Tribal and Indigenous Planning Interest Group of APA

2020–2023 Strategic Plan

Approved by Steering Committee 2/24/2020

Mission
To promote awareness, communication and action on tribal and indigenous planning issues for tribal and indigenous planners, peoples, nations and their non-tribal partners.

Vision
All planners and plans recognize, champion and prioritize tribal and indigenous planning issues.

Core Values

- Community and Culture
- Honor and Respect
- Self-determination and Sovereignty

Core Functions
Communicate, Educate, Empower, Engage, Uplift

Focus Area Goals, Strategies and Actions

1. **Communicate** – Build a network of tribal and indigenous planners to share information, highlight opportunities, and showcase successful projects and planning efforts.
    a. Create an interest group communication plan. *Preliminary actions:*
        i. Develop topics and communications of interest to tribal and indigenous planners.
        ii. Develop and manage an email listserv.
        iii. Expand membership and consistency of quality and relevant posts to LinkedIn group page.
        iv. Increase presence on APA website through a more prominent, self-maintained webpage.

2. **Educate –** Build capacity of tribal and non-tribal planners to better understand issues and topics that are unique and important to native nations and indigenous communities.
    a. Develop an education plan. *Preliminary actions:*
        i. Develop a list of topics and issues to include in an education plan with a prioritized list of opportunities for tribal/non-tribal planner engagement.
        ii. Promote opportunities, trainings, and conference sessions that are for non-tribal entities to learn how to work with native nations and indigenous communities.

3. **Empower** – Support tribal and indigenous planners to become strong allies and advocates for planning in tribal and indigenous communities.
    a. Establish a Tribal and Indigenous Division of APA.
        a. *Co-Leads with Support from SC Members:* Advocate for a more relevant, supportive and less burdensome APA division structure, processes and requirements that 1) recognizes, honors and elevates tribal and indigenous peoples and communities; and 2) supports reestablishment and sustainability of a Tribal and Indigenous Division of APA.
    b. Develop a list of training opportunities for tribal and indigenous planners.
    c. Develop a resource manual for tribal and indigenous planners.

4. **Engage** – Grow a larger group of tribal and indigenous planners and students.
    a. Recruit tribal and indigenous planners and students to join the interest group.
    b. Recruit tribal and indigenous planners and students to join the working group steering committee, accept positions within the group, and actively help the interest group achieve its mission and vision.
    c. Create and utilize a student advocacy coordinator position within the interest group to recruit and engage with other students and advocate for their involvement and voice on current and future tribal and indigenous planning issues.

5. **Uplift** – Assist tribal and indigenous planners as well as other APA interest groups and divisions address challenging planning issues in their communities.
    a. Form a Tribal and Indigenous Planning Resource Team that can respond to and help tribal and indigenous planners that are seeking assistance or advice.
    b. Coordinate with other APA interest groups and divisions in order to identify common planning issues and share support and assistance when and where needed.
    c. Create a mentorship program for students interested in learning and getting advice from senior level tribal and indigenous planners.
        i. Develop a list of senior tribal and indigenous planners willing to mentor a student.

Objective Measures of Success (to be determined by corresponding coordinators, and supported by SC members)

- Communicate
- Educate
- Empower
- Engage
- Uplift

Organizational Structure

At the 2019 Western Planner Conference in Santa Fe, New Mexico, the Tribal and Indigenous Planning Interest Group established a steering committee to assist with development of the interest group and related work plan. Through monthly conference calls, the steering committee will help the interest group meet its mission and accomplish its goals. The steering committee is led by two co-leads and includes three subcommittees led by focus area coordinators. All positions are voluntary. The steering committee will consist of any tribal or indigenous planner that can commit to attending the monthly conference call meetings and the National APA Planning Conference meeting in the spring. Co-leads

must be nominated, voted on, and approved by the steering committee at any regular conference call where a quorum of at least 10 members are present. All other volunteer positions may be self-nominated or nominated by any steering committee member that has attended at least two consecutive steering committee meetings. The positions will be voted on and accepted at any regular conference call where a quorum of at least 10 members are present. See position titles and descriptions below.

Positions + Descriptions

Co-Leads (2)

- Work with Interest Group Coordinators to prepare monthly meeting agendas and related materials, including review and distribution of previous meeting minutes.
- Facilitate monthly meetings, including set-up of teleconference and/or other logistical needs.
- Lead development and monitoring of Interest Group strategic plan with input from coordinators.
- Support Interest Group Coordinators with strategic plan implementation, including recruiting other Interest Group members to assist and connecting coordinators to other resources that will build Coordinator and subcommittee success.
- Serve as liaisons and Interest Group representatives to National APA and other tribal and indigenous groups for the purpose of collaboration and partnerships that contribute to Interest Group vision, mission and goals.
    - Lead implementation of Empowerment strategies related to advocacy for a new APA division structure, process and requirements.
- Make other delegations and decisions as necessary to carry out the mission of the Interest Group.

Communication and Engagement (C & E) Coordinator

- Lead implementation of Interest Group Communication and Engagement focus area goals and strategies as outlined in the Interest Group Strategic plan.
    - Work with the co-leads to recruit Subcommittee Members to assist with implementation tasks.
    - Develop an annual work plan with clear actions, assignments, deadlines and resource needs for each focus area strategy.
    - Submit monthly email updates to co-leads on achievements, progress made and concerns and/or resources toward planning and/or strategy implementation.
    - Participate in monthly Interest Group calls; provide brief verbal reports on achievements, progress made and concerns and/or resource needs.
    - Collaborate with other coordinators on strategy implementation.

Education and Empowerment (E & E) Coordinator

- Same as C & E Coordinator with primary focus on Education and Empowerment focus area goals and strategy implementation.

Uplift Coordinator

- Same as C & E and E & E Coordinators with primary focus on Uplift focus area goals and strategy implementation.

Student Advocacy Coordinator

- Work with other coordinators, especially Communication and Engagement and Education and Empowerment, to lead implementation of student-focused strategies and actions.
- Other roles as identified for other Coordinator positions.

Steering Committee

- Actively participate in monthly Tribal and Indigenous Interest Group meetings.
    - Alternate responsibility for taking meeting notes; submit notes to co-leads.
- Volunteer to participate in at least one focus area subcommittee.
- Collaborate with all committee members to implement Interest Group strategic plan.

Focus Area Subcommittee (e.g., climate change, housing, transportation)

- Actively participate in focus area subcommittee meetings as organized by coordinators.
    - Alternate responsibility for taking meeting notes; submit notes to coordinators.

Decision-Making

Key decisions regarding future interest group actions, including use of interest group funds must be approved through the following process, as facilitated by Interest Group Co-Leads:

1. A steering committee member must make a motion describing the proposed interest group action (e.g., spend interest group funds to support a student scholarship to attend the National Planning Conference, major revision to strategic plan components, approve and/or move forward with a division proposal to NPC).
2. A second steering committee member must second the motion.
3. Co-leads will facilitate any discussion related to the motion, including possible amendments.
4. Co-leads will call for a vote on the original and/or amended motion by the steering committee at any regular conference call where a quorum of at least 10 members are present.
5. A simple majority will constitute approval of the motion and the group can discuss necessary next steps. A tie or less than simple majority will constitute a failed motion. For failed motions, co-leads can call for further discussion or request additional information be shared with the steering committee during or at a later meeting to inform a reconsideration, revised motion, or revote.