

# Northern California Indian Development Council (NCIDC)

## 2020-2021 Community Action Plan

241 F Street, Eureka CA 95501 • 707.445.8451 • [ncidc.org](http://ncidc.org)

Submitted to: California Department of  
Community Services and Development

Community Services Block Grant



## Contents

Purpose .....	3
Compliance with CSBG Organizational Standards.....	3
State Assurances .....	3
Federal Assurances and Certification .....	3
2020/2021 Community Action Plan Checklist.....	4
Cover Page and Certification.....	5
Vision and Mission Statement.....	6
Tripartite Board of Directors.....	6
Documentation of Public Hearing(s) .....	8
Community Needs Assessment.....	9
Community Needs Assessment Process .....	10
Community Needs Assessment Results.....	14
Service Delivery System.....	17
Linkages and Funding Coordination.....	21
Monitoring .....	29
Data Analysis and Evaluation .....	30
Appendix A.....	31
Organizational Standards.....	31
Appendix B.....	33
State Assurances .....	33
Appendix C.....	34
Federal Assurances and Certification .....	34
<a href="#">NCIDC Appendices</a> .....	37
<a href="#">Public Hearing Notices</a> .....	37
<a href="#">Public Hearing Written Responses</a> .....	39
<a href="#">NCIDC Community Needs Assessment</a> .....	45
<a href="#">NCIDC Logic Models</a> .....	73
<a href="#">NCIDC Community Survey Results</a> .....	80
<a href="#">Blank Community Needs Assessment Survey</a> .....	206

## Purpose

The Community Action Plan (CAP) serves as a two (2) year roadmap demonstrating how Community Services Block Grant (CSBG) agencies plan to deliver CSBG services. The CAP identifies and assesses poverty related needs and resources in the community and establishes a detailed plan, goals and priorities for delivering those services to individuals and families most affected by poverty. CSBG funds may be used to support activities that assist low-income families and individuals, homeless families and individuals, migrant or seasonal farm workers and elderly low-income individuals and families by removing obstacles and solving problems that block the achievement of self-sufficiency. Community Action Plans must comply with Organizational Standards and state and federal laws, as outlined below.

## Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138 dated January 26, 2015](#), CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that provide guidance for the development of a comprehensive Community Needs Assessment. The following is a list of Organizational Standards that will be met upon completion of the CAP and CNA. This section is informational only, and narrative responses are not required in this section. Agencies are encouraged to utilize this list as a resource when completing Organizational Standards annually (Appendix A).

## State Assurances

As required by the CSBG Act, Public Law 105-285, states are required to submit a state plan as a condition to receive funding. Information provided in the CAP by agencies is included in California's State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and improve program performance. The following is a list of state assurances that will be met upon completion of the CAP. This section is informational only, and narrative responses are not required in this section (Appendix B).

## Federal Assurances and Certification

Public Law 105-285, s. 676(b) establishes federal assurances agencies are to comply with. CSD, in its state plan submission, provides a narrative describing how the agencies in California will comply with the assurances. By completing and submitting this Community Action Plan, your agency certifies that it will comply with all Federal Assurances and any other laws, rules, and statutes in the performance of the activities funded through this grant. [\(Federal Assurances can be found in the CSBG Act Section 676\)](#)

The following is a list of federal assurances that will be met upon completion of the CAP. This section is informational only, and narrative responses are not required in this section (Appendix C).

## **2020/2021 Community Action Plan Checklist**

The following is a check list of the components to be included in the CAP. The CAP is to be received by CSD no later than June 30, 2019:

- Cover Page and Certification**
- Vision Statement**
- Mission Statement**
- Tripartite Board of Directors**
- Documentation of Public Hearing(s)**
- Community Needs Assessment**
- Community Needs Assessment Process**
- Community Needs Assessment Results**
- Service Delivery System**
- Linkages and Funding Coordination**
- Monitoring**
- Data Analysis and Evaluation**
- Appendices (Optional)**

COMMUNITY SERVICES BLOCK GRANT (CSBG)  
2020/2021 Program Year Community Action Plan  
Cover Page and Certification

Submission Date: June 30, 2019

Agency Contact Person Regarding the Community Action Plan:

Name: Gregory Gehr  
Title: Executive Director  
Phone: 707-445-8451

Email: greg@ncidc.org

Certification of Community Action Plan and Assurances

The undersigned hereby certify that this agency complies with the Assurances and Requirements of this FFY 2020/2021 Community Action Plan (CAP) and the information in this CAP is correct and has been authorized by the governing body of this organization.

**Ruby Rollings**

Board Chair (printed name)

Board Chair (signature)

6-21-19  
Date

**Gregory W Gehr**

Executive Director (printed name)

Executive Director (signature)

6/21/19  
Date

Certification of ROMA Trainer

*(if applicable)*

The undersigned hereby certifies that this organization's Community Action plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation).

**Wilmer Brown**

NCRT/NCRI (printed name)

NCRT/NCRI (signature)

Date

**CSD Use Only:**

Date CAP Received:

Date Accepted:

Accepted By:

## **Vision and Mission Statement**

Enter narrative responses in the text box below. Text box will expand as narrative is entered. The boxes have been formatted to 12-point Arial font with 1.5 spacing. Do not alter the font or spacing. Answers must address the following:

### **1. Vision Statement**

Provide your agency's Vision Statement below

Our Native people and most importantly our youth are sacred and deserve to be proud of their culture, heritage, traditions, languages and ancestors. We want our people to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being and cultural pride. NCIDC will provide resources and services to assist American Indians to meet these goals.

### **2. Mission Statement**

Provide your agency's Mission Statement below:

The Northern California Indian Development Council works to meet the needs of American Indian communities by researching, developing and administering social and economic development programs. NCIDC will provide support and technical assistance for the development of such programs in addition to working to conserve and preserve historic and archeological sites and resources. NCIDC will work to foster culturally appropriate communication and services needed by American Indian people to achieve self-determination in the economic, social service, cultural, educational, employment and related fields.

## **Tripartite Board of Directors**

(Organizational Standards 5.1, 5.2, CSBG Act Section 676(b) (10))

Section 676B of the Community Services Block Grant Reauthorization Act of 1998 requires that, as a condition of designation, private nonprofit entities and public organizations administer their CSBG program through tripartite boards that *“fully participate in the development, planning, implementation, and evaluation of the program to serve low-income communities.”*

Enter narrative responses in the text box below. Text box will expand as narrative is entered. The boxes have been formatted to 12-point Arial font with 1.5 spacing. Do not alter the font or spacing. Answers must address the following:

1. Describe your agency’s procedures for establishing adequate board representation under which a low-income individuals(s), community organization, religious organizations, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on the board (or other mechanism) of the agency to petition for adequate representation. Please place emphasis on the *low-income individuals* on your board.  
(Organizational Standards 5.2, CSBG Act Section 676(b) (10))

The State of California has designated all Reservations and Rancherias in California, as "designated pockets of poverty."

The NCIDC bylaws detail the NCIDC membership application process for Tribes and tribal non-profit agencies, and the democratic process for selection of board members from the general membership. The NCIDC board is elected from the nominated delegates of the following member organizations:

- |   |                                  |
|---|----------------------------------|
| Blue Lake Rancheria   | Elk Valley Rancheria             |
| Indian Action Council                                       | Karuk Tribe                      |
| Nor-EI-Muk Band of Wintu Indians                            | Quartz Valley Indian Reservation |
| Tolowa Dee-ni' Nation                                       | Trinidad Rancheria               |
| Tsnungwe Council  | United Indian Health Services    |
| Wintu Educational & Cultural Council of Northern California |                                  |
| Wiyot Tribe   | Yurok Tribe                      |

Each of the member entities listed represents a Tribal Government, or a Tribal nonprofit entity such as a Tribal Indian Health Service provider operating a federally qualified health clinic serving

low-income native people or a State of California funded Indian Education provider serving eligible native youth. As such, their community representatives are all delegates of "one or more community organization(s) composed predominantly of and representing low-income people" meeting the tripartite standards for selection and inclusion of low-income representatives.

2. Please describe how the individuals on your Advisory or Governing Board are involved in the decision-making process and participate in the development, planning, implementation and evaluation of programs funded under CSBG to meet the requirements listed above.  
(Organizational Standard 5.1)

NCIDC board members determine the goals for the organization, both overall and annually. Staff present ongoing status updates of all programs and projects and obtain board member guidance and input on all steps of the process: development, planning, implementation, and evaluation. In addition, board members review all performance reports NCIDC submits to the state and all program audits in order to keep abreast of formal program evaluations. The NCIDC Governing Council assisted with the 2020-2021 CAP survey by reviewing and making suggestions about the types of questions asked in the survey. During the May 2019 regular council meeting the council gave feedback on the proposed survey questions and discussed how best to engage the community. They also participated in encouraging community members to complete the surveys and most took the survey themselves.

## Documentation of Public Hearing(s)

[California Government Code 12747\(b\)-\(d\)](#) requires all agencies to conduct a public hearing in conjunction with their CAP. In pursuant with this Article, **agencies must prepare and present the completed CAP for public review and comment.** The public hearing process must be documented to include how the hearing was advertised and all testimony presented by the low-income and identify whether the concerns expressed by that testimony are addressed in the CAP.

The agency shall conduct at least one public hearing and provide for a public comment period.

**Note: Public hearing(s) shall not be held outside of the service area(s)**

The agency has made (or will make) the plan available for review using the following process:

**Public Hearing**



Date: 6/21/2019

Location: NCIDC Eureka Office, 241 F St, Eureka, CA 95501

**Public Comment Period**

Inclusive Dates for Comment: 6/14/2019 – 6/21/2019

When and where was/will be the Public Hearing Notice(s) published or posted? List the dates and where below:

Date	Where (name of newspaper, website, or public place posted)
5/28-6/21/19	NCIDC.org Website, Facebook, and Twitter
6/6/19	North Coast Journal
6/5/19	Siskiyou Daily News
6/8/19	Del Norte Triplicate

**\*Submit a copy of published notice(s) with the CAP Application for documentation purposes**

## Community Needs Assessment

Public law 105-285 requires the state to secure from each agency, as a condition to receive funding, a CAP which includes a Community Needs Assessment (CNA) for the community served. Additionally, state law requires each CSBG agency to develop a CAP that assess poverty-related needs, available resources, feasible goals and strategies, and that yields program priorities consistent with standards of effectiveness established for the program (*California Government Code 12747(a)*).

As part of the CNA process, each organization will analyze both qualitative and quantitative data to provide a comprehensive “picture” of their service area. To assist the collection of quantitative data, CSD has provided a link to a dashboard with the latest Census data with easily available indicators at the county level.

[https://public.tableau.com/profile/benjamin.yeager#!/vizhome/Cap\\_Assessment/CAPData](https://public.tableau.com/profile/benjamin.yeager#!/vizhome/Cap_Assessment/CAPData)

The link gives agencies access to the five-year American Community Survey (ACS) data for every county in the state. By clicking on a county, the user will have access to quantitative data such as the poverty rate, median income information, and unemployment rate.

Helpful Resources

United States Census Bureau Poverty Data <a href="#">click here</a>	<b>State of California Department of Justice</b> Statistics by City and County <a href="#">click here</a>	<b>U.S. Department of Housing and Urban Development</b> Homelessness Assistance <a href="#">click here</a>
Employment Development Department Unemployment Insurance Information by County <a href="#">click here</a>	<b>California Department of Education</b> Facts about California Schools Using DataQuest <a href="#">click here</a>	<b>California Department of Public Health</b> Statistical Data <a href="#">click here</a>
Bureau of Labor Statistics Labor Data <a href="#">click here</a>	<b>California Department of Finance</b> Various Projections/ Estimates <a href="#">click here</a>	<b>Community Action Partnership</b> Community Action guide to develop a CNA <a href="#">click here</a>
A Comprehensive Community Needs Assessment (CCNA) Tool Statistical Data to assist CNA development <a href="#">click here</a>		

## Community Needs Assessment Process

(Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4, 3.5)

The CNA captures the problems and conditions of poverty in the agency’s service area based on objective, verifiable data and information gathered through various sources. Identified problems and conditions must be substantiated by corroboration through public forums, customer questionnaires, surveys, statistical data, evaluation studies, key informants, and/or other reliable sources. The CNA should be comprehensive and serve as the basis for the agency’s goals, and program delivery strategies as reported on the CSBG Annual Report. The CNA should describe local poverty-related needs and be used to prioritize eligible activities offered to low-income community members over the next two (2) years.

***Please indicate which combination of activities were used in completing the CNA, including when and how these activities occurred in the spaces below. If the activity was not used, please type N/A or Not Used.***

Focus Groups	N/A
Asset Mapping	N/A
Surveys	Online, Paper, and In-Person Survey Interviews from 5/7-6/1/19
Community Dialogue	Two public NCIDC Council meetings in April and May reviewed the focus of the CNA and were open to public comment and dialog. The minutes were also posted to the NCIDC website.
Interviews	6/12 In-Person Interviews

***Date of most recent completed CNA:***

6/14/19

***Date CNA approved by Tripartite Board (most recent):***

(Organizational Standard 3.5.)

6/21/19

**Your responses to the questions below should describe how the agency ensures that the CNA reflects the current priorities of the low-income population in the service area, beyond the legal requirements for a local public hearing of the CAP. Please be specific.**

Enter narrative responses in the text box below. Text box will expand as narrative is entered. The boxes have been formatted to 12-point Arial font with 1.5 spacing. Do not alter the font or spacing.

1. For each key sector of the community listed below, summarize the information gathered from each sector and how it was used to assess needs and resources during the needs assessment process (or other planning process throughout the year). These sectors should include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.  
(Organizational Standard 2.2)

NCIDC conducted a preliminary survey of Tribal representatives from each of the sectors before starting the CAP process. This provided community insight to guide the detailed collection of data for the Needs Assessment.

The needs assessment itself also included resources from each of the five sectors. These resources allowed us to determine trends in the well-being of our service area and identify any gaps in services. Below is a list of the resource topics obtained from each sector.

**Community-based organizations:** substance abuse and prevention, education, mental health and assistance programs, child care, crime, and health data

**Faith-based organizations:** culture and mental health data

**Private sector:** employment, mental health and crime data

**Public sector:** population demographics, labor market information, substance abuse data, mental health and assistance programs, child care, crime, and housing data

**Educational Institutions:** health data

In addition, we partnered with CCRP, a rural research agency at Humboldt State University, in order to conduct our in-depth needs assessment survey.

2. Describe the causes and conditions that contribute to poverty affecting the community in your service area. (Organizational Standard 3.4)

Our service area is among the most rural counties in California. This creates a series of obstacles for low-income communities. Many unincorporated areas have an inadequate labor demand, both in quantity and variety. There are few training and educational resources outside of county hubs. An intergenerational distrust of state educational institutions, combined with discrimination, a lack of cultural sensitivity in school systems, and numerous other obstacles as presented in the needs assessment, deter academic success in Native students. Lower high school graduation rates make it difficult for Native American youth to develop the skills required for quality employment. Many Native American families still live off of the land and limit their engagement with commercial markets. High rates of substance abuse and crime make it more difficult to escape poverty, both for those involved and for those indirectly affected. Finally, Native American communities experience many impacts on mental health such as intergenerational trauma, and these impacts can make every effort toward self-sufficiency exponentially more difficult.

3. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

The agency maintains an online customer comment section to our website, where the clients and the public can leave feedback on an ongoing basis. The agency also has an active presence on both Facebook and Twitter and receives feedback via these Social Media streams. This year NCIDC is implementing a new CSBG MIS system by Computer Software Group that allows us to send email and/or text surveys to clients after they receive services. Staff will be able to analyze specific feedback on client satisfaction for both management and the board. A service-area wide, on-line customer satisfaction survey is incorporated into each CAP and community needs

assessment. Summaries of these customer satisfaction data points are included in the CNA appendix to the CAP document as reviewed by the board, and as submitted to CSD.

4. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

Staff collected the most up-to-date data on Native American communities using National and state research on Native Americans and our service area specifically, whenever possible. As state declared “pockets of poverty,” the data on these communities describes the conditions of a vastly impoverished group of people. In addition, we specifically examined the characteristics of the groups of people with the highest levels of poverty for the four counties in our service area, and analyzed some of the effects of poverty on Tribal community members.

5. Briefly summarize the type of both qualitative and quantitative data collected and analyzed as part of the needs assessment process. (Organizational Standard 3.3)

To assess the well-being of our service areas, NCIDC collected statistics on topics such as the demographics of the population, employment information, poverty rates, levels of obesity, and crime rates. These statistics allowed us to compare our service area to other areas in California and the nation, and to compare Native Americans to other ethnicities. This way we could accurately assess the particular needs and resources of our service area for targeted program implementation.

The needs assessment contained quotes and anecdotes from sources that are knowledgeable about Native American communities, both researchers and community members. Staff particularly focused on collecting qualitative data on culture and mental health in Native American communities, as statistics do not fully represent the differences and similarities of this population. The CNA survey incorporated eight open-ended questions on topics such as family, employment, and community activities. However, these questions were not included into the needs assessment in order to protect respondent privacy. The answers will be used to inform future surveys and guide our program design.

6. Describe how the agency analyzes information collected from low-income individuals as part of the community needs assessment process. (Organizational Standard 1.1, 1.2)

Staff separated survey results from low-income respondents to the community survey in order to analyze any differences. The survey software allowed for correlation analysis and staff also used

this tool to observe correlated conditions and needs. This data is not only used for reporting to funding agencies on specific programs, NCIDC uses the data when renewing grants and pursuing new funding opportunities. The data is also used for planning purposes with the Governing Council and staff.

## Community Needs Assessment Results

(Organizational Standard 3.4, 4.2, 4.3, CSBG Act Section 5.76(b)(12))

**Utilize the table below to list the needs identified in your Community Needs Assessment. If additional space is needed, insert a new row.**

### Needs Table

Needs Identified	Integral to Agency Mission (Yes/No)	Currently Addressing (Yes/No)	Agency Priority (Yes/No)
Job Training	Yes	Yes	Yes
Job Placement	Yes	Yes	Yes
Emergency Services	Yes	Yes	Yes
Youth Services	Yes	Yes	Yes
Community Health and Wellness	Yes	Yes	Yes
Housing	Yes	Yes	Yes
Recovery Programs	Yes	Yes	Yes
Child Care	Yes	Yes	Yes
Culture	Yes	Yes	Yes
Victim Assistance	Yes	Yes	Yes
Health	Yes	Yes	Yes

**Needs Identified:** list the needs identified in your most recent Needs Assessment.

**Integral to Agency Mission:** indicate yes/no if the identified need aligns with your agency mission.

**Currently Addressing:** indicate yes/no if your agency is already addressing the identified need.

**Agency Priority:** indicate yes/no if the identified need will be addressed either directly or indirectly.

For needs marked “no” in “Agency Priority”, please describe how the gap was identified, (CNA, surveys, focus groups, etc.) and why the gap exists (Federal rules, state rules, lack of funding/resources, etc.) Explain how your agency plans to coordinate services and funding with other organizations to address these service gaps. Include how you ensure that funds are not used to duplicate services. If you will not be coordinating services to address the service gaps, please explain why. (CSBG Act Section 676b(3)(B),(5), State Assurance 12760)

Housing assistance, recovery programs, and victim assistance are mainly handled on a referral basis to other organizations that specialize in these programs. The needs have been identified by NCIDC Board members, representatives of Tribal communities, the NCIDC survey, and the CNA. Health-related needs were identified by the CNA.

Many of these are statewide struggles, and Tribal agencies and local governments do not receive enough funding to address them. While NCIDC provides emergency assistance payments for some of these needs, NCIDC does not have the capacity to run programs for every need identified. As mentioned above, there are some Tribal and local government programs that provide further assistance. NCIDC refers clients and provides program support whenever possible. Our agency also participates in partnerships throughout our service area in order to refer clients to the appropriate programs and coordinate services with other agencies the most effectively.

**Refer to Needs Table. For needs marked “yes” in “Agency Priority”, please stack rank according to priority, and complete the table below. If additional space is needed, insert a new row.**

**Priority Ranking Table**

Agency Priorities	Description of programs/services /activities	Community /Family & Individual	Indicator/Service Category (CNPI, FNPI, SRV)
1.Emergency Services	See LIHEAP and CSBG Logic Models in Appendix	Family	FNPI 4h/ SRV 4i-l, FNPI 5/ SRV 5, SRV 7n
2.Job Training	See WIOA and Rapid Response Logic Models in Appendix	Individual	FNPI 1/ SRV 1
3.Job Placement	See WIOA and NDWG Logic Models in Appendix	Individual	FNPI 1/ SRV 1
4.Youth Services	See WIOA (SYSP) and AIEC Logic Models in Appendix	Individual/ Family	FNPI 2/SRV 2, FNPI 5/ SRV 5
5.Culture	Micro-grants, Gift shop through WIOA; See WIOA and CSBG Logic Models in Appendix	Community	SRV 5
6.Community Health and Wellness	See CSBG, WIOA, AIEC, and NDWG Logic Models in Appendix	Community	FNPI 5/ SRV 5, SRV 6

**Agency Priorities:** Stack rank your agency priorities with the top priority ranking #1.

**Description of programs/services/activities:** Briefly describe the program, service or activity that your agency will directly provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

**Community/Family & Individual:** Identify if the need is community, or family/individual level.

**Indicator/Service Category (CNPI, FNPI, SRV):** Indicate which indicator or service will be reported in annual report.

**Refer to the Priority Ranking Table. Complete the table below to identify the reporting strategies for each Indicator/Service Category as identified in the Priority Ranking Table. If additional space is needed, insert a new row.**

**Reporting Strategies Table**

Indicator/ Service Category (CNPI, FNPI, SRV)	Measurement Tool	Data Source, Collection Procedure, Personnel	Frequency of Data Collection and Reporting
FNPI 4h/ SRV 4i-l, FNPI 5/ SRV 5, SRV 7n	Module 4 and ROMA Indicators	Client outcomes are collected directly from clients and recorded in case notes and program outcome forms by Administrative Assistants and Employment Specialists, Additional outcomes are also collected from manual reports submitted by Tribes and smaller programs; Outcomes are then recorded in CSBG Engage Database by MIS and Administrative Staff	Data collection is ongoing; Reporting internally is done once a month and external reporting is once a year
FNPI 1/ SRV 1	Module 4 and ROMA Indicators	The process is the same except staff collect outcome information from training agencies as well.	Data collection is ongoing; Internal reporting is monthly and external reporting is quarterly and annually
FNPI 1/ SRV 1	Module 4 and ROMA Indicators	The process is the same except staff collect outcome information from employers as well.	Data collection is ongoing; Internal reporting is monthly and external reporting is



FNPI 2/SRV 2, FNPI 5/SRV 5	Module 4 and ROMA Indicators	The process is the same except staff collect outcome information from employers, training agencies, and education institutions as well.	monthly, quarterly, and annually Data collection is ongoing; Internal reporting is monthly and external reporting is monthly, quarterly, and annually
SRV 5	Module 4 and ROMA Indicators	Outcomes are collected in manual reports by grantees; Outcomes are then recorded in the annual CSBG reports by the Executive Assistant	Data collection is ongoing; Reporting internally is done once a month and external reporting is once a year
FNPI 5/SRV 5, SRV 6	Module 4 and ROMA Indicators	The process is the same as the first row.	Data collection is ongoing; Internal reporting is monthly and external reporting is monthly, quarterly, and annually

**Indicator/Service Category:** Refer to Indicator/Service Category in last column of the Priority Ranking Table.

**Measurement Tool:** Identify the type of tool used to collect or measure the outcome.

**Data Source, Collection Procedure, Personnel:** Describe the source of data, how it is collected, and staff assigned to the task(s). Be specific and provide detail for activity both internal and external to the agency.

**Frequency of Data Collection and Reporting:** Describe how often data is collected and reported internally and externally. Include documentation available.

## Service Delivery System

(CSBG Act Section 676(b)(3)(A))

Enter narrative responses in the text box below. Text box will expand as narrative is entered. The boxes have been formatted to 12-point Arial font with 1.5 spacing. Do not alter the font or spacing.

1. Describe the overall Service Delivery System for services provided with CSBG funds and describe how your agency's services enhance and/or differ from those offered by other providers, i.e. bundled services— please include specific examples.

NCIDC is a private nonprofit corporation that annually provides services to 14,000 to 15,000 clients statewide. NCIDC administers several statewide programs, with one serving American Indian people living in off-reservations areas. Our other programs serve 109 tribes, most on a consistent basis while some request and receive services irregularly. Services provided by the agency include: education, statewide disaster assistance programs, food and nutrition program awareness and

assistance, traditional and cultural activity support, transportation assistance, child care, youth education, career exploration and recreational services, low-income energy assistance, tobacco education and abuse-prevention programs, and community development and enhancement projects, among others. NCIDC has three offices strategically located within our primary four-county area. The main office is located in Eureka (covering Humboldt and Trinity Counties), with field offices in Crescent City (Del Norte County) and Yreka (Siskiyou County). Clients are usually served on-site at these locations. However, to ensure that all in-need populations receive services, staff also travel to communities that have less access to services and transportation challenges.

2. Please describe the agency's service delivery system. Include a description of your client intake process or system. Also specify whether services are delivered via direct services or subcontractors, or a combination of both.

NCIDC assesses the obstacles and barriers to self-sufficiency for each client. Where necessary, emergency or supportive services may be offered, funded by a variety of programs such as CSBG, WIOA, LIHEAP, etc., to enable the family to transition to employment and self-sufficiency. Some services are provided on a referral basis such as drug and alcohol, or other health-related services. Clients with barriers to securing and maintaining housing are referred to Tribal Housing or Public Housing and Section 8 Rental Assistance programs.

The specific process involves a number of steps. Clients are asked during their initial and subsequent appointments with case managers if there are any problems that endanger their continued employment or job search. Each problem is addressed and solutions are discussed and a plan is put into place. The plan might include support for tools or equipment needed to maintain employment, to start a new job, or to secure employment. Uniforms, boots, bus passes, child care support, temporary housing, or emergency food are all part of what is available to assure that each client has equal opportunity to pursue and retain employment.

NCIDC's policy is to first exhaust all possible external resources by referring clients to partner agencies and organizations, including the Tribes. NCIDC supports the client by acknowledging that the barrier exists and could put their current or prospective job in jeopardy. During this process, the client is given the responsibility (with support from their case manager) to come up with a solution and determine whether another source, other than the NCIDC, can assist them. This improves clients' knowledge of resources and their ability to obtain the assistance they need. Each step in the

process places more and more of the responsibility on the client, who learns how to properly handle issues, look for solutions, plan ahead, and access the necessary resources.

At times, a client just needs to be heard. Discussing a problem on the job can help them come up with solutions that keep them employed and solve the problem at the same time. In regard to services available within the NCIDC, the client intake and assessment procedures are coordinated through each county office, and services are designed to meet the specific needs of each client. The NCIDC uses an integrated intake and assessment process that evaluates the client's needs and develops a service plan to meet their specific circumstances. Following the intake, assessment, and service plan development process the client information is transmitted to a central confidential Management Information System where all information is reviewed and cross referenced to assure eligibility, appropriate service plan development, and non-duplication of client services.

3. Please list your agency's programs/services/activities funded by CSBG, including a brief description, why these were chosen, how they relate to the CNA, and indicate the specific type of costs that CSBG dollars will support (examples: staff salary, program support, case mgmt., T/TA, etc.)

NCIDC is in the unique position to serve 109 Tribes and 57 counties throughout California. We act as a pass-through agency for CSBG to individual Tribes and subcontractors statewide which provide a full array of services. As a result, our CSBG funds support all types of costs.

NCIDC also provides many programs and services directly, including: education, statewide disaster assistance programs, traditional and cultural activity support, transportation assistance, child care, youth education, career exploration and recreational services, low-income energy assistance, tobacco education and abuse-prevention programs, trades training, and community development and enhancement projects among others.

NCIDC's strengths are in employment and education, both of which contribute to our ability to help clients achieve their employment goals. Employment Specialists at NCIDC provide a variety of employment services through our WIOA, NDWG, and Rapid Response program. This includes an array of training opportunities that are constantly updated to provide in-demand skills and tailored to client needs. We assist clients with resume and job applications, interview skills, and other soft skills as well as providing temporary employment to develop recent work experience and hard skills.

NCIDC's gift shop operates as an in-house, on-the-job training location. NCIDC's employment and training program includes outreach to isolated areas and often is one of the only resources available

to remote Native American communities, helping to address the lack of training and education opportunities observed in the CNA.

NCIDC provides educational support in a variety of ways. Through our Indian Education Center, we provide numerous academic and literacy skill trainings, both one-on-one and in-group settings. We maintain a computer lab with high-speed Internet access available to families and individuals in each of our offices. We offer referrals to adult education programs, regional occupational programs, and basic academic skills training. We also provide GED support, through referrals and case management services. The Education Center and job training centers have become community centers where adults can come in to look for jobs or write resumes on the public computers. Each center has resources that aid in securing educational opportunities and jobs and there are knowledgeable staff available for guidance and support. As noted in the CNA, Native American education rates are among the lowest in the four-county service area, but they have been improving and the Del Norte AIEC is a vital support system for Native Americans in the area.

NCIDC delivers direct services as well as partnering with others in our network to provide information and referrals about income management and counseling. Low-income clients can obtain assistance with preparing and implementing household budgets, obtaining and managing personal credit, preparing income taxes, and general consumer education issues. The poverty rates remain among the highest in the state in Native American communities in our areas, as shown in the CNA, and assisting clients with budget management is a vital way for them to make the most out of their limited income.

In our CNA, staff found that overcrowding, substandard conditions, and an inadequate housing supply are prevalent in California Native American communities. NCIDC works closely with a variety of Tribal and public housing authorities and agencies, to refer clients in need of adequate housing and a suitable living environment. Tribal/Public housing is established to provide decent and safe rental housing for eligible low-income families, the elderly, and persons with disabilities. In addition, we also work with the Section 8 rental assistance program for low-income people, as well as home ownership programs for low-income and first-time homeowners. Vouchers and shelters are used to stabilize and maintain in emergencies and while waiting for referrals to long-term housing solutions.

Finally, NCIDC provides a variety of emergency assistance services to meet the needs of the communities we serve. This includes vouchers for emergency food, shelter, utility payments, transportation assistance, disaster relief, employment (including lay off assistance), educational

supportive services and other related emergencies. These are basic requirements to obtain self-subsistence, and vital for Native Americans in our service area. We work with a large network of partner agencies to supplement and enhance emergency services to maximize our ability to help the greatest number of participants with the limited financial resources available.

## Linkages and Funding Coordination

(Organizational Standards 2.1-2.4)

(CSBG Act Section 676b(1)(B), (1)(C), (3)(C), (3)(D), (4), (5), (6), (9))

(State Assurance 12747, 12760, 12768)

Enter narrative responses in the text box below. Text box will expand as narrative is entered. The boxes have been formatted to 12-point Arial font with 1.5 spacing. Do not alter the font or spacing. Answers must address the following: (please be specific)

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, please list the coalitions by name, who participates, and methods used by the coalition to coordinate services/funding.

(Organizational Standard 2.1, CSBG Act Section 676(b)(1)(C),(3)(C))

NCIDC refer clients to, and coordinates with, numerous other programs. NCIDC is active in consultation and advocacy with local school boards, charter schools, higher education agencies, Tribal social and educational service programs, and a variety of similar agencies. Direct relationships are maintained with Tribal TANF programs for coordination of programs for low-income families. NCIDC will work closely with its network of non-profit partners, Tribes, and Tribal organizations providing human and social services. Through coordination of the services and resources, the NCIDC will strive to achieve a family self-sufficiency outcome for each client. NCIDC also works in partnership with a number of religious, charitable, and community organizations. This includes working actively with Traditional Native Leaders, Dance Owners, Healers, and other honored Elders within the American Indian communities we serve. In addition, we work closely with the Salvation Army, Saint Vincent DePaul, and other religious-based charities that serve the low-income populations in our communities.

We work with a large network of partner agencies to supplement and enhance emergency food services and to maximize helping the greatest number with limited financial resources. We

supplement Tribal senior meals delivery programs with CSBG funding by providing funds for the transportation required to deliver meals to a county outside of the normal service area.

As an integral partner in each One-Stop delivery system in our service areas, NCIDC coordinates client services provided by local Workforce Development Boards and other program operators. NCIDC maintains representatives on, and actively participates in, the Humboldt Workforce Development Board.

NCIDC received a Low-Income Home Energy Assistance Program (LIHEAP) grant from the Federal Government last year to assist 49 California Tribes. Each Tribe enacts an authorizing resolution indicating that their funding will be administered through the NCIDC. Tribes who utilize the services of the NCIDC avoid much of the administrative burden of the LIHEAP program, while still having a mechanism to provide this valuable service to their membership in a timely fashion. As a fraud prevention measure and assurance that funds are utilized for those clients truly in need, we have partnered with other organizations and agencies to assure that each client is only served through one organization.

NCIDC staff also participate in economic development coalitions that encompass all types of social service agencies in order to understand the development efforts in each area, ensure current knowledge of local resources, and maintain partnerships for referrals. One example is the Prosperity Network in Humboldt County, with members such as the NorthCoast SBDC, the Humboldt County Economic Development Department, and Humboldt County's One-Stop Job Center.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding.  
(Organizational Standard 2.1)

NCIDC developed Memorandums of Understanding with Humboldt County Workforce Development Board, Del Norte County DHHS, Del Norte County School District, United Indian Health Service, Yurok Tribe Education and Social Services Department, Karuk Tribal Housing Authority, Siskiyou County Office of Education, Siskiyou County Partnerships (a county-wide email group), Smith River Rancheria Culture Department, and numerous other tribes throughout California.

MOUs have been designed to incorporate cross-referral mechanisms, development of an electronic infrastructure, co-location of staff from partner agencies, shared performance credit, joint marketing and informational materials, and clear policies regarding shared use of space and materials to

foster greater integration of services. In addition, coordination of services will be enhanced through the development of a local area approach to training and technical assistance.

3. Describe how your agency utilizes information gathered from key sectors of the community:

- a. Community-Based
- b. Faith-Based
- c. Private sector (local utility companies, charitable organizations, local food banks)
- d. Public Sector (social services departments, state agencies)
- e. Educational Institutions (local school districts, colleges)

Describe how your agency will coordinate and partner with other organizations in your service area. (Organizational Standard 2.2, CSBG Act Section 676(b)(3)(C), (9))

Referrals, information, and case management services are provided by many of our partners including but not limited to North Coast Veterans Resource Center; CalWORKS/TANF; Employment Training Division; Employment Development Department; Eureka Adult School; Senior Employment; Job Corps; California Conservation Corp, Rural Human Services, Workforce Connections, Siskiyou Training and Employment Program, and Trinity Occupational Training, Inc.

The NCIDC also has linkages with each of the Tribal Governments and organizations located within our service area. One provider, the United Indian Health Services, located in Arcata, California provides a limited amount of medical, dental, and mental health services to the Indians of Humboldt and Del Norte counties, including substance abuse counseling. UIHS and NCIDC refer numerous clients between our two agencies in order to ensure that clients receive as much assistance as necessary. Similar, smaller IHS-funded programs exist in Hoopa, Happy Camp, and Redding, covering other parts of our service area and all are utilized for mutual referrals and services.

NCIDC integrates, coordinates, and ensures non-duplication of its employment and training services through continued participation in the local Workforce Development delivery system in each county.

In addition, the NCIDC will work closely with its network of Tribes and Tribal organizations providing human and social services to coordinate services and resources provided and will strive to achieve a family self-sufficiency outcome for each client. The largest “faith-based” group that the NCIDC works actively with are the Traditional Native Leaders, Dance Owners, Healers, and other honored Elders within the American Indian communities we serve. NCIDC itself has been recognized as a

“faith-based” non-profit organization by the State of California for its work in supporting and protecting traditional American Indian historical resources, local Indian dance and spiritual areas, and contemporary ceremonies held by Traditional Tribal Leaders. In addition, we work closely with the Salvation Army, Saint Vincent DePaul, and a variety of other religious-based charities that serve the low-income populations in our communities.

The NCIDC maintains representatives on, and actively participates in local Workforce Development Boards including the primary WDB council, the executive committee as well as the Youth Council. Public and private businesses and agencies with which we coordinate through the primary WDB process alone includes: Employment Development Department, Senior Community Service Employment Program, College of the Redwoods, Department of Health & Human Services, Employment and Training Division, the Wiyot Tribe, North Coast Veterans Resource Center (a division of Vietnam Veterans of California), Redwood Region Economic Development Commission, Express Personnel Services, Carpenters Local 751, Humboldt Child Care Council, Eureka Adult School, North Coast Cooperative, Inc., The Ink People Center for the Arts, Coast Central Credit Union, Eureka & Humboldt County Housing Authority, Humboldt County Board of Supervisors, SHN Consulting Engineers & Geologists, NERATech, State of Calif. Department of Rehabilitation, St. Joseph Hospital, Humboldt County Office of Education, Sequoia Personnel Service, Central Labor Council of Humboldt/Del Norte Counties, and Redwood Community Action Agency.

Youth Council WIB agencies with which we work include: College of the Redwoods, Humboldt County Probation Department, DHHS - Social Services, HC School to Career Program, Employment Training Division, Wiyot Tribe, Eureka Adult School, DHHS - Mental Health, Redwood Community Action Agency Youth Services Bureau, Department of Rehabilitation, Employment Development Department, and Camp Fire USA.

The NCIDC also maintains working relationships with the non-Indian CSBG providers in each of our four service area counties including: Redwood Community Action Agency (Humboldt), Del Norte Senior Center (Del Norte), Great Northern (Siskiyou), and Colusa/Glenn/Trinity Community Action Agency (Trinity County).

Describe how services are targeted to low income individuals and families and indicate how staff is involved, i.e. attend community meetings, I&R, etc. Include how you ensure that funds are not used to duplicate services.

(CSBG Act Section 676(b)(3)(C), 676(b)(9), State Assurance 12760)



All of our programs follow their guidelines, we only serve eligible individuals. Staff table at various employment and education events throughout the four-county area, and we promote these events regularly on our website and social media accounts. Regional managers regularly meet with local Tribal and other agencies to coordinate and refine our services and ensure we are targeting individuals in need. Staff participate in the above-mentioned community partnerships to prevent service duplication.

4. If your agency is a Migrant and Seasonal Farmworker (MSFW) agency, describe how you will coordinate plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries. If your agency is not a MSFW, please mark N/A. (State Assurance 12768)

**N/A**

5. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. Describe your agency's contingency plan for potential funding reductions. (State Assurance 12747)

The NCIDC would work with the community, Tribes, local governments and other partners within our service area to review all of our services and reduce services in areas of lesser impact and lower priority as established by the community needs assessment process.

This might entail shutting down field office operations and centralizing all services in fewer locations, as well as reductions in staffing, services provided, and outreach activities. Any significant reductions would be coordinated with all partners to minimize the negative impact and maximize the use of remaining resources to meet the greatest needs.

The NCIDC's service area covers four counties that have a total of 14,045.20 square miles of land. In the state of California there are approximately 217 people per square mile, the average of the four counties is 18.5 people per square mile. Reduced funding to the NCIDC's service area would have a profound effect on Native Americans living in these remote locations. Transportation would be the most challenging barrier to reaching services.

6. Describe how your agency communicates its activities and its results to the community, including how the number of volunteers and hours are documented. (Organizational Standard 2.3, 2.4)

NCIDC maintains a Facebook and Twitter account in addition to our website. Staff post updates on programs and events regularly. In addition, board meeting minutes are made public by being

posted to our website. Volunteer information is documented through sign-in sheets and database entries.

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. Describe how your agency will contribute to the expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as: programs for the establishment of violence-free zones that would involve youth development and intervention models like youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs. (CSBG Act Section 676(b)(1)(B))

The NCIDC will maintain enrollment in 2020/2021 in the WIOA, Supplemental Youth Services Program (SYSP). SYSP provides a variety of training and job experiences for Indian youth throughout the service area. In addition, we sponsor a variety of special events and activities that actively involve youth in working with positive role models such as during the Intertribal Elders Gathering, food box distribution, Weaving Wellness in Native Communities summit and a variety of cultural activities with partner agencies such as United Indian Health's fall harvest festival.

In addition, our wellness program has a youth component. Youth often are the driving force behind smoking prevention/cessation and other wellness campaigns. The program works with youth by developing skills necessary for them to have an impact on the health and wellness of their community. The wellness project has trained many youth in multi-media advertising, resulting in numerous culturally focused public service announcements that are run throughout the community. The benefit goes far beyond the end product. Program youth develop skills, have a better understanding of their community, and they have an opportunity to create messages that reflect their point of view and their culture. The NCIDC also operates the Del Norte Indian Education Center which is an in-school and after-school program, funded by the State of California Department of Education and it provides services to children and their families and explores academic and cultural opportunities for personal and family growth. Services of the Education Center include: cultural classes; a tobacco education program, parenting classes, a resource library; advocacy services; social service referrals; community center for workshops and meetings; assist with GED and adult vocational training as needed; liaison between native community and public schools; as well as academic and other appropriate assistance for students, parents, school staff and community members, and access to computers, career and academic counseling.

8. Describe how your agency will provide employment and training activities. If your agency uses CSBG funding to provide employment and training services, describe the coordination

of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5))

The NCIDC is designated as a Native American Grantee by the U. S. Department of Labor. We serve the employment and training needs of the American Indian people residing in Del Norte, Humboldt, Trinity, and Siskiyou counties. In addition, every one of our off reservation subcontractors is also a “Section 166” WIOA federally funded employment and training agency.

The NCIDC will integrate, coordinate and ensure non-duplication of its employment and training services through continued participation in the local Workforce Development delivery system in each county within our service area. As an integral partner in each One-Stop delivery system in our service areas, the NCIDC will continue to coordinate client services provided by local Workforce Development Boards and other program operators. The NCIDC maintains representatives on, and actively participates in, local Workforce Development Boards.

