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from the

Welina mai kākou,

As I sat wrapping laulau with my mother and Aunt this past New Year's Eve, I watched my husband, my four adult children, and my mo'opuna work alongside my father preparing an imu for a small pig. It was the first time my entire family has been together to share this time, working side by side preparing our holiday meal. My parents, who turned 80 years old in 2021, will be celebrating their 60th wedding anniversary this coming May. As I reflect on the past year, I realize the great gift that was provided to me amongst all the uncertainties and strife. Life has forced me to slow down and attend to the needs of our family. We had to focus on the health and wellbeing of our loved ones; and for me, it was a time to cherish the moments I've had with my 'ohana, particularly my parents. Sitting around the dining room table at the end of a long day and listening to my parents sharing with my children their mo'olelo of growing up is a memory I will treasure deep in my heart.

This past year, INPEACE staff members have gone above and beyond to ensure continued service and quality experiences for the individuals and families that we serve. They have stepped into the gaps of sporadic enrollment and staffing shortages to ensure continuity and seamless delivery of educational opportunities. Although 2021 brought numerous soul-searching challenges, I am thankful for our INPEACE 'ohana, thankful to be part of this community, and thankful for the families who have trusted and leaned on us for support. INPEACE remains steadfast in prioritizing family first. We continue to innovate programming that genuinely speaks to the indigenous heart of community and are committed to lifting up individuals to become their best selves. I encourage all of you to reflect on 2021 – look beyond the hardships and cherish even the smallest moments that you shared with family, friends, and community. These are the times we will look back on and remember forever.

Me ke aloha pumehana,

Maile Keli'ipio-Acoba Chief Executive Officer

### Our Mission:

The Institute for Native Pacific Education and Culture, more commonly known as INPEACE, is committed to improving the quality of life for Native Hawaiians through community partnerships that provide educational opportunities and promote self-sufficiency.

## A Culture of Empowerment and Leadership Development

#### Becoming a Trauma Informed Care Organization

Relationships are at the core of our work at INPEACE. So, when our Hawai'i island Keiki Steps staff was invited by Hawai'i Community Foundation to participate in the 2020 Promising Minds Initiative, they were given the opportunity to learn more about brain development for keiki ages birth to five; how to effectively engage families in learning opportunities; and mitigating burnout and stress for both families and staff. The experience garnered high praise. One staff member expressed how it helped her in her work interactions with others. "I was able to take more time to make myself available to discuss issues further with teams or

individual staff so we could also address the stress and / or trauma they were experiencing at that time."

The partnership with Hawai'i Community Foundation opened the opportunity to engage Danny Goya, founder of Ke Ala Ho'aka LLC and a Trauma Informed Care trainer, to train our entire organization on Trauma Informed Care. In a time of uncertainties and the increased need for self-care this professional development gave our staff the extra support they needed, knowledge on how our brains work, how generational trauma manifests itself, and how we react

to different experiences due to the issues we ourselves have experienced. Multiple staff members commented on their new ability to recognize their own triggers and to self-regulate when beginning to experience extreme stress. More importantly, the training opened up an awareness of our individual traumas and biases, and helped us to understand how to best work with program participants, our families, staff, colleagues and funders. Providing staff with training on evidence-based approaches remains a priority for INPEACE as we continue to forge partnerships and nurture valuable relationships within community.

#### Empowerment Through Advocacy: Nalani Galariada

inning), and chase master with her sister anyone else. and neighborhood friends. She remembers a different kind of childhood, one not concerned with things like crime, drugs, and human trafficking.

type of challenge that catalyzes maturity. As a young mom, when her 15-month old adequately support her son and meet his as Teachers National Blue Ribbon status.

Nalani Galariada grew up in Nanakuli needs, so at 22, she attended her first IEP on Hakimo Road. Back then, life was (Individualized Educational Plan) meeting. all about riding bike, roller skating (on She committed to being her son's strongest 4-wheels), playing in the quarry (now advocate because she knew him, his needs Sea Country), marbles, skyheenee (sky and his overall development better than

This experience fueled Nalani's passion to help educate parents on the importance of being involved and active in advocating for their child's education and It wasn't long before Nalani faced the development. She joined the INPEACE 'ohana in 2011 as the Program Director of our home visiting program, known today son was diagnosed with developmental as Hi'ilei. Nalani has consistently guided years of experience and professional delays and autism, Nalani immediately her staff through numerous crises and development, Nalani was thrilled by her knew that she needed to be his advocate. traumatic situations faced by participant continued growth and newly gained... Nalani felt that the Department of families over the years, and in October of Education system would not be able to 2017, she led her team to attain the Parent



