



Miskwaabikaang Ojibwemodaa Endaaso Giizhik

Red Cliff Ojibwe language 5-year comprehensive plan



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Miigwech gakina manidoog.

First, we'd like to acknowledge the gift of life from all the spirits: the four directions, the air we breathe, the water we drink, the earth on which we stand, the trees, the plants, the four legged beings, the birds, the fish, and all the other spirits, for without them, we do not exist.

Next, we acknowledge our ancestors. We thank them for holding onto the knowledge that they did. They suffered unimaginable hardships, they practiced diplomacy, they prayed, and they survived so that we, the next seven generations, may live a good life. We honor them by remembering and practicing what they suffered so greatly to keep.

We acknowledge our elders, the great ones. They tie our community together. They teach us wisdom, respect, love, humility, honesty, truth, and bravery. We thank our elders for the knowledge they keep and for the living history they teach.

We acknowledge our children and theirs, for seven generations to come. We thank them for having faith in us to provide the foundation for them to live a life of harmony and balance. We honor them by utilizing the earth we're borrowing from them in a good way.

We thank the Red Cliff Tribal Council, Tribal Historic Preservation Office, MICA, and the Cultural Resource Fund for believing in our community and the importance of our language. Thank you for providing the funds to develop a plan for our community and our future by laying a foundation for Ojibwe language fluency.

Last, we'd like to acknowledge our community. The people in our community have been eager to gain knowledge and shown readiness to learn. The values our community holds and making language revitalization a priority is a true commitment to healing trauma and loving our people.

Executive Summary

In 2018 the Red Cliff Band of Lake Superior Chippewa Indians applied and received funding from the MICA group and the Cultural Resource Fund to help our community regain fluency in Ojibwemowin. The funds were used to create an Anishinaabe Language and Culture Coordinator position, tasked with developing a comprehensive 5-year plan to lead our community on the path of fluency. Just as our language is alive and adaptable, this plan is a living document and can be adapted to better serve our community's needs to achieve fluency.

Our plan is outlined using a guide provided and developed by MICA, titled, Pathways on a Language Landscape: A Planning Guide for Native Language Revitalization. This guide was designed through inter-tribal collaboration and intends to help communities with language revitalization efforts. The Pathways guide helped us outline 9 focus areas for our community's plan: Awareness and Value of Language, Families, Intergenerational Involvement, Sovereignty and Policy, Materials and Documentation, Teaching and Training, Education, Language Use in Media, and Resources/Funding. We will go into detail in each focus area, outlining what our community is currently engaged in, and providing detailed planning on specific objectives for the next 5 years.

Utilizing the Pathways on a Language Landscape, as a guide, helped us use something that already exists and adapt it to make it tailored to Red Cliff Community. There were three focus areas that we've decided to go into more detail: Sovereignty and Policy, Teaching and Training, and Education. Because our Sovereignty and Policy include our tribal operations, we have created a sub-set under the broad title of Sovereignty and Policy focusing solely on Tribal Operations. Under the broad topic of Teaching and Training, we've created a sub-set of Language Speakers. Our immediate need for speakers in our community is the justification for the sub-set, exclusive, focus area of Language Speakers.

The data used to develop our comprehensive plan was sourced from the Red Cliff Tribal Census which was conducted in 2018, nine (9) Language Advisory Group meetings which averaged seven (7) community members attending, twelve (12) Staff Language planning meetings, Tribal Staff Questionnaires (completed by 25 staff members), a meeting with the School District of Bayfield administrators, two (2) questionnaires from Bayfield School staff, a language survey (35 participants), and conversations with individual community members. This compilation of data has allowed us to develop a plan which reflects the current condition, needs, and wants of the community.

Our community is excited and eager to utilize our comprehensive plan to improve the quality of life of our people through fluency in Ojibwemowin.

History of Red Cliff

Migration:

The Red Cliff Band of Lake Superior Chippewa Indians are a derivative of the LaPointe Band of Lake Superior Chippewa Indians; one band among the larger group of Anishinaabe people. Our people migrated to the shores of Gichi Gami (Lake Superior) because of a prophecy that was gifted to our people from the manidoog (spirits) through the dream world. This prophecy told the Anishinaabe to follow the miigis shell toward the setting sun, and that there would be seven stopping points. The final of which would be the place where our people would live forever; the place where the food grows on water. The migration prophecy brought us to where we are now. Our band, the Red Cliff Band, settled on and near Mooningwanekaaning Minis (Madeline Island).

Treaty Era:

The Anishinaabe of Gichi Gami engaged in many treaties with the United States Government. The most referenced of these treaties were made in the years 1836, 1837, 1842, and 1854. These 4 treaties ceded millions of acres of land to the United States Government. Though the land was ceded, our leaders made sure that they preserved the rights of usual occupancy on the land forever.

Removal Attempt:

The United States Government enacted a plan of deceit and ill intent on the Anishinaabe people of Lake Superior in 1850. The treaties established posts to receive annuity payments, one of which was at LaPointe on Mooningwanekaaning. The Bureau of Indian Affairs (BIA) moved the annuity payments to Sandy Lake, Minnesota, west of the Mississippi River, to comply with the Indian Removal Act. Our people traveled in the late fall and early winter to Sandy Lake to receive their annuity payments. When they arrived, the payments were not there. The government agents were late, the food was rotten, and the payments were less than what was promised in the treaties. Over 400 people in our Tribe perished from starvation, illness, and freezing conditions.

Our leadership, Bizhiki (Chief Buffalo) and his delegation, traveled to Washington DC to speak with the sitting President of the United States, Millard Fillmore. On their way to Washington DC, Bizhiki and his delegation made many stops to speak with the people of the United States, telling them our story. They had a petition to rescind the Removal Act, which many people along the way signed. After initially being turned away, they were finally able to speak with the President of the United States. Bizhiki, his delegates, and the President smoked the opwaagan (sacred pipe) and in time, came to an agreement that the Indian Removal Act would be rescinded and that the Anishinaabe would stay in their homeland until the end of time.

The Treaty of LaPointe in 1854 established reservations in our homelands in what is commonly known as Michigan, Minnesota, and Wisconsin, including the LaPointe Band, of which Red Cliff is a part. In the Treaty of 1854, Bizhiki, his family and followers reserved a tract of land in the northernmost part of the state known as Wisconsin, which later became the Red Cliff Reservation. **The future-focused thinking and actions of our leadership** has ensured that our people would live on in the place we call home.

Assimilation Era:

In the generations following the signing of the 1854 Treaty, though we were able to stay in our homelands without the threat of removal, policies passed by the United States government continued to adversely affect our membership. The most detrimental policies were aimed at assimilating our people into American society. The United States government used strategies such as dividing Tribal lands into individual allotments, boarding schools, and

relocation, as tools to eradicate the “Indian problem.” The results of these traumas are still felt among our people today.

During the assimilation era of our history, it was common for parents to refuse to speak the language to their children. It was thought that if children were brought up speaking Ojibwe, they would have a harder time in life; that they would be subject to the same pain and suffering as their parents and grandparents.

Today:

We have come a long way since the time of our grandparents being refused the right to speak their language., but the consequences of that refusal are seen. According to the Tribal Census, which was concluded in 2018, there are over 1,313 people living in Red Cliff. Of those counted in the census, over 76% said they spoke little or no Ojibwemowin and 71% Understood little or no Ojibwemowin. These staggering numbers are a direct result of Federal Indian Policy and traumas caused by Catholic Mission schools forbidding language and culture.

This is the story told all throughout Indian Country. The tenacity and resiliency of our community is encouraging. Many places have had the same dismal situation regarding language loss and high rates of people who don’t speak or understand their language. Places like Hawaii, Lac Courte Oreilles, and New Zealand have taken initiative to teach their children in the language, and we’ve seen, before our very eyes, the mental health, education, and positive sense of identity of the community has shown drastic improvement.

“When children are raised with their Native languages and the values and worldviews which are carried within the languages, they have a more secure sense of identity. The cultures embedded in Indigenous languages represent time-proven child rearing educational practices that helped Indigenous people to survive over countless generations, developing extended family, clan and community ties that provide strong support groups.”¹ In order to heal the traumas plaguing our community, understanding and remembering our way of life and language is the light that will bring our people out of the multi-generational traumas that have been inflicted upon us.

The cultures embedded in Indigenous languages represent time-proven child rearing educational practices that helped Indigenous people to survive over countless generations, developing extended family, clan and community ties that provide strong support groups.

