

CHARTER OF THE KŪALI'I COUNCIL

Article 1: Mission Statement

1.1 Mission Statement

The mission of the Kūali'i Council is to honor, empower and advance Native Hawaiian people, culture and language through excellence in higher education. The Kūali'i Council is self determining in all matters relating to Native Hawaiian teaching, research, publication, and service.

Article 2: Membership

2.1 Eligibility

- a. Members of the Kūali'i Council are Native Hawaiians associated with the University of Hawai'i at Mānoa as faculty, staff, adjunct, administration, and students who support our mission.
- b. Non Hawaiians who support our mission may be invited to become members of the Council.

2.2 Prospective Members

Prospective members may be invited by an active member, but their attendance and membership is confirmed by consensus of the Council.

2.3 Types of Membership

There shall be two types of memberships: active and affiliate members.

- a. Active members
 - i. Active members shall be required to actively participate with the Council, this includes regularly participating in meetings, committees, activities and initiatives.
 - ii. Active members shall be required to sit on at least one committee.
 - iii. If an active member is unable or unwilling to fulfill his/her obligations as an active member, they may elect to change the status of their membership to affiliate.
 - iv. Active members have decision making power.
- b. Affiliate members
 - i. Affiliate members shall be peripherally involved with the Council and strongly encouraged to participate in meetings, committees, activities and initiatives.

- ii. Affiliate members shall support the mission, decisions, activities and initiatives of the Council.
- iii. Affiliate members do not have decision making power.
- iv. Affiliate members may be sponsored to become active members after six months of regular meeting attendance and participation in Kūali'i Council activities.

2.4 Funding requests and support of members

Any member may approach the Council for funding requests and support, subject to the Kūali'i Council's budget process.

2.5 Change of membership status

- a. In the event that an active member fails to actively participate in the Council or support the mission, decisions, activities and initiatives of the Council, another active member may recommend that member be removed or have the status of that member changed from active to affiliate.
- b. In the event that an affiliate member fails to support the mission, decisions, activities and initiatives of the Council, an active member may recommend that member be removed as a member of the Council.
- c. Actions taken against any member, active or affiliate, shall be decided in a manner consistent with these articles, with the exception that the active member in question shall not have decision making power on the matter.
- d. In the event that an active member fails to participate in four (4) consecutive meetings without notifying the Council of their absence, that member will automatically be placed on the affiliate member list.

2.6 Dissemination of information

- a. The Council shall maintain two email lists: one for active members and one of the entire membership.
- b. The entire membership list shall be used for informational purposes only.
- c. The active membership list shall be used for discussion of active items.
- d. The Council shall make every effort to keep both lists current and updated.

Article 3: Decision Making

3.1 Decisions by the Council shall be made by active members present at the meeting in which a matter is decided upon.

3.2 Decisions shall be made by consensus of the Council, with the exception of decisions made consistent to section 3.4 of this Article.

3.3 Consensus shall be general or wide spread agreement equivalent to seven eighths (7/8) of members of the group present at the meeting.

3.4 The Council may elect at any time to decide a matter by majority vote. The decision to use majority vote shall be made by consensus.

3.5 Any decisions determined by consensus by the Kūali'i Council shall be upheld by all members of the Council, active and affiliate.

Article 4: Meetings

4.1 The Council shall have regular monthly meetings.

4.2 The meeting time and place shall be determined by the Council.

4.3 Notice and Agenda

- a. Active and affiliate members shall be sent reminders of the meeting time and place one week prior to the meeting. This notice shall include a copy of the agenda for the upcoming meeting. Any member wishing to add an agenda item should do so prior to this notice being sent.
- b. If an active member cannot attend a meeting during which an agenda item that is of particular importance to that member is discussed, that member has the following options:
 - i. Under extenuating circumstances and with consensus of the Council, a member may elect to ask another active member to cast a proxy vote on that issue;
 - ii. The member may submit written mana'o to the Council on the matter and ask that his/her mana'o be read at the meeting;
 - iii. The member can request of the Council to table the item until the following meeting. The Council shall then decide whether or not to table the issue at the beginning of the meeting.
- c. The duration of the meeting shall be announced with the agenda.

4.4 Meetings shall be for members and their invited guests only.

4.5 All guests wishing to attend a meeting must be sponsored by a Council member. All guests must be approved by the Council at the meeting prior to that guest's attendance.

4.6 Members are responsible for their guest(s). Members should properly advise any guest(s) to the protocol, practices and procedures of the Council prior to the attendance of the guest(s).

4.7 The attendance of eight active members is required for decision making.

4.8 Meetings will start on time. Meeting facilitation will rotate alphabetically among active members.

4.9 Minutes shall be taken at every Kūali'i Council meeting. Recorders will rotate alphabetically among active members.

4.10 The Council shall have an annual public meeting to present and evaluate the work of the Council and gather public input.

