

ATTENTION
IN-PERSON AUDIENCES AT INDIGENOUS COMMISSION MEETINGS HAVE BEEN SUSPENDED UNTIL FURTHER NOTICE

[Click here to participate in the online meeting](#)

The public can submit written comments to Rose.Toeh@FlagstaffAZ.gov. Written comment will be emailed to Indigenous Commissioners.

NOTICE AND AGENDA

**INDIGENOUS COMMISSION
THURSDAY
02/25/2021**

**COUNCIL CHAMBERS
211 WEST ASPEN AVENUE
4:00 P.M.**

1. Call to Order

2. Roll Call

NOTE: One or more Commission Members may be in attendance telephonically or by other technological means.

Diana Cudeii, Ex-Officio	Fawn Toya
Dorothy Gishie, Ex-Officio	Joe. W. Washington, Co-Chair
Meg Kabotie Adakai, E-Officio	Kiara Weathersby
Cora M. Phillips, Co-Chair	Shawna Whitehat
Courtney Scott	Jonathan Yellowhair

3. Public Comment

At this time, any member of the public may address the Commission on any subject within their jurisdiction that is not scheduled before the Commission on that day. Please limit your remarks to five minutes. Due to Open Meeting Laws, the Commission cannot discuss or act on items presented during this portion of the agenda. To address the Commission on an item that is on the agenda, please wait for the Chair to call for Public Comment at the time the item is heard.

4. APPROVAL OF MINUTES

A. Approval of Minutes from January 25, 2021 Meeting

Motion to approve minutes as is or approve with amendments.

5. GENERAL BUSINESS

A. Set Meeting Schedule

6. DISCUSSION ITEMS

A. Indigenous Commission Work Plan Overview

Staff will review the Work Plan for the Indigenous Commission.

7. **INFORMATIONAL ITEMS TO/FROM COMMISSION MEMBERS, STAFF, AND FUTURE AGENDA ITEM REQUESTS**
8. **ADJOURNMENT**

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Flagstaff City Hall on _____, at _____ a.m./p.m. This notice has been posted on the City's website and can be downloaded at www.flagstaff.az.gov.

Dated this _____ day of _____, 2020.

Rose Toehe, Indigenous Coordinator



Indigenous Commission

4. A.

From: Stacy Fobar, Deputy City Clerk

DATE: 02/25/2021

SUBJECT: Approval of Minutes from January 25, 2021 Meeting

STAFF RECOMMENDED ACTION:

Motion to approve minutes as is or approve with amendments.

Executive Summary:

Minutes from January 25, 2021.

Attachments

January 25, 2021 Minutes

DRAFT MINUTES

1. **Call to Order**

The meeting was called to order at 11:08 a.m. by Rose Toehe, Coordinator for Indigenous Initiatives.

2. **ROLL CALL**

NOTE: One or more Councilmembers may be in attendance telephonically or by other technological means.

PRESENT:

Diana Cudeii, Ex-Officio (arrived at 11:19 am)
Dorothy Gishie, Ex-Officio
Meg Kabotie Adakai, E-Officio
Cora M. Phillips
Courtney Scott
Fawn Toya
Joe. W. Washington
Kiara Weathersby
Shawna Whitehat
Jonathan Yellowhair

ABSENT:

Others present: Indigenous Coordinator Rose Toehe, City Manager Greg Clifton, and Deputy City Clerk Stacy Fobar

3. **Public Comment**

At this time, any member of the public may address the Commission on any subject within their jurisdiction that is not scheduled before the Commission on that day. Due to Open Meeting Laws, the Commission cannot discuss or act on items presented during this portion of the agenda. To address the Commission on an item that is on the agenda, please wait for the Chair to call for Public Comment at the time the item is heard. The comment will be limited to five minutes.

