

Session #4: Assessment (Listening & Observation) Supplemental Handout

This portion of our session series is the essential "**Listening & Observation**" piece that we incorporate from our "[Practice of Positive Change: An Indigenous Approach](#)" framework. The Practice of Positive Change framework includes one of the most crucial pieces of forwarding our action plan and that is the Listening & Observation through self-reflection and the insights and feedback from others. This supplemental handout supports the Work Group Action Planning Packet section, on Page 6, "Session #4: Assessment".

What I provide below is a western-based structure that I outline here as an, "External" and "Internal" review. I use these terms here, because, it is what most funders and sponsors use to identify pliability of a project and quality. I use this because while we can shift our paradigm from Indigenous to Colonial-Settler, the truest and core of intention is rooted in [Indigenous ways of knowing](#) and understanding past, present and future directions.

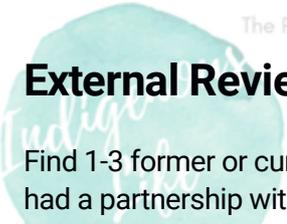
Essential in this process, and what we are really aiming for is the process of understanding (**Listening**), healing (**Observation**) and forward movement (**Expression**) and that we take action. We are stretched beyond our own thinking, challenged and must offer rest and respite to come back to a new way of approaching how we operate. We must look at the environment around us and adjust our sails and direction, as it is called for and as the patterns around us change.

We are entering into this restorative space, a healing space. You must treat it as such. Take care in preparing your meetings, asking permission and proper gifting/giving (**Naming & Remembering**). Take care in listening to the outside, so that you may adjust what is inside. Many of you may be familiar with the concept of "restorative justice" practices, this is a practice that was taken from the traditional Kanaka Maoli practice of "ho'oponopono" and is a more deep process than what is offered here, but, an entry point for beginning to think holistically about individual and organizational change. These processes that I'm sharing are simply the skeleton. It is our new understanding about the connection to everything and everyone around us that we are using to shape and guide our direction and next steps. The idea and the core of what I share more succinctly and directly (perhaps in a linear fashion) in this portion is rooted in the idea, a traditional approach, of healing the past through sharing.

I would like to express here that in the Practice of Positive Change, we are incorporating and bringing together our new knowledge into one place. We are understanding that there is a place, a history and a people that we are adjusting our sails for. The combination and integration of these things: culture, people and place. Comes from those who practice the culture, are the people and identify with a place or space. Recall this idea of the [four directions or winds](#), concept that I am sharing. This is our compass, this is how we begin to think about our roles as individuals and collective organizations when and before we 'step onto' or 'into' a sacred space.

This phase includes more than just a meeting with an individual or organization. It is a careful practice of opening up relationships, coming to the table, first to be seen, heard and then to express or celebrate. In traditional and indigenous ways, we followed a tight ritual or ceremony to allow space, to clear mistakes (forgiveness) and to move forward. Understand that from the Indigenous perspective, healing and restoration, always takes precedence. People have roles. Our elders guide, our children teach us the difference between good and bad (because they know deep down) and we support our future generations, we think about them before ourselves.

Consider more deeply these practices, as we move forward into the assessment phase. The goal here is to identify our areas we must change, connect more closely to our true intention (mission/core values) and shape our direction toward a long-term, sustainable practice of diversity, equity and inclusion.



External Review

Find 1-3 former or current partners, community groups or individuals that your organization currently or has had a partnership with that can offer insights and feedback. For the purposes of this PPC series, it is suggested that this is a BIPOC-LGBTQIA focused group and/or individuals. It is highly recommended that there is a good standing and trust-based relationship with any group or individuals that you reach out to for feedback.

Top 3's: Strengths & Areas of Improvement from Community Partners/Groups & Individuals

Here you will focus first on the things you are doing well, your strengths. What is working? Remember, this is a chance to sit back and take in the positive vibes of your community partner, BIPOC individual and other trust-worthy partners and colleagues.

