JOSH GREEN, M.D.
GOVERNOR OF HAWAI'I

TIA L.R. HARTSOCK, MSW, MSCJA
DIRECTOR OF OFFICE OF WELLNESS AND RESILIENCE

DEPT. COMM. NO. 271

STATE OF HAWAII
OFFICE OF WELLNESS AND RESILIENCE
KE KE'ENA KŪPA'A MAULI OLA
OFFICE OF THE GOVERNOR
415 S.BERETANIA ST. #415
HONOLULU, HAWAII 96813

January 2, 2026

The Honorable Ronald D. Kouchi,
President of the Senate,
and Members of the Senate
Thirty-Third State Legislature
State Capitol, Room 409
Honolulu, HI 96813

The Honorable Nadine K. Nakamura
Speaker, and Members of the
House of Representatives
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, HI 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

Pursuant to Act 291 of Session Laws 2022, Relating to Wellness, signed into law by Gov. David Ige on July 12, 2022, the Office of Wellness and Resilience hereby submits its third annual report to the legislature as required by this law for your information and consideration.

In accordance with Section 93-16, Hawai'i Revised Statutes, the report may also be viewed electronically at https://owr.hawaii.gov/reports/.

Should you have questions about this report, please contact us at (808) 586-0805 or via email at gov.owr@hawaii.gov.

Mālama pono,

Tia L. Roberts Hartsock, Director
Office of Wellness and Resilience

Enclosure: Office of Wellness and Resilience 2025 Annual Report

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Annual Report

2025

Ke Keʻena Kūpaʻa Mauli Ola
Office of Wellness and Resilience
Office of the Governor

Our resilience is rooted in our wellness.

PREPARED FOR:
2026 Hawaiʻi Legislative Session

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Letter from Director Tia L. Roberts Hartsock



Ending the year is always a practice of reflection, learning from past successes and mistakes, and imagining what 2026 will bring. In this period of unrest - locally, nationally and globally - the importance of spending time in intentional observation becomes even more valuable. Decisions made in the blink of an eye can sometimes make huge differences in people's lives. Big policy and funding impacts will continue to be felt across all our state service systems this year -- in our neighborhoods, our schools, our workplaces. I believe our shared value of malāma kekahi i kekahi - taking care of each other - is one of the things that will keep us resilient as a state.

As we synthesize the reflections of first responders, teachers, administrators and health care workers in our State of Well-Being (Act 106) project recommendations report, I hope that this work exploring worker well-being and mental health continues to spark conversations about wellness and resilience in our community, and that conversations turn into cross-sector collaborations on policy and program development.

Our disaster response framework, trauma-informed care training certification, adverse childhood experiences initiative, peer support and social determinants of health dashboard work is all part of our larger Office effort to not only build resilience but create community wellness through education, connection and collaboration. With multiple initiatives to expand and improve our approach and response to trauma, remembering how to stand still and observe with intentionality and curiosity is our collective kuleana. I am proud of our work in 2025 and deeply grateful for our team, our community partners, and our state and county leaders. It is with these many hands that the work will continue.

If you have questions about this report and/or just want to talk story, please don't hesitate to reach out to us at gov.owr@hawaii.gov.

Mālama pono,

Tia L. R. Hartsock

Director, Office of Wellness and Resilience, State of Hawai'i

Brief History & Context

This is an abbreviated history of the Office of Wellness and Resilience, provided for context. For more details, please see our 2024 Annual Report.

Trauma-Informed Care Task Force

The Office of Wellness and Resilience (OWR), housed in the Office of the Governor, was crafted out of the work of the state's Trauma-Informed Care Task Force, the community supporting the task force and champions of trauma-informed care in the legislature.

The statewide, multiyear Trauma-Informed Care Task Force was created by the 2021 Hawai'i State Legislature with the passage of House Bill 1322, becoming Act 209 when Gov. David Ige signed the bill into law in July of that year. Reps. Ty Cullen, Henry J. C. Aquino, Lisa Kitagawa and Ryan Yamane introduced the bill. The companion bill, Senate Bill 1242, was introduced by Sen. Donovan Dela Cruz.

The task force was conceptualized to propose recommendations for the state's child-serving agencies and organizations to become collectively more trauma-informed to better serve Hawai'i's families – and improve the overall health of our communities.

The Trauma-Informed Care Task Force members included representatives from the state's major public-serving agencies, as well as those from critical nonprofit and community organizations serving families across our islands. Tia L. R. Hartsock, then project director of Data to Wisdom, a federal Substance Abuse and Mental Health Services Administration (SAMHSA) grant program within the Child and Adolescent Mental Health Division (CAMHD) of the Hawai'i Department of Health, served as inaugural chair of the task force until December 2022. Dr. Scott Shimabukuro of CAMHD became chair in January 2023, and continues to serve in that position.

Task Force meetings continued throughout 2025, until it ended per their legislation in June. Since its inception in early 2023, OWR has provided a report to the task force in most of these monthly meetings.

In accordance with Act 87 (Hawai'i Session Laws 2023), in July 2025, the Task Force transitioned into an advisory body to the Office of Wellness and Resilience. The Task Force adopted a draft framework in late 2023 for trauma-informed and trauma-responsive practice for statewide adoption and implementation by OWR, and their final report to the 2026 legislature is also due to December 2025. You can find the full reports online on their website: https://traumainformed.hawaii.gov/.

Creation of the Office of Wellness and Resilience

Governor David Ige signed Senate Bill 2482 in July 2022, creating the nation's first statewide-legislated Office of Wellness and Resilience (OWR). The bill is now known as Act 291.

The bill was introduced by Sen. Donavan Dela Cruz. Its companion bill was House Bill 1970, and had a long list of introducers: Reps. Ty Cullen, Henry J.C. Aquino, Della Au Belatti, Patrick Branco, Stacelynn KM Eli, Cedrick Asuega Gates, Troy N. Hashimoto, Greggor Ilagan, Aaron Ling Johanson, Jeanné Kapela, Lisa Kitagawa, Bertrand Kobayashi, Matthew LoPresti, Lisa Marten, Angus McKelvey, Dee Morikawa, Nadine Nakamura, Scott Y. Nishimoto, Richard HK Onishi, Amy Perruso, Adrian Tam, David Tarnas, Tina Wildberger, Ryan Yamane and Scot Z. Matayoshi.

Governor Josh Green appointed Tia Hartsock as the inaugural director of OWR in December 2022.



Photo 1. Our Office of Wellness and Resilience team. *Pictured left to right, top row: Erica Yamauchi, director of communications and engagement; Allan Froa, Master of Social Work (MSW) practicum student; Kevin Thompson, project manager (based on Hawai'i); Tikki Bisbee, former wellness and resilience coordinator (WRC, Maui); Nannie Ann Apalla, WRC (Kaua'i); Jodie Burgess, fiscal and procurement; Naomi Leipold, project manager; Ana Kia, WRC; Georgia Lodes, MSW practicum student; Tasha Meyers, MSW practicum student. Front row: Keala Kaopuiki-Santos, project manager (Maui); Tia L. Roberts Hartsock, director; Trina Orimoto, deputy director; Leilani Willing, WRC. Not pictured: Noreen Kohl, University of Hawai'i consultant; Telesia Pasese, executive administrative assistant; Evanne Moux, graduate research assistant.*

Updated Office Structure & Organizational Chart

The Office of Wellness and Resilience (OWR) became officially operational on Jan. 18, 2023, when Director Hartsock reported for her first day of work. We became fully staffed in June 2023 when our six positions were filled after a rigorous statewide application and interview process.

In July 2024, Act 106 was signed into law, which expanded our office with six additional positions, bringing our total staff to 12.

We have been intentional about hiring a diverse team from a wide variety of both personal and professional backgrounds, but with close ties to the state and our unique culture. We also chose to recruit and hire statewide, and four of our 12 staff reside on neighbor islands as of November 2025: Keala Kaopuiki-Santos is one of our project managers and lives on Maui; Kev Thompson is also a project manager and lives in Hilo, on the island of Hawai'i. With our six new positions, Tikki Bisbee lives on Maui and Nannie Apalla lives on Kaua'i. They are two of our four new wellness and resilience coordinators. With these additions, OWR is now established in all four counties across the state.

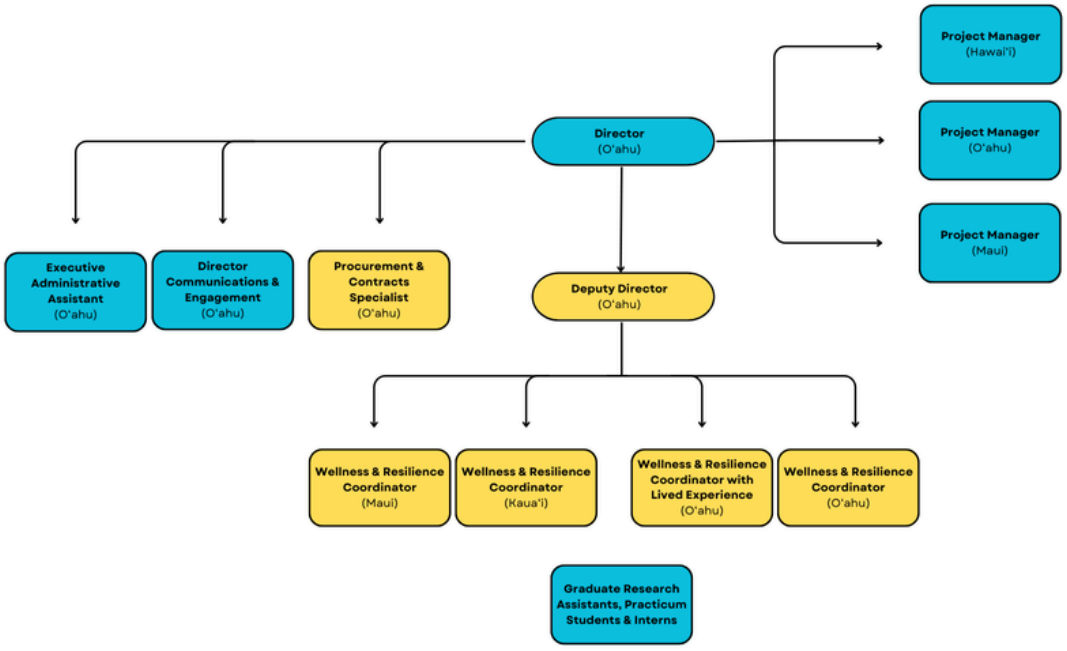


Figure 1. Office of Wellness and Resilience organizational chart, depicting our office structure as of November 2025. Newer positions via Act 106 are in yellow, with the original positions in blue. Senior staff report to the director, with the wellness and resilience coordinators reporting to the deputy director. Graduate research assistants (GRAs) and interns are supervised by other staff depending on their interest area, as well as their academic and professional background.

Kuleana (formerly "Mission"), Vision & Values

After being fully staffed in June 2023, the Office of Wellness and Resilience (OWR) team went quickly into planning mode, participating in numerous strategic planning meetings and discussions throughout the summer. In mid-July, we held a planning event with our key state and community partners to inform our mission, vision and values.

