TO:

Native American Commission

FROM:

Tia Braseth, Community Development Coordinator 1,8

DATE:

July 3, 2019

SUBJECT:

Fargo Native American Commission Meeting

The next meeting of the Fargo Native American Commission will be held on Thursday, July 11 at 12:00 p.m. in the Commission Chambers at Fargo City Hall. If you are not able to attend, please contact staff at 701.241.1474 or Planning@FargoND.gov.

NATIVE AMERICAN COMMISSION Thursday, July 11, 2019 Commission Chambers AGENDA

- 1. Welcome and Introductions
- 2. Prayer
- 3. Approve Agenda & Minutes
- 4. ShareHouse Presentation: Jeremy Traen and Cody Severson
- 5. Census Presentation: Tia Braseth and Donald Kress, Planning Department
- 6. Strategic Planning
- 7. Event Updates
 - a. Community Picnic August 3
 - b. PRIDE Event August 10
 - c. Indigenous Peoples' Day October 14
- 8. Sponsorship Update: Trading at the Red River and Lunch & Learn
- 9. Public Comment
- 10. Announcements
- 11. Staff Report
- 12. Next Meeting August 1, 2019
- 13. Adjourn

Native American Commission meetings are broadcast live on cable channel TV Fargo 56 and can be seen live by video stream on www.FargoND.gov/streaming. They are rebroadcast each Tuesday at 8:00 p.m. and Thursday at 5:00 p.m.

People with disabilities who plan to attend the meeting and need special accommodations should contact the Planning Office at 701.241.1474 or TDD at 701.241.8258. Please contact us at least 48 hours before the meeting to give our staff adequate time to make arrangements.

Minutes are available on the City of Fargo Web site at http://fargond.gov/city-government/boards-commissions/native-american-commission.

BOARD OF NATIVE AMERICAN COMMISSIONERS MINUTES

Regular Meeting:

Thursday, June 6, 2019

The Regular Meeting of the Board of Native American Commissioners of the City of Fargo, North Dakota, was held in the Commission Chambers at City Hall at 12:00 p.m., Thursday, June 6, 2019.

The Native American Commissioners present or absent were as follows:

Present: Sharon White Bear, John Strand, Anna Johnson, Lenore King, Rebecca

Knutson, Chalsey Snyder, Heather Keeler (via conference call)

Absent: Guy Fox, Whitney Fear

Item 1. Welcome and Introductions

Chair White Bear welcomed Members to the meeting and introductions were made.

Item 2. Prayer

Member King led the Board in Prayer.

Item 3. Approve Order of Agenda & Minutes

Member Strand moved the Order of Agenda and the minutes of the May 2, 2019 Native American Commission meeting be approved. Second by Johnson. On call of the roll Members Johnson, Keeler, King, Knutson, Strand, and White Bear voted aye. Absent and not voting: Members Snyder, Fox, and Fear. The motion was declared carried.

Item 4: Jon Sobiech & Susan Malin-Boyce, FM Metropolitan Area Flood Risk Management Project

Jon Sobiech and Susan Malin-Boyce, FM Metropolitan Area Flood Risk Management Project, presented an overview of the history and work being conducted to identify, evaluate, and mitigate potential historic properties and cultural pieces along the proposed project work area for the FM Area Diversion Project.

Member Snyder present.

Discussion was held on what is being done to document and preserve any cultural pieces that are found, the process of notifying tribes, and the plans for mitigation and relocation of the two previously identified sites of historic properties.

Item 5. Rick Hall, Indigenous Garden/Orchard Project

Rick Hall and Laura Youngbird presented an overview of the history and plan for an Indigenous Garden/Orchard Project in Fargo. He noted that a state grant has been awarded for \$4500 from the Department of Agriculture and reviewed four tentative locations. Mr. Hall noted that the ICC, Indigenous Community Circle, will be the primary

organization in charge of this project and reviewed the proposed plants and trees to be planted.

Discussion was held on ways the Board can contribute and support this project, and the proposed timeline for planting.

