



Cultivating a Multifaceted Native Youth-Led Perspective on Health Equity Programming

September 28, 2022 | 10:00 a.m. – 11:15 a.m. EST

Presenters:

Molly Siegel, MPH, CPH, Public Health Associate | NCUIH

Sebouh Kouyoumjian, MPA, HSA Public Health Associate | NCUIH



The National Council of Urban Indian Health (NCUIH) is the national non-profit organization devoted to the support and development of quality, accessible, and culturally-competent health and public health services for American Indians and Alaska Natives (AI/ANs) living in urban areas.

NCUIH is the only national representative of the 41 Title V Urban Indian Organizations (UIOs) under the Indian Health Service (IHS) in the Indian Health Care Improvement Act (IHCA). NCUIH strives to improve the health of the over 70% of the AI/AN population that lives in urban areas, supported by quality health care centers.



Housekeeping

- Give Each Other Credit
- Be Respectful and Mindful of Each Other
- Be Positive – No Judgement – Find Ways to Encourage and Uplift
- Support One Another; Communicating Needs, Hellos, and Helps (technology included)
- Contribute to Making a Safe Environment to Ask for Help or Clarification
- Today's PowerPoint and resources are located on the QR code provided. Please refrain from scanning until it is time to do so.



NCUIH Presenters



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Agenda

TIME ALLOCATED	TOPIC	PRESENTERS
10:00 a.m. EST	Welcome	Molly Siegel
10:02 a.m. EST	About NCUIH <ul style="list-style-type: none">• Housekeeping• Introduction of Presenters	Molly Siegel
10:05 a.m. EST	Agenda <ul style="list-style-type: none">• Learning Objectives	Molly Siegel
10:07 a.m. EST	Check Your Knowledge Questions	Molly Siegel
10:12 a.m. EST	Presentation: NCUIH Youth Council and 3 replicable strategies to engage youth councils in building and accomplishing vision/mission to promote health/ wellness	Sebouh Kouyoumjian
10:40 a.m. EST	SWOT Activity	Sebouh Kouyoumjian Molly Siegel
11:05 a.m. EST	Resources <ul style="list-style-type: none">• Q&A	Sebouh Kouyoumjian Molly Siegel
11:15 a.m. EST	Adjourn	



Learning Objectives

- List 3 replicable strategies to engage youth councils in building and accomplishing their vision/mission to promote health and wellness among Native youth and their communities.
- Design youth curriculum (using a shared checklist) and hands-on activities to build programming and training which promotes and includes Native youth voices.
- Describe best practices for developing Native youth councils that promote leadership and empowerment.



Check Your Knowledge



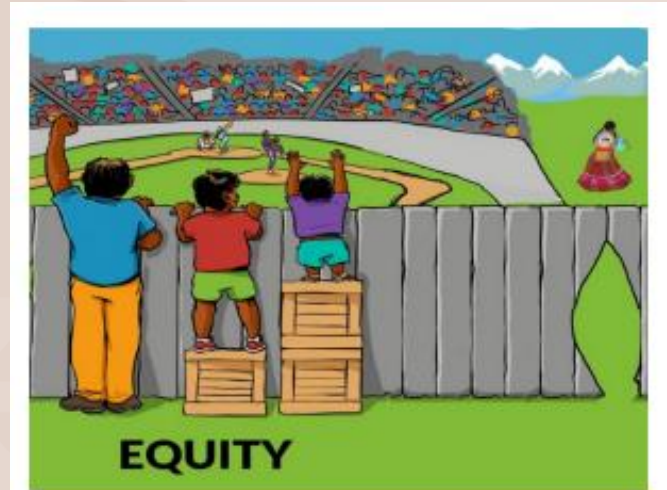
<https://forms.office.com/r/2ppY36uuLX>





Addressing Indigenous Health Inequities

- Health equity recognizes not all people have same opportunity to achieve best health outcomes
- Access influenced by institutional and structural barriers built and are sustained by colonization.²
- According to report published by Urban Indian Health Institute:²
 - Little improvement seen in AI/AN health outcomes because health equity always been based on western cultural norms
 - Assumes:
 - “Fence” only barrier, and, if we can see above it, we can “see the game.”
 - All people look at the same “game” when comes to health.
 - UIHI shares health equity will be achieved when efforts are grounded in AI/AN culture and traditional knowledge systems.²



2. Echo-Hawk, A. (2019, August 20). *Indigenous Health Equity*. Urban Indian Health Institute. Retrieved from <https://www.uihi.org/resources/indigenous-health-equity/>



What is the NCUIH Urban Youth Advisory Council?