Another service that has been instrumental in emergencies, during work layoffs, is the Rapid Response Program. This program provides essential support when employees are dislocated after mass layoffs. Workers are provided training and job search assistance to help them secure living wage jobs and avoid long-term unemployment.

In addition, the National Dislocated Worker Grant program is designed to assist following natural disasters on reservation or aboriginal land. The NCIDC is contracted to hire and supervise work crews to repair the damage from the event. The program serves several purposes including hiring unemployed workers from the local reservation while also helping the community to recover from the disaster.

9. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4))

NCIDC provides a variety of emergency assistance services to meet the needs of the communities we serve, including vouchers for emergency food. We work with a large network of partner agencies to supplement and enhance emergency food services and to leverage our limited resources. NCIDC also provides a food distribution program to over 660 participants during each holiday season to help minimize the financial stress and maximize the nutritional benefit during this time of year. We supplement Tribal senior meals delivery programs with CSBG funding by providing funds for the transportation required to deliver meals to a county outside of the normal service area.

10. Describe how your agency will ensure coordination between antipoverty programs in each community in the State, and ensure where appropriate, that the emergency energy crisis intervention programs under title XVI (relating to low-income home energy assistance) are conducted in the community. (CSBG Act Section 676(b)(6))

NCIDC received a Low-Income Home Energy Assistance Program (LIHEAP) grant from the Federal Government last year to assist 48 California Tribes. Each Tribe enacts an authorizing resolution indicating that their funding will be administered through the NCIDC. Tribes who utilize the services of the NCIDC avoid much of the administrative burden of the LIHEAP program, while still having a mechanism to provide this valuable service to their membership in a timely fashion. NCIDC is in constant communication with the Tribal communities in our service area due to the nature of our Board and our partnership with Tribal entities. As such, we are able to ensure that each Tribal community has a LIHEAP program available for those who need it, and we are able to provide that program if they do not. We also partner with local agencies as a fraud prevention measure and assurance that funds are utilized for those clients truly in need.

11. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D))

As stated above, the Indian Education Center, WIOA Program, Tobacco Use Education Program, and the NCIDC service referral network, are all innovative community and neighborhood-based programs and initiatives that share the goal of strengthening families and encouraging effective parenting.

NCIDC maintains strong partnerships with local Tribal and governmental agencies. We are often a part of the planning process for new community initiatives and offer assistance in the form of technical and development support, referrals and connections to relevant local agencies, and funding through our micro-grants. Similar to our construction work experience program through WIOA – SYSP, NCIDC also works to leverage funding and resources from various programs that we provide in order to accomplish community goals and increase benefits to the communities. Our Tiny House program resulted from our partnership with a local Tribe and will give students and youth an avenue to gain relevant construction skills while contributing to their community and increasing the housing supply. This program can contribute to higher self-confidence and stronger family relationships.

## Monitoring

(CSBG Act Section 678D(a)(1)(B))

1. Describe your agency's specific monitoring activities and how they are related to establishing and maintaining the integrity of the CSBG program, including your process for maintaining high standards of program and fiscal performance.

Program and Financial reporting requirements and deadlines are maintained on a computerized reporting calendar system and an automated mail-log system provides the information required to submit reports in a timely fashion, and to track those submissions.

NCIDC is constantly working to improve our processes and maintain best practices. Staff attend regular training and communicate with other CSBG grantees and state program managers on best methods.

In addition, the Executive Director and staff conduct regular internal reviews of program and fiscal performance using both the required state reports and ongoing program data. If any performance levels fall below NCIDC's established standards, then staff strategize and execute improvement methods. In the case that performance does not improve, these setbacks are brought to the attention of NCIDC Board members for formal review and NCIDC staff work with state CSBG program managers to determine methods of improvement.

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency and type (i.e., onsite, desk review, or both)

NCIDC monitors its subcontractors both through desk reviews and on-site reviews. A simplified version of the CSD monitoring tool is used to conduct these reviews to allow for the direct and immediate application of CAP goals and requirements to their programs. We require copies of approved minutes and approved audits from all subcontractors. In addition, any subcontractor with over 100k in annual funding provides monthly reporting to NCIDC. Tribal contracts are on a one-hundred percent reimbursement basis with all source documentation maintained and monitored at the NCIDC.

3. Describe how your agency ensures that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.  
(CSBG Act Section 678D(a)(1)(B))

NCIDC fiscal staff ensure that all applicable cost and accounting standards of the Office of Management and Budget are followed and applied to all funds spent. NCIDC receives guidance from both grant monitors and our agency's independent auditing firm as to updates and current best practices. Finally, NCIDC executive staff participate in webinars and other trainings to maintain a complete understanding of OMB guidance and regulations.

## Data Analysis and Evaluation

(Organizational Standards 4.3, 4.4)

(CSBG Act Section 676(b)(12))

1. Describe your methods for evaluating the effectiveness of programs and services, including the frequency of evaluations.  
(Organizational Standard 4.3)

The structure of our Governing Council keeps us abreast of the current issues in the communities we serve. Our Board members represent, and originate from, these communities and thus have a vested interest and actively monitor areas of concern.

Additionally, management staff participate on social service boards, committees, and coalitions.

The opportunity to learn about what is happening, as it relates to the AI/AN population, is constantly available. One example is that this year NCIDC participated in a state-wide coalition of American Indian Education Centers focused around Tobacco Use Prevention and developing community PSAs.

NCIDC utilizes a system of program management that provides for systematic assessment of program performance in relation to the Community Action service plan and performance standards contained therein. NCIDC utilizes an automated system that provides accurate and timely management information on an as-needed basis; therefore, planned versus actual performance can be checked at any desired time or interval. NCIDC has been highly involved in the development and refinement of the new online CSBG database, Engage, and staff are transitioning to its full use. The new system automatically tracks individual and family characteristics and services, and automatically generates the information required for the all characteristics report as well the various modules of the FNPI reports.

Engage is designed to generate monthly, semi-annual, and annual updates for review and analysis of overall program performance by the Council and staff. Further, it is designed to generate the semi-annual and annual Program and Financial Services reports for submission to the State of California, Department of Community Services and Development (CSD).

The planned versus actual updates are reviewed by administrative and program staff to determine whether program goals are being met. In instances where planned versus actual differs substantially, corrective action plans are developed and implemented to bring the program back into line with established client activity and performance standard goals.

The management information generated from prior year's programs is utilized by NCIDC as a definitive basis for planning subsequent year's comprehensive annual plans. Such base information

establishes parameters from which the future activities and service delivery mechanisms are planned and developed. Consequently, previous year's management information is a critical element of the NCIDC's planning system.

2. Describe how your agency ensures that updates on the progress of strategies included in your CAP are communicated to your board annually.  
(Organizational Standard 4.4)

NCIDC's board meets monthly and is given a thorough update of the month's activities by the Executive Director and staff. During the meeting the Executive Director will include updates on the goals and strategies set in the CAP. The year end CSBG report also provides an annual review.

3. Provide 2-3 examples of changes made by your agency to improve service delivery to enhance the impact for individuals, families, and communities with low-incomes based on an in-depth analysis of performance data.  
(CSBG Act Section 676(b)(12))

1. Based on reviews of client feedback and emergency assistance use, staff found that we needed to increase the variety of the business partners used for services, as there were issues with accessibility for our rural clients. To address this problem, we surveyed the lowest priced businesses in the areas requested by clients and adjusted our partnerships accordingly.
2. Similarly, NCIDC's food box program previously involved mailing a physical food box to each applicant. This required extensive staff time and added to administrative costs, reducing what was available for assistance. As such, staff devised a more efficient method of food assistance which involved the use of food cards allowing the client to obtain their food locally.
3. NCIDC previously organized a large annual cultural event that provided meals to elders and low-income populations, in addition to supporting cultural awareness. Recently, staff analyzed the event performance, level of resources expended, and other potential methods for future events. Staff concluded that providing micro-grants for local agencies to host similar events is more efficient and allows for activities tailored to each community. This also allows for varied locations and improves accessibility for less mobile populations. NCIDC will be adjusting to micro-grants for this program going forward.

## Appendix A

### Organizational Standards

#### MAXIMUM FEASIBLE PARTICIPATION

## **CATEGORY ONE: CONSUMER INPUT AND INVOLVEMENT**

**Standard 1.1** The organization/department demonstrates low-income individuals' participation in its activities.

**Standard 1.2** The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

**Standard 1.3** The organization/department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

## **CATEGORY TWO: COMMUNITY ENGAGEMENT**

**Standard 2.1** The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

**Standard 2.2** The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

**Standard 2.3** The organization/department communicates its activities and its results to the community.

**Standard 2.4** The organization/department documents the number of volunteers and hours mobilized in support of its activities.

## **CATEGORY THREE: COMMUNITY ASSESSMENT**

**Private Agency - Standard 3.1:** Organization conducted a community assessment and issued a report within the past 3-year period.

**Public Agency - Standard 3.1:** The organization/department conducted a community assessment and issued a report within the past 3-year period, if no other report exists.

**Standard 3.2:** As part of the community assessment the organization/department collects and analyzes both current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

**Standard 3.3:** The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

**Standard 3.4:** The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

**Standard 3.5:** The governing board or tripartite board/advisory body formally accepts the completed community assessment.

## **VISION AND DIRECTION**

### **CATEGORY FOUR: ORGANIZATIONAL LEADERSHIP**



**Standard 4.2:** The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

**Standard 4.3:** The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle. In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

**Standard 4.4:** The tripartite board/advisory body receives an annual update on the success of specific strategies included in the Community Action Plan.

#### **CATEGORY FIVE: BOARD GOVERNANCE**

**Standard 5.1:** The organization's/department's tripartite board/advisory body is structured in compliance with the CSBG Act

**Standard 5.2:** The organization's/department's tripartite board/advisory body either has:

1. Written procedures that document a democratic selection process for low-income board members adequate to assure that they are representative of the low-income community, or
2. Another mechanism specified by the State to assure decision-making and participation by low-income individuals in the development, planning, implementation, and evaluation of programs.

## **Appendix B**

### **State Assurances**

[California Government Code 12747](#) (a): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

[California Government Code §12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

## Appendix C

### Federal Assurances and Certification

#### **CSBG Services**

**676(b)(1)(A)** *The State will assure “that funds made available through grant or allotment will be used –*

*(A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), homeless families and individuals, migrant or seasonal farm workers and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals—*

- (i) to remove obstacles and solve problems that block the achievement of self-sufficiency, (including self-sufficiency for families and individuals who are attempting to transition off a State program carried out under part A of title IV of the Social Security Act);*
  - (ii) secure and retain meaningful employment;*
  - (iii) attain an adequate education, with particular attention toward improving literacy skills of low-income families in the communities involved, which may include carrying out family literacy initiatives;*
  - (iv) make better use of available income;*
  - (v) obtain and maintain adequate housing and a suitable environment;*
  - (vi) obtain emergency assistance through loans, grants or other means to meet immediate and urgent family individual needs; and*
  - (vii) achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to;*
- (I) document best practices based on successful grassroots partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to;*
  - (II) strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;*

#### **Needs of Youth**

**676(b)(1)(B)** *The State will assure “that funds made available through grant or allotment will be used-*

*(B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--*

- (i) programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and*
- (ii) after-school child care programs;*

**Coordination of Other Programs**

**676(b)(1)(C)** *The State will assure “that funds made available through grant or allotment will be used to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including State welfare reform efforts*

**Eligible Entity Service Delivery System**

**676(b)(3)(A)** *a description of the service delivery system, for services provided or coordinated with funds made available through grants made under section 675C9(a), targeted to low-income individuals and families in communities within the State*

**Eligible Entity Linkages – Approach to Filling Service Gaps**

**676(b)(3)(B)** *a description of “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow up consultations.”*

**Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources**

**676(b)(3)(C)** *a description of “how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”*

**Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility**

**676(b)(3)(D)** *a description of “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”*

**Eligible Entity Emergency Food and Nutrition Services**

**676(b)(4)** *“An assurance that eligible entities in the State will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”*

**State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities**

**676(b)(5)** “An assurance that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

**State Coordination/Linkages and Low-income Home Energy Assistance**

**676(b)(6)** “An assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

**Coordination with Faith-based Organizations, Charitable Groups, Community Organizations**

**676(b)(9)** “An assurance that the State and eligible entities in the State will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

**Eligible Entity Tripartite Board Representation**

**676(b)(10)** “An assurance that “the State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

**Eligible Entity Community Action Plans and Community Needs Assessments**

**676(b)(11)** “An assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community services block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State plan) that includes a community-needs assessment for the community served, which may be coordinated with community-needs assessments conducted for other programs.”

**State and Eligible Entity Performance Measurement: ROMA or Alternate system**

**676(b)(12)** “An assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an

alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

## NCIDC Appendices

### Appendix D

#### Proof of Publication for Public Hearing Notice

North Coast Journal Inc.  
310 F Street  
Eureka, CA 95501  
(707)442-1400

RECEIVED  
JUN 07 2019  
NCIDC Eureka

This space is for the County Clerk's Filing Stamp

#### PROOF OF PUBLICATION (2015.5 C.C.P.)

STATE OF CALIFORNIA }  
County of Humboldt } SS

I am a citizen of the United States and a resident of the County aforesaid. I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the publisher of the North Coast Journal, a newspaper of general circulation, printed and published weekly in the County of Humboldt, and which newspaper has been adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of Humboldt, State of California, under the date of 2/17, 2006, Case Number CV 000010. That the notice of which the annexed is a printed copy (set in a type not smaller than nonpareil), has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

all in the year

6/6

2019

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated at Eureka, California,

/s/ Mark a Boyd  
Signature

6/6/2019

#### PROOF OF PUBLICATION

**PUBLIC HEARING**  
Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2020-21 Community Action Plan for the Community Services Block Grant.  
Hearing location:  
241 F Street, Eureka, CA.  
June 21, 2019 at 12:00pm  
Copies of the plan available  
June 14, 2019 at NCIDC & online at www.ncidc.org

#### AFFIDAVIT OF PUBLICATION

NORTHERN CALIFORNIA INDIAN  
DEVELOPMENT COUNCIL  
241 F STREET  
EUREKA, CA. 95501

IN THE MATTER OF

NEWS# 10413  
PUBLIC HEARING

STATE OF CALIFORNIA ) ss:  
County of Siskiyou )

ROBERT J RAMEY

of said County, being duly sworn, deposed and says: THAT he is and at all times herein mentioned was a citizen of the United States of America, over the age of twenty-one years, and that he is not, nor was he at any of the times herein after named a party to, nor interested in the above entitled matter; that he is the PRINCIPAL CLERK OF THE PRINTER OF THE SISKIYOU DAILY NEWS, a newspaper of general circulation, printed and published in the City of Yreka, County of Siskiyou, State of California, and which newspaper is published for the dissemination of local and telegraphic news and intelligence of a general character, and which newspaper at all times herein mentioned had and still has a bona fide subscription list of paying subscribers, and which newspaper has been established, printed and published at regular intervals in the said City of Yreka, County of Siskiyou, State of California, for a period exceeding one year next preceding the date of publication of the notice hereinafter referred to; and which newspaper is not devoted to nor published for the interests, entertainment or instruction of a particular class, profession, trade, calling, race or denomination, or any number of same; that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof, on the following; dates, to-wit:

06/05/19

Siskiyou Daily News adjudicated May 18, 1953, No. 15190

I certify (or declare) under the penalty of perjury that the foregoing is true and correct.

(Signed)

Date: 6/5/19

**PUBLIC HEARING**  
Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2020-21 Community Action Plan for the Community Services Block Grant.  
Hearing location:  
241 F Street, Eureka, CA. June 21, 2019 at 12:00pm. Copies of the plan available June 14, 2019 at NCIDC & online at www.ncidc.org  
NEWS#10413 PUB. JUN. 5 2019

# Affidavit of Publication

STATE OF CALIFORNIA, COUNTY OF DEL NORTE

I, **Joni Fornoff**, a citizen of the United States and a resident of the county aforesaid; I am over the age of eighteen years, and not party to or interested in the above-entitled matter. I am the principal clerk of the printer of

## The Triplicate

a daily newspaper of general circulation, printed and published in the City of Crescent City, County of Del Norte, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of Del Norte, State of California, under the date of March 21, 1952, case number 7594; that the notice of which the annexed is a printed copy (set in type not smaller than nonpareil), has been published and not in any supplement thereof on the following dates, to-wit: 71210791

**Acct Name:** NORTHERN CALIFORNIA INDIAN  
**Legal Description:** PUBLIC HEARING  
Northern California  
Indian Development Council, Inc. (NCIDC) will hold a Public  
Heari

06/08/2019

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated at Crescent City, California, this 11 day of June, 2019.

  
Signature

**PUBLIC HEARING**  
Northern California  
Indian Development  
Council, Inc. (NCIDC)  
will hold a Public  
Hearing on the FY  
2020-21 Community  
Action Plan for the  
Community Services  
Block Grant.  
Hearing location:  
241 F Street,  
Eureka, CA  
June 21, 2019  
at 12:00pm  
Copies of the plan  
available  
June 14, 2019 at  
NCIDC & online at  
[www.ncidc.org](http://www.ncidc.org)  
Publish: 6/8/19  
Ad #71210791

**PUBLIC HEARING**  
Northern California  
Indian Development  
Council, Inc. (NCIDC)  
will hold a Public  
Hearing on the FY  
2020-21 Community  
Action Plan for the  
Community Services  
Block Grant.  
Hearing location:  
241 F Street,  
Eureka, CA  
June 21, 2019  
at 12:00pm  
Copies of the plan  
available  
June 14, 2019 at  
NCIDC & online at  
[www.ncidc.org](http://www.ncidc.org)  
Publish: 6/8/19  
Ad #71210791

## Public Hearing Written Responses



### NORTHERN CALIFORNIA INDIAN DEVELOPMENT COUNCIL, INC.

SERVING THE AMERICAN INDIAN PEOPLE OF CALIFORNIA SINCE 1976

241 F St, Eureka CA 95501

Phone (707)445-8451

Fax (707)445-8479

June 27, 2019

Dear Denise Padgette,

We are reaching out to you regarding your attendance at NCIDC's 2019 Public Hearing on the 2020-2021 Community Action Plan. We would like to formally thank you for your input. It will be used to improve the Community Needs Assessment for our four-county service area and to guide future research and program improvement.

As a part of NCIDC's commitment to incorporating community input into our program planning and evaluations, we have attached this written response which will also be added to our records. Below you will find a summary of your questions and comments, as well as the answers that you were provided at the hearing and any additional information that we felt addressed your questions. Your suggestions to update the Tolowa Dee-Ni' Nation's name, incorporate G.E.D. data, and add "Tribes" to our concluding list of organizations have been noted by NCIDC staff and they will be included in the final Community Needs Assessment.

Thank you for your valuable participation and we hope to see you at future NCIDC meetings.

*Greg Gehr*

Executive Director

Northern California Indian Development Council, Inc

NCIDC 2019 PUBLIC HEARING  
RESPONSE TO QUESTIONS AND COMMENTS

---

DENISE PADGETTE

Questions and Comments by Attendee:

- How old is this (*the Needs Assessment*)? - Smith River should be written as Tolowa Dee-Ni' Nation.
- Mining (*Why is it included in the growing industries for the service area*)?
- If we didn't track it, something we might consider tracking in the future is whether or not they (*Native Americans who didn't graduate high school*) go back for their G.E.D. A lot of our people (*Native Americans in the service area*) do that because we have higher education monies. They usually go back to get their G.E.D. and go on to college.
- (*Does the data show a shortage of child care*) At both County and Tribal Levels? Some of our Tribes (*Tribes in the service area*) have child care centers too.
- (*Do you mean*) we have the worst health care or we have the worst health? (*In reference to poor performance of Native Americans on health standards.*)
- Part of the survey questioned whether people had access (*To health care*) or not and if transportation was a problem, or just getting in to see the provider was a problem; and whether they had IHS. Can you go into that briefly?
- Did you say national (*In reference to housing survey results*)? So, this wasn't out of the results from what people answered on our survey, it's a national survey? Did you break it (*the data in the Needs Assessment*) out somehow so we know what is a national average and what is the result of our survey?
- Tribes would be included, right? Along with education centers, UIHS, and NCIDC. (*In reference to a statement at the end of the Needs Assessment summary discussing service providers.*)
- Is the budget aspect in the resource section or the impact? (*In reference to Logic Models.*) I was wondering where it fit in, in this table.
- Are these for each director so they stay on track? (*In reference to Logic Models.*)
- Is there a homeless rate (*Included from the NCIDC Survey*)?
- What's the percentage of respondents (*of the NCIDC Survey*) from Del Norte County?



## NCIDC WRITTEN RESPONSE

---

*We appreciate your attendance at NCIDC's 2019 Public Hearing on the 2020-2021 Community Action Plan. Your input will be used to improve the Community Needs Assessment for our four-county service area and to guide future research and program improvement. Below you will find a summary of the answers you were provided at the hearing as well as any additional information that we felt addressed your questions. Your suggestions to update the Tolowa Dee-Ni' Nation's name, incorporate G.E.D. data, and add "Tribes" to our concluding list of organizations have been noted by NCIDC staff and they will be included in the final Community Needs Assessment.*

*Mining was included in the Industry category of Mining, Logging, and Construction because there are several mining companies in the service area and the categories are merged to protect the privacy of the businesses. Rural counties, such as those in the NCIDC service area, may only have a few businesses in each industry. If the information on each industry was reported separately, it may be possible to extrapolate the data for specific companies and thus violate their privacy. So, while the Mining, Logging, and Construction industry category has grown over the last year, it may not be the case that the mining industry specifically was growing. That information is not available.*

*Staff spoke to Child Care Resource and Referral Centers from each of the four counties for the Community Needs Assessment. Below is a description of their activities relevant to this question, which were listed on the California Child Care Resource and Referral Network website. While staff can't officially confirm that Resource and Referral Centers research Tribal communities, according to this description, it should be incorporated into their data. However, it is more than likely that the Centers could benefit from additional data on Tribal child care.*

*"Child care resource and referral agencies (R&R) are state-funded, community-based programs that exist in every county in California. R&Rs make up a well-developed system that supports parents, child care providers, and local communities. The California Department of Education, Child Development Division has supported these efforts since 1976." "Local resource and referral agencies:*

- 1. Maintain comprehensive databases of child care providers in their communities, including licensed family child care homes and child care centers*
- 2. Track providers' licensing status, the languages they speak, the age groups they serve, the schedules they offer, and the number of spaces available in centers or family child care homes*
- 3. Work with child care providers to improve the quality of care and to maintain and expand the supply in their county*
- 4. Educate local communities and leaders to understand child care issues and to plan effectively to address child care needs*
- 5. Respond to the community's changing needs and refer families to other community services"*

*Staff reported on the poor performance of Native Americans when ranked on national health standards. This was referring to a regular report completed by The Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute. According to this report, the counties in NCIDC's service area have some of the worst rankings in health outcomes of all 58 counties. Health outcomes do not refer to health care, and instead refer to length and quality of life. The specific subjects included are: premature death rates, poor or fair health rates, the number of poor physical health days, the number of poor mental health days, and the rate of low birthweights.*

*7.36% of the NCIDC Community Needs Assessment Survey respondents marked that their only health care coverage was IHS. Approximately 10% of respondents marked that they have difficulty obtaining health services most of the time or all of the time. 11.93% marked about that they have difficulty about half of the time. 15.06% marked that they do not have access to a vehicle.*

*The NCIDC Community Needs Assessment includes national, state, and local data on Native Americans. Staff included national data because there is a shortage of in-depth studies on Native American communities, and at times, only national data was available to show the kinds of struggles that are specific to Native Americans. Whenever data was referenced in the Needs Assessment, it was made clear which level of area it was referring to. In addition, the citations are marked if it is ever unclear. For the NCIDC survey specifically, the survey was specified as the source in the sentence or paragraph anytime it was referenced.*

*Budgets are not incorporated into the NCIDC Logic Models. The purpose of logic models is to determine goals for each program and analyze how they will be accomplished with the program activities. They can also be used to measure the success of programs by providing measurable outcomes and impacts on the communities. Fiscal goals are set by the agency-wide fiscal budget approved each year by the NCIDC council, and then tracked using monthly financial reports measured against that budget and which are provided monthly to the NCIDC council and to the public.*

*The NCIDC Logic Models are most certainly tools that managers and the Director may use to determine the success of the program and stay on track with program goals.*

*There is not a homeless rate from the NCIDC survey currently included in the Needs Assessment. There is an analysis of the prevalence of homelessness for Native Americans in California, as well as data on behavior of Native American households nationally. However, we will include more homeless data in our future Social Impact Report that will be released to the public.*

*21.96% of NCIDC survey respondents were from Del Norte County.*



## NORTHERN CALIFORNIA INDIAN DEVELOPMENT COUNCIL, INC.

SERVING THE AMERICAN INDIAN PEOPLE OF CALIFORNIA SINCE 1976

241 F St, Eureka CA 95501

Phone (707)445-8451

Fax (707)445-8479

June 27, 2019

Dear Lonyx Landry,

We are reaching out to you regarding your attendance at NCIDC's 2019 Public Hearing on the 2020-2021 Community Action Plan. We would like to formally thank you for your input. It will be used to improve the Community Needs Assessment for our four-county service area and to guide future research and program improvement.

As a part of NCIDC's commitment to incorporating community input into our program planning and evaluations, we have attached this written response which will also be added to our records. Below you will find a summary of your questions and comments, as well as the answers that you were provided at the hearing and any additional information that we felt addressed your questions.

Thank you for your valuable participation and we hope to see you at future NCIDC meetings.

*Greg Gehr*

Executive Director

Northern California Indian Development Council, Inc

## NCIDC 2019 PUBLIC HEARING

### RESPONSE TO QUESTIONS AND COMMENTS

---

#### LONYX LANDRY

##### Questions and Comments by Attendee:

- **What about rocks or aggregates? (In reference to the kind of mining that may exist in the NCIDC service area)**
- **Even if the Tribe has decent (child care) infrastructure, federal dollars are always short.**
- **Is this our (NCIDC's) way to assess these things (programs), or is this a federal template? (In reference to the NCIDC logic models)**

#### NCIDC WRITTEN RESPONSE

---

*We appreciate your attendance at NCIDC's 2019 Public Hearing on the 2020-2021 Community Action Plan. Your input will be used to improve the Community Needs Assessment for our four-county service area and to guide future research and program improvement. Below you will find a summary of the answers you were provided at the hearing as well as any additional information that we felt addressed your questions. Your comment on Tribal child care funding has been noted by NCIDC staff and it will be incorporated into future research.*

*CA Employment Development Department was used as the resource for industry information. According to their website, EDD uses the US Department of Labor definitions for sectors. Below is the Mining (except oil and gas) industry definition.*

*"Industries in the Mining (except Oil and Gas) subsector primarily engage in mining, mine site development, and beneficiating (i.e., preparing) metallic minerals and nonmetallic minerals, including coal. The term "mining" is used in the broad sense to include ore extraction, quarrying, and beneficiating (e.g., crushing, screening, washing, sizing, concentrating, and flotation), customarily done at the mine site."*

*The purpose of logic models is to determine goals for each program and analyze how they will be accomplished with the program activities. They can also be used to measure the success of programs by providing measurable outcomes and impacts on the communities. NCIDC staff followed CSBG guides on how to create effective logic models, however, these logic models were created by staff and were not templates. The NCIDC logic models incorporate widely-accepted industry standards which allow for public-oriented reporting and fit our intended uses.*

## Appendix E

### NCIDC Community Needs Assessment

---

# *NORTHERN CA INDIAN DEVELOPMENT COUNCIL*

## COMMUNITY NEEDS ASSESSMENT

---

Throughout this community needs assessment we have collected the most current data possible on the state of the Native American people, both as a whole and in our community. This assessment provides an in-depth look at Northern California Indian Development Council (NCIDC)'s four-county primary service area. However, we also pass through funding for the entire state of California. As such, information about Native Americans throughout the state is also included.

Native Americans communities are greatly impacted by factors outside of those captured by statistics and we want to encourage readers to remember that “relying solely on social indicators, statistics, or a single narrative to define Indigenous people creates a false, imposed, and misplaced sense of identity” (Lara-Cooper & Lara, 2019, pp. 27).

NCIDC serves American Indian people in the four most northwestern counties in the state. According to “The American Indian and Alaska Native Population: 2010”, a Census Brief, California has the highest population of American Indian/Alaska Natives in the country, in addition to having the most Tribes. The three California Tribes with the greatest member enrollment as of 2018 are Yurok, Karuk, and Hoopa, and all three are located in the NCIDC service area. Their members total 6,202<sup>1</sup>, 3,749<sup>2</sup>, and 3,393<sup>3</sup> respectively. The 2017 American Community Survey estimates show the total American Indian population in the NCIDC service area

This area in Northwestern California is one of the few places in the country where tribes can still go and still find their spiritual places, and they haven't been removed so far away that they can't find their way back to them. This is really a unique part of the world and I used to be really afraid that we weren't going to be able to keep it because there was so much animosity and conflict and challenge between who you were and how you practice with the dominant governmental rules and regulations that allowed logging, road building, and other destruction of sacred places. But at least at the moment, it feels like we are here to stay and we are going to keep finding our way back to our powerful prayer places. So as long as we can do that, then I think we can be in other people's churches and talk to other religious people and not be separated or in argument or disagreement, we can learn from one another. But we have to be able to have access to those places that we have always been a part of.<sup>8</sup> - (Richeson & Supahan, "Interview with Executive Director of True North/ Karuk Spiritual Leader", 2019)

as over 19,500.<sup>4</sup> The eleven other tribes that are located in the service area are: Bear River Band of Rohnerville Rancheria, Big Lagoon Rancheria, Blue Lake Rancheria, Elk Valley Rancheria, Nor-El-Muk, Quartz Valley Indian Reservation, Resighini Tribe, Tolowa Dee-Ni' Nation, Tsungwe, Trinidad Rancheria, and Wiyot Tribe.

NCIDC's service area consists of Del Norte, Humboldt, Siskiyou, and Trinity Counties. These rural counties contain large swaths of land covered in national and state parks, few incorporated cities, and many remote areas. The total area is approximately 14,000 sq. miles and has a widely dispersed population. 54 percent of Humboldt county's residents live in unincorporated communities.<sup>7</sup> While Humboldt and Siskiyou County have a number of incorporated cities, Del Norte only has one, and Trinity County does not have any. Additionally, a little less than half of Siskiyou county is covered by the Six Rivers National Forest.<sup>9</sup> Several institutions that substantially impact the area are the two colleges located in Humboldt County, Humboldt State University and College of the Redwoods, as well as California's only supermax state prison located in Del Norte County.

Humboldt County is the regional hub of the highly rural area. For example, the entire population of Siskiyou County is just under the number of people in the city of Arcata and Eureka in Humboldt County.<sup>9</sup> In addition to being small, the county populations are also highly dispersed. Del Norte County's population density in 2018 was an average of 27 residents per square mile, which was barely more than 10 percent of the

state’s average density.<sup>10</sup> In 2015, there were just 4.3 residents per square mile within Trinity County, a mere 2 percent of California’s average density.<sup>11</sup>

This large service region is known for its mountainous and isolated conditions, along with poor communications and transportation infrastructures. For example, the entire Yurok, Hoopa and Karuk Reservations are situated along the Klamath and Trinity Rivers, where transportation routes are narrow and at risk, especially during wet months, when the average annual rainfall can reach over fifty inches and cause significant erosion and road closures. This in particular can cause problems for the labor force. In the major tribal areas of the four counties, the mean travel time to work is 17 minutes.<sup>12</sup> 15% of the NCIDC survey respondents did not have access to a vehicle<sup>13</sup> and are thus facing severely limited employment options. This transportation issue is further complicated by the lack of public transportation in these areas. These same regions are also isolated by not having reliable phone and internet services, to where there is a constant effort to attract major funding to bring fiber optic lines to these isolated communities. More remote sections of the service area do not even have electrical service.

The overall economic well-being of the Native American population remains generally worse than that of other ethnicities almost everywhere, and is particularly worse for Native Americans in Tribal areas than for Native Americans living in other parts of

the country.<sup>6</sup> All fourteen

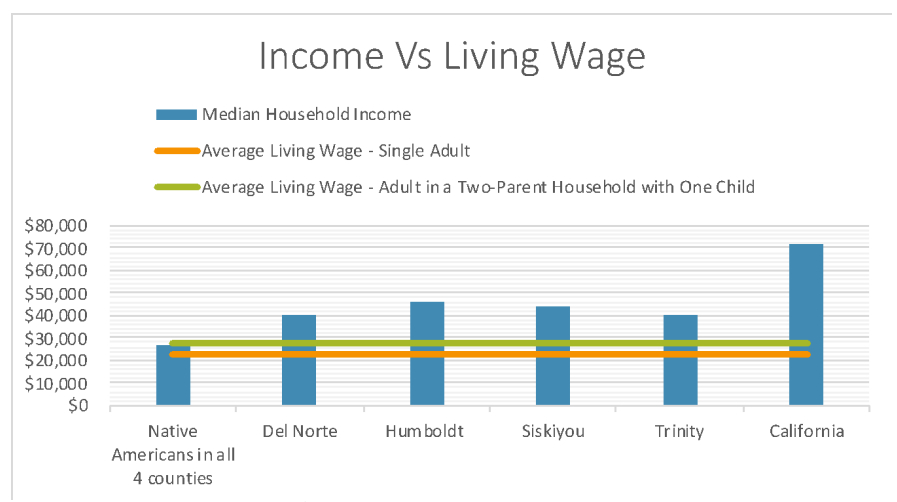
Reservations/Rancherias in the service

area are designated as “pockets of poverty” by California Department of

Community Services and Development.

Despite the overall well-being improving

steadily, there are still areas where



STAFF CHART USING SAIGE AND MIT DATA<sup>13,14</sup>

Native Americans poverty rates reach as high as 49.8%.<sup>12</sup> In 2017, the Del Norte median household income was \$39,996, Humboldt County was \$46,123, Siskiyou County was \$44,013, and Trinity County was \$40,676.<sup>14</sup> The California median household income is more than 1.5 times each county, at \$71,785.<sup>14</sup>

However, the median household income for each of the counties in the service area increased since 2015.<sup>9</sup> The average living wage for the four-county area is \$22,600 for a single adult and \$27,680 for an adult in a two-parent household with one child.<sup>15</sup> The median household income for each county is above the living wage for two adults with one child as calculated by MIT.<sup>15</sup> Staff calculated the mean of the medians for each county in 2017 to approximate a median household income for Native Americans in the service area. The result was \$27,378 which is only 68% of the overall median household income in Del Norte and just below the living wage for a two-parent household.<sup>4</sup>

The overall poverty rate decreased in 2017 to 23.2% in Del Norte, 20.8% in Humboldt, 20.7% in Siskiyou, and 19.9% in Trinity.<sup>12</sup> At the state level, the 2017 poverty rate was 13.3%.<sup>14</sup> Of the AI/ANs living in NCIDC's service area on reservations or trust land, on average, 27.7% live below the poverty level.<sup>12</sup> Data on poverty rates was taken from the 2013-2017 American Community Survey 5-Year Estimates. In 2016 there were more families than single adults suffering from poverty in the service area, and Siskiyou County has a higher portion of struggling families than the other three counties.<sup>17</sup> The poverty distribution stresses the need for youth programs. The age groups with the highest poverty rates in 2017 were all children or young adults. They included populations that were 5 to 17 years old in Del Norte County, 18 to 34 years old in Humboldt County, under 5 years old in Siskiyou County, and 18 to 34 years old in Trinity County.<sup>4</sup>

In addition to decreasing poverty rates, the unemployment rates in both California and the entire service area have been decreasing since 2011.<sup>7, 9, 10, 11</sup> The 2017 unemployment rates for the general population in the



NCIDC four-county services areas were:

4.2 % in Humboldt<sup>7</sup>, 6.4% in Del Norte<sup>10</sup>,

7.2% in Siskiyou and 6% in Trinity.<sup>4</sup> In

comparison, California's unemployment

rate was 4.8%<sup>7</sup>. According to the 2013-

2017 ACS, the average unemployment rate

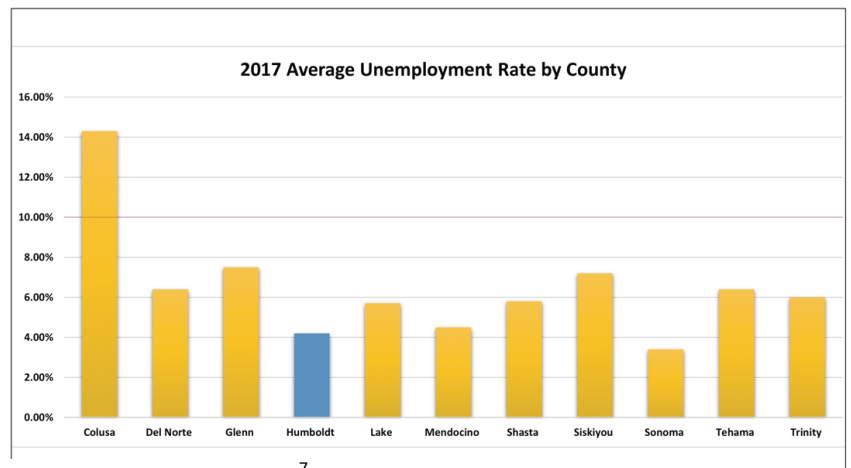
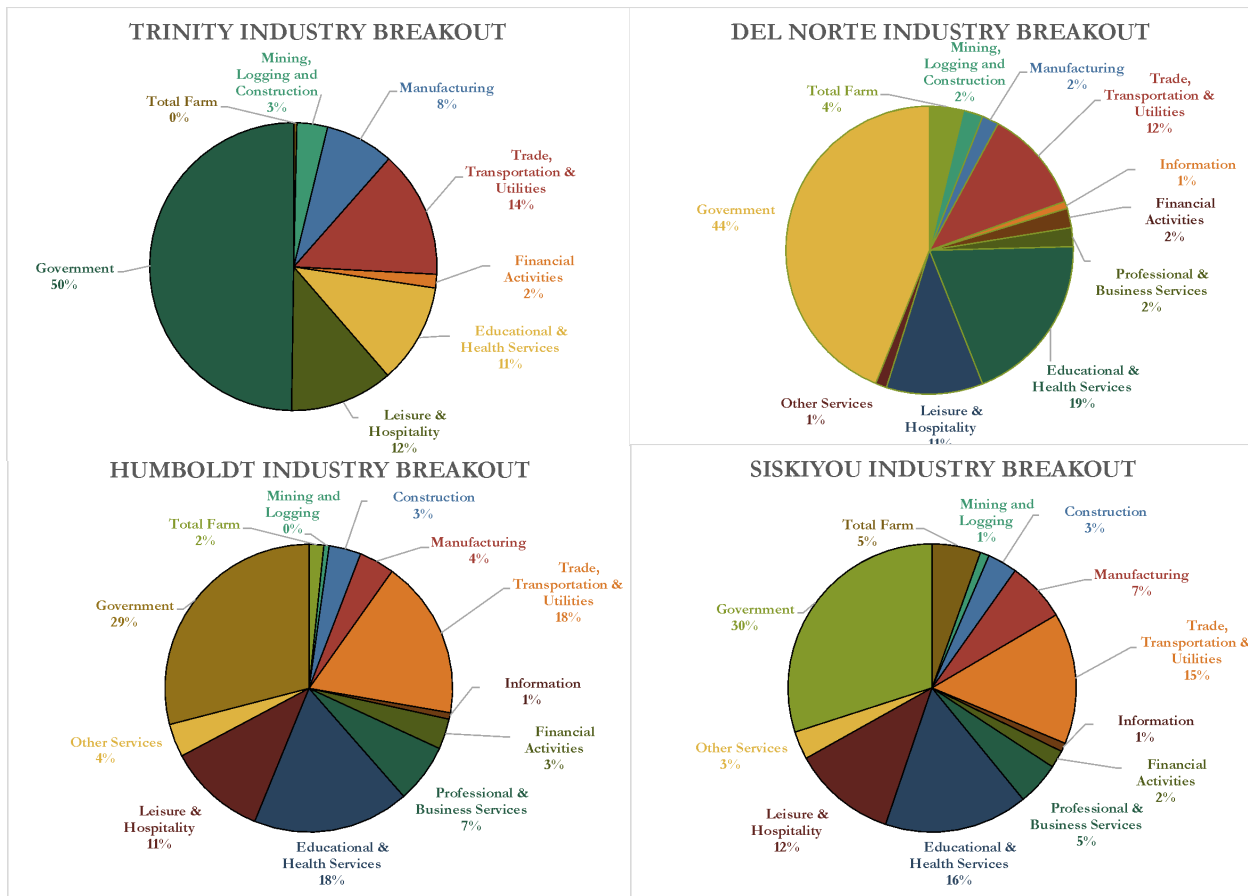


CHART FROM HUMBOLDT COUNTY PROFILE<sup>7</sup>

for Reservations and Tribal Trusts in the service area is 15.84%, more than three times the state unemployment rate and more than double the county unemployment rates<sup>4</sup>. It is important to note that national surveys from such rural, dispersed communities can underrepresent the true circumstances. According to information collected by the Tribes themselves, on-reservation Native population unemployment rate is significantly higher, with rates in excess of 60%<sup>18</sup> for reservations such as the Hoopa Reservation.