Public comments were provided by three (3) individuals:

Flagstaff Police Chief Dan Musselman introduced himself and welcomed the new Indigenous Commission members. There was an explanation on planning an alternative response with hopes for a detox center for the unsheltered and those dealing with substance abuse. He looks forward to a collaboration between the Commission and Police Department to include this plan, other ideas, and staff/officer recruitment.

Flagstaff Sustainability Director Nicole Antonopoulos provided an explanation of the City Council's adoption of a Carbon Neutrality Plan as it relates to Climate Change Emergency

Resolution. There was a request from her to be on the next agenda to present this topic for engagement, equity and planning for the project plan.

Councilmember Adam Shimoni also made introductions and stated that he is excited for the creation of this Commission. He stated that he looking forward to the extremely important progress to be made regarding the many challenges facing the community and is grateful for everyone's time on the Commission.

4. GENERAL BUSINESS

A. Indigenous Commission Introductory Meeting:

- Welcome and Introductions
- Indigenous Commission Authority and Work Plan
- Conflict of Interest and Open Meeting Law
- Group Dynamics and Rules of the Road
- Selection of Chair and Co-Chair
- Establish Meeting Dates
- Wrap up

Welcome and Introductions: Introductions were made by Rose Toehe, Coordinator for Indigenous Initiatives; Stacy Fobar, Deputy City Clerk, and all ten commissioners. City Manager Greg Clifton joined later in the meeting, introduced himself and welcomed the new commissioners.

Indigenous Commission Authority and Work Plan: Ms. Fobar started the training session under the topic of Commission Authority. All these documents can be found on the city website. Ms. Toehe conducted introductory concept of the Work Plan. There will be a more in-depth session at the next meeting and use the work plan presented to City Council.

Conflict of Interest and Open Meeting Law: Ms. Fobar continued training session under these topics. There were questions at each segment as needed.

Group Dynamics and Rules of the Road: Ms. Fobar continued training session under these topics. There were questions at each segment as needed.

Selection of Chair and Co-Chair: There was clarification that motions can only be made by voting members of the Commission. After the discussion, a motion was made by Ms. Fawn Toya and a second by Ms. Shawna Whitehat to nominate Mr. Joe Washington and Ms. Cora Maxx Phillips as Co-chairs for the Indigenous Commission. The motion passed by unanimous vote. The co-chairs will serve a one-year term to start.

Establish Meeting Dates: After discussion and due to meeting end time, it was decided by Commission members to table this item until the next meeting. There was agreement that a more in-depth presentation and discussion of the Work Plan will be scheduled for the next meeting in February. This will help determine the meeting dates & time (i.e. monthly, bi-monthly, or quarterly). In the meantime, a doddle poll will be sent out by Ms. Toehe to determine the February meeting date and time. The meeting will be set for two (2) hours. Motioned by Ms. Fawn Toya, a second by Shawna Whitehat, vote passed by unanimous vote.

Wrap up: Asked for additional questions. Councilmember Shimoni invited and encouraged commissioners to listen and participate by making public comments at Council meetings held each Tuesday. There are important items on the Council agendas that need community participation.

5. INFORMATIONAL ITEMS TO/FROM COMMISSION MEMBERS, STAFF, AND FUTURE AGENDA ITEM REQUESTS

A more in-depth presentation and discussion of the Work Plan will be scheduled for the next meeting in February. There will be no other items on the agenda except the Work Plan and Establish Meeting Dates/Time.

6. ADJOURNMENT

The January 25, 2021 meeting of the Indigenous Commission was adjourned at 1:07 pm by Co-chair Cora Maxx Phillips.



Indigenous Commission

6. A.

Co-Submitter: Rose Toehe, Coordinator for Indigenous Initiatives
From: Stacy Fobar, Deputy City Clerk
DATE: 02/25/2021
SUBJECT: Indigenous Commission Work Plan Overview

STAFF RECOMMENDED ACTION:

Staff will review the Work Plan for the Indigenous Commission.

