

**HO'OIKAIKA
PARTNERSHIP**

*Working together to keep
our 'ohana safe and supported*



Charting a New Course



Ho'oikaika Partnership Strategic Goals

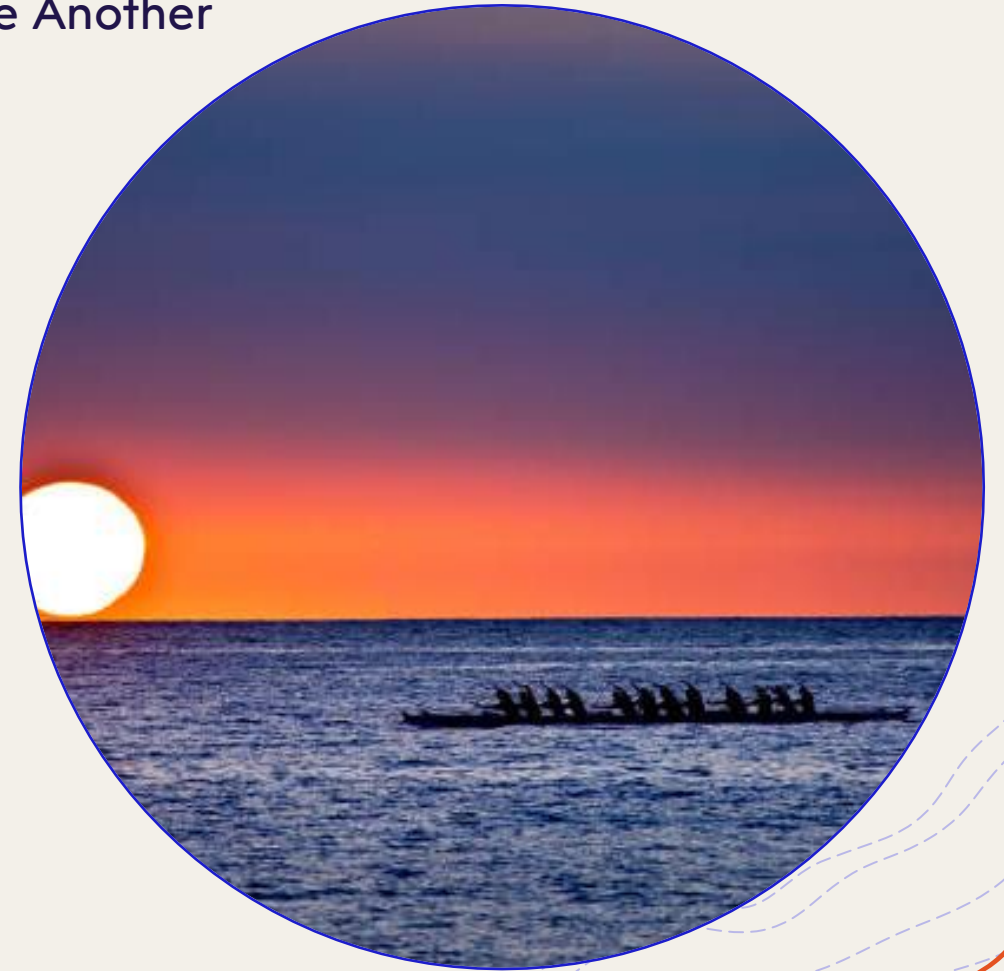
1. Create a seamless safety net of services to support children and caregivers
2. Strengthen the prevention and provider workforce
3. Successfully educate and advocate for policy, program, and systems changes needed to prevent CAN
4. Engage the community in CAN prevention
5. Strengthen the foundation of HP



Ingredients for Successful Collaboration

Respect
Active Listening
Good Communication
Kindness
Proper Use of Power
Generous With Time
Being Truthful
Meet People Where They're At
Transparency
Fun
Sharing The Same Beliefs
Able To Have Difficult Conversations
Able To Challenge Each Other's Ideas
Know Your Kulana/Role, Where You Fit

Kako'o/Support One Another
Empathy, Laulima
Clear Goals
Contributing
Speaking Up
Celebration
Leadership
Diversity
Open-Minded
Being Spiritual



Why a Charter?

