

AMERICAN INDIAN RECRUITMENT PROGRAMS



Project Title:	Pride for Life Project
Award Amount:	\$111,476
Type of Grant:	Social and Economic Development Strategies
Project Period:	Sept. 2007 – Sept. 2008
Grantee Type:	Native Nonprofit

PROJECT SNAPSHOT

- 2 jobs created
- 1 Native American consultant hired
- 5 elders involved
- 93 youth involved
- \$51,880 in resources leveraged
- 22 partnerships formed

BACKGROUND

American Indian Recruitment (AIR) Programs was established in 1993 in San Diego, California. AIR secured nonprofit status in 2002 with a mission to promote higher education in the Native American community. AIR staff connects southern California tribal youth with area universities to offer after-school academic services such as tutoring, mentoring and various service-learning activities.

PURPOSE AND OBJECTIVES

The purpose of the project was to develop and implement a comprehensive educational, social and culturally appropriate program to promote higher education opportunities to Native American youth in the San Diego area.

The project’s first objective was to establish and implement an after-school program for Native American youth which would provide tutoring, academic goal planning, and life skills activities. Project staff, in collaboration with various academic partners, implemented two programs: Pride for Life Senior, for youth in 9th through 12th grades, and Pride for Life Junior, for youth in 6th through 8th grades. Both programs met over the course of a semester. Staff coupled classroom-based sessions, such as how to complete a college application and academic tutoring workshops, with tours to college campuses and various field trips. A mix of both reservation-based and urban-based Native American youth participated in the program. A total of 30 youth participated in the Pride for Life Senior program, and 22 youth attended the Pride for Life Junior program.

The project’s second objective was to establish a Pride for Life Tribal Leadership and Justice Forum to teach Native American youth about tribal governance, Native American citizenship, and tribal-federal relations. Eight students participated in the program, which included classroom activities to learn about tribal governance, and field trips to tribal courts to meet with

Native American judges and lawyers to learn about the justice process.

The project's third objective was to implement a Pride for Life Summer Youth Program to offer activities on Native American cultural heritage and preservation. AIR staff implemented a 5-week summer program with 33 youth participants. The summer program offered life skills development activities, film discussions, museum tours, team-building exercises, and tours of area colleges and universities.

OUTCOMES AND COMMUNITY IMPACT

For the 93 Native American youth involved in the Pride for Life programs, the project broadened their knowledge of available post-secondary options, as a majority came from families without college backgrounds. Participation in project activities served to demystify the college experience, and provided youth with the tools and knowledge to pursue the option. Natalia Orosco, from the San Pascual Indian Education Department, shared, "Because of AIR, our native youth no longer need to fear a college campus." Furthermore, all program participants earned three college credits for successful completion of the program. Project staff had planned to conduct an evaluation of project outcomes by collecting data on the academic improvement and graduation rates of program participants. However, staff were unable to gather the information from the school systems, indicating that the degree of program success is not known.

The state colleges and universities located in the San Diego area do not receive state money to conduct recruitment activities, and therefore rely upon programs such as AIR to appeal to a cross-section of community members. Due to the efforts of programs such as AIR, universities benefit from a diverse student body which serves to foster

an inclusive society and multiple perspectives.

"The students now realize that going to college does not have to be a separation from your people and your culture."

Renee White Eyes,
AIR Youth Specialist

CALIFORNIA INDIAN MUSEUM AND CULTURAL CENTER



Project Title:	Pomo Language Distance Learning Curriculum Study
Award Amount:	\$82,050
Type of Grant:	Language
Project Period:	Sept. 2007 – Sept. 2008
Grantee Type:	Native Nonprofit

PROJECT SNAPSHOT

- 1 job created
- 20 elders involved
- \$161,950 in resources leveraged
- 1 individual trained
- 3 partnerships formed
- 1 language survey developed
- 57 language surveys completed

BACKGROUND

The California Indian Museum and Cultural Center (CIMCC) is a native nonprofit organization committed to the preservation and continuity of California Indian cultures. Located in Santa Rosa, California, the organization was established in 1996. The CIMCC’s strategic goals prioritize language preservation as crucial to cultural continuity.

