
ASSOCIATION OF AMERICAN INDIAN PHYSICIANS



Project Title:	Family Wellness and Youth in Distress Program
Award Amount:	\$450,000
Type of Grant:	Social and Economic Development Strategies
Project Period:	9/30/2005 – 9/29/2007
Grantee Type:	Native Nonprofit

PROJECT SNAPSHOT

- 3 jobs created
- 2 Native American consultants hired
- 6 elders involved
- 140 youth involved
- \$19,384 in resources leveraged
- 8 people trained
- 62 partnerships formed
- 1 product developed

BACKGROUND

The Association of American Indian Physicians (AAIP) was founded as a nonprofit organization in 1971 by fourteen American Indian and Alaskan Native physicians. AAIP provides educational programs, health initiatives and supportive services to American Indian and Alaskan Native communities.

In a survey conducted in 2004 in Oklahoma City, AAIP found that 68% of 70 Native American adult respondents know a young native person who was a victim of a violent crime and 91% believe native youth violence is a problem in Oklahoma. The findings also indicated that 34% of 200 6th –

12th grade native youth had been victims of a violent crime and 54% did not know who to contact if they became victims.

PROJECT PURPOSE AND OBJECTIVES

The Project's purpose was to establish a coalition of Oklahoma native community organizations to collaboratively develop a culturally appropriate youth violence prevention curriculum for use in native communities and the tribal court system.

The Project's first objective was to formally establish a native community coalition to identify native youth issues that lead to youth violence. To complete the objective, Project staff initiated contact with Oklahoma-based programs that provide services geared to Native American youth. Staff members from 62 community programs volunteered to form the AAIP coalition. The coalition members and Project staff convened for quarterly meetings to discuss issues facing native youth, present program findings and share available resources and services.

The Project's second objective was to develop a culturally relevant and holistic curriculum to address issues that lead to native youth violence. Coalition members

reviewed approximately 50 existing native youth-focused curricula to gain a comprehensive understanding of available resources and to select useful and Project-specific activities. From their research and own expertise, the coalition identified factors that lead to native youth violence, such as bullying, anger mismanagement and unhealthy relationships. Once identified, coalition members and Project staff developed a sixteen-lesson curriculum and workbook entitled “Walking in Your Moccasins”, which addresses each issue and includes activities to build social skills and cultivate individual strengths. The curriculum relates each lesson to traditional native values and incorporates information on tribal histories, native role models and traditional folktales. Once the curriculum was completed, Project staff piloted the lessons with 140 native youth at a local Bureau of Indian Affairs boarding school to evaluate the effectiveness and appropriateness of the content. Project staff held focus groups with the students and finalized the curriculum based on feedback.

The Project’s third objective was to establish partnerships with tribal court systems and native legal entities to utilize the curriculum as an alternative approach in dealing with native youth in distress. Project staff formed partnerships with two national and influential tribal justice organizations: the National American Indian Court Judges Association (NAICJA) and the National Tribal Justice Resource Centers (NTJRC). At their annual conference, the two organizations convened a workshop to discuss the AAIP curriculum and decide how tribal courts could incorporate the lessons into alternative justice approaches. By the end of the Project timeframe, the Chief Judge of the Citizen Potawatomi Nation of Oklahoma, who is also a tribal judge for eight other tribes, endorsed the curriculum and will include it as part of his

alternative wellness programs. Several other judges commended the curriculum and voiced plans to utilize the lessons in alternative approaches to deal with native youth violence, although these plans were not finalized within the Project timeframe. Finally, Project staff presented the curriculum at Oklahoma’s annual Juvenile Probation Officer Conference. Staff distributed the curriculum to all participants and provided training on selected lesson plans.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

The “Walking in Your Moccasins” curriculum provides the Native American community with a valuable tool for educators and tribal courts to directly confront native youth violence while reinforcing native values. Valerie Little Creek, a coalition member who piloted the curriculum, shared, “The students respond to the theme and perspective of the lessons. Our native students just don’t learn these values at school or home anymore.”

ANA awarded AAIP additional funding to expand upon the work completed by this Project. The Project, to be completed by the end of 2009, will continue to work with the established coalition to develop a supplement of family-based approaches to the current curriculum. Additionally, Project staff will continue to deepen partnerships with native tribal justice systems to develop alternative approaches to native youth incarceration and to provide culturally appropriate rehabilitation programs.

