

CULTURAL SENSITIVITY ORIENTATION

Haleakalā Waldorf School, 2024-2025

E hō mai

E hō mai ka 'ike mai luna mai e
O nā mea huna no'eau o nā mele e
E hō mai
E hō mai
E hō mai

Grant us the knowledge from above
Concerning the hidden wisdom of songs,
Grant,
Grant,
Grant us these things

Composed by: Edith Kanāka'ole

Welina!

Welcome to Haleakalā Waldorf School!

Cultural sensitivity raises awareness of the nuances of cross-culture communication, and the importance of words, actions, gestures and body language in cultivating relationships with different people and groups. At Haleakalā Waldorf School, we hope to foster a community where everyone feels safe, where trust is present, and where mistakes are learning opportunities. Our school is committed to creating an environment of belonging and inclusiveness with a feeling of acceptance, growing roots, nourishing connections, and a sense of reciprocal giving and receiving. These are all fundamental aspects of our school identity.

Our goal is to nourish the two roots of our school by reflecting and honoring the sense of place and root culture of our island home here in Hawai'i in addition to our values as a Waldorf school. We hope that this orientation will help support new members of our community as well as established members with insights into learning how to live with respect and understanding for the history, culture, and customs of Hawai'i, the culture of our school, and how to graciously engage with the complex and beautiful community here. Please forgive us if we unintentionally offend or omit anything. We hope that this orientation is received in the spirit of aloha and grace.

Cultural Awareness in Hawai'i

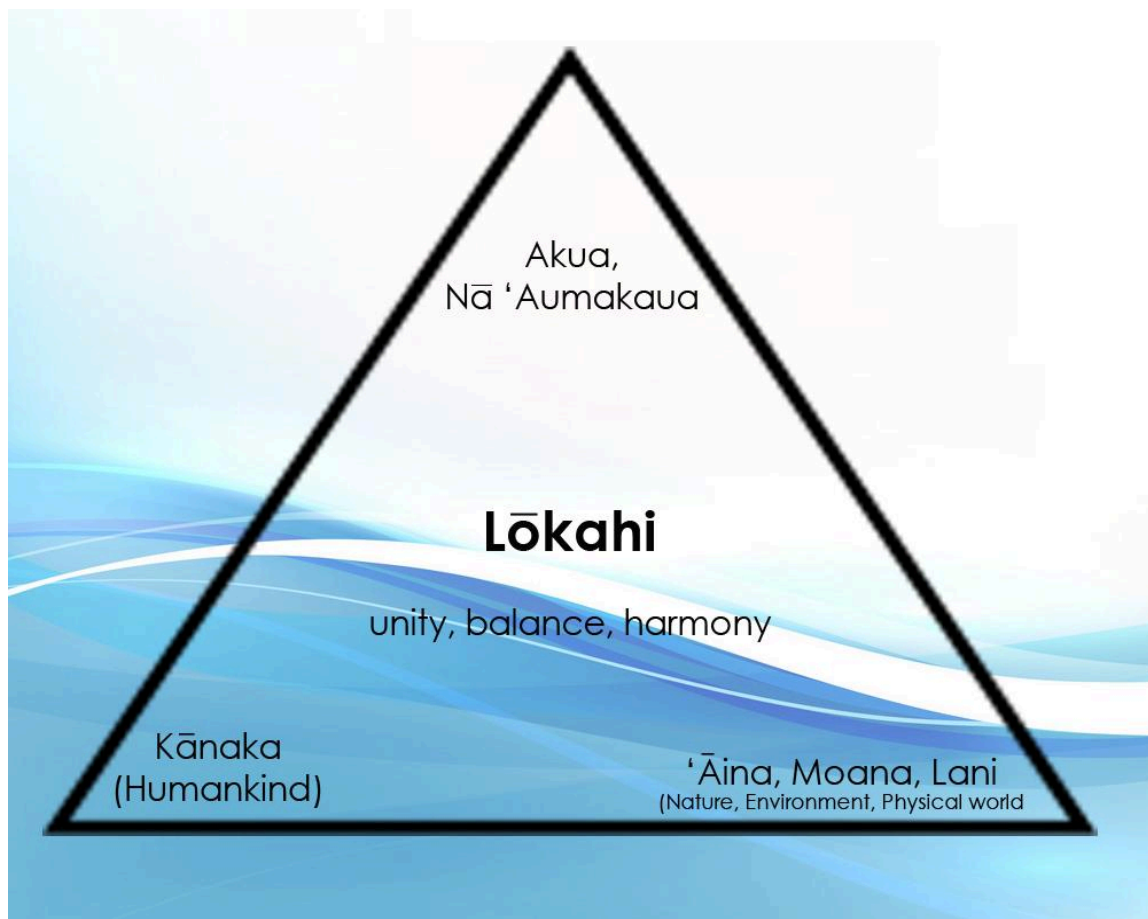
When you arrive on the golden shores of Hawai'i, it's understandable to want to dive into the experience without thinking twice. Whether it's discovering the beaches, the incredible views, or the waterfalls of Hawai'i, it isn't hard to be swept up by the amazing experience of simply being surrounded by so much mana and grandeur.