The Pomo people have seven distinct languages spoken in communities located between Lake Mendocino and Sonoma County. A previous needs assessment concluded all seven languages are seriously endangered. These languages are used inter-tribally throughout the 20 Pomo bands, implying overall preservation of the language cannot solely be addressed at the

tribal level. While various Pomo bands are conducting or planning preservation activities for their particular language or dialect, there is currently not a coordinated approach amongst all the communities.

PURPOSE AND OBJECTIVES

The purpose of the project was to conduct a planning study for a Pomo language distance learning program. Once implemented, the program will facilitate and promote the sharing and accessibility of language materials and resources amongst the 20 Pomo bands, encouraging language preservation.

The project’s sole objective was to conduct a planning study to research, analyze and disseminate data to determine the feasibility of implementing a distance learning program. The study would identify variables such as: technology barriers and opportunities; cultural protocols for and community attitudes towards online instruction; existing language materials and resources; and financial needs.

Within the first months of the project, the staff, in collaboration with the Pomo language preservation committee, developed a research outline including an annotated bibliography listing available resources.

The committee also provided input on the most appropriate methods for including the community in the project.

In order to overcome the challenge of accommodating the many Pomo dialects, project staff endeavored to base the program on an academic Pomo language, and used a neighboring tribe as a model. Project staff designed a survey and disseminated 300 copies to tribal members, CIMCC staff, and tribal governments within the 20 targeted Pomo communities to obtain feedback from the community. The return rate for the surveys was moderate: 57 surveys were returned, with 60% of the communities participating. In addition to the survey, project staff interviewed seventeen individuals including language, culture and health program staff. Results from the survey and interviews confirmed support for a distance learning program, and established a high level of interest from tribal members.

Some respondents expressed concern over how to integrate technology with language preservation, stating fear they lacked the skills necessary to participate in an online program. Consequently, project staff realized the communities' technological capacities required attention before implementing an online program, and included this aspect in the distance learning program's design.

Other survey respondents felt the language should not be available online, as this made the Pomo culture publicly accessible, and increased the potential for subjective presentation of the culture. In order to overcome this challenge, project staff collaborated with a consultant, who specialized in presenting cultural information neutrally, eliminating the cause for concern.

The project manager researched several distance learning management systems and enrolled in two training courses. One class

focused on learning how to use the Moodle software, and the other involved a more in-depth investigation of online course management.

After compiling the information from the survey, interviews, training classes and material research, project staff produced a draft planning study to present to the language preservation committee. Community members provided feedback on the draft during a public meeting. At the close of the project, staff submitted a final version of the planning study to the committee and disseminated copies to Pomo tribes, education centers and community organizations. A copy of the study is also available on the CIMCC website.

OUTCOMES AND COMMUNITY IMPACT

The planning study confirmed community interest in developing a distance learning program. CIMCC staff members are now aware of the potential barriers that exist, such as a lack of technology skills amongst the older generations, and can design the program accordingly. The study also addressed aspects of the program that could have caused conflict within the Pomo community, proactively reducing the possibility for future challenges.

Upon its implementation, the distance learning program will greatly benefit the Pomo community. Tribal members will have increased access to language materials and classes, ensuring those who are interested can begin or continue their study of the language. The distance learning program will promote the longevity of the language element of the Pomo culture.

“The project has given us a road map to provide to the community.”