Current data as of 2019 from State LMI representatives provides an overall picture of the service region's labor information. The four counties have just nearly 77,800 employed, with 52,700 employed in Humboldt.<sup>12</sup> The following charts demonstrate the current percent of total employment for each industry by county.<sup>12</sup> In all four counties, the three industries with the highest levels of employment are government, educational and health services, and trade, transportation, and utilities. Low-income, rural areas like these tend to have basic services as the largest market. For example, government employment consistently represented between 33 and 37 percent of total county employment in Del Norte County, and 47 to 52 percent of total earnings between 2008 and 2017.<sup>10</sup> This outsized importance is due to the presence of both a large state prison and the numerous state and national parks located in the county.<sup>10</sup> This trend is reflected in Tribal employment as well. A full 50 percent of Native Americans living on Reservations or Tribal land in the service are in



STAFF CHARTS USING EDD LMI DATA<sup>12</sup>

government employment.<sup>12</sup>

Notable changes since last year include the growth of the mining, logging, and construction industries in Trinity, Siskiyou, and Del Norte County.<sup>12</sup> Del Norte and Siskiyou County both experienced a decrease in professional and business services.<sup>12</sup> Humboldt County had growth in both farming, and professional and business services.<sup>12</sup> In 2016 the largest employers, which had over 100 employees each, include three hospitals and Fairchild Medical Center as well as Sun Valley Group (a wholesale farm), M T A Farms (a research and development farm), Trinity River Lumber Company, and the US Forest Service office in Weaverville.<sup>21</sup> Northern California has a plethora of natural resources and the businesses and occupation demand reflect that.

However, the seven casinos in Humboldt and Del Norte County and other Tribal organizations have significant impacts as well. Using data obtained from the D&B Hoover’s database, the CSU Center for

Economic Development estimates that as of April 2019, in aggregate, Del Norte County’s tribal nations alone directly employ 615 people through their various enterprises, and generate over \$15 million in business revenue.<sup>10</sup> In addition to direct employment and spending, the economic impacts of tribal government and businesses include secondary spillover impacts, such as industry purchases made in other sectors and employee spending at local retail and service establishments.<sup>10</sup> To continue with the example of Del Norte County, tribal enterprises and businesses contribute to the employment of roughly 647 workers in associated industries (8 percent of total county employment), \$24.4 million in worker incomes, and \$91.6 million in economic output (10.7 percent of gross regional product).<sup>10</sup> The industries that benefit most from these contributions are other local government enterprises and the hotel and motel industry: tribal businesses support 226 and 200 jobs, respectively, and account for \$52.1 million and \$17.4 million in output, respectively.<sup>10</sup> The maintenance & repair construction and real estate sectors in Del Norte County also experience notable contributions to their output from tribal economic activities (\$1.8 million and \$1.4 million, respectively).<sup>10</sup>

Humboldt is the urban hub of the four-county area and that is made evident by the number of full-time positions available in each county in 2017.<sup>7</sup> According to the number of online advertisements posted in 2016, nurses, truck

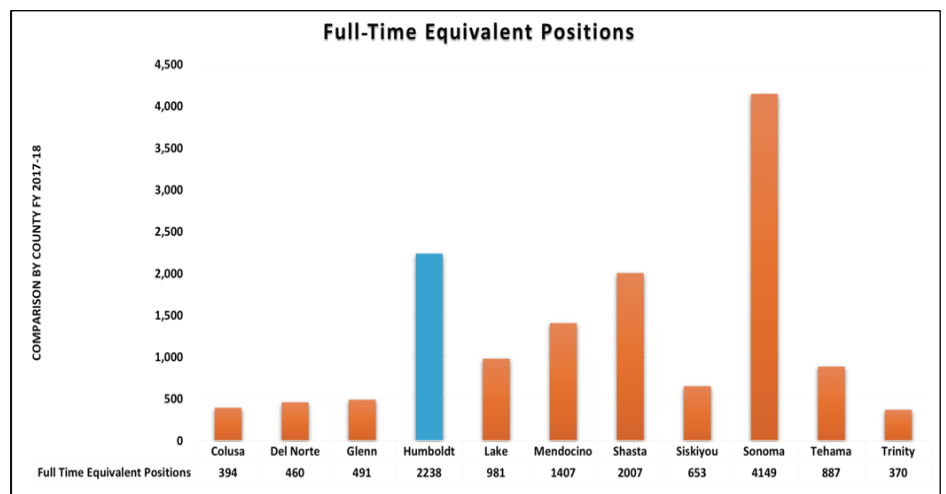


CHART FROM HUMBOLDT COUNTY PROFILE<sup>7</sup>

drivers, and forest and conservation technicians are the highest demanded jobs in the service area.<sup>21</sup> Humboldt and Del Norte had a particular demand for medical professionals and retail related employees.<sup>21</sup> Among the top ten skills requested in the online advertisements, four of them were basic job skills such as problem solving.<sup>21</sup>

The number one requested skill was divided between Oral and Written in Del Norte and Humboldt, and Freight skills in Siskiyou and Trinity.<sup>21</sup> This information is unfortunately no longer collected by EDD.

To survive in such a harsh economic reality, many AI/AN families live in a minimal cash environment. Many AI/AN in the service areas live a subsistence lifestyle based on trade, gardening, barter, hunting, fishing, and cash paid (and unreported) manual labor. This lifestyle promotes a self-reliance to offset the lack of hard currency. Unfortunately, this form of underground economy can lead to negative choices such as methamphetamine manufacturing, poaching, and other questionable activities.

I watched a classroom full of third graders in our local community describe their “self-less acts” to each other as part of a classroom assignment. One child spoke of assisting in a ceremonial dance camp; another child spoke of helping her parents search for her missing brother, and every other child (one out of two) spoke of self-less acts related to loss and grief from within the last year.... It is important to understand that these traumatic occurrences are not anomalies. Rather, they are evidence of intergenerational trauma and ongoing oppression. These traumatic events further perpetuate health disparities, stress, depression, and anxiety, which continue the cycle. Furthermore, the statistics themselves provoke fear and negative thinking in Indigenous children.<sup>5</sup> - (Lara-Cooper & Lara, 2019, pp. 17)

In terms of education, there is a large achievement gap between AI/AN students and their peers.

Nationally, “native students... score lower than nearly all other demographic groups on national tests, and only 72 percent of Native students graduate, the lowest of any demographic group”.<sup>22</sup> With a rate of 70.5% for the 2017-18 school year, Native American students in California graduate slightly less often than national Native American students.<sup>23</sup> However, the state follows the other national trend of Native American students graduating the least of the reported ethnicities. 73.3% of African Americans students graduate in California, 80.6% of Hispanic or Latino students, and 87% of White students.<sup>23</sup> Native Americans in the NCIDC service area did better than Native Americans in both the state and the nation, at an average graduation rate of 77.15%. In addition, in some counties, the Native American students graduated more often than other ethnicities.<sup>23</sup>

It is well established that suspensions predict higher risks for dropping out and juvenile justice

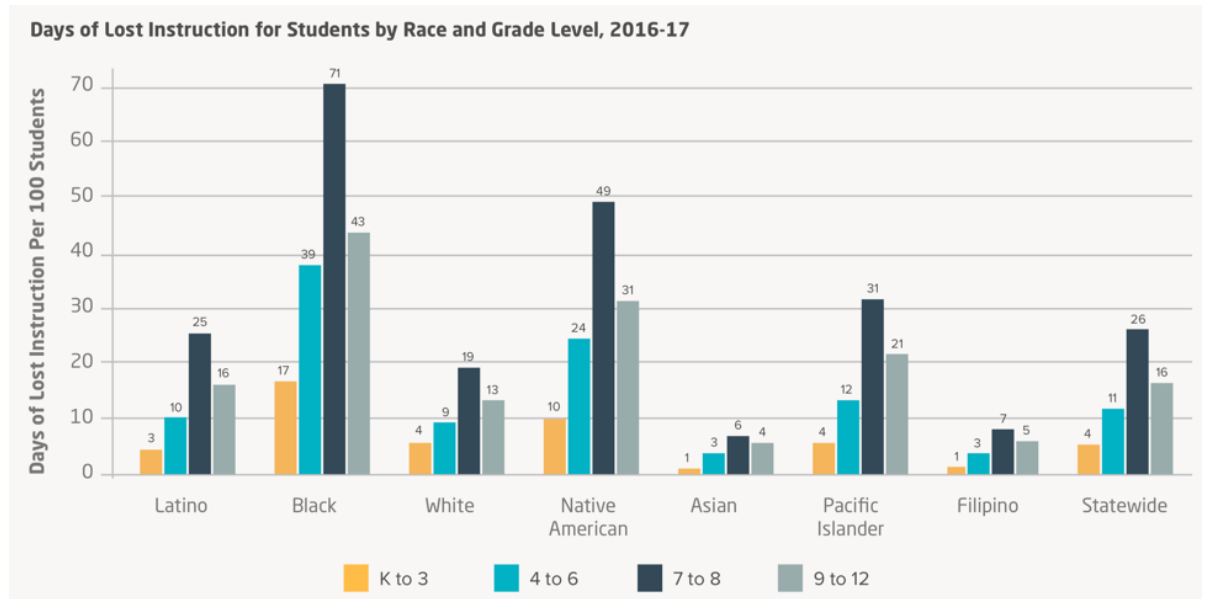


CHART FROM CIVIL RIGHTS PROJECT<sup>24</sup>

involvement. A recent report the Civil Rights Project co-authored with Dr. Russell Rumberger, tracked every 10th grader in California for 3 years and found that suspensions in high school predict a much higher probability of dropping out, after controlling for other reasons students fail to graduate.<sup>24</sup> While the overall number of suspensions has gone down significantly since 2012, there is still a racial imbalance that needs to be addressed.<sup>24</sup> As you can see in the chart below from the Civil Rights Project, Native Americans students in California lose significantly more instruction days due to suspension than any other race besides African Americans.<sup>24</sup> This is a particularly concerning combination because, according to the New York Times, “Underachievement and limited emotional support at school can contribute to a number of negative outcomes for Native youths — even suicide.” Carrie Johnson, a clinical psychologist at the Los Angeles social service organization United American Indian Involvement, said there are “pretty high rates” of depression, anxiety, and post-traumatic stress disorder among Native American youth.<sup>20</sup>

To get an idea of the local statistics, you have to examine national data trends. Native youth commit suicide at a rate 2.5 times the national average, and it is the second-leading cause of death for Native youth ages 10-24.<sup>19</sup> According to the American Psychiatric Association, in 2010 Native Americans across the country

experience serious psychological distress 1.5 times more often than the general population, and post-traumatic stress disorder more than twice as often.<sup>20</sup> The Tribes in NCIDC’s service area have first-hand knowledge of these struggles. Between 2015 and 2016, seven local Yurok Tribal members between the ages of 16 and 31 committed suicide. This prompted the Tribe to declare a state of emergency and immediately take all the possible steps to assist the community.<sup>5</sup>

Substance abuse in youth is another prevalent concern for tribal communities.<sup>19, 20</sup> The rate of illicit drug use among American Indians and Alaska Natives throughout the US was 12.3 percent in 2013 compared to the national average of 9.4 percent.<sup>19</sup> The Substance Abuse and Mental Health Services Administration (SAMHSA) states that Native American adolescents throughout the US abuse painkillers and psychotherapeutic drugs at a higher rate than the national average,<sup>19</sup> and we can predict that there are similar trends locally. According to Virginia Hedrick, a member of the Yurok Tribe and director of policy and planning for the California Consortium for Urban Indian Health, one major reason is historical trauma, the cumulative psychological wounding of a group that’s passed down from generation to generation.<sup>20</sup> “Young people today”, she said, “still live with the impact of things like government-sponsored boarding schools, which separated children from their parents, language and culture. Without access to culture, youth also lost traditional wellness practices and cultural rituals—such as dance and drumming—that can ward off mental health problems.”<sup>20</sup> The Yurok Tribe was forced to declared a state of emergency on their reservation in 2017 to address their struggles with substance abuse locally.

Tribal communities have been making notable advances in socioeconomic conditions during the past two decades, however, offering promising models for change. These advances include improvements in educational attainment and vigorous initiatives by tribes exercising their self-determination to improve community well-being.<sup>6</sup> Native American cultural programs have been shown to promote self-esteem and help

If you allow a young Native American to learn and to support their language they are going to feel better about themselves, and when they feel better about themselves it's like armor against all the ills of the world in terms of drugs, alcohol, and teenage sex, and things that could change their lives forever. I always felt that because I was able to help provide my children with their traditional religion, traditional language, and their family structure, they had that weaponry to go into the world and deal with so many assaults on who they are. That they can choose the healthy life or not healthy life that they wanted to lead.<sup>8</sup> – (Richeson & Supahan, "Interview with Executive Director of True North/ Karuk Spiritual Leader", 2019)

prevent alcohol and substance abuse.<sup>5</sup> Southern California Native American Organizations are researching drumming as a substance use intervention, and have preliminarily found positive results—it's effective for mental and physical health, and the community wants these kinds of programs available to them.<sup>20</sup> For the past 12 years, United American Indian Involvement has run a drum and regalia program that a clinical psychologist on staff has said successfully reduced anxiety and depression in youth and their families.<sup>20</sup> A study of Inupiaq youth in Alaska showed an improvement in a sense of strength and capability for youth when they were more connected to their culture, including indigenous language, involvement in subsistence practices, and participation in other cultural activities.<sup>19</sup> It also showed an improvement in their ability to cope with challenges in their lives.<sup>19</sup> These same results were found by numerous researchers across the nation,<sup>5</sup> and are referenced by local Tribal figures in the various quotes throughout this paper.

Discrimination is an ongoing institutional failure. According to a 2015 report by the White House Initiative on American Indian and Alaska Native Education, tribal, local, and state policymakers need to focus on school discipline policies that are culturally responsive and consistently applied.<sup>19</sup> The report, based on an extensive nationwide set of listening sessions, showcases the common lack of cultural understanding by school officials when it comes to Native students' cultural differences,<sup>19</sup> and Northwestern California is no exception. According to an article by the New York Times, "Last year, the Education Department concluded a nearly four-year investigation into a complaint filed by the Wiyot Tribe, alleging discrimination in the Loleta Union

Elementary School District in rural Northern California. The investigation found that the school’s principal called Native students a “pack of wolves” and grabbed and hit them, and it found that Native students were denied special education services and received harsher discipline than whites. The district agreed to change its policies.”<sup>22</sup> Incidences such as this one emphasize the importance of efforts to increase knowledge and understanding of Native American culture. Daniel Dickerson, a psychiatrist at UCLA’s Integrated Substance Abuse Programs and the American Indian Counseling Center for the LA County Department of Mental Health, has found that “connection to culture boosts self-esteem for youth, which then makes them more resilient in the face of discrimination.”<sup>20</sup> Meanwhile, those young people who can’t cope with discrimination are at higher risk of health problems.<sup>20</sup>

In our 2019 Community Needs Assessment Survey, NCIDC attempted to get a glimpse into the role that cultural activities played in the lives of Native Americans. We asked a short series of questions involving statements with “strongly disagree” to “strongly agree” options. Clearly cultural activities are a major community interest. A full 49.7% of respondents marked that they strongly agreed with the statement, “Participating in cultural activities is important to me,” and another 23.9% marked that they agreed.<sup>13</sup> There is not a clear line that divides cultural and spiritual/ceremonial activities in Native American communities; many activities could be described as both. However, in the interest of capturing views on any activities that may be considered strictly spiritual/ceremonial, we presented a similar statement to the one above and received similar results. 48.4% of respondents marked that they strongly agreed with the statement “Participating in spiritual/ceremonial activities is important to me,” 21.0% marked that they agreed.<sup>13</sup> However, in this case, slightly more marked neutral – 21.9%. So there seems to be a slight preference for specifically cultural activities. When examining specific effects, 56% of respondents marked that they either agreed or strongly agreed with the statement, “I am able to express my identity through cultural activities.”<sup>13</sup> All of these results



confirmed the earlier statements on the importance of cultural activities in the lives of Native Americans, both youth and adults.

It is a struggle for the child care system to adequately meet the needs of rural areas. As of 2016, there were only licensed child care slots available for between 20 and 25% of children with parents in the labor force for the four-county service area.<sup>25</sup> According to the Siskiyou Child Care Center, SAFE programs at elementary schools and the infant/toddler care provided elsewhere are almost always full (L. Watters, personal communication, May 17, 2019). “One problem with child care availability is that there are certain areas have no licensed care available,” said the Resource and Referral Coordinator at the Siskiyou Child Care Council (L. Watters, personal communication, May 17, 2019). “The towns of Dunsmuir, Happy Camp, and Tulelake have extremely limited licensed care available, with one small preschool in each town that take up to 18 children only. Another issue for families is that care is not available when parents need it,” they continued; “Most care facilities only operate Monday through Friday, and only between the hours of 7:30 am and 5:30 pm., and many parents work nights and weekends” (L. Watters, personal communication, May 17, 2019). This shortage is not limited to Siskiyou County.

Northcoast Children’s Services conducted a community needs assessment of Humboldt and Del Norte County in 2018. Services for Preschool age children have increased and are easily accessible through school district’s transitional Kindergarten and Preschool programs. However, there is an overall lack of services for ages 0-3 and in particular ages 2-3 as the Nurse Family Partnership program is only for 1st time mothers and ends at age 2. Parents often request services for children who turn 3 after the school age cutoff date.<sup>26</sup> They also found that services for pregnant and parenting teens were cut several years ago and the need remains unmet. One center-based program for parenting teen’s remains in Del Norte County which has a very high rate of teen pregnancy. Supportive services including those in the Humboldt High Schools remain defunded.<sup>26</sup>

In 2016, the median family income for each of the four counties in NCIDC's service area was below the eligibility requirements to receive child care subsidies.<sup>25</sup> Fortunately, Tribal TANF programs are pervasive in Northern California, in addition to state and federal cost assistance programs. Between 2014 and 2016, the number of children in Del Norte County that received subsidized child care increased by 20%, Humboldt County remained approximately the same, Siskiyou County decreased by 14%, and Trinity County decreased by 7%.<sup>25</sup> In comparison, the number of children in subsidized child care in California increased by 4%.<sup>25</sup>

Since 2014, Del Norte County's population of children under 12 increased by a rate of 3%, while Humboldt County and California increased by 2%, and Trinity and Siskiyou County's population both decreased by 2%.<sup>25</sup> Despite a clear need, the number of child care slots decreased notably in each of the counties between 2014 and 2017, with the exception of licensed family child care homes in Siskiyou County which increased by 14%.<sup>25</sup> And this trend hasn't improved, at least in Trinity County. According to estimates from the Trinity County Human Response Network, the slots available in Trinity County decreased once again in 2018 (J. Watkins, personal communication, May 18, 2018).

According to 2017 data from the Public Policy Institute of California, the crime rates per 1,000 residents (including both violent and property crimes) for each county are: 62.8 for Del Norte, 71.1 for Humboldt, 44.1 for Siskiyou, and 49.2 for Trinity.<sup>27</sup> California as a whole had a crime rate of 58.8.<sup>27</sup> The county crime rates are to be expected, as denser populations such as Humboldt and Del Norte tend to have higher levels of crime. However, it is notable that Trinity County actually had the highest number of specifically violent crimes.<sup>27</sup>

There is an absence of up-to-date information on crime within the American Indian population. There is currently a national study underway by the National Institute of Justice, but until it is completed, all of the data that staff could find specifically on American Indians is more than 5 years old. Most of the following data on crime is from a 2010 survey conducted by the National Institute of Justice. "The results, which show high rates

of violence against both women and men, provide the most thorough assessment on the extent of violence against American Indian and Alaska Native women and men to date. These results complement those from the National Crime Victimization Survey. Prior to this project, there were few estimates available, and often these estimates were based on local samples. The few national estimates available used very small samples, which did not always accurately represent the American Indian and Alaska Native population in the United States.”<sup>28</sup> As mentioned previously, the purpose of examining national data is to observe trends in the struggles faced by Native American communities, which are most certainly being experienced by our own communities in the NCIDC service area.

In 2010, the lifetime victimization rate was 1.2 times as high for American Indian and Alaska Native women as for White women; for men, it was 1.3 times as high.<sup>29</sup> More than four in five American Indian and Alaska Native adults (83 percent) have experienced some form of violence in their lifetime.<sup>29</sup> That's almost 3 million people who have experienced psychological aggression or physical violence by intimate partners, stalking, or sexual violence.<sup>29</sup> The NCIDC community needs

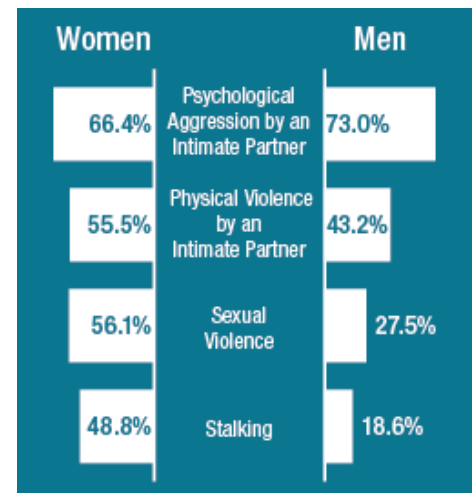


chart from 5 things about violence against american indians...<sup>29</sup>

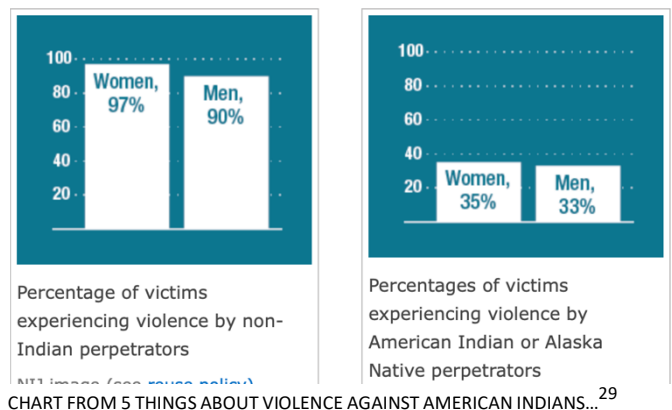
assessment showed similarly shocking numbers. Approximately 50% of the survey respondents had experienced domestic violence, and approximately 33% had been sexually assaulted.

Nationally, American Indian and Alaska Native women and men have been victimized at similar rates (84.3 percent for women and 81.6 percent for men).<sup>29</sup> They have experienced similar levels of psychological aggression and physical violence by intimate partners. But women have experienced significantly higher levels of sexual violence (56.1 percent versus 27.5 percent for men) and stalking (48.8 percent versus 18.6 percent for men).<sup>29</sup>

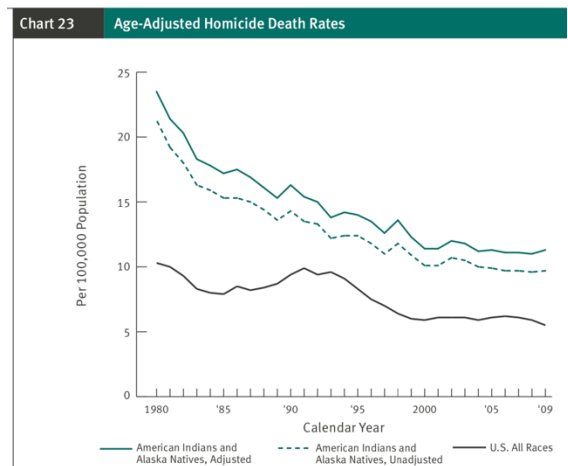
“For generations, Native American women have been victimized at astonishing rates, with federal figures showing that more than half have encountered sexual and domestic violence at some point during their lives — even amid a wave of efforts aimed at reducing such crimes.”<sup>28</sup> At the end of 2017, there were 633 open missing person cases for Native American women in the FBI’s National Crime Information Center database.<sup>31</sup> Only two groups were overrepresented in the missing persons caseload compared to their proportion of the population, Native American women and African American women.<sup>31</sup> Native American women comprise 0.4 percent of the US population but 0.7 percent of cases in the figures obtained by The Associated Press.<sup>31</sup> The numbers are considered an undercount, however, given reporting is largely voluntary and some tribes only gained full access to the database in 2015.<sup>31</sup>

“I think the reason that Native women may go missing at higher rates than other groups of people is very similar to the reason that they are at higher risk for domestic violence and sexual assault,” said Sarah Deer, a University of Kansas professor, member of the Muscogee (Creek) Nation and author of a book on sexual violence in Indian Country. “The legal system is simply not functioning properly (to prevent) these types of things from happening.”<sup>31</sup>

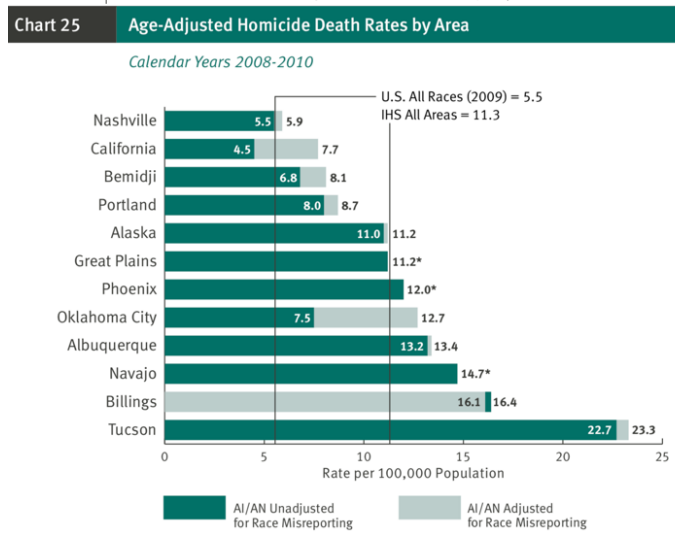
Although the exact number of victimizations per person is unknown, it is clear that most American Indian and Alaska Native victims have experienced at least one act of violence committed by an interracial perpetrator (97 percent of women and 90 percent of men).<sup>29</sup> Fewer victims (35 percent of women and 33 percent of men) have experienced one or more acts of violence by an American Indian or Alaska Native perpetrator.<sup>29</sup>



Age-adjusted homicide rates among AI/AN declined by 58 percent in 2010 from their highest point which occurred in 1972-1974.<sup>30</sup> The 2008-2010 age-adjusted AI/AN homicide rate of 11.3, is 2.1 times the U.S. all races homicide rate (5.5) for 2009, and 3.2 times the homicide rate (3.5) of the U.S. white population.<sup>30</sup> In 2009 California had the second lowest



age-adjusted homicide rate for American Indians/Alaskan Natives in the IHS service areas, but at a rate of 7.7 people per 100,000, it was still 1.4 times the homicide death rate for all races.<sup>30</sup>



Although the exact number of victimizations per person is unknown, it is clear that most American Indian and Alaska Native victims have experienced at least one act of violence committed by an interracial perpetrator (97 percent of women and 90 percent of men).<sup>29</sup> Fewer victims (35 percent of women and 33 percent of men) have experienced one or more acts of violence by an American Indian or Alaska Native perpetrator.<sup>29</sup>

\* IHS unadjusted and adjusted rates are the same for misreporting of AI/AN race.  
both charts from indian health focus<sup>30</sup>

In 2016, just as they did in 2015, the Hoopa tribe discussed declaring a state of emergency due to the severity of crime in the area.<sup>32</sup> “The amount of crimes and the myriad of crimes is what has everyone concerned for their well-being and safety,” Hoopa Valley Tribal Council Chairman Ryan Jackson said. “... It seems to be escalating to a point where folks are not feeling safe in being able to just live in the community. As a result of that, questions continue to arise about the current level of law enforcement here on the reservation.”<sup>32</sup>

More than two in five American Indian and Alaska Native female victims reported being physically injured in the 2010 national survey, and almost half reported needing services.<sup>29</sup> The services most commonly needed were medical care and legal services. Unfortunately, more than a third (38 percent) were unable to receive necessary services.<sup>29</sup> “Research continues to highlight the disparities in health outcomes and access to health care for American Indians. These results highlight the need for additional services for American Indian victims of crime — a need that was also documented in the 2013 Office for Victims of Crime’s Vision 21: Transforming Victim Services — Final Report.”<sup>29</sup>

Native youth are more likely to be referred to the juvenile justice system, arrested, or placed in secure confinement than the white population in a number of states.<sup>19</sup> As a countermeasure to the number of Native youth in state and federal justice system, the Indian Law and Order Commission decided to focus on implementing healing and wellness courts in tribal communities.<sup>19</sup> Healing and wellness courts are tribal adaptations of drug courts, which were born out of a movement in the 1980’s to curb the serious increases of drug-related charges resulting in incarceration.<sup>19</sup> There are now over seventy healing and wellness courts in operation across the country, including four in the NCIDC service area, focusing on traditional healing and other supports for youth, rather than nearly automatic diversion into systems of incarceration.<sup>19</sup>

The Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute performed a health ranking study nationwide that can be broken down by county. The counties in the NCIDC’s service area have some of the worst rankings in health outcomes of all 58 counties. Del Norte County fared the best, ranking 45th overall (the lower the number the more positive the health outcomes). Humboldt County is 49th, and Trinity and Siskiyou County are a shocking 55th and 57th rank, respectively.<sup>33</sup> The average premature death rate for our four-county area is approximately 83% higher than the state average.<sup>33</sup>

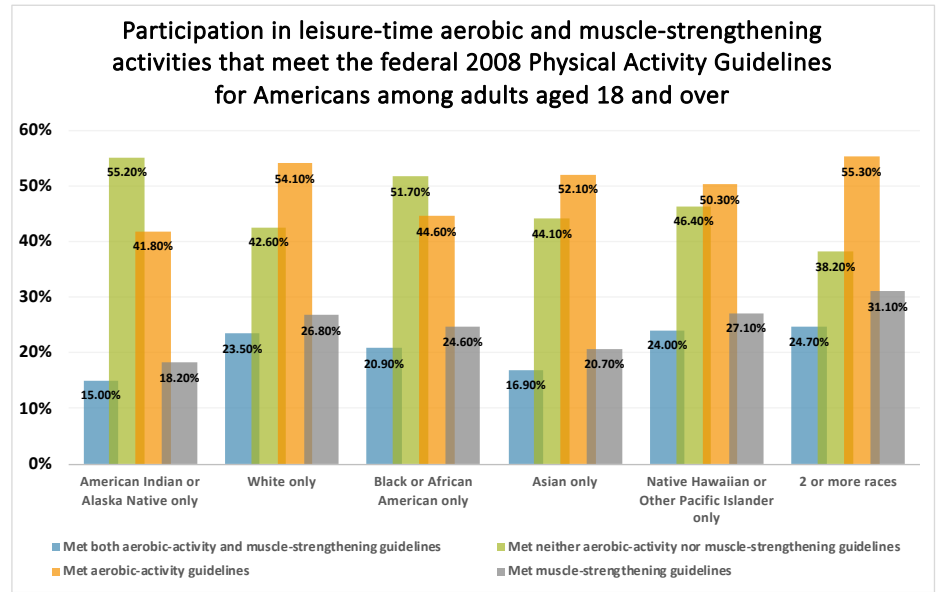
A national trend that is more than likely reflected in our service area and contributing to the premature death rate is that AI/AN youth and adults have the highest prevalence of cigarette smoking among all racial/ethnic groups in the United States.<sup>19</sup> In 2013, over 40 percent of AI/AN adults reported current use of cigarettes, cigars, or smokeless tobacco in the past month.<sup>19</sup>

In 2016, people whose ethnicity was American Indian or Alaskan Native only had the smallest proportion of adults who participated in leisure-time exercise that met the federal 2008 Physical Activity Guidelines for

Americans.<sup>34</sup> 55.2% of this ethnic group met neither aerobic-activity

nor muscle-strengthening guidelines, as compared to 51.7% of people who were African American only or 42.6% of people who were white only.<sup>34</sup> The NCIDC community needs assessment survey showed a similar lack of exercise, approximately 40% of respondents either rarely or never got intense exercise.<sup>13</sup>

The westernization of Native people has had a profound effect on culture and health, especially around nutrition. In the past two generations, obesity has become a leading health concern for AI/AN and a causal relationship with other serious diseases, including diabetes.<sup>35</sup> The prevalence of obesity in California AI/AN (37.2%) is second only to African Americans (39.2%). Native adolescents are 30 percent more likely than non-Hispanic whites to be obese.<sup>19</sup> Children suffer the greatest consequences as they are developing serious illnesses at very early ages, with dire consequences as adults.<sup>36,37</sup> According to the Indian Health Services



STAFF CHART USING CDC DATA<sup>34</sup>

Special Diabetes Program for Indians Report to Congress, implications of obesity include high blood pressure and Type 2 diabetes, the leading cause of death among Native American populations and a risk factor for heart disease and stroke.<sup>19</sup> Increased Type 2 diabetes rates and other food-related illnesses stem from a shortage of healthy food sources in Indian Country.<sup>19</sup>

The UCLA Center for Health Policy Research states that: “One in five AI/AN adults age 65 and over report having diabetes. Approximately six in ten AI/AN adults with diagnosed diabetes have also been diagnosed with high blood pressure -- nearly 2.8 times the rate of AI/AN adults not diagnosed with diabetes. Over eight in ten AI/AN adults with diabetes are overweight or obese as compared to six in ten AI/ANs not diagnosed with diabetes. Nearly 65% of AI/AN adults with diabetes live below 300% of the Federal Poverty Level.”<sup>38</sup> The high rates of heart disease, cancer, diabetes and obesity are alarming on their own, but the fact is that each of these diseases also contributes to higher incidences of comorbidities.

Native housing conditions are some of the worst in the State. In general, there is a lack of infrastructure, housing costs are high, there is overcrowding, substandard conditions and it is difficult to get housing loans or interested investors due to the complex nature of land ownership agreements that exist on Native lands.<sup>39</sup> Most tribal members (93 percent) reside in single-family homes (59 percent) or mobile homes (34 percent).<sup>40</sup> Data from the American Community Survey 2009- 2013 indicates that, of the occupied units on tribal land, 8.4 percent lacked complete plumbing and 6.5 percent lacked complete kitchens.<sup>40</sup> In comparison, only 0.5 percent of all occupied units in California lacked complete plumbing and 1.2 percent lacked complete kitchens.<sup>40</sup> A household survey conducted by the Urban Institute showed similar national numbers from 2013 to 2015.<sup>41</sup> In a survey conducted by the California Department of Housing and Community Development, respondents estimate that between 15 and 20 percent of homes on tribal land require major physical improvements and need to be modernized, substantially rehabilitated, or completely replaced.<sup>40</sup> Housing condition problems identified by



respondents included energy-inefficiency, leaking roofs, failing or inadequate plumbing, faulty wiring, poor insulation, poor ventilation, subsiding foundations, and dry rot. Other problems cited were the presence of mold, mildew, and termites as well as the need to

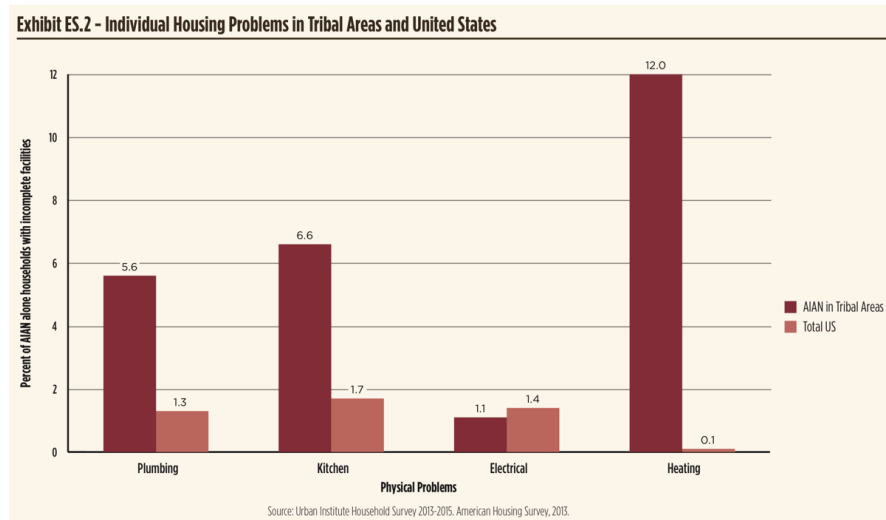


chart from us dept of housing<sup>40</sup>

replace old roofs, siding, and HVAC systems.<sup>40</sup> 26% of the respondents to NCIDC’s 2019 survey marked their housing quality as below average or poor.

Nearly all tribes receive Native American Housing Assistance and Self-Determination Act funding annually, but the grants are typically small (~\$50,000) and are often used for housing rehab and maintenance activities.<sup>40</sup> Tribes can also apply for Indian Community Development Block Grant (ICDBG) awards, but these funds are highly competitive.<sup>40</sup> Between 2012 and 2014, only approximately one-quarter of tribes received an ICDBG grant.<sup>40</sup>

Homelessness in Indian Country cannot be, and has not been, counted in the same way that it is in the general population. The lack of housing in general and the lack of affordable housing specifically increase the incidence of crowding. Indians, generally, will not be found sleeping under bridges as homeless people may in other segments of the population. Relatives, extended family, and community members take in homeless individuals and families. Although this is a good solution to living on the streets, it does contribute to overcrowding. The U.S. Department of Housing and Urban Development 2016 study of housing needs of American Indians and Alaska Natives in Tribal areas generally confirms that conclusion; namely that, in tribal areas, homelessness mostly translates into overcrowding. The study estimates that, at the time of the household

Human beings require a lot of infrastructure, and anything around infrastructure. Water, sewer, power, roads - those are all human needs that are legitimate in figuring out how to support the sacred. I.E. how to get hot water to wash dishes, ice, and personnel policies. There's been talk of support around closing areas that people are camping and in spiritual isolation to go to the mountains and to do their spiritual work. Those are all opportunities for Tribal governments and Indian organizations to find ways to support. But again, those take conversations and be in active dialogue with practitioners and the people.<sup>8</sup> - (Richeson & Supahan, "Interview with Executive Director of True North/ Karuk Spiritual Leader", 2019)

survey in 2013–2015, between 42,000 and 85,000 people in tribal areas were staying with friends or relatives only because they had no place of their own; that is, they were homeless.<sup>41</sup> 19 percent of household heads surveyed in Native American communities said they had more household members than could live in their unit comfortably and 17 percent said they had some household members that were there only because they had no other place to stay. These national statistics reflect the trends in the NCIDC service area as well. An overwhelming number of NCIDC's 2019 survey respondents listed that they had more people residing in their homes than there were bedrooms, 39.9%. According to the US Department of Housing, very few of the heads of overcrowded Native American households (19 percent) said they would ask these people to leave, but the vast majority (80 percent) of the people involved would like to get a place of their own if they could.<sup>41</sup> Nationally, in tribal areas, 14.7% of homes are overcrowded, compared to 5.7% of homes in general in the US.<sup>42</sup>

---

## SUMMARY

---

There are a number of external influences obstructing the achievement of self-sufficiency for low-income Native Americans in our service area. Humboldt, Del Norte, Siskiyou, and Trinity County are rural counties with large swaths of land covered in national and state parks, few incorporated cities, and many remote areas. Many unincorporated areas have an inadequate labor demand, both in quantity and variety. There are few training and educational resources, for youth or adults, outside of county hubs. Despite overall poverty and unemployment rates improving steadily over the last several years, Reservations and Tribal areas in the four

counties are still substantially higher; in each county and in California. The median household income for Reservations and Tribal areas in the four counties is below all other ethnicities for each county, and below the living wage for a two-child household.

*While some statistics for such rural communities are either absent or inaccurate due to small sample sizes, national studies reflect the trends for our local communities.*

In all four counties, the three industries with the highest levels of employment are government, educational and health services, and trade, transportation, and utilities. A full 50 percent of Native Americans living on Reservations or Tribal land in the service are in government employment.<sup>12</sup> The mining, logging, and construction industries in Trinity, Siskiyou, and Del Norte County have grown since last year.<sup>12</sup>

Native Americans in our service area have a higher graduation rate than Native Americans throughout California, but it is still among the lowest rates of all of the ethnicities. Native American youth in California have also been shown to have more school suspensions, which result in poorer educational outcomes and can contribute to lower self-esteem. Lower high school graduation rates make it difficult for Native American youth to develop the skills required for quality employment. Historical trauma, discrimination, and a combination of all of the circumstances listed above impact the, already considerable, instances of overall psychological stress and PTSD. This also influences the higher national rates of substance abuse in Native Americans.

While there are some child care slots available through public schools, the coverage is inadequate and does not fill all of the needs of local families. There are even larger service gaps in isolated areas which are worsened by the child care providers in each of the counties decreasing overall.

Nationally, Native Americans are victims of crime more often than White people. In 2009, California had an age-adjusted homicide rate (for American Indians/Alaskan Natives in the IHS service areas) that was 1.4 times the homicide death rate for all races.<sup>30</sup> There are disproportionately more Native American women experiencing domestic abuse and sexual assault, and that are reported missing. Notably, the majority of the acts

of violence were shown to be committed by non-Native ethnicities against Native Americans, as opposed to occurring between Native Americans.

The national health status of Native Americans is among the lowest. Native American youth and adults have the highest prevalence of smoking while also getting the least amount of exercise. Obesity, diabetes, and other health conditions that go along with those are also a prevalent concern.

California Native American communities have been found to have a lack of infrastructure, high housing costs, overcrowding, substandard conditions, and difficulty getting housing loans or interested investors due to the complex nature of land ownership agreements that exist on Native lands.<sup>16</sup> An overwhelming number of NCIDC's survey respondents listed that they had more people residing in their homes than there were bedrooms, 39.9%.<sup>13</sup> This is due, at least in part, to the strong familial and community ties that exist in Native American communities. The survey by the US department of Housing: very few of the heads of overcrowded households said they would ask these people to leave.

While many of these trends are not new, Native American communities throughout the country and within NCIDC's service area have been making exceptional strides in their efforts to alleviate these struggles. Many of these statistics have markedly improved over the last decade. Innovative cultural programs have emerged to treat substance abuse as well as support the positive development of youth. Cultural activities facilitate stronger community connections and have been shown to help Native Americans overcome intergenerational trauma. Cultural and community activities have also been used to facilitate positive emotional development in youth such as improvements in self-image and self-esteem, counteracting potential negative influences. Education programs for Native American parents support them in working with children who may be struggling with academics or attendance. Healing and Wellness Courts work to prevent recidivism and provide alternatives to incarceration systems. Tribes and Native American organizations are working to increase the employment resources available to the communities to address unemployment rates and increase labor demand. This includes supporting youth training and work experience in relevant fields as well as career and

vocational guidance to give Native American youth the well-rounded skill set necessary to overcome the barriers to success present in their everyday lives.