However, in addition to its natural beauty, Hawai'i is a place rich in history and culture with its customs and traditions still valued and practiced today. The connection the Hawaiian people have with the islands is very spiritual and sacred. For those unaware, an unintentional faux pas leading to disrespecting the customs or culture of Hawai'i can be easy to make, although not so easily remedied. By having a little extra awareness, you can avoid stepping on anyone's toes or crossing unseen boundaries.

Taking the time to understand the world view of Hawai'i will make your transition to Hawai'i much more enjoyable and successful. Beyond this introductory orientation, consider taking up your own research to learn about the integral relationship between the peoples, land, and spirit of Hawai'i, the history of migration and Polynesian connections throughout Oceania, historical traumas and the impacts of colonialism, basics of the language, and how to navigate entering into the community with patience, humility and gratitude.

Hawaiian social customs include:

- **Pilina** — a strong feeling of connection to caring and sharing in the community,
- **'olu'olu** — giving way vs pushing yourself first,
- **Akahai** — smiling, eye contact, and showing kindness,
- **Ho'ohanohano** — showing honor and respect for elders and others,
- **Ha'aha'a** — being humble, asking permission or waiting to be invited,
- **Mahalo** — showing appreciation such as with a lei
- **Kōkua** — offering to help with set up/clean up at events and activities,
- **Aloha 'aina** — respecting the 'aina (land) and nature,
- **Kaiāulu** — putting the needs of the community before the desires of the individual
- **Hā'awi wale** — giving freely as in bringing food to social gatherings,
- **Pono** — striving to be in balance (pono) in all relationships.



Haleakalā Waldorf School Land Acknowledgement

Offering a land acknowledgement at Haleakalā Waldorf School reminds us that we reside on the illegally occupied indigenous land of the Hawaiian Kingdom. Haleakalā Waldorf School's campuses are located on the beautiful island of Maui. Our Kaluanui High School campus is situated in the moku of Hamakuapoko, in the ahupua'a of Hali'imaile. Our Kealahou campus is located in the moku of Kula, in the ahupua'a of Pulehunui.

Haleakalā Waldorf School acknowledges that the 'āina on which we live and work and play is part of the larger space recognized by kānaka Maoli (Indigenous Hawaiians) as their ancestor, Papahānaumoku. We understand that generations of kānaka Maoli and their ancestral knowledge systems shaped Hawai'i in sustainable ways that allow us to enjoy these gifts today.

As a Waldorf school, we are grateful and blessed to learn from the lifeways and deep wisdom that the kānaka Maoli have developed through the labor of their hearts, hands, and minds over many centuries. The kānaka Maoli teach us that we are one, and that there is no separation between us, the 'āina, and the spiritual world. These teachings fill us with deep humility and gratitude.