CHICKASAW NATION



Project Title:	Cultural Center Language Revitalization Program
Award Amount:	\$93,378
Type of Grant:	Language
Project Period:	9/30/2006 – 9/29/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 3 jobs created
- 2 Native American consultants hired
- 100 elders involved
- 15 youth involved
- \$48,941 in resources leveraged
- 45 people trained
- 10 partnerships formed
- 2 products developed
- 1 language survey developed
- 1,631 language surveys completed

BACKGROUND

The Chickasaw Nation is a non-reservation tribe headquartered in Ada, in south-central Oklahoma. The Tribe counts approximately 31,000 enrolled members, ranking it as the thirteenth largest tribe in the United States. The Chickasaw language is a Muskogean language, a family of languages indigenous to the southeastern United States.

PROJECT PURPOSE AND OBJECTIVES

The purpose of the Project was to conduct a random sample survey of Chickasaw

citizens to determine the number of fluent speakers and to design a master-apprentice language learning program.

The Project's first objective was to identify the number of fluent Chickasaw speakers and apprentices by conducting a language census. To complete the objective, Project staff developed a comprehensive survey and sampling procedures. Staff distributed the survey to the approximately 9,000 Chickasaw members living locally via direct mailings, community meetings and the Tribe's website. Tribal members completed and returned 1,631 surveys (about 18%). Responses indicated that 48 community members know the language 'very well', 66 members understand more than 200 Chickasaw words, and 55 can speak more than 200 Chickasaw words. Survey findings also indicated that 1,084 community members were interested in learning the Chickasaw language.

The Project's second objective was to train selected language masters and apprentices in various language learning methods. To complete the objective, Project staff initiated follow-up contact with the 1,084 community members expressing interest in further learning to provide details and gauge interest

in becoming a part of the master-apprentice program. Based upon feedback from these conversations, staff mailed 100 master and 150 apprentice applications. Project staff selected 14 masters and 27 apprentices to be trained, based upon the completed application and an interview. Staff formed a partnership with East Central University to provide space for the trainings and to assist in the development of a master-apprentice training curriculum. The masters and apprentices completed 40 hours of consultant-led workshops on a variety of immersion techniques and strategies, including Total Physical Response, the Rassias Method, utilizing audio-visual equipment, and conversational training.

The Project's third objective was to develop and complete contract documents for the master-apprentice teams. Project staff, consultants, and the Tribe's legal team drafted the master-apprentice contracts. Completion of the contracts faced legal difficulties due to tribal regulations regarding overtime pay and social security restrictions on elders' income. These challenges delayed the signing of contracts, and only 22 of the 41 contracts were finalized prior to the conclusion of the Project timeframe.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

For the Chickasaw Nation, results of this Project have set baseline data for the number of Chickasaw language speakers and prepared the foundation for a master-apprentice program. The Chickasaw language program is being supported through secured tribal funds to retain the three part-time Project Assistants and full-time Language Revitalization Specialist hired during the implementation of this Project. Project staff also secured tribal funds to develop the master-apprentice curriculum and to pay stipends to all

program participants. Finally, Project staff completed the additional nineteen master-apprentice contracts after the Project timeframe ended, indicating that all 41 trained participants are committed to the revitalization of the Chickasaw language. Sue Linder-Linsley, Project Director, expressed, "We eliminated the pencil and paper concept of learning languages and chose to focus on the native concept of verbal and auditory learning. Our program will emphasize person-to-person transmission of language skills."

In order to gauge program effectiveness and language progress, the Chickasaw language program staff members shared that they will monitor participant progress through ongoing evaluations and testing. Staff members also shared that they are committed to keeping the revitalization of the Chickasaw language, and by proxy the Chickasaw culture, in the forefront of the tribal community's consciousness. The successes of the master-apprentice program will be shared through tribal newsletter articles and media attention to achieve this goal.