This process was interrupted, however, due to the wildfire crisis on Maui. Then, during the 2024 Legislative Session, we were written into Senate Bill 3279/Act 106, which fundamentally changed the structure of our Office by adding six new positions. With these new additions and focus, we again embarked upon a strategic planning process in 2024, the results of which are our new kuleana and vision statements, as well as our values.

We are grateful to our many state and community-based partners in this work, as well as Aunty Kū Kahakalau of Hilo and the late Aunty Puanani Burgess of Waiʻanae, for their mānaʻo, insight and consultation that have brought us this far.

Our **kuleana** is to strengthen our state service systems, using hope-centered principles as strategies to make Hawaiʻi a trauma-informed state. We break down barriers that impact the well-being of Hawaiʻi's people—from keiki to kūpuna.

Our **vision** is a thriving Hawaiʻi where keiki, ʻohana and communities are well, resilient and connected. We envision state service systems grounded in Hawaiʻi-informed, hope-centered care.

Our **key values** are:

- **Aloha** (loving-kindness and care)
- **Pono** (righteous, with honor and hope)
- **Haʻahaʻa** (humility)
- **Hōʻihi** (deep respect, sacredness)
- **Lōkahi** (equity, balance, harmony)

We lead with aloha, and try to always do what is pono for our state, our communities and our people. There is a place for everyone in creating a hope-centered Hawaiʻi, and we strive to keep haʻahaʻa and hōʻihi at the center of everything we do.

By coupling these values with the principles of trauma-informed care, we seek lōkahi with a shared sense of purpose, not only as the Office of Wellness and Resilience, but with all those we collaborate with in this work.



Photo 2. Some of our staff with their kadomatsu, made from local foraged materials. Kadomatsu are a traditional Japanese good luck decoration for the new year.
Left to right, *top row*: Keala Kaopuiki-Santos, project manager; Tikki Bisbee, wellness and resilience coordinator (WRC); Tia L. Roberts Hartsock, director; Trina Orimoto, deputy director; Telesia Pasese, executive administrative assistant; Leilani Willing, WRC; Nannie Apalla, WRC; Kev Thompson, project manager; Ana Kia, WRC

Guiding ʻŌlelo Noʻeau

In addition to our revised kuleana, vision and values statements, our Office has also adopted the following ʻŌlelo Noʻeau as a guidepost for our work, gifted to us by Aunty Kū Kahakalau. We believe it encompasses both the promise and responsibility of trauma-informed, hope-centered care.

It also echoes the positive feedback we have received when people learn about the philosophy, approach and principles of trauma-informed care.

When people understand the context of trauma and how to utilize it to improve their individual interactions, as well as our state services as a whole, there is genuine appreciation and excitement in learning this new way of serving others.

He ʻike ʻana ia i ka pono.
It is a recognizing of the right thing.

One has seen the right thing to do and has done it.

Principles of Trauma-Informed Care

In 2024, we updated the verbiage of the six primary principles of trauma-informed care approach we use as a foundation for much of the work we do within the state (not listed in any particular order): (1) safety, (2) trust and transparency, (3) voice and choice, (4) collaboration, (5) peer support, and (6) cultural, historical and gender factors.

The principles are inspired by SAMHSA's *Concept of Trauma & Guidance for a Trauma-Informed Approach* (2014). Please reference the below figure.

Executive Order 24-01

These principles are also highlighted in our collaborative Executive Order 24-01 with Governor Josh Green that declared Hawai'i a trauma-informed state in February 2024 and directed state departments to work with our Office on their trauma-informed care goals and objectives.



Figure 2. Our updated six pillars of trauma-informed care protect against causing trauma, as well as the re-traumatization of trauma survivors.

Legislation & Policy

2025 Legislative Session Highlights

The Office of Wellness and Resilience (OWR) testified on 24 total measures that included bills and resolutions that addressed mental health, state workforce well-being and economic supports for families. It was a busy legislative session for us, as most of our bills made it to the last week of the conference committee phase, but ultimately did not move forward. However, we were named in two resolutions that were adopted by the Senate:

- Senate Concurrent Resolution 73: Requesting the office of wellness and resilience to develop a report to address the developmental needs of children born during the coronavirus disease 2019 pandemic: S.C.R. 73 directs our office to produce a report examining trauma-informed care and practices related to the community-wide impacts of the pandemic and the Maui wildfires. The COVID-19 pandemic has had profound effects on children—especially those born between 2018 and 2025—disrupting their social, emotional, academic, and health development during their most critical early years. In collaboration with other state departments and agencies, our office is reviewing existing research to understand how these community traumas have affected our keiki and the caregivers who support them. The report will be submitted to the Legislature at the end of 2026.

- Senate Concurrent Resolution 135: S.C.R. 135 urges all state departments to partner with our office to collaborate on data-sharing agreements. Building on our work to establish the Quality of Life and Well-Being Dashboard with the University of Hawai'i Health Policy Initiative, our office remains committed to examining community needs through a data-driven lens. Formalized, privacy-respecting data-sharing agreements will enable our office and other state agencies to conduct cross-departmental data analysis.



Photo 3. OWR staff and advocates with The Clarity Project after an April hearing on innovative treatments for trauma.

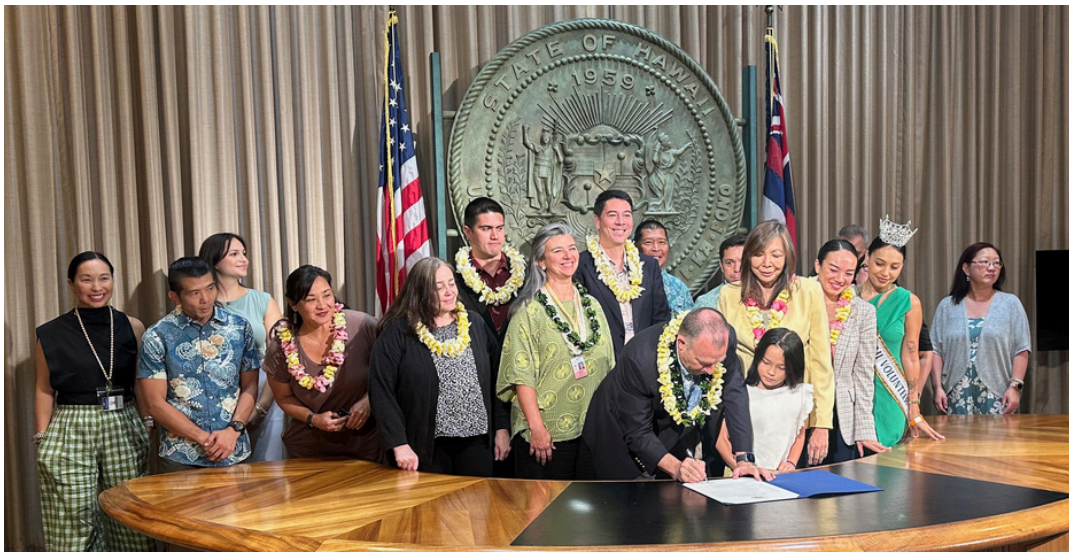


Photo 4. OWR staff, agency partners and mental health advocates gather for a proclamation-signing for Children's Mental Health Acceptance Week in May.

Looking Forward to the 2026 Legislative Session

We are looking forward to submitting testimony on issues related to trauma-informed care and well-being, though we will be primarily focused on administrative policy-making through more direct engagement with state departments and counties in 2026.

Current Projects: Wellness Celebrations & Challenges

Hawai‘i Quality of Life & Well-Being Dashboard

Beginning in 2023, the Office of Wellness and Resilience (OWR) partnered with the Health Policy Initiative at the University of Hawai‘i at Mānoa College of Social Sciences (UH-Mānoa) to conduct both community and state workforce wellness and resilience assessments through mixed-method surveying and create a social determinants of health dashboard, pursuant to Act 291.

Through the spring and early summer of 2024, the Hawai‘i Quality of Life and Workplace Wellness survey was distributed across the state and initiated by more than 10,800 Hawai‘i residents. In total, nearly 8,800 residents completed the survey in its entirety, making it the largest dataset related to health and well-being in Hawai‘i ever, as well as the largest survey in the country using the Center for Disease Control (CDC)’s National Institute for Occupational Safety and Health Worker Well-Being Questionnaire (NIOSH WellBQ).

The survey results have populated the Hawai‘i Quality of Life and Well-Being Dashboard, which is publicly available to inform legislation and policy, grant-making, reporting and other funding needs, population-specific programming, and coordination of collaborative efforts with the goal of improving individual and system-level outcomes.

To view and learn more about the survey and interactive dashboard, visit health-study.com. The website includes a user guide, as well as policy briefs on various timely topical issues, such as workforce wellness and medical debt, and will continue to be updated. Users can also sign up for updates on the data and study overall.



Photo 5. In partnership with our partners at the University of Hawai‘i at Mānoa, OWR co-presented about the dashboard in Wahiawa at a September town hall hosted by Rep. Amy Perruso.



This year, we spent a lot of time meeting with policymakers, including legislators and state department leadership on their specific data. We also partnered with the Hawai'i Alliance of Nonprofit Organizations (HANO) on a webinar attended by more than 300 individuals working in grants and philanthropy on the dashboard.

We also held monthly office hours and presented on the dashboard both all over the state and across the country, gathering feedback along the way for the 2026 version of the survey, which was recently finalized and is set to launch in early March.

The Hawai'i Quality of Life and Well-Being Dashboard is a partnership between the Health Policy Initiative at UH-Mānoa's College of Social Sciences, and the Office of Wellness and Resilience in the Office of the Governor. All data is housed with UH-Mānoa. If you have questions, please contact hpi@hawaii.edu.

Figure 3. Infographic courtesy of the University of Hawai'i Health Policy Institute.

Trauma-Informed Care Certification Course

The Office of Wellness and Resilience's (OWR) launched the state's first trauma-informed care certification training course at our second-annual Kūpa'a Mauli Ola, Hawai'i's Wellness and Resilience Summit, on Thursday, Nov. 6, 2025, at Ko'olau Ballrooms in Kāne'ohe.

The Learning and Leadership Collaborative includes the state's first certification in Trauma-Informed Care, an eight-module course covering an introduction to trauma and resilience, the principles of trauma-informed care, as well as how to implement this approach in the workplace for ourselves, our colleagues and with the people we serve.

The content is presented in a hybrid mix of in-person training and asynchronous video modules in partnership with the Dept. of Human Resources Development (DHRD). The videos will be housed on the DHRD training website, beginning in early 2026.

After completion of the course, employees will be enrolled into a collaborative cohort community of other employees across all state departments, offering continuous learning around trauma-informed care and related topics, as well as connection and implementation support. Each will receive more training from top experts locally and nationally, as well as coaching and technical assistance for their individual and organizational trauma-informed care and resilience goals.