We also acknowledge the historical injustices perpetrated on the kānaka Maoli people including the decimation of the indigenous population, the loss of language, and the suppression of cultural practices due to the illegal and immoral actions of colonist interlopers. We know that undoing colonialism is an ongoing process, and we strive to be mindful of our own participation in either helping to undo colonialism or inadvertently perpetuating it.


Haleakalā Waldorf School supports the varied strategies that the Indigenous peoples of Hawai'i are using to protect and care for their land, their resources, and their communities, and we commit to dedicating our time and resources to working in solidarity. We also seek to respect and honor the culture of Hawai'i in our values and our practices as a school and a community.

May we connect to this land in a way that builds aloha, trust, respect, humility and understanding.

Na ke Akua e ho'opōmaika'i iā kākou a pau.

May god bless us all. Mahalo.

PLEASE EXPLORE THESE LINKS FOR A KILOHI (GLIMPSE) OF THE HISTORY AND CULTURE OF HAWAI'I:


 **Pilahi Paki - Keeper of the secrets of Hawai'i**

<https://www.latimes.com/travel/la-tr-travel-hawaii-cultural-awareness-20190421-story.html>

 **Origins of the Hawaiian Kingdom**

 **Reclaiming Kahoolawe - History**

 **WE ARE MAUNA KEA**

 **Hawaii's homeless have few places to go: 'They don't know what to do with us'**

Then There Were None film:


<https://www.facebook.com/watch/?v=386663721938817>

 **Conquest of Hawaii (Documentary)**

 **Lessons from a thousand years of island sustainability | Sam 'Ohu Gon III, PhD | TEDxMaui**

[Act of War | 'Ōiwi TV](#)

Interesting Overthrow Details:

 **Special Rights of Citizenship and the Perpetuation of Oligarchic Rule in Hawai'i, 1894-1898**

<https://www.holoholokauaiboattours.com/blog/na-waiwai/>

Uncle Jerry discussing kalo:

 **Jerry Konanui on Kalo, Biodiversity, Ancient Wisdom, and Modern Science**

A place in the middle: <https://vimeo.com/121840165>

Kama'aina, child of the land: <https://vimeo.com/434553755>

 **Kaulana Na Pua**

'OLELO HAWAI'I

Explore the pronunciation of 'olelo Hawai'i (Hawaiian language) to be able to respectfully pronounce place names etc.

Although the language of Hawai'i did not have a written form until 1820, there has always been a rich tradition of oral history through oli (chant), mo'olelo (storytelling), and hula. This is a very simple guide to help with basic pronunciation we hope will be helpful.

There are 13 letters in the written Hawaiian alphabet: AEHIKLMNOPWU'

The 'okina is a diacritical mark that looks a bit like an apostrophe, and it functions as a consonant. It is the throat closure or glottal stop found in saying "pa'a". Only a consonant separates vowels from blending, not a space. Otherwise, all vowels are blended when next to other vowels such as in "lei" or "keia"

Very basic vowel sounds:

A uh — the sound of "a" in aloha

E as in net

I long ee as in free

O clean "o" as in note

U oo as in food

Basic vocabulary:

Aloha love, hello, goodbye, showing respect and so much more

Mahalo Gratitude, thank you

'Aole pilikia No trouble/problem

Pono balance, morality, uprightness

Kuleana responsibility (and the privilege of having it)

Mauka, makai towards the mountain, towards the sea

Ahupua'a sustainable land division

Imua move forward

'Ohana family

Hui group

Keiki child

Lei floral, seed, feather, or any material garland

Often mispronounced words:

Honolulu

Ma'alaea

Hali'imaile

O'ahu



DO'S AND DON'TS IN HAWAI'I

Here are a few things to keep in mind on how to be appropriate in Hawai'i. This is offered in the hopes of supporting our community in how to interact with the land and people of this special place in a positive way. We seek only to help, not to offend. Please forgive any omissions or errors.

Take only pictures, leave only footprints. It's an old adage, but one which is still highly relevant when you're caught up in the excitement of visiting a special place.