CHICKASAW NATION



Project Title:	Chepota Apisa Chi Li (Watching Over Our Children)
Award Amount:	\$904,008
Type of Grant:	Social and Economic Development Strategies
Project Period:	9/30/2004 – 9/29/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 5 jobs created
- 15 elders involved
- 7,411 youth involved
- \$370,000 in resources leveraged
- 18,949 people trained
- 9 partnerships formed
- 3 products developed

BACKGROUND

The Chickasaw Nation is a non-reservation tribe headquartered in Ada, in south-central Oklahoma. The Tribe counts approximately 31,000 enrolled members, ranking it as the thirteenth largest tribe in the United States.

At the commencement of this Project, 675 Native American children were in the Oklahoma Department of Human Services custody. Of these, only 308 were living in homes that complied with the statutes of the Indian Child Welfare Act (ICWA).

PROJECT PURPOSE AND OBJECTIVES

The Project's purpose was to recruit, license and retain foster care and adoptive homes within the Chickasaw Nation. Additionally, the Project staff aimed to provide healthy

marriage and relationship training to foster care families and interested tribal members.

The Project's first objective was to publicize the need for foster homes. To complete the objective, Project staff hired a Foster Care Manager and Foster Care Specialist. Staff utilized various forms of media to raise awareness. These included: developing and distributing brochures via community partners, advertising in tribal and local newspapers, and producing a commercial which was aired on local and cable networks throughout Oklahoma.

The second objective was to train and license 24 tribal families interested in becoming foster families. Project staff received certification to deliver the Parent Resources for Information, Development, and Education (PRIDE) training, a workshop for developing and supporting foster and adoptive families. Staff delivered six PRIDE workshops during the Project timeframe and trained 30 Chickasaw families. Foster Care staff inspected each family's home according to ICWA statutes and submitted the findings to the Oklahoma Department of Human Services for certification. The state officially certified 26 families as tribal foster homes. Staff held

annual two-day training retreats for the licensed foster care families. Each retreat provided supplemental foster care and healthy family workshops, and also provided an opportunity for foster families to impart mutual support.

The third objective was to establish an elder mentoring and cultural enhancement program. Project staff recruited and certified fifteen elders as mentors. Staff paired the elders with tribal foster families to provide assistance as surrogate grandparents, which included counseling foster parents, educating families on tribal culture and engaging foster children in various community activities.

The Project's final objective was to implement healthy relationship workshops. To complete the objective, Project staff hired two Marriage and Family Therapists. The therapists facilitated 299 Relationship Enhancement Training workshops, which focused on improving communication skills between spouses. During the three-year timeframe, 11,376 tribal members completed the training. The therapists also facilitated abstinence education classes, reaching 7,194 adolescent tribal youth. Finally, staff presented character education workshops to 217 pre-adolescent tribal youth.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

Prior to the Project, there were 10 certified tribal foster homes in Chickasaw Nation. The addition of 26 certified tribal foster homes greatly expanded the Chickasaw Nation's available support system for the Tribe's 65 foster children. The youth have a network of safe, secure and culturally familiar homes. The initiative proved to be so successful that foster families adopted 40 native youth during the Project timeframe.

The development of the elder mentor program expanded the support network for tribal youth and strengthened the cultural component of the foster care program. Nina and Lee Crossley, an elder mentor couple, shared, "We are foster parents to one child. This child has two siblings who, because of their special circumstances, are placed in different homes. We are mentors to all three children. We include them in as many of our family activities as we can in order to reinforce their sibling bonds and to provide all of them with the extra guidance and support they need."

The Chickasaw Nation committed \$220,000 to retain the Marriage and Family Therapists and continue the training component. The Tribe also obligated \$150,000 to retain foster care staff and continue recruitment efforts for 2008. The Foster Care Specialist will continue to offer PRIDE trainings to further expand the network of tribal foster care homes.

INDIAN HEALTH CARE RESOURCE CENTER OF TULSA, INC.



Project Title:	Tulsa Indian Youth Program for Healthy Living
Award Amount:	\$604,700
Type of Grant:	Social and Economic Development Strategies
Project Period:	9/30/2005 – 9/29/2007
Grantee Type:	Native Nonprofit

PROJECT SNAPSHOT

- 5 jobs created
- 6 Native American consultants hired
- 250 elders involved
- 1300 youth involved
- \$48,800 in resources leveraged
- 32 people trained
- 18 partnerships formed

BACKGROUND

Established in 1976, the Indian Health Care Resource Center of Tulsa (IHCRC) provides Native Americans with access to comprehensive medical and behavioral health care. IHCRC is a federally qualified health center with more than 110 employees serving over 16,000 active patients in the metropolitan Tulsa area.

