



UNIVERSITY OF HAWAI'I AT MĀNOA

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IDENTITY PROJECT

# HAWAI'I LABOR RELATIONS BOARD

## INTRODUCTION

### THE HAWAIIAN QUILT

The Hawaiian quilt is a distinctive quilting style of the Hawaiian Islands that uses large radially symmetric patterns, and was derived from the kapa moe, an indigenous bed cover textile made of layered kapa cloth.

Traditional Hawaiian quilts were first seen around the 1870s when westernization made cotton readily available to the Hawaiian people and were used as ways to tell stories and preserve tradition.

Cultural significance of the Hawaiian quilting technique can be seen in many places including the quilt made by Queen Liliuokalani while under house imprisonment in her palace.

### IMPORTANCE OF LABOR

Including “labor” as a main theme in the identity was important when thinking about the most important concept for the Hawai‘i Labor Relations Board Seal because of how it represents both the labor that is put in by the employees, the labor that is overseen and managed by the employers and the labor that is needed for us to operate as a society in whole. The inspiration for this identity is the importance and cultural significance of quilting to the labor force of old Hawai‘i.



**HAWAI‘I LABOR  
RELATIONS BOARD**



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## SKETCHES

### QUILTING AN HLRB STORY

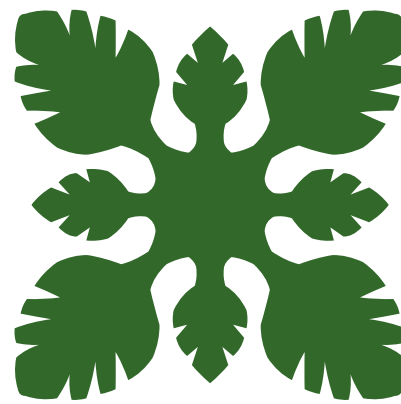
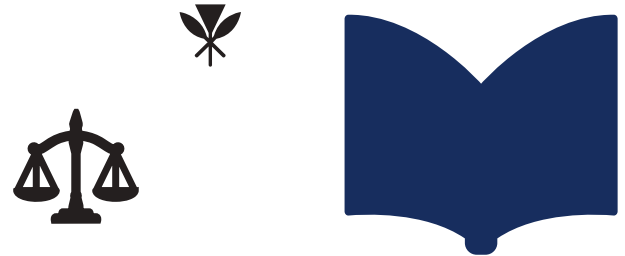
The Hawai'i Labor Relations Board conducts hearings to decide complaints filed by public and private sector employees, employee organizations or unions, and employers alleging prohibited or unfair labor practice complaints. These cases typically involve an employer or union's failure to bargain in good faith, an employer or union's interference with an employee's right to participate in or refrain from bargaining activities, or a union's failure to fairly represent its members in the negotiation of agreements or the pursuit of grievances.

In the public sector, the Board has jurisdiction over employers and employees of the State of Hawai'i and has run into problems representing themselves with the state logo. To organize and bargain collectively in balance with the employer's rights to manage operations as provided by law and to fairly and efficiently resolve labor disputes brought before it.

Developing symbols that represent the responsibilities of the board are important to be able to convey the story of the board within the quilt. Researching different symbols in Hawaiian culture and understanding their different meanings was an important first step to developing this identity.



## DEVELOPMENT



### CULTURAL SYMBOLISM

Traditional Hawaiian quilts integrate meaning through symbolism into every stitch and sew. Native Hawaiians held a strong connection to the land and flora surrounding them and understanding this meant understanding the meanings associated with different plants and symbols that represent them.

### PLANT RESEARCH

Many different plants were researched in the process to represent HLRB:

- Antherium - associated with hospitality
- Ferns - a.k.a. palapalai with associations to hula and goddess Laka
- Ginger - associated with strength, diversity, and limitless prosperity
- Hibiscus - the state flower
- 'Ilima - the flower of 'Oahu
- Kalo - associated with the creation story and the development of Hawai'i
- Kukui - associated with light
- Lehua - associated with the Ali'i

A QUILTED STORY

# SYMBOLISM



### 'AWAPUHI / GINGER

- Ginger plant known in Hawai'i
- Meaning strength, limitless prosperity, and diversity in personality
- In reference to the 3 different seats being separate entities



### HAWAIIAN QUILT

- Inspiration from Hawaiian Quilt patterns
- In reference to the labor that goes into creating a unique quilt
- 8 different leaves representing the 8 islands



### LEAVES WITH MARKINGS

- 3 different seats of the HLRB
- Referencing Ginger meaning diversity in personality



### BOOK / FLAG / KAHILI

- Inspiration from Hawai'i State Seal
- Book symbolizing justice
- Stripes symbolizing Hawaiian flag



### SCALE / SHIELD

- Centralized scales of Justice to highlight importance to HLRB





UNIVERSITY OF HAWAI'I AT MĀNOA

IDENTITY PROPOSAL PROJECT

**HANA + POI**

## INTRODUCTION

### UNDERSTANDING HANA

Hana, meaning work or labor in Hawaiian is commonly used in phrases such as 'pau hana' meaning 'done with work' or 'ho'o hana' meaning 'to use, employ, or cause to work'.

This identity, Hana + Poi, is a reference to the poi pounder being a common yet culturally significant representation of the most basic level of labor in native Hawai'i.

### TRADITIONS OF POI

Poi pounders, or pohaku ku'i poi, are used for pounding cooked kalo or taro root into poi, a main staple of the traditional Hawaiian diet.

The ku'i, or process of making poi, has not changed much from its original method. The taro root is cooked slowly for many hours, traditionally in an imu pit. This cooking method is used in order to break down all of the root's fibers. On a stone tool, which people still use today, the cooked poi is mixed with water and then pounded into a thin or thick paste, depending on preference. When fresh, the poi is sweet and often consumed as a dessert. When given some time, the poi becomes a bit sour and is perfect as an addition to savory meals.



