



# Preservation of Oneida Language and Culture

## 1<sup>st</sup> Quarterly Report

### October | November | December – FY 2019

#### Executive Summary

The priority of protecting and preserving the Oneida Culture and Language is demonstrated daily through the implementation of Oneida Nation's Core Values in the services we provide.

#### Preservation of Oneida Language and Culture Priority Service group consists of:

- OCH Administration | Cultural Wellness
- Oneida History Dept.
- Indigenous Diet & Healing
- Oneida Language Dept.
- Oneida Nation Museum



#### TRIENNIAL STRATEGIC PLAN GOALS

#### Oneida Cultural Heritage Administration | Cultural Wellness

S.M.A.R.T. GOAL #1 (Specific, Measures, Attainable, Reasonable, Timelines)	
Create an area succession plan to be approved and implanted by 2021 for Cultural Heritage Staff to ensure the continuation of Tsi? Niyukwalihó·ta.	
2019 ACTIONS	1 <sup>ST</sup> QUARTER MEASURES
1. Cultural Heritage will work with TAP law and policy team to develop equal pay and grading policies for cultural job descriptions.	1. In Progress
2. Tsi? Niyukwalihó·ta compensation team established to include Cultural Heritage staff, positions, and job descriptions.	2. Developing
3. Standardized compensation policy for Indigenous knowledge on job descriptions.	3. Developing
S.M.A.R.T. GOAL #2	
Create program outcomes and career paths for the two (2) year Tsi? Niyukwalihó·ta class to be integrated beginning Fall 2019 and complete by December 2021.	
2019 ACTIONS	1 <sup>ST</sup> QUARTER MEASURES
1. Program pilot discussions, identify curriculum updates needed.	1. In Progress
2. Updated proposal and budget	2. Developing
3. Begin pilot program with five (5) trainees	3. Developing

**TRIENNIAL STRATEGIC PLAN GOALS (cont.)****Oneida Cultural Heritage Administration | Cultural Wellness (cont.)**

<b>S.M.A.R.T. GOAL #3</b>	
Develop Cultural Wellness Program plan to include 13 Indigenous Healing Modules, 12 Cultural Educational Outreach Topics by 2021.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Create Indigenous Healing Framework	1. In Progress
2. Framework for program developed	2. Developing
3. Begin staff training.	3. Developing

**Oneida History Dept.**

<b>S.M.A.R.T. GOAL #1 (Specific, Measures, Attainable, Reasonable, Timelines)</b>	
Complete Oneida Topic Outline of written chapters for presentations on Oneida History and/ or Culture by 2021.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Research Oneida History and Culture to fill-in blanks in the topic outline.	1. Developing
2. Produce four (4) chapters of Oneida History and/or Culture for Tribal Members, Scholars, and Researchers.	2. In Progress
3. Offer three (3) presentations on Oneida History and/ or Culture to the Community.	3. In Progress
<b>S.M.A.R.T. GOAL #2</b>	
The History Dept. will edit and revise all informational brochures written on Oneida History and Culture by 2021.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Research the Informational Brochures and provide updated/ sourced information on Oneida History and Culture.	1. In Progress
2. Complete 10 revised Informational Brochures.	2. Developing
3. Offer three (3) presentations on Oneida History and/ or Culture to the community based on revised Informational Brochures.	3. Developing

**Indigenous Diet & Healing**

<b>S.M.A.R.T. GOAL #1 (Specific, Measures, Attainable, Reasonable, Timelines)</b>	
Promote family activities that connect cultural teachings to health and wellness through 2021.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Identify program families.	1. Complete
2. Establish program and begin activities.	2. In Progress

**TRIENNIAL STRATEGIC PLAN GOALS (cont.)**

**Indigenous Diet & Healing (cont.)**

<b>S.M.A.R.T. GOAL #2 (Specific, Measures, Attainable, Reasonable, Timelines)</b>	
Provide seasonal and cultural traditional practices that support health and wellness.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Programming Curriculum Development	1. In Progress
2. Pre-post Test	2. In Progress
<b>S.M.A.R.T. GOAL #3</b>	
Provide cultural teachings and practices about traditional foods to promote health, sustenance, and sustainability.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Identify Cultural Presenters	1. In Progress
2. Evaluate Presenter Performance	2. In Progress
3. Mid Project Review	3. Complete

**Oneida Language Dept.**

<b>S.M.A.R.T. GOAL #1 (Specific, Measures, Attainable, Reasonable, Timelines)</b>	
By 2021, the Oneida Language Department, by continuous development of Onlayote'a'ká' Tsi Nitwawano'ta language curriculum, will advance 3 staff members to the level of superior speaker.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Number of staff completed the 3 <sup>rd</sup> year of the language curriculum.	1. In Progress
2. Four (4) staff members reach the advanced level.	2. In Progress
<b>S.M.A.R.T. GOAL #2</b>	
By 2021, the Oneida Language Department, by partnering with the Oneida Nation School System, will offer one Oneida Language Immersion Kindergarten classroom.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Up to two (2) hours per day (Monday-Friday) spent doing language restoration activities.	1. Complete
2. Will increase usage of the language in Head-start by 30%.	2. In Progress
<b>S.M.A.R.T. GOAL #3</b>	
By 2021, the Oneida Language Department, by consistently teaching/presenting for tribal departments, school programs and the community, will increase the usage and value of the Oneida Language.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
1. Number of presentations/ classes for Tribal Departments.	1. In Progress
2. An increase in the number of tribal department requests for language/ cultural information.	2. In Progress