In 2021, Nalani participated in the Trauma Informed Care training and the Brazelton Touch Points' Indigenous Early Learning Cohort trainings. Despite her

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### Funders, Donors, and Affiliates

#### 2021 Funders

Atherton Family Foundation City and County of Honolulu, Grant in Aid Fund Department of Community Services Hawai'i Community Foundation Children's Behavioral Health G70 Foundation Hawai'i Resilience Fund Hawai'i P-20 Partnerships for Education, Comprehensive Literacy State Development Program Hawai'i State Department of Health (DOH) Maternal and Child Health Branch **Hearst Foundation** Institute of Museum and Library Services James & Abigail Campbell Foundation Kamehameha Schools **National Science Foundation** Office of Hawaiian Affairs Partners In Development Samuel N. & Mary Castle Foundation State of Hawai'i Department of Human Services, Office of Youth Services State of Hawai'i Department of Education Stupski Foundation Sue K. Hanson and Delores M. Curtis

Kakesako, Brent Kanda, Kevin Kawakami, Alice Keli'ipio-Acoba, Maile Kim, Uesin Kurisu, Derek Scholarship Fund Leese. Charlotte U.S. Department of Education, Native Hawaiian Louie, Jason **Education Program** Lum, Wing Tek U.S Department of Health and Human Magno, Roy & Aileen Services, Health Resources and Services Magno, Sheri Administration (HRSA) Maternal, Infant, and Matsuoka, Jon Early Childhood Home Visiting Program Menkes, David

#### 2021 Individual Donors

Alden, Haley Alicea, Princessa Anana, Manu Andre Katherine Asia. David Au, Kathryn Au, Randall Chin, Wallace Chun, Robyn Curtis, Delores M. Frank, Kiana Freitas, Konia Fujii, Claudine N. Garner, Chad Goo, Garrett & Sherlyn Hallman, Kelyn Hayes, Sam Huston, Aisha Ka'aloa, Pi'ilani

Nagano, Brad

Oneal, Michael Pico, Lorna

Pico, Marissa

Pojas, Saydee

Strand, Lorna Tauati. Germaine Thoemmes III, Walter Wakinekona, Lynette Wurdeman, Richard Naiwieha Yoshina, Eileen

#### **2021 Corporate Donors**

and Other Income Alaka'ina Foundation Aloha United Way AmazonSmile Foundation Indigenous Early Leaning Collaborative Dinell Consulting LLC **Gentry Homes** Hana Industries, Inc. Hawaiian Native Corporation Hui Huliau Ironworkers Union Island Empire Community Development **KTA Super Stores** Kahua Services Kekoa Foundation LetterPress Chocolate, LLC Molokai Child Abuse Prevention Pathways Nakupuna Foundation, LLC

Native Hawaiian Community Development Corporation Native Hawaiian Organization Association Nohopapa Hawai'i, LLC

Pelatron Center for Economic Development Pohaku Pacific

Target The Ali'i Group

The Hawaii-Pacific Foundation for Soft Power Solutions The Rotary Club of Kapolei Sunset

Ulu HI-Tech, Inc

Wai'anae Community Re-development Corp,

MA'O Organic Farms

## 16.80%

on O'ahu

3.01% on Moloka'i

> 0.30% on Mauʻi

> > 8.18% on Hawai'i Island

0.37%

in North America

5,522

children, parents and community members served statewide and 210 on the continental U.S.



90% of our staff come from the communities they serve

51% of our staff were once parents or participants in an INPEACE program

78% of our staff are Native Hawaiian

87% are Native Hawaiian or another ethnic minority



By the Numbers













#### Financials

**Engagement Center** 

Interest Income (0.09%)

University of Hawai'i, Hawai'i Family

Corporate Donors (0.94%)

Foundations (27.14%)

City & County of Honolulu (0.40%)

State (17.93%)

Federal (51.23%)

Individual Donors (0.55%)

Earned Income (1.72%)

Total Volunteer Hours (4.74%)

