



Session 3: Supplemental Handout*

Session 3: Goal-Setting Supplemental Handout*

*Supplemental Information, include this with the "Work Group Action Plan & Outline" use this as supporting document for your Session #3: Goal Setting Worksheet, Pages 4-5, in your Work Group Action Plan.

Bringing it Together: Core Values & Mission and Guiding Group Goals & Objectives

See: Pages 4-5, Work Group Action Plan

By now your group will have worked on some shared core values and the start of designing a mission statement together. Using your shared core values and mission, in Session #3 you will start to identify a goal or goals that you would like to accomplish.

There are several ways to do this. Some things you can consider are:

Visioning

Start with a free flow of ideas for what goals you'd like to accomplish without a limited timeline.

Refining or Revising Current Goals

You might already have goals you've set for your organization that you'd like to revise. For example, if you already engage with some communities of color or first nations, you can come up with a new goal for redefining "diversity" or the community engagement branch of your organization.

Free-Flow Brainstorming

This is useful especially for those who don't know exactly where to begin. Also, it is equally useful and encouraged that you gather advice and advising from a BIPOC around these ideas BEFORE implementing them in the communities that you hope to include in your planning.

Use what I've provided in this Supplemental Handout to begin developing your ideas into tangible goals. You will have an opportunity during the next few sessions to hear feedback for different groups who will be asked to present their ideas to the class.

Work Group Action Plan - Revisit for Big Picture Planning

The **Work Group Action Plan & Outline** is your "Go-To" for planning direct, concrete tasks for developing your Diversity initiatives or goals, this contains all worksheets for working groups. This will help you review your "big picture" goals and to see what you've done so far and review what will be happening as we move forward. It's always important to know where you've been and where you are going, every step of the way.

Handouts, like this one, **Session #3 Goal-Setting Supplemental Handout**, should be used to *supplement your learning*, provide concrete examples and to help you form or revise any content you/your group is adding to your Work Group Action Plan & Outline.

As you begin to work with your group on your core values and mission, begin to think, individually and collectively, about how you can start to incorporate these into your overall business or organizational vision. The foundation of any strong organization is a strong vision and mission that can be broken down into tangible and action-oriented steps.

It is important to recall some of the shared core values that we've discussed in our last couple of sessions. When we are addressing issues of diversity and inclusion of Communities of Color, we must be able to understand some of the shared core values within the groups that we hope to include.

I've provided an example of the "Indigenous Life Coaching & Consulting" platform below. Take note how the essence of core values are lined throughout the mission, overall goal and objectives.

SAMPLE CORE VALUES, MISSION, GOAL & OBJECTIVE

This is a sample of my (Kapi'olani's Indigenous Life Coaching & Consulting) goal setting exercise:

Core Values

- **Lifelong Learning**
`Ike Pono, Knowledge & Understanding; Na`au - Following the heart when intellect ceases
- **Legacy-driven**
Ho`omau, Perseverance ; Ha`aha`a, Humility
- **Respect & Reciprocity**
Self, community & environment 'Aloha 'Aina

Mission Statement

To drive excellence and innovation in two-worlds through learning, health and improving overall quality of life for everyone, everywhere. Indigenous Life Coaching & Consulting strives to fulfill the promises made to our ancestors and grandchildren everyday.

Goal

To promote Indigenous knowledge and ways of life through stories and shared experiences.

Objectives

- Provide free virtual meetings two days a week for six weeks.
- Provide guest speakers with opportunity to share a charitable organization for participants to donate to, as an option of gifting.
- Provide guest speakers with audio and visual recordings to share with their network.
- Invite 11 scholars and leaders to share their experiences working in and with Indigenous and Communities of Color.
- Provide session materials and assist participants with outlining a strategy/plan for diversity initiatives in their organization.

GOALS V. OBJECTIVES

GOALS are broad, general and point in a certain direction.

OBJECTIVES are specific action steps, time-bound, measurable and can be designed for different areas/or

departments in your organization that are uniquely directed at fulfilling the larger goal.

Examples

Goal: Support Diversity, Equity & Inclusion by aligning it with our mission to promote farm fresh and seasonal foods in ways that support and include Indigenous and Communities of Color.

Objectives:

- **Community Engagement:** Increase engagement in and support for one community that is also promoting traditional foods and natural products.
- **Marketing/Public Relations:** Implement training sessions on Diversity and Messaging, Increasing Visibility of POC & Indigenous People in a culturally-relevant and meaningful ways.
- **Funding & Development:** Meet with partners to assess progress, areas of improvement, discover opportunities to support organizations.
- **Community Give-Back:** Create opportunities for elders or communities to use land for harvesting traditional foods.

[MORE EXAMPLES ON NEXT PAGE]

NOTES

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MORE EXAMPLES

SMART Guidelines for Goal (and Objective) Setting Doran, G. 1981 "SMART" Goal Setting

Still trying to grasp this concept? Let's look at a goal that someone set. In the OVERALL GOAL listed below there are a series of questions that you can ask to refine your goal in a way that ensures that it can most likely be accomplished, addresses external/internal factors for change and can always "grow" into new goals as you/your organization expands.

OVERALL GOAL

To learn more about community groups or organizations in my area that are geared toward supporting Indigenous/First Nations peoples and Communities of Color and the environment.

SPECIFIC

Are my goals and objectives specific?

Specificity directs your goal and objectives. It takes your big 'vision' and breaks it down into specific tasks or action steps.

SPECIFIC: To learn more about community groups or organizations in my area that are geared toward supporting Indigenous/First Nations peoples, the environment and food sovereignty movements. **TOO**

GENERAL/OPEN-ENDED: To support Diversity, Equity and Inclusion.

MEASURABLE

Are they quantifiable? Can they help me measure my progress?

What evidence will you have to measure your progress, how will you know you're making progress? Creating measurable objectives will help you make needed adjustments.

MEASURABLE: To attend five community events in my area and network. Meet one key-contact who is familiar with and actively engaged in the community who is willing to teach and advise. Attend at least five community events or meetings for 2-6 months. **TOO VAGUE:** To meet with community groups.

ACHIEVABLE

Are you confident that your goal and objectives are realistic and "do-able"? Do they account for time and quality care for establishing culturally-relevant and meaningful connections? What steps are you taking ahead of time to be adequately prepared?

ACHIEVABLE: In order to develop trust and establish a mutual partnership with community organizations I will operate with the understanding that like any relationship, partnerships will take time to develop. As I get to know individuals, I will get regular consulting or advising with a DEI consultant once a week to continue to identify successes and markers of achievement. **MISSING A PRELIMINARY STEP:** I will cold call at least 3-4 organizations to let them know what my agenda is for my organization and see if they can help me achieve my goal.

RELEVANT

Does your overall goal and objectives align with your core principles? How does this connect to your overall mission & goals?

NOT RELEVANT/DISCONNECTED: To support Indigenous people and Communities of Color because they need help. **RELEVANT:** To support Indigenous people and Communities of Color with the things that they already are and have been doing.

TIME-BOUND

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Do your goals and objectives have a realistic timeline? When will your goals and objectives be completed?

Do you know what will happen next once they are complete?

NOT TIME-ORIENTED: Meet with one contact person. **TIME ORIENTED:** Within 3 months, connect with a key contact person or persons.

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