

## Work Plan – Coordinator for Indigenous Initiatives (CII)

<b>1. Indigenous Community Cultural Center (ICCC)</b> Most costly & most articulated.	<b>Year One – Two</b>	<b>Year Three – Five</b>
<b>1.1</b> Develop a Vision Statement - related to ICCC and 501(c)(3)	Completed: The Indigenous Circle of Flagstaff (ICF) is committed to nurturing grassroots Indigenous community driven change using our Ancestral Knowledge, to promote justice, equity, and sustainability for all.	
<b>1.2</b> Identify a location	<p>Mogollon Parks Parcel located 419 N. Mogollon.</p> <p>City Council will hold <i>Public Hearings</i> at a designated date and time; Coordinator will keep Indigenous community informed so community can participate in the public hearings. Based on the direction of Council regarding this property, Coordinator is assisting ICF in preparation and submittal of a Plan/Proposal. The goal is to lock into this site.</p> <p>There will be a ICF Plan B should Council/Staff not accept ICF proposal; Coordinator will seek to work with City staff to obtain a list of other feasible sites. Partners of City and ICF may play a role in this area.</p> <p>Once locking into a site is accomplished, the remaining steps for Year One and Year Two will encompass devising and implementing plans for renovation, upgrades, floor plan, etc.</p>	
<b>1.3</b> Administrative Structure	<p>ICF completed/submitted its application to Arizona Corporation Commission and has been accepted. The Articles of Incorporation have been published in the Navajo Hopi Observer for three consecutive weeks. Coordinator is assisting in developing the bylaws. Once completed, bylaws and 501(c)(3) documents will be submitted to the IRS.</p> <p>ICF is poised to obtain one or both: 501 (c)(3) and Fiscal Agent to start. This will be in place to administer oversight of ICCC.</p>	These will be defined by the previous years' accomplishments, additional funding opportunities, and further/ongoing input from Indigenous community.
<b>1.4</b> Funding ICCC	<p>Formulate funding ideas with ICF to start basic administering &amp; renovation of ICCC. A list has been compiled by ICF. City Analyst will forward any relevant grants. Coordinator is researching other opportunities to utilize for ICCC needs.</p> <p>Due to City budget shortage forced by COVID-19, Coordinator plans to garner information on funding opportunities for both ICCC and Coordinator tasks, events, and outreach.</p>	As we understand this budget shortage may be with us for more than one budget seasons, this office will continue to garner grants and other funding opportunities for ICCC and Coordinator tasks, events, and outreach.

