

Skátne Enionkwaió'ten – Draft Organization/Group Language Plan

KSCS

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Mission & Goals	Stakeholders	Partners/Collaboration	Language & Culture Programming
<p>Our Mission: To encourage and support a healthy lifestyle by engaging with community through activities that strengthen our KSCS values of peace, respect, and responsibility with the collaboration of all organizations of Kahnawà:ke.</p> <p>Our Vision: KSCS strives for a strong collective future for Kahnawake by promoting and supporting a healthy family unit.</p> <p>We have three guiding strategic objectives that focus on empowering Kahnawa'kehró:non for healthy and fulfilling Kanien'kéhá:ka lives. Strong, healthy Kahwá:tsire requires a strategic focus on children, youth, and young parents based within our culture.</p> <p>Strategic objective #3 is to: Foster and accelerate active Kanien'kehá:ka ways of doing things, including more use of our language. Sub components of this include:</p> <ul style="list-style-type: none"> • Strengthen our understanding of our Kanien'kéhá:ka ways, language and culture. • Incorporate Kanien'kehá:ka ways in everything we do. This means increasing the use of our language and culture in everyday living and in the standard practices of our services. <p>K.S.C.S. presently doesn't have a well-defined role in supporting language revitalization in the community, however we do have an in-house committee and we try to maintain education and awareness for staff. It is a large part of our strategic planning and we need continued support of the Executive Directors Committee and our Board of Directors.</p> <p>The ability to support a healthy family and healthy community is directly linked to having knowledge of our culture and language (and having the ability to pass on to other generations.)</p>	<p>Our stakeholders are Kahnawa'kehró:non all of all ages. Some services are based on need or a particular demographic. I.e. Home and Community Care provides assistance from new mothers to palliative care, though primary clients are Elders in need of assistance that their families cannot provide.</p> <p>KSCS staff and the larger organization (including the Board of Directors) are our stakeholders as well.</p>	<p>K.S.C.S. is currently participating with the Tsi Niionkwarihò:ten Community Network, and this allows for a lot of collaboration. We have and continue to have a liaison with the MCK Language and Cultural Center as they allow us seats in their training. We attend the meetings for Cultural Awareness Month planning with the Cultural Center and we also have a relationship with Kateri Memorial Hospital. All of these cultural programs are valuable resources for KSCS planning. In house at KSCS we may get Elder's Lodge elders more involved.</p>	<p>KSCS has a Tsi Niionkwarihò:ten committee that is currently trying to implement and maintain language cultural sessions and activities.</p> <p>KSCS has a Tsi Niionkwarihò:ten Coordinator position.</p> <p>Some members of our staff attend the MCK language and culture training program.</p> <p>The K.S.C.S youth groups/programming also try to incorporate tsi niionkwarihò:ten ex. Creek Runs Clearer, Á:se Tahontehiaróntie (Teen Group) and Onkwanièn:ra (Our Gang).</p>

<i>Strengths & Resources</i>	<i>Successes</i>	<i>Monitor, Evaluate, Accountability</i>
<p>K.S.C.S. has a Tsi Niionkwarihò:ten Committee and now a Tsi Niionkwarihò:ten Special Projects Coordinator (new position with the goal of increase awareness to staff so they can be inspired to ensure cultural values and practices are respected and shared in service delivery).</p> <p>The committee consists of people who are dedicated to learning and sharing their knowledge of tsi niionkwarihò:ten. Some have completed the 5 year MCK Language and Cultural Program or graduated from Ratiwennahní:rats. We've offered language and cultural sessions to staff and continue to do so. We support staff to attend MCK training and other available sessions.</p> <p>We have a variety of community reports with ideas from people on their needs for cultural elements for KSCS. Ex. Addictions Response Report from the 1990s, Kahnawà:ke Experience 2004, Tekaienawakon Report 1997-1999), Teionkwatenionhatie Report 1999-2000, Strategic Framework 2004 and the current strategic Plan 2016-2019 (many other documents for feedback from staff and elders).</p> <p>We also have contacts and liaisons at the above mentioned community resources.</p> <p>Our program is currently under development- ideas include collaboration with Language Nest for family events, offer language sessions.</p> <p>We can work with our in-house Social Committee to incorporate language learning into the House Points system.</p> <p>The Community Health Plan Evaluation 2016 which was done last year provided recommendations accepted by Onkwata'karitáhtshera regarding language and culture. It states that culture and language should be the guiding principle for services delivery which means not to fit it into the existing box but make it the pillar. It supports what we are trying to do.</p>	<p>KSCS has had at least 4 community consultations/strategic planning sessions since 1999 when the Kahnawà:ke Language Law was created. Even before the “law”, the community was asking for more cultural appropriate services (Kahnawà:ke Experience 1994). All of these plans reflected a need for more cultural elements in service delivery. Due to this need, the Healing Lodge was created and collaborative work with the hospital was ongoing to ensure traditional approaches to healing were taken into consideration. Parenting services were also increased at this time.</p> <p>In 2000, K.S.C.S. created a “Language Committee” that offered language and cultural sessions to staff. We also collaborated with the MCK training center and K.M.H.C. to continue to offer services to staff. Recently, the organization has had another strategic planning session and a Tsi Niionkwarihò:ten Coordinator was hired.</p> <p>We are currently in the process of having a staff survey compiled in order to further develop our tsi niionkwarihò:ten programming. This with service to the community in mind. We are also in the process of creating a staff orientation package.</p> <p>We offer in-house training and have had good feedback from the participants. However, workloads can be a challenge to many.</p> <p>KSCS Personnel Policy has been recently revised and now accommodates staff who attend the Ratiwennahní:rats Program by securing their position. The policy has also been updated to be more culturally sensitive by allowing Onkwehon:we staff to take a 10 day bereavement leave when a family member passes away. Our policy also allows staff up to 6 days per year for attendance at Traditional Festivals/Ceremonies.</p>	<ul style="list-style-type: none"> • Verbal feedback and results from surveys, evaluations, feedback forms and training lists. • Yearly planning in order to review goals and objectives. Our strategic plan only takes us until 2019 and this is a pilot project. We need to build the case for making Tsi Niionkwarihò:ten a permanent fixture at KSCS. • All staff have yearly performance reviews and regular supervision with their supervisors. Tsi Niionkwarihò:ten should be built into their performance objectives and program plans. Staff also are responsible to create the plans and follow up for implementation.