Many IHCRC clients remain geographically, economically, socially and culturally isolated from receiving health care. Particularly at risk, Tulsa Indian youth face challenges such as teen pregnancy, alcohol, drugs, diabetes, poor nutrition, low school attendance and low levels of community involvement. In response to these issues,

IHCRC developed the Indian Youth Program for Healthy Living, to promote the delivery of preventative health, physical activity and youth development services to Native American youth.

PROJECT PURPOSE AND OBJECTIVES

The Project's purpose was to implement the Indian Youth Program (IYP), offering programs in three areas: after school programs, community events and wellness camps. The Project developed seven objectives, each focusing on a different educational aspect for incorporation into these program areas.

The Project's first objective was to recruit 400 youth and make case management referrals to the IHCRC clinic. The Project's remaining objectives focused on the following for IYP participants: 1) increased knowledge and skills in order to adopt and maintain healthy and physically active lifestyles; 2) participation in physical activities; 3) the ability to make informed, responsible decisions to avoid risky behavior; 4) the involvement of families in character building activities; and 5) the promotion of understanding and appreciation of native ways.

In its first months, the Project staff hired and trained a Program Coordinator, Dietician, Fitness Specialist, Administrative Assistant, and two Youth Program Specialists. The staff recruited over 1000 youth by the Project's completion date, and enrolled them in activity programs. Where appropriate, the staff made case management referrals and provided transportation to the IHCRC clinic to facilitate preventative health checkups and development assessments. The Project staff also developed a marketing campaign, working with youth focus groups to develop flyers and posters for advertisement in schools, as well as an IYP logo.

Project staff developed and implemented educational workshops in each of the IYP program areas. During the after school programs, which included 80 participants, children learned about nutrition and participated in physical activities. The after school program also held an event called "Traditional Tuesdays," during which the children participated in native cultural activities such as drumming, singing, dancing and games. IYP also initiated the Native Nations Youth Council, whose members participated in community service, addressing environmental issues and promoting healthy lifestyles.

The second IYP program area was to promote the participation of parents and families through community events. The Community Family Club included 35 participants and held events such as a cultural awareness night, five-kilometer race and trips to visit family-oriented sites in Tulsa. IYP also hosted Quarterly Stomp Dances, the Passport to Fun event, and the Restoring Harmony Powwow. Participants at these events learned about different native styles of regalia, dances and ceremonies.

Summer camps were also funded, including the Healthy Trails Camp, Sports and Recreation Camp, Choices Camp and

Basketball Camp. Through the Project, the camps were offered free of charge, helping to draw in over 440 participants. During the camps, IYP promoted physical activity, healthy food choices and tobacco prevention. Peer educators and mentors conducted activities to promote reduced intake of sugar-based soft drinks and substitute diet drinks. The programs provided only healthy snacks and refreshments.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

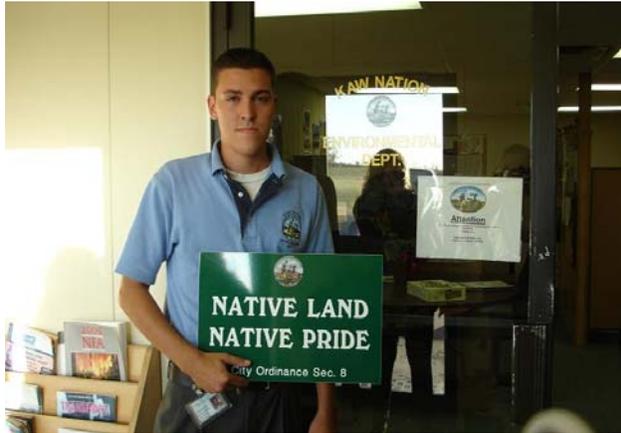
The Project activities involved approximately 1300 youth in the Indian Youth Program, far exceeding its goal of 400. The Project was so well received in the community that there is currently a waiting list for future participants. During the IYP programs, youth gained knowledge about life skills, built new relationships and demonstrated confidence and self-esteem. Project staff stated many IYP participants are now role models for other youth in the community.