<b>2. Indigenous “Commission, Council, Committee”</b>	<b>Year One – Two</b>	<b>Year Three – Five</b>
<b>2.1</b> Research in Progress	Concerning the various status, Commission, Council, or Committee, the Coordinator is compiling information, including the legal aspect, on what would be the best fit for the City and the Indigenous Community. This information will be shared with supervisor, Jessica Drum, City Manager, Greg Clifton, and ICF. Information will be present to City Council in the manner recommended by CMO.	
<b>2.1</b> Community Interface and Engagement	<p>Assist ICF to formulate discussion and input based on what research reveals. Coordinator will provide information and direction of how input will occur according to City process.</p> <p>ICF and Indigenous Community input where there are questions and answers on community accountability. Put plans together with stakeholders in the community. Ideas and recommendations from community engagement.</p> <p>Form the Group and structure the work plan of the Group based on input.</p>	<p>Define Annual Goals, which will help to build relationships, strengthen partnership, and draw new ideas into City/County government arenas.</p> <p>Community interface and engagement will continue to be an ongoing part of the goals. This includes Community Accountability and City (County) Accountability through the standards set for the Group and its operations.</p>
<b>2.2</b> Purpose, Composition, and Launch	<p>Coordinator will work with City Manager’s Office to schedule onto City Council work session to start conversation. There should be options to explore. Once presented to City Council, this will migrate to discussion and direction defining the purpose. Approval to move forward, which will include vetting the plan and/or process regarding composition. Form, formalize, and launch the Group as agreed to by Council and Indigenous community.</p>	
<b>3. Economic Inclusion &amp; Impact</b>	<b>Year One – Two</b>	<b>Year Three – Five</b>
<b>3.1</b> Promote and Finance a Study to Quantify Indigenous Contribution to Flagstaff Economy	In the last budget cycle, \$30,000 had been budgeted for an Economic Inclusion & Impact Study. Due to COVID-19, these funds may no longer be available. Are the funds still available? Coordinator will work with City and ICF to identify sources & resources to complete this task. This is an important part of the Indigenous community forums and specifically noted in the presentation by ICF to City on October 2017.	Continue to finance and renew this study from time to time. This could become part of the ICF Non-Profit.
<b>3.2</b> Utilize Results to Leverage Positive Outcomes	Publication of results can provide the Indigenous community an alternative lens in which to see Flagstaff government. This in turn provides more input into government for solutions-oriented participation. Trust building is an important goal on both sides.	Partner with local and regional resources for collaborative efforts as result of Economic Study. Continue to build funding sources for projects & events Work to recruit Indigenous participation on City/County commissions and councils.
<b>3.3</b> Create/Refine Directory and Promote, Indigenous-owned Businesses in Flagstaff	Coordinator work with City Tax department for business owner list for this purpose and obtain what is legally acceptable; Work with Chamber of Commerce membership; Community outreach to Indigenous community to obtain similar information.	Outreach and efforts to announce and plan for elevating Indigenous owned businesses
<b>3.4</b> Devise Feasibility Study for Public Artist Marketplace	Outreach to local artists and gather input for questions and response for a feasibility study. Create artist directory, form, and work with a workgroup to formulate the plans for artist marketplace.	Based on findings, the workgroup will create and implement an artist-driven market that will reach focused customers both locally and from outside the city. This may come sooner than the 3 <sup>rd</sup> year.

4. Visibility	Year One – Two	Year Three – Five
4.1 Build Visibility of Indigenous Presence and Contributions through:	Public Art: Working with Beautification, Arts & Sciences, Economic Vitality, within City of Flagstaff. The first announcement to recruit Indigenous artists has gone out two weeks ago. There is specific budget funding for further collaboration in this area. Work with Beautification Arts & Sciences to fine tune outreach and process	Continuation of established goals for public art. Continuation of artist involvement.
4.2 Name or Replace Street and/or Place Names	Based on forum input, Councilmember Whelan had introduced a talking point to change Agassiz’s Peak as well as other street/place names in Flagstaff. Keep Indigenous community informed of Council agendas, discussions, and public input. Build support within Indigenous community to participate.	Continue with new buildings and streets. Continue with changing street and place names, clearly with Indigenous community input.
4.3 Public Advertising of Events	Example of an important event: Indigenous Peoples Day (IDP) event. Due to current pandemic situation, there is no guarantee there will be a public in-person event nor will there be City funding to support this. Based on that, IDP planning will be less about celebration and focus more on education through virtual video and educational sessions. Implement Planning Committee and add more members. Further determinations will be made once Planning Committee convenes.	Advertise Artist Marketplace Cultural celebratory events. Community educational cultural events (also as listed under Education). Further community input. Determination of other events.
4.4 Determine Support for a Flagstaff Pow-Wow	Provide community listening sessions through surveys and other means of contacting area Nations. Pool ideas and feedback.	Depending on outcome of community support for a Flagstaff Pow Wow, plans will be in place
5. Education	Year One – Two	Year Three - Five
5.1 Indigenous History, Culture, and Contributions	Continue work with FUSD and Charter schools to support expanded student curricula on Indigenous histories, cultures, and contributions. This work has started and various ICF members have been in conversations with FUSD, parents, and staff to start projects.	Continue building on these efforts.
5.2 Staff Training for City Employees	Members of ICF and community have been engaged to start these conversations through participation in IPD, Native American Heritage Month, local reoccurring art shows, and City/County leadership academies, and other venues. These will continue and keep track of what has occurred. A broader look at how staff training can occur will be developed through City Manager’s Office with Indigenous community input. Strengthen County relationships and include City partners in these trainings.	Build list of contributing partners. Develop an effective training portfolio.
5.3 Community Sharing and Training	Plans to start storytelling, workshops, presentations through: Truth and Reconciliation/Conciliation Events Native American Heritage month Indigenous Peoples Day Continue to work with County regarding similar objectives	In all these areas, collect data on events and training from Year One and Two. Plan next steps based on data and successes. Connect Indigenous communities & nations to City of Flagstaff through storytelling, locality and better messaging around these. Continue to strengthen relationships. Plan to replicate all these areas throughout the year.