Executive Summary:

The Indigenous Commission will obtain in depth information on the presentation made to City Council on the Indigenous Recommendations and Work Plan. The staff liaison will go over background and history of the Recommendations and cover some of the current activities and progress relative to these topic areas.

Strategic Plan and Recommendations:

1. Visibility: To build visibility of Indigenous presence and contributions through public art, street and place names, public advertising, and possible support for a Flagstaff Powwow.
2. Economic Inclusion: Finance and promote a study to quantify Indigenous contribution to Flagstaff's economy. Create a directory of and promote Indigenous-owned businesses in Flagstaff. Feasibility study for a public marketplace for Indigenous artists.
3. Community/Cultural Center: Begin the process to develop a vision statement, and to identify a location, administrative structure, and funding partners for an Indigenous Community Cultural Center. This is the costliest of the recommendations and also the most frequently articulated.
4. Education: Work with Flagstaff Unified School District to support expanded curricula and staff training on Indigenous histories, cultures, and contributions.
5. Public Safety and Criminal Justice: Work with Police, Fire Departments and the Courts to include conversations and input on public safety.
6. Wellness: Take initiative in identifying, assisting, and supporting Indigenous organizations to build culturally grounded resources for the treatment of intergenerational trauma and other sources of damage expressed by means of substance abuse, homelessness, domestic violence, and suicide. Including positive programs such as Indigenous community gardens and youth-elder programs ideally based within Community Cultural Center. Explore ways to show consideration and respect for lands that are revered, beloved, and sacred for Indigenous people. This is a paramount issue of physical, mental, and spiritual health for the Indigenous people of Flagstaff.
7. Housing: Work with Indigenous organizations to further support affordable housing for Indigenous people. Identify and recommend ways the City can ease the burden of Flagstaff's restrictive price levels for housing and utilities.

8. Transportation: Explore solutions to regional transportation deficits that place particular obstacles in the path of Native Indigenous people who travel between the City and nearby homes or additional family homes for work, shopping, family connections, and health services.

Attachments

Presentation

Work Plan

Proclamation

Thorpe Park Annex

Office of Indigenous Initiatives

Rose Toehe, Coordinator



Ya'at'eeh Greetings Indigenous Commissioners

February 25, 2021



- Land Acknowledgement
- Introduction
- Background Summary

Flagstaff Indigenous Peoples Day



Report on Recommendations

from

Indigenous Community Forums

October 10, 2017





- I. Purpose
- II. Process
- III. Recommendations
- IV. Implementation

I. Purpose

A necessary and proper beginning by which the City of Flagstaff will work with Indigenous Peoples impacted by Flagstaff City policies to honor Indigenous histories, respect Indigenous contemporary holistic wellbeing, and work intentionally and diligently for the benefit of future generations of Indigenous Peoples.



- Brief history
- Address challenges and identify solutions
- Implement policies & programs
- Build positive relationships
- Flagstaff Indigenous Peoples Day

II. Process

Indigenous organized and led
with City collaboration

*Adopting an implementation plan for initiatives
identified through the public engagement with the
lives of Native American community members and
neighbors*



- Step One: Indigenous Community Forums
- Step Two: Compile and reports community recommendations
- Step Three: City of Flagstaff implements recommendations
- Step Four: Flagstaff Indigenous Peoples Day
- Step Five: Build and support structures for the ongoing relationship

Select Highlights from the Six Forums

1. Nov. 16: Youth and Education

- 230 eager participants
- Foster respect, understanding, visibility

2. Nov. 30: Homelessness

- 80-100 participants; meals were served
- Meet practical challenges; raise awareness of resources

3. Feb. 8: Our Elders

- 120 participants, engaged and fed
- Community & cultural center to bring elders & youth together

4. Mar. 1: Economic Development

- 80-100 participants
- Quantify Native economic contribution to Flagstaff; help promote Native businesses

5. Apr. 5: Police & Criminal Justice

- 40-60 participants
- More cultural awareness; alternatives to incarceration (treatment)

6. May 3: Environmental Justice

- 60-80 participants
- Community education; protection of sacred places, including San Francisco Peaks

III. Recommendations: Intergenerational, Intertribal, Holistic, Culturally appropriate and collaborative

This is an unprecedented effort that could become a model for other cities that adjoin Native lands and serve significant Indigenous populations.