- Recruit and Train Youth Council
- 2-to-3-day virtual orientation
- Monthly meetings which provide culturally appropriate training and tools
 - Professional and Leadership Development
 - Behavioral Health Education
 - Mentorship Opportunities
 - Peer to Peer Sharing
 - Intertribal Cultural Connectedness Activities
- Sharing, Learning, and Advocating Locally and Nationally
 - Present at NCUIH's Annual Conference
 - National Campaign

2021-2022 Rivers of Rejuvenation Youth Council:



Elena Yellow Bird
Arikara from the Three
Affiliated Tribes
Sioux Falls, SD



McKalee Steen
Cherokee Nation in
Oklahoma
Berkeley, CA



Jayson Fisher
Northern Cheyenne
Billings, MT



Kamryn Yanchick
Seminole Nation of
Oklahoma & descendent of
the Muscogee Nation
Norman, OK



MarLynn Cloud
Member of the Crow Tribe
Billings, MT



NCUIH Youth Council Curricula

NCUIH has fostered workshop or talking circle togetherness in a virtual world that promotes resiliency and well-being:

- Safe Havens for Youth
- Traditional Medicine for Renewal
- Youth LGBTQ+ Care
- Suicide & Substance Misuse
- Weaving Calm: Addressing Stress
- Telehealth for Youth
- Keepsake Boxes
- Thank You Touchstones
- Language Revitalization
- Health Promotion
- Coping with Isolation
- Identity Formation
- Seven Sacred Grandfather Teachings
- Mental Health Awareness and Outreach



Strategy 1: Build Capacity for Tribal Youth to Build Their Own Strategic Action Plan (SAP)

- A SAP is roadmap to launch and grow your Youth Council
- Outline long-term goals and fulfill the big vision
- Depends on the efficiency of the youth operational plan
- Aligns stakeholders around strategic priorities
- Communicates your goals, strategies and programs





Youth Curriculum & Activity Building Checklist

- Plan 3-4 months ahead
 - Develop youth-led mission and vision and values for the council
 - Conduct youth-led SWOT Analysis
 - Conduct Strategic Action with goals, objectives, and strategies with a timeline
 - Conduct affinity analysis to create youth project learning objectives, identify engaging speakers
 - Identify SMEs to contract out if youth project needs are out of staff expertise
 - Recruit peer speakers
- Promote 1.5 months ahead
- Script preparation (if needed)
- Create handouts/materials (If applicable)
- Evaluate your session
- Refine, improve, and do it all over again



Strategy 2: Build Youth Capacity to Create Their Own Mission, Vision and Values

- First step of strategic planning
 - Provides the foundation for the entire process
 - Value statements express your core beliefs
 - How will you interact with the community?
 - What issues are your priority?
 - How will you work together?
- Vision statement fashions your organization's future state
 - Where do you want to be?





Strategy Development



- A process, not simply a product
- Dynamic, not static
- Allows for an inclusive approach of many voices
- Helps organization or youth council align mission, programs, capacity
- Usually aims for 1-3 years, but not usually more



