, the following are Hanakahi's strategic goals for fiscal years 2021-2023. Activities to attain these goals will be championed by Hanakahi membership through the leadership of the executive committee, the standing committees, and the ad hoc committees.

Executive Committee

Standing Committees:

Advocacy Committee

Membership and Communication Committee

Hawaiian Language and Culture Committee

Hawai'i Papa O Ke Ao (HPOKA) Committee

Ad hoc Committees:

Strategic Planning Committee

Legislative Committee

Budget Committee

Process for Implementation, Monitoring and Review

Committees will:

- Develop and provide projected timeline of activities
- Provide written quarterly update reports to the Executive Committee and verbal summary at Council meetings
- Conduct an informal annual review during the summer and provide recommendations and updates for the next year

Goal 1: Active membership across campus units

He lālā no ku'u kumu. Hanakahi, through its membership (student, staff, faculty, administration), will continuously strengthen its collaborative voice, advisory role to administration, and capacity to be a change agent.

Goal 2: Strengthen campus relationships

'A'ohē hana nui ke alu 'ia. Relationships are an integral part of Hanakahi's success and will continue to strengthen those relationships.

⁴ Hanakahi Council Planning Session with Kathleen Baumgardner, 11/2/2019

Goal 3: Support Native Hawaiian representation and advancement on campus

Huli ka lima i lalo. Hanakahi's capacity as a change agent will benefit from increased representation and advancement of Native Hawaiian staff, faculty (including lecturers) and administration (including Deans).

Goal 4: Support the institutionalization of the UH Hilo Hawai'i Papa O Ke Ao (HPOKA) campus plan

'A'ohe pau ke 'ike i ka hālau ho'okahi. Hanakahi Council aims to lead the transformation of UH Hilo as a Hawaiian place of learning acknowledging that UH Hilo has been designated a U.S. Department of Education Title III Native Hawaiian Serving Institution (NHSI) since 2000; that UH Hilo aspires to be a premier Indigenous serving institution; and that the UH Hilo HPOKA Plan will guide the advancement of UH Hilo as an Indigenous serving institution.

Appendix A

Committee Descriptions and Recommended Actions

Executive Committee

Executives consist of three elected individuals who represent student services, academic, and administration program areas at UH Hilo. The categories represent the functions they perform in the institution. Executives provide leadership, represent Hanakahi at the Pūko‘a Executive Council and must regularly participate in meetings, committees, activities and initiatives. Executives shall be required to sit on at least one campus or Hanakahi committee (in addition to the Executive Committee).

- Farrah Marie Gomes, Administration (Term 06/01/21-06/01/23)
- Hualani Loo, Student Services (Term 06/01/21-06/01/23)
- Kamalani Johnson, Academic (Term 06/01/21-06/01/23)

Standing Committees (Term 06/01/21-06/01/23)

Advocacy Committee (pending)

Track current issues facing our Native Hawaiian students, faculty, staff and community. (Goal 1)

1. Propose the role of Hanakahi or members of the Council in addressing, advocating for, taking a stance, educating on, and/or bringing awareness of the issue to administration and/or community
2. Lead Hanakahi discussion on advocacy topics put forth by System, Pūko‘a, or campus for Hanakahi input, support, or decision making

Membership and Communication Committee (pending)

Introduce and increase awareness of Hanakahi. (Goal 1)

1. Develop and share about Hanakahi through videos, newsletter, email, website, and social media (including potential data dashboard)
2. Introduce Hanakahi to and invite new employees to become members or affiliate members of the Council and included in the Hanakahi listserv for communications about meetings and activities
3. Encourage participation of a student representative at Hanakahi meetings and activities
4. Encourage members to participate in new faculty and staff orientation
5. Provide updated Hanakahi information (that includes the website) to all employees of Native Hawaiian ancestry
6. Annually highlight Hanakahi’s accomplishments (ie: website, email, meeting presentation)

Establish and continue to strengthen relationships with students, staff, faculty and administration. (Goal 2)

1. Schedule membership meetings with Vice-Chancellors (Student Affairs, Academic Affairs, Administrative Affairs)
2. Offer and support campus related activities and gatherings for membership
3. Encourage cross-campus membership (Student Affairs/Academic/Administration) involvement in collaborative “projects” (ie: food pantry)

Hawaiian Language and Culture Committee

Offer cultural professional development opportunities to Hanakahi membership. (Goal 1)

1. Plan and offer annual orientation (social and network events), wahi pana sessions, kīhei sessions, mele rehearsals, etc.
2. Incorporate Hawaiian language and culture education in monthly Hanakahi meetings - ie: vocabulary, mo‘olelo, etc.
3. Encourage and support membership participation in relevant campus and system opportunities (ie: campus Kīpaepae, webinars, speaker series)

Mentorship Committee (pending)

Support internal advancement opportunities for Native Hawaiian faculty and staff. (Goal 3)

1. Advocate and encourage Hanakahi membership to engage in a process that develops and promotes Native Hawaiian faculty and staff leadership.
2. Advocate and encourage Hanakahi membership to engage in a support system that helps to sustain the advancement of Native Hawaiian faculty and staff