The overall goal of the Learning and Leadership Collaborative is to help move organizations along the Trauma-Informed Care Continuum, below, from trauma-affected to trauma-informed (or beyond!).

All state employees are encouraged to become certified trauma-informed care professionals, especially those working in public-facing roles.

A Train-the-Trainer opportunity will also be available in late 2026 for change-makers in our state workforce who want to become certified trainers in trauma-informed care and help lead their workplaces with a trauma-informed approach.

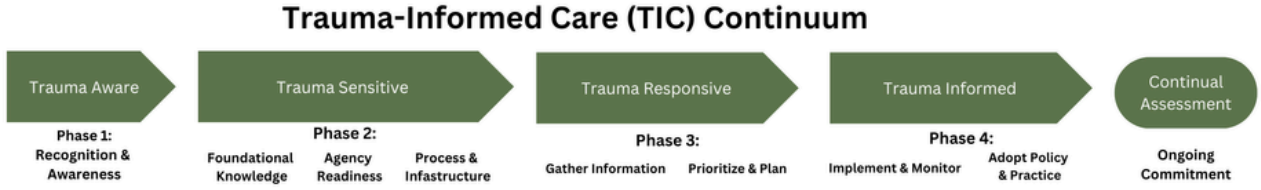


Figure 4. Trauma-Informed Care Continuum phases. This graphic was inspired by the work of Trauma-Informed Oregon.

More than 35 trusted colleagues who have led the trauma-informed care movement in the state made up our “friends and family” cohort. As trusted partners in this work, the cohort was invited in early fall 2025 to be among the very first professionals in Hawai‘i to complete this certification training while providing critical feedback and insights to us along the way. These individuals represented the state agencies such as the Departments of Health, Human Services and Education, University of Hawai‘i and the Office of the Governor, community organizations like the Hawai‘i Community Foundation and the Hawai‘i Health and Harm Reduction Center, and the county police department.

Training Modules

Our Certification in Trauma-Informed Care curriculum consists of eight (8) training modules with the following titles and subject matter, though they may be subject to change as we finalize the curriculum in early 2026.

Modules 1-4 are self-directed/asynchronous, online video modules. They are approximately 60 minutes each in length. Modules 5-8 are in-person, facilitator-led trainings for approximately 5.5 hours of total instruction. Their titles are:

- Module 1: Introduction to Trauma
- Module 2: Impact of Trauma on the Brain and Behavior
- Module 3: Trauma-Informed Care
- Module 4: Historical, Generational, and Cultural Trauma
- Module 5: The Costs of Caring
- Module 6: The Science of Building Resilience
- Module 7: Self-Care and Well-Being in the Workplace
- Module 8: Implementing Trauma-Informed Care in the Workplace



Photo 6. Our “friends and family” test group attends an all-day training session to provide feedback on the certification course content.

Kūpaʻa Mauli Ola: Hawaiʻi's Wellness & Resilience Summit

The Office of Wellness and Resilience (OWR) held its second-annual Kūpaʻa Maoli Ola, Hawaiʻi's Wellness and Resilience Summit in November at the Koʻolau Ballrooms in Kāneʻohe. This year's summit served as the formal launch of our Learning and Leadership Collaborative, including special in-person instruction of the three modules of our newly developed trauma-informed care certification course.

Governor Josh Green welcomed more than 175 state employees to the summit, noting that the culture change of becoming a trauma-informed state and committing to do better by our people makes the state a better employer and service provider.

Summit attendees were chosen to attend by their departments as mid-level supervisors and potential trauma-informed care champions in their department. They will be the first certified trauma-informed care professionals in the state.

Departments and agencies that were prioritized for their direct work with the public and attended included the Departments of the Attorney General, Budget and Finance, Corrections and Rehabilitation, Education, Health, Human Resources Development, Human Services, Land and Natural Resources, and Law Enforcement, as well as the Hawaiʻi State Public Library System, the University of Hawaiʻi and the Hawaiʻi Judiciary.

After completing the first three modules of the training curriculum with three different expert trainers with our own Director Tia L. Roberts Hartsock, and longtime collaborators and trauma-informed care trainers Sharon Simms and Danny Goya, attendees also had the opportunity to spend a few hours doing various wellness and cultural activities. There was a long list to choose from, including yoga-inspired movement, lei-making, reflective writing and journaling, and ukulele lessons, all led by OWR team members and other community partners.

We are very grateful to our Summit sponsor, the Consuelo Zobel Alger Foundation, for their generous support in making our second Kūpaʻa Mauli Ola, Hawaiʻi's Wellness & Resilience Summit, another historic milestone event for the state.



Photo 7. Governor Josh Green welcomes attendees to the summit.

Kūpa'a Mauli Ola
Hawai'i Wellness & Resilience Summit












Photos 8-16. Scenes from OWR's second annual wellness and resilience summit in November.

Partnership with ACEs Resource Network (ARN)

The ACE Resource Network (ARN), led by Dr. Nadine Burke Harris, California's first surgeon general, has selected Hawai'i to participate in their inaugural national cohort, along with four other states (California, Georgia, New York, and Utah) to make the prevention, early detection, and evidence-based treatment of toxic stress a standard part of healthcare practice in the United States. (ACEs stands for Adverse Childhood Experiences.)

In December, it was announced the Office of Wellness and Resilience will be the anchor organization for the following core initiatives with the ACE Resource Network (logo at right): 1) State Medicaid Policy Learning Collaborative, 2) state network coalition cohort of healthcare leaders, 3) national thought leadership collaborative.

These three core initiatives will work together to enhance evidence-based support and training protocols for healthcare providers, establish reimbursement for screening and early detection and intervention of toxic stress in healthcare systems, and expand the network of care between mental health and primary care settings.

Also in December, Director Tia L. Roberts Hartsock presented to the Hawai'i Pediatric Rural Health Association's Pediatric ECHO regarding our ACEs initatives with a training titled Building Resilience and Preventing Chronic Disease Through Early ACEs Intervention. Pediatric ECHO is an innovative guided practice model that builds workforce capacity while improving patient access to specialty health care in Hawai'i rural communities.



Photo 17. Dr. Nadine Burke Harris, the first California surgeon general of California, visited Hawai'i in March for Healing Together, an event with Governor Josh Green on adverse childhood experiences (ACEs) as part of the University of Hawai'i Better Tomorrow Speaker Series, and meet with healthcare leaders about the connections between ACEs and physical health.

Maui Coordinated Mental Health Response

We are committed to helping coordinate the long-term mental health response to the wildfires on Maui. Since the fires in August 2023, our Office has held Maui Mental Health Coordinated Response meetings, including mental health professionals on the ground on Maui, philanthropic, nonprofit, grassroots and advocacy organizations, service providers and government employees.

The meetings have been an important anchor for the community, and instrumental in standing up crisis services reaching thousands of survivors, breaking down systemic barriers, and sharing resources and lessons learned to benefit survivors, as well as responders and helpers.

This **effort has totaled 130+ coordination calls held between August 2023 and December 2025**, with hundreds of participants representing local, state and national agencies, including mental health professionals on the ground on Maui, philanthropic, nonprofit and advocacy organizations, service providers and government employees. At first, our calls were held daily. After the three-month mark, we moved to calls every other day, and starting in January and throughout 2024, we moved to a weekly and are now at a bi-weekly cadence in the last few months of 2025.

For information about our 2023 and 2024 Maui disaster response efforts, please review our past annual reports.



Photo 18. Our Maui-based project manager, Ke‘ala Kaopuiki-Santos (second from left) speaks on a panel at a Hawai‘i Children’s Trust Fund Coalition meeting in May. Also pictured, from left: Kawika Mattos with Maui Family Support Services, Amy Peterson and Kamaile Like with Lahaina Behavioral Health Center, Michele Navarro-Ishiki from Piha Wellness, and Keaka Mitchell and Kerrie Urosevich with Early Childhood Action Strategy.

Hawai'i Mental Health and Well-Being Framework for Disasters and Traumatic Events: A Trauma-Informed Approach

With the lessons learned from the fire response, feedback from our regular meetings and annual convening, we developed the *Hawai'i Mental Health and Well-being Framework for Disasters and Traumatic Events: A Trauma-Informed Approach.* The framework includes trauma-informed recommendations for the Prevention, Preparedness, Response and Recovery Phases of Emergency Management and focuses on the following seven key components: 1) Mental Health and Well-being Services, 2) Workforce & Community Capacity Building, 3) Cultural Responsiveness, 4) Safe Spaces & Resilience Hubs, 5) Data & Outcome Monitoring, 6) Partnership & Communication, and 7) Funding & Policymaking.

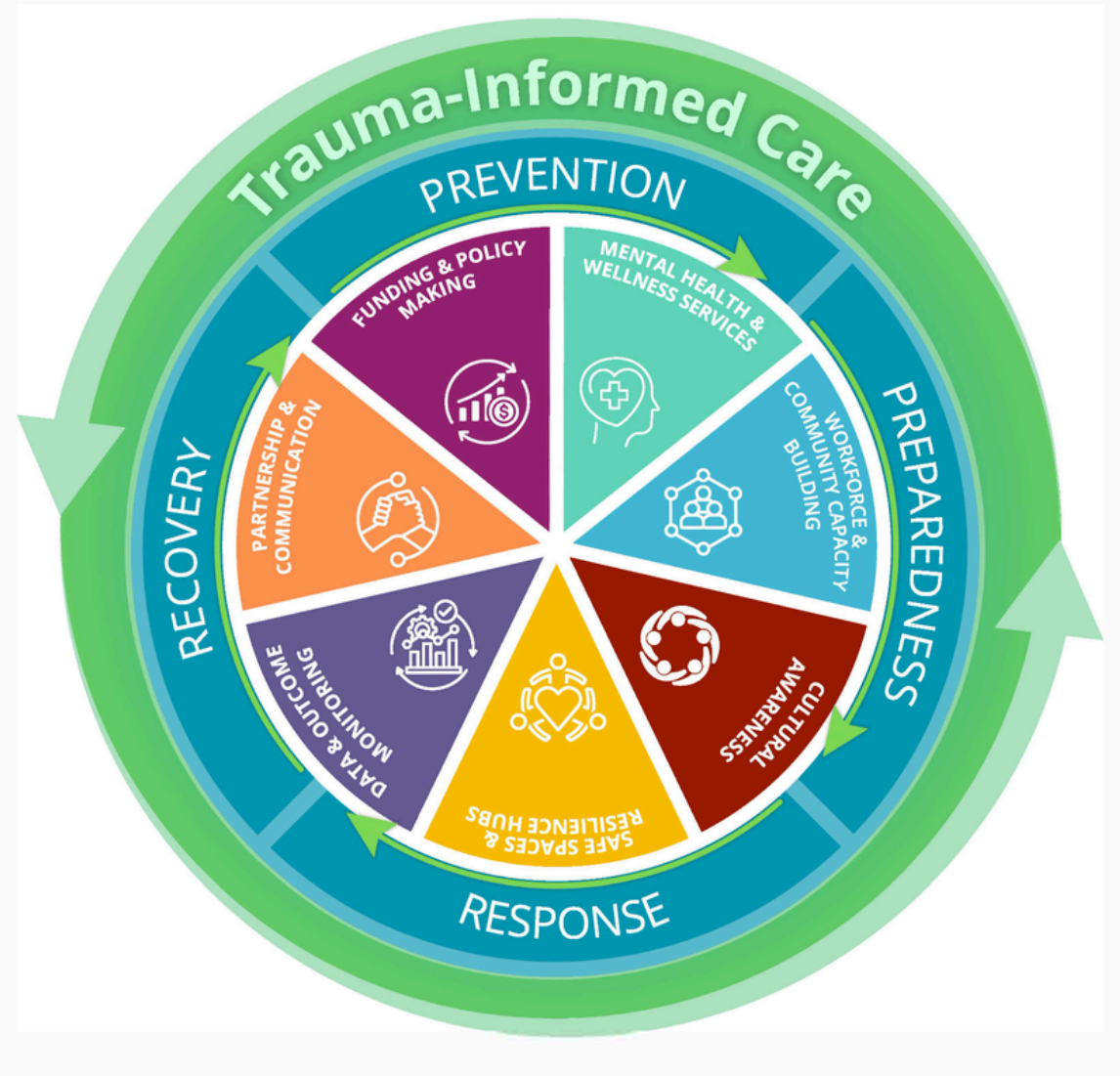


Figure 5. Infographic depicting the Hawai'i Mental Health and Well-being Framework for Disasters and Traumatic Events: A Trauma-Informed Approach, co-created by OWR and the Maui mental health and wellness community