Parents and families benefited from the Project, as IHCRC provided them with a trustworthy service for their children. The IYP programs also facilitated a new parental social network, providing parents with opportunities to meet and discuss common challenges in raising their children. Parents shared that they are changing their lifestyles as a result of the project, incorporating healthier foods into their families' diets.

"It's great that the Project is teaching children preventative measures, which will benefit them later on."

Taylor Thompson
Health Educator

KAW NATION



Project Title:	Kaw Nation Environmental Regulatory Enhancement Program
Award Amount:	\$117,764
Type of Grant:	Environmental
Project Period:	9/30/2005 – 6/30/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 2 jobs created
- 1 Native American consultant hired
- 50 elders involved
- 600 youth involved
- \$29,391 in resources leveraged
- 43 people trained
- 9 partnerships formed
- 4 products developed
- 3 environmental codes/regulations/ordinances developed
- 3 environmental codes/regulations/ordinances enforced

BACKGROUND

During the 1870s, the Kaw people lived in what is now Kansas when land seizures forced the Tribe's relocation to its present territory in Oklahoma. The Kaw are also known as the *Kansa*, from which the name "Kansas" is derived. Based near Kaw City, the Kaw Tribe has 2,777 enrolled members.

In 1994, the Tribe established the Kaw Nation Environmental Department (KNED) to address tribal environmental needs. In March, 2005, KNED led a community

meeting to receive input on environmental challenges facing the Tribe. Participants expressed concerns over existing illegal solid waste sites on the reservation and the lack of food safety codes for four tribally-owned food resellers. Participants also encouraged KNED to monitor and assess the Tribe's underground septic tanks and water wells.

PROJECT PURPOSE AND OBJECTIVES

The purpose of the Project was to enhance the Tribe's environmental regulatory structure to address the community's expressed environmental concerns.

The Project's single objective was to develop, adopt and implement environmental codes addressing solid waste management, underground storage tanks, and food safety. Project staff first created an Environmental Codes Committee (ECC) to coordinate code development. Next, staff evaluated solid waste sites on the reservation and collaborated with the Tribe's General Council and ECC to draft and revise a new solid waste code. In conjunction with code development, KNED staff conducted reclamation efforts at illegal waste sites and posted signs (pictured above) to deter community members from dumping

additional waste. The Kaw Tribal Council passed the solid waste code in May, 2007 and it went into effect immediately. The new code regulates community waste sites and outlines fees for non-compliance. As part of the objective, staff also implemented an environmental education program aimed at the community's youth. Over 600 youth participated in the summer outreach program, which involved tours to the area's water sources and solid waste sites.

Project staff utilized a similar process to develop codes for the Tribe's underground storage tanks (USTs) and food safety. Both codes were completed and passed by the Tribal Council in the spring of 2007. The UST code applies principally to two tribally-owned gas stations. Project staff developed Standard Operating Procedures (SOPs) for tank monitoring and one employee became certified by the State of Oklahoma to conduct inspections.

The food safety code was focused on four tribally-owned food resellers. As part of the code's development, one staff member received food inspector certification and service employees participated in food preparation trainings. The resulting code details tribal food handling regulations and best practices. Renee Vickery, the trained food inspector, expressed, "I'm proud to be part of this project. I think it's really improving the community."

KNED faced significant challenges hiring the Environmental Regulatory Enforcement Officer (EREO) and Community Outreach Coordinator at the Project's outset. Staff reported difficulties attracting qualified personnel from surrounding urban areas. KNED overcame this challenge by expanding the job descriptions of existing staff and utilizing word-of-mouth to fill the EREO position.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

The Project results assisted the Tribe in enhancing its capacity to self-govern and regulate activity on Kaw Nation jurisdictional lands. Prior to the Project, the Tribe received compliance warnings from the State of Oklahoma related to food service and underground storage tank monitoring. Since implementing the codes, the Tribe has not received any compliance warnings.

Much of the Project's site reclamation and pollution education efforts were motivated to protect Kaw Lake, which is the main water source for over 180,000 Kay County residents. KNED staff reported a dramatic, sustained reduction in littering within the community. If littering in the community continues its recent decline, fewer pollutants will enter the lake, resulting in cleaner water for county residents.