1. Visibility
2. Economic Inclusion
3. Community Center
4. Education
5. Wellness
6. Housing
7. Transportation

IV. Implementation

Changes are systemic, culturally appropriate, transparent, and implemented through policy actions of the Flagstaff City Council



Step Three: City of Flagstaff implements recommendations

City to take the lead on implementing community recommendations

- Revisit the resolution ...
- City experiences participating?
- Acceptance of recommendations?
- Commitment for collaboration and support beyond City?
- Action plan and next steps?
- Priority, Dedicated Resources?
- Timeline?



We'd like to know...

City experiences participating?

Questions from Council?

Questions from the community?

Question and Answer Session

Special thanks to all who contributed to the process!

Work Plan

Five Year Plan

Presented to City Council

May 26, 2020





1. Indigenous Community Cultural Center



Year One and Two

- Develop a Vision Statement: Completed
- Identify a Location: Mogollon Parks Parcel
 - Indigenous community – Public Participation
 - Submit Proposal; Lock into Site
 - Plan B, work with City or partners – sites
- Administrative Structure
 - AZ Corp Comm; 501(c)(3)/Bylaws; Fiscal Agent
- Funding for Indigenous Community Cultural Center (ICCC)
 - Formulate funding streams



1. Indigenous Community Cultural Center

Year Three – Five

- Administrative Structure
- Funding Sources
- Planning Events and Activities
 - Indigenous Community
 - General Public



Background Summary

Indigenous Commission

- Late 2017 City Manager's office brought up Indigenous Community Coalition
- 2018 Meetings with Mayor Evans and ICF discussions on Indigenous Commission
- May 2020 Council recommended as priority item
- June 2020 Combined research efforts of City staff - present to Council with options to consider



2. Indigenous Commission

Year One and Two

- Research in Progress, Best Fit for City & Indigenous Community
 - Present to City Council: Commission, Council, or Committee
 - Council Agenda: Discussion, Direction, and Approval
- Community Interface & Engagement
 - Community accountability
 - City accountability
- Purpose, Composition, and Launch



2. Indigenous Commission

Year Three – Five

- Define Annual Goals
- Community Interface & Engagement – Ongoing
 - Community accountability
 - City accountability



3. Economic Inclusion and Impact

Year One and Two

- Promote and Finance a Study to Quantify Indigenous Contribution to Flagstaff Economy
 - Identify funding source
- Utilize Results to Leverage Positive Outcomes
- Create/Refine Directory and Promote Indigenous Owned Businesses in Flagstaff
- Devise Feasibility Study for Public Artist Marketplace



3. Economic Inclusion and Impact

Year Three – Five

- Create Workgroup from Feasibility Study Results
- Partner with Local and Regional Resources for Collaborative Efforts via Economic Inclusion Impact Study
- Continue to Build Funding Sources for Projects/Events



4. Visibility

Year One and Two

- Build Visibility of Indigenous Presence and Contributions through:
- Public Art, beginning stages
 - Beautification, Arts & Science efforts
- Name or Replace Street and/or Place Names
- Public Advertising of Events
- Determine Support for a Flagstaff Pow Wow
 - Community Listening Sessions



4. Visibility

Year Three – Five

- Continuation of the Established Goals
 - Public Art
 - Name or Replace Street and/or Place Names
 - Public Advertising of Events
 - Depending on Outcome of Community Support for a Flagstaff Pow Wow; Plans will be in place
 - Further Community Input and Determination of Events