Member Johnson moved to approve general support of the Indigenous Garden and Orchard project, with any special detailed support contingent upon further documentation and application submittal to the Board. Second by Member Snyder. All Members present voted aye and the motion was declared carried.

Planning Director Nicole Crutchfield provided a brief overview of staff's workplan and where this project falls on it, as well as listing the additional City departments that would need to be involved with this project.

Ms. Youngbird shared that the Plains Art Museum will be holding a Women's Artist Panel event on July 18 that will include Native American Women Artists.

Item 6. Sponsorship Request

a. FM Native STAND

Zach Packineau and Vanessa Tibbetts thanked the Native American Commission for their previous support of the FM Native STAND program. They provided a brief overview of the program and made an additional request for funding.

Discussion was held on how outreach was being done for this event, the target group of participants, and a request was made for the group to return to the Board to provide a breakdown of how the event went upon completion.

Member Knutson moved to approve an additional \$750 sponsorship for the FM Native STAND program. Second by Member Johnson. On call of the roll Members Keeler, King, Knutson, Strand, Johnson, Snyder, and White Bear voted aye. Absent and not voting: Members Fear and Fox. All Members present voted aye and the motion was declared carried.

Item 7. Fargo Marathon Summary

Member Snyder provided an overview of the event, noting that pictures have been posted on the Native American Commission Facebook page.

Item 8. Strategic Planning Next Steps

This item was tabled to the July 11, 2019 meeting.

Item 9. Public Comment

- Natasha Rausch introduced herself to the Board, noting she is a reporter with the Forum and will be reporting on Native American issues. She provided her contact information: phone number 513.846.0038, and email nrausch@forumcom.com.

- Jeremy Traen and Cody Severson, Sharehouse, provided a brief overview of Sharehouse and its program. They noted that 30-50% of their clientele identify as Native American, and they would like to connect with people that can help facilitate talking circles and gender specific sweats.

The Board shared interest in having Sharehouse return to a future meeting to provide a formal presentation. It was noted that the City of Fargo has a Sweat Lodge and to connect with Member Snyder for more information.

Item 10. Announcements

- Chair White Bear shared that the Rape and Abuse Crisis Center will be conducting bystander training on June 12 from 9 a.m. to 4 p.m. at the YWCA.
- Chair White Bear additionally shared that the ICWA will be conducting qualified expert witness training on June 20 from 1-4 p.m., and June 21 from 9 a.m. to 4 p.m. Additional information can be obtained from Chair White Bear.
- Member Strand inquired about participation in the Police Picnic.

Chair White Bear stated the planning committee has withdrawn the registration due to lack of organization and the unavailability of staff support.

Ms. Crutchfield provided information on the decision to withdrawn the registration and noted staff is evaluating where future efforts should be concentrated for the most impact.

Discussion was held regarding ways the Native American Commission members can be present and interacting with the community at the picnic and the desire to still host a table at the picnic.

Item 11. Staff Report

Assistant Planner Catlyn Christie shared that staff is waiting to receive the report from Maylynn Warne and it should be received soon.

Item 12. Next Meeting – July 11, 2019

Item 13. Adjourn

The time of adjournment was 1:14 p.m.

TO: NATIVE AMERICAN COMMISSION

FROM: TIA BRASETH, PLANNING COORDINATOR

DATE: JULY 3, 2019

SUBJECT: MEETING REPORT

Item 4. ShareHouse Presentation: Jeremy Traen and Cody Severson

Jeremy Traen and Cody Severson of ShareHouse will provide a presentation on their programming as a follow-up to their public comment at the June meeting. ShareHouse's mission is to provide personalized addiction recovery services for individuals, families and the community.

Item 5. Census Presentation: Tia Braseth and Donald Kress, Planning Department

Tia Braseth and Donald Kress of the City of Fargo Planning Department will provide an update on the 2020 Census "Everyone Counts" initiative, in particular its efforts to include urban indigenous populations.

Item 6. Strategic Planning (Nicole)

See attached memo. In addition, a survey has been sent via email to gather your feedback.