<i>Obstacles & Challenges</i>	<i>Communication</i>	<i>Response & Future Directions</i>
<ul style="list-style-type: none"> Priorities have been a challenge, but now that tsi niionkwarihò:ten is a priority via our strategic plan 2016-2019, policies have been revised and a new role was developed. Manpower had been an issue because the committee is limited in what we could do in terms of training and workshops (our “regular jobs” came first). KSCS has had an internal Tsi Niionwarihò:ten committee for many years but we have been limited by time constraints and other priorities in committee members work. Currently, KSCS offers in-house cultural lessons to staff but no regular language lessons at the moment (although we have had them in the past and the coordinator offers informal sessions as needed ex. Finance department, August 2017). For example, we just did a hands on workshop on making traditional ceremonial foods and we will be holding an information session on the Midwinter Ceremony. A challenge specific to KSCS Home & Community Care is that even though we are situated at the Elder’s Lodge where there are still some first language speakers, there is still not enough language education from KSCS. The only language and culture activities being done with Elders are what is being done through KMHC. KSCS needs to increase language and cultural support to be able to walk the talk of their new strategic plan to incorporate Tsi Niionkwarihò:ten. The mindset needs to change. We need to enhance traditional minded programming. Tsi niionkwarihò:ten training and service development needs to be seen as part of the job, not extra. Right now we are having that value discussion and it is challenging. We have so much work to do it is difficult to focus on the task at hand. If there is a “will” there is a “way”. Working on the “will” has been a continuous challenge and things are starting to move in an upward direction. Working with both onkwehón:we and non-native staff can be a challenge. Currently we have 180 staff – not sure what the actual ratio is. Each satellite office has a different work environment and different ratio of onkwehón:we:non-native staff. The majority language spoken is English. The majority of practices and teachings we use are Western (not traditional). How do we get ALL staff to buy in to the importance of our ways and using the language? How do we get all staff to understand the benefit of becoming culturally safe service providers? Our belief is that some Kahnawakehró:non may be experiencing shame/guilt for not speaking or understanding Kanien’kéha. How do we get/work through this? A Condolence Ceremony would help people to overcome their grief/loss and help them move on from personal barriers. It may be helpful to present the major research findings that prove how vital cultural and language integration is to healthy people and communities. Perhaps we need to present the information that was shared at this Planning Session to all staff – it would certainly open some eyes that may not be aware of the critical state that our language is in. It might just light a fire under folks, and get non-natives to understand how we got to where we are today and how precarious our situation is. Tie in our Strategic Objective 3 – it would be a perfect opportunity to do so at an All Staff meeting with as the Board of Directors present. We are starting at the beginning. Talking to teams, surveying staff and creating a plan to have ongoing training and orientation for all staff. This is an ongoing process and big endeavour, so patience and support is needed by all. It is important for everyone to come to one mind and value the process, training and activities. We need to connect language/culture to KSCS’ performance management system. Tsi niionkwarihò:ten needs to be an item within and a vital part in everyone’s performance reviews if it is to be taken seriously. Leadership needs to support staff who participate in training and activities. Ex. training policy development. Leaders also need to lead by example by participating in training & activities as well. We must educate leadership so they can fully understand and be on side with what we are trying to do at a global level. We need to inspire individual staff to rekindle their own fires. Making learning fun and easily accessible will be a big part! 	<ul style="list-style-type: none"> At this time the committee communicates in-house for staff training activities. We do promote open activities through other programs such as Prevention Services activities and Tehontatroy:ris Community Health and Services topic sessions (these are always open to the community and invitations are sent to our organizational contacts and clients-in April we have a cultural guest and promotion is shared with the network via the Cultural Center planning group). We can use the various media network in order to promote activities, as we do for other activities. However, at this time we are focussing in-house and developing our program. 	<ul style="list-style-type: none"> See above notes-in progress. We try to do monthly sessions with staff and participate in MCK and KMHC training when available. Via the network we are looking to collaborate for family events and likely language sessions down the road. We need to outsource and hire others in the community to come in to provide language classes and/or culture workshops because the members on the committee are limited with: time, not to mention language skills and knowledge of culture/songs/ceremonies. Continue with the network plans. Focus on family activities. For those of us that speak we need to try hard to use it at home. Find our family allies and act as role models to the community. It will be hard work but worth it!
<i>Impact & Effectiveness</i>	<i>Future Collaborations</i>	
<ul style="list-style-type: none"> Our programming is effective for those who participate. We have staff surveys and other documents to attest to this. We are looking to increase participation. The most cited barrier to participation cited by staff is their busy workloads. If staff are trained, well informed and aware of the community resources that are available, they can then share more with their clients and direct them to others as needed in their search for knowledge. 	<p>In house at KSCS, we will get Elder’s Lodge elders more involved.</p> <p>We would like to continue to develop more access to resources via Cultural Center and the Schools such as Karonhianonhnha and Karihwanson (ex. translations). A link to other centers such as in Kanesatake and Akwesasne may be useful. I’m open to work with anyone with language and cultural resources.</p>	