5. Education

Year One and Two

- Indigenous History, Culture, and Contributions:
- Work with FUSD and Charter Schools
 - Work has started, examples
- Staff Training – City Employees
 - Strengthen County Relationship and Community Partners
- Community Sharing and Training
 - Truth and Reconciliation Events
 - Native American Heritage Month
 - Indigenous Peoples Day



5. Education

Year Three – Five

- Collect Data on Events and Training from Year One and Two
- Plan Next Steps - Based on data and successes
- Always Connect Indigenous Communities to the City of Flagstaff
 - Ex. storytelling, locality, better messaging
- Continue to Strengthen Relationships



6. Public Safety & Criminal Justice

Year One and Two

- Police, Fire Departments, and Court Systems
- Thoughtful Review of Public Safety
 - Continued Community Conversations and Input
Ex. Navajo Nation Human Rights Commission
 - Recruitment and Hiring
- Education and Training
 - Continue and Review/Update of Cultural Sensitivity Training
- Policy Review and Indigenous Community Input



6. Public Safety & Criminal Justice

Year Three – Five

- Police, Fire Departments, and Court Systems:
Continued Collaboration
- Thoughtful Implementation
 - Continued Community Conversations and Input
Ex. Continued joint sessions with Tribal Government
- Education and Training
 - Continue and Review/Update of Cultural Sensitivity Training
- Policy Review and Indigenous Community Input



7. Wellness, 8. Housing, 9. Transportation

Year Two

- Campaign to Identify Community-Based Efforts that Promote Healing for Inter-Generational Traumas; Seek Out Foundational Strengths
 - Protection of the Sacred, Ex. The Peaks; ecosystems
 - Partnerships/sources; Ex. gardens, elder-youth programs
- Address Needs for Affordable Housing
 - Assessments, families, students, and unsheltered relatives
- Solutions to Regional Transportation Deficits for Indigenous People for Work, Health, or Family Needs



7. Wellness, 8. Housing, 9. Transportation

Year Three – Five

- Identify and Strengthen Collaborative Efforts
- Local and Regional Partnerships
- Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff



10. Tribal Nation Meetings, 11. COVID-19



Year One and Two

- Joints Meetings with Hopi, Hualapai, and Havasupai - Reschedule via City Council and CMO
 - Tribal Nations are appreciative of the meetings
- Other Tribal Nations
 - Schedule as City Re-opens
- City Instrumental – Keeping In Contact with Nations and Local Area
- Update to Council on Weekly Basis
- Instrumental in Connecting Organizations & Donations for Relief Efforts

Ahxe'hee
Thank You

Any Questions?



Work Plan – Coordinator for Indigenous Initiatives (CII)

1. Indigenous Community Cultural Center (ICCC) Most costly & most articulated.	Year One – Two	Year Three – Five
1.1 Develop a Vision Statement - related to ICCC and 501(c)(3)	Completed: The Indigenous Circle of Flagstaff (ICF) is committed to nurturing grassroots Indigenous community driven change using our Ancestral Knowledge, to promote justice, equity, and sustainability for all.	
1.2 Identify a location	<p>Mogollon Parks Parcel located 419 N. Mogollon.</p> <p>City Council will hold <i>Public Hearings</i> at a designated date and time; Coordinator will keep Indigenous community informed so community can participate in the public hearings.</p> <p>Based on the direction of Council regarding this property, Coordinator is assisting ICF in preparation and submittal of a Plan/Proposal. The goal is to lock into this site.</p> <p>There will be a ICF Plan B should Council/Staff not accept ICF proposal; Coordinator will seek to work with City staff to obtain a list of other feasible sites. Partners of City and ICF may play a role in this area.</p> <p>Once locking into a site is accomplished, the remaining steps for Year One and Year Two will encompass devising and implementing plans for renovation, upgrades, floor plan, etc.</p>	
1.3 Administrative Structure	<p>ICF completed/submitted its application to Arizona Corporation Commission and has been accepted. The Articles of Incorporation have been published in the Navajo Hopi Observer for three consecutive weeks. Coordinator is assisting in developing the bylaws. Once completed, bylaws and 501(c)(3) documents will be submitted to the IRS.</p> <p>ICF is poised to obtain one or both: 501 (c)(3) and Fiscal Agent to start. This will be in place to administer oversight of ICCC.</p>	These will be defined by the previous years' accomplishments, additional funding opportunities, and further/ongoing input from Indigenous community.
1.4 Funding ICCC	Formulate funding ideas with ICF to start basic administering & renovation of ICCC. A list has been compiled by ICF. City Analyst will forward any relevant grants. Coordinator is researching other opportunities to utilize for ICCC needs.	As we understand this budget shortage may be with us for more than one budget seasons, this office will continue to garner grants and other funding opportunities

