

Indigenizing Group

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**Indigenous Serving Institution Work Group:
Key Recommendations,
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Navigating a Course for Successful Post-Secondary Education

1. Compile a comprehensive Native Hawaiian Student Services Directory and update it yearly
2. Create a link or pathway on main UH Systems webpage to this directory
3. Institutionalize Native Hawaiian student programs
4. Develop a Native Hawaiian Internship/Mentorship program that will give students the tools necessary for success in STEM related majors



Equip UH Faculty and Staff to be Respectful of Native Hawaiian Culture

1. Elevate the role of indigenous culture into the human infrastructure of the University of Hawai'i System.
 - a. Ensure our campuses "look" like and reflect that we are in Hawai'i
 - b. Send annual letter to employees welcoming back to the school year, emphasizing our responsibility and privilege in working at an Indigenous-serving institution



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2. Implement Hawai'i Papa O Ke Ao and similar initiatives into UH System and campus strategic plans.
3. Develop a mandatory welcome and orientation package that sets a path to awareness and understanding
4. Offer on-going workshops with deep community engagement for faculty, staff, and administrators.
5. Recognize with annual awards and appreciate individual professors, programs, and departments for excellence in Indigenous learning and related programming.



Make the UH System A Supportive Space for Native Hawaiians

1. Switch paradigm from trickle-down economics (“everybody wins”) to promotion of grassroots efforts that specifically develop Native Hawaiian capacity and leadership.
2. Institutionalize policies that recruit and prioritize candidates that are knowledgeable about Hawai`i, the Indigenous host culture and local culture.
 - a. Approve questions and relevant MQs and DQs for the hiring process.
3. Place Native Hawaiian Councils in advisory roles for Native Hawaiian serving projects, including stewardship of extramural resources.
4. Appoint a Pūko‘a Council member to advise the Vice President of Research and Innovation’s Research Advisory Board.
5. Create a task force to focus on challenges related to commercialization of intellectual property from Native Hawaiian and Indigenous projects.



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