Nicole Myers-Lim, Executive Director

SHINGLE SPRINGS RANCHERIA



Project Title:	Governance Codes and Ordinances Development Project
Award Amount:	\$274,656
Type of Grant:	Social and Economic Development Strategies
Project Period:	Sept. 2006 – Sept. 2008
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 2 jobs created
- 2 Native American consultants hired
- 2 elders involved
- 3 youth involved
- \$4,471 in resources leveraged
- 9 individuals trained
- 6 partnerships formed

BACKGROUND

The Shingle Springs Rancheria is a 160-acre reservation located in northern California. There are approximately 437 enrolled tribal members, most of whom live within the Tribe’s service area. A 2005 income survey of tribal members indicated that 80% of the available workforce population is living at or below the federal poverty index.

The housing and rental markets in El Dorado County are limited, and prices exceed the capability of the low-to-moderate income population. In recent years, the Tribe has been unable to provide low-income housing to its membership due to a lack of funding and technical expertise. The

Tribe lacks the technical capacity to undertake desperately needed housing activities including implementing mandatory codes and ordinances for developing low-income housing construction program activities.

PURPOSE AND OBJECTIVES

The project included three main goals: to increase the housing authority’s capacity to deliver services to the tribal population; to create an innovative and sustainable low-income housing plan; and to develop and adopt the required codes and ordinances for the new plan.

The project’s first-year objective was to complete a low-income housing plan by conducting inspections of the existing substandard homes, collaborating with consultants and architects for the housing designs, and collecting and including the community’s input. An inspector examined 13 of the 21 substandard homes on the reservation and determined 4 to be inhabitable, with the remaining homes requiring either minor or major repairs. Project staff contracted with an architectural firm to produce housing designs. The architect also conducted public presentations

to solicit community feedback and suggestions on the designs. Furthermore, project staff developed and distributed two surveys, one demographic and one housing priority survey, to determine the community's actual housing needs. The demographic survey analyzed each household's needs according to the number of people living in each room. The priority survey asked community members which groups they felt should receive immediate assistance. Due to concerns regarding anonymity, the survey return rate was low. In order to overcome this challenge, the housing department required completion of the survey in order to receive services. Project staff developed a priority list for replacement homes based on the survey results, placing families with small children and overcrowded houses at the top of the list. The tribal council approved both the priority list and the housing designs during the first project year.

In the second year, the project's objective was to revise and adopt new codes and ordinances for the new housing program, train the staff and the council on the new procedures, and develop a land use plan. Project staff worked with a consulting group to update and revise the existing policies. The consultants then provided training to the tribal council in order to familiarize them with the modifications. The council approved all the changes and implemented the new policies in the final months of the project.

The tribe partnered with a consultant to develop a land use plan for the new housing project. Project staff organized a public meeting during which the consultant presented information on the selected area and sought tribal input, stressing the opportunity for tribal members to become creatively involved in the possibilities for housing designs. Based on the information collected, the consultant developed a draft

land use plan including sketches of the buildings. In October 2008, project staff will present a final version of the plan to the council for approval.

OUTCOMES AND COMMUNITY IMPACT

The project increased the community's involvement in determining the tribal housing needs. Tribal members actively participated in public meetings, and their opinions were included in the final land use plan, promoting a healthy relationship between the community and tribal government. The improvements in the Tribe's housing program will directly benefit the tribal members, as substandard housing will be eliminated and new housing will be available.

Due to the training the project provided the tribal council, the housing department has increased support for their programs. The council now has a uniform housing plan they can implement, including updated policies and ordinances. Project staff mentioned the Tribe now has a plan for the future, and can apply for funding specifically for new housing construction.

The training and collaboration with consultants also increased the organizational capacity of the department staff to implement the low-income housing project.

"Now we have expertise and education. We also have partners for the future."