ARTICLE 5: Formalization of Existing Practices and Founding Membership

5.1 This Charter is intended to formalize the protocol and practices of the Council that have existed since its inception. Since this Charter simply formalizes protocols and practices that are already in place and actively enforced by the Council, any guidance provided in this Charter may be applied retroactively to matters existing prior to the formal adoption of this Charter.

5.2 The Founding members of the Kūali'i Council shall be those members on the informal membership list as it exists in September 2004 who self select to become formal "active members" and thereby agree to all the duties and responsibilities of active membership.

Article 6: Goals

6.1 Kūali'i Council endorses the recommended policies of the Pūko'a Council, which are the following:

POLICY 1: STATEMENT OF POLICY ON THE STATUS OF NATIVE HAWAIIANS AT THE UNIVERSITY OF HAWAI'I

I. INTRODUCTION

The University of Hawai'i recognizes the unique political status Native Hawaiians have with the United States and Hawai'i State governments, respectively. Furthermore, the University of Hawai'i recognizes the important role it plays as a State institution of higher education in addressing societal and educational challenges facing Native Hawaiians as a political entity. This policy establishes the administrative framework to ensure compliance with applicable federal and state statutes, rules, regulations, city and county ordinance, and provisions in the collective bargaining agreements relative to Native Hawaiians at the University of Hawai'i.

II. POLICY

It is the policy of the University of Hawai'i:

- A. To provide positive system wide executive support in the development, implementation and improvement of programs and services for Native Hawaiians.
- B. To increase representation of Native Hawaiians in all facets of the University of Hawai'i relative to the University's efforts on

affirmative action and equal employment opportunities in its educational mission and as an employer.

- C. To support full participation of Native Hawaiians in all initiatives and programs of the University. Such initiatives and programs may or may not be conducted exclusively for Hawaiians.
- D. To solicit actively consultation from Pūko'a, the system wide council formed by Native Hawaiian faculty, staff, and students.

The policy is consistent with the University of Hawai'i's strategic plan in the following ways:

Providing Access to Quality Educational Experiences and Service to the State

Responsiveness to State Needs

Respect and Diversity

Hawaiian, Asian, Pacific and International Role

Special Identity

An increase of Native Hawaiian participation will benefit the University of Hawai'i by developing a resource that has not been fully utilized. This untapped resource will provide the University and the State with individuals who will contribute to the development and leadership of the State and the Nation. While many Native Hawaiians students are not assessed by their secondary schools to have high potential, they do exceptionally well when appropriate program and curriculum changes and support are provided. This policy will assist in raising the educational status of Native Hawaiians who are under represented throughout the University of Hawai'i.

POLICY 2: STATEMENT OF POLICY ON THE STATUS OF THE STUDY OF NATIVE HAWAIIAN ACADEMIC PROGRAMS AT THE UNIVERSITY OF HAWAI'I

I. INTRODUCTION

The University of Hawai'i, as a system of campuses, recognizes that the State of Hawai'i has two official languages, Hawaiian and English. Furthermore, the University of Hawai'i recognizes that the Constitution of the State of Hawai'i requires unique promotion of the study of Hawaiian language, culture, and history for everyone in the state, and has a moral obligation to protect the rights of Native Hawaiians to practice their traditional and customary rights which include their language, culture, and other aspects of their identity on lands occupied by the University of Hawai'i and elsewhere. (Hawai'i State Constitution: Article XV, section four; Article X, section four; Article XII, section seven).

II. Policy

It is the policy of the University of Hawai'i:

- A. To provide for and promote the use of both of Hawaiian and English as languages of operation within the University of Hawai'i system for the people of Hawai'i.

- B. To provide for the study of Hawaiian language, culture and history within the University of Hawai'i system with a level of support beyond that which it provides for the study of non Hawaiian language, culture, and history.
- C. To encourage Native Hawaiians to practice their language, culture and other aspects of their traditional and customary rights throughout all University of Hawai'i campuses and provide specific Hawaiian environments and facilities for such activities.
- D. To address the needs of Native Hawaiians, the state of Hawai'i, and the world at large, in the area of Hawaiian language, culture, and history through outreach.

March 28, 2002

6.2 Kūali'i Council endorses the goals of the Pūko'a Council, which are the following:

- a. Increase the number of Native Hawaiian students, faculty, staff and administration in the university system to 23 percent, which mirrors the percentage of Hawaiians in Hawai'i's general population.
- b. Promote a high standard of excellence in the study of Hawaiian language and culture.
- c. Advocate for parity for Native Hawaiians and Native Hawaiian serving programs.
- d. Ensure integrity in the use of funds designated for Native Hawaiians.
- e. Assist the university in leveraging appropriate funding for Native Hawaiian programs.
- f. Increase collaboration and partnerships between the University of Hawai'i campuses.