Support student & career readiness. (Goal 3)

1. Advocate and engage in institutionalizing a student development model/program that promotes Native Hawaiian leadership & citizenship

Be active in the area of personnel recruitment. (Goal 3)

1. Advocate for prioritizing Hawaiian knowledge in the hiring, tenure, and promotion process
2. Advocate for increased representation of Native Hawaiian faculty and staff in all units including administration

Hawai‘i Papa O Ke Ao (HPOKA) Campus Plan Committee

Review and update the HPOKA Campus Plan as needed and submit to administration upon approval of the Council. (Goal 4)

1. Actively engage and advocate for the implementation of the HPOKA campus plan empowering campus units to normalize goals in planning, resourcing, and decision making
2. Provide guidance regarding Hanakahi’s role and alignment with the HPOKA campus plan
3. Incorporate HPOKA representative updates of System HPOKA progress and activities at monthly Hanakahi meetings

Ad hoc Committees

Strategic Planning Committee

Update the Council's Strategic Plan as needed for approval by the Council.

Legislative Committee

To track and monitor any bills that relate to Hanakahi's mission and purpose.

Budget Committee

Prepare campus and System budget proposals as needed for approval by the Council prior to submission.

Appendix B

Goals, Recommended Actions, and Recommended Committee

Goal 1: Active membership reflective of our campus

He lāla no ku'u kumu. Hanakahi, through its membership (student, staff, faculty, administration), will continuously strengthen its collaborative voice, advisory role to administration, and capacity to be a change agent.

Track current issues facing our Native Hawaiian students, faculty, staff and community.

(Advocacy Committee)

1. Propose the role of the Hanakahi or members of the Council in addressing, advocating for, taking a stance, educating on, and/or bringing awareness of the issue to administration and/or community
2. Lead Hanakahi discussion on advocacy topics put forth by System, Pūko'a, or campus for Hanakahi input, support, or decision making

Introduce and increase awareness of Hanakahi. **(Membership and Communication Committee)**

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2. Introduce Hanakahi to and invite new employees to become members or affiliate members of the Council and included in the Hanakahi listserv for communications about meetings and activities
3. Encourage participation of a student representative at Hanakahi meetings and activities
4. Encourage membership to participate in new faculty and staff orientation
5. Provide updated Hanakahi information (that includes the website) to all employees of Native Hawaiian ancestry
6. Annually highlight Hanakahi's accomplishments (ie: website, email, meeting presentation)

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3. Encourage and support membership participation in relevant campus and system opportunities (ie: campus Kīpaepae, webinars, speaker series)

Goal 2: Strengthen campus relationships

'A'ohe hana nui ke alu 'ia. Relationships are an integral part of Hanakahi's success and will continue to strengthen those relationships.

Establish and continue to strengthen relationships with students, staff, faculty and administration. **(Membership and Communication Committee)**

1. Schedule membership meetings with Vice Chancellors (Student Affairs, Academic Affairs, Administrative Affairs)
2. Offer campus activities and gatherings
3. Campus-wide involvement (Student Affairs/Academic/Administration) to strengthen the support network for collaborative “projects” (ie: food pantry) and unified voices

Goal 3: Support Native Hawaiian representation on campus

Huli ka lima i lalo. Hanakahi’s capacity as a change agent will benefit from increased representation and advancement of Native Hawaiian staff, faculty (including lecturers) and administration (including Deans).

Support internal advancement opportunities for Native Hawaiian faculty and staff. **(Mentorship Committee)**

1. Advocate and encourage Hanakahi membership to engage in a process that develops and promotes Native Hawaiian faculty and staff leadership
2. Advocate and encourage Hanakahi membership to engage in a support system that helps to sustain the advancement of Native Hawaiian faculty and staff

Support student & career readiness. **(Mentorship Committee)**

1. Advocate and engage in institutionalizing a student development model/program that promotes Native Hawaiian leadership & citizenship

Be active in the area of personnel recruitment. **(Mentorship Committee)**

1. Advocate for prioritizing Hawaiian knowledge in the hiring, tenure and promotion process
2. Advocate for increased representation of Native Hawaiian faculty and staff in all units including administration

Goal 4: Support the institutionalization of the UH Hilo Hawai‘i Papa O Ke Ao (HPOKA) campus plan

‘A‘ohe pau ke ‘ike i ka hālau ho‘okahi. Hanakahi Council aims to lead the transformation of the UH Hilo as a Hawaiian place of learning acknowledging that UH Hilo has been designated a U.S. Department of Education Title III Native Hawaiian Serving Institution (NHSI) since 2000; that UH Hilo aspires to be a premier Indigenous serving institution; and that the UH Hilo HPOKA Plan will guide the advancement of UH Hilo as an Indigenous serving institution.

Review and update the HPOKA Campus Plan as needed and submit to administration upon approval of the Council.

1. Actively engage and advocate for the implementation of the HPOKA campus plan empowering campus units to normalize goals in planning, resourcing, and decision making

2. Provide guidance regarding Hanakahi's role and alignment with the HPOKA campus plan
3. Incorporate HPOKA representative updates of System HPOKA progress and activities at monthly Hanakahi meetings