Since the creation of this Framework, our Office has presented it at a number of conferences, including the American Public Health Association Annual Meeting and Maui Wildfire Exposure Study Conference in 2024, and the University of Connecticut Innovations Institute and the Catholic Charities Hawai'i Disaster Response Academy in July 2025.

We have also submitted an article to the American Psychological Association's *Practice Innovations* journal with hopes of it being published in early 2026.

Our future goals are to formally integrate the framework into Hawai'i's emergency management practices, and to soon begin implementation of the framework with our government and community partners.

For example, within the scope of our Office, we would focus on recruiting and training Wellness Response Teams across the state (see figure below). These teams would be a complement to existing first responders to both disasters and traumatic events, and would serve both survivors and the responder community.

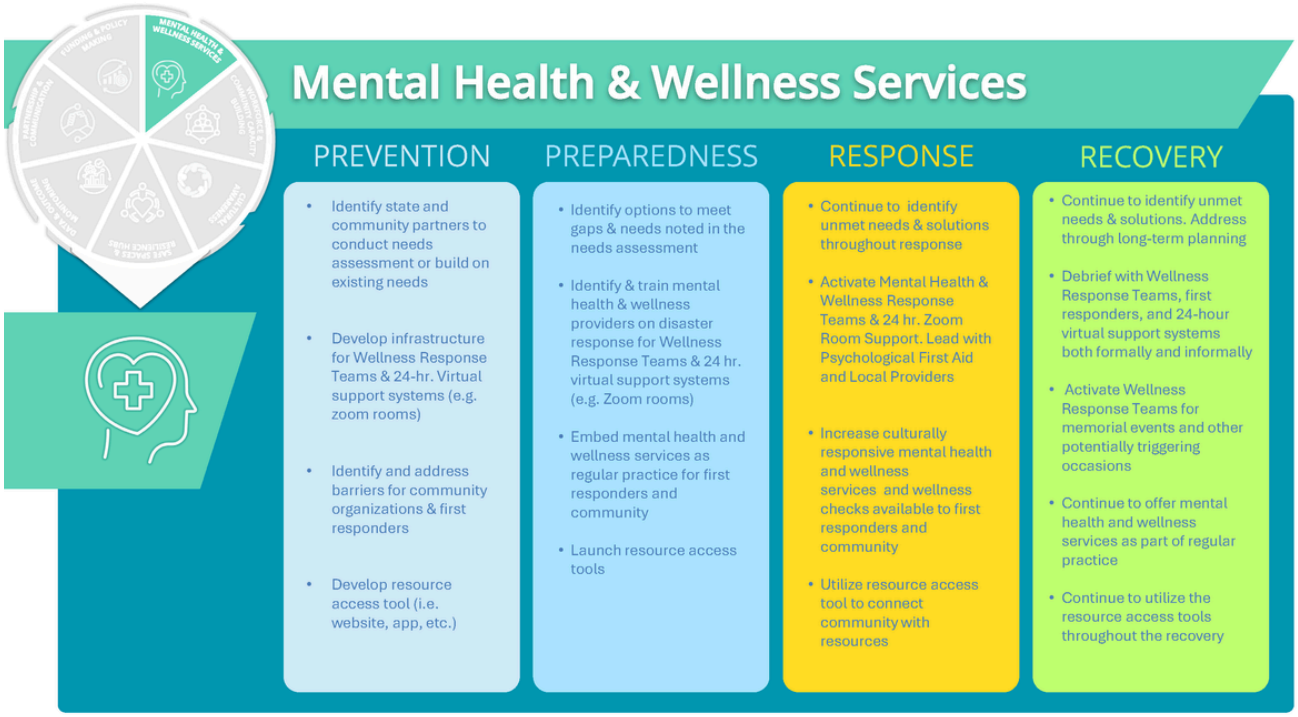


Figure 6. Sample infographic depicting the Prevention, Preparedness, Response and Recovery phases of the Mental Health & Wellness Services component of the framework.

Maui Strong Mental Health Response: 2025 Convening

On Oct. 1, the Office of Wellness and Resilience (OWR) **convened 40+ participants from 30+ multiple statewide and Maui-based organizations** at University of Hawai'i Maui College (UHMC) to review and provide feedback to the newly drafted *Hawai'i Mental Health and Well-being Framework for Disasters and Traumatic Events: A Trauma-Informed Approach*. The framework was generated from data collected at the multiple convenings, virtual coordination calls and various one-on-one meetings over the entire response and recovery phases. The framework is set to provide a template with lessons learned during this experience and heavily informed by the many voices and perspectives serving in the Maui mental health and wellness response.

These mental health and wellness partners have all been actively involved in the Maui fire response had the opportunity to review their previous and better integrate their voices of lived experience into the framework. Participants met in small groups to review the framework and provide feedback, which will be incorporated in a future and final iteration of the framework. More about the framework in the following sections.

Trauma-Informed Care Training

Our office continues to conduct trauma-informed care training for the Hawai'i Department of Human Services (DHS) Disaster Case Management Program (DCMP) that has served nearly 7,000 fire survivors. This year OWR conducted five trainings for DHS and their contracted disaster case managers. These trainings are building upon the ongoing trainings provided by OWR to DHS-DCMP staff since the wildfires. The trainings focus on delivering case management services in a trauma-informed context, with an emphasis on vicarious trauma and secondary traumatic stress. The trainings have been provided at every new staff orientation with refresher trainings offered regularly to existing staff.



Photo 19. OWR hosted a second convening of our Maui mental health and wellness partners in October.

Other Long-Term Support Efforts

Disaster Long-Term Recovery Advisory Board

Our OWR Maui-based team member, Keala Kaopuiki-Santos, serves on the Hoʻōla Iā Mauiakama Disaster Long-Term Recovery Group Advisory Board and actively participates on their Community Partnerships and Cultural Engagement Committee.

Act 202 Support

Throughout early 2025, the Office of Wellness and Resilience partnered with the Governor's housing policy team, the Judiciary, Maui county staff, Maui Mediation Services and other legal assistance providers and advocates to help inform, coordinate and ease the transition of the Governor's eviction moratorium for Maui County and the details of Act 202 (2024).

Act 202 was enacted to provide free mediation services in hopes that landlords and tenants might find alternative solutions to eviction. These efforts provided a mechanism to communicate deadlines, align resources and provide support in various service settings to ensure the best outcomes for both property owners and renters impacted by the wildfires and this moratorium.

Long-Term Commitment

As the recovery on Maui continued into its second year, the need to address ongoing systemic barriers impacting mental health and wellness of the community continue. Both our Maui-based project manager and wellness and resilience coordinator took on daily requests to assist in resource access, program applications, information-sharing and systemic needs and barriers to support in a smoother and more comprehensive recovery effort.

Examples of assistance range from providing coordination for requests from housing projects around environment improvement and mental health needs on property, to supporting the medical needs of survivors by coordinating services.

We are committed to continuing our work on the Maui recovery effort over the long-term. This commitment has allowed us to provide a meaningful tool with the disaster response framework to ensure that future responses to natural disasters and community traumas are guided by lessons learned on Maui regarding how to respond in trauma-informed ways informed by our local culture and values.

State of Well-Being Project: A First-of-Its-Kind Assessment

Pursuant to Act 106 (2024), the Office of Wellness and Resilience has completed Phase 1 of the State of Well-Being Project: a comprehensive landscape assessment of mental health and well-being supports and services for state, county, and select community first responders, healthcare providers, and public school staff. This assessment, the first of its kind in Hawai'i and the nation, aimed to (1) document existing mental health and well-being supports and services, (2) identify barriers and (3) facilitators to utilization, and (4) provide evidence-based and Hawai'i-informed recommendations for enhancement.

Phase 1 was about listening, and we want to mahalo to the many voices reflected in the State of Well-Being Project. During this initial phase, we employed six data collection strategies: (1) 4 rapid systematic literature reviews examining 1,200+ peer-reviewed studies; (2) the Hawai'i Quality of Life and Well-Being Survey, the largest quality of life survey in state history with 8,300+ respondents (including 4,000+ state workers); (3) 81 key informant interviews with essential workforce leaders/staff, well-being coordinators, and mental health professionals; (4) 6 focus groups with 12 frontline staff; (5) review of 100+ organizational policies/documents; and (6) a qualitative survey of healthcare workers.

We invite you to download the full report and additional resources on our website.

Key Findings

Available Mental Health and Well-Being Supports and Services

Through key informant interviews and focus groups, this assessment identified a range of mental health and well-being supports currently available across sectors. These supports are organized into two tiers: Tier 1 (universal prevention strategies available to all employees) and Tier 2 (targeted interventions for employees experiencing elevated stress or early signs of distress).



Photo 20. OWR team members meet with Kaua'i Mayor Derek Kawakami, right, and staff.

Some universal prevention strategies available to all employees include: targeted training programs (Trauma 101, Crisis Intervention Team, Mental Health First Aid); Employee Assistance Programs; integration of Native Hawaiian cultural values and connection to ʻāina; digital mental health platforms; comprehensive wellness programs; staff surveys and feedback mechanisms; resilience-building initiatives; and flexible work arrangements.

Some more targeted tier 2 strategies for employees experiencing elevated stress or trauma include: on-site counseling with licensed clinicians; Critical Incident Stress Management (CISM) protocols; peer support programs with trained supporters; systematic debriefing processes; chaplaincy services; cultural healing programs (loʻi, kai, lomilomi); in-house social workers and psychologists; and intensive retreat programs.