**Total Funds Received:** 

\$6,017,231

#### **Breakdown**

Total Excluding Volunteer Hours	\$5,744,667
Total Volunteer Hours	\$272,564
Federal	\$2,942,930
State	\$1,029,850
City & County of Honolulu	\$22,759
Foundations	\$1,558,827
Individual Donors	\$31,873
Corporate Donors	\$54,195
Earned Income	\$99,051
Interest Income	\$5,182



The past year presented new opportunities to be creative, the support they needed to continue building upon their parenting explore, and experiment with new approaches. Despite the continued concern of COVID-19 and the significant challenges of engaging families and children in academic settings, we modified methods to creatively deliver quality early learning services and expanded our reach to families within and beyond our service areas. The utilization of virtual tools, program-specific learning kits, and modified outreach techniques upheld the commitment to continue our multigenerational approach that maximizes children's learning potential through a strategic focus on the development and support of parental knowledge, skills, and techniques in order to produce positive impacts for keiki across the State and on the continent.

In 2021, we reached more than **3,900 individuals** and provided quality individualized service and educational opportunities to **2,130 participants** (71% Native Hawaiian). Lessons were delivered through virtual classrooms and home visiting services, supplemented with over 2,146 specialized learning kits distributed directly to families. Additionally, our staff developed, recorded, and published a total of 38 pre-recorded videos that enabled families to engage in parent-child activities on their own time, furthering their experience and knowledge in early learning.

Over 26,000 hours of Family Child Interactive Learning (FCIL) were provided via virtual classrooms, and over 2,600 home visits were completed over the year. This gave families

skills and create supportive learning environments for their keiki.

Through our programs, we continue to see impact and growth in our parents' abilities to nurture their keiki's growth and development.

- 96% of keiki demonstrated on-time development.
- 97% of parents reported an increase in their knowledge of the importance of Early Childhood Education (ECE) for their keiki's growth and development.
- 68% of parents gained confidence in their skills and abilities as parents.
- 90% of parents indicated a positive difference in the way they parent and support their child's learning.
- 85% indicated a positive difference in interacting and bonding with their child as well as supporting their child's learning.

These are promising results for the long-term capacity of parents to support their child through their entire academic journey. This is further indicated with results stemming from the first seven years of Keiki Steps Preschool alumni, where 100% of those we have been able to contact (80%) have graduated from high school on-time, and 75% were college bound.

Acknowledging the variety of early learning organizations

and services that exist within each community, INPEACE actively promotes all programs across the community, ensuring equity and choice for individual families. Offered in West O'ahu and Kaua'i, coordinated outreach, workshops, and referrals are made through partnerships and collaborations that provide families the information they need about various Early Childhood Education (ECE) programs in order to best match the needs of the family with the appropriate program services. These efforts contributed to (1) the placement of an additional 245 (82% Native Hawaiian) keiki enrolled in partnering ECE programs, and (2) attaining an average preschool seat utilization of 111% over the past 5 vears on the Wai'anae Coast. INPEACE also assisted 128 keiki ages 0-5 with securing \$604,523 in preschool subsidies and an additional \$10,552 in subsidies for their keiki age 6-12 years old.

Despite the hurdles we faced in an ever-changing pandemic environment, INPEACE's strong community roots and commitment to the needs of families we serve guides our ability to innovate and implement new strategies that provide quality early learning and school readiness services for our participants and communities alike.

of keiki served demonstrated on-time development



utilization of preschool seats on the Wai'anae Coast over the past 5 years

of parents increased their knowledge of early learning resources available in the community



Of those contacted.

100%

of the Keiki Steps alumni who were scheduled to graduate in 2021 from high school, graduated on-time (80% were contacted)



#### IMPACT STORY

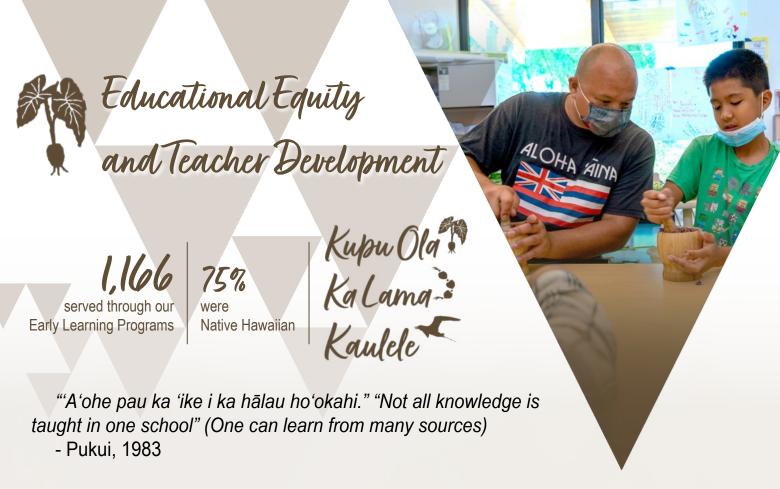
#### Keiki Steps Invited to Indigenous Early Learning Collaborative