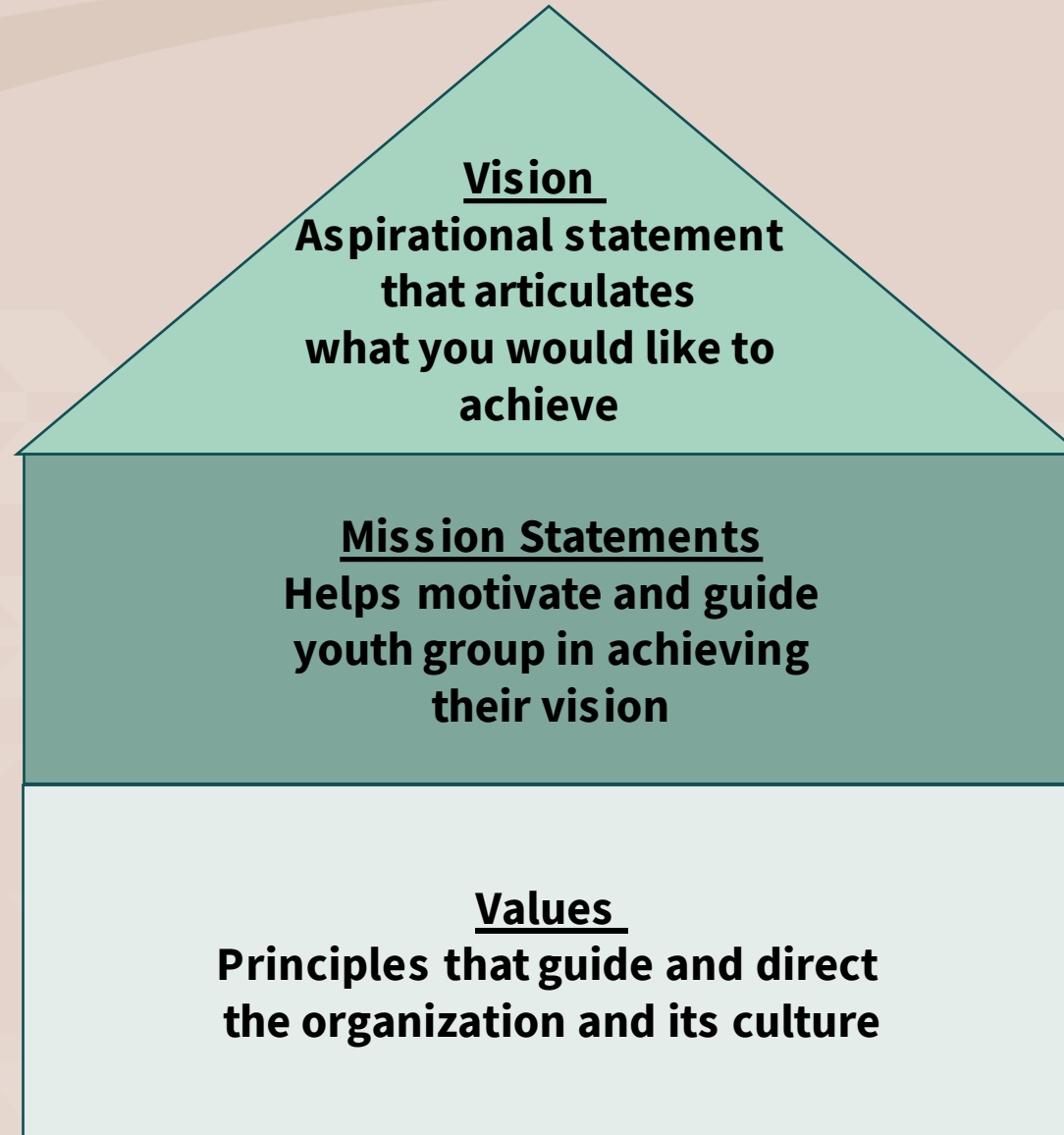
Building a Strategic Plan With Your Youth Council



- Executive Summary
- Mission, Vision, and Values
- SWOT
- Goals, Priorities, and Strategies
- Additional Components:
Operational Plan, Financial Plan,
and Evaluation
- Score Card



Developing Vision, Mission, and Values





Building Resilient Communities: A Moral Responsibility | Nick Tilsen | TEDxRapidCity



Source: <https://youtu.be/e2Re-KrQNa4?t=324>



Sharing Examples of Mission Statements

Share This:



SCIT Youth Council

"Working Together For Our Tribal Youth"

Mission Statement

"The Saginaw Chippewa Indian Tribe of Michigan (SCIT) Youth Council/Youth Group is committed to healing our community through community activities, education and traditional values. Physically, mentally, spiritually, and emotionally we plan to work together towards a brighter future for ourselves, our community, our tribe and our land without drugs, alcohol, or violence because we love ourselves and our people."



Rivers of Rejuvenation Vision, Mission, & Values

Vision

- Envision diverse communities of Native youth grounded in culture, equipped with the knowledge, creativity, and resources, to be empowered advocates for the health of themselves and their environments.