¹ Reyhner, Jon (2017). Affirming identity: The role of language and culture in American Indian education
pg. 7

Vision

As a people, Ojibwemowin (Ojibwe language) is the foundation of our being. With our language we are able to live mino-bimaadiziwin (a good life). We see our language as a living part of our community. It provides us with our history as Anishinaabe, the history of the world of which we are a part, and guidance for enduring many of life's struggles. Achieving fluency in Ojibwemowin and raising first-language speakers in our community is necessary for our people to thrive.

Our community envisions a home where our children are brought up speaking and living our language. Our traditional way of life and our values system is built into Ojibwe ikidowinan (Ojibwe words). Language and culture revitalization is a necessary tool to combat the ills of our community. Studies show that when children are raised with their indigenous languages, they are more grounded in their identity, they do better in school, and are a lower risk for substance abuse. "Language reclamation is not merely, or even primarily, a linguistic one, but is profoundly linked to issues of educational equity, Indigenous self-determination, and the (re)construction of community well-being ..."² **Red Cliff community is committed to healing the traumas within our people through remembering our language and the guidance built within Ojibwemowin.**

² McCarty, T. L., & Nicholas, S.E. (2014). Reclaiming Indigenous languages: A reconsideration of the roles and responsibility of schools. *Review of Research in Education*, 38, pp. 106-136.

Community Values



Figure 1: Through Language Advisory Group Meetings, the Red Cliff Census (2018), and independent conversations with community members and youth, a set of values was established.

Healing Traumas	Language	Love	Fishing
Ceremony	Elders	Truth	Fish
Youth	Family	Bravery	Plants
Community	Ancestors	Helpfulness	Birds
Respect	Responsibility	Happiness	Health
Future 7 Generations	Land	Mashkiki (medicine)	Culture
Traditional Homelands	Humor	All Our Relations	
Humility	Manoomin (wild rice)	Animals	
Honesty	Respect	Fishing	

Awareness and Value of Language

Current condition:

Through the census the Tribe conducted in 2018 the current state of language understanding, and speaking abilities were identified:

Table 15 | Understanding of the Ojibwe Language

	Number of Responses	Percentage
No understanding	248	27.6
Very little understanding	394	43.9
Basic understanding	172	19.2
Good understanding	61	6.8
Very good understanding	11	1.2
Understand fully/fluent	4	0.4
Uncertain	8	0.9
Total	898	100.0

Table 16 | Proficiency in Speaking the Ojibwe Language

	Number of Responses	Percentage
No speaking proficiency	286	31.8
Very little speaking proficiency	407	45.3
Basic speaking proficiency	164	18.2
Good speaking proficiency	30	3.3
Very good speaking proficiency	8	0.9
Native speaker/fluent	4	0.4
Total	899	100.0

Over three-quarters (77.1%) of the surveyed population acknowledged speaking little or no Ojibwe, and 71.5% of population has no understanding or very little understanding of the language (see Table 15 and Table 16). Less than 10% were reported having good or better understanding and less than 5% had good or better speaking skills. However, 60.8% of households reported having members that are interested in taking Ojibwe language classes. Identifying mentors and exploring opportunities to integrate language into everyday activities that bridge generations may help revitalize the language before the few who are fluent are no longer able to pass on their knowledge.

The data from the census shows that we are in a time of need for action to revitalize our language. Over 60% of the households in our community have identified themselves as interested in increasing their knowledge and ability to speak Ojibwemowin.³

Our Tribe has identified the importance of Ojibwemowin through surveys, Language Advisory Group Meetings, and the 2018 census, and we believe in the value that our language has in providing a quality life to our people. We have hired an Ojibwe Language and Culture Coordinator to write and help implement a 5-year plan to help lead our community toward fluency. By taking the initiative, we're proving our commitment to sustaining and revitalizing our language.

Through the process of writing the plan, we've conducted a survey to assess personal and community goals, importance of language, most convenient means of learning, and barriers hindering community members from learning Ojibwemowin. The survey had 35 participants and identified a common theme of fluency in the long-term community goals portion.

The creation of a Language Advisory Group has been an instrumental tool in acknowledging need for learning and bringing awareness of language learning and speaking opportunities to our community. The Language Advisory Group has met nine (9) times thus far with an average of seven (7) participants at the meetings.

Goal:

Increase community awareness of language loss and recognition of the need for intervention. Inspire our community to recognize and believe in the value of Ojibwemowin.

Objectives:

- *Increase the number of households with members interested in learning Ojibwemowin from 60.8% to 75% in five (5) years.*

Strategies:

- *In our planning meetings we've come up with strategies to increase the community's value of the language. To meet our objective, the following activities will be carried out within (and continuing past) 5 years:*

Beginning in year one, we will develop a campaign to promote language use. This campaign will include a "phrase of the week challenge," "caught in the act," and sign-making. The "phrase of the week challenge" will be a continuation and inclusion initiative built onto the IT department's current "phrase of the week." The "caught in the act" strategy will provide incentive for our community to recognize and encourage more use of Ojibwemowin throughout our every-day activities (shopping at the store, visiting family, attending community events, etc.). People who are "caught in the act" will have their name placed in a drawing for a prize at the end of the month.

³ Red Cliff Tribal Census (2018)

Awareness and Value Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Awareness and Value of Language

Objective:

Increase the number of households with members interested in learning Ojibwe from 60.8% to 75% in 5 years

Outcome:

The community's value of language will increase

Milestone Activities	Outputs	People Involved	Start Date	End Date
"Phrase of the Week Challenge"	More community members will be involved in language via tribal media	Language, Communications, Community	April 2020	Ongoing
"Caught in the Act"	Community will consciously use Ojibwe to be put in for a drawing	Language, Divisions, Communications, Community	June 2020	Ongoing
Signage in the Community	There will be visual representation of the language	Language, Tech Ed Students, TNR, AINPS	June 2020	June 2021
Labels at Local Stores	There will be visual representation of the language at communal locations	Language, Buffalo Bay, LW, Petersons, Andy's	May 2020	December 2020

Tribal Sovereignty and Policy

Current condition:

Our current structure of governance is not culturally organic to Anishinaabeg. The framework of the current governing structure in Red Cliff was introduced in 1934 Under the Indian Reorganization Act. This is not to say we don't appreciate the work and leadership of our councils that were formed after the IRA, rather it is to acknowledge that it is not the leadership structure that was shown to us by manidoog. Under our current framework, "[t]he governing body of the Red Cliff Band of Lake Superior Chippewa Indians shall be a Tribal Council composed of nine (9) members who shall be chosen at an election..."⁴

"The territory of the Red Cliff Band shall consist of all the land and water within the original confines of the Red Cliff Reservation as defined pursuant to the Treaty of September 30, 1854 (10 Stat.1109), as well as such other lands and water as have been added or may here after be added thereto under the laws of the United States, except as provided by Federal law."⁵

Anishinaabeg izhichigewinan gigii-noopinazhimin odoodeminaanig. Originally, Anishinaabe way of life and leadership was to follow our clan teachings. Clanship helped determine many things, one of which was leadership roles. Because of our values as Ashinaabeg, our roles were not placed in a framework of hierarchy, but on an equitable plane with each clan rising to situations that pertained to their knowledge and roles.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Opening ceremony at Tribal Council Meetings</i>			<i>Treaty Day</i>	
<i>Resolutions include some language for place-names</i>			<i>Sandy Lake Memorial</i>	
<i>Advocate the importance of and support language revitalization efforts</i>				

⁴ Constitution and Bylaws of the Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin 1.3

⁵ Constitution and Bylaws of the Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin 1.1

Goal:

Assert our sovereignty to ensure our language survives and thrives.