Top 3 Strengths - External

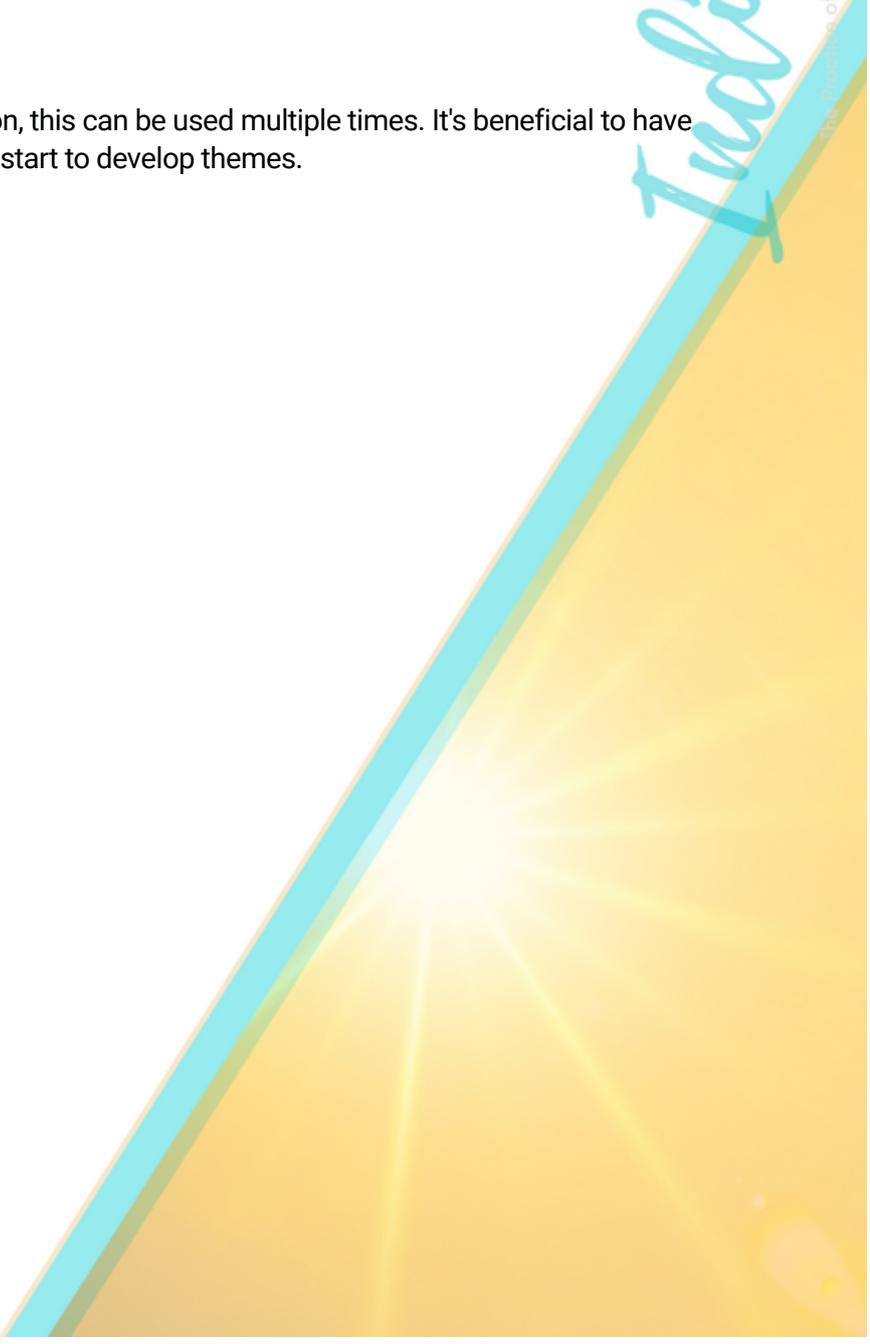
If you ask more than one individual or organization, this can be used multiple times. It's beneficial to have more than one partner provide feedback. You will start to develop themes.

Strength 1

Strength 2

Strength 3

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What are key strengths of your organization? What are specific examples of the things you are doing well?



Provide some insights and details on the "why". What are you doing well that works for them/the organization? What are examples of things that you've done in the past that demonstrates that strength?

What new learnings or insights have you gained?

Top 3 Areas of Improvement - External

Similar to your Top 3 Strengths, if you ask more than one individual or organization, this can be used multiple times. It's beneficial to have more than one partner provide feedback. You will start to develop themes across areas of improvement.

Area of Improvement 1

Area of Improvement 2

Area of Improvement 3

What are some key areas of improvement that need to be made in areas of community engagement, diversity, equity and inclusion? What are concrete examples?

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What are key insights, questions or learnings?

Internal Review - Internal

Find 1-3 staff or administration folks in your organization that can offer feedback and insights on what your organization. For the purposes of PPC, it is suggested that you find individuals who have 'institutional' knowledge or ideas of how your organization has operated in the past, can give context and can offer substantive feedback. It is highly recommended that there is a good standing and trust-based relationship with any group or individuals that you reach out to for feedback.

Top 3's: Strengths & Areas of Improvement from Internal Partners/Groups & Individuals

Top 3 Strengths

This section will focus on an internal review. Just like we must reflect on ourselves, our positioning and intentions. So too, for our organizations. We ask staff and individuals from inside the organization, "what needs to be addressed or changed?"

Strength 1

Strength 2

Strength 3



What do people in your organization believe your organization does well at when it comes to community engagement, diversity & equity initiatives? List examples.

What are we doing well? What programs, policies or parts of our organizational culture works?

Top 3 Areas of Improvement - Internal

When you connect with folks inside of your organization, make sure you approach this from a constructive point of view and that how and who you ask is just as important as the end result, itself. Remember, we want to encourage and develop a strong sense of belonging, understanding and acceptance in order to reach a point of true and intentional change.

Area of Improvement 1

Area of Improvement 2

Area of Improvement 3

What do people in your organization see as areas that you could improve on when it comes to community engagement, diversity and equity initiatives? List examples.

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What new insights, questions or learnings do you have about areas of your organization that you could improve on?

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