GOAL 5: STRENGTHEN THE FOUNDATION OF THE HO'OIKAIKA PARTNERSHIP

Partners are eager to create more structure to successfully achieve the mission and goals in the strategic plan. Objective 5.1 is to Formalize participation in the partnership through partnership agreements and operating principles.

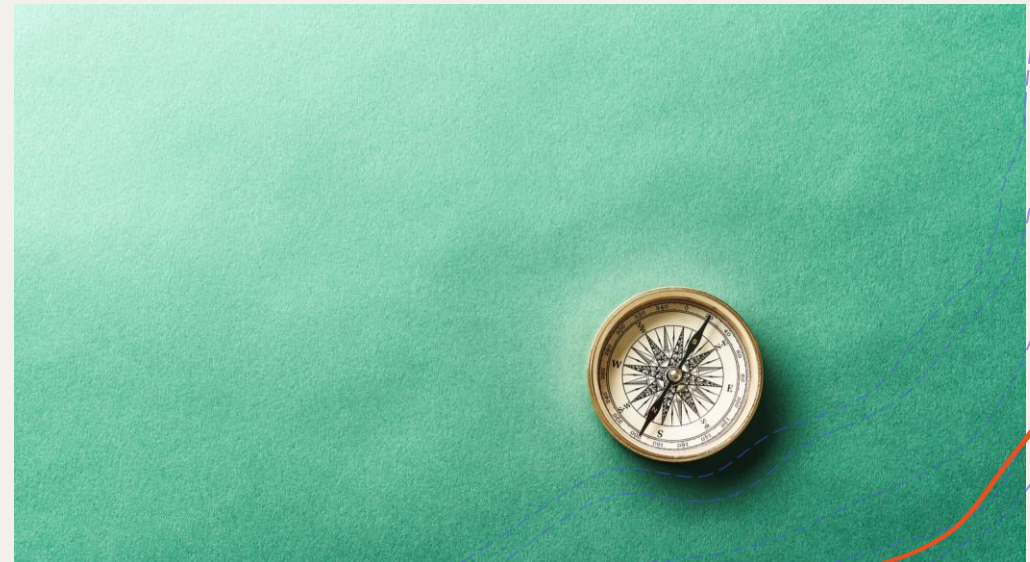
A Charter:

- Outlines the purpose, policies and procedures for a collaborative group
- Describes the group's work and operating guidelines in enough detail so that the process is clear and transparent



Charter Components

- + Purpose/Background
- + Roles & Definitions
- + Decision Making
- + Taking Policy Positions
- + Meetings
- + Committees



Meeting Agreements

To create a foundation for respectful dialogue, partners agree to the following values and behaviors to guide our discussions:

- **Aloha: Be Authentic & Use Common Conversational Courtesy.** One person talks at a time; group members listen respectfully, refrain from interrupting and side conversations.
- **Kokua: Each Contributes & “Shares the Air.”** All group members are responsible for a meeting’s success and outcomes and support the co-chairs/facilitator(s) in doing their job. No one dominates; all participate in assuring the ground rules are observed.
- **Ha'aha'a: Listen Deeply, Seek to Understand.** Welcome new ideas, listen without judgment, and view disagreements as problems to be solved rather than battles to be won.
- **Pono: Be Present, Purposeful and Assume Positive Intent.** Remember our purpose. Practice transparency. Give others the benefit of the doubt when considering their intentions. We’re all here because we care and are doing our best. We honor time, stay on subject, speak concisely, and silence electronics. Humor is welcome but never at someone else’s expense.

Leadership Hui

Composition

- + 10 Core & Supporting Partner **organizations** and the Ho'oikaika Coordinator.
- + **Represent** and **appointed** by their organization
- + Additional members may apply and will be added at the Hui's discretion.

Role

- + Provide leadership, vision, strategic direction, in-kind, and financial support
- + Champion the implementation of the Strategic Plan & CAN prevention
- + Make decisions that reflect the interests of the entire Partnership and take into consideration input and emerging consensus.

See pages 4-5 of Ho'oikaika Partnership Charter for more information



HAWAII STATE DEPARTMENT OF HEALTH
HEALTHY PEOPLE - HEALTHY COMMUNITIES - HEALTHY ISLANDS



Parents And
Children Together
BUILDING THE RELATIONSHIPS THAT MATTER MOST



Imua FAMILY SERVICES
Child development and therapeutic services



Partners & Allies: What's the Diff?