# SKETCHES



## REFERENCING LEGEND

Legend tells the story of Hāloa, the very first Hawaiian, who was born of the sky and the earth and came to them in the form of the kalo, or taro plant.

Hāloa's father is Wākea, the expanse of the heavens and Hāloa's mother, Ho'ohōkūkalani, meaning to adorn the heavens with stars. Ho'ohōkūkalani's mother is Papa, the foundation that is earth.

Ho'ohōkūkalani gave birth to a baby boy. But the baby was stillborn. The parents buried the baby on the eastern side of their house, the side of the morning sunrise. Before long, a plant started growing from the same spot where the baby was buried. This plant had a long stalk and a large, heart-shaped leaf. The leaves quivered and fluttered in the wind. This plant was named Hāloanakalaukapalili. It was the first kalo plant.

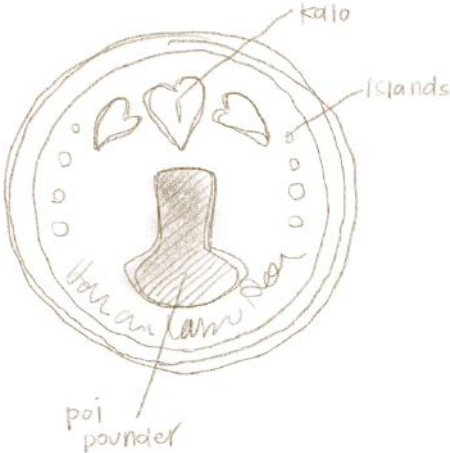


Ho'ohōkūkalani became pregnant again. This time, a healthy baby boy was born. He was given the name "Hāloa" in honor of his older brother, the kalo. Hāloa was the first Hawaiian person.

It is said that all Hawaiians trace their roots back to Hāloa. This means that we are all "mamo na Hāloa," or descendants of Hāloa. Through our relationship to Hāloa, we are related to the kalo, the land, and the rest of the natural world. The story of Hāloa reminds Hawaiians that we are part of nature.

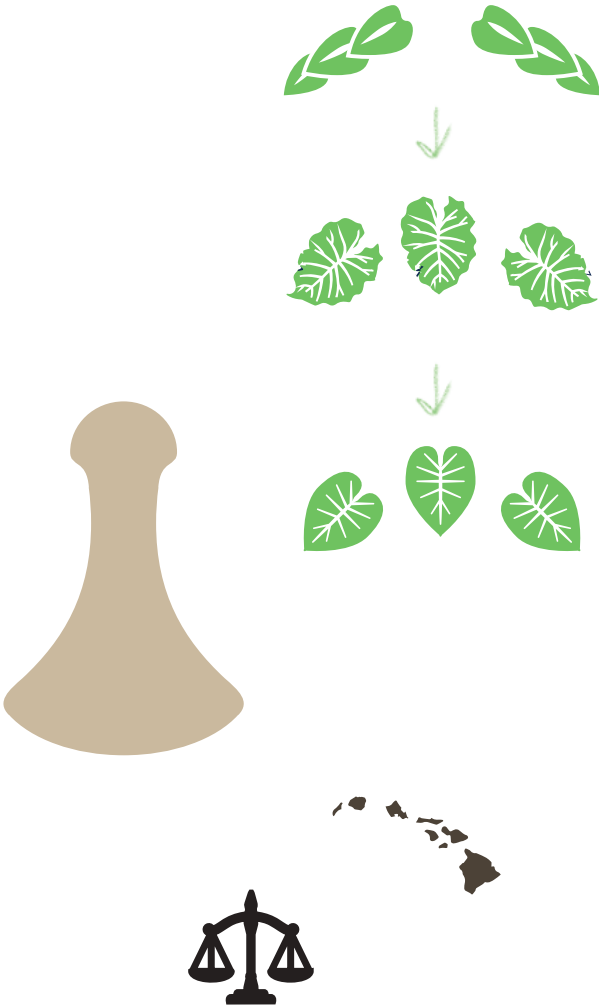


The connection of Hawaiian religion of the past to the food culture today still holds strong. And in order to honor Hāloa and keep his spirit alive, Hawaiians transform taro into poi and offer it with every meal, in turn, keeping him in their day-to-day lives.





# DEVELOPMENT



## THE HLRB FAMILY

Taro symbolizes ohana or family, especially the extended family. The taro corm grows as a “mother” corm and from the mother comes the keiki, or children. The comparison of the taro plant and ohana comes as an ancient tradition. Having the same “root of origin” was a concept deeply felt by the Hawaiian people

## CONNECTING TO THE PAST

Poi is specific to Hawai'i and is not found anywhere else in the world, making it significantly important to the people of the islands and the preservation of their culture. And even though many of the old taro fields are now just prime areas for real estate development, the community still makes a large effort to keep this tradition alive. Those who pound poi today have a stronger connection to the ancestral past. In order to make the paste, anything that can fall in accidentally must be removed. In a way, this connects them to the poi makers from centuries past.

# SYMBOLISM



## POI POUNDER

- Representation of labor
- Reference to cultural significance of poi



## BOOK / FLAG / KAPU STICKS

- Inspiration from Hawai'i State Seal
- Book symbolizing justice
- Stripes symbolizing Hawaiian flag



## SCALES

- Traditional western representation of Justice



## KALO

- Representation of the 3 different seats
- Reference to the creation story and the cultural significance of kalo in Hawai'i



## RAYS OF LIGHT

- Representation of justice
- Reference to the Hawai'i State seal with rays of light representing the brilliance of the land
- Centralizes other elements to highlight the importance of the main imagery