Tribal Governments, American Indian Education Centers, Indian Health Services, and organizations such as NCIDC are working together to assist Native Americans with climbing their way out of these conditions and improving our communities together.

## Citations

---

1. Alvarado A. Yurok Tribe Membership. May 2018. Yurok Tribe Enrollment Department
2. Attebery R. Karuk Tribe Membership. May 2018. Karuk Tribe Enrollment Department
3. Colegrove L. Hoopa Valley Tribe Membership. May 2018. Hoopa Valley Tribe Enrollment Department
4. 2013-2017 American Community Survey 5-Year Estimates. U.S. Census Bureau. Accessed June 10, 2019.
5. Lara-Cooper, K., & Lara, W. J. (2019). *Ka'm-t'em: A journey toward healing*. Pechanga, CA: Great Oak Press.
6. Pindus, N. (2017, January). *U.S. Department of Housing and Urban Development*(U.S. Department of Housing and Urban Development, Office of Policy Development and Research). Retrieved from [www.huduser.gov/portal/sites/default/files/pdf/HousingNeedsAmerIndians-ExecSumm.pdf](http://www.huduser.gov/portal/sites/default/files/pdf/HousingNeedsAmerIndians-ExecSumm.pdf)
7. Humboldt County. (n.d.). *Humboldt County Profile*. Retrieved from [humboldt.gov/DocumentCenter/View/71093/Adopted-Profile-18-19?bidId=](http://humboldt.gov/DocumentCenter/View/71093/Adopted-Profile-18-19?bidId=)
8. Supahan, T. (2019, June 13). Interview with Executive Director of True North/ Karuk Spiritual Leader and Tribal Member [Personal interview].
9. *Siskiyou County Labor Market Profile and Industry/Sector Analysis*(Rep.). (2016, November). Retrieved [www.ncen.org/images/documents/lmi/regional-profiles/Siskiyou County Labor Market and Industry-Sector Analysis.pdf](http://www.ncen.org/images/documents/lmi/regional-profiles/Siskiyou%20County%20Labor%20Market%20and%20Industry-Sector%20Analysis.pdf)

10. Owens, P., Whittaker, A., Kabisch-Herzog, A., Hernandez, K., Miguel, C., Moreau, N., & Scholl, L. (2019). *Del Norte County Economic & Demographic Profile*(Rep.). Retrieved [https://static1.squarespace.com/static/57f8232ce58c6208092f73fa/t/5cbf34b5e79c703547d214af/1556034750728/2019 Del Norte County Profile R.pdf](https://static1.squarespace.com/static/57f8232ce58c6208092f73fa/t/5cbf34b5e79c703547d214af/1556034750728/2019+Del+Norte+County+Profile+R.pdf)  
Authors from Center for Economic Development at CSU, Chico
11. Suplita, M., Weaver, M., Thibeault, D., Lightle, T., & Zimmerman, C. (2016). *Trinity County Economic and Demographic Profile*(Rep.). Retrieved [http://cedcal.com/assets/images/Trinity\\_County\\_Profile\\_Reduced\\_Size.pdf](http://cedcal.com/assets/images/Trinity_County_Profile_Reduced_Size.pdf)  
Authors from Center for Economic Development at CSU, Chico
12. Weaver R. 2019 U.S. Census & E.D.D. L.M.I. Tribal Area Data.  
EDD Labor Market Information Department
13. *NCIDC Community Needs Assessment Survey*(Rep.). (2019, June 14).
14. GANN, C., BOWERS, L., & WALTON, T. (n.d.). *Small area income and poverty estimates: 2017*(US Census Bureau). Washington, D.C.: U.S. Census Bureau, Housing and Household Economic Statistics Division, Small Area Estimates Branch. Retrieved from <https://www.census.gov/library/publications/2018/demo/p30-04.html>.
15. Glasmeier, A. K. (2018, December 30). Living Wage Calculator. Retrieved June 01, 2019, from <http://livingwage.mit.edu/>
16. Weaver R. 2015 U.S. Census & E.D.D. L.M.I. Tribal Area Data.  
EDD Labor Market Information Department
17. Weaver R. 2016 EDD Labor Market Information by County.  
EDD Labor Market Information Department
18. Cardoca P. Hoopa Valley Tribe Unemployment. May 2018.  
Hoopa Valley TERO Employee
19. Center for Native American Youth, “Generation Indigenous: The State of Native Youth 2018,” State of Native Youth Report, Washington, D.C., Center for Native American Youth at The Aspen Institute, November 2018.
20. Kandil, C. Y. (2018, August 13). California Allocates \$1 Million to Improve Mental Health of Native American Youth. *California Health Report*. Retrieved from <https://www.calhealthreport.org/2018/08/13/california-allocates-1-million-improve-mental-health-native-american-youth/>
21. Weaver R. March 2018 EDD Labor Market Information by County.  
EDD Labor Market Information Department
22. Green, E. L., & Waldman, A. (2018, December 28). ‘I Feel Invisible’: Native Students Languish in Public Schools. *The New York Times*. Retrieved from <https://www.nytimes.com/2018/12/28/us/native-american-education.html>

23. California Department of Education, Data Reporting Office. (n.d.). Retrieved June 1, 2019, from <https://dq.cde.ca.gov/dataquest/>.  
2017-18 Four-Year Adjusted Cohort Graduation Rate
24. Losen, D. J., & Martin, K. (2018, September 19). *The Unequal Impact of Suspension on the Opportunity to Learn in California: What the 2016-17 Rates Tell Us About Progress*(Issue brief). Retrieved [https://www.civilrightsproject.ucla.edu/research/k-12-education/school-discipline/the-unequal-impact-of-suspension-on-the-opportunity-to-learn-in-ca/Suspension\\_Impact\\_California\\_ES\\_2018\\_R2-Executive.pdf](https://www.civilrightsproject.ucla.edu/research/k-12-education/school-discipline/the-unequal-impact-of-suspension-on-the-opportunity-to-learn-in-ca/Suspension_Impact_California_ES_2018_R2-Executive.pdf)
25. *2017 California Child Care Portfolio*(Rep.). (2018, February 1). Retrieved <https://rrnetwork.org/publications/2017-child-care-portfolio>
26. *Community Needs Assessment Report For the 2017 - 18 Year*(Rep.). (2018, July). Retrieved <http://ncsheadstart.org/wp-content/uploads/2018/07/2017-18-Community-Needs-Assessment.pdf>  
Northcoast Children's Services
27. Lofstrom, M., & Martin, B. (2018, October). *Crime Rates in California*(Rep.). Retrieved June 1, 2019, from Public Policy Institute of California website: <https://www.ppic.org/data-set/crime-rates-in-california/>
28. Rosay, A. (2016, May). *Violence Against American Indian and Alaska Native Women and Men: 2010 Findings From the National Intimate Partner and Sexual Violence Survey*(National Institute of Justice). Retrieved from <https://www.nij.gov/publications/pages/publication-detail.aspx?ncjnumber=249736>
29. Rosay, A. (2016, May). *Five Things About Violence Against American Indian And Alaska Native Women And Men*(Issue brief). Retrieved <https://www.ncjrs.gov/pdffiles1/nij/249815.pdf>
30. Weahkee, M., Frazier, F., Greenway, K., Hartz, G., McMahon, D., & Bill, N. (2017, October). *Indian Health Focus: Injuries 2017 Edition*(U.S. Department of Health and Human Services, Indian Health Service). Retrieved from [https://www.ihs.gov/dps/includes/themes/responsive2017/display\\_objects/documents/Indian\\_Health\\_Focus\\_Injuries\\_2017\\_Edition\\_508.pdf](https://www.ihs.gov/dps/includes/themes/responsive2017/display_objects/documents/Indian_Health_Focus_Injuries_2017_Edition_508.pdf)
31. Hudetz, M. (2018, September 5). Despite past reforms, American Women Still Facing High Rates Of Crime. *AP News*. Retrieved from <https://www.apnews.com/316529000f3c44988969ab22acfb34d7>
32. Houston, W. (2016, February 18). Hoopa Tribe Set To Make Emergency Declaration Due To Crime. *Times Standard*. Retrieved from <https://www.times-standard.com/2016/02/18/hoopa-tribe-set-to-make-emergency-declaration-due-to-crime/>
33. Givens, M., Jovaag, A., & Roubal, A. (2019, March). County Health Rankings 2019. Retrieved from <https://www.countyhealthrankings.org/explore-health-rankings>  
University of Wisconsin Population Health Institute
34. U.S. CDC; National Health Interview Survey, 2016; generated by A. Richeson; using Data Finder.

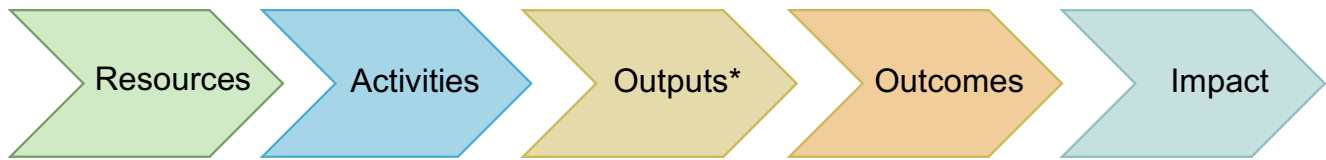
35. Story, M., Evans, M., Fabsitz, R., Clay, T., Holy Rock, B., Broussard, B. "The Epidemic of Obesity in American Indian Communities and the Need for Childhood Obesity-Prevention Programs" American Journal of Clinical Nutrition, Vol. 69, No. 4, 747S-754S, April 1999 American Society for Clinical Nutrition
36. North American Association for the Study of Obesity (NAASO) (2007), National Nutrition Summit Position Paper
37. California Indian Education, "Governor Schwarzenegger signs California Calorie-count Menu Law, 9/30/05 [www.CALIE.org](http://www.CALIE.org)
38. Satter, D; Burrows, N; Gatchell, M; Tauli'I, M; Welch, D.T. ; Diabetes Among American Indians and Alaska Natives in California; Prevention is the Key, UCLA Center for Health Policy Research November 2003
39. Housing Assistance Council (HAC), 2006. Housing on Native American Lands. <http://www.ruralhome.org>
40. California Department of Housing and Community Development, Division of Housing Policy. (2018, February). *California's Housing Future: Challenges and Opportunities Final Statewide Housing Assessment 2025*. Retrieved from [http://www.hcd.ca.gov/policy-research/plans-reports/docs/SHA\\_Final\\_Combined.pdf](http://www.hcd.ca.gov/policy-research/plans-reports/docs/SHA_Final_Combined.pdf)
41. Pindus, N. (2017, January). *Housing Needs of American Indians and Alaska Natives in Tribal Areas: A Report From the Assessment of American Indian, Alaska Native, and Native Hawaiian Housing Needs Executive Summary*(U.S. Department of Housing and Urban Development, Office of Policy Development and Research). Retrieved from <https://www.huduser.gov/portal/sites/default/files/pdf/HousingNeedsAmerIndians-ExecSumm.pdf>
42. National American Indian Housing Council, Indian Housing Fact Sheet. <http://www.naihc.net/news/index.asp?bid=6316&RootPageName=N...>



# Appendix F

## NCIDC Program Logic Models

### NCIDC Logic Model

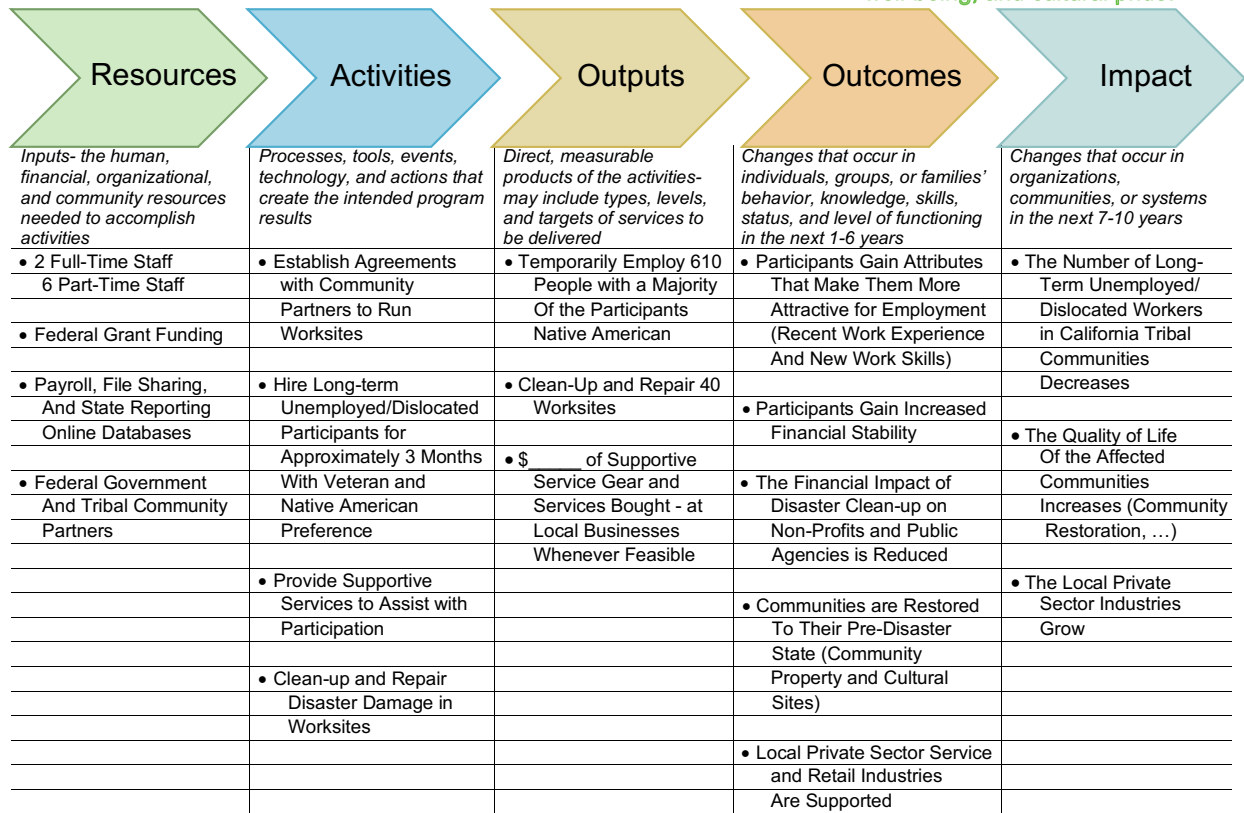


\*2018 Calendar Year

<i>Inputs- the human, financial, organizational, and community resources needed to accomplish activities</i>	<i>Processes, tools, events, technology, and actions that create the intended program results</i>	<i>Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered</i>	<i>Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years</i>	<i>Changes that occur in organizations, communities, or systems in the next 7-10 years</i>
• 8 Full-Time Admin. Staff	• Run the National Dislocated Worker Program	• <b>\$5,348,332</b> Spent In NDWG (Participants)	• Increase Number of Employed Native Americans	• Native American People And Communities Succeed In All Aspects Of An Integrated Life, Work, Family, Spirituality, Social Relations, Physical Well-Being, And Cultural Pride
• 18 Full-Time Program Staff	• Run The Low-Income Home Energy Assistance Program	• <b>\$244,702</b> Spent In LIHEAP (Participants)	• Increase Quality of Employment for Native Americans	
• Federal and State Grant Funding	• Run The Community Services Block Grant Program	• <b>\$293,777</b> Spent In CSBG (Program)	• Reduce Obstacles to Native Americans Achieving Self-Sufficiency	
• Payroll, File Sharing, And State Reporting Online Databases	• Run The Workforce Innovation And Opportunity Program	• <b>\$252,303</b> Spent In WIOA (Participants)	• Increase Native American Self-Sufficiency	
• Federal and State Government Partners	• Run The American Indian Education Program	• <b>\$15,158</b> Spent In AIEC (Program)	• Increase Native American Education Levels	
• Tribal and Local Community Partners	• Run The Rapid Response Program	• <b>\$59,325</b> Spent In RR (Program)	• Increase Local Native American Community Awareness & Knowledge Of Native American History, Culture, &	
• Office and Program Facilities				

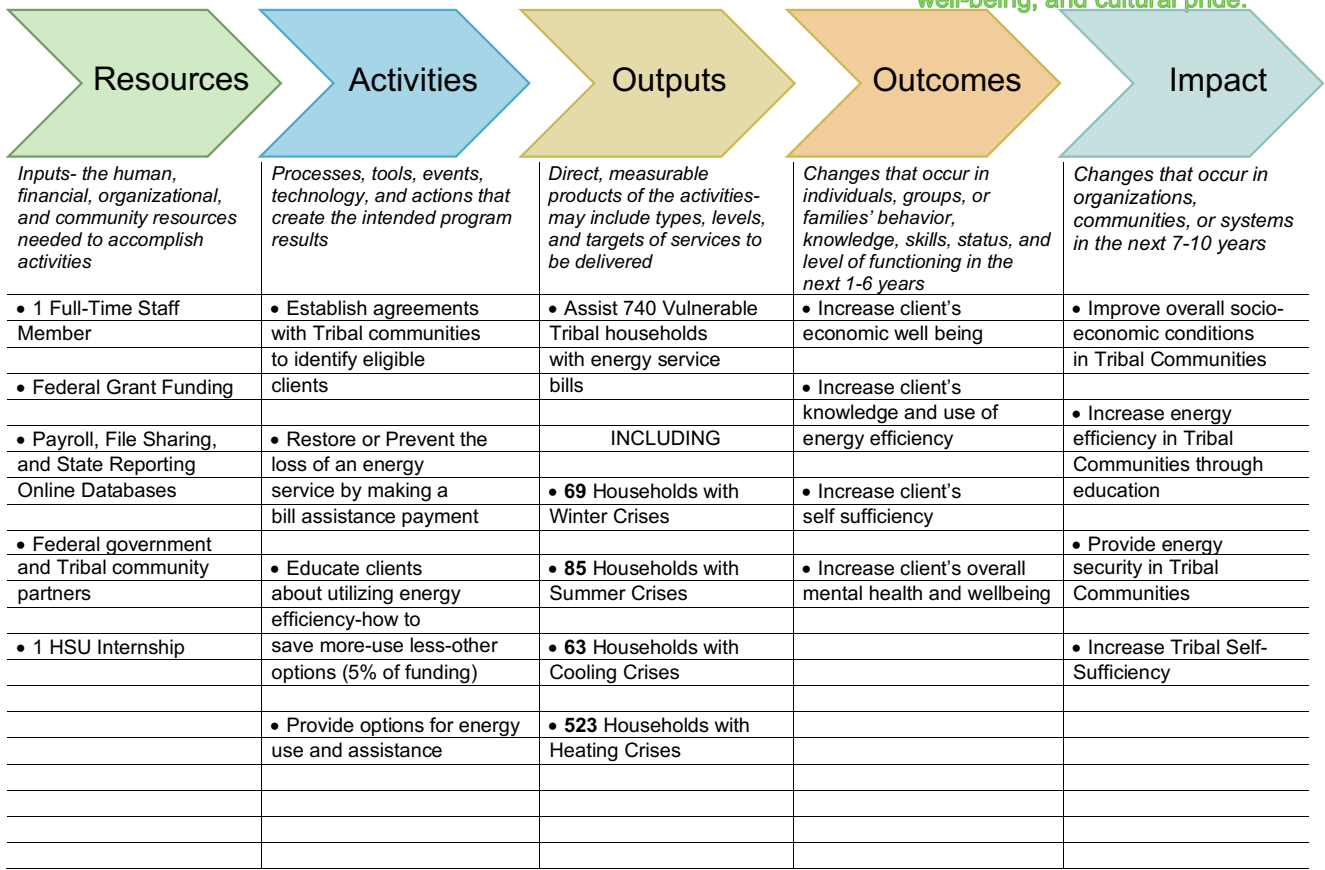
# NDWG Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.



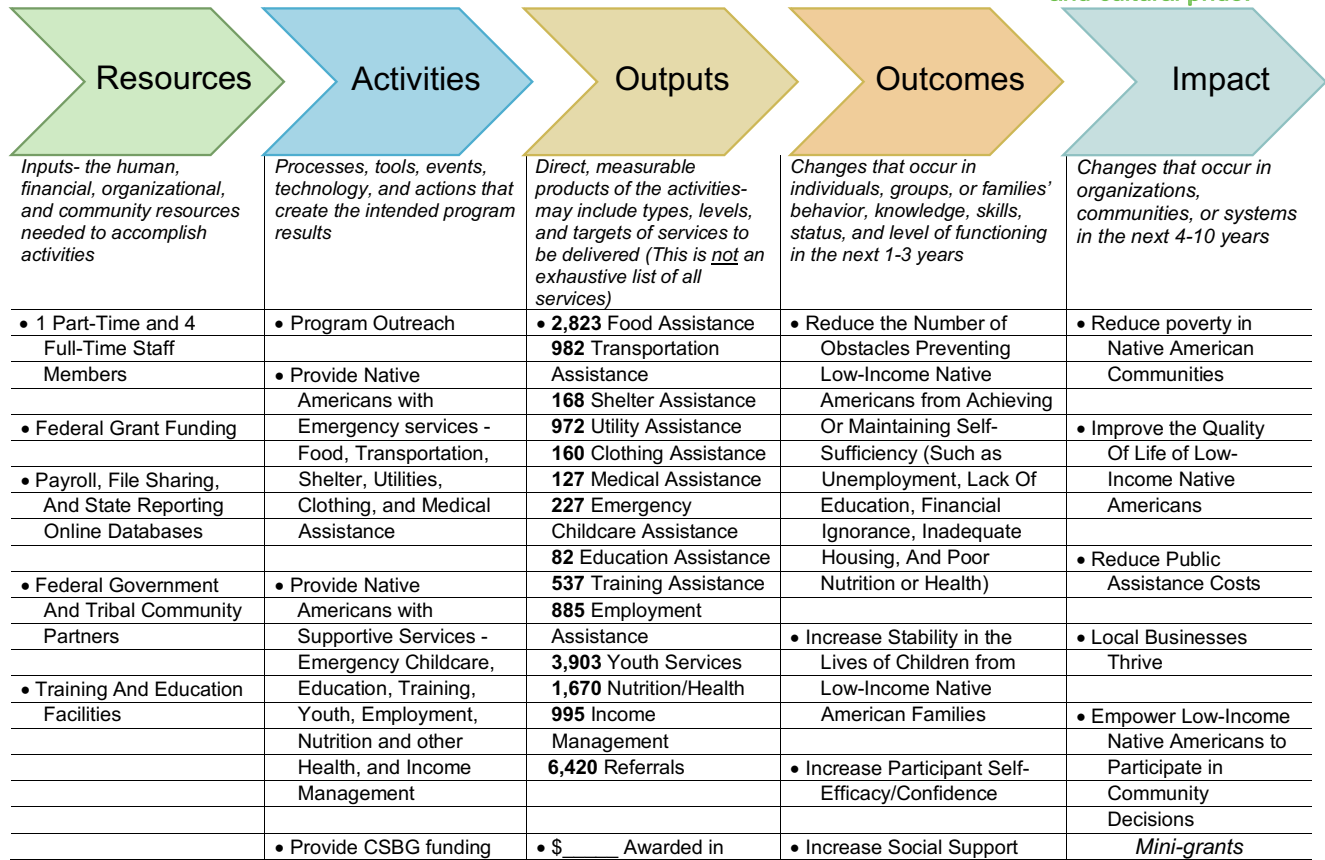
# LIHEAP Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.



# CSBG Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.



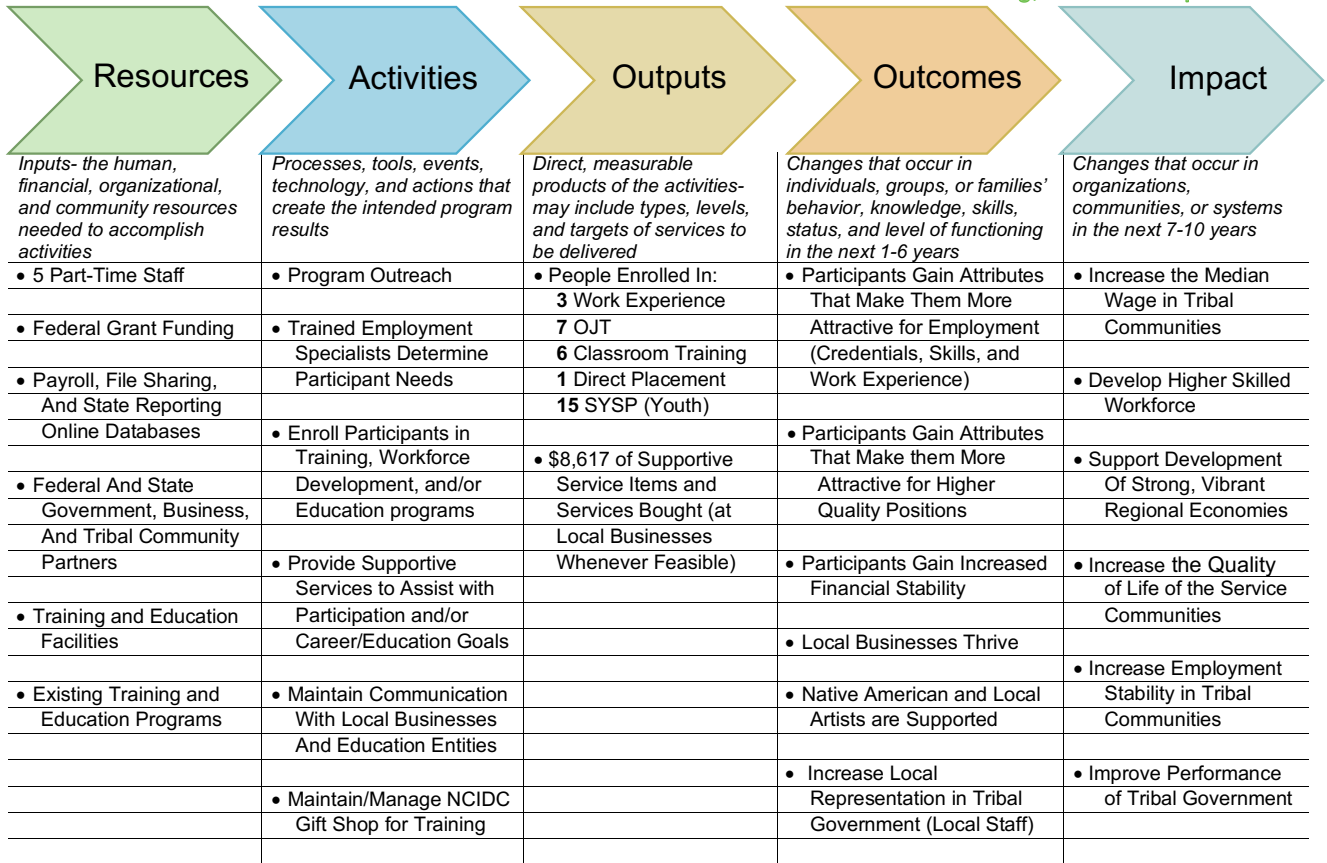
# CSBG Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.

Resources	Activities	Outputs	Outcomes	Impact
	To Reservations, Rancherias, and Sub-Contractors to be used For Assisting Low-Income Native Americans	Council Mini-Grants	Systems for Native Americans	• Strengthen Cultural Ties
	• Provide Council-Determined, Community Mini-Grants For Cultural Awareness Projects, Assistance for Low-Income Native Americans, and Community Development			
	• Maintain Tripartite board			

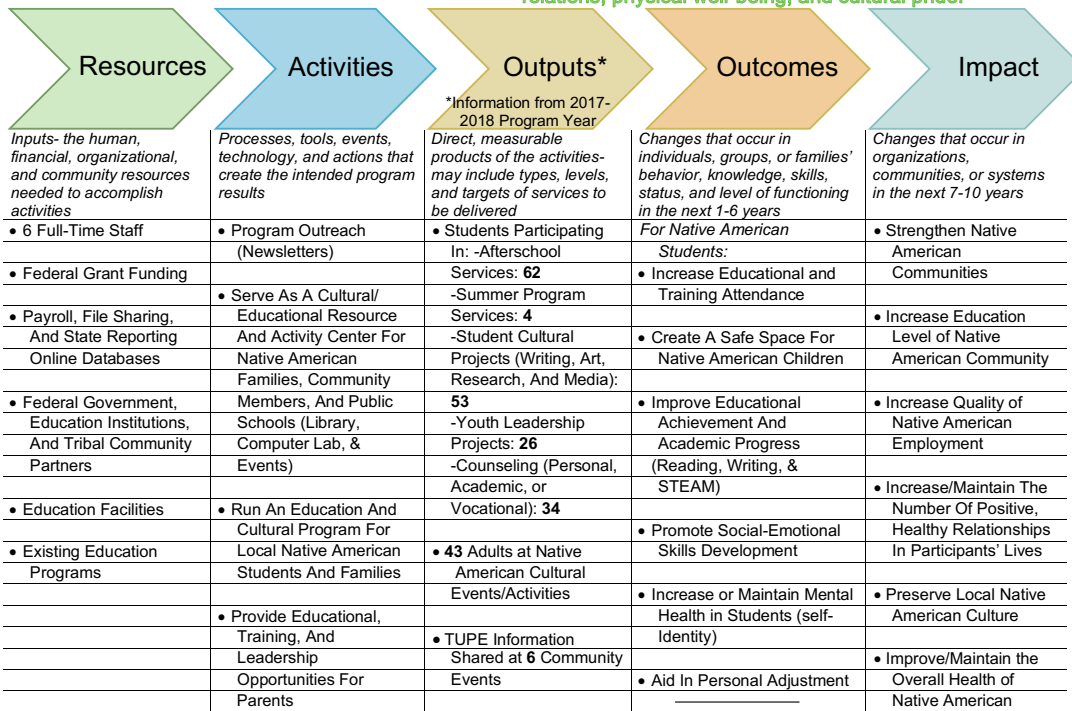
# WIOA Logic Model

**Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.**



## Indian Ed. Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.



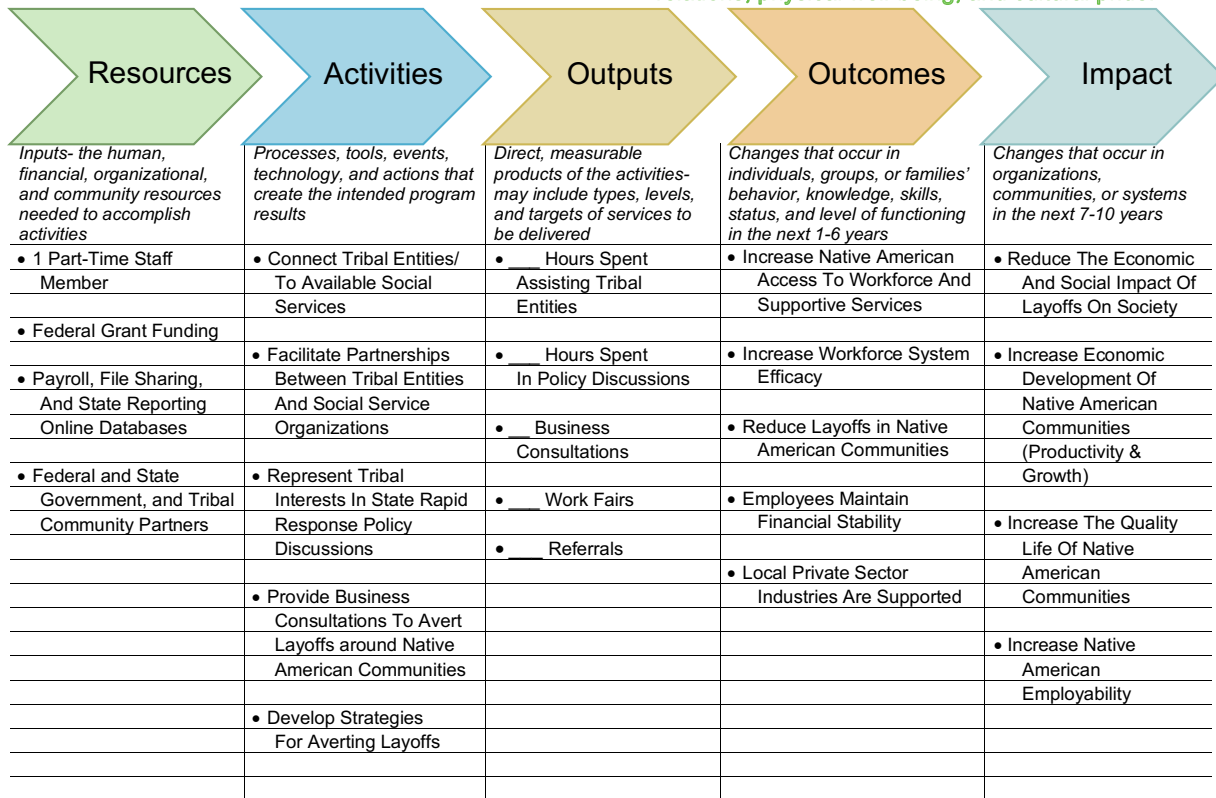
## Indian Ed. Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.

Resources	Activities	Outputs	Outcomes	Impact
	• Provide Leadership Opportunities for Youth	• 5 Public Agencies With TUPE Resources	• Increase Local Native American Community Awareness & Knowledge	Individuals (Physical, Emotional, Mental, & Spiritual Health)
	<i>Tobacco Use Prevention Program</i>	• 50 Students in TUPE Instruction/Counseling	Of Native American History, Culture, & Language	
	• Provide Supplemental Prevention Education	• 460 "Quit Smoking" Kits Given Out	• Increase Native American Adults with a High School Diploma	
	• Run Tobacco Cessation And Intervention Programs		• Increase/Maintain Knowledge Of Best Practices In Indian Education (Training Opportunities & Positive Parenting Skill Building)	
			• Increase/Maintain Students' & Communities' Knowledge of Traditional Tobacco Use And Its Cultural History	
			• Reduce Use Of Commercial Tobacco Among Youth	

## Rapid Response Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.



## Rapid Response Logic Model

Long-Term Goal: We want our people and communities to succeed in all aspects of an integrated life, work, family, spirituality, social relations, physical well-being, and cultural pride.

Resources	Activities	Outputs	Outcomes	Impact
	<ul style="list-style-type: none"> <li>• Collect and Exchange Pertinent Labor Market Information Among Local Areas And The State</li> </ul>			

## **Appendix G**

### **Community Survey Results**

The open-ended text entries have been omitted in the interest of protecting the privacy of survey respondents. The results below only include respondents that selected American Indian or Alaskan Native as their ethnicity.

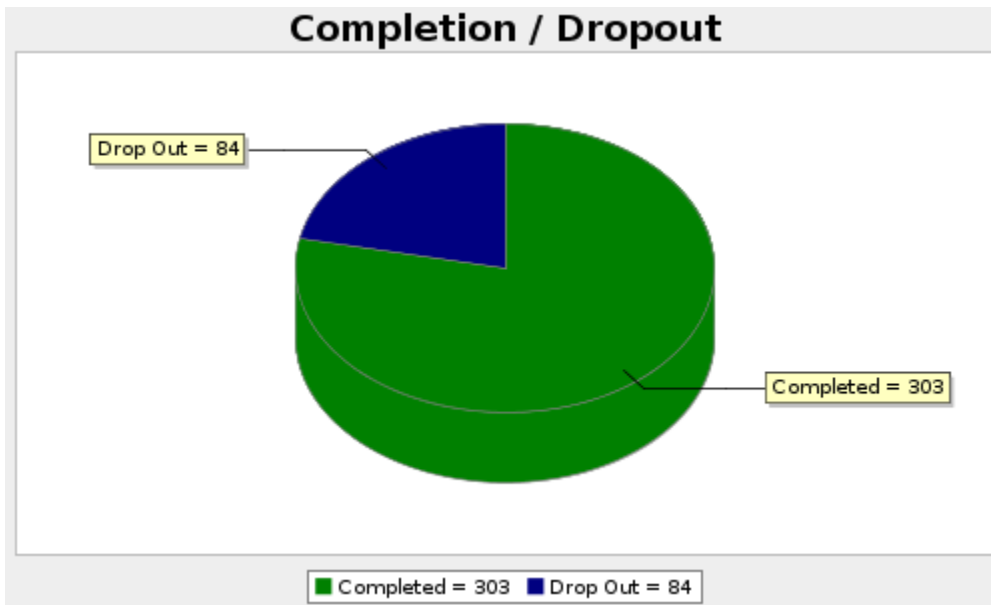
### **NCIDC Community Needs Assessment/Impact Report 2019**

**5/13/19-6/9/19**

**[aubrey@ncidc.org](mailto:aubrey@ncidc.org)**

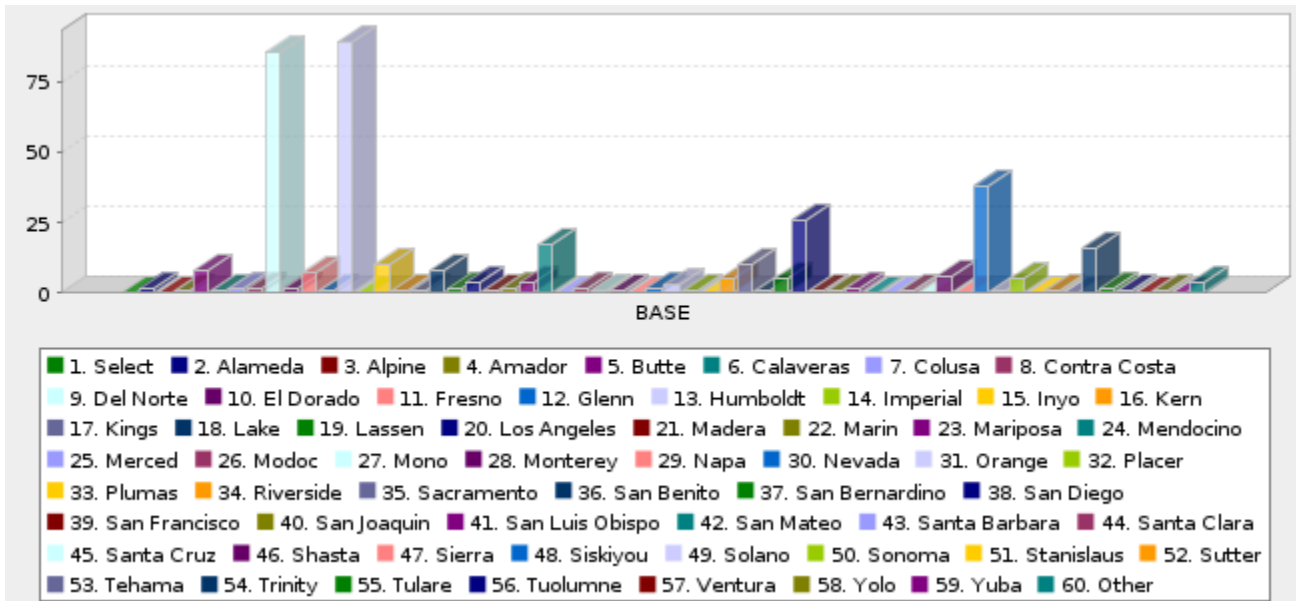


## Survey Overview



Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
<b>3315</b>	<b>387</b>	<b>303</b>	<b>78.29%</b>	<b>84</b>	<b>16 minutes</b>

## Q1. What county do you live in?

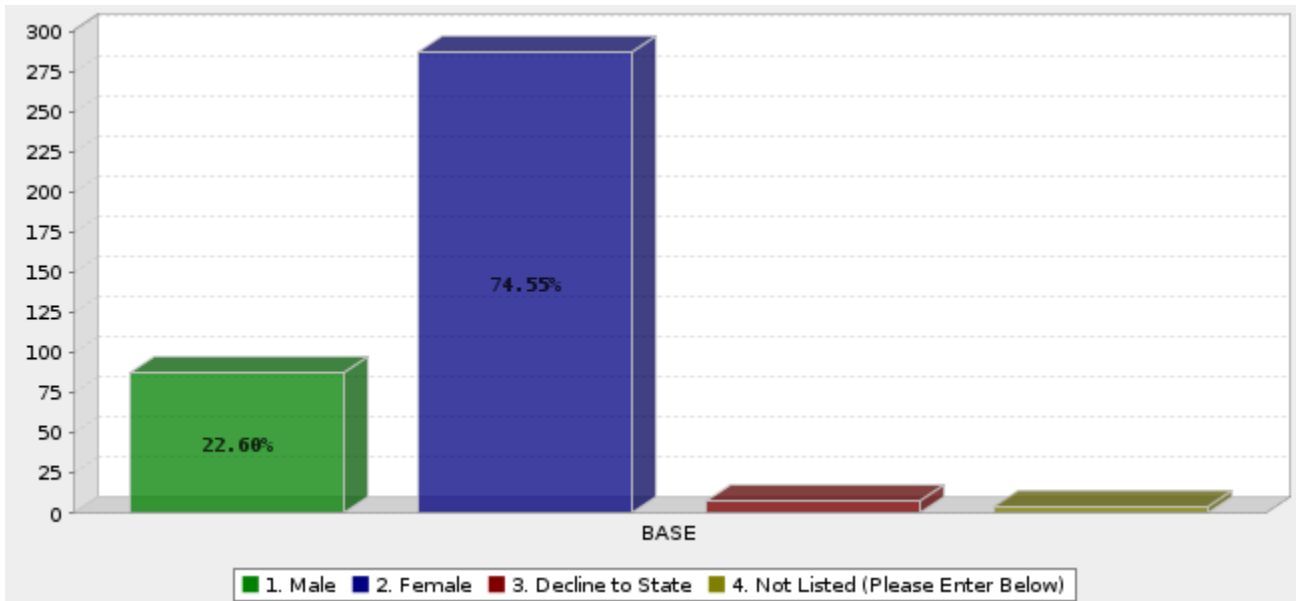


	Answer	Count	Percent
1.	Select	0	0.00%
2.	Alameda	2	0.52%
3.	Alpine	0	0.00%
4.	Amador	1	0.26%
5.	Butte	8	2.07%
6.	Calaveras	1	0.26%
7.	Colusa	2	0.52%
8.	Contra Costa	2	0.52%
9.	Del Norte	85	21.96%
10.	El Dorado	2	0.52%
11.	Fresno	7	1.81%
12.	Glenn	1	0.26%
13.	Humboldt	89	23.00%
14.	Imperial	0	0.00%