	Due to City budget shortage forced by COVID-19, Coordinator plans to garner information on funding opportunities for both ICCC and Coordinator tasks, events, and outreach.	for ICCC and Coordinator tasks, events, and outreach.
2. Indigenous “Commission, Council, Committee”	Year One – Two	Year Three – Five
2.1 Research in Progress	Concerning the various status, Commission, Council, or Committee, the Coordinator is compiling information, including the legal aspect, on what would be the best fit for the City and the Indigenous Community. This information will be shared with supervisor, Jessica Drum, City Manager, Greg Clifton, and ICF. Information will be present to City Council in the manner recommended by CMO.	
2.1 Community Interface and Engagement	<p>Assist ICF to formulate discussion and input based on what research reveals. Coordinator will provide information and direction of how input will occur according to City process.</p> <p>ICF and Indigenous Community input where there are questions and answers on community accountability. Put plans together with stakeholders in the community. Ideas and recommendations from community engagement.</p> <p>Form the Group and structure the work plan of the Group based on input.</p>	<p>Define Annual Goals, which will help to build relationships, strengthen partnership, and draw new ideas into City/County government arenas.</p> <p>Community interface and engagement will continue to be an ongoing part of the goals. This includes Community Accountability and City (County) Accountability through the standards set for the Group and its operations.</p>
2.2 Purpose, Composition, and Launch	<p>Coordinator will work with City Manager’s Office to schedule onto City Council work session to start conversation. There should be options to explore.</p> <p>Once presented to City Council, this will migrate to discussion and direction defining the purpose.</p> <p>Approval to move forward, which will include vetting the plan and/or process regarding composition.</p> <p>Form, formalize, and launch the Group as agreed to by Council and Indigenous community.</p>	
3. Economic Inclusion & Impact	Year One – Two	Year Three – Five

3.1 Promote and Finance a Study to Quantify Indigenous Contribution to Flagstaff Economy	In the last budget cycle, \$30,000 had been budgeted for an Economic Inclusion & Impact Study. Due to COVID-19, these funds may no longer be available. Are the funds still available? Coordinator will work with City and ICF to identify sources & resources to complete this task. This is an important part of the Indigenous community forums and specifically noted in the presentation by ICF to City on October 2017.	Continue to finance and renew this study from time to time. This could become part of the ICF Non-Profit.
3.2 Utilize Results to Leverage Positive Outcomes	Publication of results can provide the Indigenous community an alternative lens in which to see Flagstaff government. This in turn provides more input into government for solutions-oriented participation. Trust building is an important goal on both sides.	Partner with local and regional resources for collaborative efforts as result of Economic Study. Continue to build funding sources for projects & events Work to recruit Indigenous participation on City/County commissions and councils.
3.3 Create/Refine Directory and Promote, Indigenous-owned Businesses in Flagstaff	Coordinator work with City Tax department for business owner list for this purpose and obtain what is legally acceptable; Work with Chamber of Commerce membership; Community outreach to Indigenous community to obtain similar information.	Outreach and efforts to announce and plan for elevating Indigenous owned businesses
3.4 Devise Feasibility Study for Public Artist Marketplace	Outreach to local artists and gather input for questions and response for a feasibility study. Create artist directory, form, and work with a workgroup to formulate the plans for artist marketplace.	Based on findings, the workgroup will create and implement an artist-driven market that will reach focused customers both locally and from outside the city. This may come sooner than the 3 rd year.
4. Visibility	Year One – Two	Year Three – Five
4.1 Build Visibility of Indigenous Presence and Contributions through:	Public Art: Working with Beautification, Arts & Sciences, Economic Vitality, within City of Flagstaff. The first announcement to recruit Indigenous artists has gone out two weeks ago. There is specific budget funding for further collaboration in this area. Work with Beautification Arts & Sciences to fine tune outreach and process	Continuation of established goals for public art. Continuation of artist involvement.
4.2 Name or Replace Street and/or Place Names	Based on forum input, Councilmember Whelan had introduced a talking point to change Agassiz's Peak as well as other street/place names in Flagstaff. Keep Indigenous community informed of Council agendas, discussions, and public input. Build support within Indigenous community to participate.	Continue with new buildings and streets. Continue with changing street and place names, clearly with Indigenous community input.
4.3 Public Advertising of Events	Example of an important event: Indigenous Peoples Day (IDP) event. Due to current pandemic situation, there is no guarantee there will be a public in-person event nor will there be City funding to support this. Based on that,	Advertise Artist Marketplace Cultural celebratory events.