Tribal members and customers at the Tribe's four food service areas reported increased confidence in served food because of the food safety trainings and new code.

The Project's summer outreach activities supported and encouraged exchanges between tribal adults and school age children. Project staff also reported the community's awareness of solid waste, food safety and underground storage tanks increased dramatically through seven town meetings held to promote the Project's goals.

To sustain the Project, the ECC will continue to advise the KNED on environmental regulatory initiatives and monitor the new codes. Project staff expects the head of the ECC to deliver recommendations for increased enforcement of the new codes soon after the Project's end date.

PONCA TRIBE OF INDIANS OF OKLAHOMA



Project Title:	Ponca Tribal Master Plan
Award Amount:	\$115,000
Type of Grant:	Social and Economic Development Strategies
Project Period:	9/30/2006 – 9/29/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 1 job created
- 4 Native American consultants hired
- \$2,354 in resources leveraged
- 7 partnerships formed
- 21 products developed
- 13 elders involved

BACKGROUND

The Ponca are a Siouan-speaking people who once hunted and farmed the prairie country of the lower Missouri River Basin in present-day eastern Nebraska. Culturally and linguistically related to a number of neighboring tribes, the Ponca exhibited hunting traits of plains tribes from farther west but practiced horticulture and made pottery like tribes farther east and south. Today, the Ponca Tribe of Oklahoma's headquarters are located in White Eagle, OK about five miles south of the city of Stroud. Tribal lands span roughly 15,000 acres of land in Kay and Noble counties in northern Oklahoma.

In 2000, the Pawnee Agency of the Bureau of Indian Affairs estimated that 86% of the Tribe lived in poverty, 46% occupied

substandard housing and 29% were unemployed. In 2005, the Tribe reduced blood quantum requirements for tribal membership from one-quarter to one-eighth, which led to an increase in the total population. Therefore, the Tribe experienced an increased population at a time when many tribal members faced adverse economic conditions.

PROJECT PURPOSE AND OBJECTIVES

The Project's purpose was to enhance the Tribe's governmental infrastructure and economic development capacity by creating a master development plan to outline growth over the next ten to fifteen-year period.

The Project's first objective was to establish and staff a development office within the Tribal Planning Department and enter into agreement with the U.S. Army Corps of Engineers (USACE) for planning technical assistance. After initial hiring delays, staff established the office, hired the project coordinator and initiated a partnership with USACE.

The second objective was to develop the master plan with assistance from USACE. Staff collaborated with the tribal government and USACE to inventory

existing tribal properties and energy needs. Staff also updated the Tribe's GIS maps and identified capital improvement goals for roadwork, enterprise development and infrastructure investments. Project staff incorporated planned and existing projects, such as imminent bridge repairs and plans for a new casino, into the master plan, giving the document cohesion and practicality. To ensure a participatory process, staff sought feedback and recommendations from the Tribe's Business Committee and community members throughout the Project. Staff also consulted tribal elders in the design of proposed buildings during the planning process. The elders' cultural knowledge of clan symbols and color schemes directed designs used for each new edifice.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

The master plan enhanced the Tribe's organizational capacity and ability to plan future projects. Prior to the Project, several tribal departments worked separately on tribal infrastructure and business developments. The master plan brought existing projects together with new plans, streamlining tribal planning on a macro level. As a result, staff report that the Tribal Council is more informed on community interests and development goals. The plan directs roughly \$1 million in road rehabilitation and bridge construction, fast track construction for a new casino/truck stop and the development of a tribal transit system. Project staff expressed hope that the plan will facilitate much needed job creation for tribal members and enhance the Tribe's economic performance.

Tribal elders reported pride in knowing their involvement will help preserve tribal culture; their participation will ensure culturally based clan designs and colors will be integrated into new building designs.

The master plan represents the Tribe's long-term development goals, which it intends to adopt through resolution. It also represents the history, culture, symbols and hope of the Ponca.

Staff members expect revenue from the new tribal casino, anticipated to open in August 2008, will fund many of the planned expansion projects. Staff is also researching Community Development Block Grants and additional funding for the roads program.