Commitment, Responsibilities, Benefits

Partner

- + An organization or individual
- + Supports HP's vision, mission and values
- + Regularly participates in meetings
- + Serves on a standing committee
- + Completes an online application form
- + Abides by the Ho'oikaika Charter and helps implement the strategic plan
- + Eligible for benefits such as website listing; grants, training and scholarship opportunities.
- + Helps shape consensus decisions

Ally

- + An organization or individual
- + Interested in HP activities
- + Occasionally attends meetings or events
- + May provide data, expertise, funding and/or other support
- + Receives the newsletter

See pages 2-4 of Ho'oikaika Partnership Charter for more information

Becoming a Partner

Subscribe	Email	Orient	Attend	Apply	Commit
Sign up for newsletter on the Ho'oikaika Partnership website	Send an email introduction to the Coordinator	Schedule an orientation/talk story with the Coordinator	Attend Ho'oikaika Partnership monthly meetings	Complete the online partner application form	Join a standing committee



General Partnership - all partners & allies

2nd Wednesdays
11:30 am – 1:00 pm
Zoom



Community Engagement Committee

1st Wednesday
10:00 am – 11:15 am
Neighborhood Place,
Wailuku or Zoom



Public Education & Advocacy Committee

3rd Monday
12:15 pm – 1:30 pm
Zoom



Training & Professional Development Committee

3rd Wednesday
10:00 am – 11:15 am
Zoom



Seamless Safety Net

Coming Soon

Committees

- + Carry out objectives and activities in strategic plan, contribute to updates
- + Document work/track progress, report on activities
- + Recommend issue areas for advocacy
- + Make consensus decisions relevant to their scope of work but may not override the decisions and guidance of the Leadership Hui and/or full Partnership
- + Partner: 1 year terms; Co-chairs: 2 year terms, no term limits, shared leadership encouraged
- + Organizations may have more than one representative serve on multiple committees.



Decision Making

Coalitions commonly need to decide priorities, which activities to implement, how to interpret data, and the best ways to engage the community and make use of limited resources.

Working toward consensus is the fundamental principle.

Types of Decisions

- + Goals, objectives, activities and revisions to the strategic plan
- + Funding applications and resource allocation
- + Policy positions
- + Committee activities
- + Professional development priorities
- + Meeting agendas and schedules

Who Participates?

- + All partners can be decision shapers and provide input into HP's strategic direction
- + Partners who actively participate in committees, action teams and/or the Leadership Hui will have more direct and frequent decision-making roles
- + Time sensitive issues may be acted upon in an expedited manner at the discretion of the Coordinator and/or the Leadership Hui
- + Partners who have a real, or perceived, conflict of interest abstain from deciding on such issues.

**"Decision-Making"
Without a Rule**

People hold on to rigid positions; stalemate.

Decision made, but not clearly summarized.

Put off until next agenda.

Left hand does not know what right hand is doing.

Someone is assigned a vague idea.

Certain people always get their way.

New suggestion is made as time runs out.

"Closed door" decisions after the meeting with small group.

Discussion drags on...

Person/entity with most at stake makes independent decision.

Silence is assumed Agreement.

What is a Consensus Decision ?