**TRIENNIAL STRATEGIC PLAN GOALS (cont.)**

**Oneida Nation Museum**

<b>S.M.A.R.T. GOAL #1 (Specific, Measures, Attainable, Reasonable, Timelines)</b>	
A unified process for positive change will be created and implanted within the Oneida Nation Museum by end of FY 2019.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
<ol style="list-style-type: none"> <li>1. Develop a unified change management process in-conjunction with GSD.</li> <li>2. Conduct surveys on employee satisfaction</li> <li>3. Develop an internal communication plan regarding implementation of change management.</li> </ol>	<ol style="list-style-type: none"> <li>1. Developing</li> <li>2. Developing</li> <li>3. Developing</li> </ol>
<b>S.M.A.R.T. GOAL #2</b>	
Develop a Cultural Center plan to serve our tribal membership, visitors, businesses, and local residents, as well as world-wide visitors at one location.	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
<ol style="list-style-type: none"> <li>1. Create process to identify needs.</li> <li>2. Identify team members.</li> </ol>	<ol style="list-style-type: none"> <li>1. In Progress</li> <li>2. Developing</li> </ol>
<b>S.M.A.R.T. GOAL #3</b>	
Enhance Museum Operations	
<b>2019 ACTIONS</b>	<b>1<sup>ST</sup> QUARTER MEASURES</b>
<ol style="list-style-type: none"> <li>1. Create Survey.</li> <li>2. Identify target markets.</li> <li>3. Identify survey results.</li> </ol>	<ol style="list-style-type: none"> <li>1. In Progress</li> <li>2. In Progress</li> <li>3. In Progress</li> </ol>

**AREA HIGHLIGHTS**

• **Cultural Heritage Administration**

○ **Cultural Wellness**

- Created outline of 13 Training Modules
- Hosted a well-received Six (6) Week Meditation Series
- Built Sweat Lodge for Rites of Passage and Community
- Coordinated Men’s Community Fasting
- Rites of Passage
  - Co-Chaperoned 7 Rites of Passage participants to Youth as Partners in Civic Leadership Conference in WI Dells.
  - Began prepping for 2019 Rites of Passage Lessons & Fasting Ceremony
  - Received Monetary Donation from Tribal Member to support Rites of Passage



○ **Language Archivist**

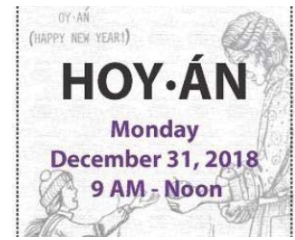
- Facilitated Decolonization Workshop November 6-8, 2018 (History Dept. Video Recorded)
- Interviewed by Becky Webster regarding our Indian Corn.
- Tsi? Niyukwalihó’ta Field Trip to Field Museum in Chicago, IL to view Oneida Tribal Belt



## AREA HIGHLIGHTS (cont.)

- **History Dept.**

- Experiential Log Home Tour
- Multi-Media Specialist video recorded Cultural Awareness Team (CAT) Annual Event – Cultural Healing with Wendy Hill
- Hoy'án Donut Event; cut short due to gas leak at Social Services.



- **Indigenous Diet & Healing**

- Wild Rice Camp in Baraga, MI attended by staff and community member; contacts made to host Wild Rice Camp in Oneida in 2019
- Grant Reports Completed
  - Evaluation & Performance Measurement Plan
  - Evaluation Results, Successes, & Challenges
  - Mid-Year Survey
  - 2<sup>nd</sup> Year Narrative, Workplan, & Proposed Budget
- Oneida Name generated for group by Cultural Advisor: YukwahwatsilayΛ·tú· (Our Families)
  - Logo designed by Multi-Media Specialist



- **Oneida Language Dept.**

- Began Head Start Oneida Language Immersion Classroom
  - Performed Christmas Concert all in the Oneida Language
- Gained two (2) new partnerships
  - NWTC – online radio streaming
  - Adult Oneida Language Immersion group in Oneida Nation of the Thames
- Areas that have made request for Information

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| <ul style="list-style-type: none"> <li>▪ DPW</li> <li>▪ Judicial</li> <li>▪ Oneida Library</li> <li>▪ Oneida Head Start</li> <li>▪ Oneida YES</li> <li>▪ Oneida Nation Museum</li> </ul> | <ul style="list-style-type: none"> <li>▪ Kalihwisaks</li> <li>▪ Milwaukee Community Indian School</li> <li>▪ Oneida Child Care</li> <li>▪ Oneida Children and Family Services</li> </ul> |
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- **Oneida Nation Museum**

- Awarded
  - Institute of Museums and Library Services for Exhibit Enhancement for creation of mannequins and training
  - The Guardian of Cultural, Memory, and Lifeways International Award for Outstanding Project from ATALM for Lacrosse Exhibit
- Hosted
  - Youth Art Auction
  - Beaded Ornament Workshop
  - Beaded Earrings Class
- Ongoing Exhibit Development
  - Veterans
  - Six Nations
  - Traditional Baskets