Barriers

Essential workforce members identified organizational dysfunction (i.e., bureaucracy, siloed departments) as the primary barrier to effective mental health supports and services, followed by staffing shortages, stigma associated with help-seeking, inadequate organizational backing for wellness initiatives, confidentiality concerns, time constraints, and funding instability.

Facilitators

Facilitators of success include integration of Hawaiian cultural practices and values, supportive leadership that models psychological safety and help-seeking, strategic communication about available resources, user-centered program design, and sustained stigma reduction efforts.



Photo 21. OWR team members meet with Mayor Kimo Alameda of Hawaiʻi (second from left).

Recommended Enhancements

Recommendations are organized by level of intervention, consistent with the social-ecological model and trauma-informed care principles established in Governor Josh Green's Executive Order 24-01, declaring Hawai'i a trauma-informed state and directing departments to collaborate with the Office of Wellness and Resilience on their trauma-informed care goals.

Policy and Systems:

- Establish sustainable, multiyear funding mechanisms for wellness programs
- Expand the mental health workforce through interstate practice agreements and pipeline development
- Implement flexible work arrangements and address cost-of-living impacts on workforce retention

Organizational

- Streamline procurement and reduce institutional barriers to wellness program implementation
- Develop trauma-informed leadership through in-depth supervisor training
- Expand peer support programs and Employee Assistance Program services
- Establish time for wellness activities and create dedicated wellness spaces

Interpersonal and Individual

- Implement comprehensive stigma reduction through leadership modeling and awareness campaigns
- Decouple help-seeking from fitness-for-duty evaluations to remove career consequence barriers
- Integrate mental health literacy and wellness orientation into onboarding

Next Steps

Phase 2 implementation extends through December 2027, and will focus on developing and enhancing culturally grounded, community-informed well-being programs based on all we've learned. OWR will take kuleana for recommendations within our scope, while partnering across sectors to build trauma-informed systems. Future efforts will expand to include additional essential worker groups such as emergency medical services, Child Welfare Services, and public health workers.

We are committed to sharing this information, and developing implementation resources and practical tools based on these findings. Additional materials will be released soon! In addition, we welcome partnerships and input from stakeholders across all sectors. To request copies of materials or discuss findings and partnership opportunities, please contact us.

Working Groups & Task Forces

The Office of Wellness and Resilience (OWR) both convenes and participates on a number of state and national working groups and task forces. We have highlighted a few below with 2025 updates.

Peer Support Specialists Working Group

Signed into law in 2024, Act 88 established the Peer Support Specialist Working Group. Named as the administrator of the Working Group, the Office of Wellness and Resilience convened several state department representatives, community partners, and people with lived expertise to collectively create a vision and framework for how the state can systematically infuse the voices of people who have had experience navigating our social service systems with the goal to improve those systems.

Between January and before the working group's sunset in June, members established permitted interaction groups. Permitted interaction groups, according to Hawai'i's public meetings law, are set to allow less than a quorum of working group members and community participants to collectively investigate and report on specific matters over the course of three meetings.

In February, the working group stood up two Permitted Interaction Groups to put forward recommendations on Certification and Credentialing, and Supervision and Supports.

The working group held an in-person meeting in May 2025 at Windward Community College. More than 70 people attended and participated, including many from the community with lived experience and expertise. Participants shared their hopes, dreams and commitments related to peer support and it was a powerful day of building pilina and learning about the many different peer support programs that exists in our state.



Photo 22. The May meeting of the Peer Support Specialist Working Group, held in person at Windward Community College

At the last meeting in June 2025, the Working Group finalized and voted on a framework. The framework represents a comprehensive approach to formalizing and strengthening peer support services throughout Hawai'i.

The framework identifies best practices and includes:

- Clear explanation of roles and definitions of Peer Support Specialists and categories of specialists.
- Overview of ethics, values, and standards required of Peer Support Specialists
- Discussion of training, certification, and credentialing options with recommendations for Hawai'i
- A suggested model of trauma-informed supervision and professional development.

The framework can be found at this link: https://owr.hawaii.gov/peersupport/.

On the National Level

Director Roberts Hartsock was invited to participate on a community advisory board for a National Institutes of Health (NIH) research project titled, **Population Health and Health System Resiliency Following Maui's Wildfire Disaster**. This research project was awarded funding from the NHI's National Institute on Minority Health and Health Disparities. The project aims to garner needed data, perspectives, and lessons learned to better understand the immediate and long-term health and systems impacts of the wildfires on the people of Maui to help inform services and interventions.

As changes in the federal landscape began in early 2025, OWR continued national-level conversations with our congressional delegation, U.S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration, Centers for Disease Control, National Child Traumatic Stress Network, Campaign for Trauma-Informed Policy and Practice, and national philanthropic organizations like The Pew Charitable Trusts. These partnerships have allowed us to collaborate with national entities on innovative ways to share ideas on navigating the public health sector, increasing supports for marginalized populations, data and research dissemination, and policy development. While these efforts are part of large-scale initiatives, OWR is positioned to bring voices of our community and inform what is needed to expand opportunities locally.

In addition, as part of Governor Josh Green's work with the National Governors Association (NGA) and his upcoming chairmanship of the Western Governors' Association (WGA), he has chosen to focus on social health and trauma-informed care.

Funding Initiatives & Partnerships

Contracts, and Memorandums of Agreement (MOAs) & Understanding (MOUs)

The trauma-informed principle of *collaboration* is a value deeply rooted in the approach we take to our work. Creating formal contracts and memorandums allows OWR to engage in departmental support, share resources, receive and provide training and technical assistance, and expand trauma-informed care across agencies. Though we extended and entered into a number of new contracts in 2025, no new MOAs/MOUs were fully established in 2025.

Established Contracts

SigBee (Dec. 27, 2023 - June 30, 2025)

- Contract established to utilize an online platform and mobile application that promotes employee engagement and organizational health through building resilient organizations by collecting, processing, analyzing and routing meaningful signals generated by quick, easy daily employee check-ins.
- Our SigBee pilot ended in June 2025. The SigBee wellness app consists of daily employee check-ins to measure wellness, team connection, job confidence and resilience, and help leaders increase team engagement and manager effectiveness, prevent burnout and decrease turnover. The pilot included 70 participants from identified state departments and connected organizations that provided response to the Maui wildfires.

The Baker Center for Children and Families (Feb. 5, 2024 - Feb. 4, 2025)

- Contract ended for implementation consultation and evaluation for the app. An article titled “Enhancing Resilience and Connection: SigBee® Implementation After the Maui Wildfires” was published in the journal *Healthcare* in October 2025.

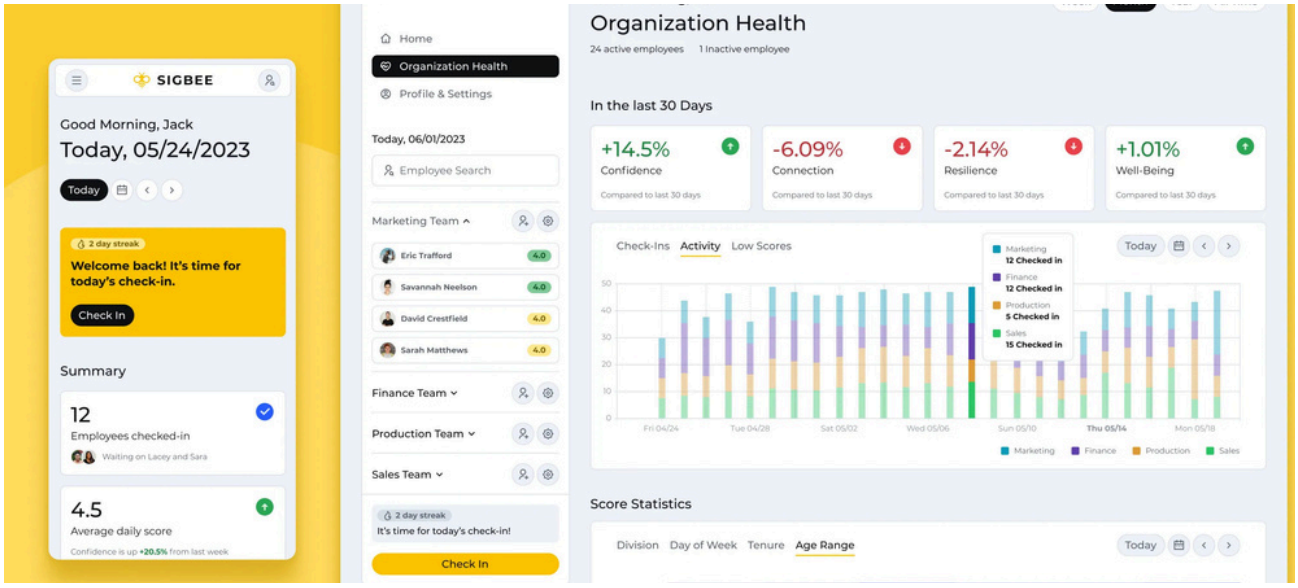


Figure 7: Sample screenshot of the Sigbee app and dashboard

Established Contracts (continued)

Effective Planning and Innovative Communication, Inc. (EPIC) (Aug. 12, 2024-June 30, 2025)

- Contract established to coordinate, convene, and facilitate support of the Peer Support Specialist Working group within the Office of Wellness and Resilience (Act 88, HSL 2024)

SAS Services, LLC (Sept. 23, 2024-March 31, 2025)

- Contract established to facilitate support of strategic planning to include the Sate of Well-Being Project into the Office of Wellness and Resilience (Act 106, HSL 2024)

Pilina Pathways, LLC (Jan. 6, 2025-June 20, 2025)

- Facilitation and training support to the Office of Wellness and Resilience to expand its State of Well-Being Project strategic plan and Peer Support Specialist working Group (Act 106 & Act 88, HSL 2024)

Stacey Leong Design (April 8, 2025-June 20, 2025)

- Graphic design support for the Office of Wellness and Resilience to develop visual identify, sample and template informational and outreach materials, style guide, etc.