Item 7. Event Updates

a. Community Picnic - August 3

The annual Native American Commission community picnic will be held on August 3 from 11 a.m. to 4 p.m. at Oak Grove Shelter #1, 170 Maple St N, Fargo. Please sign up for a volunteer slot.

b. Pride in the Park – August 10

The Native American Commission will have a booth at this year's Pride at Island Park event on August 10 from 11 a.m. to 4 p.m. Please sign up for a volunteer slot.

c. Indigenous Peoples' Day – October 14

The kickoff planning meeting for this year's Indigenous Peoples' Day event will be announced at this meeting. If you are interested in being on the planning committee, please contact Sharon.

Item 8. Sponsorship Update: Trading at the Red River and Lunch & Learn event

Chalsey Snyder will provide a brief summary of the Minnesota Indian Business Alliance's events "Trading at the Red River" and "Lunch and Learn" on June 22, for which the NAC approved sponsorships.

Item 10. Staff Report

- a. Indigenous Community Circle Indigenous Orchard/Garden Project (Nicole)
 Last month, Rick Hall and Laura Youngbird presented about an indigenous orchard and garden project. The project is now underway at the Gladys Ray Shelter.
- b. Request for Qualifications for Native American Center/FM Native Programs consultant (Nicole) A Request for Qualifications for Native American Center coordination services is officially up and running at http://download.fargond.gov/0/rfg fmnap coordination services.pdf.

Please encourage any individuals and/or organizations to apply who may be a strong candidate as a consultant to build the foundation of an organization similar in function to the former Native American Center/FM Native Programs. Applications are due by July 29, 2019.

c. Temporary Storage Garage (Catlyn)

See attached memo. If you are currently storing any Native American Commission/Center event equipment, please contact Catlyn by next Friday, July 12, to arrange a time to bring them to our newly available temporary storage garage downtown. Thank you to all who have graciously stored items to this point.

TO: NATIVE AMERICAN COMMISSION

FROM: PLANNING DEPARTMENT

DATE: JULY 2, 2019

SUBJECT: STRATEGIC PLANNING

Attached please find the report issued by our consultant, Maylynn Warne. The report summarizes her research and reports on the meeting held on May 23, 2019. The supplemental survey data and PowerPoint slides are available upon request.

At the meeting, we explored the mission and vision statements. Although we came close to achieving full consensus on the statements, they still need to be finalized. Planning staff will work with the Native American Commission's (NAC) executive committee and reach out to commission members via email to finalize these statements for further adoption in August or September.

For next steps, we propose the following series of activities:

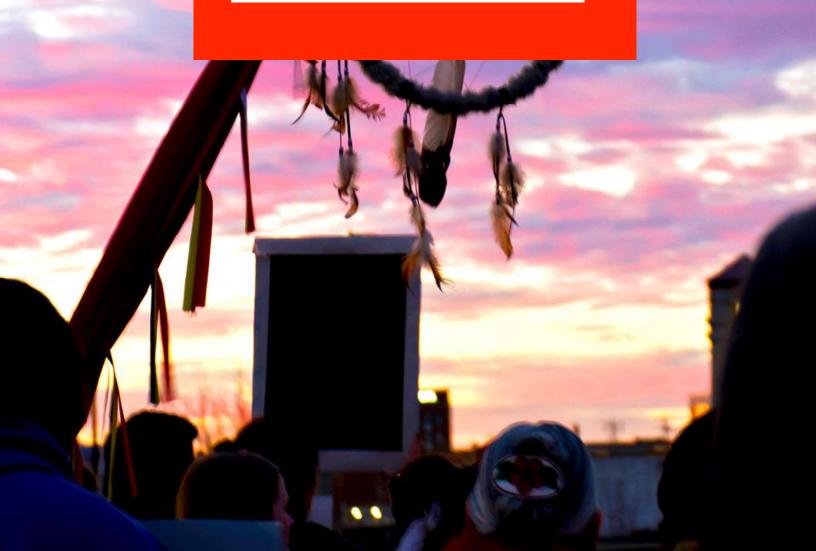
- 1) When there is room on the monthly agenda, open up for discussion on specific topics related to furthering the strategic plan.
- 2) When we need further time for dialog, extend our monthly meeting time and move our meeting to the Meadowlark room for opportunity for more informal and engaging discussion (this would still be open to the public).
- 3) Staff will prepare some draft frameworks and strategic plan samples for review and edit.