15.	Inyo	10	2.58%
16.	Kern	1	0.26%
17.	Kings	1	0.26%
18.	Lake	8	2.07%
19.	Lassen	2	0.52%
20.	Los Angeles	4	1.03%
21.	Madera	1	0.26%
22.	Marin	2	0.52%
23.	Mariposa	4	1.03%
24.	Mendocino	17	4.39%
25.	Merced	0	0.00%
26.	Modoc	2	0.52%
27.	Mono	1	0.26%
28.	Monterey	1	0.26%
29.	Napa	0	0.00%
30.	Nevada	2	0.52%
31.	Orange	3	0.78%
32.	Placer	1	0.26%
33.	Plumas	0	0.00%
34.	Riverside	5	1.29%
35.	Sacramento	10	2.58%
36.	San Benito	1	0.26%
37.	San Bernardino	5	1.29%
38.	San Diego	26	6.72%
39.	San Francisco	1	0.26%
40.	San Joaquin	1	0.26%

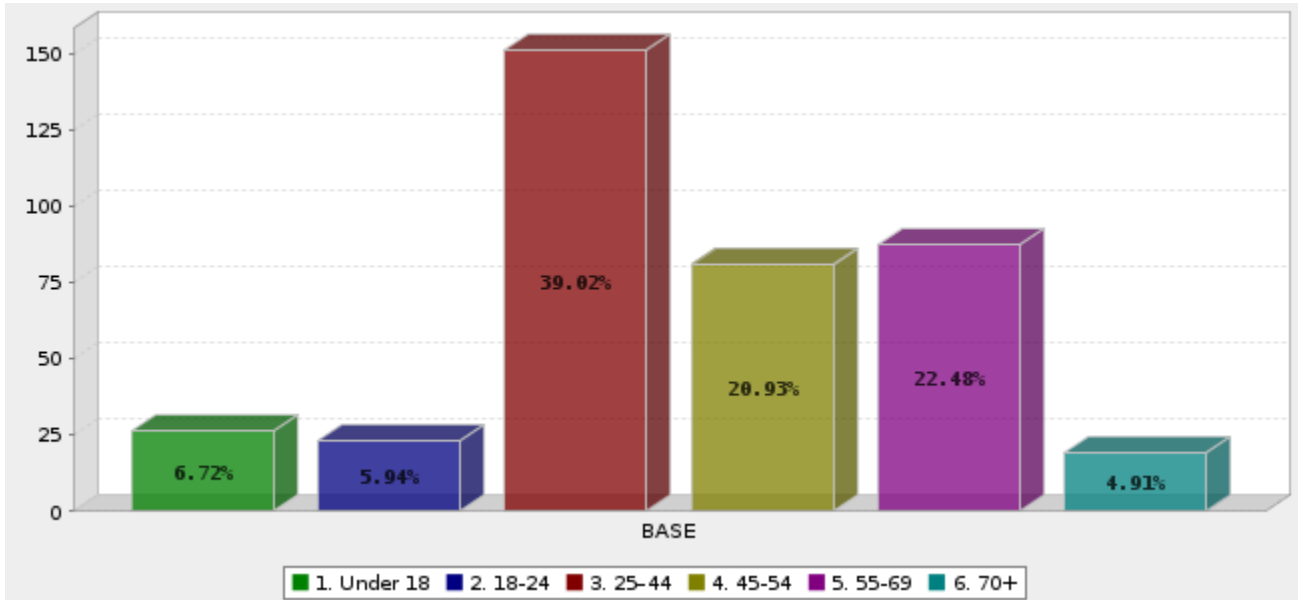
41.	San Luis Obispo	2	0.52%
42.	San Mateo	0	0.00%
43.	Santa Barbara	0	0.00%
44.	Santa Clara	1	0.26%
45.	Santa Cruz	0	0.00%
46.	Shasta	6	1.55%
47.	Sierra	0	0.00%
48.	Siskiyou	38	9.82%
49.	Solano	1	0.26%
50.	Sonoma	5	1.29%
51.	Stanislaus	0	0.00%
52.	Sutter	1	0.26%
53.	Tehama	0	0.00%
54.	Trinity	16	4.13%
55.	Tulare	2	0.52%
56.	Tuolumne	1	0.26%
57.	Ventura	0	0.00%
58.	Yolo	1	0.26%
59.	Yuba	0	0.00%
60.	Other	4	1.03%
	Total	387	100%
Mean : <b>23.592</b>	Confidence Interval @ 95% : <b>[21.977 - 25.207]</b>	Standard Deviation : <b>16.208</b>	Standard Error : <b>0.824</b>

**Q3. Gender? (self identified)**



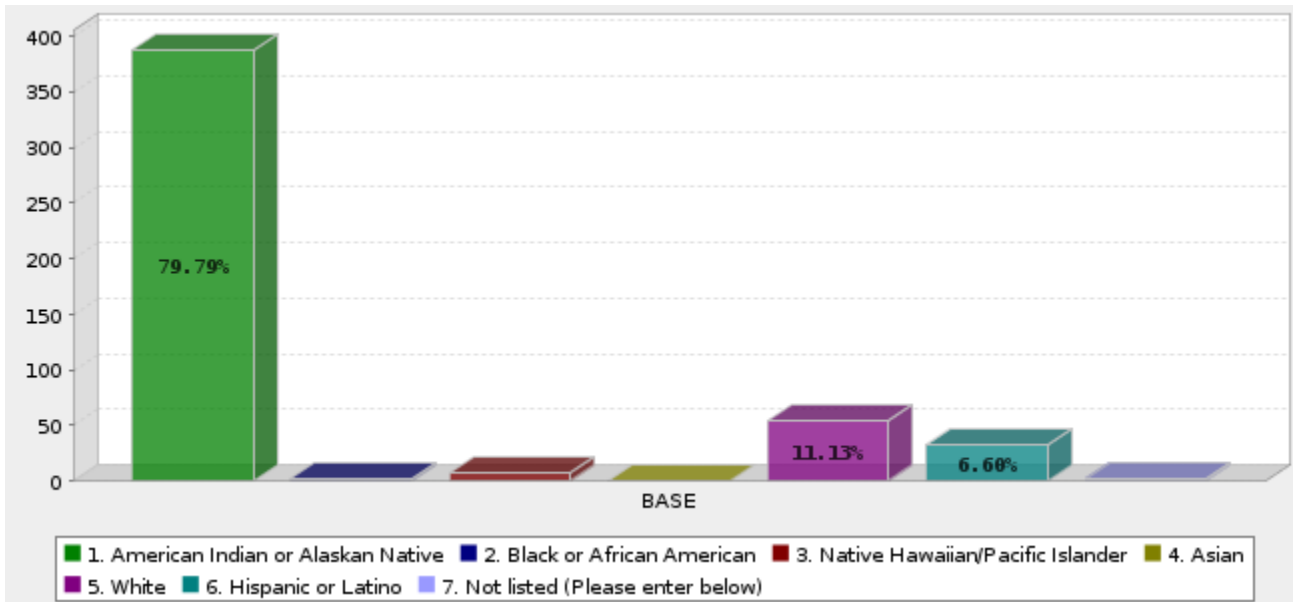
	Answer	Count	Percent
1.	Male	87	22.60%
2.	Female	287	74.55%
3.	Decline to State	7	1.82%
4.	Not Listed (Please Enter Below)	4	1.04%
	Total	385	100%
Mean : 1.813	Confidence Interval @ 95% : [1.763 - 1.863]	Standard Deviation : 0.501	Standard Error : 0.026

**Q4. What is your age group?**



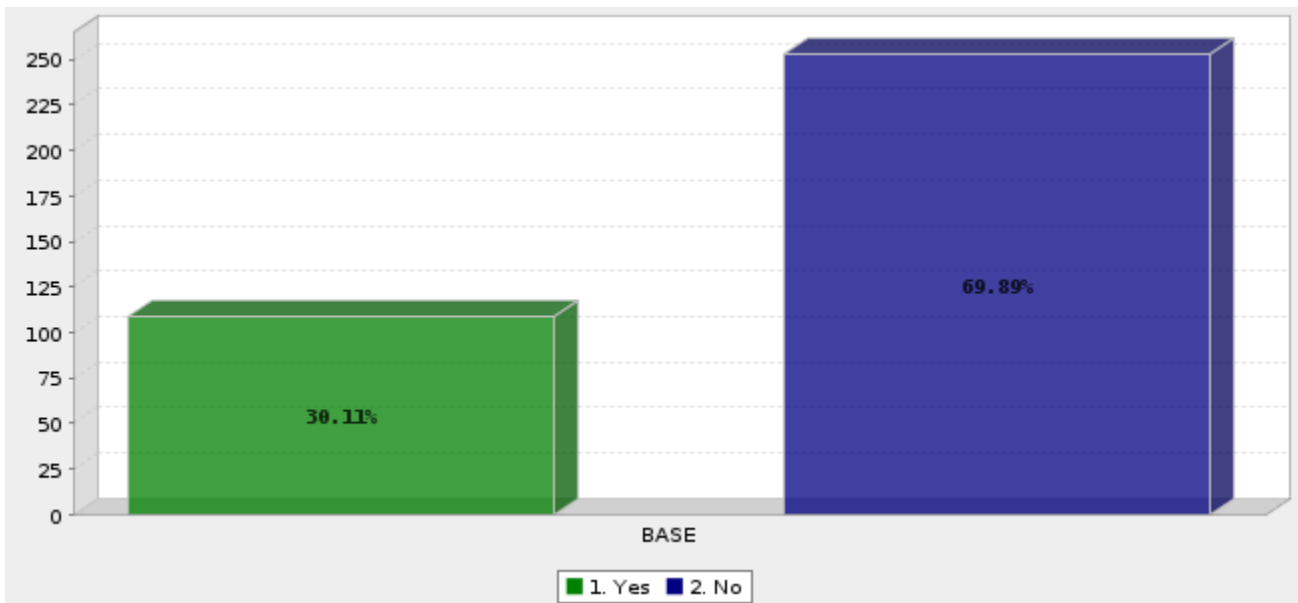
	Answer	Count	Percent
1.	Under 18	26	6.72%
2.	18-24	23	5.94%
3.	25-44	151	39.02%
4.	45-54	81	20.93%
5.	55-69	87	22.48%
6.	70+	19	4.91%
	Total	387	100%
Mean : <b>3.612</b>	Confidence Interval @ 95% : <b>[3.490 - 3.735]</b>	Standard Deviation : <b>1.228</b>	Standard Error : <b>0.062</b>

**Q5. What is your race/ethnicity? Please select all that apply.**



	Answer	Count	Percent
1.	American Indian or Alaskan Native	387	79.79%
2.	Black or African American	2	0.41%
3.	Native Hawaiian/Pacific Islander	7	1.44%
4.	Asian	0	0.00%
5.	White	54	11.13%
6.	Hispanic or Latino	32	6.60%
7.	Not listed (Please enter below)	3	0.62%
	Total	485	100%
Mean : <b>1.845</b>	Confidence Interval @ 95% : <b>[1.691 - 2.000]</b>	Standard Deviation : <b>1.734</b>	Standard Error : <b>0.079</b>

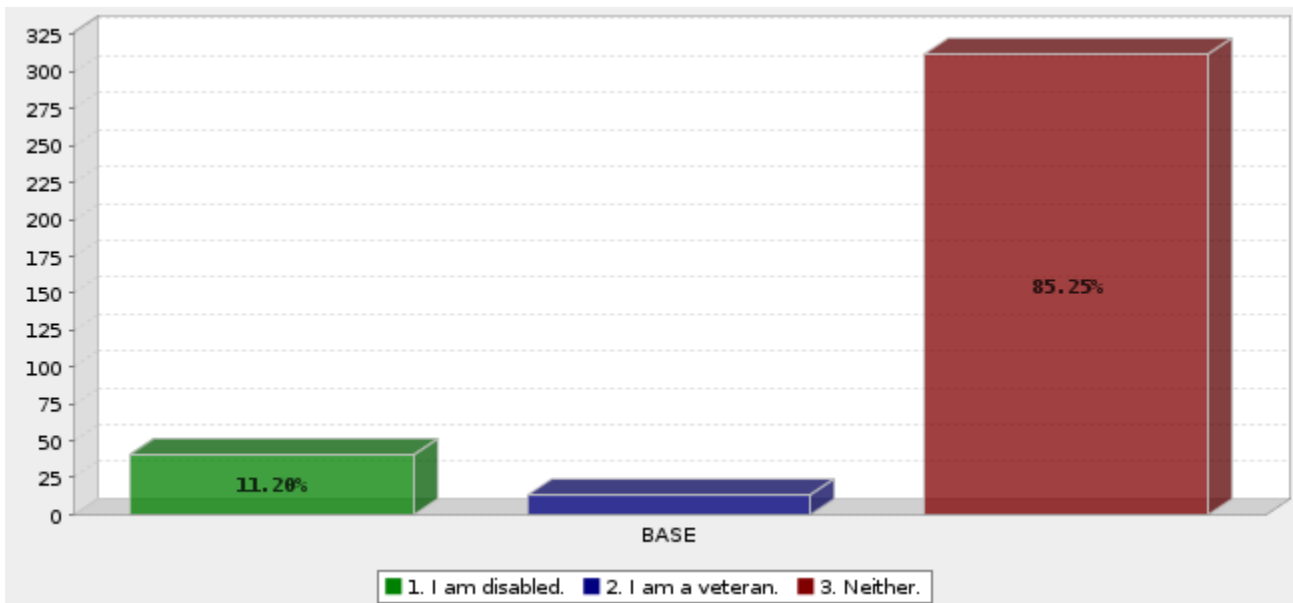
**Q7. Do you live on a Reservation/Rancheria or Indian trust land?**



	Answer	Count	Percent
1.	Yes	109	30.11%
2.	No	253	69.89%
	Total	362	100%
Mean : <b>1.699</b>	Confidence Interval @ 95% : <b>[1.652 - 1.746]</b>	Standard Deviation : <b>0.459</b>	Standard Error : <b>0.024</b>

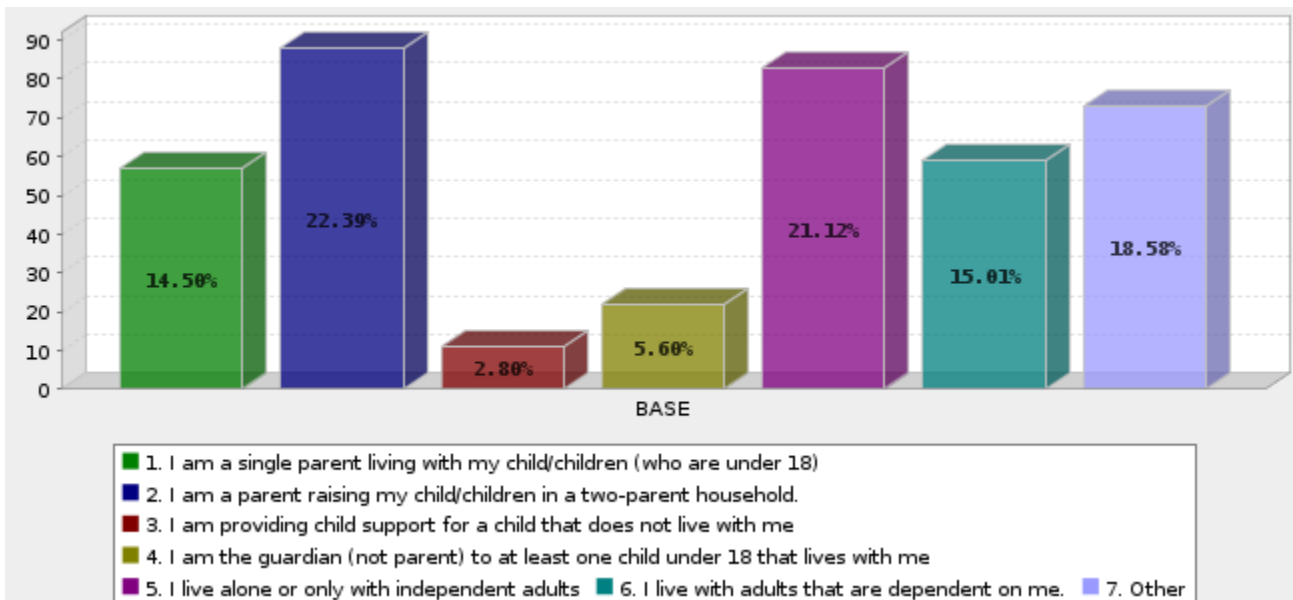


**Q8. Are you disabled or a veteran? Please check all that apply.**



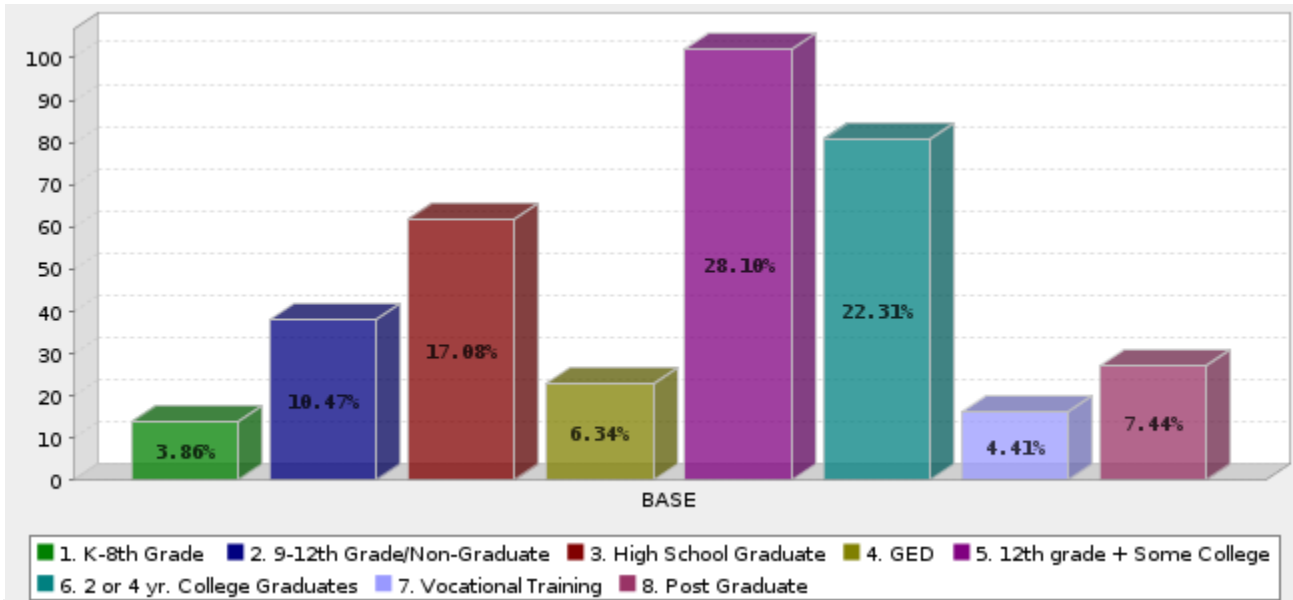
	Answer	Count	Percent
1.	I am disabled.	41	11.20%
2.	I am a veteran.	13	3.55%
3.	Neither.	312	85.25%
	Total	366	100%
Mean : <b>2.740</b>	Confidence Interval @ 95% : <b>[2.674 - 2.807]</b>	Standard Deviation : <b>0.646</b>	Standard Error : <b>0.034</b>

**Q11. What is your current living situation? Please mark all that apply. If your sons or daughters are 18 or over we consider them adults.**



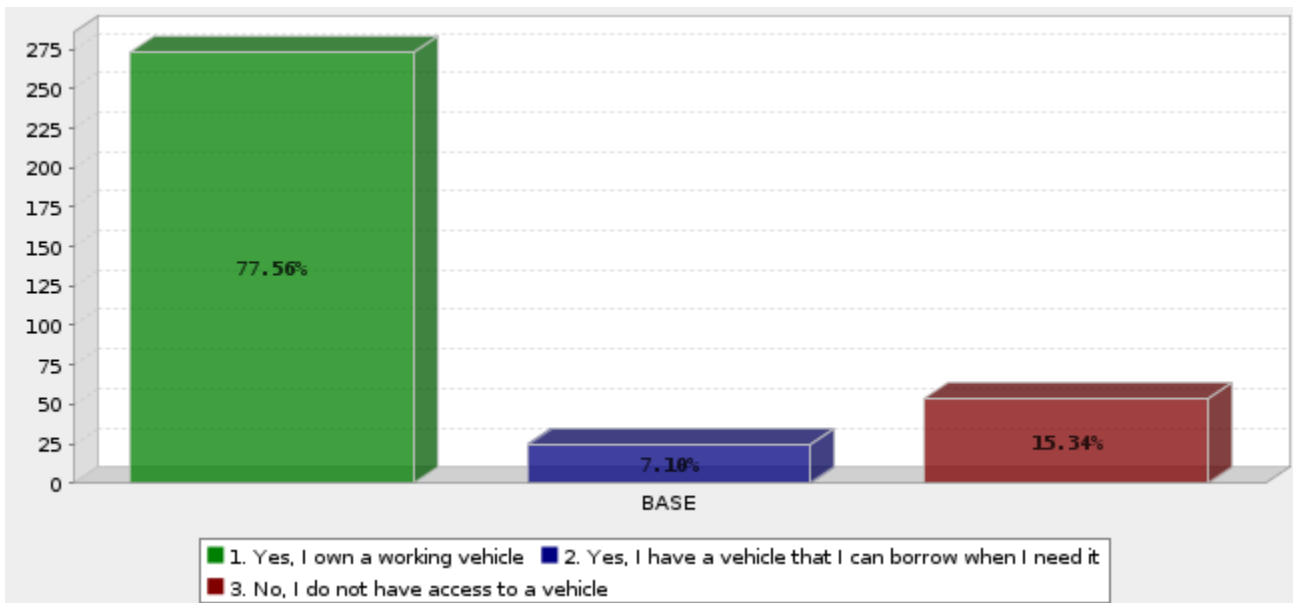
	Answer	Count	Percent
1.	I am a single parent living with my child/children (who are under 18)	57	14.50%
2.	I am a parent raising my child/children in a two-parent household.	88	22.39%
3.	I am providing child support for a child that does not live with me	11	2.80%
4.	I am the guardian (not parent) to at least one child under 18 that lives with me	22	5.60%
5.	I live alone or only with independent adults	83	21.12%
6.	I live with adults that are dependent on me.	59	15.01%
7.	Other	73	18.58%
	Total	393	100%
Mean : 4.158	Confidence Interval @ 95% : [3.943 - 4.372]	Standard Deviation : 2.168	Standard Error : 0.109

**Q12. What is the highest grade level that you completed?**



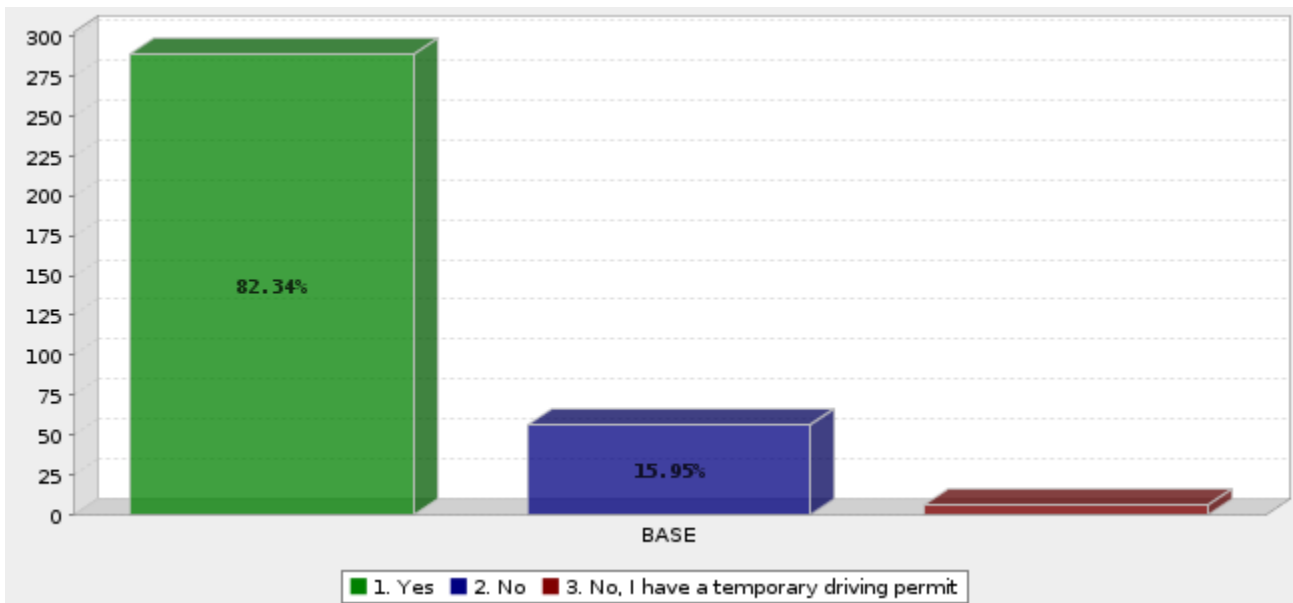
	Answer	Count	Percent
1.	K-8th Grade	14	3.86%
2.	9-12th Grade/Non-Graduate	38	10.47%
3.	High School Graduate	62	17.08%
4.	GED	23	6.34%
5.	12th grade + Some College	102	28.10%
6.	2 or 4 yr. College Graduates	81	22.31%
7.	Vocational Training	16	4.41%
8.	Post Graduate	27	7.44%
	Total	363	100%
Mean : 4.661	Confidence Interval @ 95% : [4.475 - 4.847]	Standard Deviation : 1.808	Standard Error : 0.095

**Q13. Do you have access to a vehicle?**



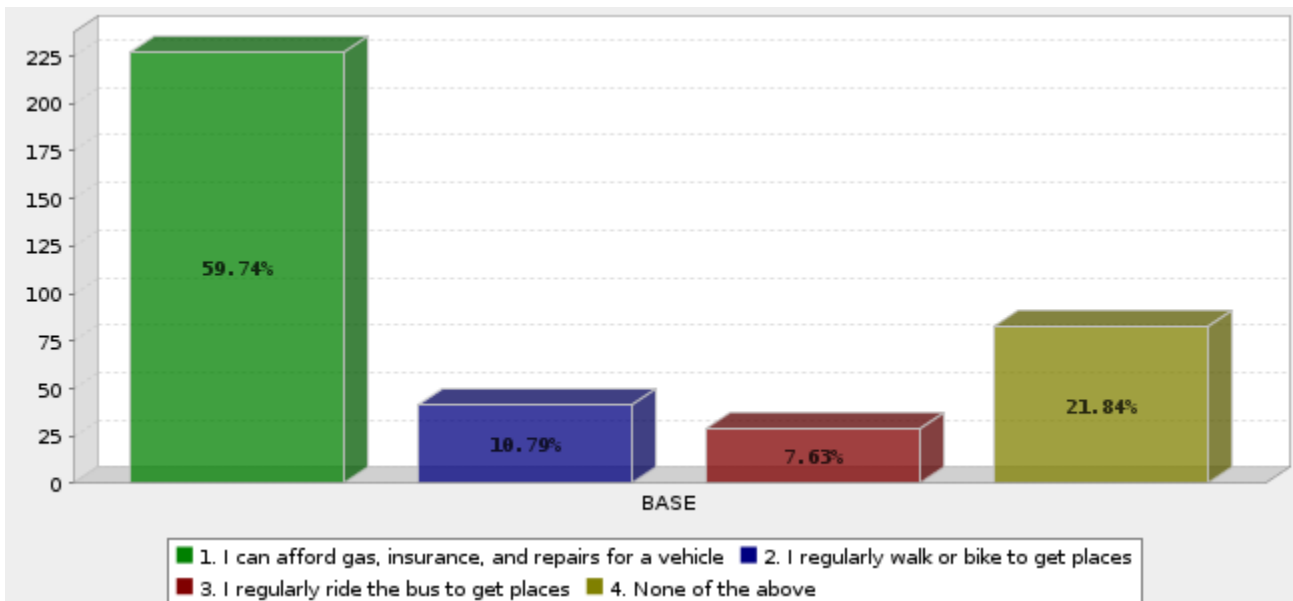
	Answer	Count	Percent
1.	Yes, I own a working vehicle	273	77.56%
2.	Yes, I have a vehicle that I can borrow when I need it	25	7.10%
3.	No, I do not have access to a vehicle	54	15.34%
	Total	352	100%
Mean : <b>1.378</b>	Confidence Interval @ 95% : [ <b>1.301</b> - <b>1.455</b> ]	Standard Deviation : <b>0.737</b>	Standard Error : <b>0.039</b>

**Q14. Do you have a valid Driver's License?**



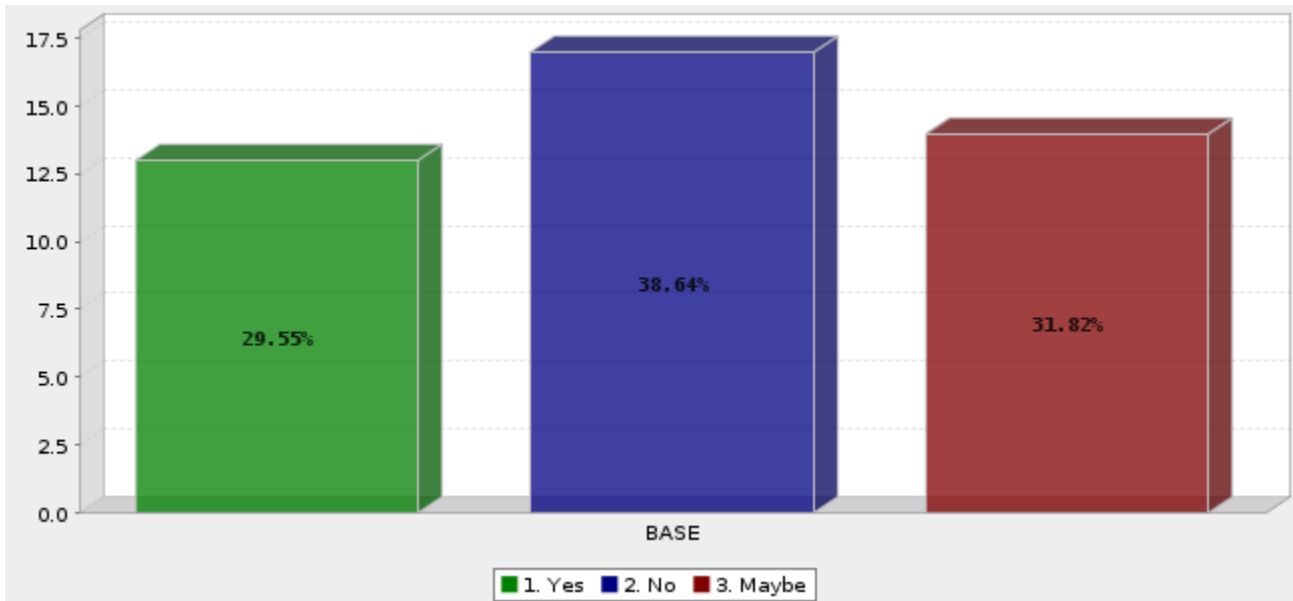
	Answer	Count	Percent
1.	Yes	289	82.34%
2.	No	56	15.95%
3.	No, I have a temporary driving permit	6	1.71%
	Total	351	100%
Mean : <b>1.194</b>	Confidence Interval @ 95% : [ <b>1.148</b> - <b>1.239</b> ]	Standard Deviation : <b>0.437</b>	Standard Error : <b>0.023</b>

**Q15. Please select all statements that apply to you.**



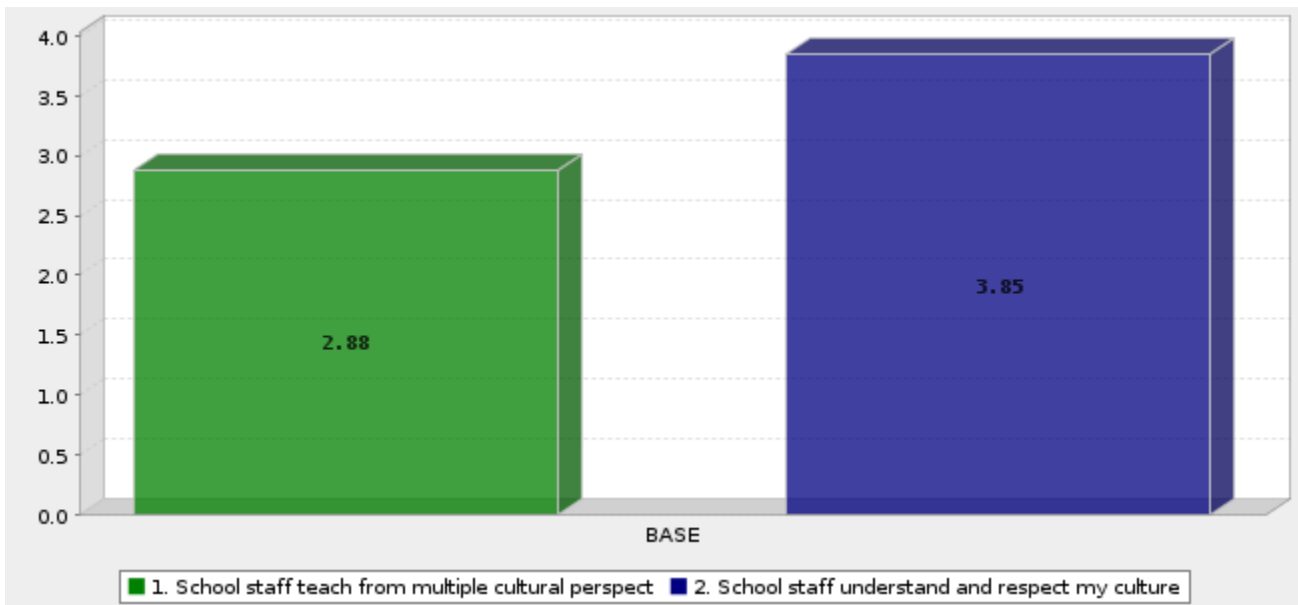
	Answer	Count	Percent
1.	I can afford gas, insurance, and repairs for a vehicle	227	59.74%
2.	I regularly walk or bike to get places	41	10.79%
3.	I regularly ride the bus to get places	29	7.63%
4.	None of the above	83	21.84%
	Total	380	100%
Mean : 1.916	Confidence Interval @ 95% : [1.791 - 2.041]	Standard Deviation : 1.243	Standard Error : 0.064

**Q16. If you are 24 or younger, would you be interested in participating in a youth employment program?**



	Answer	Count	Percent
1.	Yes	13	29.55%
2.	No	17	38.64%
3.	Maybe	14	31.82%
	Total	44	100%
Mean : <b>2.023</b>	Confidence Interval @ 95% : <b>[1.789 - 2.257]</b>	Standard Deviation : <b>0.792</b>	Standard Error : <b>0.119</b>

**Q17. Please mark how much you agree or disagree with these statements. 1 is strongly DISagree and 5 is strongly agree.**

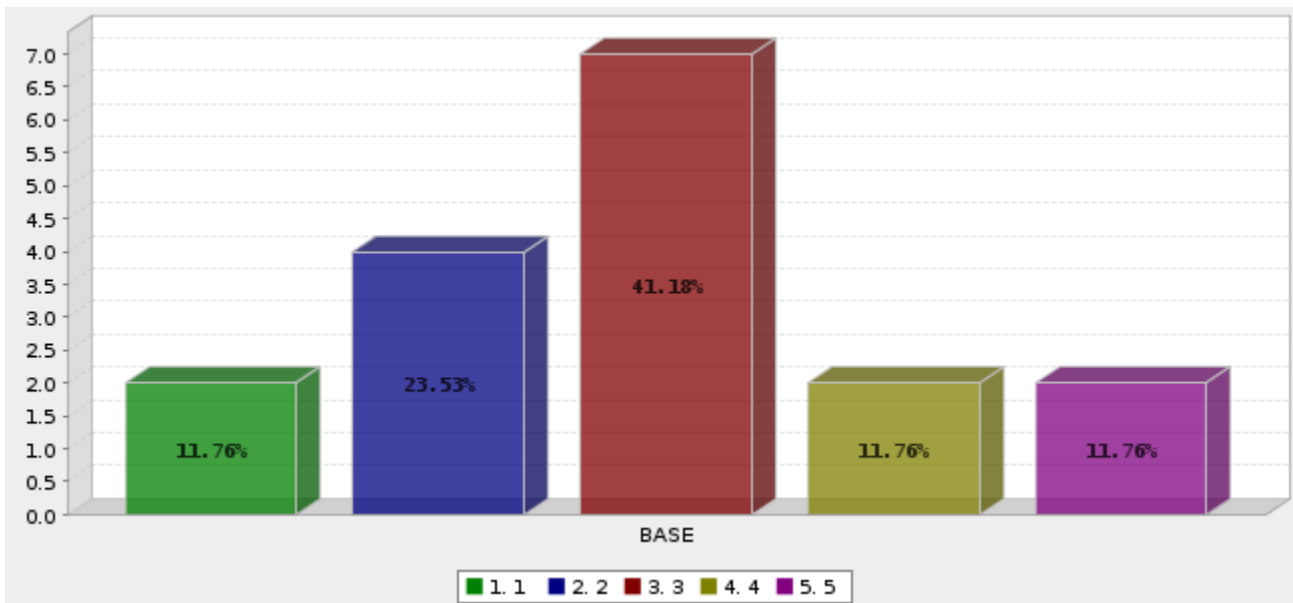


**Q17. Overall Matrix Scorecard : Please mark how much you agree or disagree with these statements. 1 is strongly DISagree and 5 is strongly agree.**

	Question	Count	Score	
1.	School staff teach from multiple cultural perspectives	17	2.882	
2.	School staff understand and respect my culture	20	3.850	
Average			<b>3.366</b>	



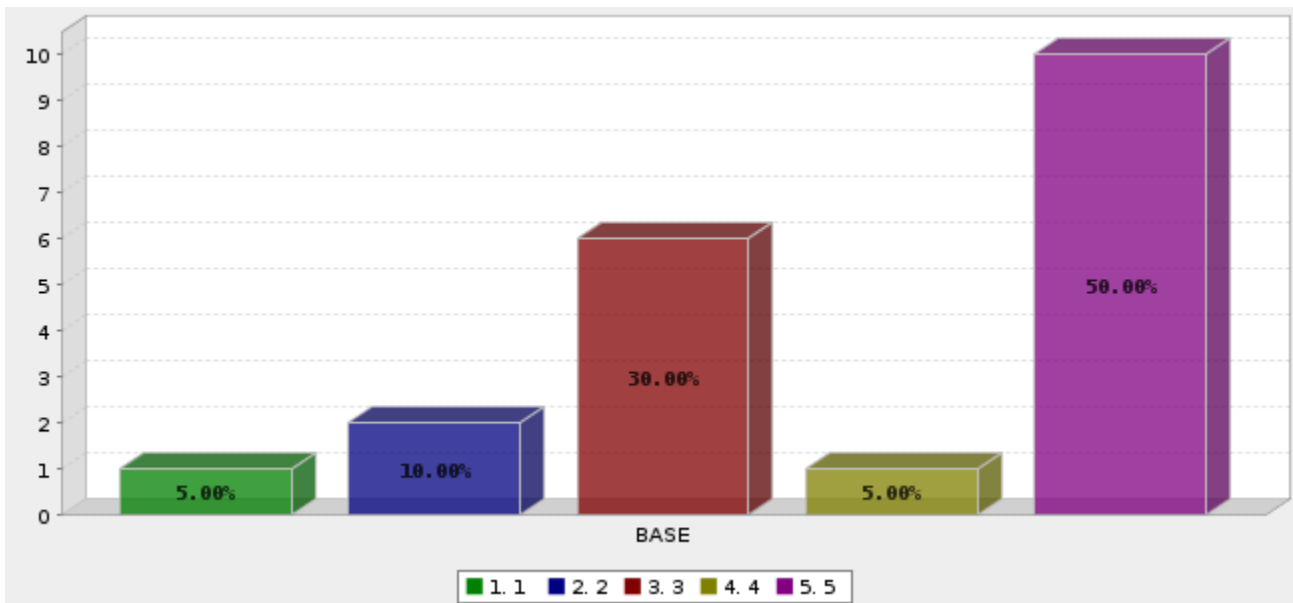
**Q17. School staff teach from multiple cultural perspectives**



	Answer	Count	Percent
1.	1	2	11.76%
2.	2	4	23.53%
3.	3	7	41.18%
4.	4	2	11.76%
5.	5	2	11.76%
	Total	17	100%

Mean : <b>2.882</b>	Confidence Interval @ 95% : <b>[2.328 - 3.437]</b>	Standard Deviation : <b>1.166</b>	Standard Error : <b>0.283</b>
---------------------	--	-----------------------------------	-------------------------------