Mission

- Create and foster resources and pathways for Native youth to flourish. In doing so, we strive to rejuvenate Native youth's mental, physical, and spiritual health.

Values

- Let everyone have a voice, empathize with others, ask for help, no judgment, voice our opinions, hold ourselves accountable, pull our own weight, create social connections with each other, check in on one another.



Strategy 3: Build Youth Capacity to Conduct Strength, Weakness, Opportunities, and Threat (SWOT) Analysis and to Set Goals

- **Environmental Scan:** Identifying and analyzing similar youth councils working on the issue or in the same geographic region
- **SWOT:** A tool intended to help groups think high level about selected topics (e.g. community, organization, services, youth council, etc.) to identify your areas of opportunity.
 - Identified individual/community SWOT
 - Identified youth council SWOT
- **Setting Goals, Objectives, and Strategic Planning:** Conduct analysis to help build out youth council SAP and programming. Facilitate space to help Native youth take their environmental scan, and SWOT



NCUIH Youth Council SWOT

<u>Strengths</u>		<u>Weaknesses</u>	
<i>What do you do well? What unique resources can you draw on? What do others see as your strengths?</i>		<i>What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?</i>	
Individual/Community Strengths Towards Project <ul style="list-style-type: none"> • Resilient • Educated 	Rivers of Rejuvenation Strengths <ul style="list-style-type: none"> • Diverse Education and Backgrounds (EYB) • Able to put multiple ideas together to address an issue (MC) 	Individual/Community Weaknesses/Challenges Towards Project (i.e., Substance misuse issue with Native Youth in community) <ul style="list-style-type: none"> • Catching people’s attention (nationally?) (EYB) • Getting youth engaged (MC) 	Rivers of Rejuvenation Weaknesses/Areas of Improvement (i.e., Substance misuse issue with Native Youth in community) <ul style="list-style-type: none"> • Busy schedules • Overthinking/overcomplicating simple things (EYB) • Different interests (KY)
<u>Opportunities</u>		<u>Threats</u>	
<i>What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?</i>		<i>What threats could harm you? What is your competition doing? What threats do your weaknesses expose you to?</i>	
Individual Opportunities to help address challenges (i.e., trainings on podcasts) <ul style="list-style-type: none"> • NCUIH Staff to help us along for our project goals (EYB) • We also are creating an opportunity for all native youth by creating a program (EYB) 	Rivers of Rejuvenation Opportunities <ul style="list-style-type: none"> • Opportunities to learn how to create change at the policy level • Build capacity to: Create a podcast, YouTube channel/series 	Individual/Community Threats or Barriers based off identified challenges (i.e., stigma around talking about substance misuse in Native Communities) <ul style="list-style-type: none"> • Peer pressure towards substance use/misuse/abuse (EYB) 	Rivers of Rejuvenation Threats or Challenges to your project (i.e., finding time to across busy schedules and time zones) <ul style="list-style-type: none"> • Lots of discussions to fit in each monthly meeting (KY)



Determining Goals, Objectives, & Priorities

- Outlines the goals, priorities, and strategies to meet the mission
 - 3-4 overarching goals aligned with mission
 - Priorities, activities, objectives, strategies are in more depth, and have more specificity.
 - Each goal could have a few different objectives / strategies associated with it such as the elements:
 - Forecasting
 - Frontloading
 - Evaluation



Developing Goals/Objectives/Strategies:

- Goal: Are purpose driven, long-term and forward focused, actionable, and measurable.
- Objective: Measurable and specific action by which goals will be met.
- Strategy: Defines how the team will accomplish the objective.

Think SMARTIE!



Source: <https://www.hhs.gov/about/strategic-plan/2018-2022/overview/index.html#overview>



Setting SMARTIE Goals

STRATEGIC	It reflects an important dimension of what your youth council seeks to accomplish
MEASURABLE	It includes standards by which reasonable people can agree on whether the goals has been met (by numbers or defined qualities).
AMBITIOUS	It's challenging enough that achievement would mean significant progress; a "Stretch" for a youth council.
REALISTIC	It is not so challenging as to indicate lack of thought about resource or execution; possible to track and worth the time and energy to do so.
TIME-BOUND	It Includes a clear deadline.
INCLUSIVE	It brings traditionally marginalized people—particularly those most impacted—into processes, activities, and decision/policy-making in a way that shares power.
EQUITABLE	It includes an element of fairness or justice that seeks to address a systematic injustice.