Rhonda Dickerson,
Project Manager

SOBOBA BAND OF LUISEÑO INDIANS



Project Title:	Environmental and Cultural Monitoring Project
Award Amount:	\$299,700
Type of Grant:	Environmental
Project Period:	Sept. 2006 – Sept. 2008
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 2 jobs created
- 5 Native American consultants hired
- 30 elders involved
- 50 youth involved
- \$89,940 in resources leveraged
- 28 individuals trained
- 13 partnerships formed
- 3 environmental codes/regulations/ordinances developed
- 3 environmental codes/regulations/ordinances enforced

BACKGROUND

The Soboba Reservation, established in 1883, spans nearly 7,000 acres in southern California. It is home to the Soboba Band of Luiseño Indians which, some studies demonstrate, has an ancestral presence on the land dating back 4,700 years. The Tribe currently has 965 enrolled members.

In 2005, the California State Senate passed Senate Bill 18 (SB-18), which requires cities and counties to conduct consultations with California’s Native American tribes to assess and monitor the impact of any ground disturbance on a tribe’s traditional

homelands. The legislation places responsibility on the Soboba Band to monitor compliance with SB-18 on traditional Soboba lands.

PURPOSE AND OBJECTIVES

The purpose of the project was to develop a comprehensive environmental monitoring department to ensure the Soboba Band’s compliance with SB-18, and all associated state and federal environmental legislation, including the California Environmental Quality Act of 1970 (CEQA), Archaeological Resources Protection Act of 1979 (ARPA), Native American Graves Protection and Repatriation Act of 1990 (NAGPRA) and the National Environmental Policy Act of 1969 (NEPA).

The Project’s first objective was to set up and build the capacity of the Soboba Cultural and Environmental Monitoring Department. Three staff members completed training courses on the requirements of CEQA, ARPA, NAGPRA and NEPA, and received certification from the State for completing the SB-18 workshops. Project staff then trained other tribal departments on their responsibilities to comply with SB-18 requirements and to preserve and maintain areas of cultural significance to the Soboba Band.

Additionally, project staff formed partnerships with the City Planning Departments of Hemet and San Jacinto, areas which now encompass the traditional homelands of the Soboba band. In compliance with SB-18, the entities now collaborate to ensure a tribal monitor is present at all construction and ground disturbance sites within city boundaries. Project staff, in consultation with the Bureau of Indian Affairs and tribal elders, also developed GPS maps of known cultural and sacred sites. Tribal monitors and department staff update the maps as additional sites of significance or artifacts are found. The Tribe keeps the locations of all cultural sites confidential to ensure no looting occurs. Finally, staff formed partnerships with local museums to ensure any Soboba artifacts in their possession are correctly recorded and labeled.

The project's second objective was to identify and organize the roles and functions of the Soboba Cultural and Environmental Monitoring Department. To complete the objective, project staff formalized the department's policies and procedures, which included developing guidelines for tribal monitors, creating a template to document agreements between the Tribe and developers, and adopting formal procedures for all consultations between the Tribe and the cities of Hemet and San Jacinto. Department staff report and discuss their progress with the Tribal Administrator on a weekly basis.

The project's third and final objective was to develop a Reservation Master Plan to abide by the requirements of CEQA, ARPA, NAGPRA, NEPA and SB-18. Project staff completed the plan, which includes all quantitative and qualitative information developed and gathered during project activities, a narrative history of the Soboba Tribe, and a timeline for continuing activities. Staff presented the plan to the

Tribal Council, which agreed that the document sets the vision and path for all future Cultural and Environmental Monitoring Department activity.

OUTCOMES AND COMMUNITY IMPACT

The development of the Soboba Tribe's Cultural and Environmental Monitoring Department led to a variety of positive outcomes for the Tribe. Department staff strengthened their capacity to implement cultural and environmental monitoring activities in accordance with SB-18. Through partnerships with tribal, state and federal entities, staff discovered and documented numerous cultural sites and artifacts of significance to the Soboba Tribe. The discoveries led to increased interest in Soboba history, culture and customs within the community. To further ensure the safeguard of traditional Soboba homelands, department staff now collaborates with county officials to provide cultural sensitivity training to all archaeologists conducting research within the cultural boundaries. Additionally, staff sought out input from tribal elders, who provided ongoing guidance and direction for project implementation. These activities served to reinforce the elders' traditional positions as holders of knowledge and wisdom within the Soboba community.