6.3 In accordance with the UHM strategic plan that calls for Mānoa to be a "globally connected, Hawaiian place of learning," the general goals of the Kūali'i Council are categorized into four areas: Information, Education, Advancement, and Equity.

Article 7: Information

7.1 The Kūali'i Council serves as a source and conduit for information to the administration and the University community on issues that have particular relevance for Ka Pae 'Āina o Hawai'i and Native Hawaiians.

7.2 The objectives of the Kūali'i Council related to information are to:

- a. Advise the BOR, President, and Chancellor (administration) regularly on the concerns of Hawaiians at the University.

- b. Define the University's kuleana to Hawaiians and the 'āina.
- c. Guide the University's broader efforts to better serve Native Hawaiians in the areas of teaching, curriculum development, long range planning, policy development, and implementation.
- d. Identify Native Hawaiian issues that influence curriculum and instruction and provide recommendations for training in culturally appropriate curriculum development and instruction.
- e. Educate faculty and staff about discrimination against Native Hawaiians on campus and why it is destructive.
- f. Assist in educating administration, faculty and staff at Mānoa about issues important to Native Hawaiians including self determination, intellectual and cultural property rights, sanctity of land, proper pronunciation and usage of the Hawaiian language.

Article 8: Education

8.1 Both within and outside the University, the Kūali'i Council strives to foster an awareness, understanding and recognition of the unique language, culture, and history of Hawai'i nei and the struggles of our Native Hawaiian people. Kūali'i Council encourages and facilitates Native Hawaiian leadership in teaching, research, scholarship, publication, and service in all academic disciplines.

Furthermore, Kūali'i Council advocates for positive learning and professional environments for Native Hawaiian students, faculty, and staff.

8.2 The objectives of the Kūali'i Council related to education are to:

- a. Monitor scholarship and research on issues related to Native Hawaiians and Hawai'i. Review and advise when objections to research projects are expressed by Native Hawaiians.
- b. Support scholarly development of Native Hawaiian students and faculty through development of scholarship funds and fellowships.
- c. Mentor and financially support development of 200 new Native Hawaiian PhD candidates over the next five years across diverse disciplines.

Article 9: Advancement

9.1 As a statutory body comprised of representatives of UHM programs and departments that serve Native Hawaiians, the Kūali'i Council advocates for Native Hawaiian issues at the Mānoa administrative level and the increase of Native Hawaiian students, faculty, staff, and administrators.

9.2 The objectives of the Kūali'i Council related to advancement are to:

- a. Direct the resources necessary to advise and support Native Hawaiian students to complete undergraduate degrees, advance to graduate school and attain professional and faculty positions.
- b. Direct the resources necessary to support and prepare Native Hawaiians for leadership roles in both the public and private sectors.
- c. Assist community members to attend the University to advance their career objectives.
- d. Work with departments and programs to assist them in developing recruitment and retention plans for Native Hawaiian students and to develop Native Hawaiian faculty and professionals in their field or subject area.

Article 10: Equity

10.1 The Council seeks equity in the distribution of resources and facilities as a resolution to the problem of under representation of Native Hawaiians in the University.

10.2 The Council seeks equity in the funding of Departments for Hawaiian language and culture with western language and culture, as well as equity in funding for distance learning activities.

10.3 The Council may address submissions from any Native Hawaiian or Native Hawaiian advocate who experiences or witnesses the exploitation, abuse, mistreatment or discrimination of Native Hawaiian(s) or Native Hawaiian resources at the University of Hawai'i at Mānoa.

10.4 The objectives of the Kūali'i Council related to equity are to:

- a. Support mandatory recruitment and retention plans for Native Hawaiian students across all disciplines.
- b. Support recruitment and retention of Native Hawaiian faculty, staff and administrators across all disciplines at the University of Hawai'i at Mānoa.
- c. Secure continued and proportionate funding from the University to accomplish goals of the Kūali'i Council.
- d. Conduct regular equity reviews of all salaries of Native Hawaiian faculty and staff to ensure the fulfillment of the University's commitment to Native Hawaiians.
- e. Establish and maintain a statistical database of Native Hawaiians at Mānoa.

Article 11: Relationship to the University

11.1 The adoption of this Charter by the Board of Regents shall establish a formal relationship between the University and the Kūali'i Council.

11.2 The adoption of the Charter by the Board of Regents confirms the University's commitment to fulfilling its strategic plan with regards to Native Hawaiians and a "globally connected, Hawaiian place of learning."

11.3 The Kūali'i Council shall have all the rights and privileges of a Chartered organization.

11.4 The University of Hawai'i Mānoa shall consult with the Kūali'i Council on all matters related to Native Hawaiian programs, activities, initiatives, and issues prior to any action.