*"Whatever you know, you pass on.
You don't die with this knowledge."*

Suzanne White Eagle,
Tribal elder
Contributing to the master plan

SAC AND FOX NATION OF OKLAHOMA



Project Title:	Sauk Language Survey
Award Amount:	\$64,076
Type of Grant:	Language
Project Period:	9/30/2006 – 11/30/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 1 job created
- 1 Native American consultant hired
- 163 elders involved
- 143 youth involved
- \$148,593 in resources leveraged
- 5 people trained
- 12 partnerships formed
- 6 products developed
- 1 language survey developed
- 575 language surveys completed

BACKGROUND

Members of the Sac and Fox Tribe are descendents of the Sauk and Fox, two Algonquian-speaking peoples of the Great Lakes region. The two tribes were historically independent, but closely related in culture and language. Sac and Fox tribal lands are dispersed throughout Lincoln, Payne, and Pottawatomie counties of north-central Oklahoma. The Tribe has 3,356 enrolled tribal members, 2,275 of whom live in Oklahoma.

The Sac and Fox mother tongue is Sauk. In 2006, the Sac and Fox Nation created a Sauk

Language Department (SLD) to direct language preservation efforts. SLD's foundational belief is that the only effective method for native language preservation is immersion education.

PROJECT PURPOSE AND OBJECTIVES

The purpose of the Project was to conduct a Sauk language assessment to engage the entire Sac and Fox tribal membership while creating support for a sustainable immersion language program. Motivated by its belief that community conflict is the major obstacle to language preservation efforts, SLD's methodology focused on participatory community outreach and planning.

Objective 1 was to conduct a community-wide survey of the Sauk-speaking population and tribal goals related to the future of the language. The process focused on increasing awareness of Sauk's status and ensuring community involvement in revitalization efforts. Staff formed a thirteen-member hiring committee using a participatory process to ensure transparency and avoid potential conflicts of interest in the hiring process. The committee employed a project assistant and two community outreach workers to educate the

community on the theory behind immersion learning. Staff members involved over 300 community members to design the survey and its unique incentive program, which was created to ensure a high response rate. The incentive program, which awarded a small percentage of respondents with small prizes, was designed and voted on by community members, ensuring transparency in the decision-making process. Staff distributed roughly 5,000 surveys throughout all three tribal jurisdictions and received 575 returns, roughly 22%. By comparison, past surveys averaged response rates of 5%. Staff also conducted personal interviews with roughly 200 key stakeholders to garner immersion program support. Staff utilized responses from the interviews to verify, or invalidate, data collected in the standard surveys.

Objective 2 was to compile and analyze survey response data and evaluate SLD's capacity to implement an immersion language program. Project staff collaborated with the tribal enrollment department, library and education department to define partner roles and responsibilities. Staff also analyzed survey data and presented the results at regular meetings attended by nearly 400 tribal members, ensuring community investment in the program. SLD used this process to refine objectives, methods and resource allocation to serve the ultimate goal of language immersion.

One challenge arose through the grassroots community engagement model, utilizing the model required an extended timeline in order to fully include community members. Another challenge was extreme winter ice storms and tribal member deaths causing planning meeting cancellations. To address these challenges, ANA granted the Project a two-month extension.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

Implementation of the Project advanced SLD's capacity to plan and design a community-supported immersion language program. It also provided a positive model for project design and management through community participation. Jacob Manatowa-Bailey, SLD's Director, shared, "As a result of this survey process, our community has its language goals set."

For the tribal community, the survey process developed a clearer sense of how Sauk people feel about their language and revitalization efforts. Survey data showed the vast majority of Sac and Fox tribal members want to preserve the Sauk language. The Project's language immersion education efforts ensured community support for SLD's plan for the program.

The Project also promoted opportunities for intergenerational exchange during 28 language and culture-focused community activities carried out during the year. Staff conducted a five-day pilot immersion camp for tribal 3-4 year olds to demonstrate the technique's effectiveness. Staff reported that many parents of children attending the immersion camp became "instant converts" to the method after witnessing their children speaking basic Sauk words and phrases after only three or four days in the camp.

SLD's initial budget in 2006 was \$50,250 and staff originally hoped to secure an additional \$25,000 after demonstrating the effectiveness of immersion teaching to the tribal government. By the end of the Project, the Tribe dedicated \$187,000 annually to SLD, a budget increase of roughly 370%.