Objective:

- *Declare Ojibwemowin the official language of Red Cliff.*

Strategies:

- *Conduct Tribal Member survey establishing desire for official language declaration.*
- *Research other Tribal Nations declarations of Tribal official language.*
- *Use language within Tribal Council publications (resolutions, press releases, agendas, etc.)*

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area(s):

Sovereignty and Policy

Objective:

Declare Ojibwe the official language of Red Cliff

Outcome:

Elevate the value and of our language and pride of our people. Strengthen Sovereignty

Milestone Activities	Outputs	People Involved	Start Date	End Date
Research similar declarations	Knowledge of best practice in declaring an official language	Language, THPO	April 2020	April 2020
Write draft declaration/resolution	A document to process via resolution	Language, THPO	April 2020	May 2020
Go through the resolution proposal process (division, legal, council)	A resolution proposal will be put on the Tribal Council Agenda	Language, THPO Legal, Council	May 2020	May 2020
Attend Council meeting to introduce/propose the resolution to council	Council will be informed and either pass or deny the resolution	Language, THPO Council	May/June 2020	May/June 2020
If resolution is denied Revise resolution and restart proposal process	Council will pass revised resolution	Language, THPO Legal, Council	June 2020	June 2020

Tribal Operations

Current Condition:

Tribal operations include all Tribal divisions, departments, and programs. Nearly all our programs are reliant on outside funding to operate.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Opening Ceremonies</i>	<i>Memorial Day Honor Ceremony</i>	<i>Red Cliff Pow Wow</i>	<i>1854 Treaty Commemoration</i>	<i>Storytelling</i>
<i>Cultural Protocol (offering tobacco, smudge, etc.)</i>		<i>Ojibwemowin Gabeshiwin (language camp)</i>	<i>Red Cliff Cultural Days</i>	<i>Biboon Gabeshiwin (winter camp)</i>
<i>Indigenous arts and science</i>		<i>Summer Gathering</i>	<i>Manoominikewin (ricing events)</i>	<i>Legendary Waters Pow Wow</i>
		<i>Wolf Camp</i>	<i>Omaskkooz Giiyosewin (elk hunt)</i>	
		<i>Indigenous arts and science summer knowledge</i>		

Goal:

Incorporate Language and Culture into internal and external day-to-day operations

Health and Wellness

Current condition:

According to the census, a main concern among the community is drug addiction rehabilitation and prevention.⁶ Studies show that the healing benefits of language and culture in Indigenous communities is pivotal in addressing addiction.⁷ Our health and wellness division is currently servicing our people’s needs in ways outlined below.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Program Names are in Ojibwemowin</i>	<i>Ziigwan Gathering</i>	<i>Wiigwaasikewin (Birchbark Crafts)</i>	<i>Fall Gathering</i>	
<i>Staff use in greetings, email, and voicemail</i>		<i>Pink Shawl Event- Breast Cancer awareness and education</i>		
<i>Clinic Rooms are named in Ojibwemowin</i>				
<i>Committee Names</i>				
<i>Sacred Medicines available (clinic)</i>				
<i>Language Table (Native Connections)</i>				
<i>Alt. Ed Class (Native Connections)</i>				
<i>Newsletter articles (Native Connections)</i>				
<i>Calendars (Noojimo’iwewin)</i>				
<i>Encouraged use of traditional medicines by health care providers</i>				

⁶ Red Cliff Tribal Census (2018)

⁷ Dell, C. et.al. Cultural interventions to treat addictions in Indigenous populations: findings from a scoping study (2014)

Goal:

Utilize culture and language to improve the health and wellbeing of our community.

Objectives:

- *Increase visual representation of language within Health and Wellness Division Buildings.*
- *Provide time for staff to learn Ojibwe language to better serve their clientele.*
- *Language and cultural service opportunities for clients at the Noojimo'iwewin Center*

Strategies:

- *Language Tables at each building.*
- *Collaborate with the school and Tribal Departments to formulate signs.*
- *Create a template for common building labels.*
- *Develop a document supporting health and wellness benefits of language and culture.*
- *Inventory objects, actions, and places that need labels for specific areas.*
- *Identify resources to provide culture and language teachings to target populations.*
- *Develop a schedule of learning opportunities at Noojimo'iwewin Center.*

Treaty Natural Resources

Current condition:

“The Treaty Natural Resources Division is dedicated to the preservation, protection, enhancement, and sustainable management of the Red Cliff Tribal Nation's natural resources in maintaining balance between healthy environment, economic goals, and future subsistence of all tribal members; ensuring that our future generations continue to enjoy the benefits of those places that are of significant historical, cultural, and environmental importance.”⁸

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Newsletter</i>	<i>Planting Ceremony (Mino- bimaadiziiwin Farm)</i>	<i>Open house</i>	<i>Harvest Celebration (Mino- bimaadiziiwin Farm)</i>	
<i>Comment Letters to permitting agencies (Environmental Justice LAMP)</i>	<i>Plant Giveaway (Mino- bimaadiziiwin Farm)</i>	<i>Garden Group</i>	<i>Manoomin reseeding (Project Coordinator)</i>	
<i>Beginning wildlife and forestry projects with a prayer and tobacco offering</i>	<i>Iskigamizigewin (Mino- bimaadiziiwin Farm)</i>	<i>Growing traditional medicines</i>		
<i>Traditional plant restoration projects (Project Coordinator)</i>				
<i>Signage at Frog Bay and Legendary Waters</i>				
<i>Comprehensive Plan including language/culture</i>				

Goal:

Incorporate Language and Culture into internal and external day-to-day operations to reflect the mission of the Treaty Natural Resources Department..

⁸ Red Cliff Webpage Treaty Natural Resources. www.redcliff-nsn.gov/divisions/TNRD/TNRD.htm

Objectives:

- *All TNR staff to know how to introduce themselves in Ojibwemowin.*
- *Provide opportunities for the community to learn to harvest and grow their own food.*

Strategies:

- *Language acquisition time for staff.*
- *Develop and expand on workshops to teach community about harvests.*
- *Develop a harvest mentorship to teach community members who want to know how to harvest/grow their own food.*

Family and Human Services

Current condition:

“The programs in the Family Services Division can assist in supporting the objectives of all programs, improve the lives of individuals and strengthen families. Below is a brief description of programs within the Family Services Division.

Elderly Programs, Family Violence Prevention Program, Indian Child Welfare, Kinship Care, Respite Care, Title VI-B, Youth Services, Brighter Futures Initiative, Child Support”⁹

<i>Endaaso Giizsoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Weekly Women’s Group (DV)</i>	<i>Gathering</i>	<i>Summer feeding</i>	<i>Manoominikewin teaching series</i>	<i>Storytelling</i>
<i>Sacred Medicine Availability (DV)</i>	<i>Iskigamizigewin</i>	<i>Wolf Camp</i>		<i>Language Table</i>
<i>Basic language use in communications with clients (Child Support)</i>				
<i>Signage in office (Child Support)</i>				
<i>Some language on Child Support program website</i>				
<i>“Encouraging Ojibwe words” flashcards</i>				
<i>Ojibwe animal coloring sheets</i>				
<i>Washing of the tears</i>				
<i>Big Drum</i>				

Goal:

Learn, teach, and expose all to Ojibwemowin.

Objectives:

- *All mission statement(s) written and spoken in the language by 2022.*
- *Increase daily language use by staff to include greetings and small conversational use.*

⁹ Red Cliff Webpage Family Services Home. www.redcliff-nsn.gov/divisions/FamilyServices/fs.htm

Strategies:

- *Translate program mission statements into Ojibwemowin*
- *Organize divisions programs to practice and learn how to say and understand the Ojibwe version of their mission statements*
- *Use bilingual mission statement on all materials that include programs' mission statements*
- *Include Ojibwemowin on all printed materials (including applications for services)*
- *Job titles written and posted in Ojibwemowin*
- *Bilingual signage*
- *Smudge/prayer before meetings*
- *Weekly division/program language table (ex. "lunch and learn")*
- *Provide incentives for language acquisition*

Tribal Courts

Current condition:

The Tribal Court is vested with jurisdiction over all violations of the Red Cliff Codes of Law and is the established justice system for the Red Cliff Tribe.¹⁰

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Marriage certification</i>				
<i>Hear cases from Red Cliff</i>				
<i>Uphold laws for Red Cliff</i>				

Goal:

Empower struggling families through culture and language.