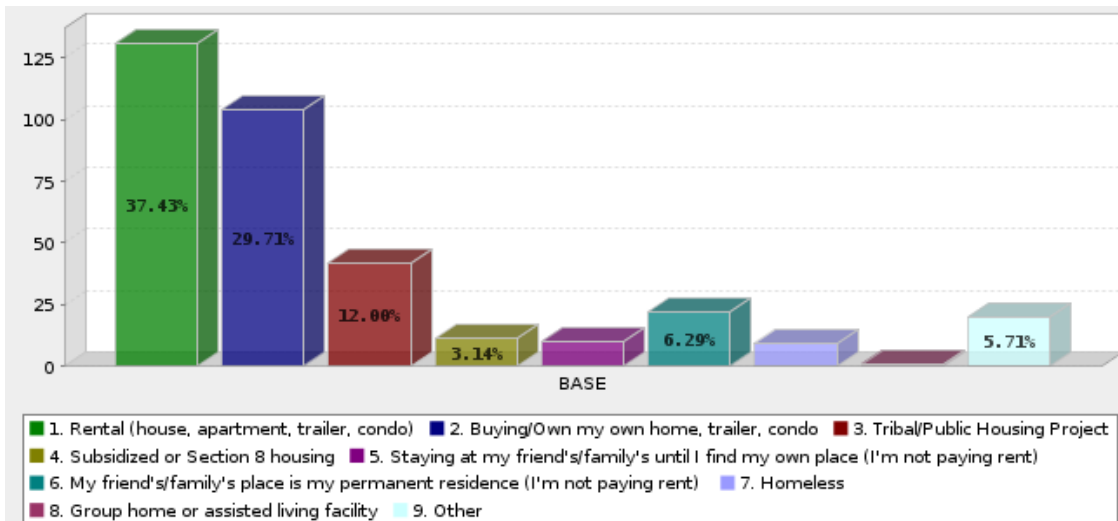
**Q17. School staff understand and respect my culture**



	Answer	Count	Percent
1.	1	1	5.00%
2.	2	2	10.00%
3.	3	6	30.00%
4.	4	1	5.00%
5.	5	10	50.00%
	Total	20	100%

Mean : <b>3.850</b>	Confidence Interval @ 95% : <b>[3.276 - 4.424]</b>	Standard Deviation : <b>1.309</b>	Standard Error : <b>0.293</b>
---------------------	--	-----------------------------------	-------------------------------

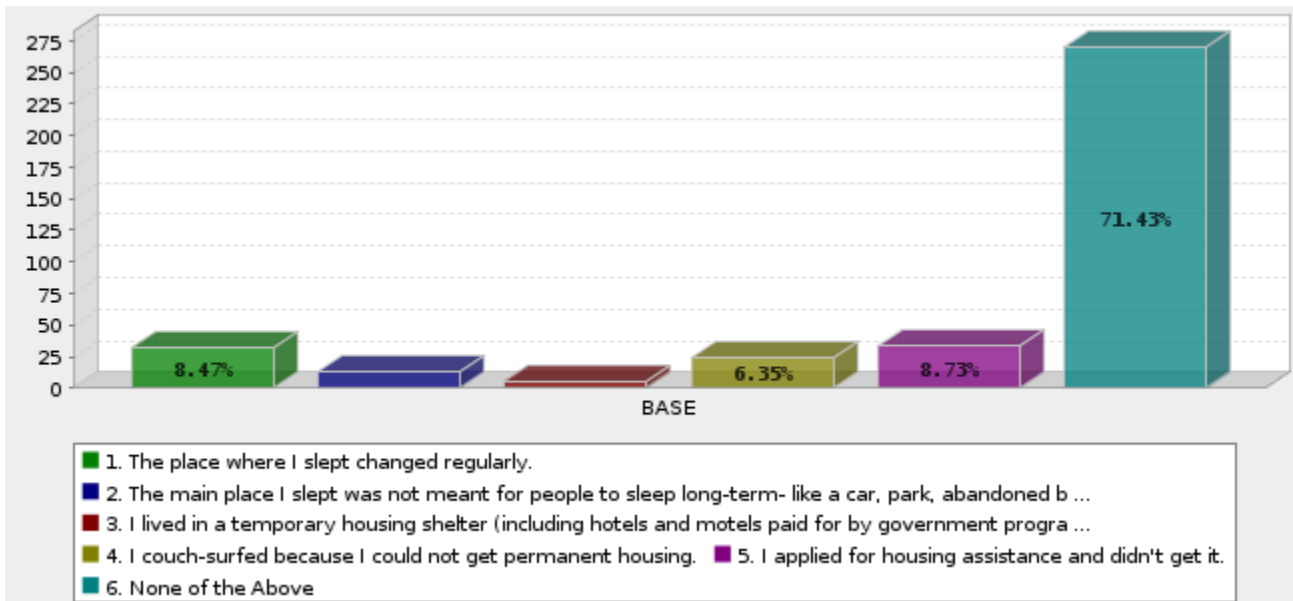
**Q18. What kind of housing do you currently have?**



	Answer	Count	Percent
1.	Rental (house, apartment, trailer, condo)	131	37.43%
2.	Buying/Own my own home, trailer, condo	104	29.71%
3.	Tribal/Public Housing Project	42	12.00%
4.	Subsidized or Section 8 housing	11	3.14%
5.	Staying at my friend's/family's until I find my own place (I'm not paying rent)	10	2.86%
6.	My friend's/family's place is my permanent residence (I'm not paying rent)	22	6.29%
7.	Homeless	9	2.57%
8.	Group home or assisted living facility	1	0.29%
9.	Other	20	5.71%
	<b>Total</b>	<b>350</b>	<b>100%</b>

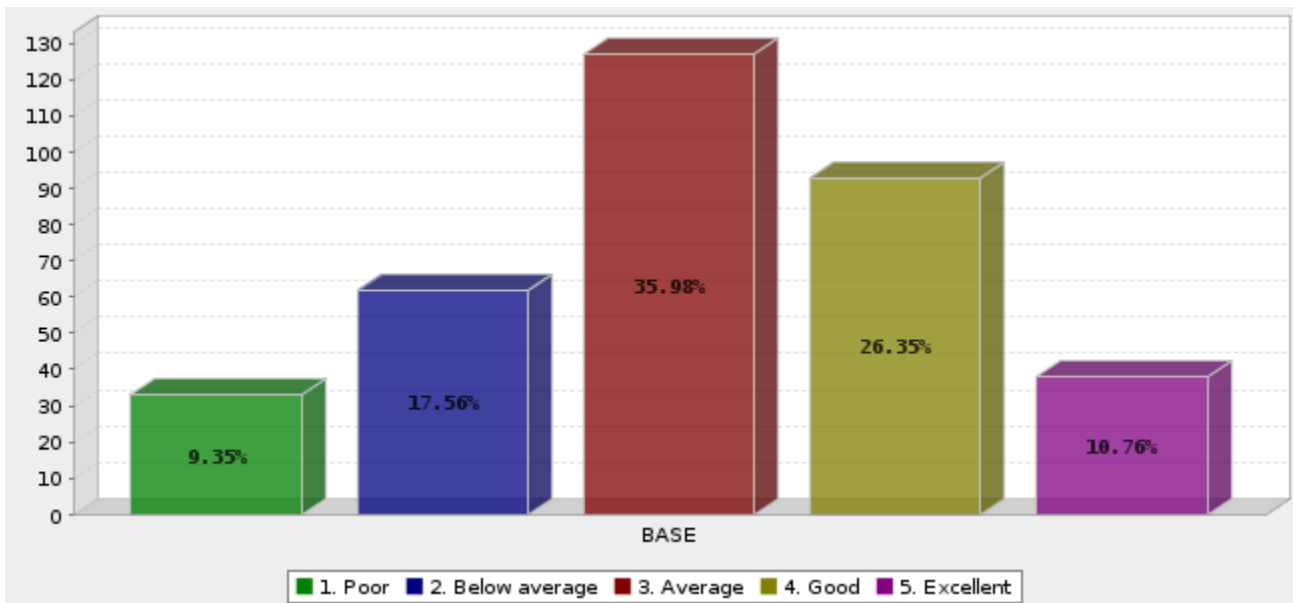
Mean : <b>2.691</b>	Confidence Interval @ 95% : <b>[2.458 - 2.925]</b>	Standard Deviation : <b>2.228</b>	Standard Error : <b>0.119</b>
---------------------	--	-----------------------------------	-------------------------------

**Q19. Have you experienced any of these situations in the last year? Mark all that apply.**



	Answer	Count	Percent
1.	The place where I slept changed regularly.	32	8.47%
2.	The main place I slept was not meant for people to sleep long-term- like a car, park, abandoned building, bus or train station, airport, or camping ground.	13	3.44%
3.	I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)	6	1.59%
4.	I couch-surfed because I could not get permanent housing.	24	6.35%
5.	I applied for housing assistance and didn't get it.	33	8.73%
6.	None of the Above	270	71.43%
	Total	378	100%
Mean : 5.177	Confidence Interval @ 95% : [5.018 - 5.336]	Standard Deviation : 1.575	Standard Error : 0.081

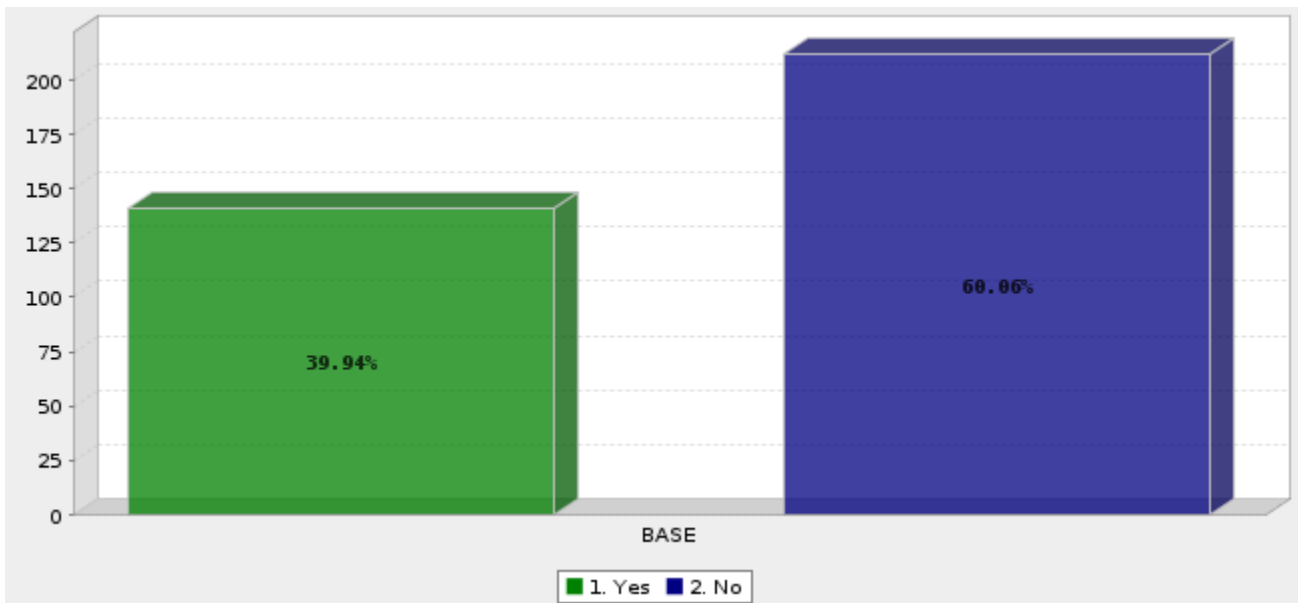
**Q20. How would you rate the condition of your housing?**



	Answer	Count	Percent
1.	Poor	33	9.35%
2.	Below average	62	17.56%
3.	Average	127	35.98%
4.	Good	93	26.35%
5.	Excellent	38	10.76%
	Total	353	100%

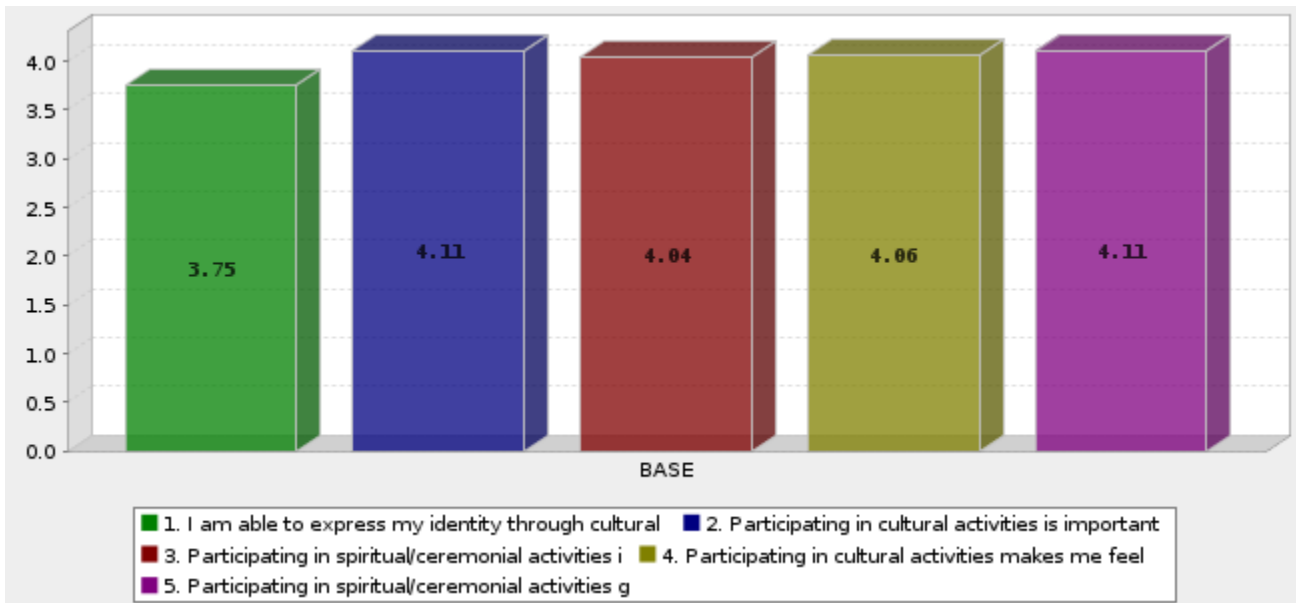
Mean : <b>3.116</b>	Confidence Interval @ 95% : <b>[3.000 - 3.232]</b>	Standard Deviation : <b>1.111</b>	Standard Error : <b>0.059</b>
---------------------	--	-----------------------------------	-------------------------------

**Q21. Does your residence have more people staying there than there are bedrooms?**



	Answer	Count	Percent
1.	Yes	141	39.94%
2.	No	212	60.06%
	Total	353	100%
Mean : <b>1.601</b>	Confidence Interval @ 95% : <b>[1.549 - 1.652]</b>	Standard Deviation : <b>0.490</b>	Standard Error : <b>0.026</b>

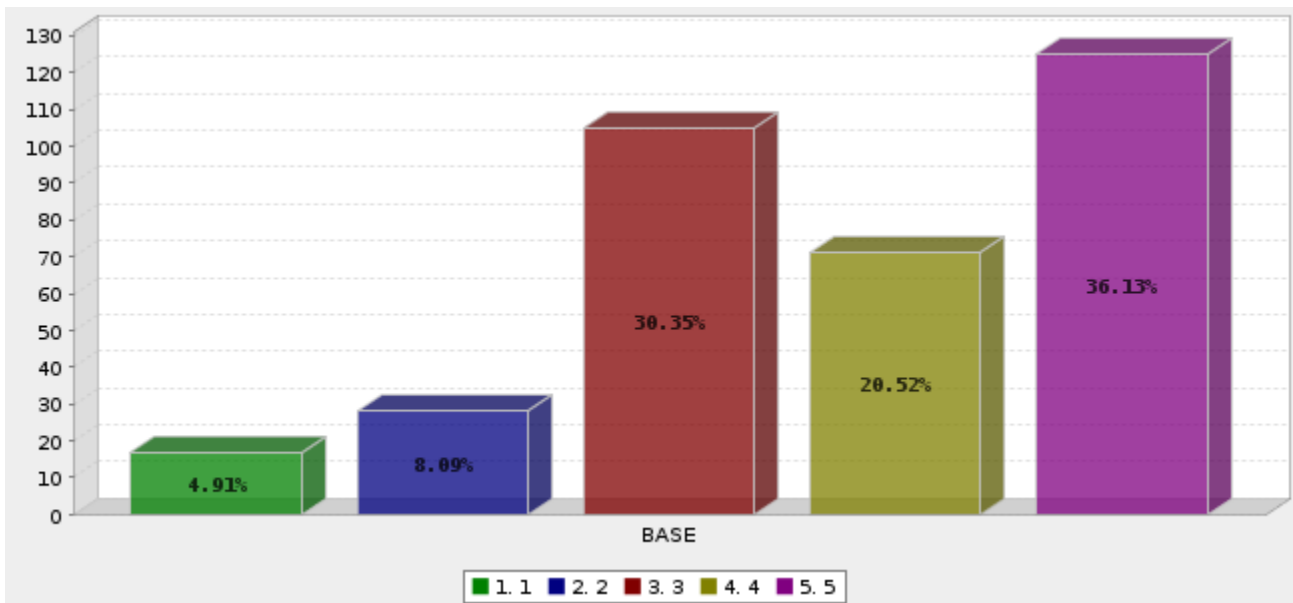
Q23. From 1 to 5, please rate how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.



Q23. Overall Matrix Scorecard : From 1 to 5, please rate how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.

	Question	Count	Score
1.	I am able to express my identity through <b>cultural</b> activities.	346	3.749
2.	Participating in <b>cultural</b> activities is important to me.	348	4.109
3.	Participating in <b>spiritual/ceremonial</b> activities is important to me.	347	4.040
4.	Participating in <b>cultural</b> activities makes me feel like I belong in a community.	347	4.058
5.	Participating in <b>spiritual/ceremonial</b> activities gives me comfort.	347	4.112
Average			<b>4.014</b>

Q23. I am able to express my identity through cultural activities.

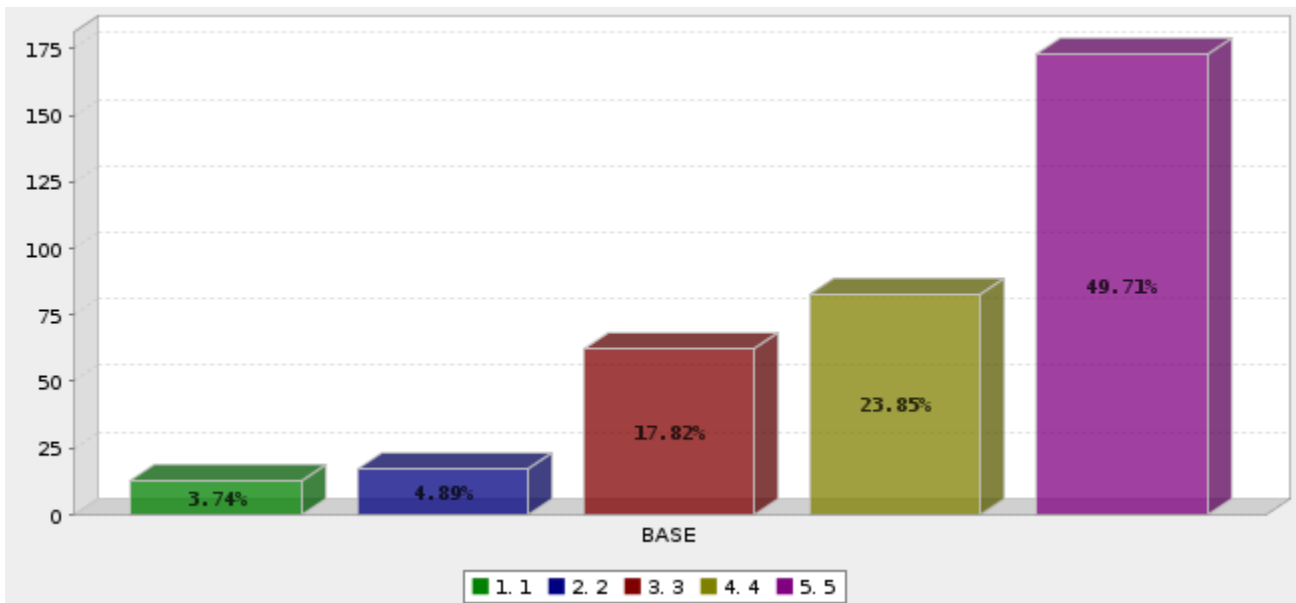


	Answer	Count	Percent
1.	Strongly Disagree	17	4.91%
2.	Disagree	28	8.09%
3.	Neutral	105	30.35%
4.	Agree	71	20.52%
5.	Strongly Agree	125	36.13%
	Total	346	100%

Mean : <b>3.749</b>	Confidence Interval @ 95% : <b>[3.625 - 3.872]</b>	Standard Deviation : <b>1.171</b>	Standard Error : <b>0.063</b>
---------------------	--	-----------------------------------	-------------------------------



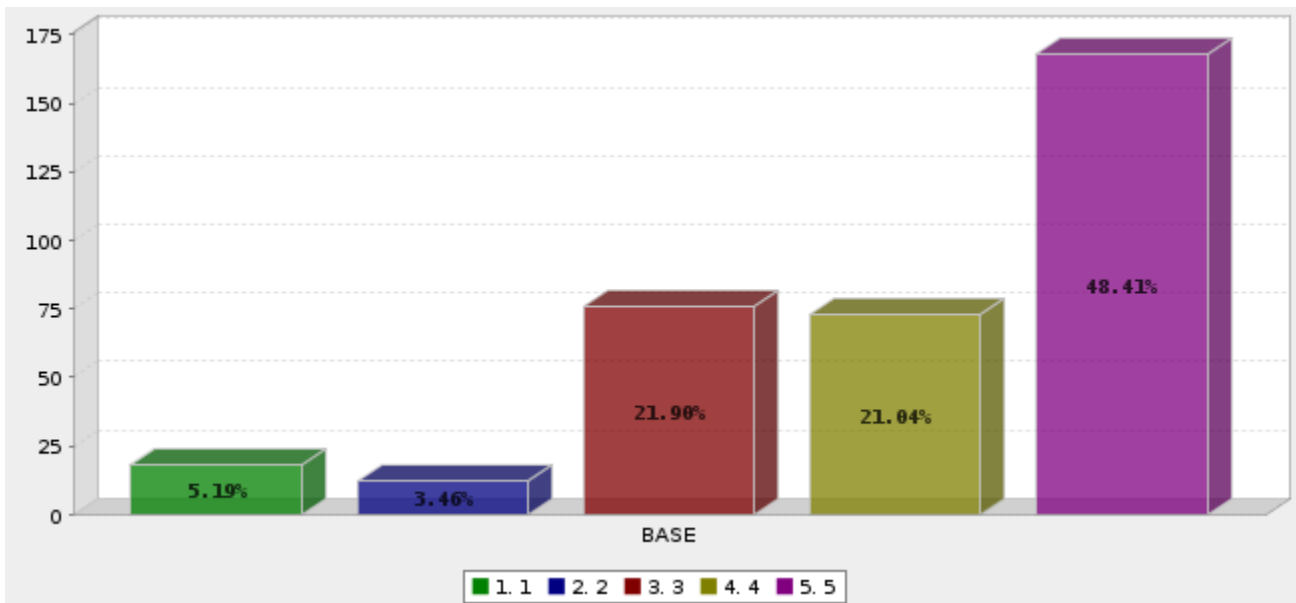
**Q23. Participating in cultural activities is important to me.**



	Answer	Count	Percent
1.	Strongly Disagree	13	3.74%
2.	Disagree	17	4.89%
3.	Neutral	62	17.82%
4.	Agree	83	23.85%
5.	Strongly Agree	173	49.71%
	Total	348	100%

Mean : <b>4.109</b>	Confidence Interval @ 95% : [3.994 - 4.224]	Standard Deviation : <b>1.095</b>	Standard Error : <b>0.059</b>
---------------------	--	--------------------------------------	----------------------------------

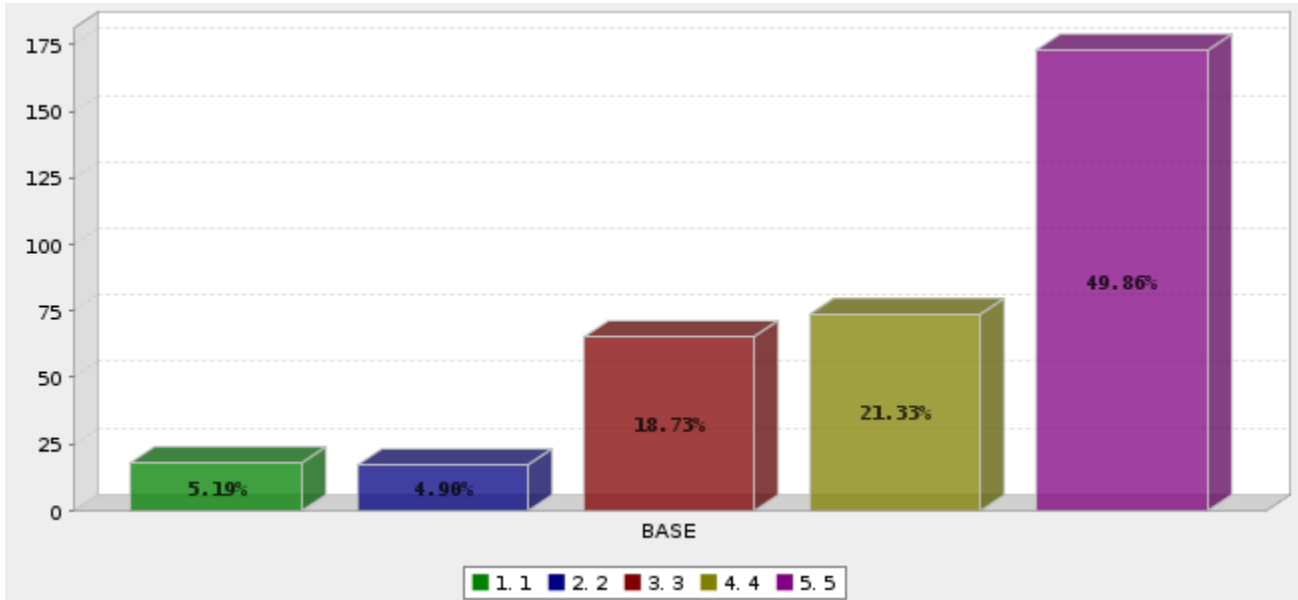
**Q23. Participating in spiritual/ceremonial activities is important to me.**



	Answer	Count	Percent
1.	Strongly Disagree	18	5.19%
2.	Disagree	12	3.46%
3.	Neutral	76	21.90%
4.	Agree	73	21.04%
5.	Strongly Agree	168	48.41%
	Total	347	100%

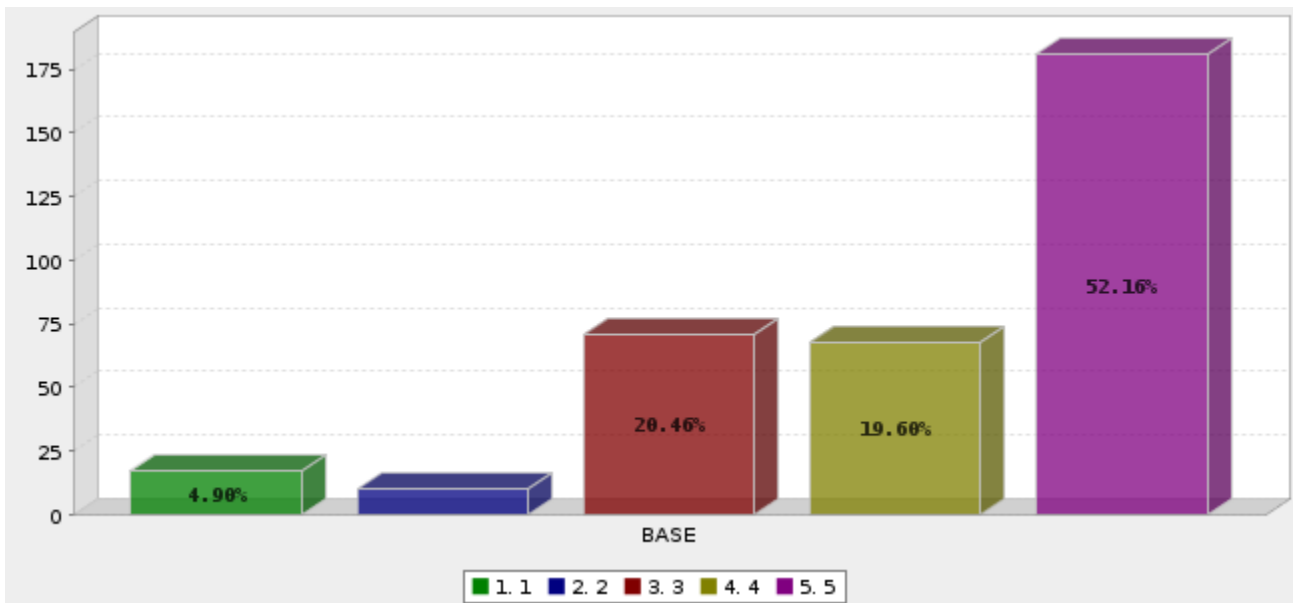
Mean : <b>4.040</b>	Confidence Interval @ 95% : <b>[3.920 - 4.161]</b>	Standard Deviation : <b>1.145</b>	Standard Error : <b>0.061</b>
---------------------	---	--------------------------------------	----------------------------------

**Q23. Participating in cultural activities makes me feel like I belong in a community.**



	Answer	Count	Percent
1.	Strongly Disagree	18	5.19%
2.	Disagree	17	4.90%
3.	Neutral	65	18.73%
4.	Agree	74	21.33%
5.	Strongly Agree	173	49.86%
	Total	347	100%
Mean : <b>4.058</b>	Confidence Interval @ 95% : <b>[3.935 - 4.180]</b>	Standard Deviation : <b>1.162</b>	Standard Error : <b>0.062</b>

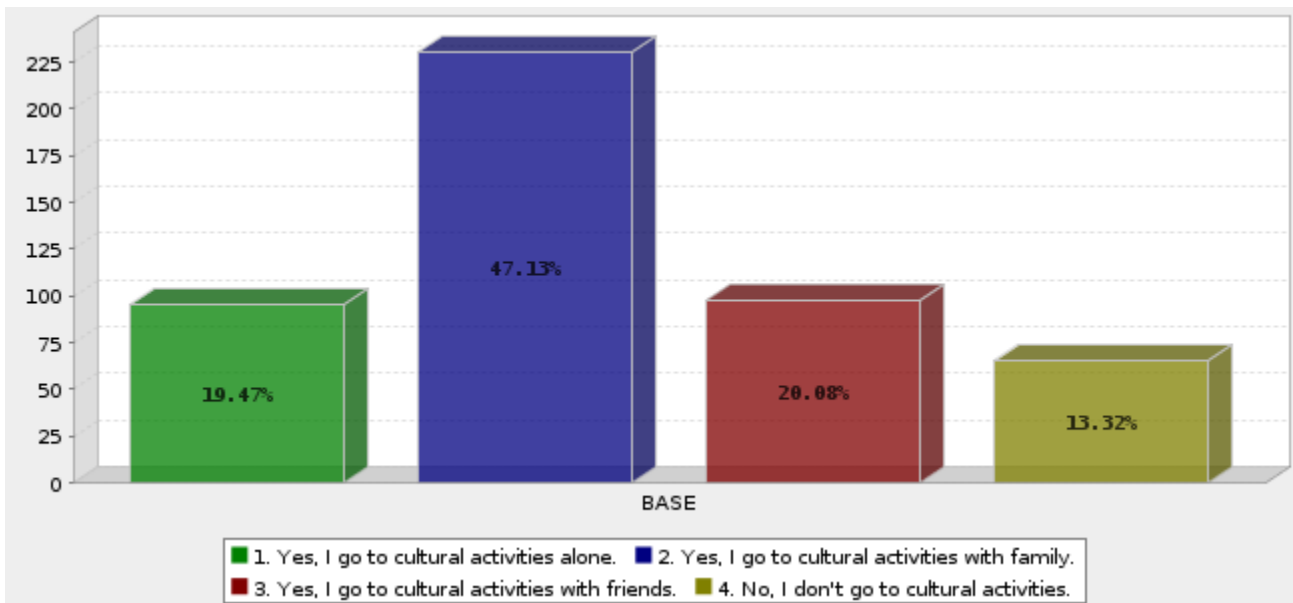
**Q23. Participating in spiritual/ceremonial activities gives me comfort.**



	Answer	Count	Percent
1.	Strongly Disagree	17	4.90%
2.	Disagree	10	2.88%
3.	Neutral	71	20.46%
4.	Agree	68	19.60%
5.	Strongly Agree	181	52.16%
	Total	347	100%

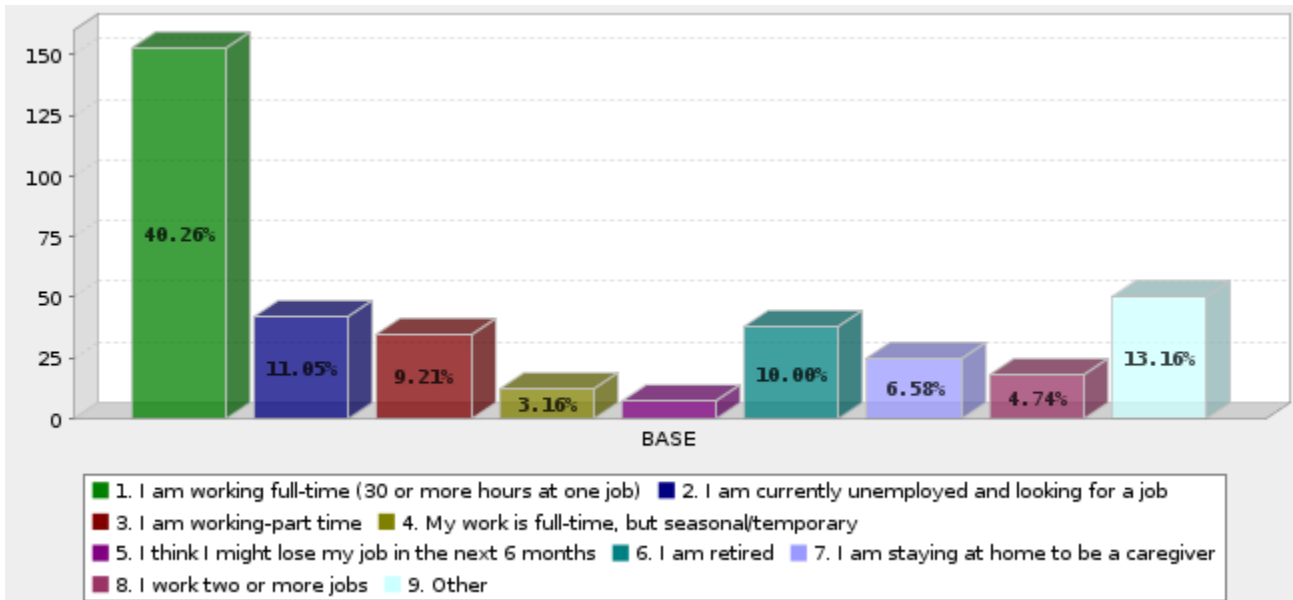
Mean : <b>4.112</b>	Confidence Interval @ 95% : <b>[3.994 - 4.231]</b>	Standard Deviation : <b>1.128</b>	Standard Error : <b>0.061</b>
---------------------	---	--------------------------------------	----------------------------------

**Q24. Do you participate in cultural activities? Select all that apply.**



	Answer	Count	Percent
1.	Yes, I go to cultural activities alone.	95	19.47%
2.	Yes, I go to cultural activities with family.	230	47.13%
3.	Yes, I go to cultural activities with friends.	98	20.08%
4.	No, I don't go to cultural activities.	65	13.32%
	Total	488	100%
Mean : 2.273	Confidence Interval @ 95% : [2.190 - 2.355]	Standard Deviation : 0.925	Standard Error : 0.042

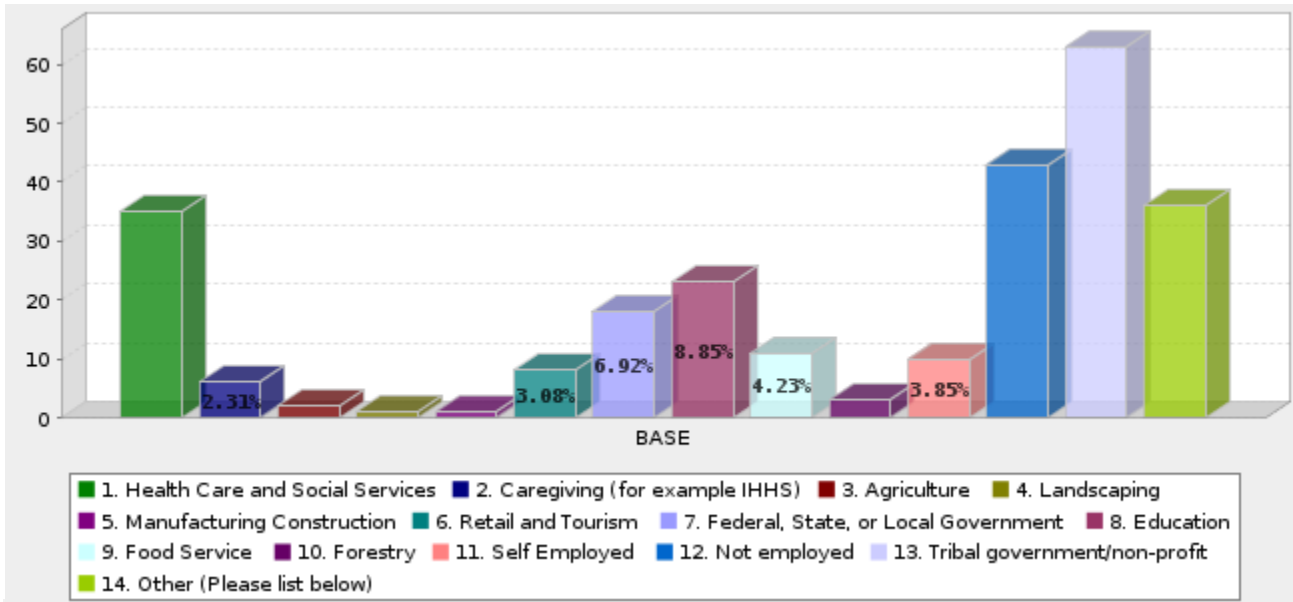
**Q26. Please select everything that applies to your employment status.**



	Answer	Count	Percent
1.	I am working full-time (30 or more hours at one job)	153	40.26%
2.	I am currently unemployed and looking for a job	42	11.05%
3.	I am working-part time	35	9.21%
4.	My work is full-time, but seasonal/temporary	12	3.16%
5.	I think I might lose my job in the next 6 months	7	1.84%
6.	I am retired	38	10.00%
7.	I am staying at home to be a caregiver	25	6.58%
8.	I work two or more jobs	18	4.74%
9.	Other	50	13.16%
	Total	380	100%

Mean : <b>3.742</b>	Confidence Interval @ 95% : <b>[3.438 - 4.047]</b>	Standard Deviation : <b>3.029</b>	Standard Error : <b>0.155</b>
---------------------	--	-----------------------------------	-------------------------------

**Q27. If you are employed, what kind of job do you have?**

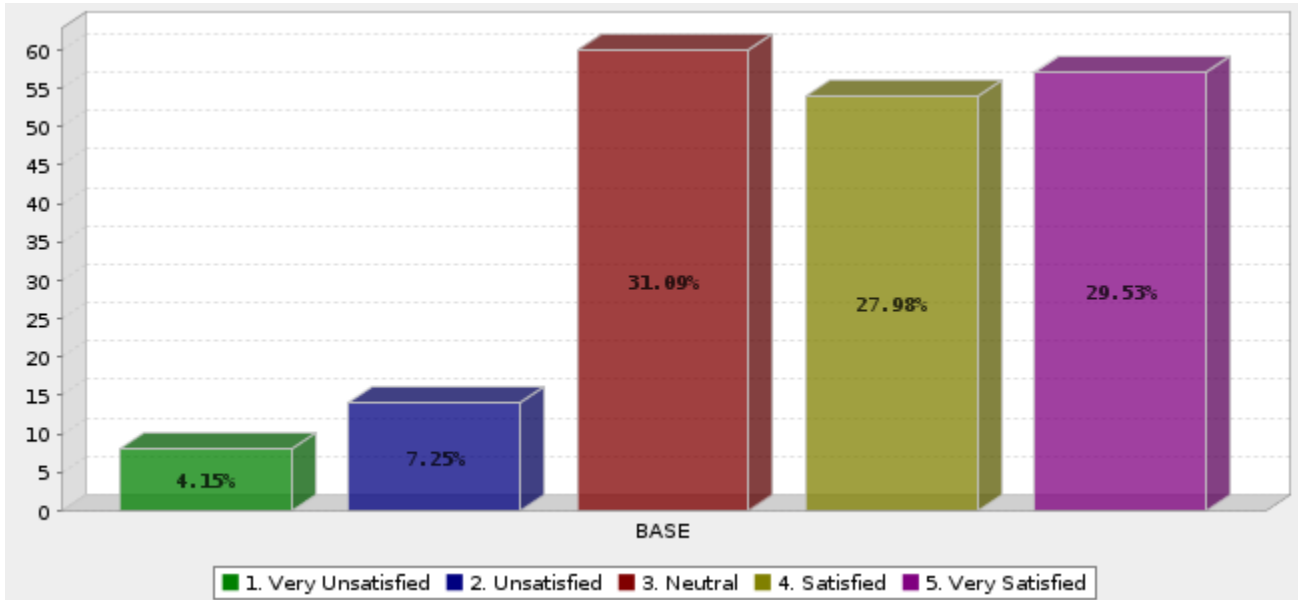


	Answer	Count	Percent
1.	Health Care and Social Services	35	13.46%
2.	Caregiving (for example IHHS)	6	2.31%
3.	Agriculture	2	0.77%
4.	Landscaping	1	0.38%
5.	Manufacturing Construction	1	0.38%
6.	Retail and Tourism	8	3.08%
7.	Federal, State, or Local Government	18	6.92%
8.	Education	23	8.85%
9.	Food Service	11	4.23%
10.	Forestry	3	1.15%
11.	Self Employed	10	3.85%
12.	Not employed	43	16.54%
13.	Tribal government/non-profit	63	24.23%
14.	Other (Please list below)	36	13.85%
	Total	260	100%

