

7th Annual Hawai'i DEI Conference February 15 & 16, 2025



Join Us in
Cultivating & Growing Our Spheres of Belonging



The 7th Annual Hawai'i DEI Conference invites participants to explore how to foster learning spaces that center belonging and equity. Through reflection, deep respect, and continuous learning, we aim to build meaningful connections with our places and communities, creating environments where everyone can show up in their authentic wholeness.

Shared Norms and Community Agreements

Our conference serves as a sacred space for sharing, learning, and growth. We invite each participant to engage fully and abide by the following shared norms to cultivate a supportive and inclusive environment:

1. Be fully present
2. Be self-responsible and self-challenging
3. Speak from the “I” perspective
4. Lean into discomfort
5. Find ways to share your authentic self
6. Be comfortable with silence
7. Suspend judgment of yourself and others
8. Treat others’ sharing as a gift for you, not for others.
9. Listen, listen, listen...and process

Safety and Well-being

The safety and well-being of our participants are top priorities. The conference provides a variety of enriching experiences at the conference venue and at experiential learning sites on O’ahu’s Windward side. Here, participants can engage in meaningful service work—such as weeding, planting native species, trail maintenance, and working in the lo’i—with guidance from trained facilitators. We encourage our participants to actively enjoy the experience to the degree to which they feel safe and comfortable.

School Chaperone Responsibilities

Chaperones play a critical role in ensuring a safe and supportive environment for students throughout the conference. Responsibilities include:

- **Sharing Information:** Communicating and reviewing conference-related details and expectations with participants from their school/organization
- **Registration Support:** Being responsive to conference staff during the registration and waiver submission processes to ensure all necessary documentation and payments are submitted on time
- **Student Supervision:** Chaperoning students for the entire conference, ensuring they adhere to shared norms and community agreements, and managing discipline as necessary
- **Proactive Communication:** Actively communicating with conference staff about any concerns or issues that may arise during the conference
- **Providing Care:** Supporting students who require assistance. In the rare event of an injury, chaperones are responsible for caring for and transporting their students to appropriate medical care, notifying their supervisor, and communicating with parents or guardians per school policies.
- **Post-Conference Engagement:** Managing post-conference communications and responding to feedback requests from conference organizers

Reinforcing Conference Guidelines

Chaperones are asked to help reinforce these guidelines and community agreements outlined above. Disruptive behavior will be addressed by school staff, with repeated violations possibly resulting in removal from the event. While confidentiality is valued, all adults must adhere to mandatory reporting laws, including the reporting of any suspicions of child abuse, neglect, or self-harm risks following school policies.