Objective:

- *Establish a functional family healing to wellness court by 2023*

Strategies:

- *Hire a cultural consultant to assist with the courts*
- *Consult with local elders to help plan the functionality of the court*
- *Train and educate staff in language and cultural practices*
- *Identify and document ways that language and culture aid in healthy families and reunification*
- *Recruit elders to be part of the family support teams*

¹⁰ Red Cliff Webpage Inaakonigewin Information www.redcliff-nsn.gov/resources/popup/tribal_court.htm

Tribal Historic Preservation Office**Current condition:**

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Communications</i>	<i>Bazhiba'igewin (spearing)</i>	<i>Gete Anishinaabe Izhichigewin Field School</i>	<i>Treaty Day</i>	<i>Fishing/Netting</i>
<i>Tribal Member Hearings</i>	<i>Bagida'waawin (netting)</i>	<i>Ojibwemodaa Gabeshiwin (Language Camp)</i>	<i>Giiyosewi gabeshiwin (hunting camp)</i>	<i>Biboon Gabeshiwin</i>
<i>Language/ Culture coordinator</i>		<i>Pow Wow</i>		<i>TEK Storytelling</i>
<i>Language Advisory Group</i>				<i>Star Teachings</i>

Goal:***Implement Comprehensive Language Plan*****Objectives:**

- *Acquire funding to fund Language Plan*
- *Establish Cultural/Language new hire orientation topics to be implemented by 2021*
- *Organize twelve (12) Language Advisory Group meetings every year*

Strategies:

- *Utilize 3rd Party funds*
- *Research and apply for grants*
- *Research other Tribes' orientation topics*
- *Consult with the Language Advisory Group on Red Cliff language/culture topics for orientation*
- *Offer asemaa to members of Language Advisory Group*
- *Secure a site for meetings in advance*

Objective Workplans for Tribal Operations

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Health and Wellness</u>				
Objective: <u>Increase language and cultural service opportunities for clients at the Noojimo'iwewin Center</u>				
Outcome: Community members who participate at the Noojimo'iwewin Center will have a strong cultural foundation to build a sober life				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Identify resources for cultural and language teachings	A list of resources is available for use by Noojimo'iwewin and community	THPO, GLIFWC, Community, Noojimo'iwewin	May 2020	July 2020
Develop ideas for language and culture opportunities for the target population	Opportunities to learn language are available to users of the Noojimo'iwewin center	Language, Noojimo'iwewin, Community	July 2020	Ongoing
Develop a schedule of learning opportunities	A set schedule of language learning events is established to help people better plan to attend	Noojimo'iwewin, Community	July 2020	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Health and Wellness</u>				
Objective: <u>Increase visual representation of language within Health and Wellness Center buildings</u>				
Outcome: Language will be normalized, and reference tools will be easily seen				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Create a template for common labels in buildings (door, window, chair, have a nice day, how are you, etc.)	All buildings will have an easily accessible "blanket" label sheet	Language/ Communications	April 2020	June 2020
Inventory things within buildings that are unique to each	Buildings will have a list of objects/phrases for their unique space	Building leaders	April 2020	July 2020
Create labels for specific objects/phrases used within each building	Buildings with specific objects or commonly used phrases will be included in visual representations	Language/Communications	April 2020	July 2020

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Health and Wellness</u>				
Objective: <u>Provide staff time to learn language to better serve their clientele</u>				
Outcome: Staff will have a better understanding of the language and culture of the community they serve				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Develop a document with talking points on the benefits of language and culture relating to health and wellness	A document supporting reasons for language acquisition for staff during work hours	THPO, Language, RCCHC	April 2020	May 2020
Create language learning opportunities for staff during work time	Staff will have a better understanding of language to serve the community	RCCHC, HR, Language	July 2020	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Treaty Natural Resources</u>				
Objective: <u>All staff within the division will know how to introduce themselves in Ojibwemowin</u>				
Outcome: Staff will be better able to represent the community they serve in meetings with outside agencies				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Language acquisition time for staff (with focus on introductions)	Staff will learn Ojibwe Language	TNR, Language	April 2020	Ongoing
Identify resource person to teach TNR staff language	TNR will have access to language knowledge	TNR, Language, Community	April 2020	May 2020

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Treaty Natural Resources

Objective: Provide opportunities for the community to learn to harvest and grow their own foodOutcome: Community members will have the knowledge and skills to feed each-other and themselves

Milestone Activities	Outputs	People Involved	Start Date	End Date
Identify resources to teach harvest techniques and history	A list of community resources will be available to select instructors from	GLIFWC, TNR, THPO, Community	May 2020	June 2020
Identify resources to teach gardening skills	A list of community resources will be available to select instructors from	GLIFWC, TNR, BR Food Sovereignty, Minobimaadiziwin, THPO, Community	May 2020	June 2020
Develop a harvest mentorship program to teach community	Community members will learn to harvest foods	Community, TNR,	August 2020	January 2020
Establish community gardens within each housing division	Each housing division will have a community garden	RCCHA, Minobimaadiziwin, TNR, Community	April 2021	May 2021
Establish seed libraries throughout the community	There will be a repository of seeds available for use	Ginanda-gikendaasomin, Minobimaadiziwin, TNR, RCCHA, Community	March 2021	April 2021
Series of community feasts and learning sessions on topics of hunting, gathering, fishing, gardening	Gatherings promoting knowledge to our community are provided	TNR, Minobimaadiziwin, THPO, GLIFWC, Community	June 2020	Ongoing

Focus Area: <u>Family and Human Services- Child Support</u>				
Objective: <u>Increase daily language use by staff</u>				
Outcome: Child Support staff will understand cultural values through language and able to use knowledge to better serve clients.				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Provide incentives for language acquisition	Staff have incentive to learn language	Language, FHS, Child Support	July 2020	Ongoing
Weekly division/program language table “lunch and learn”	Time is dedicated to learning language together	Language Speakers, FHS Division Programs	June 2020	Ongoing
Bilingual signage	Visual language representation encourages use	Language, Child Support, FM	June 2020	June 2021
Job titles in Ojibwemowin	Staff reciting their titles will be speaking Ojibwemowin	FHS, Child Support	August 2020	January 2021
Include Ojibwemowin on all printed materials (including parent applications)	Staff will use Ojibwemowin to explain the application process and services provided on printed materials	FHS, Child Support, Language	August 2020	January 2021
Smudge/prayer before meetings	Prayer and smudge help learn and understand language by beginning in a clear mind.	FHS, Child Support	May 2020	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Family and Human Services

Objective:

Mission Statement(s) written and able to be spoken in Ojibwemowin

Outcome:

Ojibwemowin will be built into the mission of the Family and Human Services division and programs.

Milestone Activities	Outputs	People Involved	Start Date	End Date
Organize a worksheet with all programs mission statements	All mission statements for programs in the division are organized on a single document	FHS, Programs	May 2020	June 2020
Translate programs mission statements into Ojibwemowin	All programs have access to Ojibwe versions of mission statements for use	Language, FHS, Program staff	June 2020	October 2020
Organize division programs to practice and learn how to say and understand the Ojibwe version of mission statements	Division program staff have the ability to say and understand the mission of their programs in Ojibwemowin	FHS, Program staff, Language	October 2020	Ongoing
Use translated versions of mission statements on webpages and documents that include programs mission	Ojibwe mission statements are normalized and publicized for the community	FHS, IT	October 2020	January 2020

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area: Courts

Objective: Establish a functional family healing to wellness court

Outcome: Culturally based court operations will help heal and empower struggling families

Milestone Activities	Outputs	People Involved	Start Date	End Date
Hire a cultural consultant	Project will have a cultural consultant to guide program staff on cultural customs	HR, Courts	April-May 2020	September 2022
Consult with local elders to help plan	Local elders will guide the program to help fit the cultural values of the community	Community, Courts	April 2020	September 2022
Train and educate staff in language and cultural practices	Staff will understand the community values and responsibility they have in upholding values	Language, THPO, Spiritual leaders, Courts	July 2020	September 2022
Identify and document ways language and culture aid in healthy families and reunification	Documentation to support healthy families and reunification	Language, Courts, ICW, Families	July 2020	September 2022
Recruit elders to be part of the family support teams	There will be at least one elder for every family support team	Elders, Families, Courts, FHS Division	July 2020	September 2022
Secure additional funding	Project is funded	Planning, Courts	July 2020	January 2021

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Tribal Historic Preservation</u>				
Objective: <u>Acquire funding for language plan</u>				
Outcome: Language Plan will be funded and implemented				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Research funding sources	Itemized list of funding sources is organized	Language, THPO, Planning	April 2020	June 2020
Allocate 3 rd Party funds	Funds are available to utilize for language revitalization efforts	Language, THPO	April 2020	March 2022
Apply for grant funding	Grants are applied for	THPO, Language, Planning	June 2020	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Tribal Historic Preservation Office

Red Cliff Ojibwemodaa Endaaso Giizhik

Objective: Organize twelve (12) Language Advisory Group Meetings every year

Focus Area:

