

# Skátne Enionkwaió'ten – Draft Organization/Group Language Plan

## Tsi Niionkwarihò:ten Tsitewaháhara'n Center

Chera Warisó:se Lahache

<i>Mission &amp; Goals</i>	<i>Stakeholders</i>	<i>Partners/Collaboration</i>	<i>Language &amp; Culture Programming</i>
<ul style="list-style-type: none"> <li>To empower and assist students to better communicate in Kanien'kéha through progressive language and cultural awareness education, ensuring they feel a renewed sense of pride and enthusiasm in who they are as Onkwehón:we people.</li> </ul>	<ul style="list-style-type: none"> <li>Organizational employees and community members from age 16 and over.</li> </ul>	<ul style="list-style-type: none"> <li>EDC organizations: KOR, TEWA, SXS, KSCS, KEC, KYC, KFB, KMHC, MCK.</li> </ul>	<ul style="list-style-type: none"> <li>Kanien'kéha language classes</li> <li>Complementary online learning program</li> <li>Cultural workshop series</li> <li>Translation services</li> <li>Annual Summer Program</li> </ul>
<i>Strengths &amp; Resources</i>	<i>Future Collaborations</i>	<i>Successes</i>	
<ul style="list-style-type: none"> <li>We have the ability to provide cultural and traditional programming in a classroom and outdoor garden space</li> <li>Provides traditional medicine walk programming and services</li> <li>Provides cultural &amp; traditional medicine support and consultation</li> <li>We developed an online language learning tool students use to support and complement their classroom learning</li> <li>Ability to teach from the novice to advanced level language classes as well as basic cultural awareness education to leadership and conducting perspective traditional teachings</li> <li>We provide translation services internally and externally with a mini recording studio set-up for curriculum development</li> <li>We developed a complete 5 year language and cultural curriculum and resources</li> <li>We have a broad network connection of knowledgeable presenters and speakers within and outside of the community</li> <li>We offer monthly brown bag lunch language gatherings for students to practice using the language together with staff and other employees.</li> <li>Our program has been in existence since 2007</li> </ul> <p>We initiated bi-monthly activity nights for students to have extra opportunity to speak/use the language outside of class. Although low attendance, it was a beneficial experience for those that attended. This can be something that we can re-initiate based on interest and commitment to attend.</p>	<p>We would like to collaborate more with Youth and Elders to work on bridging the generation gap and bringing back family values through language and culture programming.</p> <p>We also wish to explore collaborating with the KOR and the Ratiwennahní:rats classes through curriculum and resource sharing as well as possible mentoring or support activities as it would bring together 2 major groups of adult based learners in the community.</p> <p>Iakwahwatsiratátie, K103, and community TV programming, and traditional medicines and wellness programs are also areas where we foresee beneficial collaboration opportunities.</p> <p>Involvement with the on-going Collective Impact community work for language and culture</p> <p>Network and access available resources regarding traditional medicine and support i.e: Suzy Goodleaf presentation.</p>	<p>The MCK Language and Culture Training Program has seen a number of successes over the years including:</p> <ul style="list-style-type: none"> <li>We initiated everyday language usage within the organization and re-integrated cultural practices</li> <li>Contributed to community organizations' use of language and culture within their orgs through their employees participation</li> <li>Contributed to students' confidence and self-esteem to overcome personal barriers they faced in wanting to learn our language and culture</li> <li>We contributed to the community longhouse ceremonial participation as students are connecting or reconnecting to their culture and practicing what they have learned</li> <li>We provided a language base for students to continue into the Ratiwennahní:rats immersion program</li> <li>Participates in the annual Tsi Niionkwarihò:ten Niwenhni'tò:ten/Cultural Awareness Month by hosting community presentations and bringing in key presenters</li> <li>Initiated, coordinates and participates in the Tewahará:tat Tsi Niionkwarihò:ten/Language and Culture Network</li> </ul> <p>The MCK organization supports employee learning by allotting work hours towards language and cultural training, everyday usage of the language within the organization through the implementation of a Standardized Kanien'kéha Terminology Policy, an on-going Ohén:ton Karihwatéhkwen Project that has employees opening and closing meetings with the Thanksgiving Address, translation of job titles for employee name plates, Kanien'kéha office labeling, and consistent language usage internally and externally (community) via the Communications Public Relations Unit.</p>	