We recognize the NAC wants to keep doing the important work in our community and not spend a lot of time burdening through wordsmithing with goals and objectives. We believe we can help provide support as needed to get to a strategic planning document that represents the NAC and the direction you would like to go.

Please share any concerns or comments that you may have. Please also look forward to more documentation and feedback as we prepare materials to share with you.

Thank you for your continued dedication and service to the City of Fargo and the community at large.





Project Understanding

The City of Fargo Native American Commission (NAC) seeks assistance in facilitation of strategic planning efforts. The purpose is to facilitate discussions among appointed officials, elected officials, and city staff to build team cohesion. The scope of services requested by the City of Fargo include planning and facilitation of a strategic meeting to discuss the Native American Commission vision and mission statement, identification of goals and objectives, budgeting, governance structure, culturally relevant team-building, key stakeholder interviews, and agenda development. This project does not include preparing the strategic plan, implementation plan, and/or evaluation plans. The final product is a report of results, tools and recommendations.

Methodology/Approach

We used the VMOSA (Vision, Mission, Objectives, Strategies, Action) framework. This framework addresses the scope of work and outcomes listed in the description of requested services. This framework used activities that included working in groups brainstorming activities targeted to produce vision statement and mission statement.

A consensus-based decision making model was attempted for agreeing on an appropriate vision and mission statement for the NAC. The consensus-based decision model does not use voting for an item, instead having the group use consensus to find solutions that everyone actively supports, or at least can live with. With the group having strong differing feelings on what and who the NAC is, there was not agreement on a final vision or mission statement. The group did agree to allowing the facilitator to take some of the ideas and concepts to develop several vision and mission statements as spring board for adopting, or further tailoring.

Raw notes are available by request.

PRE-SESSION ACTIVITIES

Pre-Session Planning: Met by phone with several Native American Commissioners and City of Fargo Staff to review contract, scope of services, and to identify information and data needed and discuss/refine goals and format for the planning session. Attended a commission meeting via phone to provide clarity about the process, to gather input on items and resources to be considered in the process, to identify information needed for sessions, and to review the intent and process for the plan and sessions. The interview results were not shared to maintain anonymity of the participants.

Pre-Session Interviews: The interview process used the Community Readiness Model. This model was selected to help assess where the NAC is achieving and meeting its mission. Community readiness helps assess the degree to which organization is willing and prepared to take action towards it mission. Five interviews were conducted with individuals who represent

cross-sections of the community. This model does not require that each person be interviewed, but rather a diverse selection of key respondents.

This model was selected for the utility of it's key components:

- The survey questions consisted of open-ended questions about the community's attitudes, knowledge, beliefs, etc., about the mission of the NAC.
- The small number of interviews of key respondents needed to complete the survey.
- The completed interviews provide a score for each dimension of community readiness.
 - The five dimensions are community knowledge, knowledge of efforts, community climate, leadership and resources.
- The final readiness scores help to develop an action plan.

Native American Commission Scores

The Community Readiness Model defines 9 stages of readiness. Each stage must meet the criteria to move to the next stage. And it is normal for an organization to move up and down

Dimension	Score (scale 0-10)	Awareness
Community Knowledge	4.7	Pre-planning
Leadership	6.9	Initiation
Community Climate	4.7	Pre-planning
Knowledge of NAC efforts	3.8	Vague awareness
Resources	5.6	Preparation

the stages. The scores above correspond to the categories below.

Stage 1: No Awareness (Scores 0.0-1.9)

- Community has no knowledge about the local efforts;
- Leadership believes that there is no need or concern;
- The community believes that there is no need or concern;
- Community members have no knowledge of the efforts;
- There are no resources available.

Stage 2: Denial/Resistance (Scores 2.0-2.9)

 Leadership and community members believe that there is no concern and they nothing needs to be done;

- Community members have misconceptions or incorrect knowledge about the current efforts;
- Only a few community members have knowledge about the efforts;
- Community members and/or leaders do not support using available resources.