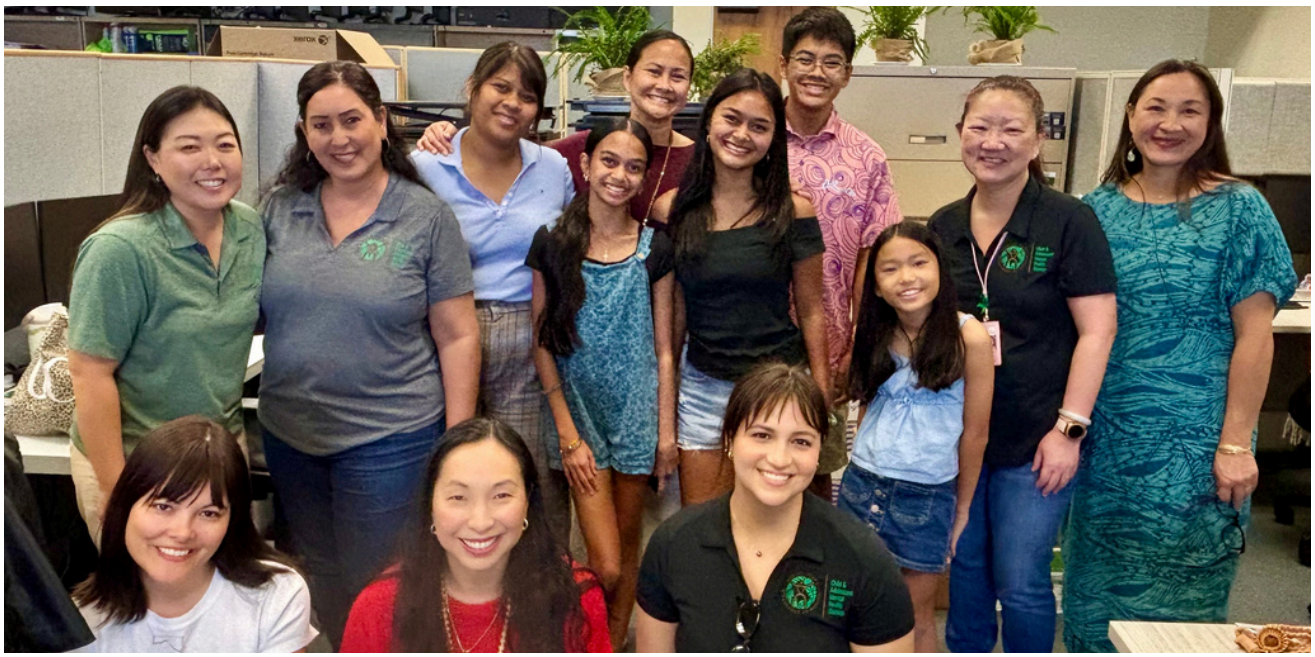


Photo 23. The OWR team, family members and friends from the Department of Health come together for a photo shoot with Stacey Leong Design to create images used in our informational materials.

Engagement & Communications

Public Speaking & Training Engagements

Our Office of Wellness and Resilience (OWR) team members have been **featured as trainers, speakers and presenters at 37 major community events and conferences throughout the islands and beyond** this year, covering varied topics and reaching diverse audiences to discuss wellness, resilience, trauma and trauma-informed care.

As a team in total, OWR staff spoke at events, represented OWR and Governor Josh Green, M.D., and **met and engaged with constituents and residents representing nearly 100 state and county agencies, nonprofit organizations and community-based groups** in 2025.

Some of the major public speaking and engagements highlighted this year include:

- In February, Director Tia Hartsock participated in the Hawai'i Business Magazine's 2nd Health and Wellness Conference as a **panelist during the *Healthier Workplace: Engaging Managers First*** *session.*
- Also in February, Director Hartsock joined the Family Promise of Hawai'i's **Inaugural Childhood Homelessness Symposium** as a **panelist**, speaking on the topic of **Low Barriers, Trauma-Informed Care, and Emerging Best Practices**.
- In May, Director Hartsock was invited to **moderate a panel** for the Hawaii State Judiciary's Committee on Equality and Access to the Courts called ***Perspectives on Reform: Building a Trauma-Informed Justice System in Hawai'i***.



Photo 24. Above, Director Tia Roberts Hartsock presenting at the Hawai'i State Association of Counties (HSAC) statewide conference in September. This year's theme was *Resilience*.

Photo 25. Below, Judge Jessi Hall, Melenani Wai'alae, Dr. Jamee Miller, Dr. Lorinda Riley and Kimmy Takata present on a panel in May that was moderated by Director Roberts Hartsock and hosted by the Judiciary titled *Perspectives on Reform: Building a Trauma-Informed Justice System in Hawai'i.*



- Also in May, Kev Thompson, Ph.D., **presented at the Advancing Practices in Mass Violence Prevention and Response** event, held by the Hawai'i State Fusion Center and Crime Victim Compensation Commission.
- Director Roberts Hartsock **presented about the Peer Support Specialists Working Group** at the Department of Health's **Peer Navigation Summit** in June.
- In July, Director Roberts Hartsock and our Maui-based project manager, Keala Kaopuiki-Santos, traveled to Washington, D.C., to share **OWR's disaster framework** at the **University of Connecticut Innovation Institute's Training Institutes, as well as meet with our congressional delegation and The Pew Charitable Trusts** regarding the dashboard and disaster framework.
- Also in July, Deputy Director Trina Orimoto, Ph.D., along with Leilani Willing, Tikki Bisbee, Nannie Ann Apalla, and Telesia Pasese attended the Work, Stress, and Health Conference in Seattle, Wash., where our partners at the University of Hawai'i presented: ***Predictors of Worker Well-Being & Organizational Effectiveness in Hawai'i: Insights from Relative Importance Analyses***.
- Director Roberts Hartsock and Kaopuiki-Santos presented at Catholic Charities' September **Disaster Response Academy** re: lessons learned from the Maui fires.



Photo 26. Deputy Director Trina Orimoto with other event speakers at the Hawai'i Public Health Association's annual meeting in November, titled Resilient Together.

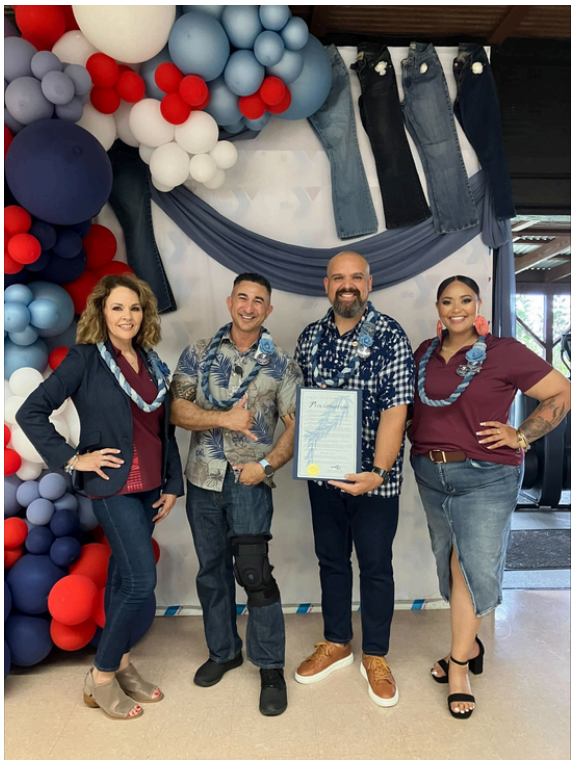


Photo 27. Director Tia L. Roberts Hartsock with other event speakers at the Mental Health Summit, hosted by Catholic Charities Hawai'i in October.

News & Media

Highlights of our news appearances and media relations efforts this year include:

- Director Roberts Hartsock was featured in a **public service announcement campaign** in early 2025 with the Dept. of Health's Alcohol and Drug Abuse Division regarding trauma and mental wellness.
- In February, **KHON** did a follow-up story on the Mālama 'Ohana Working Group recommendations report regarding child welfare.
- In May, Director Hartsock was featured in an article about youth mental health as part of Children's Mental Health Day/Week and Mental Health Month.
- Also in **recognition of Mental Health Month**, our Office joined with Gov. Green and other agency partners for a proclamation ceremony.
- In October, **Civil Beat** did an in-depth story on the fate of child welfare bills during legislative session, including Mālama 'Ohana Working Group recommended policies.
- **Hawai'i Public Radio** interviewed Director Hartsock for a story on our training launch and they plan to do a follow-up story in early 2026 when it launches for all state employees.
- We also worked on numerous stories with media related to our ongoing work on Maui and other policy priorities, including child welfare reform and innovative treatments for trauma.





Photos 28-29. Left, remembering sexual assault survivors on Denim Day in April with community partners in Hilo. Right, Executive Administrative Assistant Telesia Pasese sign-waves for Children's Mental Health Day in May.

Other Highlights

In the summer, we worked with Hawai'i-born artist Jana Ireijo on coloring pages for both adults and keiki (children) to use as general outreach materials at public events. Ireijo is known for her artworks that draw attention to the importance of environmental conservation, and the healing power of nature. Coloring may help lessen stress, and encourage creativity and mindfulness.

We also worked with Stacey Leong Design on a project to support a redesign of our strategic communications materials, which we will launch in 2026.

Newsletter

The Office released three editions of our newsletter this year (January, March and May) in keeping with our bi-monthly cadence for the first half of the year. It then went on hiatus during the interim session in support of our focus on training and other key initiatives. It will re-launch with a new look in January 2026.

The newsletter is distributed electronically to the Governor's Office's full staff, the Lieutenant Governor's office and all legislators, all state public information officers, as well as to our opt-in newsletter distribution list.

All editions are available both digitally and in print. Anyone may request to join our newsletter list by emailing us at gov.owr@hawaii.gov with the subject line <Newsletter>. Printed copies are distributed to every office in the Capitol, and are available in the Office of the Governor on both the fifth floor and fourth floor of the State Capitol in Room 415. All 2025 newsletters are attached as Appendices.



Photo 30. Sample newsletter header; July 2025.

Team Member Awards & Achievements

- Telesia Pasese, executive administrative assistant, and Leilani Willing, wellness and resilience coordinator, are both currently in **Patsy T. Mink Wahine Rising Cohort** 7, a 30-hour leadership program created to help elevate women leaders.
- Tia L. Roberts Hartsock was selected as the **inaugural national recipient of the Sheila A. Pires Award**, given by the University of Connecticut (UCONN) Innovations Institute to a government leader who best exemplifies Sheila's perseverance and commitment to transforming public systems to improve outcomes for and with children, youth, and families with a demonstrated record of serving in and/or partnering with public agencies to improve access to, and quality and outcomes of services for children/youth with complex needs; building effective, responsive, and sustainable services or delivery systems for children/youth involved with family-serving agencies; engaging with and involving families/individuals with lived experience in the work of transforming public systems; and connecting people and ideas to identify and implement strategies and solutions to persistent challenges.
- Dr. Trina Orimoto, deputy director, was chosen for the 2026 cohort of the **American Psychologists Association's Leadership Institute for Women** in Psychology. The program's vision is a world with equitable systems led by diverse individuals with leadership training based in psychology and principles of gender equity. Her background in clinical psychology and work on social health and trauma-informed care within OWR aligns well with the program's overall goal to create positive organizational and societal change.



Photo 31. From left to right: Director Tia L. Roberts Hartsock receives the inaugural Sheila Pires Award from the University of Connecticut Innovation Center's leadership and the Pires family in Baltimore during the Innovations Institute conference in July 2025.

Appendices

Appendix A

THE SENATE
THIRTY-THIRD LEGISLATURE, 2025
STATE OF HAWAII

S.C.R. NO. 73 S.D. 1

SENATE CONCURRENT RESOLUTION

REQUESTING THE OFFICE OF WELLNESS AND RESILIENCE TO DEVELOP A REPORT TO ADDRESS THE DEVELOPMENTAL NEEDS OF CHILDREN BORN DURING THE CORONAVIRUS DISEASE 2019 PANDEMIC.