<i>Is it unclear to your group/org what your role is in language revitalization?</i>	<i>Does Kahnawà:ke need a community-wide Council or Committee to direct and support language revitalization?</i>
<p>It is clear to us that we have a role, but it is challenging to have those who can't see the direct correlation to their jobs understand that KSCS does have a role.</p> <p>In order for us to achieve Strategic Objective 3, we need to work together and be open to trying different ways to educate and create awareness within the organization.</p>	<p>An overseeing committee may be helpful. Not the language police but people who are seen as supportive and helpful. Ex. develop a community curriculum center. It would be great if teachers and families could have access to age appropriate materials. Work with Karonhianonhnha and the Cultural Center to ensure no duplication but that may benefit everyone. It would be cool if a project with Tota tánón Ohkwari could be funded to create resources for the schools on all their main courses ex. Social Studies, Language Arts (add bullying prevention and other social skill development), Science, Art, and Math.</p> <p>Research to prove that we are developing and reaching our goals would be helpful (Backward Design).</p>

Strategic Vision Board Comments	Session One Board
<ul style="list-style-type: none"> ○ What is done at the FWC and Onkwánen:ra for youth? ○ Perhaps... hire an elder to have on staff (maybe part-time) for other staff to go to them as a guide and to help staff gain knowledge. ○ Speak, daily conversations, post everywhere. ○ Culturally relevant LGBTQ teachings, workshops, resources <p><u>Additional Comments:</u> KSCS' new strategic plan 2016-2019 included a new focus on our language and culture as an important part of our helping work that should be integrated into every service stream. We are now at the point of determining what this means for each of our teams.</p>	

Year	Vision & Goals	Activities, Action Items...
2017	<ul style="list-style-type: none"> ➤ KSCS Tsi Niionkwarihò:ten Special Project Coordinator: ➤ To improve understanding of Kanien'keháka tsi niionkwarihò:ten among staff at Kahnawà:ke Shakotia'takéhnhas Community Services (KSCS) in order to demonstrate the integration and review of tsi niionkwarihò:ten standards and principles within KSCS programs, projects and services. ➤ KSCS Tsi Niionkwarihò:ten Committee: Development and implementation of innovative, creative methods and initiatives to encourage the learning and use of Kanien'kéha and Kanien'keháka culture throughout KSCS. 	<ul style="list-style-type: none"> ✓ Program development (revised KSCS tsi niionkwarihò:ten committee Terms of Reference). ✓ Service delivery (ex. language sessions and cultural presentations and activities in conjunction with the committee). ✓ Research (review staff training reports and feedback, other relevant materials for program development). ✓ Recommendations for policy review and support made to KSCS Executive Director made May 2016. ✓ Training and education for internal and external partners- orientation package for staff, prepare for staff sessions and meeting facilitation. (Some recommendations made were supported with the new policy dated Oct. 2 2017: Ex. support to attend the 2 year Ratiwennahní:rats program). ✓ Regular reporting on progress to staff and supervisors. ✓ Staff survey for feedback and evaluation. ✓ Create a final report and make recommendations for the upcoming program year. ✓ Ongoing facilitation of the committee meetings and follow up re: monthly staff activities.
2018	Continue from previous year...	Continue from previous year...
2019 <i>*UN Year of Indigenous Languages</i>	<ul style="list-style-type: none"> ➤ We must work to carry over the Tsi Niionkwarihotens pieces of KSCS Strategic Plan that have not yet been accomplished into the next plan phase (2020-2023 or so). 	<ul style="list-style-type: none"> ➤ It would be helpful to have KSCS participation at some level with the Community Network.
2020		
2021 <i>*Prepare for next five-year community language plan.</i>		