

# **AANHP Affinity Group Program Plan 2023-2024**

# Goal

Collectively create & define an American Asian Native Hawaiian Pasifika identity through discussion, debate, & learning.

Determine what a collective AANHP identity feels like & looks like in practice, taking into account our similarities as well as our differences.

# Values



Embodying love,  
kindness, & compassion.

This looks like maintaining connection, practicing understanding, potentially taking accountability, & pursuing healing & mutual repair in the face of harm.



Being in warm-hearted  
community.

This looks like assuming positive intent & rejoicing with & celebrating one another.




Participating &  
embracing learning.

This looks like approaching spaces with an open, welcoming mind, a willingness to be moved & changed, & recognizing we all have something beneficial to learn from one another.


# Objectives




Lay foundation & create a clear standard structure for leadership & programming




Host quarterly in-person Friday salons for discussion & cultural celebration in preparation for an AANHP summit



Host monthly virtual gatherings with discussion themes & speakers in preparation for an AANHP summit

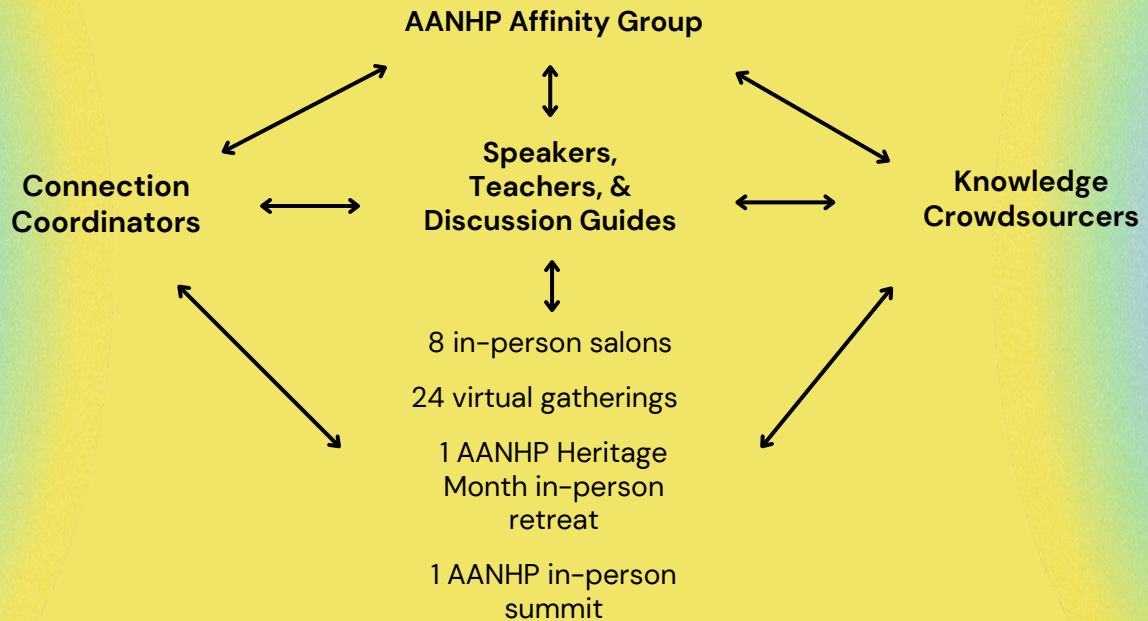


Host a full day retreat for AANHP Heritage Month 2023 to facilitate discussion & community-building in preparation for an AANHP summit



Host first of a yearly AANHP summit in May 2024 focused on creating a collective AANHP identity in all its similarities & differences

# Group Structure



- o Focus on 1 theme per quarter, so 4 themes total & 3 meetings per theme. Total of 12 meetings per year focused on 4 different themes
  - o Will reduce the amount of work we need to do because we'll have 3 meetings devoted to the same theme & we'll be able to deeply into a theme & expand upon it & allow enough people to be able to chime in & build on the discussion & join on if they want
  - o 3 of our 4 themes will be crowdsourced from the shared document that the knowledge crowdsourcing team will manage
    - § 3 themes will be pulled from the top most occurring suggestions in the shared doc
    - § 1 theme will be pulled from one of the most minority suggestions to make space for minority opinions & contributions, & to encourage engagement from everyone
    - § 1 of our 3 quarterly meetings will be reserved for an outside speaker or training that relates to the theme, & the other 2 of the 3 quarterly meetings will be reserved for discussion within our group
- If speakers are from within the county, they will be covered through paid work time, but if they're outside the county, we can offer to compensate them from our budget or donate to a charity of their choice

# Connection Coordinators (CCs)

(Led by Helen, Renee, & Shelby)



Schedule, book, plan, promote, & encourage participation for 8 in-person salons, 1 retreat, & the summit