Mean : <b>9.608</b>	Confidence Interval @ 95% : [ <b>9.071</b> - <b>10.145</b> ]	Standard Deviation : <b>4.418</b>	Standard Error : <b>0.274</b>
---------------------	--	-----------------------------------	-------------------------------

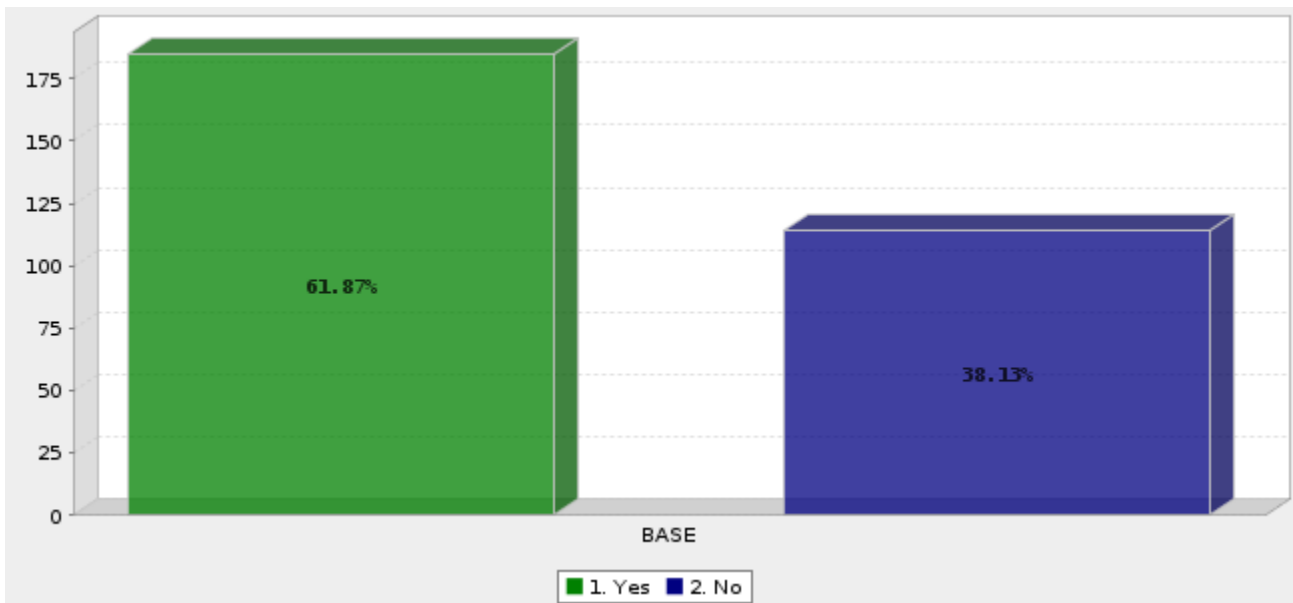


**Q28. If you are employed, how satisfied are you with your current employment?**



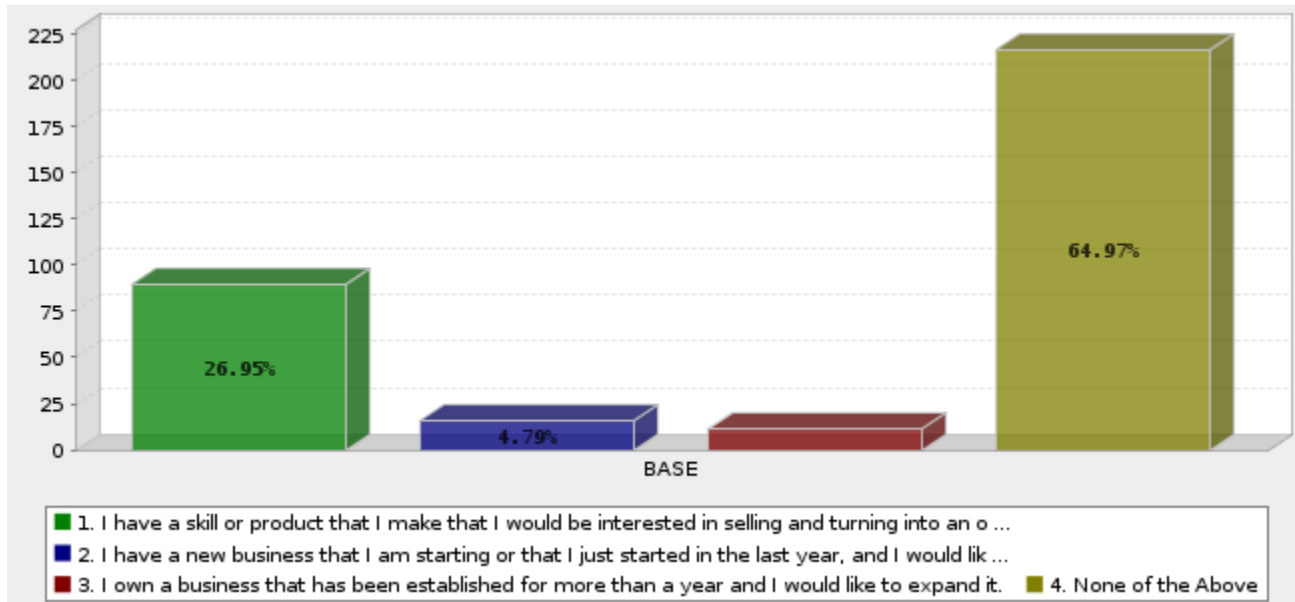
	Answer	Count	Percent
1.	Very Unsatisfied	8	4.15%
2.	Unsatisfied	14	7.25%
3.	Neutral	60	31.09%
4.	Satisfied	54	27.98%
5.	Very Satisfied	57	29.53%
	Total	193	100%
Mean : <b>3.715</b>	Confidence Interval @ 95% : [ <b>3.561</b> - <b>3.869</b> ]	Standard Deviation : <b>1.093</b>	Standard Error : <b>0.079</b>

**Q29. Would you be interested in participating in training to learn a trade?**



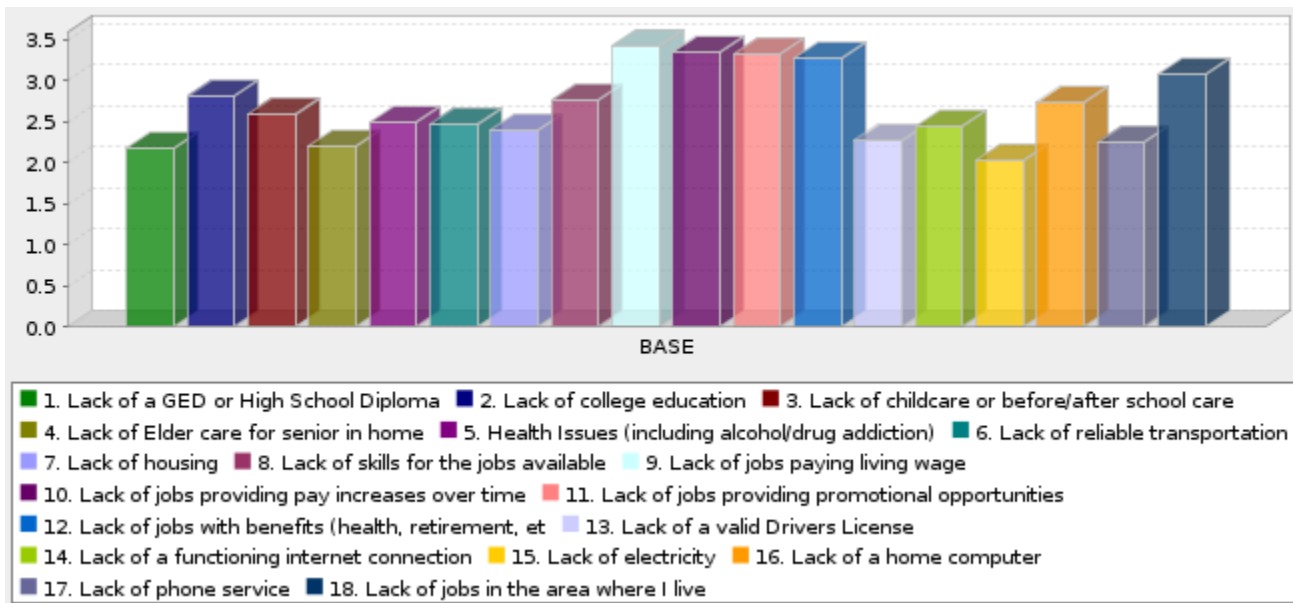
	Answer	Count	Percent
1.	Yes	185	61.87%
2.	No	114	38.13%
	Total	299	100%
Mean : <b>1.381</b>	Confidence Interval @ 95% : <b>[1.326 - 1.436]</b>	Standard Deviation : <b>0.487</b>	Standard Error : <b>0.028</b>

**Q30. Please select any of the following statements that are true for you.**



	Answer	Count	Percent
1.	I have a skill or product that I make that I would be interested in selling and turning into an official source of income.	90	26.95%
2.	I have a new business that I am starting or that I just started in the last year, and I would like to expand it.	16	4.79%
3.	I own a business that has been established for more than a year and I would like to expand it.	11	3.29%
4.	None of the Above	217	64.97%
	Total	334	100%
Mean : <b>3.063</b>	Confidence Interval @ 95% : <b>[2.920 - 3.206]</b>	Standard Deviation : <b>1.333</b>	Standard Error : <b>0.073</b>

**Q31. Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.**

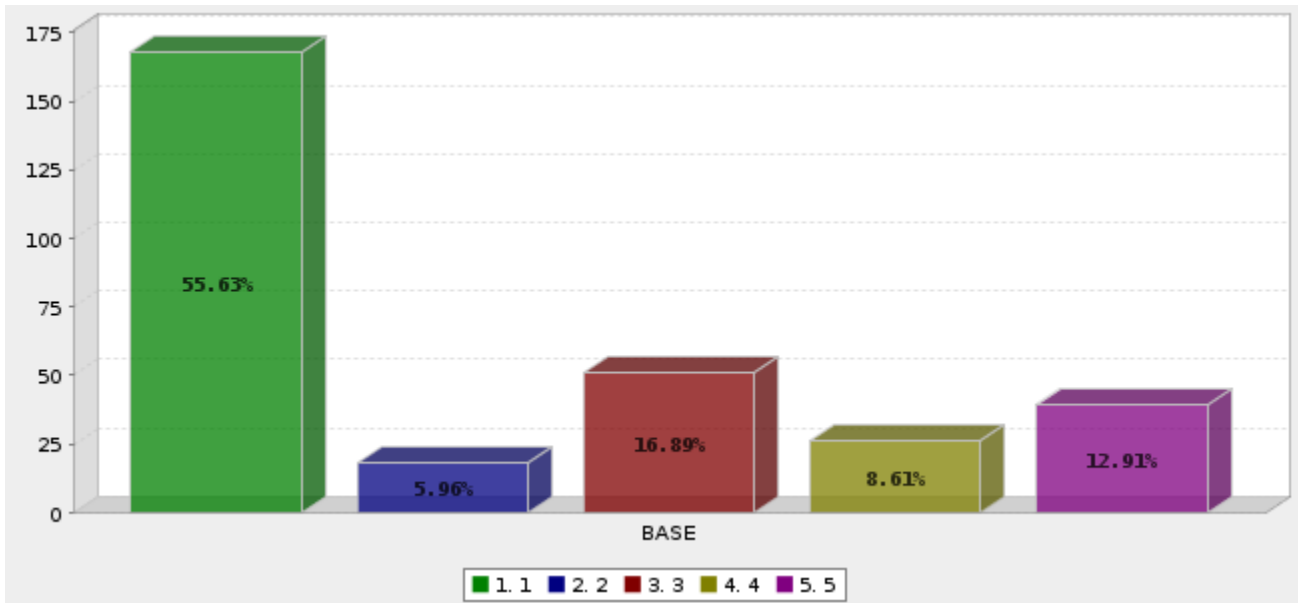


**Q31. Overall Matrix Scorecard :** Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.

	Question	Count	Score
1.	Lack of a GED or High School Diploma	302	2.172
2.	Lack of college education	301	2.814
3.	Lack of childcare or before/after school care	300	2.600
4.	Lack of Elder care for senior in home	293	2.198
5.	Health Issues (including alcohol/drug addiction)	298	2.483
6.	Lack of reliable transportation	300	2.477
7.	Lack of housing	298	2.393
8.	Lack of skills for the jobs available	302	2.762
9.	Lack of jobs paying living wage	298	3.430
10.	Lack of jobs providing pay increases over time	297	3.333
11.	Lack of jobs providing promotional opportunities	301	3.329
12.	Lack of jobs with benefits (health, retirement, etc.)	298	3.268

13.	Lack of a valid Drivers License	297	2.259
14.	Lack of a functioning internet connection	297	2.434
15.	Lack of electricity	296	2.027
16.	Lack of a home computer	299	2.722
17.	Lack of phone service	296	2.257
18.	Lack of jobs in the area where I live	298	3.074
Average			<b>2.668</b>

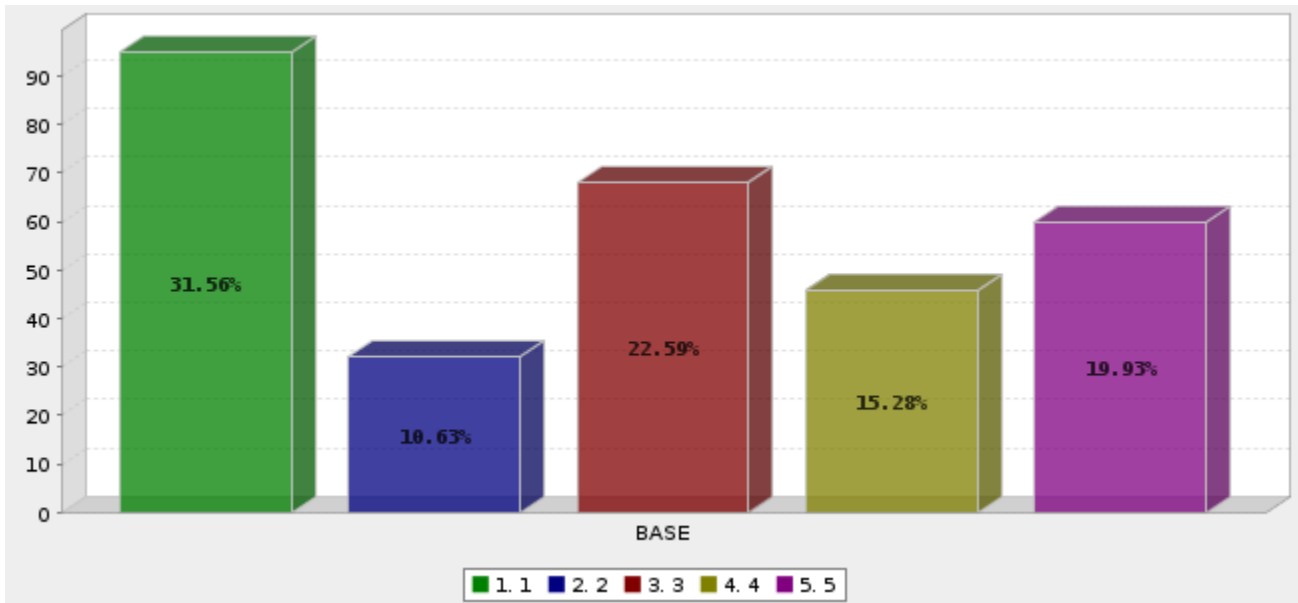
**Q31. Lack of a GED or High School Diploma**



	Answer	Count	Percent
1.	Strongly Disagree	168	55.63%
2.	Disagree	18	5.96%
3.	Neutral	51	16.89%
4.	Agree	26	8.61%
5.	Strongly Agree	39	12.91%
	Total	302	100%

Mean : <b>2.172</b>	Confidence Interval @ 95% : <b>[2.005 - 2.340]</b>	Standard Deviation : <b>1.486</b>	Standard Error : <b>0.086</b>
---------------------	---	--------------------------------------	----------------------------------

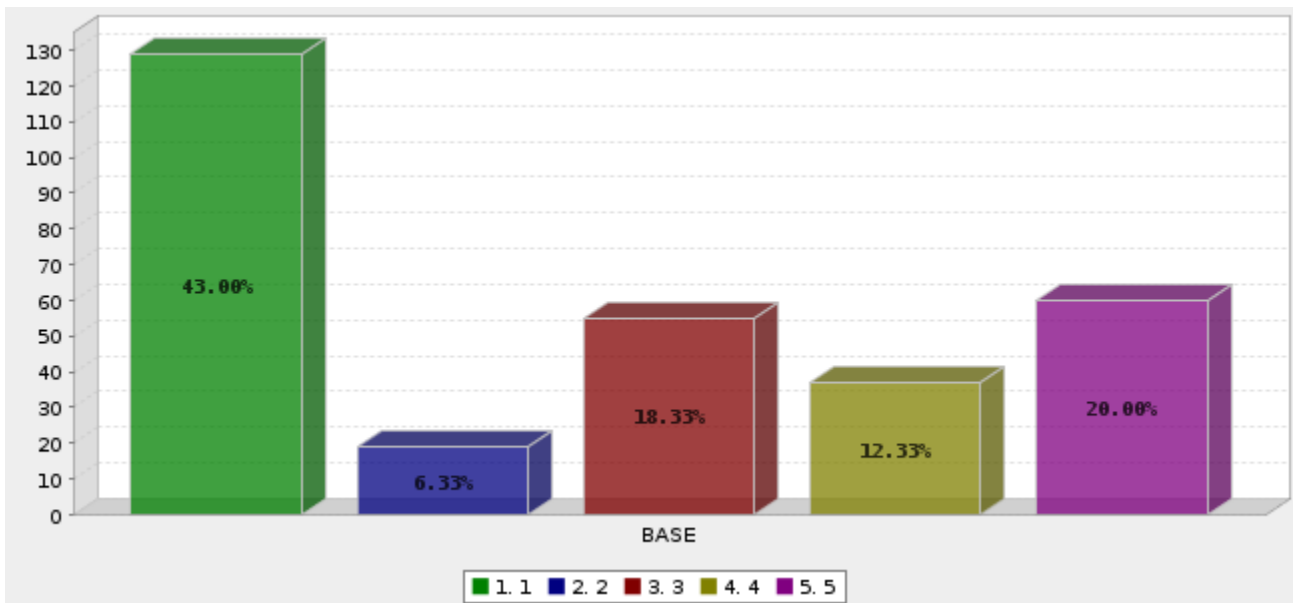
**Q31. Lack of college education**



	Answer	Count	Percent
1.	Strongly Disagree	95	31.56%
2.	Disagree	32	10.63%
3.	Neutral	68	22.59%
4.	Agree	46	15.28%
5.	Strongly Agree	60	19.93%
	Total	301	100%

Mean : <b>2.814</b>	Confidence Interval @ 95% : <b>[2.643 - 2.985]</b>	Standard Deviation : <b>1.514</b>	Standard Error : <b>0.087</b>
---------------------	---	--------------------------------------	----------------------------------

**Q31. Lack of childcare or before/after school care**

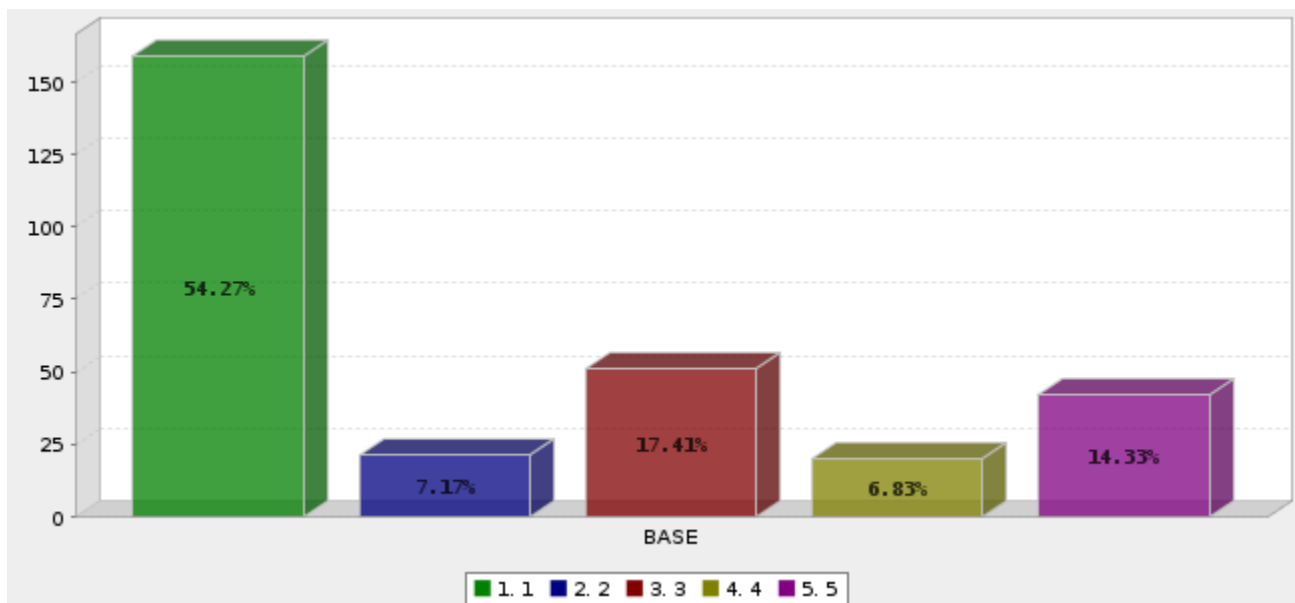


	Answer	Count	Percent
1.	Strongly Disagree	129	43.00%
2.	Disagree	19	6.33%
3.	Neutral	55	18.33%
4.	Agree	37	12.33%
5.	Strongly Agree	60	20.00%
	Total	300	100%

Mean : <b>2.600</b>	Confidence Interval @ 95% : <b>[2.419 - 2.781]</b>	Standard Deviation : <b>1.598</b>	Standard Error : <b>0.092</b>
---------------------	---	--------------------------------------	----------------------------------



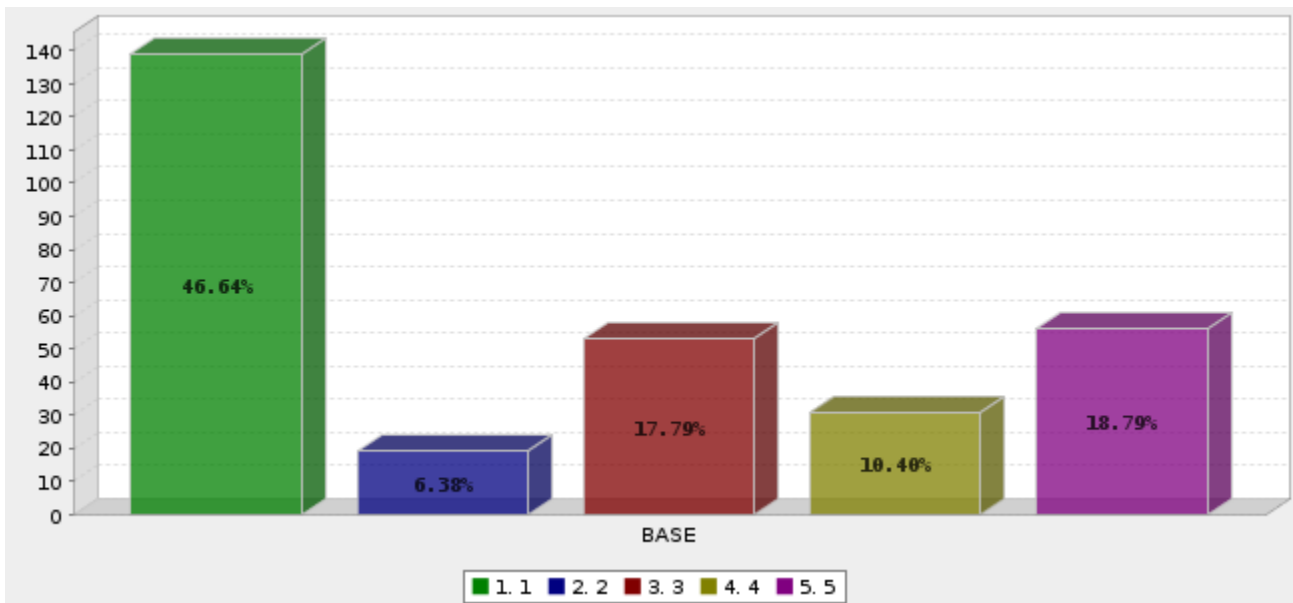
**Q31. Lack of Elder care for senior in home**



	Answer	Count	Percent
1.	Strongly Disagree	159	54.27%
2.	Disagree	21	7.17%
3.	Neutral	51	17.41%
4.	Agree	20	6.83%
5.	Strongly Agree	42	14.33%
	Total	293	100%

Mean : <b>2.198</b>	Confidence Interval @ 95% : <b>[2.026 - 2.370]</b>	Standard Deviation : <b>1.499</b>	Standard Error : <b>0.088</b>
---------------------	---	--------------------------------------	----------------------------------

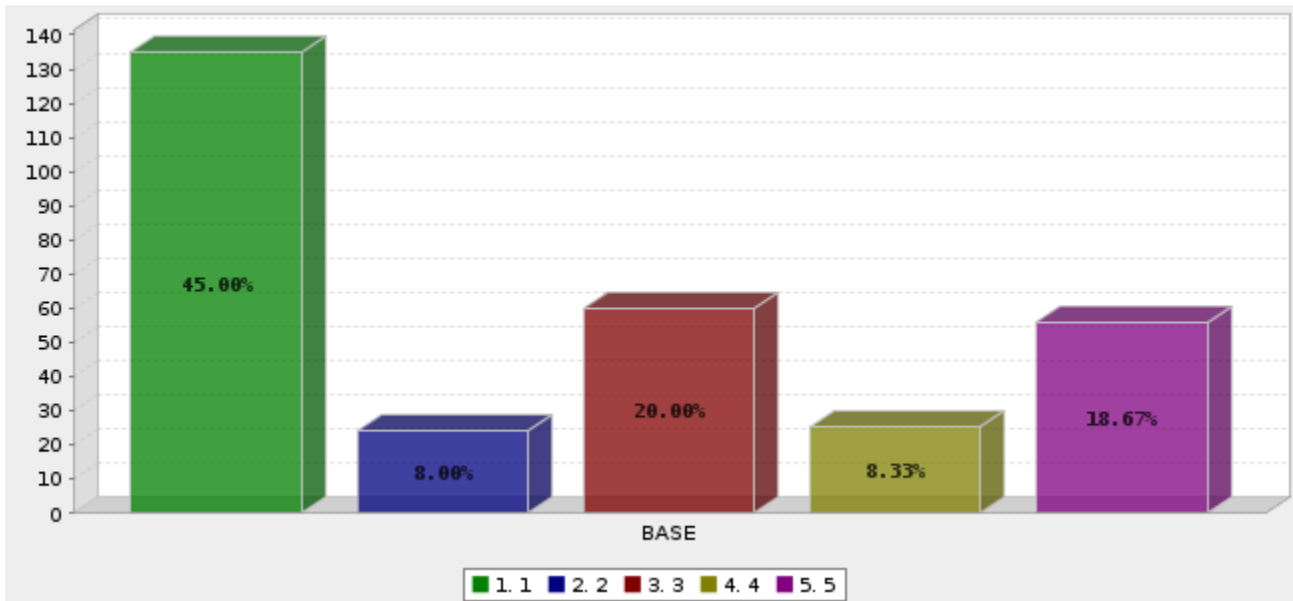
**Q31. Health Issues (including alcohol/drug addiction)**



	Answer	Count	Percent
1.	Strongly Disagree	139	46.64%
2.	Disagree	19	6.38%
3.	Neutral	53	17.79%
4.	Agree	31	10.40%
5.	Strongly Agree	56	18.79%
	Total	298	100%

Mean : <b>2.483</b>	Confidence Interval @ 95% : <b>[2.303 - 2.664]</b>	Standard Deviation : <b>1.590</b>	Standard Error : <b>0.092</b>
---------------------	---	--------------------------------------	----------------------------------

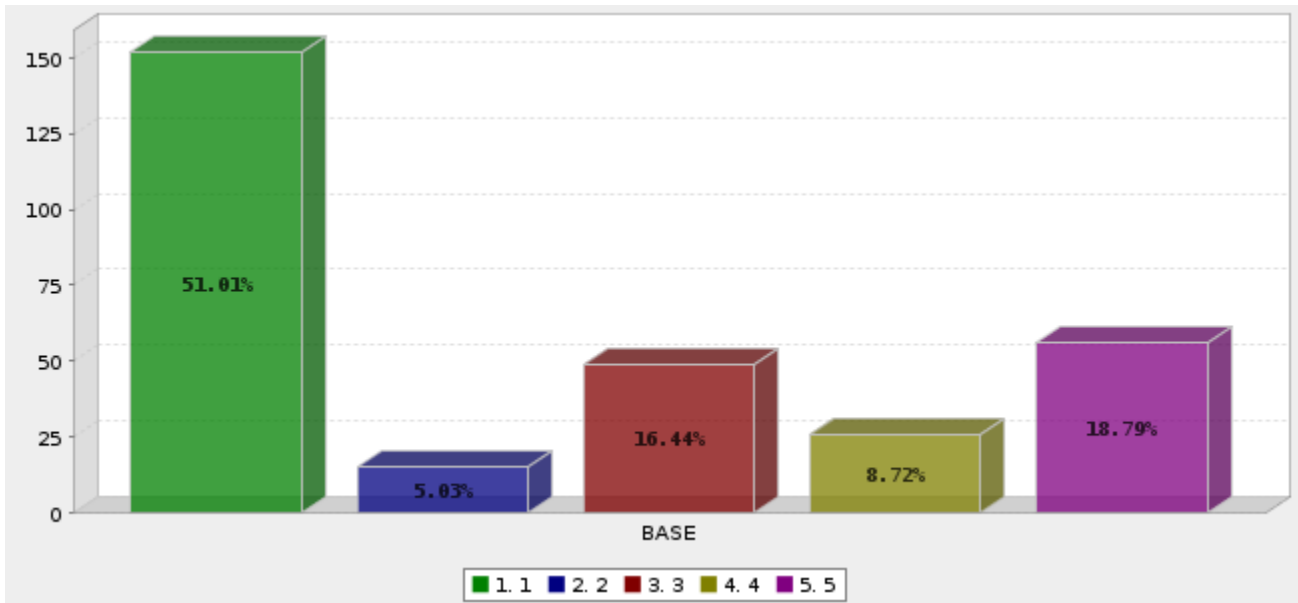
**Q31. Lack of reliable transportation**



	Answer	Count	Percent
1.	Strongly Disagree	135	45.00%
2.	Disagree	24	8.00%
3.	Neutral	60	20.00%
4.	Agree	25	8.33%
5.	Strongly Agree	56	18.67%
	Total	300	100%

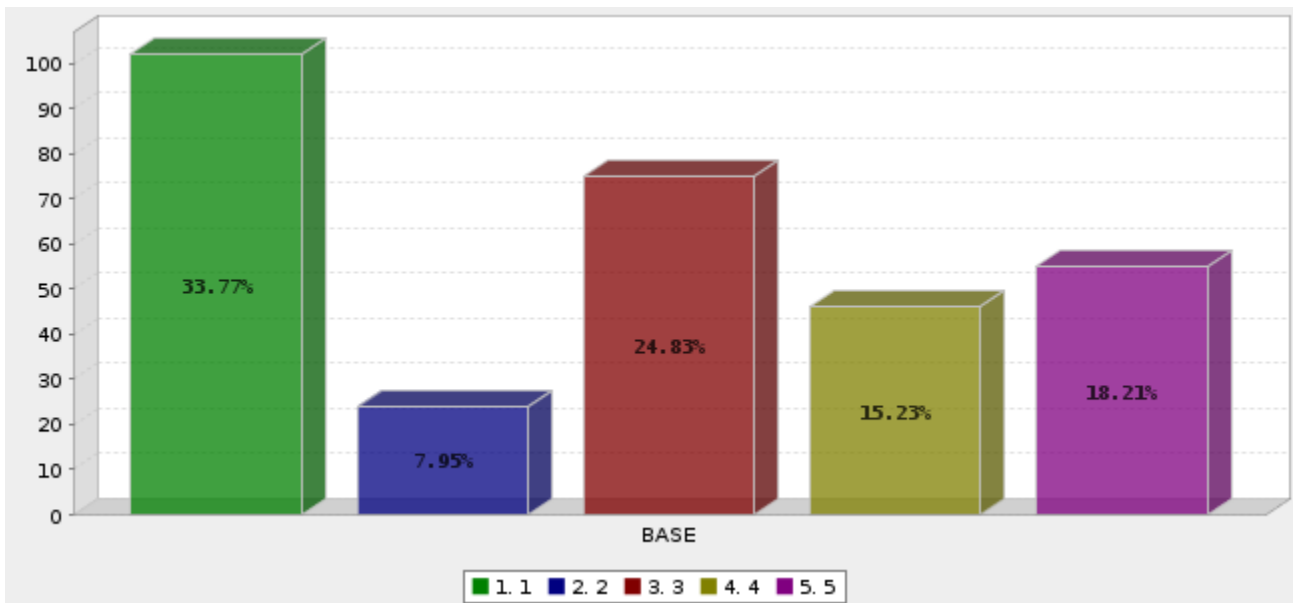
Mean : <b>2.477</b>	Confidence Interval @ 95% : <b>[2.300 - 2.654]</b>	Standard Deviation : <b>1.563</b>	Standard Error : <b>0.090</b>
---------------------	---	--------------------------------------	----------------------------------

**Q31. Lack of housing**



	Answer	Count	Percent
1.	Strongly Disagree	152	51.01%
2.	Disagree	15	5.03%
3.	Neutral	49	16.44%
4.	Agree	26	8.72%
5.	Strongly Agree	56	18.79%
	Total	298	100%
Mean : 2.393	Confidence Interval @ 95% : [2.211 - 2.575]	Standard Deviation : 1.603	Standard Error : 0.093

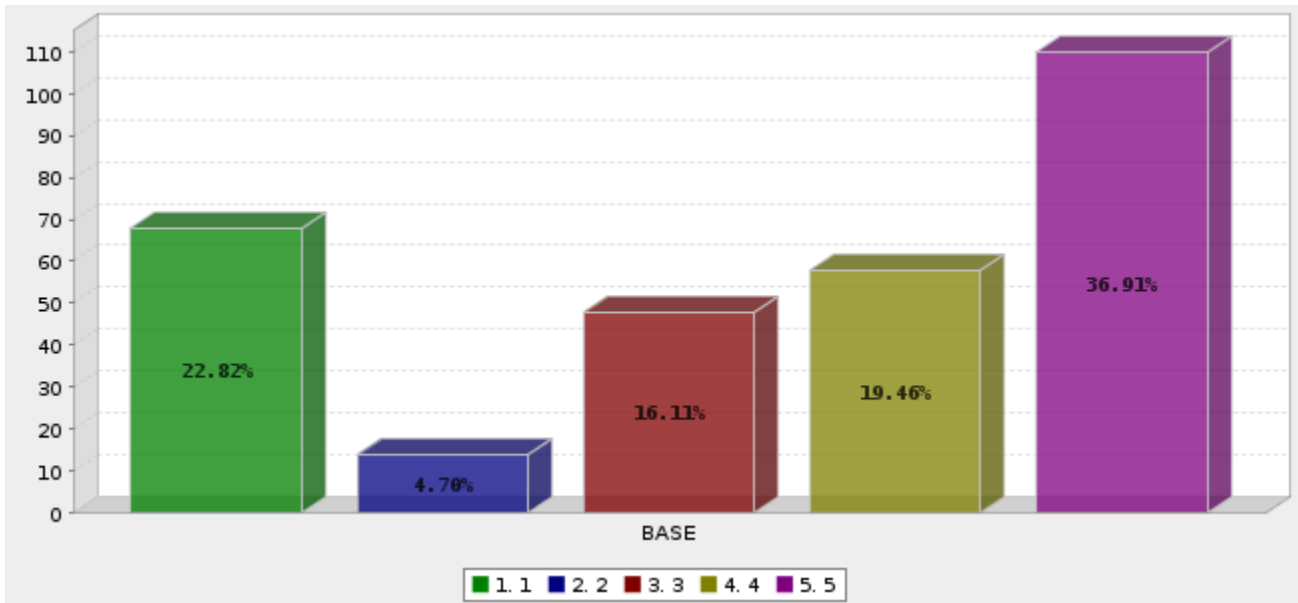
**Q31. Lack of skills for the jobs available**



	Answer	Count	Percent
1.	Strongly Disagree	102	33.77%
2.	Disagree	24	7.95%
3.	Neutral	75	24.83%
4.	Agree	46	15.23%
5.	Strongly Agree	55	18.21%
	Total	302	100%

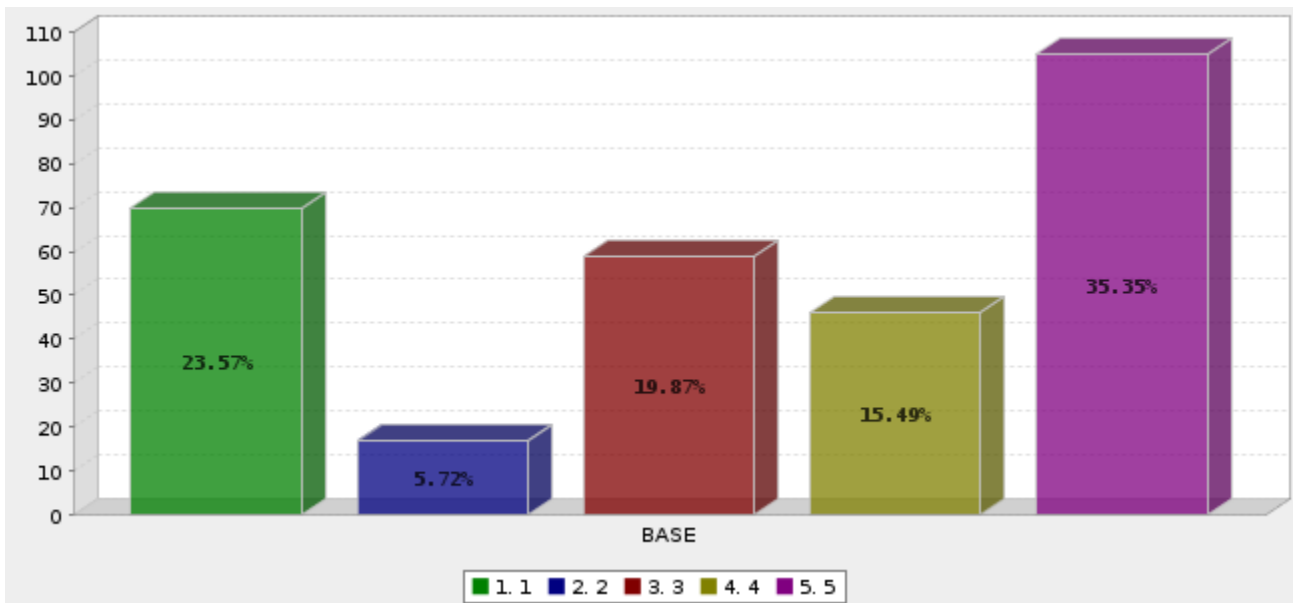
Mean : <b>2.762</b>	Confidence Interval @ 95% : <b>[2.592 - 2.931]</b>	Standard Deviation : <b>1.504</b>	Standard Error : <b>0.087</b>
---------------------	---	--------------------------------------	----------------------------------

**Q31. Lack of jobs paying living wage**



	Answer	Count	Percent
1.	Strongly Disagree	68	22.82%
2.	Disagree	14	4.70%
3.	Neutral	48	16.11%
4.	Agree	58	19.46%
5.	Strongly Agree	110	36.91%
	Total	298	100%
Mean : 3.430	Confidence Interval @ 95% : [3.252 - 3.607]	Standard Deviation : 1.567	Standard Error : 0.091