WHEREAS, the COVID-19 pandemic has had profound effects on children born between the years 2018-2025, disrupting their social, emotional, academic, and health development during their most critical early years; and

WHEREAS, scientific evidence and expert testimonies indicate that many children in this age group are experiencing developmental delays, including challenges in communication, fine motor skills, emotional regulation, and social interaction; and

WHEREAS, early childhood education and support during these formative years are crucial for long-term academic success and overall well-being, yet these children may face compounded challenges as they transition into middle and high school; and

WHEREAS, children who were born and raised during the COVID-19 pandemic, especially those from birth to age five, are at heightened risk for academic and developmental setbacks due to the unique circumstances of their upbringing, including reduced social interactions, increased screen time, and disrupted routines; and

WHEREAS, families across the State endured significant challenges during the COVID-19 pandemic, including heightened fear of contracting the virus, economic instability due to inflation and loss of income, and increased food and housing insecurity; and

WHEREAS, caregivers have faced the additional burden of adapting to online education for their children while managing toxic stress within households, which has adversely affected the social and emotional well-being of children from birth to age five, a critical period for early childhood development; and

WHEREAS, climate crisis, such as the 2018 Kilauea eruption and 2023 Maui wildfires, have further compounded the trauma for children in affected areas, leading to additional challenges in emotional and psychological well-being, especially for those who were already vulnerable due to the COVID-19 pandemic; and

WHEREAS, trauma can have profound negative impacts on students' social, emotional, and behavioral needs; and

WHEREAS, disparities in developmental outcomes have been observed, disproportionately affecting children from economically disadvantaged, minority, rural, and remote communities, including Native Hawaiian communities; and

WHEREAS, recovery and catch-up interventions for these children are essential to mitigate long-term impacts on their educational and life trajectories; and

WHEREAS, educators and others who work with children have also been profoundly impacted by the stressors of the COVID-19 pandemic, facing increased demands, and limited resources, as well as their own experiences of toxic stress, leading to a record number of educators leaving the profession and fewer individuals entering the field; and

WHEREAS, the cascading effects of trauma within families, schools, and communities have placed a significant strain on community-based providers responsible for the care and development of children, further challenging their ability to support the social-emotional needs of children and families; now, therefore,

BE IT RESOLVED by the Senate of the Thirty-third Legislature of the State of Hawaii, Regular Session of 2025, the House of Representatives concurring, that the Office of Wellness and Resilience is requested to develop a report to address the developmental needs of children born during the COVID-19 pandemic; and

BE IT FURTHER RESOLVED that the Office of Wellness and Resilience is requested to include the following in its report:

(1) Trauma-informed care research and practices that:

(A) Identify the nature of trauma and the effects of acute or chronic exposure to trauma;

(B) Present interventions and strategies to resist re-traumatization for those impacted by trauma; and

(C) Recommend cultural practices and research-practiced, evidence-based interventions to support children's transitions into middle school, high school, and post-high school life;

(2) An outline of the existing services offered by the Department of Education, Department of Health, Department of Human Services, Office of Hawaiian Affairs, Executive Office on Early Learning, and key non-profits and community groups to address social and emotional learning loss experienced during the COVID-19 pandemic;

(3) A comprehensive analysis of the services available for individuals and families affected by the 2023 Maui wildfires;

(4) Information on existing services to support educators and those who work directly with children and families who may suffer from secondary traumatic stress due to the COVID-19 pandemic and 2023 Maui wildfires; and

(5) Recommendations to strengthen efforts to support frontline workers' self-care plans and provide interventions to promote resiliency and well-being; and

BE IT FURTHER RESOLVED that the Office of Wellness and Resilience is requested to submit its report, including any proposed legislation, to the Legislature by December 31, 2026; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor and Director of the Office of Wellness and Resilience.

Appendix B

THE SENATE
THIRTY-THIRD LEGISLATURE, 2025
STATE OF HAWAII

S.C.R. NO. 135 S.D. 1

SENATE CONCURRENT RESOLUTION

URGING ALL STATE DEPARTMENTS TO PARTNER WITH THE OFFICE OF WELLNESS AND RESILIENCE FOR SECURE AND APPROPRIATE DATA SHARING AGREEMENTS.

WHEREAS, the strengthening of state services, provision of trauma-informed care and programs, and the wellness and resilience of Hawaii are priorities of the State; and

WHEREAS, the Office of Wellness and Resilience's purpose is to address the barriers that impact an individual's social, physical, and emotional well-being through a trauma-informed framework; and

WHEREAS, the Office of Wellness and Resilience develops new programs and improves existing programs and efforts of trauma-informed care through collaborative state and private efforts; and

WHEREAS, the Office of Wellness and Resilience identifies and partners with state departments and the private sector to address the common issues, needs, and challenges faced by these entities and those they serve; and

WHEREAS, state departments provide resources, guidance, and other subject-specific aid and programs to address the specific needs and challenges of the community; and

WHEREAS, the Office of Wellness and Resilience is required by Act 291, Session Laws of Hawaii 2022, codified at part IX of chapter 27, Hawaii Revised Statutes, to create a social determinants of health electronic dashboard that identifies a baseline of needs and concerns that impede high quality-of-life outcomes; and

WHEREAS, in December 2024, the Office of Wellness and Resilience launched the Quality of Life and Well-Being Dashboard to fulfill this statutory mandate; and

WHEREAS, the dashboard represents the largest survey of health and well-being in the State to date and will allow the Office of Wellness and Resilience to examine community needs through a data-driven lens, leading to the development of effective, evidence-based, and trauma-informed strategies; and

WHEREAS, many state datasets, however, remain siloed within individual departments using different data collection methodologies, making it difficult for the Office of Wellness and Resilience to navigate and perform cross-departmental analyses; and

WHEREAS, data-sharing agreements between the Office of Wellness and Resilience and state departments will allow the Office of Wellness and Resilience to integrate data from multiple sources and provide community members and policymakers with a comprehensive understanding of community challenges that would not be apparent when data is analyzed in isolation; now, therefore,

BE IT RESOLVED by the Senate of the Thirty-third Legislature of the State of Hawaii, Regular Session of 2025, the House of Representatives concurring, that all state departments are urged to partner with the Office of Wellness and Resilience for the purpose of secure and appropriate data sharing agreements that protect the privacy and confidentiality of residents to encourage further study of the needs and challenges of the community and the development of effective aid programs and strategies to address these needs and challenges for the community; and

BE IT FURTHER RESOLVED that the Office of Wellness and Resilience is urged to adhere to strict data governance protocols while partnering with state departments to seek deidentified, aggregated, anonymized data to protect individual privacy while effectively addressing community needs; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Comptroller; Chairperson of the Board of Agriculture; Attorney General; Director of Finance; Director of Business, Economic Development, and Tourism; Director of Commerce and Consumer Affairs; Director of Corrections and Rehabilitation; Adjutant General; Chairperson of the Board of Education; Superintendent of Education; Chairperson of the Hawaiian Homes Commission; Director of Health; Director of Human Resources Development; Director of Human Services; Director of Labor and Industrial Relations; Chairperson of the Board of Land and Natural Resources; Director of Law Enforcement; Director of Taxation; and Director of Transportation.

Appendix C

Office of Wellness & Resilience

Newsletter

Ke Keʻena Kūpaʻa Mauli Ola
Office of Wellness and Resilience
Office of the Governor
Our resilience is rooted in our wellness.



Left to right: Keala Kaopuiki-Santos, project manager; Tikki Bisbee, wellness and resilience coordinator (WRC - Maui); Tia L.R. Hartsock, director; Trina Orimoto, deputy director; Telesia Pasese, executive administrative assistant; Leilani Willing, WRC (Oʻahu); Nannie Apalla, WRC (Kauaʻi); Kev Thompson, project manager; Ana Kia, WRC (Oʻahu).

Waiʻanae Community Holiday Parade

Several members of our OWR team (below) helped coordinate state resource tables at the end of the Waiʻanae Community Christmas Parade on Saturday, December 14, hosted by the Rotary Club and Waiʻanae Comprehensive Health Center. The 2024 theme celebrated the Magic of the Waiʻanae Coast.





Psychedelic Policy

Rick Doblin (second from right), founder of the Multidisciplinary Association for Psychedelic Studies (MAPS), and The Clarity Project visit the Office of the Governor to discuss policy as part of our ongoing advocacy for innovative, "breakthrough" therapies for mental health challenges.

Hauʻoli Makahiki Hou! Happy New Year!

We spent the last week of 2024 preparing for the new year as a team, putting together period poverty kits as a service project for Maʻi Movement, and celebrating the holidays with our colleagues. We also made Japan-style kadomatsu with local bamboo, which are said to bring good fortune in the new year.





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Director's Message



Tia L. R. Hartsock,
Director

Hauʻoli Makahiki Hou! Happy New Year!

As you can see on the first page, our Office of Wellness and Resilience team had fun together crafting kadomatsu with local foliage to help bring in the new year of 2025.

Kadomatsu is a Japanese tradition that is also very popular here in Hawai'i. It's not uncommon to see entrances to homes and other buildings flanked by these bamboo bunches during the days leading up to the New Year and the week thereafter. With their bamboo, pine and/or flower blossoms, kadomatsu symbolize longevity, luck, prosperity and steadfastness. Designs vary throughout Japan, but it is believed that their primary purpose is to welcome and house one's ancestors during the harvest time during the transition to the new year.

Creating the kadomatsu was a grounding cultural practice to learn about and do as a team, and then share with our ʻohana and friends.

We're taking intentional time this month to reflect on everything we have accomplished in 2024, and plan for 2025. We look forward to an exciting year of collaboration with you, your teams and your organizations.

Mālama pono, *Tia*

Policy Updates

- Mahalo for visiting us on Opening Day on January 15 (below photo)!
- We continue to work on the implementation of policy recommendations as convener of the Mālama ʻOhana Working Group toward transformational change in the child welfare system, and two initial bills are in the Governor's administrative package: SB1399/HB1080, SB1398/HB1079.
- The Peer Support Specialist Working Group (Act 88), convened by OWR, is meeting monthly. The working group is developing a framework for state peer support specialists. For more information, visit owr.hawaii.gov/peersupport.
- The State of Well-Being Project (Act 106) expanded OWR with staff to assess and enhance existing well-being supports in key stakeholder communities statewide. We have begun work on the landscape analysis.



Hawai'i Quality of Life & Well-Being Dashboard

In partnership with the College of Social Sciences' Health Policy Initiative at the University of Hawai'i at Mānoa, the Office of Wellness and Resilience (OWR) launched the 2024 Hawai'i Quality of Life and Well-Being Dashboard on December 10, with a news conference, in-person gathering (below photo) and webinar. Surveying more than 10,000 residents statewide, the dashboard provides an in-depth look at pressing social, economic and health issues affecting Hawai'i's residents. To view the data dashboard, visit health-study.com.