The Indigenous Early Learning Collaborative (IELC) is a community-based inquiry project created by Dr. Tarajean Yazzie-Mintz, Founder and Principal Consultant of the First Light Education Project, in collaboration with the Brazelton Touchpoints Center (BTC). The W.K. Kellogg Foundation has generously committed \$1.5 million to this 2-year project to support these indigenous community projects. INPEACE's Keiki Steps program has the honor of being one of four selected Indigenous communities in the IELC, representing Hawai'i and our lāhui kānaka 'ōiwi. INPEACE joins three other indigenous community serving organizations as part of the IELC: the Wiikwedong ECD Collaborative of Keweenaw, Michigan; Wicoie Nandagikendan, an immersion program in urban Minneapolis; and Daybreak Star of Seattle, Washington.

During Dr. Yazzie-Mintz's first Zoom meeting with the IELC partners, she spoke passionately about her goals and dreams for the project. Her innate drive for improving indigenous education programs and systems was palpable as she methodically detailed her project. Tarajean's infectious laugh and the soothing cadence of her voice was something that quickly made us comfortable. She brought wisdom, and a calm and regal demeanor that can only be described as kupuna.

Joelfré Grant, Assistant Director of Partnership and Professional Development at BTC, is assisting...

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The development of leaders and role models from within the community is at the heart of INPEACE's work toward increasing educational equity for Native Hawaiians. The wisdom of our kūpuna - as relevant today as ever - guides our work with the understanding that there is opportunity for education in everything we do and abundant in the world around us. The learning disruptions caused by the pandemic have motivated us to innovate, gain a deeper appreciation for the knowledge of our kūpuna, and strengthen educational approaches. In 2021, INPEACE was able to work with **1,166 youth and adults** to increase educational equity in rural and Native Hawaiian communities through youth leadership and teacher development programs.

In our seventh year of partnering with teachers at Wai'anae Intermediate School, we engaged **98 seventh and eighth graders** during regular school hours through virtual online classes focused on self-identity, cultural pride, and community connectedness. Students learned historic mo'olelo (stories) about their community, connecting these mo'olelo to places, landmarks, and native plants that are familiar in their daily lives.

- 28% of their families actively engaged in assigned discussions about their personal experiences and cultural knowledge that helped expand the educational dialogue, connection, and relevance for students.
- 100% of students attended at least 85% of the classes offered to them.

 83% improved in at least one risk or protective factor, defying the existing narrative of "chronic absenteeism" at the school.

During the summer, we launched *Keiki Kaiaulu*, a one-week cultural enrichment program in Wai'anae. **Twenty-six keiki** (88% Native Hawaiian), grades 3-7, strengthened their connections to Native Hawaiian culture and to their community. Activities were conducted in 'ōlelo Hawai'i and included mo'olelo, oli, mele, cooking, and huaka'i (field trips) around their kaiaulu (community). The program celebrated knowledge of the past and its relevance in the present, instilling in the 'ōpio the importance of passing on the learning to further generations.

- 89% demonstrated improvement in their 'ōlelo skills.
- 91% improved in their ability to retain and retell historical moʻolelo of their community.

INPEACE's Grow Our Own model, which has been operating for over 25 years, is our flagship effort to achieve equality of educational opportunities for students in rural, hard-to-serve Native Hawaiian communities. We do this by increasing the number of highly qualified, highly effective teachers who are from the communities they serve. INPEACE supported 254 prospective and current educators in 2021 through a variety of academic pathways, including support in attaining college degrees and advanced professional certificates in the field of

Education. 74% of those participants are Native Hawaiian, correlating with the high percentage of Native Hawaiian keiki within those communities.

- \$49,964 was provided to participants for college tuition, textbooks, and fees associated with obtaining advanced professional certificates and licensing.
- 27 individuals earned 29 degrees or certificates in the field of education.
- 6 participants became newly licensed educators and are now teaching in their community.