A few things to bear in mind with photos:

- Take notice of any signage. Some may indicate only non-flash photography, while others may ask that you take no photos at all.
- Be considerate of those around you. If you can turn the sound of the camera down, or put it on silent, then do so.
- Don't take pictures of locals unless you ask for permission and they agree.
- Don't impose on others' personal space. Even if the guy in front of you is blocking the view, that's no excuse to push past.
- In places where you are allowed to use flash, be considerate of those around you, especially in darker environments where it could be alarming.

Don't change or rearrange anything or make any markings such as marking initials, stacking or wrapping rocks, or leaving any sign of your time at a site. Leave no trace.

Don't remove or disturb any artifacts from any site. Don't take or move rocks or sand or anything for that matter.

Do remove your shoes when entering a person's home as a sign of respect.

Don't wear swimwear or bikinis anywhere else but the beach.

Do be a courteous driver, pull over to let others pass, and be patient. Shaka signs (or "hang loose") or a wave and smile are a nice courtesy gesture.

Don't honk your car horn unless it's necessary.

Don't operate from a colonial mindset. This is a culture based in reciprocity, respectfulness and deference to the needs of others. Wait to see how things are done before imposing your views or assuming you already know better.

Do respect any cultural protocols taking place including chanting, praying, singing, and hula.

Don't decline a lei when you are offered one. This is seen as very disrespectful, as is tossing it in the rubbish when you no longer need it. Rather remove the string and scatter the petals and flowers to return them to the earth or scatter at sea. When you are offered a lei, accept it graciously with a kiss on the cheek or hug — and a smile of appreciation!

Do respect the ocean and everything in it. Avoid stepping on the reef, use reef-safe sunscreen, stay away from ocean animals such as honu (sea turtles), nai'a (dolphin), 'ilioholoikauaua (monk seals), and koholā (whales), follow signs!, don't swim unless you are certain you are capable of handling the area.

Don't create geotags of special places

Do bring a gift of some kind when visiting; don't show up empty handed.

Don't treat local families differently or expect them to educate you or entertain you.



PREJUDICE / BIAS

Unfortunately, people have their biases and prejudices about different ethnic, geographic, socio-economic groups, or people with different colored skin. Sometimes they keep their views to themselves, but sometimes they let them slip through their words or conduct. In some cases, even jokes can come across wrong and create offense. Additionally, it's important to realize that prejudices run in all directions, and being together in a healthy community means working to understand and acknowledge our biases and how to overcome them.

CULTURAL GAPS

In addition to kānaka Maoli (native Hawaiians), Hawai'i is full of both U.S. born and immigrant residents and workers with many different ethnic backgrounds. Some are considered kama'āina or born of this place, and some are malihini or visitors. They came and still come with different perspectives, social styles, approaches, senses of propriety and communication styles. As cultures mix in the workplace and in social settings, employees, managers and neighbors can get frustrated when communication becomes difficult or when social etiquette and customs don't mix easily with a company's culture or the culture of a school or a neighborhood. For example, different cultures can be more, or less,

deferential to authority or have higher or lesser degrees of individual autonomy which can differ in how we get our needs met. Resolution often requires open exchanges and a process of learning on the part of those involved. Everyone needs to understand and respect the perspectives of others in order to find a workable and healthy common ground.

HWS STATEMENT OF DIVERSITY, EQUITY, INCLUSION, AND JUSTICE

Haleakalā Waldorf School recognizes the historic and ongoing impact of racism in the world and the injustice and discrimination faced by Black, Brown, Indigenous and People of Color. We understand that racial justice in education is a journey of both moral and educational imperative. As such, we take seriously our responsibility to bear witness to what is happening in the world and to change the course of inequities by identifying and breaking down structural racism.

Haleakalā Waldorf School is a learning community where students from all backgrounds, cultures, and experiences—including race, ethnicity, nationality, gender, socioeconomic class, sexual orientation, gender identity, religion, and ability—joyously learn and grow together. We are committed to creating a learning environment in which each individual is respected and respects others, where each student feels addressed and included, and finds a safe and healthy space to learn and grow. We are committed to building capacities of empathy, self-awareness and social awareness, self-management, and responsible decision-making. Our students are prepared to meet a diverse world and a global community, made all the more vital and resilient because of each of their individual contributions.