<i>Obstacles &amp; Challenges</i>	<i>Communication</i>	<i>Monitor, Evaluate, Accountability</i>
<ul style="list-style-type: none"> <li>Existing Policies - Organizational employees not being allotted time off work to attend classes or the 2 year Ratiwennahní:rats immersion program, acceptance and recognition of language and culture as employee training and development</li> <li>To meet the various needs of students coming in with the expectation that learning the language is easy. It is not an easy process to learn and each student has to come in with an open mind and willingness to put in time and effort inside and outside of the classroom to expect and see concrete results</li> <li>Meeting the needs to have a more advanced level language classes</li> <li>Office space is too small and limits class size and activities and limited field work settings</li> <li>To get students to use the language at home instead of 'closing their books' when leaving the class. We need them to continue to use it and apply it at home and within their every life.</li> </ul> <p>Teaching schedule and teacher availability limits the number of classes and times of classes (limited evening classes)</p> <ul style="list-style-type: none"> <li>Develop a Community Policy/Review of existing policies that supports language and culture learning and practice and ensure everyone is on-board and adopts it for their Org/program</li> <li>Build and provide a support system for students to assist with their learning journey through more regular interaction and mentoring</li> <li>Obtain a teacher with ability to be able to teach advanced high levels</li> <li>Collaborate with other programs and resource share and research funding opportunities</li> <li>Give students the tools and incentives to use language in the home and involve family and friends in their learning.</li> <li>Addressing the effects of intergenerational trauma that students carry with them that affects their learning.</li> </ul> <p>Work with KOR to have Ratiwennahní:rats students sub classes as needed. Win-win situation where students get the practice and experience and no classes need to be cancelled. Work with other programs in the community for possible site visits, classroom assistance that students can do</p>	<ul style="list-style-type: none"> <li>MCK Communications and Youtube, language episodes and promotion</li> <li>Through community bulletin boards and posters</li> <li>We communicate and collaborate with K103 by providing language content</li> <li>By Participating in Cultural Awareness Month planning group and hosting cultural presentations and workshops</li> <li>The Executive Director's Committee (EDC)</li> <li>The Language and Culture Network Mykahnawake.com calendar website (new-yet to use)</li> <li>Tetewatierónnion Variety show</li> <li>Participate in the community language planning sessions to develop a community 5 year strategic plan</li> <li>Participate in the Language and Culture Fair</li> <li>Participate in the Language and Culture Network</li> <li>Through the partnership with KOR and the annual report</li> <li>MCK 5 year Strategic Plan and Objectives for Language &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Yearly program evaluation and feedback</li> <li>Student entry and exit OPI assessments and results</li> <li>Monthly Quizlet quizzes and results</li> <li>Implementation of oral exam assessments and results</li> <li>Annual student attendance and participation reports</li> <li>Implementation of more cultural presentation requirements and quizzes</li> <li>Staff and working group meetings and planning/evaluation sessions</li> </ul> <p>MCK Five Year Strategic Plan</p> <ul style="list-style-type: none"> <li>5 year student graduation ceremony</li> <li>Supervisor (MCK) requires annual report of the program</li> <li>KOR receives report of community members</li> <li>End of year student evaluation and feedback</li> <li>Staff performance, evaluations and training</li> <li>Visual observations of language and cultural usage</li> <li>Novice high language goal (5 year goal) OPI rating.</li> <li>Annual performance appraisals and yearly Objectives</li> </ul> <p>MCK Five Year Strategic Plan</p>
<i>Impact &amp; Effectiveness</i>	<i>Response &amp; Future Directions</i>	

<p>Program evaluations and student feedback reports attest to the program's effectiveness as follows:</p> <ul style="list-style-type: none"> <li>• Have program "acknowledge" so that students can include in CV and for jobs. Look into "credits" or another form of recognition if students 5 year participation and completion of the program.</li> <li>• According to student responses, the language and culture program is successful in that they have a renewed sense of pride and understanding of who they are and why it's important</li> <li>• Student personal development has shown that they are absorbing the language and cultural teachings</li> <li>• Cultural program is effective in that it increases student confidence and awareness of our history, traditions and identify</li> <li>• Students are taking initiative to use the language and cultural teachings within their work and personal lives (reaching novice high proficiency, using greetings, ohén:ton Karihwatehkwen, everyday conversation)</li> <li>• Increased organizational usage of language and culture</li> <li>• Increase weekly class room time (2 hours per week not long enough)</li> <li>• Collaborate more with various organizations who have resources we lack</li> <li>• Creation of community policy that supports ones interest to learn language and culture</li> <li>• Promote the importance of language and culture revitalization through a community wide educational campaign</li> <li>• Showcase and honor persons within the community who work within language and culture or are learning it to encourage others to do so</li> <li>• Increase multi-media and everyday/social learning opportunities for language and culture in the community</li> <li>• More collaboration and breakdown of barriers and organizational labels</li> </ul>	<ul style="list-style-type: none"> <li>• More multi-media language and cultural development for our program</li> <li>• Ensure the Language and Culture Competency and Employee Performance Behaviour Expectations criteria is finalized and implemented for the MCK employee performance appraisal process</li> <li>• Ensure all front-line office workers have opportune to participate in the training program and use Kanien'kéha within their everyday work</li> <li>• Work on increasing attendance and continuity from students to complete the five year training program requirements</li> </ul> <p>Continued and increased collaboration and partnerships with other community organizations and programs and look at ways to collaborate/resource share with sister communities</p> <ul style="list-style-type: none"> <li>• Create programming that reaches all age levels and categories – bridges the gaps that exist and brings everyone together</li> <li>• Support the education and promotion of "Family &amp; Traditional Values" within the community – no one visits each other anymore or we are never home to communicate and don't show respect</li> <li>• Establish mentoring programs in the community – for beginner level and advanced to support progressive learning</li> <li>• Work on establishing more working relationships and resource sharing from all areas of the community – everyone has a responsibility not just one entity</li> </ul> <p>Community wide awareness campaign on language and culture – showcase our successes (programs and people) to encourage others to take the steps to learn</p>
<p><b><i>Is it unclear to your group/org what your role is in language revitalization?</i></b></p> <p>Our role is to empower and assist the MCK, community organizational employees and community members to communicate in Kanien'kéha and to increase cultural awareness and realignment with our identity through progressive language and cultural training.</p>	<p><b><i>Does Kahnawà:ke need a community-wide Council or Committee to direct and support language revitalization?</i></b></p> <p>Yes, there is a great need for this type of council/committee. It needs to be a neutral body that is not labelled and that includes a cross-section of community individuals who will work together towards a clearly defined goal.</p>