	IDP planning will be less about celebration and focus more on education through virtual video and educational sessions. Implement Planning Committee and add more members. Further determinations will be made once Planning Committee convenes.	Community educational cultural events (also as listed under Education). Further community input. Determination of other events.
4.4 Determine Support for a Flagstaff Pow-Wow	Provide community listening sessions through surveys and other means of contacting area Nations. Pool ideas and feedback.	Depending on outcome of community support for a Flagstaff Pow Wow, plans will be in place
5. Education	Year One – Two	Year Three - Five
5.1 Indigenous History, Culture, and Contributions	Continue work with FUSD and Charter schools to support expanded student curricula on Indigenous histories, cultures, and contributions. This work has started and various ICF members have been in conversations with FUSD, parents, and staff to start projects.	Continue building on these efforts.
5.2 Staff Training for City Employees	Members of ICF and community have been engaged to start these conversations through participation in IPD, Native American Heritage Month, local reoccurring art shows, and City/County leadership academies, and other venues. These will continue and keep track of what has occurred. A broader look at how staff training can occur will be developed through City Manager's Office with Indigenous community input. Strengthen County relationships and include City partners in these trainings.	Build list of contributing partners. Develop an effective training portfolio.
5.3 Community Sharing and Training	Plans to start storytelling, workshops, presentations through: Truth and Reconciliation/Conciliation Events Native American Heritage month Indigenous Peoples Day Continue to work with County regarding similar objectives	In all these areas, collect data on events and training from Year One and Two. Plan next steps based on data and successes. Connect Indigenous communities & nations to City of Flagstaff through storytelling, locality and better messaging around these. Continue to strengthen relationships. Plan to replicate all these areas throughout the year.
6. Public Safety and Criminal Justice	Year One – Two	Year Three - Five
6.1 Police, Fire Departments, Criminal Justice Systems	Keep dialogue going with Police Department. Start conversation with Fire Department or other public safety entities within City, including city courts.	Continue collaboration.

