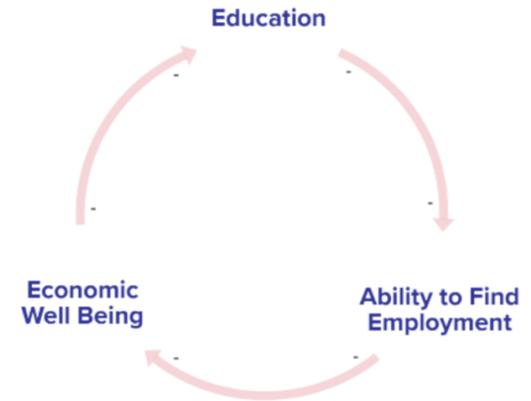


What is a systems map?

A systems map is a collection of identified strengths and weaknesses that are used to create story loops that are connected to one another by a “core story”. The purpose of the map is to help illuminate patterns in a system that can help unlock change and create a healthier system.

On the right is an example of a simple story loop. This story loop suggests that the less education (-) an individual receives negatively affects their ability to find employment (-) which negatively affects their economic well being (-) which can lead to less educational attainment (-)



Each story loop was constructed by a group of participants based on their shared experiences and knowledge of the system.

These story loops are then connected to one another by using a special collection of story loops called “the core story”. The core story helps connect and organize each of the different parts of a systems map. The core story for our map (*pictured on the left*) consists of three interconnected stories and which sit at the center of our systems map.

The systems mapping gatherings hosted by LT resulted in the creation of 130 different story loops that were analyzed and refined down to 48 individual loops. The loops centered around our exploration of the forces that either help or hinder our Native Hawaiian kamali'i in breaking the cycle of intergenerational poverty. Participants came from across the pāe 'āina from many different walks of life and experiences including the Native Hawaiian kamali'i we serve and their 'ohana. This map helped us to understand the forces which are helping or hindering the vision of thriving Native Hawaiian kamali'i. By understanding these forces and their interconnectedness we can identify areas where we can unlock the change that leads to a healthier system that reinforces and promotes the thriving of Native Hawaiian kamali'i and our lāhui.

Why should I learn about the systems map?

The ultimate goal of the systems map is to identify leverage points in the system and use those leverage points to take actions that will release the potential energy in the system to help our Native Hawaiian kamali'i thrive. Learning about the map can be a daunting task, so if you feel overwhelmed this is a normal feeling. The value that the map lies in the unique perspective it provides because of the number of people (300+) who helped create and socialize the systems map. By examining this map we can begin to understand how we can work together as organizations, individuals, institutions, and communities to make the changes that will help our kamali'i to thrive. Our website provides an overview of some of these stories and a description of the process at <https://onipaa.org/pages/systems-mapping>. The video is available for download at the following link as well.

LT has identified four leverage points in the systems map that we apply to our programs and to our collaborative work. The leverage points we identified in working with our kamali'i include:

- **Healing Trauma:** Providing a place for healing (Ho'ola) can lead to strengthened individuals and 'ohana. Healing trauma provides individuals with new opportunities to create stories of growth (Ho'oulu) and self-determination (Ea). We believe that healing trauma can have a long-term impact on mental health, substance abuse, incarceration, and one's sense of belonging.
- **Strengthening 'Ohana:** Strong 'ohana need the resources to provide for basic needs, quality educational opportunities, and opportunities to bond with one another as an 'ohana. By connecting kamali'i and 'ohana to positive navigators, fostering education, and finding ways to increase "Family Time" we can strengthen 'ohana. We believe that when kamali'i have a strong and stable 'ohana their self-determination (Ea) increases and their ability to grow (Ho'oulu) and thrive also increases.
- **Connecting Kūpuna ('ike kūpuna) & Keiki:** Connecting our kamali'i to our kupuna and to the knowledge and wisdom of the past helps heal (Ho'ola) past historical trauma and provides opportunities for our kamali'i to grow (Ho'oulu) and understand the knowledge of their ancestors while also understanding and exploring their own gifts. When kamali'i explore and understand their own gifts they begin to seek out and identify their sense of kuleana further developing their self-determination (Ea)
- **Strengthening Kaiāulu (community):** Thriving Hawaiian kamali'i are the result of strong 'ohana and kaiāulu (community). In order to strengthen kaiāulu we must foster trust, engage in shared visioning, and recognize the strengths of individuals, institutions, communities, organizations, and our Hawaiian culture. By working to strengthen the community we support our 'ohana within these communities and the kamali'i who represent the future of our lāhui. Strong kaiāulu results in strong kamali'i.