Rivers of Rejuvenation Strategic Action Plan

Project goal

YouTube series for urban Native youth to be an empowered advocates for the health of themselves and their environments.

Objectives

Reach 750+ amount of people through social media post

Create 3 episode for the project series - June, and August/ early September

Create a promotional strategy plan

Strategies

Make everything easily accessible to promote on social media, promoting through our own networks.

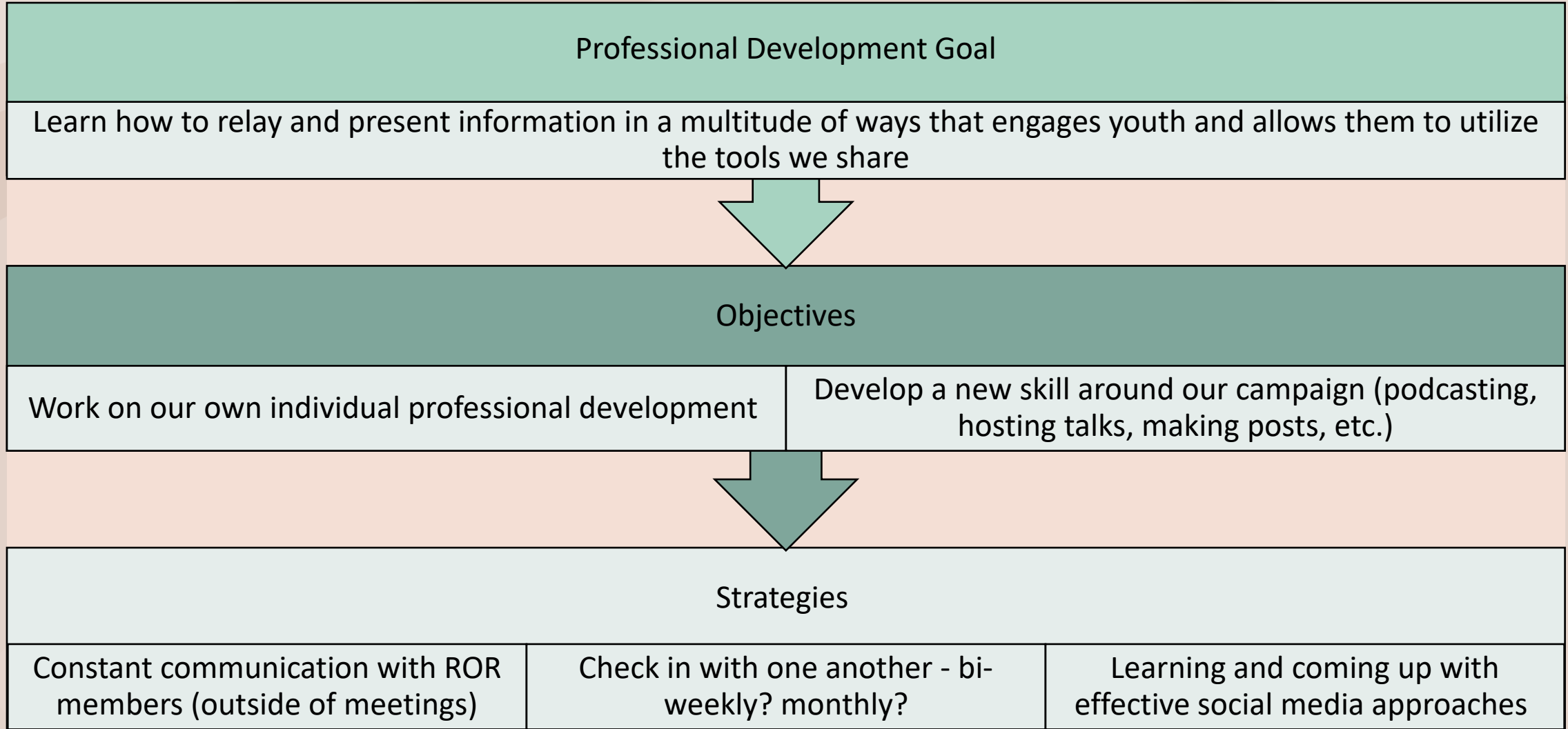
Maintain clear communication to complete River Stones

Co-programming/partnership opportunities (i.e, Hosting watch parties,

Inclusive and equitable: include subtitles to make our content accessible for all people.