Stage 3: Vague Awareness (Scores 3.0-3.9)

- A few community members have at least heard about local efforts, but know little about them;
- Leadership and community members believe there may be a concern in the community. They show no immediate motivation to act;
- Community members have only vague knowledge (e.g. they have some awareness that the issue can be problem and why it may occur);
- There are limited resources (such as a community room) identified that could be used for further efforts to address the issue.

Stage 4: Pre-planning (Scores 4.0 - 4.9)

- Some community members have at least heard about local efforts, but know little about them;
- Leadership and community members acknowledge that this issue is a concern in the community and that something has to be done;
- Community members have limited knowledge;
- There are limited resources that could be used for further efforts.

Stage 5: Preparation (Scores 5.0 - 5.9)

- Most community members have at least heard about local efforts;
- Leadership is actively supportive of continuing or improving current efforts or in developing new efforts;
- The attitude in the community is —We are concerned about this and we want to do something;
- Community members have basic knowledge about contributing factors;
- There are some resources identified that could be used for further efforts;
- Community members or leaders are actively working to secure these resources.

Stage 6: Initiation (Scores 6.0 - 6.9)

- Most community members have at least basic knowledge of local efforts;
- Leadership plays a key role in planning, developing and/or implementing new, modified, or increased efforts;
- The attitude in the community is —This is our responsibility, and some community members are involved in addressing the issue;

- Community members have basic knowledge about the issue and are aware that the issue occurs locally;
- Resources have been obtained and/or allocated to support further efforts to address this issue.

Stage 7: Planning (Scores 70. - 7.9)

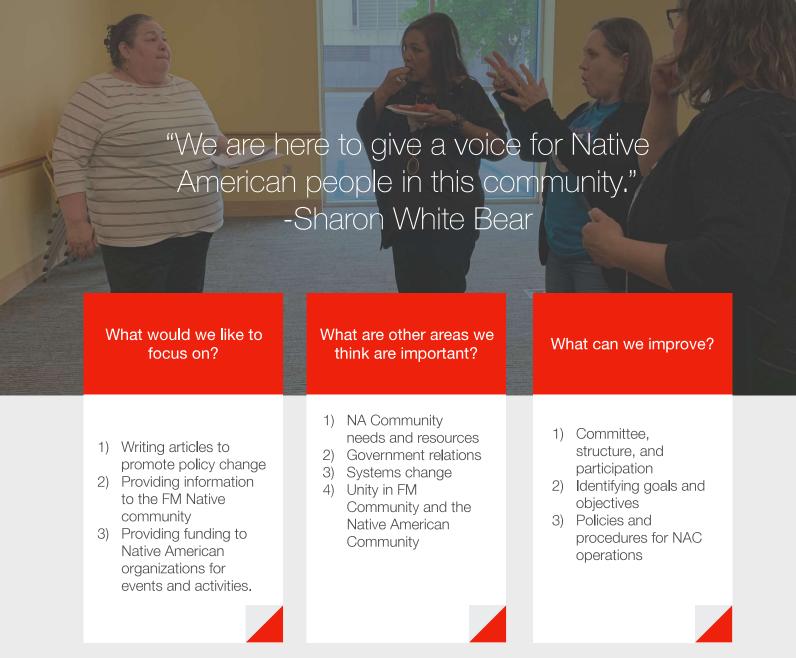
- Most community members have more than basic knowledge of local efforts, including names and purposes of specific efforts, target audiences, and other specific information;
- Leadership is actively involved in ensuring or improving the long-term viability of the efforts;
- The attitude in the community is —We have taken responsibility. There is on going community involvement;
- A considerable allocated resources.

Stage 8: Confirmation/Expansion (Scores 8.0 - 8.9)

- Most community members have considerable knowledge of local efforts, including the level of program effectiveness;
- Leadership plays a key role in expanding and improving efforts;
- The majority of the community strongly supports efforts or the need for efforts;
- Participation level is high;
- Considerable allocated resources are expected to provide continuous support;
- Community members are looking into additional support to implement new efforts.