Tribal Historic Preservation

Outcome: Language Advisory Group meets once per month to discuss, assist, plan, and organize events and initiatives to help our community live a cultural life and achieve fluency in Ojibwemowin

Objective: Establish five (5) new hire orientation topics related to language and culture by 2021

Milestone Activities	Outputs	People Involved	Start Date	End Date
Outcome: Education will be available and implemented with new hires for the tribe				
Schedule meetings in advance (certain day of every orientation topic)	Meetings are scheduled for the same day and time every 9 months in Indian Country for new hire orientations related to Language and Culture.	Language, Language Advisory Group, HR, Language	May 2020	Ongoing
Reserve space for meetings in advance	Space is reserved for new hire orientations related to Language and Culture.	Language	May 2020	June 2020
Give asemaa to group members and ask them to commit to the group	Members are asked in a respectful way to help the community for whom they work through discussion and action topics ahead of time.	Language Advisory Group	May 2020	June 2020
Develop a list of important points for new hires to know, specific to Red Cliff Tribe	A standard of knowledge is established so all new hires have the same background information on the revitalization of the community for whom they work through discussion and action topics ahead of time.	THPO, Community, Elders, HR	May 2020	July 2020
Create agenda topics for meetings	Members know what orientation will look like	Language Advisory Group	May 2020	Ongoing monthly
Adapt other tribal orientations to fit our Tribe	We have an outline for what orientation will look like	HR	July 2020	October 2020
Write policy to outline mandatory orientation topics	Orientation policy can be approved by administration	HR	October 2020	December 2020
Identify Staff/Community members who can provide language/cultural orientation	We have more than one person identified as able to provide orientation to new hires	THPO, Community, Elders	April 2020	July 2020
Implement	Language and Culture portion of new hire orientation is in effect	HR, Administration	January 2021	Ongoing

Families

Current Condition:

According to the Tribal Census 60% of homes have at least one member of the household interested in learning Ojibwe language.¹¹ Our Tribal Historic Preservation Office (THPO), through our Language and Culture Program, conducted a survey which had identified that 94% of people who completed the survey would make a conscious effort to learn Ojibwemowin if their barriers were alleviated. The barriers identified in the THPO Language survey were, in order of most identified to least: time, shortage of teachers, lack of resources, the need for childcare, lack of exposure, hearing loss, and old age.¹²

Families are the cornerstone of our community. With 68 families within Red Cliff having one or more children attending the Early Childhood Center (ECC), this gives us the opportunity to utilize the ECC as a focal point in promoting and integrating Ojibwemowin into our children and families’ daily lives. Family involvement and participation in the ECC classrooms and activities is an integral part of the ECC’s operations. Because the ECC already has family participation, involving families in language acquisition can be achieved through the existing network.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Language Tables</i>	<i>Iskigamizigewin</i>	<i>Pow Wow</i>	<i>Giiyosewin</i>	<i>Netting through ice</i>
<i>ICW Cultural Teachings</i>	<i>Northland College Pow Wow</i>	<i>Traditional Food Gathering</i>	<i>Manoominikewin</i>	<i>Dibaajimowinan/ Aadizookanan (storytelling)</i>
<i>Feasts</i>	<i>Bazhiba’igewin</i>	<i>Wiigwaasikewin</i>	<i>Garden harvests</i>	<i>Winter pow wows</i>
<i>Clanship roles/teachings</i>	<i>Traditional food Gathering</i>	<i>Ceremonies</i>		<i>Snowshoeing</i>
	<i>Bayfield School Pow wow</i>			<i>Mitten Making</i>
				<i>Beadwork</i>

Goal:

Support families in becoming language speakers.

Objectives:

- *Establish 5 yearly recurring language-based community and family gatherings in the community.*
- *Eliminate 50% of identified barriers to learning Ojibwemowin.*
- *Provide audio resources families.*

Strategies:

¹¹ Red Cliff Tribal Census 2018

¹² Red Cliff Ojibwe Language Survey 2019

- *Collaboration between community groups and Tribal Programs to increase Ojibwemowin in current community events.*
- *Create Language specific gatherings (game nights, bingos, storytelling, seasonal feasts).*
- *Make learning materials (books, worksheets, etc.) available and easily accessible to community.*
- *Begin initiative to provide access to audio resources.*
- *Create pamphlets with information on language resources*

Families Objective Workplans

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Families</u>				
Objective: <u>Establish 5 recurring language-based community and family gatherings in the community by 2022</u>				
Outcome: Families will have opportunities to socialize and have interpersonal use of language in a fun and productive setting.				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Survey interested families using multiple avenues to establish best days/times to host activities	We have a dataset of when we have most families available	Communications, Community, ECC, Bayfield School	May 2020	June 2020
Create a spreadsheet of possible gatherings which includes dates and recurrence	Organization of gatherings to ease planning	Community, Language	June 2020	July 2020
Collaborate with community groups and programs to integrate more intentional language use into existing gatherings	Gatherings that are already organized have more language	Program staff, Language, Community groups	August 2020	January 2021
Create and acquire materials for family gatherings (language bingo cards, memory games, cards with Ojibwe numbers, arts/craft language, etc.)	Materials are readily available for use when gatherings happen	Language, ECC, Community	September 2020	January 2021

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Families

Objective: Eliminate 50% of identified barriers to learning Ojibwemowin

Outcome: Eliminated barriers will encourage more families putting effort into learning Ojibwemowin

Milestone Activities	Outputs	People Involved	Start Date	End Date
Make printed learning materials available and easily accessible to community	Community can access materials to learn, addressing the barrier of lack of resources	Communications, Library, Language	May 2020	June 2020
Create and distribute pamphlets with language resource information	Community will have access to a comprehensive list of resources that are available to learn Ojibwemowin	Communications, Language, Community	June 2020	July 2020
Explore possibility of language teacher home-visiting program	The barrier of time to go to language classes/activities is addressed through home-visit teaching	ECC, Language, Bayfield School, LCOOCC, Human Services	August 2020	October 2020
Recruit language teachers	The barrier of shortage of teachers is addressed	Language, ECC, Community, Language Speakers	October 2020	December 2020
Ensure language activities specific for children is available at gatherings and language tables/classes	Children are learning language and the barrier of childcare is addressed	ECC, Language Speakers, Community, Language, Tribal Programs	June 2020	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area: **Families**

Objective: Provide Audio Resources for families

Outcome: Families will have the access and ability to hear the language in home

Milestone Activities	Outputs	People Involved	Start Date	End Date
Secure funding for audio resources	Ability to purchase equipment	Planning, Language Dept, ECC, Zaagichigaaowin	August 2020	December 2020
Convert media to digital MP3	Digital supply of language resources	IT (communications), Language Dept	September 2020	January 2021
Purchase MP3 players and speakers	A medium which is easily utilized by families to listen to language	Language, ECC	January 2021	February 2021
Download language MP3 files to MP3 players	MP3 players stocked and ready to get distributed to families	IT (communications), Language Dept	February 2021	April 2021
Coordinate with baby welcome and ECC to distribute resources	Families have the resources free and accessible	ECC, Language, Zaagichigaaowin	April 2021	Ongoing

Intergenerational Involvement

Current condition:

Intergenerational involvement is a crucial part of language revitalization and creation of first-language speakers. In our Ojibwe culture and within our community, intergenerational involvement encompasses all people within our community. It's not only children and elders, it's all generations of people and is not constricted to family groups. Everyone has a valued place in our community; single people, childless adults, families, grandparents, elders, children; everyone.

There are many cultural harvests and community events that foster intergenerational relationships. It was identified in the Treaty Natural Resources (TNR) survey that an average of 23.75% of TNR survey takers currently harvest and would like to more, and that an average of 35% of TNR survey takers currently do not, but would like to participate in various harvests.¹³

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Breakfast with (mom, dad, grandparents, uncles, aunts, etc) at ECC and Bayfield School</i>	<i>Iskigamizigewin (sugarbush)</i>	<i>Wewebinaabiiwin (fishing with a pole)</i>	<i>Giiyosewin (hunting)</i>	<i>Bagida'waawin (netting)</i>
<i>Multi-generational households</i>	<i>Waagaaginekewin (fiddlehead fern gathering)</i>	<i>Bagida'waawin (netting)</i>	<i>Bagida'waawin (netting)</i>	<i>Adizookaanan (stories)</i>
	<i>Zhigaagawanzhiigewin (Wild leek harvest)</i>	<i>Mawinzowin (berry picking)</i>	<i>Manoominikewin (wild rice harvest/processing)</i>	<i>Akwa'waawin (spearing through ice)</i>
	<i>Bazhiba'igewin (spring spearing)</i>	<i>Wiigwaasikewin (gathering birch bark)</i>	<i>Fall fest</i>	
	<i>Bagida'waawin (netting)</i>	<i>Language Camp</i>		
	<i>Ziigwan Gathering event</i>	<i>Red Cliff Culture Days</i>		
		<i>Summer Gathering</i>		
		<i>Pow Wows</i>		
		<i>Wolf Camp</i>		
		<i>Ceremonies</i>		

¹³ Red Cliff TNR Survey 2019

Goal:

Bridge the generational gap in order to engage all generations in language and cultural revitalization efforts.