11.5 The Kūali'i Council shall establish working relationships with the University's Chartered Organizations, including the faculty senate, Graduate Student Organization, and the Associated Students of the University of Hawai'i.

11.6 The Kūali'i Council advocates for permanent funding and positions for the Kūali'i Council's Native Hawaiian serving programs, and oversees the placement of such positions, as well as the drafting of job descriptions and expenditure of funds.

Article 12: Organization

12.1 The Kūali'i Council is comprised of members who meet regularly and who assume equal responsibility for the work of the Council.

12.2 Committees of the Council include, but are not limited to: Budget, Student Services, Administrative Liaison, Public Relations, Personnel, Policies and Procedures, and Protocol.

12.3 The Council shall create committees as it sees fit.

12.4 All public actions of a committee shall be subject to the approval of the Council.

Article 13: Values

13.1 Kūlana Pa'a – Operating Principles of Kūali'i. The purpose of this section is to demonstrate that members of the Kūali'i council agree to conduct meetings with certain behavior emulating our Native Hawaiian values and customs. The following are guidelines that should be embraced so as to assist us in our very important work.

- a. Nāna i waele mua i ke ala, ma hope aku mākou, nā pōki'i.
He(he) first cleared the path, and then we younger ones followed.

As with our ancestors, we understand that leadership is determined not only by age and status, but also by one's actions. As such, our elder siblings on the council are those who have come before and have greater experience in their work with the University, council and within our own Hawaiian communities. It

is important that we respect and recognize this standing on the council first. Within reason, everybody's mana'o is important and of value. We are committed to creating an environment for people to express their concerns and opinions freely. However, as in all Hawaiian communities, some have the right to speak, others may have the right not to. Everyone should be maka'ala to this dynamic. It is not easily learned.

- b. E hana mua a pa'a ke kahua, ma mua o ke a'o 'ana aku ia ha'i.
Build yourself a firm foundation before teaching others.

The foundation of the Kūali'i Council is within the relationships and connections which exist between members, our knowledge of the history and issues of Kūali'i, as well as our mutual understanding and support of the mission statement, goals and objectives of Kūali'i. As knowledge and stability of the foundation are essential to our work, members of the council should be familiar with each other and the issues whenever voicing their opinions in Kūali'i meetings. New members should be aware of the change in stability that their presence makes and they should be sensitive to this before expressing their own opinions.

- c. Ma ka hana ka 'ike.
In working one learns.

The knowledge that we possess by sharing in the work of the council is the knowledge of the projects, discussions and issues that make up our history. It is also the knowledge, respect and trust of each other, which grows and deepens only over time, in light of the work and discussions that we all share. Come to the council to give, not only receive.

- d. 'A'ohe 'o kahi nānā 'o luna o ka pali; iho mai a lalo nei; 'ike i ke au nui ke au iki, he alo a he alo.
The top of the cliff isn't the place to look at us; come down here and learn of the big and little current, face to face.

We hope that everything that needs to be said to each other in the group is done face to face in a manner that is respectful and consistent with the kuleana that we carry. Personal issues which are of no concern to the group, but may impact the way in which the group dynamics work, should be handled between parties outside of Kūali'i meetings. In that light, it is important for all members to be contributing members. Criticism should be followed by suggested solutions. Solutions should be followed by volunteers to take up the newly introduced kuleana.

- e. E lauhoe mai nā wa'a; i ke kā, i ka hoe; i ka hoe, i ke kā; pae aku i ka 'āina.
Everybody paddle the canoes together; bail and paddle; paddle and bail, and the shore is reached.

Work on the council should be shared by all. One member does not make up the council, and all matters should be brought up to the collective membership before carrying the name and support of

“Kūali’i.” Attendance and volunteerism shows commitment, it is a high priority in respecting each other’s mana’o and requests.

- f. Mai waha okooko.
Don’t have a venomous mouth.

Remember that everyone that sits at this council deserves respect. Do not interrupt each other, or use derogatory comments towards each other.

- g. E ala! E alu! E kuilima!
Up! Together! Join hands!

Our discussions, decisions and actions should strive to be pono. It is within this place of balance that we will be able to accomplish our goals. Part of our ability to succeed together requires us to stick to the agenda.

- h. Kūlia i ka nu’u.
Strive for the highest.

The motto of Queen Kapi’olani.

13.2 In the event that the values listed here conflict with any policies, actions or initiatives, these values shall prevail.

Article 14: Miscellaneous

14.1 Any matter not covered in these Articles shall be brought before the Council for resolution.

14.2 The Council shall have a coordinator to assist in the administrative affairs of the Council.

14.3 The Council may hire more staff and faculty as the needs of the Council increase.

This document has been formally adopted by the Kūali’i Council on September 5, 2004, 1:50pm.