Finally, the Soboba Tribe's Cultural and Environmental Monitoring Department serves as a replicable model for California tribes interested in implementing the requirements of SB-18. Indeed, department staff has already formed a partnership with the Ramona Band of Cahuilla Indians to share best practices. According to the Soboba Tribe's Cultural Resource Director, Joseph Ontiveros, this process will soon be extended to other area tribes as well.

SOUTHERN INDIAN HEALTH COUNCIL



Project Title: Tribal Culturally Unchallenged Prevention and Placement Services (T-CUPPS)

Award Amount: \$500,000

Type of Grant: Social and Economic Development Strategies – Family Preservation

Project Period: Sept. 2006 – Sept. 2008

Grantee Type: Tribal Consortium

PROJECT SNAPSHOT

- 3 jobs created
- 80 elders involved
- 800 youth involved
- \$58,047 in resources leveraged
- 71 individuals trained
- 15 partnerships formed

BACKGROUND

The Southern Indian Health Council (SIHC) was established as a nonprofit organization in 1982 in Alpine, California, to offer a comprehensive range of health care and social services to Native Americans. It operates as a consortium for the seven tribes located in rural and remote regions of southern California. The constituent tribes are: Barona, Campo, Ewiiapaayp, Jamul, La Posta, Manzanita, and the Viejas Band of Kumeyaay Indians. The total population of the seven tribes is approximately 1,400 people.

PURPOSE AND OBJECTIVES

The purpose of the project was to develop a foster care program to certify Native American foster parents as well as promote appropriate extended family placements to assist neglected Native American youth.

The project’s first objective was to provide a range of culturally appropriate foster care services to reduce the number of non-Indian court placements and have these youth placed in tribal homes. To complete the objective, three SIHC staff members received training on the laws, practices, and procedures of the Indian Child Welfare Act (ICWA), which defines tribal jurisdiction over Indian child custody proceedings. Staff also completed San Diego County’s case management training and foster parent orientation. Staff then formed a partnership with Child Protective Services and conducted research on behalf of the agency to verify the tribal enrollment eligibility of Indian youth placed, or scheduled for placement, in non-Indian foster homes. Over the course of the project timeframe, staff confirmed the enrollment eligibility of

33 Native American youth and placed them in Indian foster homes, in compliance with ICWA statutes. To hasten the placement process, staff collaborated with Child Protective Services to conduct 22 home evaluations to certify foster homes. Staff caseworkers also conducted weekly home visits with the 33 youth to assess the appropriateness of each placement and to verify school attendance.

The second objective was to develop a recruitment process and training program to increase the opportunity for at least seven tribal households to become certified foster homes for fourteen Indian youth. In collaboration with Indian Child Social Services, staff implemented a campaign to recruit tribal households interested in becoming a foster family. Over the course of the project timeframe, one family completed all necessary trainings to become a state-licensed foster home. However, 16 families utilized the extended family placement option during the project timeframe, and welcomed 33 Indian foster children into their homes. To hasten the placement process, staff collaborated with Indian Child Social Services to conduct background checks of the foster families.

OUTCOMES AND COMMUNITY IMPACT

Due to the efforts of SIHC staff and their partners, 33 Native American youth were placed in safe, stable and comfortable homes that help them maintain their cultural identity. Project staff also organized activities for foster families to enjoy together and strengthen bonds, which included after-school tutoring sessions and family field trips. Elders from the constituent tribes participated in a foster child mentoring program to ensure the youth maintained their cultural values and identity.

Due to the advocacy of SIHC staff on behalf of its constituents, San Diego County relaxed its certification standards for Native

American foster homes, such as the need for a fenced yard. SIHC staff also shortened the certification timeframe for foster families through their assistance in conducting background checks, home inspections, and tribal enrollment verification. Finally, staff offered a series of workshops to educate and support new foster families, including parenting classes, car seat safety training, CPR classes, and fire safety training.