Coordinate relevant food & drink as relates to the quarterly themes



Coordinate relevant programming as relates to the quarterly themes



Maintain a shared database of AANHP vendors to draw upon



Manage budget for payment of vendors in collaboration with KCs



Communicate with TSDs & KCs to ensure in-person salons & external-focused virtual gatherings are on-theme

Helen, Renee, & Shelby will lead this group & work on all of the operational aspects to build a warm, supportive, engaging salon for AANHP Affinity Group folks, their families, & loved ones to learn, dig deep, & connect with one another

- § Scheduling 8 in-person salons

- § Scheduling the 2023 AANHP Month in-person retreat

- § Booking the event spaces for the 4 in-person salons

- § Booking the event space for the 2023 AANHP Month in-person retreat

- o Create fliers promoting the 4 in-person salon events & send out communications to encourage people to attend. Aim for the first in-person salon to be in March

- § Encourage others to invite friends, family, & loved ones, & to bring food, music, art, performances, décor, etc. to share

- o Partner with the other TSDs & KCs to make sure the food, décor, art, etc. of the in-person salons coordinates with the theme of the quarter

- o Maintain a shared doc of local AANHP-owned restaurants & caterers to draw from for these events, & work with them to order a baseline amount of food for these events with the invitation open to others to bring things to contribute

- o Manage the budget in collaboration with the KCs

# Teachers, Speakers, & Discussion Guides (TSDs)

(Team of at least 2 per theme lead by Guru, Keola, Wan-Lin, & Chris)



Recruit teachers, speakers, & discussion guides from the AANHP Affinity Group & encourage participation



Collaboratively develop the voices of teachers, speakers, & discussion guides from the AANHP Affinity Group



Schedule, communicate with, promote, & co-create agendas for practices & 16 internally-focused virtual gatherings



Work with KCs to select quarterly themes based on group feedback



Guide discussions as related to quarterly themes at 16 internally-focused virtual gatherings, 8 in-person salons, 1 retreat, & the summit



Communicate with CCs & KCs to ensure in-person salons & external-focused virtual gatherings are on-theme

- As experienced teachers, speakers, & discussion guides, Guru & Keola will serve as the leaders of this team, supported by 2 fellow leads, Wan-Lin & Chris
  - Guru, Keola, Wan-Lin, & Chris will support the group of people from our AANHP Affinity Group who step forward as contributing speakers, teachers, & discussion guides for our 8x internal-focused quarterly virtual gatherings & our 4x in-person salons
  - Guru & Keola will focus on recruiting participants, meeting with them to help encourage them to exercise their voices, developing, mentoring, & co-creating agendas for the virtual gatherings & in-person salons, modeling the role of speaker, teacher, & discussion guide, seeding topics of discussion, & encouraging people to question, dig deep, & grow
  - Wan-Lin & Chris will focus on supporting Guru & Keola where they are stretched thin, but particularly around collaborating on coordination, communication, organization, agenda preparation for both virtual gatherings & in-person salons, & leading meetings with the group of contributing speakers, teachers, & discussion guides. They will also serve as the "Oprah" style interviewers engaging with the TSDs at salons, virtual meetings, etc.
  - When it comes to selecting our 4 themes, we'll start broad & move toward specifics as discussions start to build cumulatively, people get more comfortable with their voices, & momentum grows
- Aim for a minimum of 2 contributing speakers, teachers, & discussion guides per theme, ideally with a small group surrounding them, & there should be a diversity in everyone exercising their voice across both the virtual meetings & the in-person salon

# Knowledge Crowdsourcers (KCs)

(Led by Amy & Mary)



Manage a shared knowledge database of crowdsourced discussion themes & external speakers/trainers



Encourage AANHP Affinity Group members to contribute to the shared knowledge database



Network & own relationships with external speakers/trainers, including donation remittance



Schedule, communicate with, & co-create agendas with external speakers/trainers for 8 externally-focused virtual gatherings



Manage donation to an organization of the external speakers/trainers choice in collaboration with CCs



Communicate with CCs & TSDs to ensure in-person salons & external-focused virtual gatherings are on-theme

- o Amy Pak & Mary Rabourn will lead this team. They'll be owners of the shared doc, networkers, encouragers of folks to contribute to the shared doc & put forth ideas, connectors with the outside community, owners of relationships with outside speakers/trainers

- o Remind folks that we're working toward building a united AAHNP identity, so to keep that in mind when putting forth themes & topics

- o Work with the teachers, speakers, & discussion guide team to share what themes are emerging & coordinate around gathering & salon agendas & which outside speakers/trainers to reach out to

- o Manage the relationship & coordinate planning & donation details for the outside speakers/trainers we will welcome to the virtual gathering space 1x a quarter  
Keep an eye on the budget in collaboration with Helen & the CCs



# Guiding Affirmations

Get comfortable with your voice.

Challenge yourself to  
dig deep & build.

This work is cumulative.  
This is a growth-oriented space.

Remember our values.  
We're in this together.