Rivers of Rejuvenation Strategic Action Plan (cont.)





Examining Sample Strategic Plans

OBJECTIVES OF CNYC

There are a range of specific objectives that are intended to improve service delivery, program structure, and administrative approach of the Cree Nation Youth Council during the next five years. They are listed below.

 <p>Community Oriented Approach</p> <p>Stronger connection to communities and greater responsiveness to community needs</p>	 <p>Partnerships</p> <p>A structure that facilitates the collaboration and integration of CNYC programs and activities with other entities</p>	 <p>Organization Development</p> <p>Maintain strong connection to the Cree Nation Government which recognizes that accountability is part of maturing, & participates in nation-building.</p>
 <p>Youth Self-Sufficiency</p> <p>Greater independence, advocacy and Youth representation in matters that affect them</p>	 <p>Strategically Oriented Programs</p> <p>An organization that is much more focused on program delivery that addresses strategic priorities.</p>	 <p>Accountable Program Delivery</p> <p>Improve program development, delivery and assessment.</p>

Source: <https://creenationyouthcouncil.ca/wp-content/uploads/cnyc-strategic-plan-february-4-2017.pdf>

VISION AND GOALS

Native youth in the Pacific Northwest will meet their full potential - with health, safety, and success.

 <p>Goal 1. Ensure Native youth have safe and secure places to live, learn, and play.</p>	 <p>Goal 2. Ensure access to high-quality, teen-friendly healthcare.</p>	 <p>Goal 3. Create programs and services that provide youth with positive connections to trusted adults.</p>	 <p>Goal 4. Increase Tribal capacity to improve adolescent health.</p>	 <p>Goal 5. Improve intertribal communication, coordination, and collaboration.</p>
 <p>Grounded in cultural practices, values, and teaching methods.</p>				

Source: <https://www.healthynativeyouth.org/wp-content/uploads/2021/03/Adolescent-Health-Tribal-Action-Plan-2020-Final.pdf>



NCUIH Curriculum Template Example



Youth Council Curriculum & Facilitation Guide 2021-2022

This purpose of this guide is to provide a general overview of the "Youth Council" 12-month curriculum. This document offers a calendar format of the Youth Council monthly meeting structure to help you proactively prepare for the skill building trainings, quarterly professional development, discussion questions, pre-activity requirements, and project assignments activities.

Mission Statement:

Vision Statement:

Youth Council" ORIENTATION		
Day 1:		
Day 2:	Professional Development:	
	Objective:	
	Facilitator:	
	Discussion Questions:	
	Pre-Meeting Activity:	
	Skill Building:	
	Objective:	
	Facilitator:	
Discussion Questions:		



MONTHLY CALENDAR:

OCTOBER	
Skill Building:	
Objective:	o
Facilitator:	
Discussion Questions:	
Pre-Meeting Activity:	
Project Assignment:	
SkiB /PD	
Evaluation:	

*NOVEMBER - Native American Heritage Month	
Skill Building:	
Objective:	
Host:	
YC Co-Host:	
Discussion Questions:	
Pre-Meeting Activity:	
Project Assignment:	
SkiB /PD	
Evaluation:	





Promoting Youth Leadership & Empowerment

1. Create the space to help Native Youth Learn through action.
2. Create time to have 1:1 calls to teach how a specific process is completed and create space for them to learn from these calls.
3. Empower Native youth to co-lead orientation calls with guest speakers.
 - Provides youth real-time experience in conducting speaker orientations.
 - Build the capacity for youth to lead their own events.
4. Go back over the why Youth Council are important and taking these steps.



Latest NCUIH Youth Council Achievements

NCUIH Youth Council's RejuveNation: Building Resilience in Urban Native Youth Summer YouTube Live Series.