SIHC now acts as a liaison between the County and the seven constituent tribes to ensure the proper placement of Native youth into Native homes. The mutual collaboration has resulted in better access to, and understanding of, county services for tribal members faced with the possibility of losing their children to non-tribal foster placements. To ensure all components of the project continue, SIHC has incorporated the foster care program into its social services programs and will continue its collaboration with Child Protective Services and Indian Child Social Services.

TRIBAL ECONOMIC AND SOCIAL SOLUTIONS AGENCY, INC.



Project Title:	Social Development Project to Create an Indian Foster Family Agency
Award Amount:	\$534,850
Type of Grant:	Social and Economic Development Strategies – Family Preservation
Project Period:	Sept. 2006 – Sept. 2008
Grantee Type:	Native Nonprofit

PROJECT SNAPSHOT

- 5 jobs created
- 1 Native American consultant hired
- 3 elders involved
- 50 youth involved
- \$14,500 in resources leveraged
- 33 individuals trained
- 11 partnerships formed

BACKGROUND

Tribal Economic and Social Solutions Agency, Inc. (TESSA) is a native nonprofit organization founded in 2005 to provide social and economic services to northern California tribes and urban American Indians and Alaska Natives residing in the area. TESSA serves a ten-county area, within a two-hour radius of Sacramento, California.

The region currently lacks native family services and foster care agencies. Native families also encounter challenges from the state and local departments of social services to reunite Indian foster children with their

families, expose them to their native culture or otherwise assist the foster children to realize the support of their native communities.

PURPOSE AND OBJECTIVES

The purpose of this project was to establish a licensed Indian foster family agency and certify native foster homes to serve TESSA’s target population.

The project’s first objective established a licensed foster agency and hired necessary staff. Additionally, in the first year the project staff sought to certify eight foster families and homes. The lengthy process of meeting state regulations and requirements resulted in a delay in the licensing of the foster agency. Consequently, the agency could not begin recruiting parents and families until June 2007. Despite this setback, the agency certified seven foster families and placed three children in homes during the first project year.

The project’s second objective was to conduct team building and cultural awareness training for the agency social workers to improve service delivery and

consistency. Trainings included first aid, CPR, knowledge of federal foster care regulations and Indian Child Welfare Act (ICWA) reporting procedures. While the trainings did not focus on team-building, participants benefited from the increased familiarity with state and federal foster care requirements. Project staff also developed a family reunification training which increased the participants' cultural awareness regarding native foster families and assisted in reuniting four families. TESSA made these trainings available to the public, which resulted in community members, including foster families and their children, participating throughout the project.

The project's third objective was to build an inter-tribal coalition to develop agreements with local tribes to create placement procedures in compliance with ICWA. Project staff conducted placement protocol training with fourteen tribal leaders to increase their tribes' involvement in foster care issues. By the project's end, staff succeeded in building relationships with nine tribes and developed two tribe-specific placement protocols.

OUTCOMES AND COMMUNITY IMPACT

By establishing a native foster agency, TESSA increased tribes' participation in the foster care system. As a result, tribes have more faith in the process because the organization serves as an intermediary between tribes and their counties. Increased support from tribal governments also filtered down to tribal members, and resulted in a rise in native foster family applications.

The foster care agency provides increased stability for American Indian foster children. Since they are placed with native foster families, the children maintain their connection to their culture and involvement in the native community.

Native families also experience heightened family cohesion when foster children are placed with extended family members. Project staff stated that parents and families take comfort in knowing TESSA places children with native foster families.

At the end of the project's timeframe, TESSA plans to expand and enhance the foster care agency's benefits and services by hosting retreats and coordinating cultural activities for foster families.

"The project has given the children a sense of identity."

Erika Peasley, Executive Director