Strategic Vision Board Comments	Session One Board
<ul style="list-style-type: none"> <li>○ Online resources</li> <li>○ Online courses or modules to better fit employee's schedules</li> <li>○ Present at organizations. Many aren't aware of the program</li> <li>○ Come into the organizations. Offer more spots (many people interested but only 2 spots offered per year)</li> <li>○ Open up more community seats</li> <li>○ Perhaps... open it up to everyone so someone like me, a self-employed person can attend and learn along with your people. Inclusion is key.</li> <li>○ More intensive one-week or two-week courses with agreement from employees to give employees paid time off.</li> <li>○ 2/3 of community members work in the private sector. Need to work with private sector as well.</li> <li>○ Come to the workplace</li> <li>○ Come observe and see where you can provide language support</li> <li>○ Give a hand to assist teachers (Karonhianónhna) mini workshops in small groups in Kanien'kéha in cultural and professional development.</li> <li>○ Come to the schools to assist, show second language banners (Kateri)</li> <li>○ Expand invitation to other organizations</li> </ul>	

<b>Year</b>	<b>Vision &amp; Goals</b>	<b>Activities, Action Items...</b>
<b>2017</b>	<ul style="list-style-type: none"> <li>➤ Participate in Community Planning Session 1</li> <li>➤ Continued meetings of the Language and Culture Network</li> <li>➤ MCK Five Year Strategic Plan</li> </ul>	<ul style="list-style-type: none"> <li>✓ Develop strategic plan in Community Planning Session I</li> <li>✓ Language and Culture Network Working Group Projects</li> <li>✓ Work on MCK Five Year Strategic Plan Objectives</li> </ul>
<b>2018</b>	<ul style="list-style-type: none"> <li>➤ Participate in Community Planning Session 2 in January</li> <li>➤ Hold a Tewahará:tat Tsi Niionkwarihò:ten/Language and Culture Fair</li> <li>➤ Develop a Community Mentorship Program through the Language and Culture Network</li> <li>➤ Finalize and implement community signage and labelling through the Language and Culture Network</li> <li>➤ Participate in Tsi Niionkwarihò:ten Niwenhni'tò:ten/Culture Awareness Month</li> <li>➤ Evaluate partnership with KOR and community programming</li> <li>➤ MCK Five Year Strategic Plan</li> </ul>	<ul style="list-style-type: none"> <li>✓ Final Strategic Plan for Community Planning Session II</li> <li>✓ Coordinate the Language and Culture Fair event with Network Working Group</li> <li>✓ Participate in Language and Culture Network meetings and Mentorship Working Group</li> <li>✓ Participate in Language and Culture Network meetings and Community Signs Working Group</li> <li>✓ Participate in the Cultural Awareness month planning meeting and identify presentation topics and presenters</li> <li>✓ Evaluation/questionnaire with community students and community regarding needs</li> <li>✓ Work on MCK Five Year Strategic Plan Objectives</li> </ul>
<b>2019</b> <i>*UN Year of Indigenous Languages</i>	<ul style="list-style-type: none"> <li>➤ Continue to run the training program</li> <li>➤ Participate in community language initiatives for Year of Indigenous Languages</li> <li>➤ MCK Five Year Strategic Plan</li> </ul>	<ul style="list-style-type: none"> <li>✓ Continue to participate in community planning sessions</li> <li>✓ Work on MCK Five Year Strategic Plan Objectives</li> </ul>
<b>2020</b>	<ul style="list-style-type: none"> <li>➤ Continued programming in the community</li> <li>➤ Continued community planning towards shared community vision</li> <li>➤ MCK Five Year Strategic Plan</li> </ul>	<ul style="list-style-type: none"> <li>✓ Continue to participate in community planning sessions</li> <li>✓ Work on MCK Five Year Strategic Plan Objectives</li> </ul>
<b>2021</b> <i>*Prepare for next five-year community language plan.</i>	<ul style="list-style-type: none"> <li>➤ Overall 5 year evaluation of our program and its strategic goals</li> </ul>	<ul style="list-style-type: none"> <li>✓ Continue to participate in community planning sessions</li> <li>✓ Work on MCK Five Year Strategic Plan Objectives</li> </ul>