Stage 9: High Level of Community Ownership (Scores 9.0 - 9.9)

- Most community members have considerable and detailed knowledge of local efforts;
- Leadership is continually reviewing evaluation results of the efforts and is modifying financial support accordingly;
- Most major segments of the community are highly supportive and actively involved;
- Diversified resources and funds are secured, and efforts are expected to be ongoing.



Pre-Session Survey/Questionnaire

A pre-work survey was distributed to understand how the NAC members were interpreting the mission, role, and work. The survey responses consisted of Likert scaled questions, openended questions, including probes to understand strengths, weaknesses, opportunities, and threats. The survey consisted of 54 questions with 10 respondents. The survey utilized the Qualtrics platform which also included emailing a link for participants to complete the survey online. NAC members received the copies of the results during the planning session. The open ended questions were themed and coded to maintain anonymity. Other key findings are outlined in PowerPoint (PPT).

An electronic version of the results is to be emailed, as the file is too large to attach to this document.

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS ANALYSIS

The survey inquired about internal strengthens and weaknesses, and external opportunities and threats (SWOT). This exercise and results is intended to guide the NAC in development of goals, objective and activities. The responses were also themed and coded.

Strengths

- ♦ Organizing & hosting events
- ♦ Community support
- Positive intensions
- ♦ Respect of one another
- ◆ Leadership
- ♦ Support from City
- ◆ Leadership
- ♦ Ability to advance mission
- ◆ Passion
- Expertise

Weaknesses

- Leadership challenges
- ♦ Communication Challenges
- Limited reach in the community
- → Budget & financial challenges
- ◆ Disorganized
- Expectations not defined
- ◆ Unclear goals
- ◆ Limited time dedicated to NAC
- Limited capacity to make policy change

Opportunities

- Community outreach
- ◆ Re-establish the Native American Center
- Networking and partnerships
- ★ Acknowledgement of NA leaders, youth, and community achievements
- ★ Education of NA history/context
- Establish policy, system and environment goals
- → Respond to NA community needs

Threats

- Challenges in demonstrating change & outcomes
- Conflict with others
- Apprehensive to make a stand
- Lack of cultural, historical, contextual understanding of NA people
- Lack of control over finances and budget

Planning Session

The planning session was held May 28, 2109, at the Fargo Downtown Public Library from 3-7 PM. The session was designed to assist the NAC to create a vision and mission statement. The data survey data and the Community Readiness Model were briefly reviewed with most of the time dedicated to activities for developing vision and mission.

Current Vision Statement: There is not a vision statement in use at this time. The group agreed to putting together several versions of a vision statement for approval or further tailoring.

Vision statement activities: Summary of group brainstorming

Questions Responses What is the dream · Proud that you and the Promote community seek? • Achievement • People feel like they belong - not just "ours" but "yours", inclusive; · Community center: info sharing, resources, health, events, preventative · Access, emergency services, assistance, funds • 100% graduation rate; Culture restoration: Native cultures honored, understood, included, recognition/ inclusion of history • Cultural foundation fo next generation - healing historic grief +understanding Respect, honor, health, wellness, resources, acceptance, traditions · Equity - fair treatment, respected Economic growth · Give & share cultural competencies · Community sharing & outreach What are the ideal • Mind, Body Spirit, health outcomes? Charter school · All Native hospital Identity · Culturally inclusive community - attraction to live/stay in the community · Depth of understanding, empathy Respect, communication · Attraction to live/stay in the community · Advocating enrichment of a culturally inclusive community Culturally competent community in policy, decision making, practices, events & programming Equitable access to resources: Better health services, education resources, housing food, shelter, poverty reduction · No discrimination in all areas of service, in community/city decisions · Significant Native influence: Restorative justice, public health, education, legislation Acceptance through community outreach and fostering relationships · Native businesses/owners · Equity, ownership, belonging

Vision Statement Brainstorming

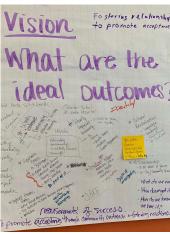
What would have to change for this to come true?