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Office of Wellness & Resilience

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Back row, left to right: Naomi Leipold, project manager; Leilani Willing, wellness and resilience coordinator (WRC-Oʻahu); Tia Hartsock, director; Keala Kaopuiki-Santos, project manager; Trina Orimoto, deputy director; Erica Yamauchi, director of communications and engagement; Jodie Burgess, procurement and contracts specialist; Kev Thompson, project manager. Front row: Telesia Pasese, executive administrative assistant; Rachel Nunies, graduate research assistant; Tikki Bisbee, WRC (Maui); Ana Kia, WRC (Oʻahu); Nannie Apalla, WRC (Kauaʻi).

Dept. of Corrections & Rehabilitation Training

In February, OWR held its first trauma-informed care (TIC) during the Dept.'s cadet orientation training. The curriculum addresses their unique challenges, acknowledging many have experienced trauma, and includes modules re: trauma fundamentals and responses, impact assessment, self-care and TIC implementation.





Hoʻomau: Resilience

Tia Hartsock and Keala Kaopuiki-Santos with revered haku hoʻoponopono and social worker Aunty Lynette Paglinawan and Dr. Manulani Meyer at the 5-week Hoʻomau: Resilience training celebration, re: how the Hawaiian practice of hoʻoponopono can be incorporated in child welfare and family dispute cases.

State of Well-Being Project (Act 106)

Our main project objective is to assess and enhance support services at the state level and for high-risk groups. We are working with state and county staff including first responders, healthcare providers and public school staff.

To jump-start the project, we've been meeting with all county mayors statewide. This year, we are focused on completing a landscape assessment of current mental health and well-being supports. To learn more about the Project, visit our website here.



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Director's Message



Tia L. R. Hartsock
Director

Aloha, mai kakōu,

It's been a busy few months for us at OWR! Mahalo for your continued support of our Office, and Hawai'i-informed, trauma-informed care across the islands.

This legislative season has been a whirlwind, and it's wild that there is only about a month left until Sine Die on May 2nd, the last day of the 2025 session.

We had an incredibly insightful few days with Dr. Nadine Burke Harris earlier this month (more on that below). Our Office staff is still on Cloud 9 after spending time with her and are looking forward to continuing a statewide conversation on how we can more systematically prevent and mitigate ACES (adverse childhood experiences) in the state.

We are also in the final few months of convening the Peer Support Specialist Working Group (Act 88), which has been meeting monthly since Sept. 2024. The working group is creating a framework for state peer support specialists. We're excited to support this very tangible form of trauma-informed care implementation throughout the state. For more information, visit owr.hawaii.gov/peersupport.

Mālama pono,

Tia

First CA Surgeon General Dr. Nadine Burke Harris

In early March, the University of Hawai'i's Better Tomorrow Speaker Series, OWR and Governor Josh Green, M.D., hosted Dr. Nadine Burke Harris, California's first surgeon general, renowned pediatrician and The Deepest Well author, for a powerful conversation on the long-term effects of trauma and toxic stress. Burke Harris is a national leader in the study of childhood adversity. The discussion highlighted the need for trauma-informed policy in both Hawai'i healthcare and government, and how we're tackling these issues as an Office and as a state. [Watch the recording on YouTube @uhbtss.]



Policy Updates

- We have submitted testimony on 35+ bills and resolutions this session. Below are our current priorities still in play:
  - SB952: Assists families at risk of child welfare involvement by providing them with peer support, cultural programming, parental skill-building, and training in protective factors to prevent child abuse and neglect.
  - HB1079: Establishes trauma-informed organizational assessments and training curricula for child welfare workers to effectively support both families impacted by trauma and the professionals who serve them.
  - SB1042: Creates a pathway for those in need to access innovative, life-saving treatments like psilocybin for trauma and mental health challenges, within the context of a closely monitored clinical research study.
  - SCR73/SR56: Requests OWR to develop a report addressing the developmental needs of children born during the cascading community traumas of the pandemic and Maui wildfires.
  - SCR135/SR114: Urges state departments to partner with OWR regarding data-sharing.

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We were invited to Maui to train alongside two amazing mental health professionals to deliver credentialing hours on ethics in trauma-informed care. Left to right: Keala Kaopuiki-Santos, project manager; Tikki Bisbee, wellness and resilience coordinator (WRC)(Maui); Trainer - Michelle Navarro Ishiki, LCSW, OWR community partner ; Tia L. Roberts Hartsock, director; Anu Getgen, LCSW, OWR community partner and co-trainer; Leilani Willing, WRC (Oʻahu); Rachel Nunies, OWR graduate research assistant.

CAN Prevention: Hawaiʻi Children's Trust Fund

Keala (left), our Maui-based project manager, and Hawai'i Children's Trust Fund meeting participants gather to learn and share about child abuse and neglect (CAN) prevention efforts in Maui County, including support for families affected by the fires through long-term recovery and explore how current work aligns with Hawaiʻi's Statewide CAN Prevention Framework.





Congrats, Kimmy!

Naomi Leipold, OWR's policy-focused project manager, celebrated Kimmy Takata, reentry oversight specialist with the Hawaiʻi Correctional System Oversight Commission and Peer Support Specialist Working Group member, honored for her contributions to improve our corrections system with lived expertise.

State of Well-Being Project (Act 106)

The Project's main goal is to conduct a landscape assessment to evaluate and strengthen wellness and resilience services at the state and county level, including first responders, healthcare providers and public school staff. So far, we've met with 50+ county/state employees and other agencies and community organizations. Next, we'll analyze the data we've gathered, develop a survey and conduct focus groups with participants who are interested in sharing their insights and experiences. To learn more, visit our website here.



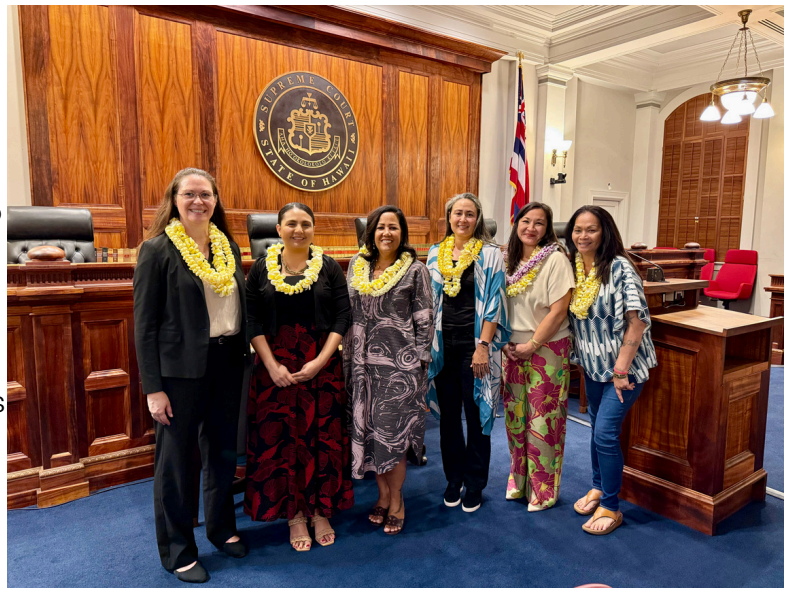
Left to right: OWR's Trina Orimoto, deputy director, Mayor Kimo Alameda, Hawai'i County, Director Hartsock & Kev Thompson, project manager

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"I really appreciate Governor Green's commitment to the Office of Wellness and Resilience effort and for the strong, informed voice in bringing these principles to bear and trying to make our government more responsive and more effective, to the needs of the folks its supposed to serve."
Chief Justice Mark E. Recktenwald

Perspectives on Reform: Building a Trauma-Informed Justice System

The Hawai'i State Judiciary's Committee on Equality and Access to the Courts (CEAC) and the King Kamehameha V Judiciary History Center partnered to present the Equitable and Sustainable Futures Speaker Series, building pilina (connection) between stakeholders across the justice system. Their last conversation focused on trauma-informed care. Through engaging public discussions, the series seeks to drive critical change in law, policy and institutional practices to improve public awareness, safety and well-being. The series was co-sponsored by the Hawai'i State Bar Association.



Congratulations to our graduating graduate research assistants!



Kayla Altobelli-Libercent, MSW, worked on developing trauma-informed care training modules for our upcoming trauma-informed certification program.



Rachel Aquino, MSW, worked with us for two years. She supported our Maui response, including organizing semi-weekly calls, developing content and analyzing data. She also created training curriculum.



Catherine Piazza, MSW, helped to strategize and coordinate our work convening the Peer Support Specialists Working Group, advocating for the expanded role of peer support in our systems.



Angelina Bezenar, MSW, assisted Naomi, our policy lead, on legislative proposals and policy development this past legislative session.

Director's Message



Tia L. Roberts Hartsock, Director

Aloha, mai kakōu,

Sine Die has come and gone, and we are in the slower interim season here at the Capitol. It's a time to celebrate, reflect, plan and work on what's to come.

A year after Governor Green released Executive Order No. 24-01, Making Hawai'i a Trauma-Informed State, we have been working diligently to implement this across many domains, and a big part of it is training and technical assistance. We have been busy providing trainings on trauma-related topics for state workers, and also trainings for multiple federal, county and non-profit agencies.

We've heard you – you want this information for both you and your employees, and you want it now!

We are excited to announce that we are finalizing our certification programs this summer, including the first state trauma-informed care certification and a train-the-trainer program! The certification will be open to all executive state department employees via the Dept. of Human Resources (DHRD) training platform. We'll be sure to share all the details here when we can.

Oh, and Happy Graduation season to all those we are celebrating! We hope for safe and joyous celebrations for all your keiki's wonderful accomplishments.

Mālama pono,

Tia

Keiki Mental Health Matters: Supportive Talk Story

This year's May 2025 Children's Mental Health Acceptance Month theme is all about **Empowering Keiki** by encouraging supportive conversations about our feelings and learning about mental health needs and warning signs. A few tips: Acknowledge what they're going through and validate their feelings. It doesn't have to be unnatural - you can casually ask how they're doing during your usual hangout. Let them know it's ok to feel the way they do. Make sure they know you're not going to judge them. For more tips and to learn more, visit Hawai'i Dept. of Health's website: KeikiMentalHealthMatters.com.



Policy Updates

It was a busy legislative session for us, as most of our bills made it to the last week of the conference committee phase, but ultimately did not move forward. We did, however, have two resolutions that were adopted by the Senate:

- SCR73/SR56: Requests OWR to develop a report addressing the developmental needs of keiki born during the community traumas of the pandemic and Maui wildfires.
- SCR135/SR114: Urges state departments to partner with OWR regarding data-sharing.

Below, OWR's Erica Yamauchi and Naomi Leipold join Prevent Child Abuse Hawai'i, part of Hawai'i Children's Action Network, and other advocates to place blue pinwheels on the Capitol lawn in early April for National Child Abuse Prevention Month, symbolizing the hope and safety all keiki deserve.



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