



Lāna‘i Talk Story + Listening Session: Decent Work in the Nonprofit Sector

Date: September 2019
Via Online Survey

NOTES

What Does Decent Work Look Like?

Q1: What does Decent Work in the nonprofit sector look like on Lāna‘i?

- Updated facilities, fair wages to align with island's cost of living, continual educational growth, and additional county support options especially because of our seclusion from main Maui Island.

Q2: If different than above, what would Decent Work in the nonprofit look like statewide?

- More resources available to our island and community. More grant workshops that will support specific needs unique to each community. An on-going program to support nonprofits should be implemented as it takes at least a year in advance to plan the next.

Issue Analysis

Q3: Of the Decent Work-related issues you described above, what are the top two issues you feel are most critical to address?

Wages and salaries to align with Hawaii's cost of living

*Q4: Describe the **Best Case Scenario** in 2-3 years if the issue is addressed.*

- Nonprofit organization's success in maximizing grant funds available.
- Having some type of support to educate nonprofits on creating plans and strategies to handle overhead.

Q5: Describe the **Supporting Forces** that are in place (or should be in place) to move things closer to the Best Case Scenario and the **Restraining Forces** (or barriers) that would need to be addressed in order to move things closer to the Best Case Scenario around Decent Work in the nonprofit sector.

| Supporting Forces | Restraining Forces |
|---|--|
| <ul style="list-style-type: none"> • State and county level agencies to be more accessible and available for our secluded community. • Would be nice to have some type of representative or location on island to receive nonprofit assistance. | <ul style="list-style-type: none"> • Island seclusion. Small community. Not enough resources. |

On-going financial, social, and economical programs to support for nonprofits

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Next Steps

Q4: Given all that we've talked about this morning, especially from the supports to build on or barriers to remove, what are some **natural next steps** or "low hanging fruit" steps that could be taken to address the Decent Work issues you identified?

- (On Lānaʻi) Better planning. Improved marketing.
- (Statewide) Not sure.