- People have to be open-minded with good role models
- EVERYTHING
- · Appetite and political will desire to change
- · Spiritual acknowledgement of each other/human dignity
- · Correct history/"untrained tainted minds/brains"
- End Racism
- End Economic disparity
- Fostering relations to promote acceptance through: funding, location, the biggest potluck ever, rest of community to come together, understanding of Native community & needs, change of attitude, leadership to provide resources to community
- Housing, access to resources, social services, mandatory education in schools, identity, traditions, appreciation, respectful native culture, working hard, listing to community, promotion of cultural awareness,
- Strengthen Indigenous voice: NAC is consulted from get-go for city events & decision making; "a seat at the table" right away
- · Owing & rectifying past mistakes, taking responsibility for past.
- Gov't relations (state, tribal, local, federal)
- · Capacity building in community leadership to create volunteers
- · Native center
- · Gov't relations committee
- · Capacity building in our community leaders















The word cloud represent words of significance identified by NAC members. The size of the word indicates how often it was repeated. The vision statements below were pulled from these words.

VISION STATEMENTS FOR CONSIDERATION

- 1. Connection is culture
- 2. Native American Commission envisions advocating for the enrichment of a culturally inclusive community.
- 3. One voice, strong community
- 4. Native American Commission envisions a city that is strengthened by diversity, inclusion, respect and equity for Native American people.
- 5. A culturally inclusive community
- 6. Proud community relationships

MISSION STATEMENT ACTIVITIES: SUMMARY OF GROUP BRAINSTORMING

Current Mission Statement: The mission of the Fargo Native American Commission is to work together to strengthen the Native American community to promote understanding, recognition, and respect for cultures and to enrich the community as a whole.

Questions	Responses
What do we do?	 Advocate Educate Help - mediate, lead, represent Promote - use influence, position and voice Polices, bylaws - represent the City of Fargo & Gov't Include Plan Voice Listen Learn Community Entertainment Collaborate with partnering organizations (schools, universities, non-profits, etc) Community entertainment Create, review, craft, advise policy (city, state, school district) in relation to Native American issues. Hold events Tell stories Connect people

Questions	Responses
Why do you do it? Why does it matter?	 LGBTQT - two-spirits Restoration Preserve cultures Give them a voice Create better community for the next generations Cultural revitalization To help our community - Living conditions, people to navigate the systems & resources
Who does it matter to?	 Everyone Funders City officials (city commission, school board, park board) Greater FM Community The next generations The under represented People who can't speak for themselves Our Ancestors Urban Indigenous community People who just moved here People who need help spiritually, physically and monetarily

MISSION STATEMENTS FOR CONSIDERATION

- 1) Our mission is to strengthen and promote understanding, recognition, and respect for Native American People.
- 2) The mission is to support Indigenous people, their voices and needs.
- 3) Helping Native Americans build community, identity and advocacy in an urban community.
- 4) Building community strengthened by diversity, inclusion, respect and equity for Native American people.
- 5) Strengthening the Native American community by promoting understanding, recognition, and respect. *This is a cleaner version of the current mission statement.

Maylynn Warne, MPH (Pawnee) maylynn.warne@gmail.com

TO: NATIVE AMERICAN COMMISSION

FROM: PLANNING DEPARTMENT

DATE: JULY 2, 2019

SUBJECT: TEMPORARY STORAGE GARAGE

We are excited to announce that the Native American Commission may temporarily utilize (approx. 60 days) a vacant, City-owned, two-stall garage to store its event equipment. The FM Native Programs/Native American Center consultant to be hired will be charged with securing a new storage location prior to the end of the 60 days, as a sale is pending on this temporary space. The facility is a garage located at 11 11th St N. The keys will be available for check out at the City of Fargo Planning Dept.

Thank you to members who have graciously stored resources in their personal spaces to this point. We hope this garage will alleviate that burden and help consolidate all the resources into one place in preparation of a future Native American Center-like nonprofit.

If you are currently storing any equipment (grill, canopies, paper goods, etc.) please contact Catlyn Christie by July 12, so that we can arrange a time convenient for you to drop them off at the storage garage.