Objectives:

- *Create 8 recurring opportunities for our youth and the age group in the middle to interact with and learn from elders in our community by 2021*

Strategies:

- *Identify barriers*
- *Involve young people in programming*
- *Address intergenerational oppression*
- *Provide space for elders and young people to teach*
- *Utilize stories and knowledge through documented oral interviews (1970's and 2020's);*
- *Intergenerational pairing activities*
- *Acknowledge and capture bilingual attributes*

Intergenerational Involvement Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Intergenerational Involvement**Objective: Create more opportunities for our youth and the age group in the middle to interact with and learn from elders in our community****Outcome: Language and culture acquisition will involve all generations working together**

Milestone Activities	Outputs	People Involved	Start Date	End Date
Identify barriers	Barriers are identified and can be addressed	Elders, Youth, Middle group, Childless adults, extended families	June 2020	September 2020
Involve young people in planning	Young people are involved and feel pride	Elders, Youth, Middle group, Childless adults, extended families	June 2020	September 2020
Address intergenerational oppression	Intergenerational oppression is addressed and begins to be alleviated	Elders, Youth, Middle group, Childless adults, extended families	June 2020	Ongoing
Provide space for elders and youth to teach	Space is provided to share intergenerational knowledge	Elders, Youth, Middle group, Childless adults, extended families, Planning	September 2020	Ongoing
Utilize stories and knowledge through documented interviews (1970s-2020)	Intergenerational teachings are administered via existing resources	Elders, Youth, Middle group, Childless adults, Extended Families, Language	September 2020	Ongoing
Intergenerational pairing activities (similar to master/apprenticeships)	Partnerships are formed among people of all generations	Elders, Youth, Middle group, Childless adults, extended families, Language	January 2021	Ongoing
Acknowledge and place value on bilingual attributes	Elders are valued for the knowledge they have, no matter the language they use	Elders, Youth, Middle group, Childless adults, extended families	April 2020	Ongoing

Materials and Documentation

Current condition:

There is a variety of audio and print materials available to learn Ojibwemowin. Some materials are available online and in Red Cliff's Ginanda-gikendaasowin Library. Individual community members have materials from their personal collections. The material resource that our community is lacking is one of the most effective and important means of learning: human resources, language speakers.

Goal:

Create and maintain an easily accessible repository of language learning materials, documentation, revitalization data and research for the community.

Objectives:

- *Establish a language center within the community by 2025.*

Strategies:

- *Secure a site/ facility for a language center.*
- *Purchase language resources for the community.*
- *Secure funding for a staff (language speaker) position to operate within the language center.*

Materials and Documentation Objective Workplans

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Materials & Documentation</u>				
Objective: <u>Procure a site for a language center</u>				
Outcome: Physical space open to the community for language & culture normalization				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Inventory existing buildings/spaces	Having a comprehensive list of options for a facility	FM, TC, P&P, THPO	August, 2020	September, 2020
Evaluate existing options & community input	Determine most suitable options	PAC, Zoning, Community posting, TC	September, 2020	December, 2020
Begin PAC review process	Obtain all necessary permits & other materials	PAC, Community, Lang. Dept., TC	January, 2021	July, 2021

Teaching and Training

Current condition:

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Language classes</i>		<i>Language Camp</i>		
<i>Bayfield School</i>				
<i>Community Language Tables</i>				

Goal:

Invest in increasing teaching capacity to sustain long-term language instruction.

Objectives:

- *Establish a successful language teacher training program to train and certify 3 teachers to teach in Ojibwemowin by 2025.*

Strategies:

- *Develop certification criteria for varying levels of language teaching.*
- *Learn modern words to teach through language*

Language Speakers

Current condition:

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Language table</i>	<i>ECC Sugarbush</i>	<i>Language Camp</i>		<i>Storytelling/Star teachings with Mary Moose</i>
<i>Bad River Community language table</i>		<i>Neighboring communities' language camps</i>		
<i>Social media Ojibwe language groups</i>				
<i>Individual community member connections to language speaker</i>				

Goal:

Acquire language speakers to help teach and train future speakers.

Objectives:

- *Establish one successful model of supporting language teachers and learners by 2022.*

Strategies:

- *Identify language speakers and their needs*
- *Satellite learning*
- *Build relationships with speakers and communities with fluent speakers*
- *Provide opportunities and support for people learning language*

Language Speakers Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik		Project Year 1		
Focus Area: <u>Language Speakers</u>				
Objective: <u>Identify 20 language speakers in one (1) year</u>				
Outcome: Progress towards securing language speakers for our community.				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Survey to ID language speakers or potential language speakers.	Potential language speakers are identified.	Language Dept., community.	April, 2020	December, 2020
Inventory of ID'ed language speakers/resources	Focused list of language speakers interested in helping our community	Language Dept.	December, 2020	January, 2021
Once language speakers are ID'ed, generate a needs assessment for them (What do you need?).	Focused list of likely language speakers' needs.	Language Dept., identified language speakers.	January, 2020	April, 2021

Red Cliff Ojibwemodaa Endaaso Giizhik		Project Year 2-5		
Focus Area: <u>Language Speakers</u>				
Objective: <u>Obtain 3 Language speakers in 5 years</u>				
Outcome: Community will have access to language speakers				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Draft community service agreement to incl. expectations	Agreement is made to secure speakers	Speakers, Legal, Language, HR	August 2020	October 2020
Create a paid position to be a speaker in the community (work at language center)	Speaker is accessible and has his/her financial needs met	HR, Language, Planning, Speakers	January 2021	July 2021
Support community members that want to go to other communities to learn	Community members are supported in their journey to fluency	Community, Speakers, outside communities, Language, TC, Planning	September 2020	Ongoing
Provide incentive for language learners/speakers to come/stay in Red Cliff	Incentives help retain speakers to teach in the community	Planning, Language, TC, Business	May 2020	Ongoing

Education

In our community, education is not limited to schools. We view education as any situation where learning and growth happens. Our community values both formal and informal education. Within the realm of formal education, the Johnson O'Malley (JOM) parent survey indicated that it is very important for children to learn Ojibwemowin in school. Outside of formal education, Red Cliff community members identified a need for more language-learning opportunities in the community.¹⁵ Our community has both formal and informal education venues, and trained community members to teach students of all ages.

Current condition:

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Johnson O'Malley Committee</i>	<i>LCOOCC Classes</i>	<i>Berry/plant harvest</i>	<i>LCOOCC Classes</i>	<i>LCOOCC Classes</i>
	<i>University Language classes (satellite and in- person)</i>	<i>Birch bark Harvest</i>	<i>University Language classes (satellite and in- person)</i>	<i>University Language classes (satellite and in- person)</i>
	<i>Sugarbush</i>	<i>Fishing education</i>	<i>Wild Ricing events</i>	<i>Storytelling</i>
	<i>Spearfishing and netting events</i>	<i>Mushroom harvests</i>	<i>Treaty Day Education</i>	<i>Mitten Making</i>
			<i>Sandy Lake Tragedy</i>	<i>TEK</i>

Goal:

Collaboration between all educational programs/centers to provide language instruction designed to achieve fluency.