Professional development and support for current educators was provided through cultural enrichment and skill-building workshops to increase and sustain teacher effectiveness with youth. Skill-building workshops provided opportunities for exchanging knowledge on classroom management and culturally-focused teaching strategies and indigenous methodologies. Over 600 individuals increased their cultural knowledge through a variety of educational workshops.

### SY 2020-2021 Degree / Certification Breakdown



Total Number of unduplicated individuals 27 (78%) earning any degree or certificate

20-year Projected Social Return on Investment:

\$10,747,980

\*Calculated potential Post-degree attainment wage earnings, projected over a 20-year period



## IMPACT STORY IMPEACE Launches Kaulele with "The Story of Kapa" Exhibit

What began as a desire to uplift the brilliance of our kūpuna as a means to engage Hawai'i's youth in science, has evolved into INPEACE's new Kaulele Project. Designed to be a traveling pop-up indigenous science center, Kaulele is working to create exhibits that provide hands-on interactive learning opportunities, presented through an indigenous lens and focused on Hawaiian cultural practices.

In 2019, through generous support from the Atherton Foundation and Windrose Fund, INPEACE commissioned the Hawai'i Alliance for Community Based Economic Development (HACBED) to conduct a feasibility study that determined a science center focused on using indigenous knowledge and practice to teach scientific theory would be of tremendous value to the communities we serve. Following the study's findings, INPEACE convened an advisory committee of educators who were instrumental in developing and refining the concepts that formed Kaulele's first exhibit prototypes.

Following a series to exploratory journeys that led down a number of uncertain paths, Kaulele finally found some momentum with a kapa theme, anchored in the mo'olelo of Māui harnessing the sun. Working with an experienced science center exhibit design firm, the Kapa Exhibit was developed and unveiled with a soft-launch at the Kamehameha Community Learning Center in Mā'ili...

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# Family Economic Capacity Building

served through our Early Learning Programs

**79%** were Native Hawaiian

Ho'oulu Waiwai

Making financial decisions is a part of everyday life. From deciding what to buy from the grocery store to taking the steps to start a small business, INPEACE provides education and individual coaching to help families make the decisions that are best for them.

Although the delivery of services via online platforms resulted in smaller enrollment counts per workshop, Hoʻoulu Waiwai staff increased the number of workshop offerings, effectively increasing the number of individuals served this year. In 2021, INPEACE served 430 participants, including 101 small businesses, with 49 educational workshops centered around financial capabilities and small business development. These workshops were incredibly successful, with:

- 80% of participants increased their personal financial knowledge and skills.
- 67% of participants increased their knowledge and skills for business development.

Financial capacity building, both for individuals and for small businesses, continues to be a foundational focus of our work. In an annual survey administered to participants:

- 88% reported an improvement in positive financial decision-making skills.
- 83% reported increased motivation and confidence around personal finances.
- 100% of those considering small business ownership reported increased motivation and confidence in their ability to do so.

Facilitated coaching sessions provided participants with personalized assistance from a certified Financial Social Work Coach helping families improve their financial condition. Focusing on areas such as debt reduction and credit score increases, **674 individual coaching sessions** were provided to participants in 2021, where main topics included budgeting, debt, and financial goal planning.

Ho'oulu Waiwai also partnered with our sister programs in cross-collaboration efforts and delivered eight financial education workshops to address the unique needs of each individual program's participants. A Workplace Financial Wellness program was also established to provide financial workshops and resources to all INPEACE staff across the organization. Additionally, we extended our financial capability service offerings to other organizations for their clientele, increasing our reach in the community by 39%. These organizations included Office of Hawaiian Affairs and University of Hawai'i at Mānoa Native Hawaiian Student Services Center.

In this year alone, 28 participants in two cohorts graduated from the 'Ohana Business Development Series ('OBDS)—INPEACE's small business development program. Participants benefit from a series of nine business finance and development workshops taught by a collaborative team including a financial institution, a Certified Public Accountant, marketing professionals,

experienced small business owners, fellow entrepreneurs, and guest speakers from state and federal agency partners such as the Hawai'i Small Business Development Center (SBDC) and Hawai'i Small Business Administration (SBA).

Recognizing that participants also benefit from learning and sharing with one another, INPEACE worked with 20 small businesses to established two peer discussion groups called the Business Hui. One Hui focused on businesses that incorporate 'ōlelo Hawai'i into their products or services, and the other included businesses preparing to participate in the Made in Hawai'i Festival. Twelve talk-story sessions were facilitated throughout the year providing opportunities for entrepreneurs to share challenges and successes, and explore collaborative opportunities with each other.

