

TRIBAL ENGAGEMENT WORKSHOP

PART 2

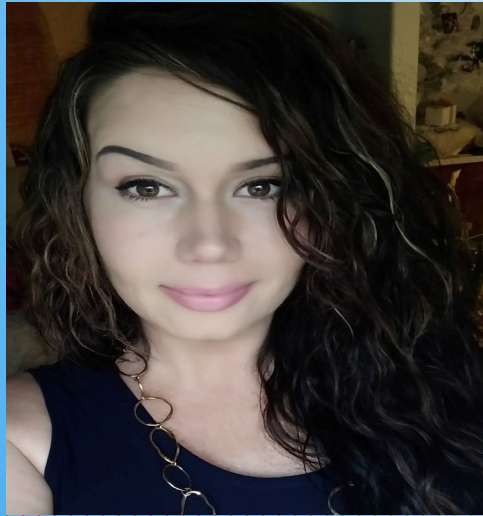
JANUARY 23, 2024



California
Interagency Council
on Homelessness



INTRODUCTIONS



Vevila Blossoming Bear, MSW

Descendant of the Choctaw Nation

Tribal Liaison for the California Interagency Council on Homelessness
Vevila has over 20-years of experience working with, for, and on behalf of Tribes and Tribal Communities in California in tribal, government, and other contexts.



Belinda Brown

Kosealekte Band Member of the Ajumawi-Atsuge Nation (Pit River Tribe), Ms. Brown has a lifetime of experience elevating Indigenous knowledge and wisdom and the health of tribal communities.
She is honored to bring the voice of tribal communities to maintain their integrity as the first, best stewards of the land, ITEK into policies, procedures and protocols.

INTRODUCTION



Liz Hernandez, BSBA

Member of the Northern Paiute
Gidútikäd Band, Fort Bidwell;

Associate Tribal Technical Assistance Program Manager, California Coalition
for Rural Housing;

Fort Bidwell Indian Community Tribal Council Member; Liz has worked for
her Tribe in multiple departments over 8 years.



Iliana Chevez

Taulepa Lenca Lineage;

Tribal Technical Assistance Program Manager, California Coalition for Rural Housing;

Iliana has over 10 years in community engagement and advocacy, program
development, grant management, and data analysis in non-profit and tribal sectors.

HOUSE KEEPING

- !
- WE ARE IN WEBINAR MODE, SO YOU CAN SEE US, BUT WE CAN'T SEE YOU.
- THIS IS BEING RECORDED
- DURING Q&A: PLEASE PUT QUESTIONS IN THE CHAT OR RAISE YOUR HAND IN ZOOM TO COMMUNICATE.

IN COMMUNICATIONS, PLEASE:

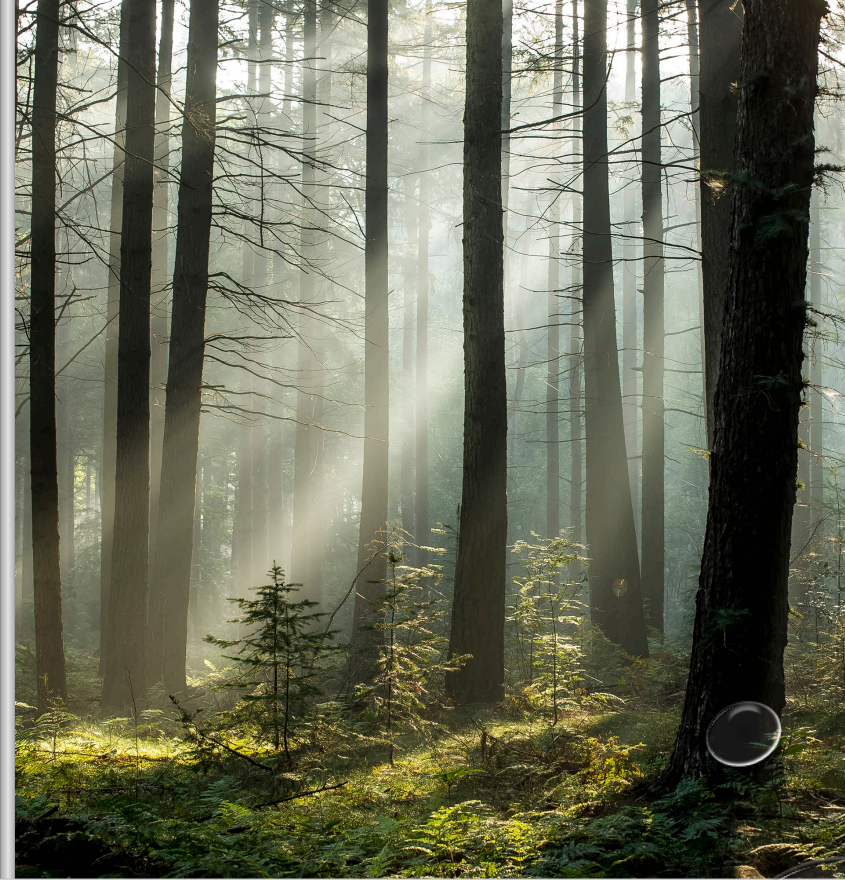
- SHARE WHAT IS YOUR EXPERIENCE ONLY/YOUR TRUTH
- AVOID GENERALIZATIONS
- SPEAK FROM THE HEART
- HONOR THE DIVERSITY OF ALL PERSPECTIVES
- DO NOT IDENTIFY INDIVIDUALS OR ENTITIES BY NAME IN DISCUSSION