<b>6. Public Safety</b>	<b>Year One – Two</b>	<b>Year Three - Five</b>
<b>6.1</b> Police and Fire Departments, Include Criminal Justice	Keep dialogue going with Police Department. Start conversation with Fire Department or other public safety entities within City, including city courts.	Continue collaboration.
<b>6.2</b> Thoughtful Review of Public Safety	Continue Cultural Sensitivity Training to Flagstaff Police Department. Continue Community Conversations and Input; Ex. Navajo Nation Human Rights Commission Recruitment and Hiring	Thoughtful implementation of changes. Continued Community Conversations and Input. Continued joint sessions with Tribal governments
<b>6.3</b> Education and Training	Work with ICF and other entities to add/build on to the POST Certified Curriculum for Police Department	Continue and review/update of Cultural Sensitivity Training for all Public Safety.
<b>6.4</b> Policy Review and Indigenous Input	Plan for outreach to Indigenous community members and surrounding Nations.	Thoughtful implementation of collaborative change
<b>7. Wellness</b>	<b>Year Two</b>	<b>Year Three – Five</b>
<b>7.1</b> Campaign to Identify Community-Based Efforts that Promote Healing for Inter-Generational Traumas; Seek Out Foundational Strengths	Protection of the Sacred from unhealthy and harmful treatment. This is a paramount issue of physical, mental, and spiritual health for Native/Indigenous people of Flagstaff and surrounding area. Ex. The Peaks; ecosystems Partnerships/sources; Ex. gardens, elder-youth programs; identify and support Indigenous organizations to build culturally grounded resources to address traumas.	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff
<b>8. Housing</b>	<b>Year Two</b>	<b>Year Three – Five</b>
<b>8.1</b> Address Needs for Affordable Housing	Conduct assessments concerning families, students, and unsheltered relatives. Look for solutions regarding these questions coming out of the forums. How can the City of Flagstaff work with Indigenous organizations to further support affordable housing for Native people? What role can the City play in easing the burden of Flagstaff’s restrictive price levels for housing and utilities?	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff
<b>9. Transportation</b>	<b>Year Two</b>	<b>Year Three – Five</b>
<b>9.1</b> Solutions to Regional Transportation Deficits for Indigenous People for Work, Health, or Family Needs	Explore solutions to these deficits that place particular obstacles in the path of Native people who travel between the City and nearby homes or additional family homes for work, shopping, family connections, and health services.	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff

<b>10. Joint Meetings: City Council and Indigenous/Tribal Councils</b>	<b>Year One – Two</b>	
<b>10.1</b> Hopi Tribe	Reschedule when directed by CMO & City Council Tribal Nation governments are appreciative of the meetings	
<b>10.2</b> Hualapai Tribe	Same as above	
<b>10.3</b> Havasupai Tribe	Same as above	
<b>10.4</b> Other Tribal Nations	Schedule as City re-opens and direction is provided	
<b>11. COVID-19</b>	<b>Year One – Two</b>	
<b>11.1</b> Nation Update	City Instrumental – Keeping in contact with Nations and local area Update to Council on weekly basis	
<b>11.2</b> Donations	Instrumental in connecting Organizations & Donations for Relief Efforts	