6.2 Thoughtful Review of Public Safety	Continue Cultural Sensitivity Training to Flagstaff Police Department. Continue Community Conversations and Input; Ex. Navajo Nation Human Rights Commission Recruitment and Hiring	Thoughtful implementation of changes. Continued Community Conversations and Input. Continued joint sessions with Tribal governments
6.3 Education and Training	Work with ICF and other entities to add/build on to the POST Certified Curriculum for Police Department	Continue and review/update of Cultural Sensitivity Training for all Public Safety.
6.4 Policy Review and Indigenous Input	Plan for outreach to Indigenous community members and surrounding Nations.	Thoughtful implementation of collaborative change
7. Wellness	Year Two	Year Three – Five
7.1 Campaign to Identify Community-Based Efforts that Promote Healing for Inter-Generational Traumas; Seek Out Foundational Strengths	Protection of the Sacred from unhealthy and harmful treatment. This is a paramount issue of physical, mental, and spiritual health for Native/Indigenous people of Flagstaff and surrounding area. Ex. The Peaks; ecosystems Partnerships/sources; Ex. gardens, elder-youth programs; identify and support Indigenous organizations to build culturally grounded resources to address traumas.	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff
8. Housing	Year Two	Year Three – Five
8.1 Address Needs for Affordable Housing	Conduct assessments concerning families, students, and unsheltered relatives. Look for solutions regarding these questions coming out of the forums. How can the City of Flagstaff work with Indigenous organizations to further support affordable housing for Native people? What role can the City play in easing the burden of Flagstaff's restrictive price levels for housing and utilities?	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff
9. Transportation	Year Two	Year Three – Five
9.1 Solutions to Regional Transportation Deficits for Indigenous People for Work, Health, or Family Needs	Explore solutions to these deficits that place particular obstacles in the path of Native people who travel between the City and nearby homes or additional family homes for work, shopping, family connections, and health services.	Identify and Strengthen Collaborative Efforts Local and Regional Partnerships Identify Resources/Funding at Local, Tribal, State and National Levels and Bring to Flagstaff

10. Joint Meetings: City Council and Indigenous/Tribal Councils	Year One – Two	
10.1 Hopi Tribe	Reschedule when directed by CMO & City Council Tribal Nation governments are appreciative of the meetings	
10.2 Hualapai Tribe	Same as above	
10.3 Havasupai Tribe	Same as above	
10.4 Other Tribal Nations	Schedule as City re-opens and direction is provided	
11. COVID-19	Year One – Two	
11.1 Nation Update	City Instrumental – Keeping in contact with Nations and local area Update to Council on weekly basis	
11.2 Donations	Instrumental in connecting Organizations & Donations for Relief Efforts	

PROCLAMATION

Indigenous People's Day

WHEREAS, the City of Flagstaff recognizes that it is built on lands known, inhabited, loved, and respected by Indigenous people since time immemorial;

WHEREAS, the City of Flagstaff was built and is still energized and maintained and shaped today with Indigenous peoples' knowledge, labor, technology, science, philosophy, arts, and commerce;

WHEREAS, advocating for and supporting actions that lead to the advancement of social and environmental justice for Indigenous communities per City Council goals and objectives for 2017-2020;

WHEREAS, the City of Flagstaff understands that government entities, organizations, and public institutions have a responsibility to enact policies to combat racism and to build justice and equity for Indigenous people and all people who suffer from the effects of prejudice and discrimination;

WHEREAS, the observance of Columbus Day is a celebration of assimilation, acculturation, and genocide against Indigenous peoples;

WHEREAS, to this end City officials and residents throughout Flagstaff and the surrounding areas participated in 2016 and 2017 in a series of Indigenous Community Forums, to hear the concerns and ideas of Indigenous people, and adopted the strategy and recommendations that came from these forums;

WHEREAS, the City of Flagstaff resolved in 2018 to support efforts to educate the public about historic and contemporary Indigenous human rights concerns, and to honor its Indigenous roots by becoming a better steward of the land it is built upon;

WHEREAS, the City of Flagstaff, Mayor and Councilmembers hereby recognize and renew the commitment between the City of Flagstaff and the Indigenous nations and communities of Northern Arizona to work together for the benefit of all.

NOW, THEREFORE, I, CORAL EVANS, Mayor of the City of Flagstaff, Arizona do hereby proclaim October 12, 2020 as

INDIGENOUS PEOPLES' DAY

Dated this 12th day of October 2020

Coral Evans

MAYOR

ATTEST:

Stacy Saltzburg
CITY CLERK