Art by Lorenzo Antonio
Rodriguez,
Mescalero/Tarahumara,
CA resident



BLESSING



LAND ACKNOWLEDGEMENT

IN GRATITUDE TO ALL CALIFORNIA NATIVE AMERICAN TRIBES

AGENDA

- HOUSEKEEPING
- BLESSING
- LAND ACKNOWLEDGEMENT
- COURAGEOUS CONVERSATIONS
- INTRODUCTION TO NATIVE AMERICAN CULTURE / CULTURAL DIFFERENCES
- PREPARING FOR ENGAGEMENT
- COMMUNICATIONS & OUTREACH
- CHALLENGES IN ENGAGEMENT
- QUESTIONS & ANSWERS
- CLOSING



Art by Hop Norris, Yurok, CA resident

COURAGEOUS CONVERSATIONS



- DISCOMFORT MAY HAPPEN WHEN RECEIVING INFORMATION THAT CONFLICTS WITH WHAT WE CURRENTLY KNOW OR BELIEVE.
- STAY ENGAGED/SELF REFLECT
- PLEASE PRACTICE SELF CARE.

Artwork Credit: Bobby Von Martin, Choctaw, CA resident

Artwork Credit: Bobby Von Martin, Choctaw, CA resident



WHAT WE LEARNED IN THE LAST SESSION

- California has both Tribal Communities and a large Native American urban population
 - All have unique needs
- There is no accurate source of Native American data on homelessness
- In addition to the barriers faced in dominant society related to homelessness, Tribes and Native American Urban Communities tend to experience these more severely due to how they are situated.
- **Solutions that address homelessness in Tribal Communities require meaningful partnership with California Tribes and Native American Urban Communities.**

WHAT WE LEARNED IN THE LAST SESSION



Post colonial impacts of US/State of CA policies on Native Americans in CA:

- Tribal Communities require culturally responsive programs and resources that honor tribal sovereignty.
- Disproportionate rates of poverty, **homelessness**, intergenerational trauma, mental health challenges, substance use disorders, and other poor health indicators.

Art by Lorenzo Antonio Rodriguez,
Mescalero/Tarahumara, CA resident

INTRODUCTION TO NATIVE AMERICAN CONCEPTS/CULTURES

- Creation Story
- Relationship and Connection
 - Family
 - Community
 - The Natural World

Art by Lorenzo Antonio Rodriguez,
Mescalero/Tarahumara, CA resident



NATIVE AMERICAN

- Community-based focus “We”
- Live in harmony with the environment and nature
- Cooperation
- Community-based healing practices
- Often matriarchal
- Spirituality is viewed as a strength
- Overrepresentation viewed as result of racism and colonization resulting in disproportionality in poor outcomes

DOMINANT SOCIETY

- Individualistic focus “I”
- Exploit nature for personal benefit
- Competition
- Medical Model of Healing
- Patriarchal
- Spirituality is often ignored/religion sometimes valued
- Overrepresentation viewed as results of individual deficits

COMMUNICATION



Be honest, clear, and have integrity.



Check in for mutual understanding. The same words can have different meanings to different people..