These leverage points are not the only leverage points that exist within the map and other potential leverage points may exist that could be used to encourage collective action to help our Native Hawaiian kamali'i thrive.

Things to consider when viewing the systems map

An understanding of Native Hawaiian Wellbeing is important when approaching this work

Before the work of the systems map began Lili‘uokalani Trust hosted gatherings to discuss Native Hawaiian wellbeing and published a document entitled Kūkulu Kumuhana which is available for download at the following link <https://onipaa.org/pages/culturally-sustaining-r-e-practice>. An outcome of that meeting was the identification of 6 themes around Native Hawaiian wellbeing which include: Ea (Self-determination), ‘Āina momona (health of the people and the land), Pilina (connections/relationships), ‘Ōiwi (Cultural identify), Waiwai (Ancestral abundance), and Ke Akua Mana (Connections to ancestors, place, and people). It is important in this work to focus not just on deficits but also on strengths, particularly from the Native Hawaiian worldview. Systems have to be approached holistically and we should approach these addressing changes in our system from a foundation of shared values and conceptions of Native Hawaiian wellbeing.

The work is complex and requires collaboration

The map provides a working model of the system that is based on a diversity of perspectives and describes how the system is either helping or hurting our Native Hawaiian kamali‘i. Addressing these complex issues requires a collaborative approach with those in the system closest to the problems and those with kuleana to address issues in the system and have the power to change them. In order to move the needle and create a healthier system we have to also focus on strengths, gifts, and the places in the system where positive impact is already being made.

The map is a living document

The version of the map on our website is a snapshot of the work that was done in partnership with the Hawai‘i Leadership Forum. This static version of the map is the version that was created and socialized by our hui of 300+ contributors. The map is not static but rather a living document, to see the latest versions of the map and for additional details on new loops you can visit <https://kumu.io/hlf>. It is important to remember that the process of systems mapping can continue to evolve just as a living organism might change and evolve over time.

What Work Has Been Done?

The systems map helped to inform our strategic vision “Wehe Ke Ala 2045”

For more information and a video overview of our strategic vision please use the following link <https://onipaa.org/pages/lili-uokalani-trust-unveils-strategic-plan-2020-2045>

Moving Forward With Leverage (How the identified leverage points show up in our work)

Here is just a sample of the work that is being done at the Lili'uokalani Trust to take action on the identified leverage points

- **Healing Trauma:** Mindful forgiveness sessions offered to 'ohana, Ho'opono, Case management services, Ka Pili 'Ohana (a culturally-based collective effort that works with 'ohana involved with the child welfare system), Lydia House, HOPE (Help Our People Emerge) support groups, LT Ranch (Kipuka Waimea)
- **Strengthening 'Ohana:** Ulupono, Rooted/Resourceful/Resilient, Hekili Alaula and Naupaka, Ho'opono
- **Connecting Kūpuna ('ike kūpuna) & Keiki:** We work to connect our kamali'i to 'ike kūpuna through services provided in Youth development and social services. We also work with kūpuna who care for their mo'opuna as mākuā in different strands of our work.
- **Strengthening Kaiāulu (community):** Our teammates have been working with Ham Seafood and Produce and the USDA to provide food boxes to many 'ohana across the pāe 'āina during the pandemic with the help of many community organizations and individuals. The USDA is planning to sunset the Farmers to Families program at the end of May 2021. The strategic initiatives teams has also collaborated with a number of organizations to help gather people and create a food systems map focused on how to help make the food system in Hawai'i more sustainable.

The publication of “Changing The Story” in partnership with the Thompson School of Social Work & Public Health at the University of Hawai'i at Manoa

The report is based on the several loops in the systems map, GIS data, and a literature review. The report can be viewed and downloaded at the following link [Onipaa.org](https://onipaa.org)

Questions?

If you have questions about the systems map please reach out to our Strategic Initiatives (engagement) team at Ltcollaborations@onipaa.org