**Northern Arizona University Strategic Roadmap Goal 7: Commitment to Native Americans**

Draft #2 (As of January 25, 2021)

*Recommendations originated from Listening Session 1*

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**I. GUIDING PRINCIPLE RECOMMENDATIONS:**

**Original:** Commitment to Native Americans: building on a long history of commitment and service to Native American and Indigenous communities, NAU will redouble efforts to serve and partner with Native American and Indigenous students and communities.

**New Guiding Principle Recommendations:**

1. Indigenize the NAU institute.
2. Develop partnerships with Tribal Nations with an emphasis on respecting Tribal sovereignty, laws, Institutional Review Boards, and policies.
3. Educate on the 7th Generation philosophy. Honor the students’ unique place.
4. Recognizing that every unit throughout the university is accountable for Goal #7, every unit with the university shall incorporate NAU’s commitment to Native Americans and Indigenous Peoples and the objectives of Strategic Roadmap Goal #7 into its own strategic plan with an emphasis on dedicated resources.

**II. GOAL RECOMMENDATIONS:**

**Original/Goal #3:** NAU aims to become the nation's leading university serving Native Americans.

**Original/NAU Strategic Goal #3 Objectives:**

7-1: Increase enrollment, retention, and graduation rates of Native American/Indigenous students while providing an unparalleled combination of academic and cultural support.

7-2: Recruit and retain more Native American/Indigenous faculty, staff, and administrators.

7-3: Collaborate with Native/Indigenous nations to develop projects and programs for the direct benefit of Native American and Indigenous communities.

7-4: Promote appreciation and understanding of Native American/Indigenous Peoples, cultures, and nations within the university and in the broader community.

7-5: Strengthen the Native American Cultural Center's role as a primary point of cultural and educational engagement.
New - Objective Recommendations:

A. Success of Indigenous Community- Faculty, Students, and Staff:

1. Increase enrollment, retention, and graduation rates of Native American and Indigenous students while providing an unparalleled combination of academic, financial, and cultural support.

2. Actively recruit and retain more Native American and Indigenous faculty, staff, and administrators. When a position that involves Native Americans is available it will be publicly announced and qualified Native Americans will be appropriately considered for hire and/or for appointment. This includes both for temporary and permanent positions at all levels across the university. If no qualified Native American is available on campus the positions will be advertised until a qualified Native American candidate is hired.

3. Apply the NAU religious accommodation policy and family grievance policies in a culturally appropriate manner to Native American and Indigenous students.

4. Offer Cohort based programs for Native American and Indigenous students designed intentionally to model culturally based relationality models to support the learning, development, and success of Indigenous students at NAU.

5. As Northern Arizona University strives to recognize the past, present, and future of Indigenous Peoples' cultural and political lives and communities, our request is for intentionality about the additional emotional labor asked of Indigenous students, faculty, and staff in order to Indigenize NAU. Indigenous Peoples' who provide knowledge, space, time, resources, and recommendations have historically not received compensation for the efforts to help instill allyship and culturally respective and responsive curriculum, programming, and knowledge to our non-Indigenous peers. Be intentional about creating allyship that then actively recognizes the situations that allow us to have a land acknowledgment and at the same time reflects on how settler-colonial and genocidal practices are still present in the lives and experiences of Indigenous Peoples.

6. When considering historical trauma due to the colonial impact from residential schools, NAU must be intentional concerning Indigenous Students who reside in the campus community, specifically the communities where our students reside in relation to the cemeteries on campus.

7. Ensure that course curriculum comes from the voices, expertise and viewpoints of Indigenous Peoples and their sovereignty, self-determination, distinct political status, and socio-economic conditions.

B. Commitment to Native Americans & Indigenous Peoples:

1. Collaborate with Native and Indigenous Nations to develop projects and programs for the direct benefit of Native and Indigenous Nations and Native American and Indigenous communities.
2. Collaborate and partner with colleges and universities owned and operated by Native and Indigenous Nations to develop projects and programs and to engage in research for the direct benefit of Native and Indigenous Nations and Native American and Indigenous communities.

3. Redirect pathways for Indigenous youth from elementary school into the university system, focusing on providing resources, support, and classes in preparation for success and graduation from high school and post-secondary education.

C. Indigenizing NAU System:

1. Promote appreciation and understanding of Native American and Indigenous Peoples, Native American and Indigenous cultures, and Native and Indigenous Nations within the university, regionally, and globally.

2. Strengthen the Native American Cultural Center's role as a primary point of cultural and educational engagement.

3. Facilitate campus wide student listening sessions each fall semester and generate programming according to their needs.

4. Develop strong native language and cultural programming.

5. Recognize the deep time relationships that Native Americans and Indigenous Peoples maintain with the lands that NAU sits upon and profits from by renaming appropriate spaces and dedicating art in honor of Native Nations and Leaders, with verbiage in their own languages and in English. Display Indigenous greetings and words in buildings and marketing materials across campus, including online information and places. Create learning environments conducive to Indigenous learning models, centering experiential and applied learning, in addition to utilizing intergenerational learning opportunities with Indigenous Elders, Knowledge Keepers, Leaders, Alumni, Faculty, Staff, and Peers.

6. Create a comprehensive Indigenized approach to supporting the growth and development of Indigenous students, to providing support to Indigenous staff and faculty and those who support Indigenous Peoples, and to supporting healthy Indigenous communities.

7. Foster/Strength a campus community/environment that creates a welcoming space for Indigenous students as a way to invoke a sense of belonging that leads to success and graduation.

8. Create additional spaces on campus for Indigenous students’ cultural/spiritual practices that are available 24 hours a day.

9. Create an Indigenous Community Advisory Board composed of Indigenous Elders/ Knowledge Keepers of neighboring Tribal Nations to guide learning and values of the institution and to work with NAU Indigenous Support Staff to create programming and services.
10. Value, acknowledge and include the importance of Indigenous Peoples and Communities and DEI (Diversity Equity and Inclusion) statements and all job searches at NAU

C. Financial Commitments:

1. Provide tangible commitments to the sacrifices of the Native Nations who stewarded the lands NAU sits upon by providing tuition waivers, additional scholarships, and institutionally matched funding scholarships/resources for Indigenous students to close achievement and student debt gaps.

* This document contains several different types of references. Native American, American Indian, and Indigenous are all terms that Indigenous Peoples use to identify ourselves. Indigenous People also identify with specific Nations, Tribes, Bands, Clans and Communities.