Learn to be comfortable with long pauses in conversation.



Do not make assumptions about what another's silence means.



Do not ask intrusive questions; remember that ceremonial and other sacred practices are typically not shared with outsiders



Understand that trust issues will likely be present

COMMUNICATION/ETIQUETTE

Native Americans may communicate in narrative form, through storytelling, and may share info or build rapport in the form of jokes. It is important to listen and respond without interrupting.

Establishing rapport and good relationship has priority over the urgency of government task completion

Observe community norms and consider one's body language and etiquette.

Practice inclusion but honor boundaries

Do not take pictures of cultural activities, touch individuals, nor objects without permission to do so.

PREPARING FOR ENGAGEMENT

Implicit Bias

- Implicit prejudices are social preferences that are unconscious – outside of conscious awareness.
- Implicit attitudes and prejudices reflect our associations between categories of people (ie. Good/bad, old/young, black/white). Racial preferences for whiteness have been seen in research with children as young as preschool age.
- People with implicit biases often do not know have them, yet their behaviors tend to be more discriminatory against those they have biases against.
 - Negatively impacting communications, relationships, and decisions

SOLUTION: Awareness of one's own implicit biases / Agency Debiasing

SOLUTION: DEBIASING

Debiasing

- Developed/reviewed by Cognitive Scientists
- Interrupts decision making processes where biases reside.
- Help to mitigate implicit biases and create more equitable outcomes.



Debiasing Examples:

- Awareness of one's own implicit biases
- Mindfulness
- An office culture in which biases can be openly discussed and addressed
- Cultivate diverse teams working towards common goals
- Decision maker accountability
- Counter-stereotype images/info

COUNTER-STEREOTYPING: DIVERSE FACES-DIVERSE CONTRIBUTIONS



CMDR. John Harrington
Chickasaw

Retired Naval Pilot and Naval test Pilot; first Native American NASA Astronaut; flew on the Space Shuttle Endeavor's 16th mission to the International Space Station.

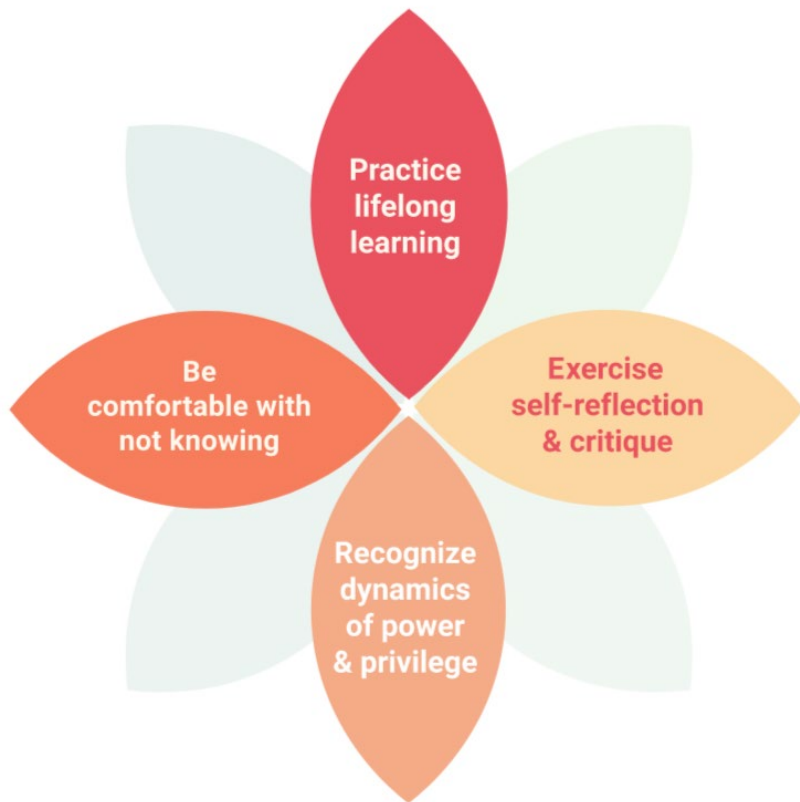


The Honorable Sunshine
Sykes (Navajo)
1st Native American Judge of
the Superior Court of CA for
Riverside County
(2013– Present)



James Ramos
(Serrano/Cahuilla)
Former Chairman of the
San Manuel Band of
Mission Indians and first
California Indian to be
elected to the California
State Assembly
(in 2018)

CULTURAL HUMILITY



Cultural Humility

- A personal **lifelong commitment to self-evaluation and self-critique** whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities
- Recognition of power dynamics and imbalances, a desire to **fix those power imbalances and to develop partnerships with people and groups who advocate for others**
- Institutional accountability***
- Not to be confused with the concept of cultural competency, which may implicitly place non-Western cultures as "other" cultures that can possibly be mastered with enough effort.

