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Ohkay Owingeh

Presentation to the Commission of Native Children

Panel 4: Systems innovations and best practices in Native Communities

Introduction or Background

Eight Northern Indian Pueblos Council Inc. (ENIPC, Inc.)

The Eight Northern Indian Pueblos Council, Inc. is an inter-tribally chartered 501 © (3) non-profit consortium. ENIPC Inc. was established in 1961 as a consortium of the Eight Northern Pueblos: Picuris Pueblo, Ohkay Owingeh, Nambe Pueblo, Pojoaque Pueblo, San Ildefonso Pueblo, Santa Clara Pueblo, Taos Pueblo and Tesuque Pueblo.

The following is the services that are provided:

Higher Education Scholarship Program

Employment and Training

Head Start

Environmental Assistance program

Behavioral Health Services, Circles of Life Program

Peace Keepers, Domestic Violence Program

Senior Citizens Program

Child Care Assistance Program

Food Distribution Program on Indian Reservations (FDPIR)

Women Infant Children Program (WIC)

Vision Statement

“Our vision is to promote wellness and build on spiritual, emotional, physical and mental well-being in order to encourage leadership among our communities; becoming culturally aware and sensitive to all people native and non-native

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together. Facilitating integrity and respect of cultural values by drawing from our elders and spiritual wisdom to learn and preserve our traditions and heritage for our future generations.”

Mission Statement

“Our mission is to provide quality programs to support and meet the needs of our families and communities through prevention, training, education, health and support to continue to grow and expand in the delivery of all services.”

ENIPC has instituted what has now become a 4-year systemic innovative process, that has informed our current strategic plan.

Strategic Plans

STEP 1 (SWOT Analysis)

To reach our Vision and Mission Statements retreats were held for the Tribal Leader, Executive Director and Program Directors, and a Strength, Weaknesses, Opportunities and Threats (SWOT) analysis was done. From the findings of the SWOT Strategic plans were developed to address the needs identified. We have recently revisited these strategic plans because the impact that COVID had on our programs. So we are looking at our plans as before COVID, impacts of COVID, and how do we change our work for the future.

STEP 2 (Partnerships and CAMs)

Partnership with the Los Alamos National Laboratory Foundation – Pueblo Outreach Project/Home Visitation

Creation of Teams in each of the eight pueblos, teams comprised of Leadership, program people and pueblo members

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Community Asset Mapping (CAM's) what is working in your community, what is not working in you community and how would you like to see your community in the future.

Some findings were: Loss of language and culture, alcohol and drug abuse, need for capacity of our people in programs.

Each Pueblo developed plans to address issues that were identified. Identified Establishing Early Learning Centers to teach language and prevention plans, and to create a training center to provide training in the different disciplines. We have begun this training with our Early Learning Centers with our partnership with LANLF. Training cohorts were created that taught Early Child Education and with the Home Visitation program we trained our Home Visitors the First Born model curriculum. We are doing assessment into other areas that our communities would like to train people.

Staff has been involved in training in Adverse Childhood Effects, Brain Development and other children behavioral issues.

STEP 3 (Community voice and feedback implementation) WITH THE SUPPORT OF THE ENIPC GOVERNING BOARD LEADERSHIP

Of the Community, For the Community

To bring the partnership and align it with the work we are doing here at ENIPC we came up the concept "Of the Community, For the Community". The purpose is to strive to provide culturally relevant services. Staff is trained in cultural sensitivity and cultural competence as well as the history and the ongoing social injustice issues that Native American continue to face today. In bringing Cultural

STEP 4 (Currently in the process of AWARENESS becoming ACTION)

Awareness and Sensitivity with our staff, we have had a series of retreats with all the departments at ENIPC. We did presentation on the history of the Pueblos

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because these are the people we serve but we have other tribes so we did presentation of other tribes. We also brought in other speakers from different areas to talk about the history but also about some of the atrocities that native people were subjected to.

Concerns and conclusion

Our funding comes from Federal Agencies, like the Health and Human Services, Department of Justice, Department of Agricultural and they come with a lot of rules and regulations that prohibit us from doing our work the way we feel is more appropriate. As an example our Head Start Program that was created in the poverty era.

Administrative leadership support is imperative for change to occur within systems. And finally, this would not happen with-out the program directors and their staff. So I thank for all the work they do for our people.

Thank you for asking me to be on this panel and telling you our story.