Objective:

- *Create and sustain a successful immersion program for the community by 2025*

Strategies:

- *After-school immersion program*
- *Language-based childcare*
- *Attend immersion language table in neighboring communities*
- *Secure a space with the capacity for community-oriented learning*
- *Utilize wellness curriculum*

Education Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik		Project Year		
Focus Area: <u>Education</u>				
Objective: <u>Create and sustain a successful language and culture immersion program for the community</u>				
Outcome: Community will have the opportunity will be immersed in language/culture and learn more efficiently				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Identify current community condition of language and culture education	There's an understanding of the level of knowledge in the community	Language, Planning, Community, Education	July 2020	December 2020
Secure a space with the capacity for community-oriented language/culture learning	Community has a space to gather and learn together	Planning, PAC, FM, Accounting	August 2020	January 2022
Attend immersion spaces in neighboring communities	Information is gathered on immersion practices in other communities	Community, Language, Education	July 2020	June 2021
Utilize wellness curriculum	An established curriculum is utilized to promote/ teach language and culture	Education, Language	August 2020	Ongoing
After-school immersion program for community	Immersion program is at a time that is convenient for working families and school-aged students	Education, Language, Bayfield School, Youth Services, Community	September 2020	Ongoing
Language-based childcare	Adult/ extended families focus on their learning while the children of the community are cared for and hearing language	ECC, Language, Youth Services, Community	September 2020	Ongoing

Early Childhood Center

Current condition:

“The ECC’s mission is to use Traditional Ojibwe values to guide efforts to promote the spiritual, emotional, physical, and cognitive wellness of the children, families, and community we serve.”¹⁴ The Early Childhood Center (ECC) is a facility in Red Cliff which houses the following programs: Center based and home-based early childhood education and head start. Early childhood serves children and families from ages 6 weeks-3 years old. Head start serves children and families from age 3-5 years. Some language use exists, and cultural values are taught within the facility. There is an assessment tool currently being used (colors, animals, etc.). There is a cultural curriculum that needs to be reviewed and updated.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Language use in classrooms</i>	<i>Iskigamizigewin (sugarbush)</i>	<i>Summer gathering</i>	<i>Animal names</i>	<i>Storytelling</i>
<i>Classrooms are named in Ojibwe</i>	<i>Seasonal language</i>	<i>Seasonal language</i>	<i>Seasonal language</i>	<i>Seasonal language</i>
<i>Newsletters</i>				
<i>Home-based language emphasis</i>				
<i>Traditional values emphasized and</i>				

Goal:

Provide more language to students and families.

Objectives:

- Utilize language & culture curriculum at all times*
- Re-establish grandparent program with 5 elders in the facility by 2025*
- Hire one fluent speaker to assist in language learning for staff and students by 2024*

Strategies:

- Review curriculum.*
- Revise and update curriculum.*
- Labeling all things in the classroom (soap, sinks, toothbrush, etc.)*
- Create flip cards for language reference for teachers.*
- Review and revise previous grandparent program.*
- Create and maintain relationships with elders in the community*
- Provide incentive for community knowledge holders to volunteer in the classrooms*

¹⁴ Early Childhood Center Website
pg. 52

Early Childhood Center Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Early Childhood Center</u>				
Objective: <u>Utilize language & culture curriculum at all times</u>				
Outcome: Teaching objectives and standards are outlined and utilized equitably in all classrooms				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Review, revise, and update curriculum	Curriculum is updated	ECC	July 2020	June 2021
Use and add to materials that were created with past ANA funds	Materials for language and culture teaching/learning are used	ECC	July 2020	December 2020
Provide language and culture learning opportunities for staff during paid time	Staff are better equipped to teach Language and Culture Curriculum	ECC, HR	August 2020	Ongoing
Create resource flip-cards for staff to keep on their person	Teachers have a reference guide wherever they are in the classroom	ECC, Language	August 2020	October 2020

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Early Childhood Center</u>				
Objective: <u>Re-establish Grandparent Program with 5 elders in the facility by 2025</u>				
Outcome: Having in-class elders will provide children with wisdom and guidance from community elders				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Review and revise previous grandparent program	Existing outline for grandparent program is updated	ECC, Elders	July 2020	December 2020
Create and maintain relationships with elders in the community	Relationships with elders are made and/or continued	ECC, Community, Elders	July 2020	Ongoing
Provide gifts to community elders and other knowledge holders in the community to volunteer in the community	Elders and knowledge holders are given gifts to honor their knowledge and time	ECC, Community, Elders	January 2021	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area: **Early Childhood Center**

Objective: **Hire a fluent speaker to assist teachers and students in learning Ojibwemowin by 2024**

Outcome: **Teachers and students have a fluent resource to learn language from**

Milestone Activities	Outputs	People Involved	Start Date	End Date
Utilize list of known Ojibwe language speakers	Speakers on the list can be contacted	ECC, Language	December 2020	Jan 2021
Research other Tribal Schools language teacher pay/benefits	Average pay and benefits for language speakers is known	ECC, Language	August 2020	September 2020
Fund and write position for fluent speaker(s)	Position is created	ECC, Planning	January 2021	July 2021
Recruit Ojibwe Language speakers to work in the ECC	Language speakers are recruited to work at ECC	ECC, Language	July 2021	September 2021

Bayfield School District

Current condition:

There are currently 3 full-time Ojibwe Language Instructors at the Bayfield School District. The Elementary Language Program provides 40 minutes of instruction to students one time per week throughout the school year. The Middle School Language Program provides 50 minutes of instruction to students five times per week for six weeks. The High School Language Program is elective. Students can participate in Language 1, 2, and 3. Wisconsin Indian History, Indian Arts and Crafts, Myths and Legends, and Indians of the Americas are classes that are also available for high school students to attend.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Language incorporated in elementary classes</i>	<i>Iskigamizigewin (sugarbush)</i>	<i>Summer school harvest</i>	<i>Frog Bay visit/ living history</i>	<i>Storytelling</i>
<i>Baga'aadowewin (lacrosse)</i>	<i>Planting traditional foods</i>	<i>Seasonal language</i>	<i>Ojibwe signage making</i>	<i>Snowshoeing</i>
<i>Afterschool Program language</i>	<i>Spearfishing teachings</i>		<i>Treaty harvests (Alt Ed)</i>	<i>Beading</i>
<i>Monthly Pow Wows</i>	<i>Seasonal language</i>		<i>Manoomin teachings</i>	<i>Grandfather teachings</i>
<i>Current issues: water, land, treaty rights</i>			<i>Archeological dig presentation attendance</i>	<i>Seasonal language</i>
<i>Federal Indian Policy Eras</i>			<i>Longhouse construction</i>	
<i>Language and culture represented throughout the school</i>			<i>Seasonal language</i>	
<i>Teachings of Ogemaawag (chiefs)</i>				
<i>Ojibwe Language classes for grades K-5 (40 minutes/week)</i>				
<i>Ojibwe language class for grades 6-8 (50 minutes/day/6 weeks)</i>				
<i>Ojibwe Language 1, 2, and 3 for grades 9-12</i>				

<i>(elective: prerequisites for 2 and 3)</i>				
<i>Wisconsin Indian History</i>				
<i>Arts and Crafts</i>				
<i>Word of the week in the newsletter</i>				

Goal:

Increase language exposure and use throughout the School District.

Objectives:

- *Develop power standards and assessments for each grade level.*
- *Develop a curriculum surrounding Ojibwe language and culture for the Bayfield School District.*
- *Increase language exposure for all staff and students.*

Strategies:

- *Bayfield School Administration will begin to write curriculum and set power standards for language acquisition pertinent to each grade level*
- *School District and the Tribe will help prepare staff for a “blended” teaching approach to language.*
- *Formulate a language resource list for all staff (common phrases, sound charts, online and human resources, etc.) to help them incorporate more language into conversations and teaching with students.*
- *Utilize the existing morning collaboration time to help teach staff language, to inspire them to believe in the importance of our language, and to help increase their comfortability with using Ojibwemowin.*

Bayfield School District Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Bayfield School District</u>				
Objective: <u>Develop power standards and assessments for each grade level</u>				
Outcome: Age and grade appropriate standards and assessments are established to foster and measure growth in Ojibwe language development				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Coordinate with schools that have established Indigenous Language teaching standards and assessments	Access to existing standards and assessment tools	Bayfield School Admin, Other School Districts	June 2020	September 2020
Collaborate with community to set expectations	Parents and community members are consulted on plans and expectations for students' language learning	Bayfield School Admin, Community	June 2020	September 2020
School staff set power standards and assessment measures for each grade	Standards and assessments are in place to foster and measure growth	Bayfield School Admin	September 2020	August 2021
Biannual assessments	Assessment of language development	Bayfield School Staff, Students	September 2021	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Bayfield School District

Objective:

Develop a curriculum surrounding Ojibwe Language and Culture for the Bayfield School District

Outcome:

A developed curriculum guides instruction on language and culture-oriented teaching

Milestone Activities	Outputs	People Involved	Start Date	End Date
Bayfield School Administration and the Tribe prepare staff for blended curriculum	Staff learn how to teach subjects using Ojibwe language and worldview	Bayfield School Staff, Language, Education, JOM	August 2020	August 2021
Consult with the community on Language and Culture Curriculum development	Community is involved in the development of curriculum	Bayfield School, JOM, Community	June 2020	September 2020
Bayfield School Administration write Ojibwe language and culture curriculum for the District	Curriculum is written	Bayfield School Admin	August 2020	August 2021
Implement language and culture curriculum	Language and culture curriculum is implemented	Bayfield School Staff	September 2021	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Bayfield School District</u>				
Objective: <u>Increase language exposure for all staff and students</u>				
Outcome: Staff and students will learn more language through increased exposure				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Utilize the existing morning collaboration time to help teach staff language	Staff learns more language	Bayfield School Staff	September 2020	Ongoing
Inspire staff and students to believe in the importance of Ojibwemowin	Staff and students are committed to language revitalization	Bayfield School Staff, Students	September 2020	Ongoing
Help increase staff comfortability with using Ojibwemowin	Staff is more comfortable using language in all settings	Bayfield School Staff	September 2020	Ongoing
Recruit language speakers in the community to volunteer to help teach staff	Community volunteers are used to teach language to staff	Community Speakers, Bayfield School Staff	July 2020	August 2020
Label all things in school in Ojibwemowin	Language representation is visible throughout the school	Bayfield School Staff, Language, Students	June 2020	September 2020
Use Ojibwemowin in morning announcements	Language is spoken and heard during the morning announcements daily	Bayfield School Staff, Students	September 2020	Ongoing

Language Use in Media

Current condition:

The Red Cliff Tribe uses various forms of media to provide information to the community. Programs and community groups who advertise events often utilize Ojibwemowin in their event flyers and announcements.

<i>Endaaso Giizisoon Izhichigewinan (All Seasons Activities)</i>	<i>Ziigwani Izhichigewinan (Spring Activities)</i>	<i>Niibini Izhichigewinan (Summer Activities)</i>	<i>Dagwaagini Izhichigewinan (Autumn Activities)</i>	<i>Bibooni Izhichigewinan (Winter Activities)</i>
<i>Tribal Newsletter Phrase of the Week</i>	<i>TNR Newsletter</i>	<i>TNR Newsletter</i>	<i>TNR Newsletter</i>	<i>TNR Newsletter</i>
<i>Tribal social media page features videos with Ojibwemowin</i>	<i>Seasonal event flyers utilize Ojibwemowin</i>	<i>Seasonal event flyers utilize Ojibwemowin</i>	<i>Seasonal event flyers utilize Ojibwemowin</i>	<i>Seasonal event flyers utilize Ojibwemowin</i>
<i>Tribal TV Channel</i>				

Goal:

Promote language use in all forms of media to increase relevance to our daily lives

Objectives:

- *Increase audio and print exposure to language throughout the community*
- *Expand social media presence to 3 more platforms by 2022*
- *Create monthly newspaper cartoons, comic books, and motion comics in Ojibwemowin*

Strategies:

- *Ojibwe audio lessons on the Red Cliff Tribal TV channel*
- *Ojibwe music, audio lessons, and stories on the speakers in Tribal buildings*
- *Add an Ojibwe Language page to the Tribal Webpage*
- *Create Tik-Tok, Instagram, and Twitter accounts for the Tribe*
- *Ojibwe language podcasts*
- *Cartoons dubbed in Ojibwe added to the Tribal TV channel and social media pages*
- *Comic books and motion comics*
- *Ojibwe vines created and posted to social media pages*

Language Use in Media Objective Workplans

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Language Use in Media</u>				
Objective: <u>Increase audio and print exposure of language throughout the community</u>				
Outcome: Community members and staff will learn Ojibwemowin by hearing and seeing it in commonplaces throughout the community				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Language lessons played on the radio in the tribal office	Staff and visitors hear language lessons while working	IT, Language	August 2020	Ongoing
Language lessons background on the Tribal TV Channel	People have a resource to hear language lessons available at all times in their home	IT, Language	August 2021	Ongoing
Podcasts	Varying topics of language teaching is projected through podcasts	IT, Language	February 2021	Ongoing
Stories and songs recorded in Ojibwemowin and distributed to commonplaces in the area (stores, casino, youth center)	Language based audio entertainment is consistently audible in commonplaces	IT, Language, Community stores, Youth Center, Casino	January 2021	July 2021
Add a Language page to the Tribal Webpage	Language learning resources are available at all times on the Tribal Webpage	IT, Language	January 2021	April 2021

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area: **Language Use in Media**

Objective: **Expand the Tribe’s social media presence by 3 more platforms by 2022**

Outcome: **Presence on more social media platforms will increase the range of reach of information**

Milestone Activities	Outputs	People Involved	Start Date	End Date
Create accounts on Twitter, Tik Tok, Instagram, etc.	The Tribe has more platforms to reach more people	Communications, Language	July 2020	August 2020
Create vines in Ojibwemowin	Vines are posted on all social media accounts	Communications, Language	August 2020	Ongoing
Have daily phrases in video, text, or picture format	Different media forms of language saturate all Tribal social media accounts	Communications, Language, Community	August 2020	Ongoing
Coordinate with speakers to dub over cartoons and post on social media pages, Tribal Webpage, and the Tribal TV channel	Cartoons dubbed in Ojibwe provide entertainment for families and are available on social media	Communications, Language, Language speakers	July 2021	Ongoing

Red Cliff Ojibwemodaa Endaaso Giizhik

Focus Area:

Language Use in Media

Objective: Create monthly newspaper cartoons, comic books, and motion comics in Ojibwemowin

Outcome: Print media is available for entertainment for community

Milestone Activities	Outputs	People Involved	Start Date	End Date
Acquire cartoonists	Cartoonist available to draw comics and cartoons	Communications, artists	July 2021	June 2022
Develop storylines in Ojibwemowin	Storylines for multiple print media are developed	Communications, Language, community	July 2021	Ongoing
Research printing options	Knowledge of options for printing media to make better educated decisions	P&P, Communications, Printing companies	July 2021	December 2021

Funding and Resources

Current condition:

In the past, our Tribe has received funding to engage in language and culture revitalization initiatives. Some of these programs include Brighter Futures Initiative, MICA, Native Connections, and ANA projects at the Early Childhood Center.

In order to effectively implement and support a comprehensive language plan, the Tribe/community must secure funding. The following are different types of funding that we will try to secure.

Goal:

Secure funding from different sources to sustain Language Plan initiatives.

Objective:

- *Develop a comprehensive list of funding and implementation strategies by 2021.*

Strategies:

Grants:

- *Utilize our Comprehensive Language Plan to apply for funding.*
- *Research and apply for funding for language revitalization initiatives.*
- *Research and apply for funding for Natural Resource initiatives and include language and culture revitalization within the grant applications.*
- *Research and apply for funding for Family Service initiatives and include language and culture revitalization within the grant applications.*

Fundraisers:

- *Organize fundraising strategies to fund language initiatives.*

Donations:

- *Write a brief on the purpose of soliciting donations.*
- *Setup donation boxes around the Chequamegon Bay area.*

Funding and Resources Objective Workplan

Red Cliff Ojibwemodaa Endaaso Giizhik				
Focus Area: <u>Funding and Resources</u>				
Objective: <u>Develop a comprehensive list of funding and implementation strategies</u>				
Outcome: <u>An organized plan will help us obtain and execute funding strategies effectively</u>				
Milestone Activities	Outputs	People Involved	Start Date	End Date
Research grant options	Grants which are available are known	Planning, Language, Language Advisory Group	May 2020	July 2020
Brainstorm fundraising strategies both online and in person	Variety of fundraising strategies are planned	Language Advisory Group, Communications	May 2020	July 2020
Brainstorm strategic placement of collection and donation containers	Donation containers are located in optimal places and a collection strategy is planned	Language Advisory Group, Language	May 2020	July 2020
Develop a brief on the purpose of soliciting donations and fundraising	A brief is developed for donors to understand why their funds are needed	Language Advisory Group, Language, Communications	April 2020	May 2020