The Meaning of Aloha

A — Akahai: *kindness, expressed with tenderness.*

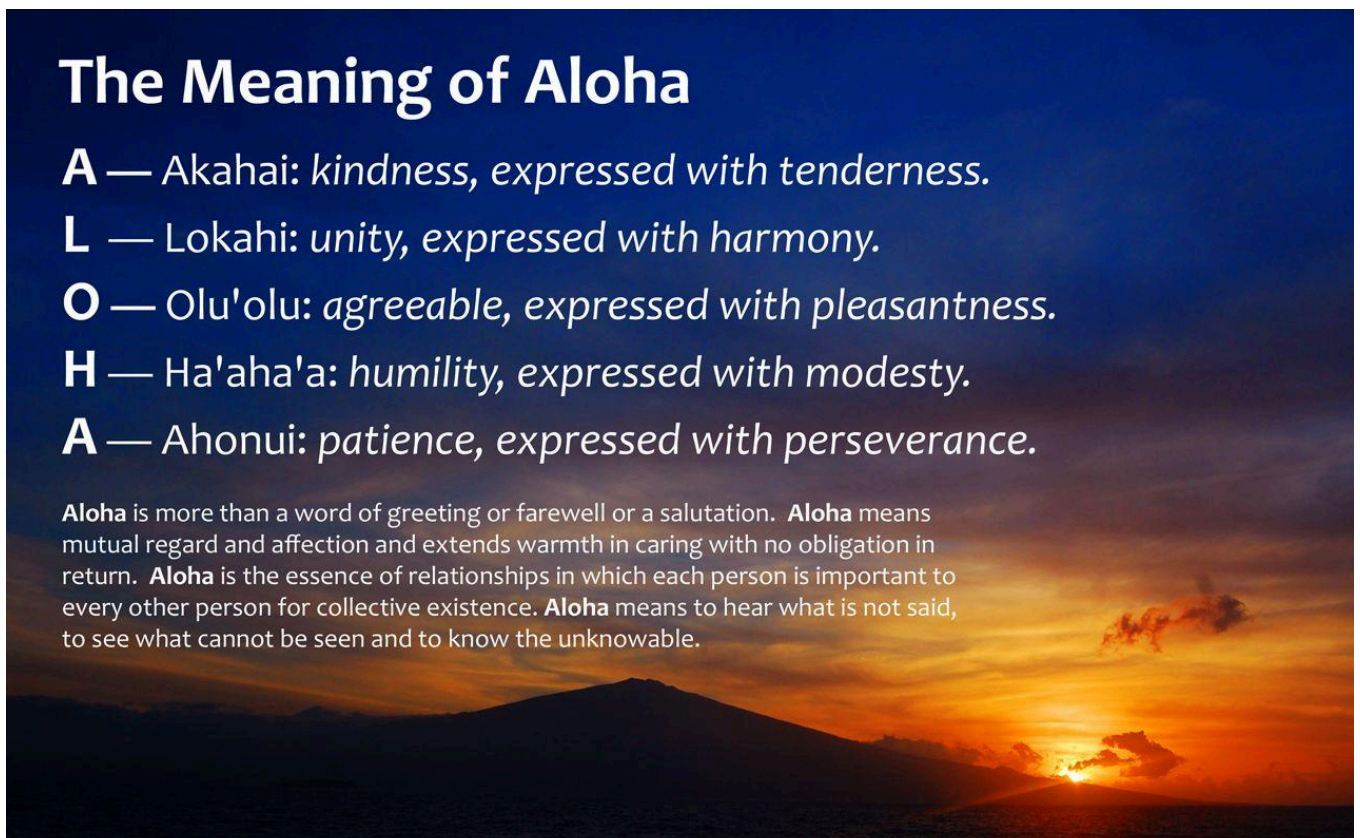
L — Lokahi: *unity, expressed with harmony.*

O — Olu'olu: *agreeable, expressed with pleasantness.*

H — Ha'aha'a: *humility, expressed with modesty.*

A — Ahonui: *patience, expressed with perseverance.*

Aloha is more than a word of greeting or farewell or a salutation. **Aloha** means mutual regard and affection and extends warmth in caring with no obligation in return. **Aloha** is the essence of relationships in which each person is important to every other person for collective existence. **Aloha** means to hear what is not said, to see what cannot be seen and to know the unknowable.