1. Native visibility and building community,
2. Art and advocacy, and
3. Environmental and mental resilience.

The graphic features the title 'RejuveNation' in orange, with the subtitle 'Building Resilience in Urban Native Youth' below it. A 'SUMMER SERIES' badge is positioned above three episode cards. The first card is orange and titled 'EPISODE 1: Culture, Community, Connection: Finding Belonging as Urban Native Youth' with a date of July 18, 2022. The second card is pink and titled 'EPISODE 2: Art & Advocacy: Making Your Own Waves' with a date of July 20, 2022. The third card is orange and titled 'EPISODE 3: Environmental and Mental Resilience as an Urban Native Youth' with a date of July 22, 2022. Below the episodes, it states 'Hosted by NCUIH's Rivers of Rejuvenation Youth Council Cohort 4'. The bottom section includes the 'RIVERS OF REJUVENATION' title, 'WITH NCUIH YOUTH COUNCIL', the website 'ncuih.org/youth-council', and logos for the Center for Native American Youth (Aspen Institute) and the National Council of Urban Indian Health Youth Council (2021-2022).

Our project outcomes surpassed desired goals.

- As of September of 2022, our YouTube series had over 1500 views, with a reach of over 4000 individuals through Mailchimp and listservs. Social media engagement impact was strong with over 150 impressions, including YouTube likes.
- Participants shared the usefulness of replicating this series to enhance their own Native community's wellness.



NCUIH Youth Council Alumni Board



Elizabeth Alexander

*Seminole Nation of
Oklahoma
Shawnee, OK*



Tia Yazzie

*Navajo Nation
West Valley City, UT*



Faith Bowman

*Milwaukee, WI
Stockbridge-Munsee Band of
Mohican Nation*



Lauren Etcitty

*Navajo Nation
Flagstaff, AZ*

Youth Council Alumni Highlights

- Present at national AI/AN conferences
- Participate in Indigenous cross knowledge sharing events
- Present to NCUIH YC cohorts
- Inspire youth via virtual GONAs and other events
- Provide focus group project feedback and project promotion
- Host national virtual AI/AN youth trainings

NCUIH Provides:

- Supporting Alumni to secure prestigious PDH health grant from NIH
- Supported Alumni letter of support to secure
 - Tribal Research Fellowship
 - Graduate School
 - Medical Fellowships



SWOT Activity Instructions

Step 1: Gather into groups by the number shown on the QR code document you were given (if you did not get a document fill into a group).

Step 2: In your group decide who will be the notetaker, artists, facilitator, and speaker reporting out for the group.

Step 3: Read the scenario provided to your group

Step 4: Groups will work to complete their SWOT Analysis in 15 minutes (time check given, pictures are encouraged).

Step 5: The speaker will report out each part of your groups SWOT Analysis, once the 15 minutes are up.



Workshop Breakout Group Activity SWOT Analysis

- What do you do well?
- What unique resources can you draw on?
- What do others see as your strengths?

**Strengths
(keep)**



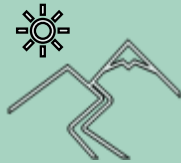
**Weaknesses
(improve)**



- What could you improve?
- Where do you have fewer resources than others? What are others likely to see as weaknesses?

- What opportunities are open to you?
- What trends could you take advantage of?
- How can you turn your strengths into opportunities?

**Opportunities
(add)**



**Threats
(remove)**



- What threats could harm you? What is your competition doing?
- What threats do your weaknesses expose you to?



Resources & Questions

Access Listed Resources by Scanning QR Code

NCUIH NIBH >
Presentation Hub

SWOT Template

DOCX
SWOT Template

Project Scorecard Template

XLSX
Project Scorecard Template

Youth Curriculum & Activity Building Checklist

DOCX
Youth Curriculum & Activity Building Checklist

NCUIH Youth Council Curriculum Template

DOCX
NCUIH Youth Council Curriculum Template

YouTube Project Planning Template

2021-22 NOR YouTube Series Episode Chart – 60 minutes per episode

Episode	Objectives	Top-riding Points	Approach	Tasks
Episode 1				
Episode 2				
Episode 3				
Episode 4				

NCAI Tribal Toolkit

Tribal Toolkit: Community Asset Mapping for Tribal Youth Well-being



Web site <https://padlet.com/communications250/h6v6qorhcjivqclj>



NCUIH

NATIONAL COUNCIL *of* URBAN INDIAN HEALTH