 4 Native Hawaiian owned Small Businesses made a total of \$51,317 in retail and wholesale sales at the Made in Hawaii Festival.

\$24,679

Total Debt Reduction by participants seeking to reduce debt

52 Points

The average credit score increase by participants seeking to increase credit score

#### In the past four years:



supported the start-up of

88

new family businesses in West O'ahu



supported

120

West O'ahu businesses overall



### IMPACT STORY Expanding the Reach of

#### Small Businesses

Starting a business is one of the most exciting and rewarding experiences in the journey of any entrepreneur. It is often accompanied by fears and failures. A lot of work, time, and money is invested into a dream that is fueled by a passion to share one's gifts and talents with friends and family, the community, and possibly the world through the power of e-commerce.

In 2020, many entrepreneur's dreams were shattered due to COVID-19, which impacted local small businesses across the state. Some businesses shut down while others struggled to navigate new norms, forcing small businesses to innovate and pivot to keep businesses afloat.

INPEACE's Ho'oulu Waiwai program had to innovate and pivot the way it supported small businesses in the community as well. The program shifted to providing support through online services which consisted of one-on-one coaching and workshops. The program staff connected with a variety of other agencies and programs to network and collaborate in order to expand services and provide support to businesses throughout the pandemic.

In 2021, in collaboration with the Hawai'i Department of Business, Economic Development and Tourism (DBEDT) and Innovate Hawaili, INPEACE supported...

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#### Collaborators & Partners

Advocates Hawai'i Aloha Diaper Bank Aloha United Way Dr. Anna AhSam Ark of Safety Christian Academy Aunty Jojo's Little One's Family Childcare Aunty Maud's Keiki Kare Badass Burgers Hawai'i and 'Āina Kitchen Bank of Hawai'i Brazelton Touchpoints Center **Business Action Center** Cardinal Education Group, LLC Catholic Charities Hawai'i Child Care Connections **Chaminade University** City and County of Honolulu, Parks & Recreation Council for Native Hawaiian Advancement Early Childhood Action Strategy Edith Kanaka'ole Foundation 'Eleu Native Hawaiian Consortium Entrepreneurs Foundation of Hawai'i Feed the Hunger Foundation First Light Education Project Hawai'i Alliance for Community-Based **Economic Development** Hawai'i Department of Education Campbell-Kapolei Complex Hilo-Waiakea Complex Kapa'a-Kaua'i-Waimea Complex Ka'u-Kea'au-Pahoa Complex Leeward District Nānākuli & Wai'anae Complex Office of the Superintendent Hawai'i Investment Ready Hawai'i's Better Business Bureau

Hawai'i Small Business Development Center

Hawaii Tax Help Hawai'i Teachers Standards Board HawaiiUSA Federal Credit Union Hawaiian Community Assets HE'E Coalition Hoa 'Āina o Mākaha Holomua Consulting Group, LLC Ka Wahi Kaiaulu -Wai'anae Neighborhood Place Ka Waihona o Ka Na'auao PCS Ka'ala Farm Kamaile Academy PCS Kamehameha Schools Kapi'olani Medical Center for Women & Children Keiki O Ka 'Āina KTA Super Stores Lili'uokalani Trust Made In Hawai'i Festival Mana Up MA'O Organic Farm Mauliola Endowment Molokai General Hospital My Personal CPA and Financial Planner National Center for Parents as Teachers Native Hawaiian Education Council NEST for Families PATCH Hawaii Pacific Rim College Planners Parents and Children Together Partners in Development People Strategies Hawai'i Pratt Law Hawai'i. LLC Purple Mai'a Rachel-Leigh Wright Rush Wahine Shavone Lave

Silva Keiki Academy Small Business Administration. Hawaii District Office State of Hawaii, Department of Business, Economic Development & Tourism Tender Luvin Daycare University of Hawai'i at Mānoa College of Education Native Hawaiian Student Services University of Hawai'i West O'ahu University of Hawai'i Community Colleges Honolulu Community College Leeward Community College Leeward Community College Wai'anae Moku VIDDO Keiki Kare Villages of Kapolei Recreation Center Wai'anae Coast Comprehensive Health Center Wai'anae Coast Early Childhood Services Women of Wai'anae

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