THE OVERTHROW OF THE HAWAIIAN KINGDOM

At 1pm on January 17, 1893, members of the Committee of Safety, which again had no Native Hawaiians, met to draft its martial law declaration, treaty of annexation and other papers. It was decided that they would overthrow the Hawaiian government at 3pm at Ali'iōlani Hale, parliament house. Arms were to be sent to support the Committee of Safety for the coup.

About 2:40pm, two Native Hawaiian policemen attempted to stop the arms delivery and one was shot--Leialoha.

At 3pm, hidden behind the American soldiers and the shadows of trees behind Ali'iōlani Hale, the Committee of Safety announced that the Monarchy was abolished and they were the Provisional Government until annexation with the US. Martial Law was declared.

At 4pm, US Minister John L Stevens recognized the new government on behalf of the United States. Following Stevens, other diplomats followed suit recognizing the coup except Japan and UK.

At around the same time, the Queen's cabinet met with the new US backed Provisional Government President Stanford Dole. Dole assured the safety of the Queen if she surrendered. Seeing no alternative due to US support, the cabinet left.

At 5pm, the Queen met with her cabinet for the last time in the Blue Room at 'Iolani Palace. They advised her to surrender and prepared documents. The Queen insisted on a protest that would temporarily surrender not to Dole but directly to the US until they undo the actions of its diplomatic agent.

At about 5:30pm, the Queen's protest was delivered to Dole. The US soldiers were still there protecting the new "government".

At 6pm, it was circulated in the public. Japanese sugar workers attempted to strike in support of the Queen while Marshal Charles Wilson still wanted to fight. When King Kalākaua was in San Francisco, the Wounded Knee massacre occurred. The Queen was determined that no blood be spilled and believed that one day justice would eventually prevail.

Stephen Kinzer in "Overthrow" points out that the coup in Hawai'i set the pattern of US backed regime changes and coups throughout the 20th century.

For Hawaiians, the "overthrow" was not just a political act but a soul eating generational trauma that still ripples today.

Historical summary created by Adam Keawe Manolo-Camp

Mahalo!

Mahalo for your interest and willingness to participate in this awareness building effort as a community member of Haleakalā Waldorf School. Cultural sensitivity education for newcomers as well as established community members involves clarification of attitudes, values, mindsets and correcting wrong or inaccurate perceptions. This process is sometimes difficult. It takes grace and humility to pause and assess how to integrate into an existing cultural milieu with openness to what may seem new or different.

We want to mahalo you for being a part of the great and beautiful tapestry of our school — a shining beacon of aloha and heartfelt striving in the middle of the Pacific Ocean. We truly hope this guide has been helpful on your journey.

Prayer for Protection

As is the case for many activities and events in Hawai'i, at HWS we often follow a protocol of beginning and ending with prayer, inspiring verse, setting intention, or perhaps the blowing of the pū (shell). We have a strong connection to spirit and seek to act with reverence and grace in our endeavors great and small. In that spirit, we offer you the following prayer.

Ka malamalama o Ke Akua e ho'opuni mai ia kākou
Ke aloha o Ke Akua e kipuni mai ia kākou
Ka mana o Ke Akua e ho'opakele mai ia kākou
Ke alo o Ke Akua e malama mai ia kākou
Ma kahi a kākou e hele aku ai he Akua no!
Amene.

The Light of the divine surrounds us...
The Love of the divine enfolds us...
The Power of the divine Protects us...
The Presence of the divine Watches Over us...
Wherever we are, there divinity is!
Amen.