To think and feel together; the consent of the group

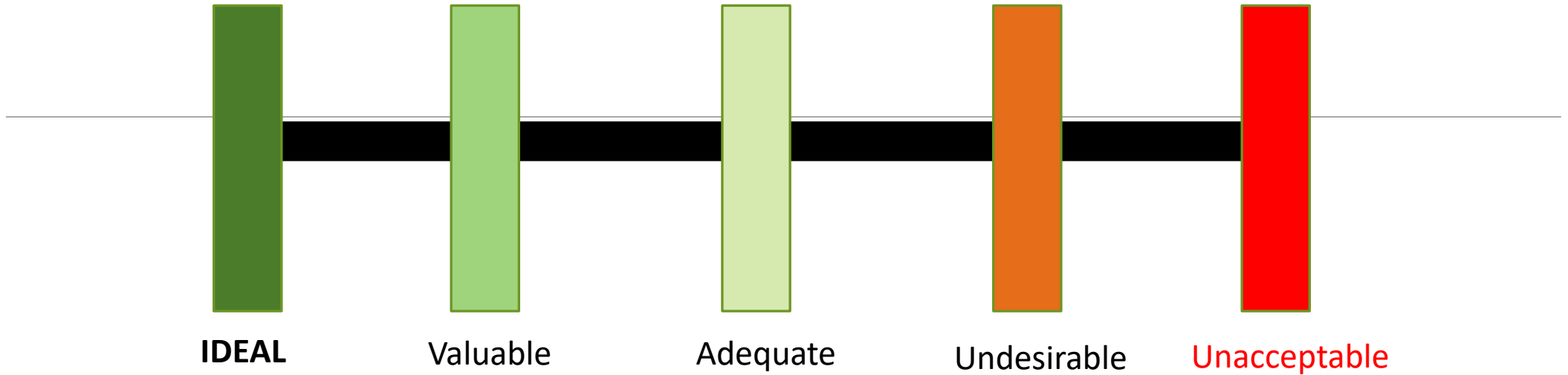
- + Collective agreement, Group solidarity
- + A decision that everyone can live with, reached by the group as a whole.
 - All voices heard
 - Meets the concerns of all as much as possible.
- + Members may hold different levels of agreement.
- + May not be everyone's first or ideal choice, but there is common understanding and a commitment to move forward together.
 - No undermining or sabotage later



Levels of Agreement

5	4	3	2	1	0
Whole-Hearted Support Unqualified yes!	Basic Support Perfectly acceptable choice	Minor Reservations I can live with it but it's not my preferred option	Major Concern We need to talk more before deciding	Stand Aside I disagree, but I don't want to block the group	Block I absolutely cannot support this

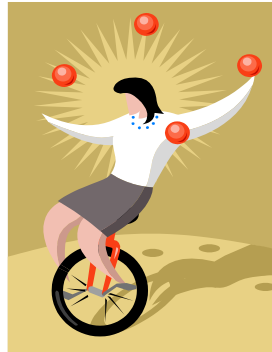
Considerations for Decision-Making



CONSIDERATIONS



Time



Priorities



Resources/\$



Ease/Feasibility



Equity/Fairness

Consensus Decision Making: How To's

How do we reach it?

1. Introduce issue: background and context
2. Ask & answer clarifying questions
3. Discuss: ideas, concerns, & reasons for positions
4. Explore different options
5. Conduct straw polls to assess level of preliminary support for an idea.
6. Pause to understand reason(s) for concern(s)
7. Modify proposals to address concerns
8. Determine the level of agreement using the scale

What's required?

- + Consider all viewpoints
- + Share reasons why an option is/is not preferred
- + Address all concerns as much as possible
- + Time, space, patience
- + Courage and honesty

Advocacy & Taking Policy Positions

Context

- + Need a way for Partners to participate in advocacy activities as a collective
- + Ho'oiikaika Partnership is frequently approached to take a position on issues before the Maui County Council or Hawai'i State Legislature
- + Partners have different rules about supporting legislative issues, issuing public statements, and providing testimony
- + Partners usually need approval of their agency, difficult to obtain in a timely manner
- + HP aspires to have a voice in important matters affecting children and families as they evolve, not after the decisions have been made



See pages 8-9 of Ho'oiikaika Partnership Charter for more information

Options for Taking Policy Positions

Distribute Information

Encourage individual action
Share info with others

Provide Testimony

Written or verbal
May state you are a participant but **not representing** HP

HP Position Statement

Reflects position of majority of Partners
Does not reflect **any specific org or individual** partner
Signed by Coordinator with Leadership Hui approval

Endorse a Policy Position

Requires **consensus OR at least 80% vote** of non-abstaining partners
AND none of the Leadership Hui orgs opposed
Partners may "opt out" from signing

Criteria for Selecting Policy Positions

Policy Choice Criteria

- + Aligned with the HP mission, strategic plan goals and/or long-standing area of concern
- + Allies/potential allies exist
- + Support from other local and/or statewide children's advocacy organizations
- + Inclusion in Hawai'i Children's Policy agenda, ECAS, or other statewide policy platforms
- + Partner expertise is credible in seeking to influence the issue
- + At least 80% of Partners support and none of the Leadership Hui organizations oppose
- + No conflict of interest



Now What?

- + Online Application

<https://forms.gle/iMkUJgeCY4vZkQMY9>

- + Contact Coordinator Deb Marois
for more information

deb@convergecrt.com

808-765-7254