"The language gives our people purpose."

Jacob Manatowa-Bailey,
Director, Sauk Language Department

SENECA-CAYUGA TRIBE OF THE OKLAHOMA



Project Title:	Establish a Utility/Public Works Department
Award Amount:	\$419,196
Type of Grant:	Social and Economic Development Strategies
Project Period:	9/30/2005 – 9/29/2007
Grantee Type:	Tribe

PROJECT SNAPSHOT

- 2 jobs created
- 10 elders involved
- \$28,425 in resources leveraged
- 1 person trained
- 2 partnerships formed
- 12 products developed
- 28 governance codes/ordinances developed

BACKGROUND

Located in northeast Oklahoma, the Seneca-Cayuga Tribe includes approximately 5,000 tribal members. Tribal members descend from the Seneca and Cayuga Tribes, originally from the New York state area.

Despite operating tribal water and wastewater treatment plants for the past 21 years, which service a rural five square mile area and provide utilities to 2,011 tribal members and employees, the Tribe had no structured public works department. The utilities and public works were part of the general tribal operations account, making it difficult to identify specific utility revenues and costs for the repair and maintenance of

the treatment plants. Additionally, in the past five years the utility systems expanded services by 65-70% due to increased population in the area.

PROJECT PURPOSE AND OBJECTIVES

The purpose of this Project was to develop a utility/public works department (UPWD), independent of the general tribal fund, to ensure the availability of clean water and protect against improper waste disposal.

Objective 1 was to hire a UPWD manager and maintenance worker to operate the department and coordinate the ANA Project. After a swift hiring process, the Project hired both positions by the end of November 2005.

Objective 2 was to develop UPWD policies and procedures, and governance codes and ordinances. Project staff traveled to different localities in order to gather information on existing equipment operations and maintenance documentation. Identification of personnel working requirements determined what licenses are necessary for water and wastewater operations. After analyzing this information, Project staff developed UPWD Policies and Procedures, adopted by the

Business Committee in the Project's second year. The Project staff then identified existing regulatory requirements, tribal resolutions and governmental objectives in order to draft the UPWD codes and ordinances. The Committee approved the draft in August 2006, enabling implementation of all 28 codes and ordinances.

The third objective included the analysis and approval of a rate structure for services. Once again, Project staff used information from surrounding areas to prepare an operating budget, including revenues and expenses, on which to base service rates. Prior to the Project, customers paid a flat rate of \$18 for water services. As a result of the rate structure, there are now two customer classes, commercial and residential, and a substantial residential rate increase to \$38. The Business Committee approved the new rates at the end of the Project's first year.

Objective 4 was to establish a physical location for equipment and offices for the Department. The Tribe received a grant from the Department of Housing and Urban Development (HUD), enabling them to construct an office building. Staff moved into the new offices in October 2007 after temporarily operating out of another location.

Objective 5 involved the purchase of equipment for the Department. Items purchased included tools, heavy equipment, and computer hardware and software. The staff acquired items on an as-needed basis throughout both years of the Project.

Objective 6 was to create a three to five-member Board of Directors for the UPWD. The Business Committee is currently acting as an interim board, though staff made nominations early in the Project. This objective remained incomplete at the end of the Project timeframe.

PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY

As a result of Project funding, the Tribe was able to build capacity to govern their natural resources. The Tribe now has a method for monitoring water quality standards and is easily able to expand their service area if necessary. Recognizing the success of the new department, the Business Committee assigned one of their elected officials to work directly with the UPWD and the Tribe has taken responsibility for the salaries of the Department staff. The Tribe also created four new positions, hiring three additional maintenance workers and a clerk, thereby securing the sustainability of the Project.

Local community members voiced appreciation for the Project, as the existence of the UPWD relieves burdens on their infrastructure. For example, people are no longer responsible for their own water supply, eliminating the expenses of dropping wells and other costly methods of water collection.

The Project activities also provided support to economic endeavors on tribal land. The Tribe's casino now has an improved water supply, and the provision of running water at the ceremonial grounds will attract tourists in the summer.

"The Project reinforced the sovereignty of the Tribe. The situation is better due to increased access to services."

Dennis Sisco,
Director of Intergovernmental Affairs