OUTREACH

WHO DO YOU
CONTACT? HOW?

TRIBAL GOVERNMENTS

URBAN NATIVE AMERICAN
COMMUNITIES



Artwork Credit: Bobby Von Martin, Choctaw, CA resident

TRIBAL GROUPS

TRIBAL GOVERNMENTS

Governing bodies of tribal communities

TRIBAL REPRESENTATIVE ORGANIZATIONS

Organizations with legally-delegated authority from tribal governments

NATIVE AMERICAN ORGANIZATIONS

Lack governmental or representative authority, but serve Native populations



ADDRESSING INDIVIDUALS WITH RESPECT

**ELDER, CHAIRPERSON, TRIBAL REPRESENTATIVE, ADVOCATE,
COMMUNITY MEMBER, DIRECTOR, TRIBAL ADMINISTRATOR**



AGENDA DEVELOPMENT / EVENT PLANNING

- * COLLABORATIVE
- * EVENT LOCATIONS: TRIBAL GROUNDS/NATIVE URBAN CENTERS/NEUTRAL LOCATIONS
 - * BRING A GIFT WHEN VISITING TRIBAL LANDS FOR THE FIRST TIME
 - * HONOR TRIBAL LEADERSHIP, THEN TRIBAL COMMUNITY FIRST
- * ALLOW SPACE FOR BLESSINGS OR OTHER COMMUNITY NEEDS/HONORARIUM
 - * SHARE FOOD /REFRESHMENTS
- * ENSURE SPACE AROUND MEETINGS FOR INDIVIDUALS TO FULLY SHARE
- * TRANSPARENCY / SHARE NOTES OF DISCUSSIONS & DECISIONS AFTERWARD

CHALLENGES IN ENGAGEMENT

- WHAT IF A TRIBE IS NOT RESPONDING?
- NOT INCLUDING TRIBAL PARTNERS EARLY ENOUGH IN PLANNING
- CHALLENGES OF BUREAUCRACIES
- COMMUNICATIONS THAT HURT RELATIONSHIPS
- NOT GIVING ENOUGH NOTICE FOR OPPORTUNITIES FOR PARTNERSHIP
- ASKING FOR PARTNERSHIP, BUT NOT SHARING POWER & DECISION MAKING
- NOT PROVIDING STIPENDS OR ACCESSIBILITY OPTIONS
- ABSENCE OF HUMILITY AND/OR CONFLICT RESOLUTION SKILLS
- INCONSISTENCY

INCLUDING TRIBAL COMMUNITIES IN YOUR HHAP RACIAL EQUITY AND SYSTEM PERFORMANCE GOALS

- What are the Race Equity goals for your local homelessness response system (typically 1 -3 overarching goals)? → **SET RACIAL EQUITY GOALS**
- How are we being accountable to Native American Tribes & Native American Urban Communities?. **BE ACCOUNTABLE**
- How are we maximizing benefit and minimizing harm to Tribes and Native American Urban Communities? **MAXIMIZE BENEFIT & MINIMIZE HARM**
- What are the systemic and institutional barriers in place that act as additional constraints for Tribes & Native American Urban Communities? What are interventions to remove barriers to ensure equitable outcomes? → **IDENTIFY & REMOVE BARRIERS**
- How are we monitoring our progress to ensure that we are iterating rapidly to meet the goals while being accountable to those most impacted. → **CONTINUOUS QUALITY IMPROVEMENT**



QUESTIONS & ANSWERS

*Artwork Credit: Bobby
Von Martin, Choctaw, CA
resident*

“Look and listen for the welfare of the whole people and have always in view not only the present but also the coming generations, even those whose faces are yet beneath the surface of the earth – the unborn of the future Nation.”

The Consitution of the Five Nations

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Special Thanks to all of the Native American artists who shared their artwork for this presentation.