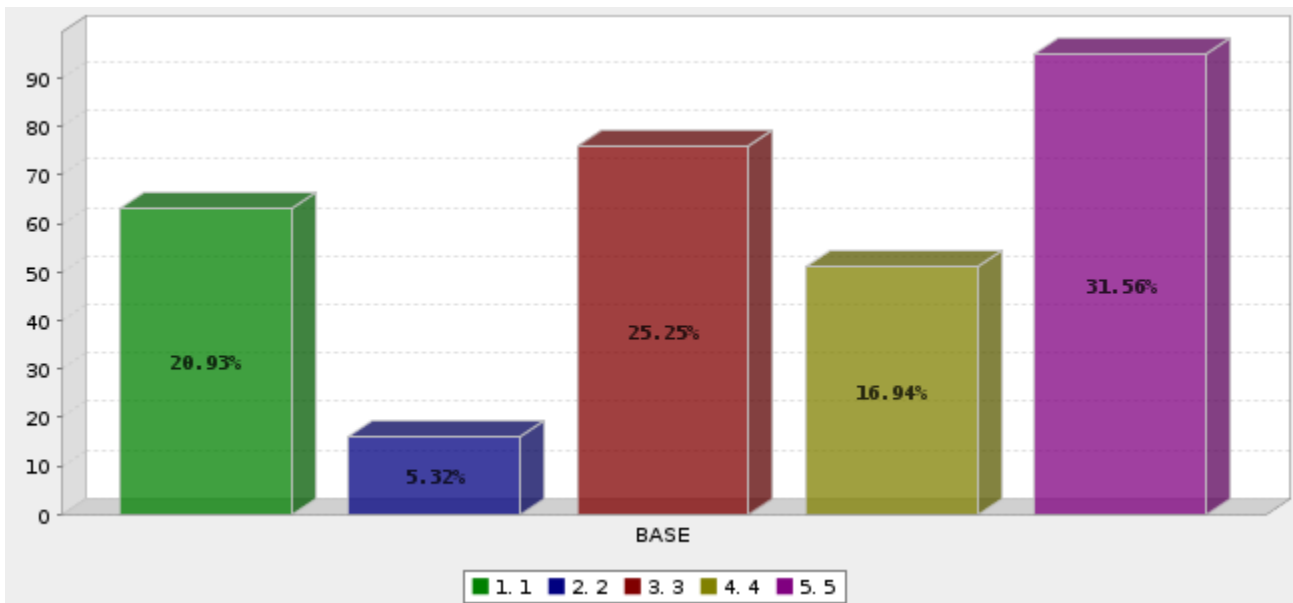
**Q31. Lack of jobs providing pay increases over time**



	Answer	Count	Percent
1.	Strongly Disagree	70	23.57%
2.	Disagree	17	5.72%
3.	Neutral	59	19.87%
4.	Agree	46	15.49%
5.	Strongly Agree	105	35.35%
	Total	297	100%

Mean : <b>3.333</b>	Confidence Interval @ 95% : <b>[3.155 - 3.512]</b>	Standard Deviation : <b>1.570</b>	Standard Error : <b>0.091</b>
---------------------	---	--------------------------------------	----------------------------------

**Q31. Lack of jobs providing promotional opportunities**

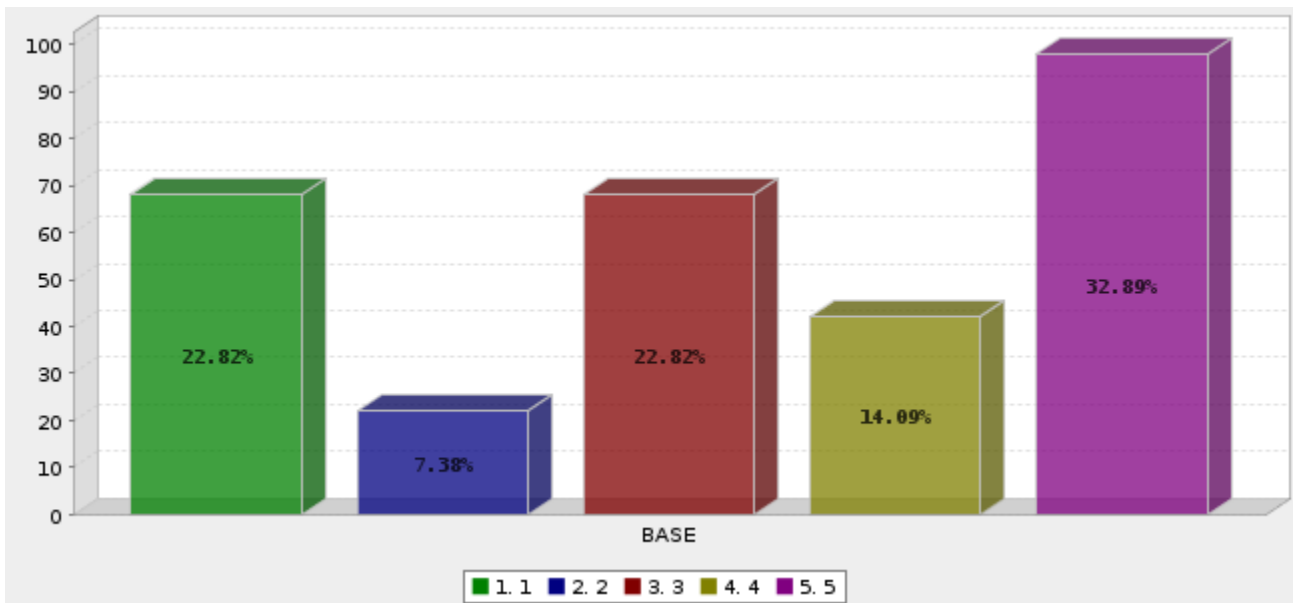


	Answer	Count	Percent
1.	Strongly Disagree	63	20.93%
2.	Disagree	16	5.32%
3.	Neutral	76	25.25%
4.	Agree	51	16.94%
5.	Strongly Agree	95	31.56%
	Total	301	100%

Mean : <b>3.329</b>	Confidence Interval @ 95% : <b>[3.161 - 3.497]</b>	Standard Deviation : <b>1.490</b>	Standard Error : <b>0.086</b>
---------------------	---	--------------------------------------	----------------------------------



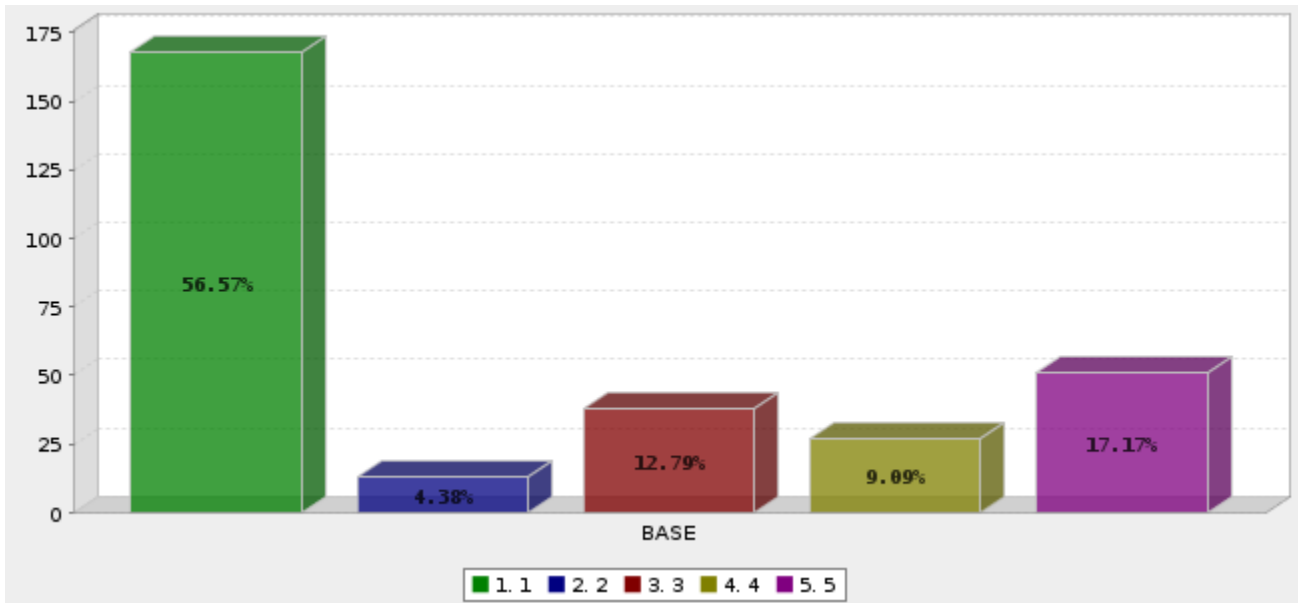
**Q31. Lack of jobs with benefits (health, retirement, etc.)**



	Answer	Count	Percent
1.	Strongly Disagree	68	22.82%
2.	Disagree	22	7.38%
3.	Neutral	68	22.82%
4.	Agree	42	14.09%
5.	Strongly Agree	98	32.89%
	Total	298	100%

Mean : <b>3.268</b>	Confidence Interval @ 95% : <b>[3.093 - 3.444]</b>	Standard Deviation : <b>1.542</b>	Standard Error : <b>0.089</b>
---------------------	---	--------------------------------------	----------------------------------

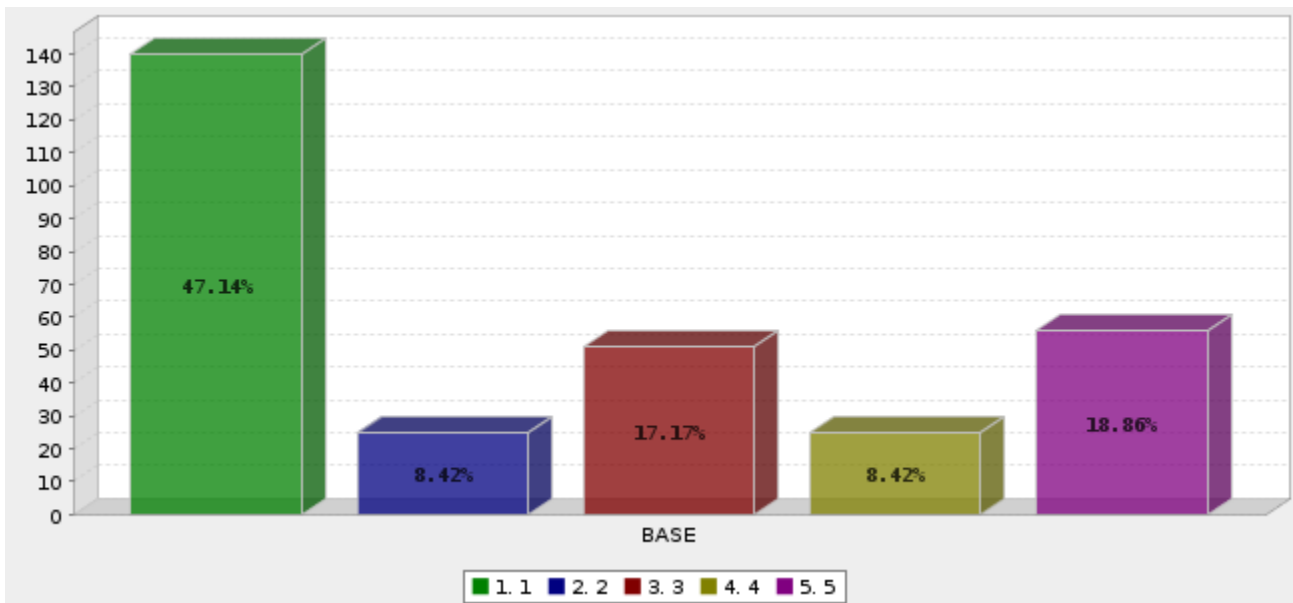
**Q31. Lack of a valid Drivers License**



	Answer	Count	Percent
1.	Strongly Disagree	168	56.57%
2.	Disagree	13	4.38%
3.	Neutral	38	12.79%
4.	Agree	27	9.09%
5.	Strongly Agree	51	17.17%
	Total	297	100%

Mean : <b>2.259</b>	Confidence Interval @ 95% : <b>[2.078 - 2.441]</b>	Standard Deviation : <b>1.595</b>	Standard Error : <b>0.093</b>
---------------------	---	--------------------------------------	----------------------------------

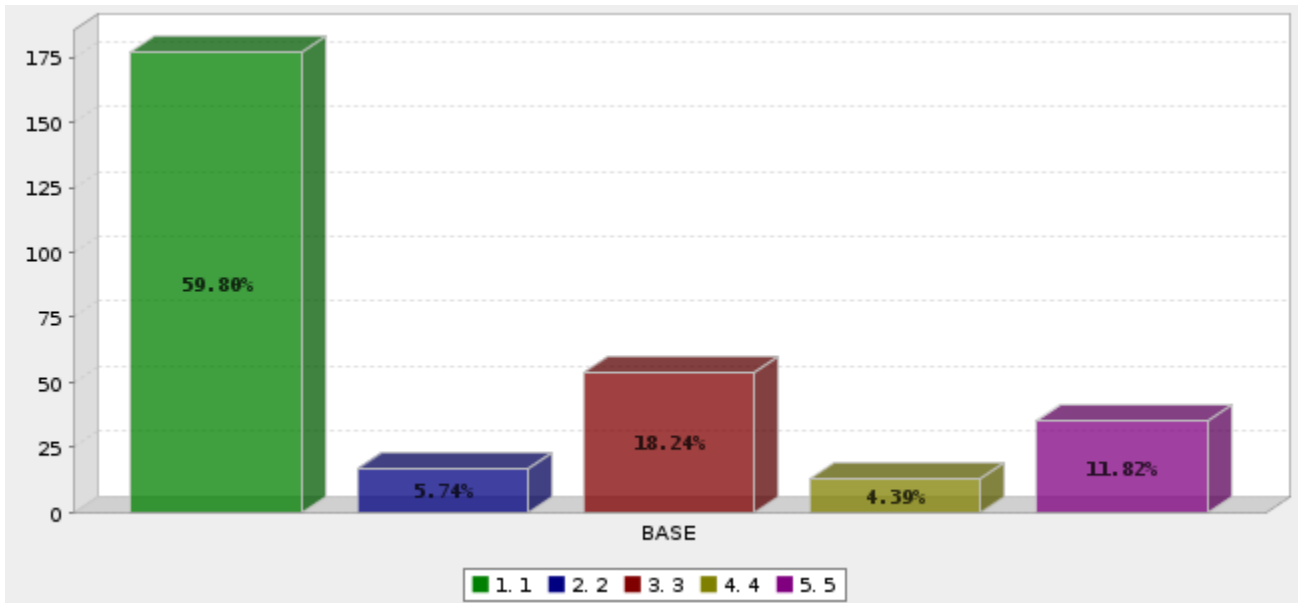
**Q31. Lack of a functioning internet connection**



	Answer	Count	Percent
1.	Strongly Disagree	140	47.14%
2.	Disagree	25	8.42%
3.	Neutral	51	17.17%
4.	Agree	25	8.42%
5.	Strongly Agree	56	18.86%
	Total	297	100%

Mean : <b>2.434</b>	Confidence Interval @ 95% : <b>[2.255 - 2.614]</b>	Standard Deviation : <b>1.580</b>	Standard Error : <b>0.092</b>
---------------------	---	--------------------------------------	----------------------------------

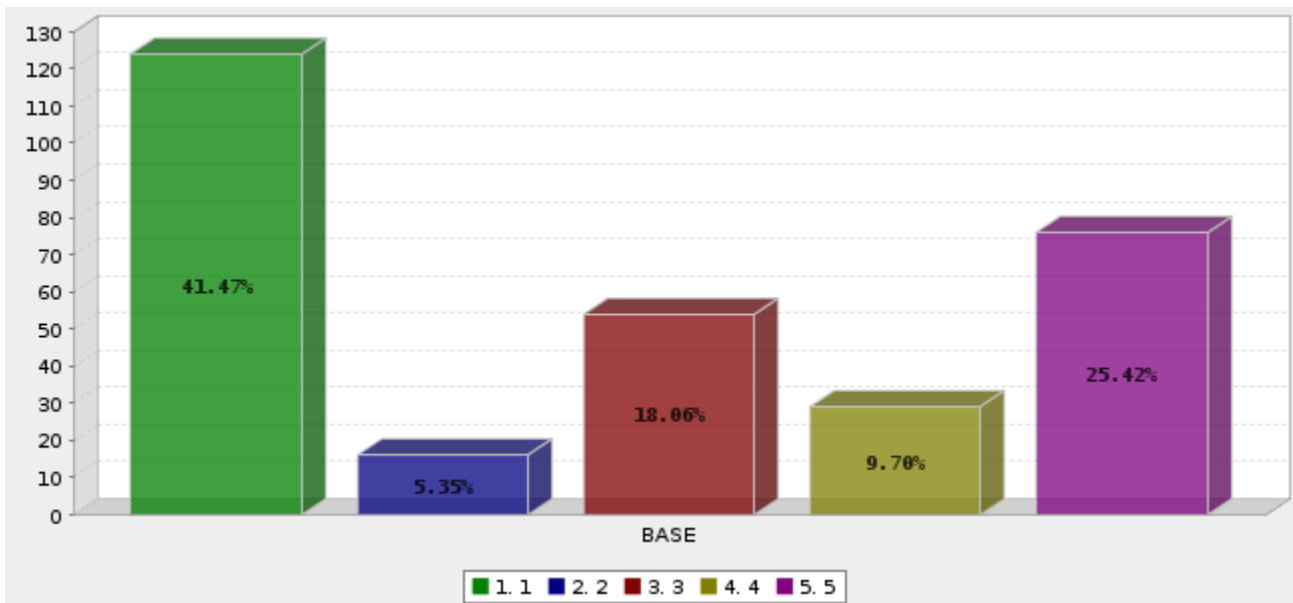
**Q31. Lack of electricity**



	Answer	Count	Percent
1.	Strongly Disagree	177	59.80%
2.	Disagree	17	5.74%
3.	Neutral	54	18.24%
4.	Agree	13	4.39%
5.	Strongly Agree	35	11.82%
	Total	296	100%

Mean : <b>2.027</b>	Confidence Interval @ 95% : <b>[1.865 - 2.189]</b>	Standard Deviation : <b>1.424</b>	Standard Error : <b>0.083</b>
---------------------	---	--------------------------------------	----------------------------------

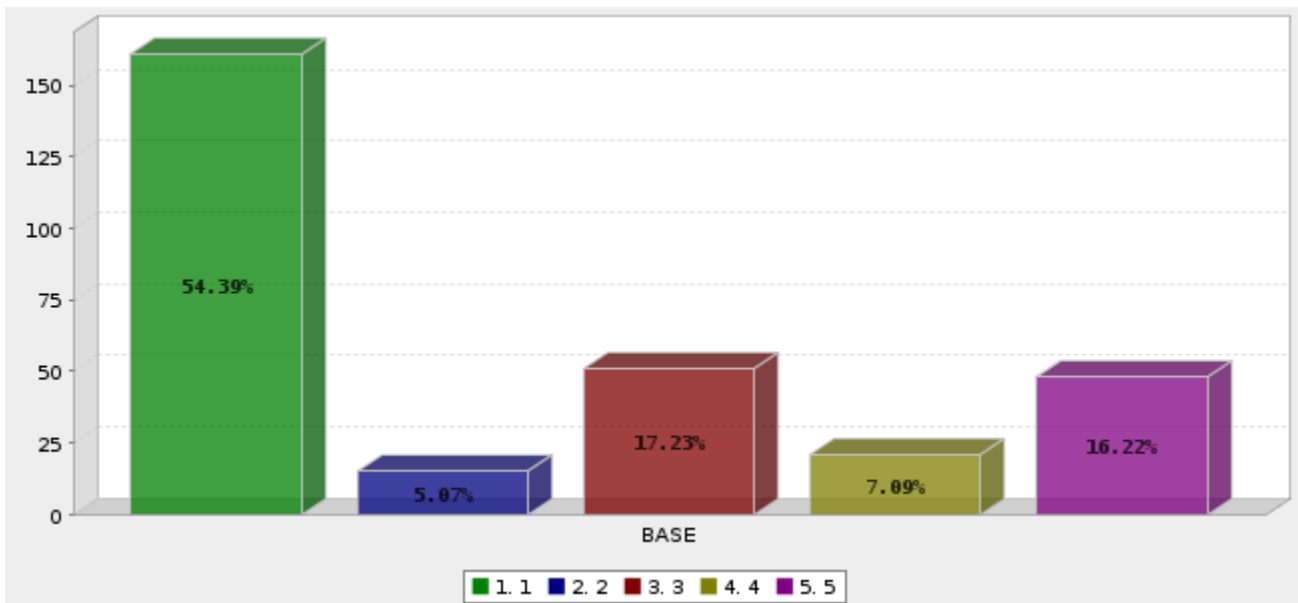
**Q31. Lack of a home computer**



	Answer	Count	Percent
1.	Strongly Disagree	124	41.47%
2.	Disagree	16	5.35%
3.	Neutral	54	18.06%
4.	Agree	29	9.70%
5.	Strongly Agree	76	25.42%
	Total	299	100%

Mean : <b>2.722</b>	Confidence Interval @ 95% : <b>[2.534 - 2.911]</b>	Standard Deviation : <b>1.661</b>	Standard Error : <b>0.096</b>
---------------------	---	--------------------------------------	----------------------------------

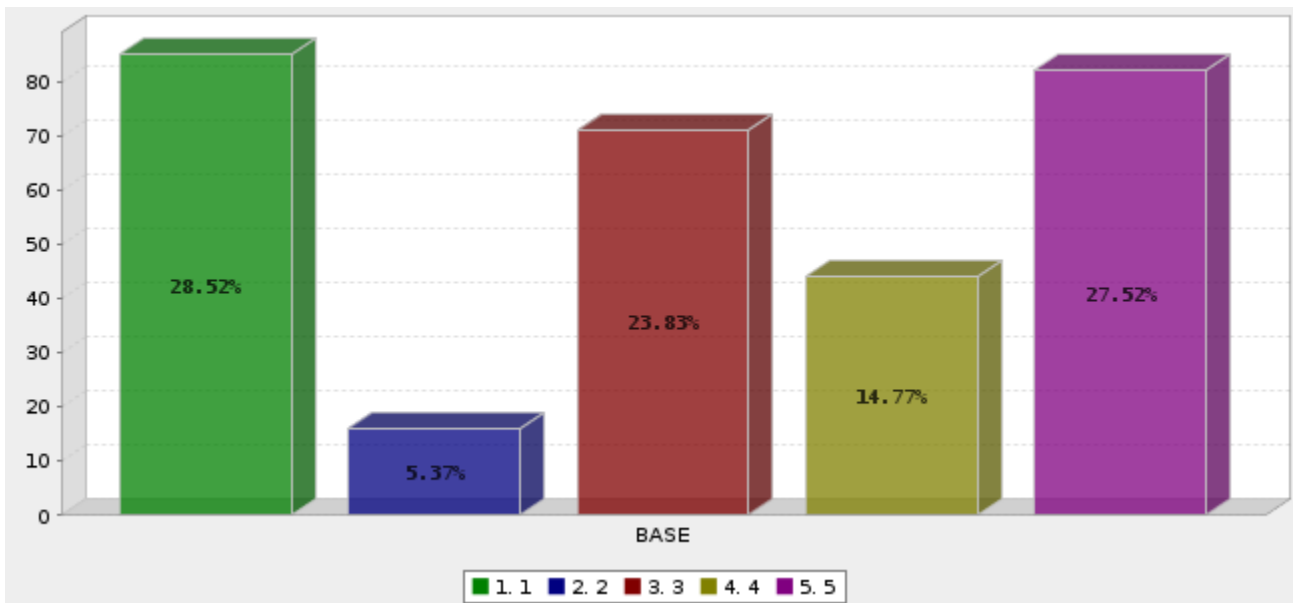
**Q31. Lack of phone service**



	Answer	Count	Percent
1.	Strongly Disagree	161	54.39%
2.	Disagree	15	5.07%
3.	Neutral	51	17.23%
4.	Agree	21	7.09%
5.	Strongly Agree	48	16.22%
	Total	296	100%

Mean : <b>2.257</b>	Confidence Interval @ 95% : <b>[2.080 - 2.433]</b>	Standard Deviation : <b>1.550</b>	Standard Error : <b>0.090</b>
---------------------	---	--------------------------------------	----------------------------------

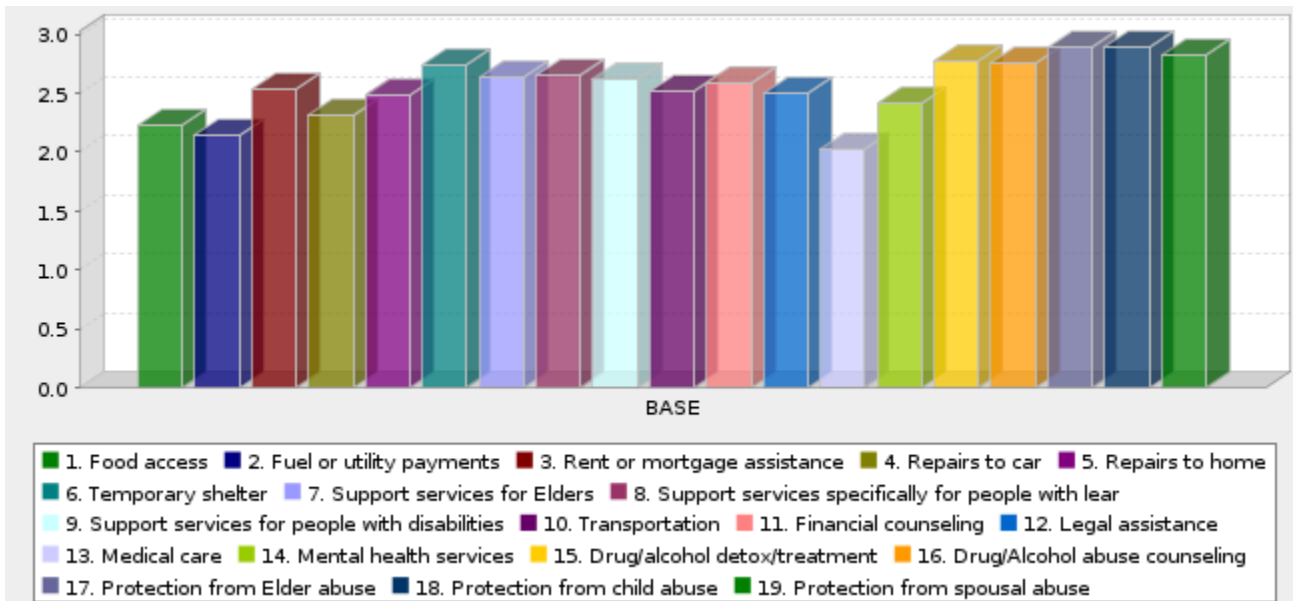
**Q31. Lack of jobs in the area where I live**



	Answer	Count	Percent
1.	Strongly Disagree	85	28.52%
2.	Disagree	16	5.37%
3.	Neutral	71	23.83%
4.	Agree	44	14.77%
5.	Strongly Agree	82	27.52%
	Total	298	100%

Mean : <b>3.074</b>	Confidence Interval @ 95% : [2.896 - 3.251]	Standard Deviation : <b>1.564</b>	Standard Error : <b>0.091</b>
---------------------	--	--------------------------------------	----------------------------------

**Q32. Check any emergency assistance that your family needed in the last year, and whether you obtained the help you needed. For example, if you needed food access assistance in the last year and didn't receive the help you needed with food access, then you would select the second option. If you didn't need help in the last year with food access, then you would select the Did Not Need box.**



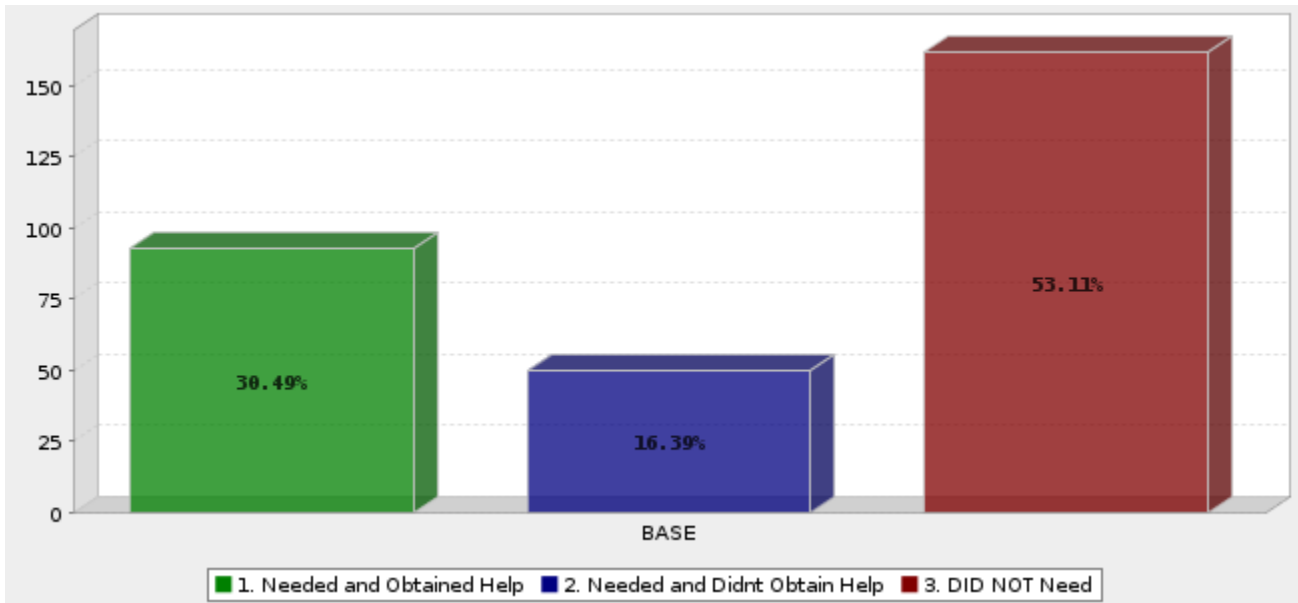
**Q32. Overall Matrix Scorecard : Check any emergency assistance that your family needed in the last year, and whether you obtained the help you needed. For example, if you needed food access assistance in the last year and didn't receive the help you needed with food access, then you would select the second option. If you didn't need help in the last year with food access, then you would select the Did Not Need box.**

	Question	Count	Score
1.	Food access	305	2.226
2.	Fuel or utility payments	304	2.145
3.	Rent or mortgage assistance	299	2.532
4.	Repairs to car	300	2.317
5.	Repairs to home	299	2.488
6.	Temporary shelter	299	2.742
7.	Support services for Elders	302	2.639
8.	Support services specifically for people with <u>learning</u> disabilities	299	2.645
9.	Support services for people with disabilities	296	2.618



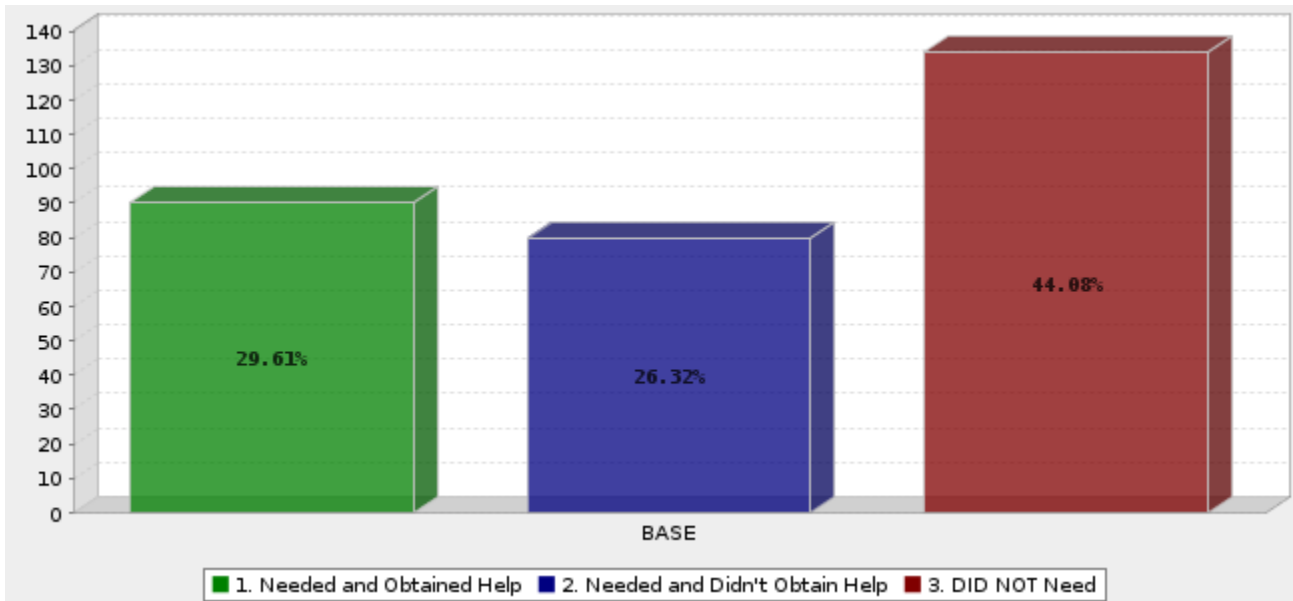
10.	Transportation	292	2.514
11.	Financial counseling	302	2.593
12.	Legal assistance	301	2.498
13.	Medical care	299	2.020
14.	Mental health services	301	2.415
15.	Drug/alcohol detox/treatment	300	2.777
16.	Drug/Alcohol abuse counseling	301	2.754
17.	Protection from Elder abuse	300	2.883
18.	Protection from child abuse	301	2.890
19.	Protection from spousal abuse	300	2.823
Average			<b>2.554</b>

**Q32. Food access**



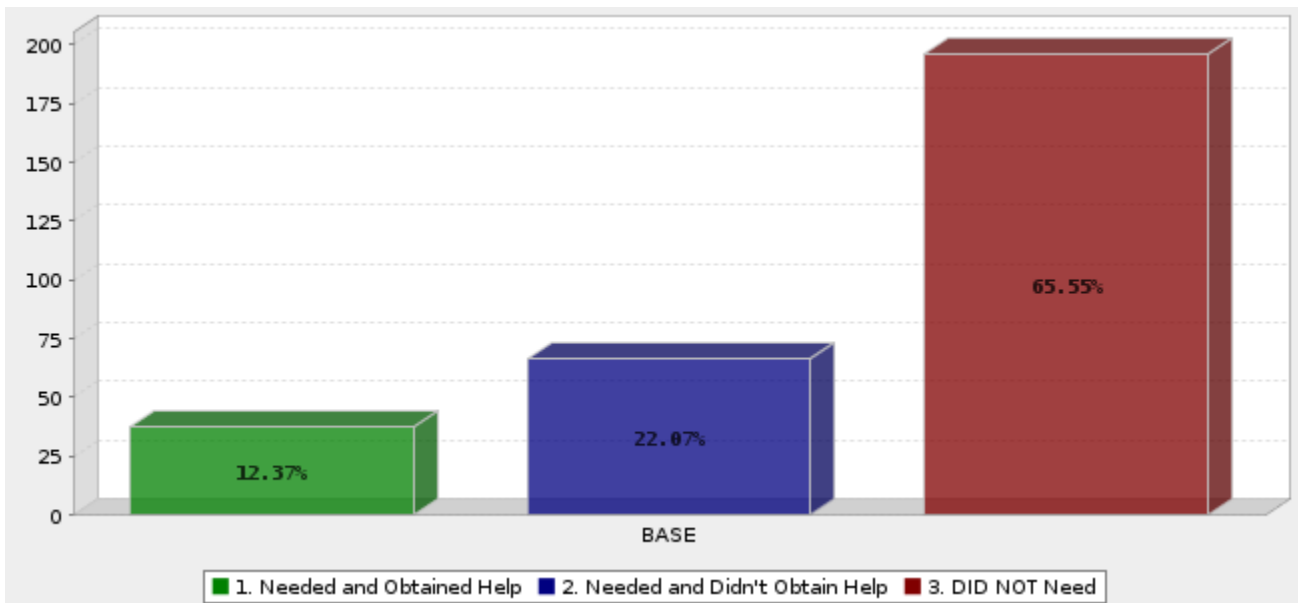
	Answer	Count	Percent
1.	Needed and Obtained Help	93	30.49%
2.	Needed and Didnt Obtain Help	50	16.39%
3.	DID NOT Need	162	53.11%
	Total	305	100%
Mean : 2.226	Confidence Interval @ 95% : [2.127 - 2.326]	Standard Deviation : 0.887	Standard Error : 0.051

**Q32. Fuel or utility payments**



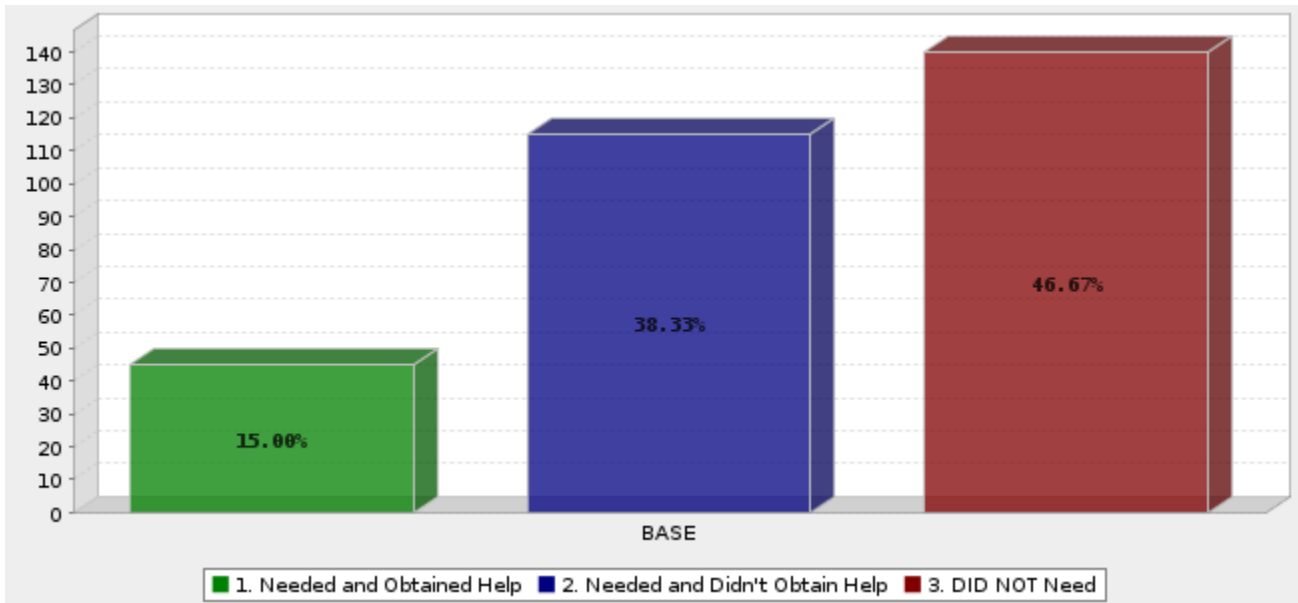
	Answer	Count	Percent
1.	Needed and Obtained Help	90	29.61%
2.	Needed and Didn't Obtain Help	80	26.32%
3.	DID NOT Need	134	44.08%
	Total	304	100%
Mean : <b>2.145</b>	Confidence Interval @ 95% : <b>[2.049 - 2.240]</b>	Standard Deviation : <b>0.847</b>	Standard Error : <b>0.049</b>

**Q32. Rent or mortgage assistance**



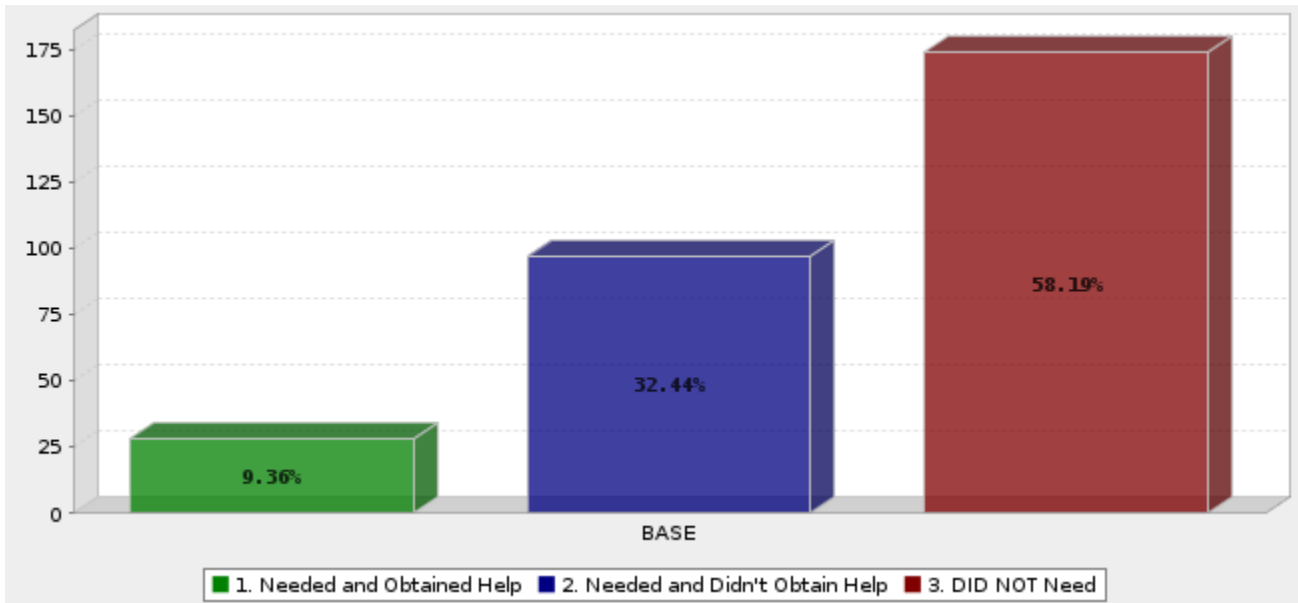
	Answer	Count	Percent
1.	Needed and Obtained Help	37	12.37%
2.	Needed and Didn't Obtain Help	66	22.07%
3.	DID NOT Need	196	65.55%
	Total	299	100%
Mean : <b>2.532</b>	Confidence Interval @ 95% : <b>[2.452 - 2.612]</b>	Standard Deviation : <b>0.706</b>	Standard Error : <b>0.041</b>

**Q32. Repairs to car**



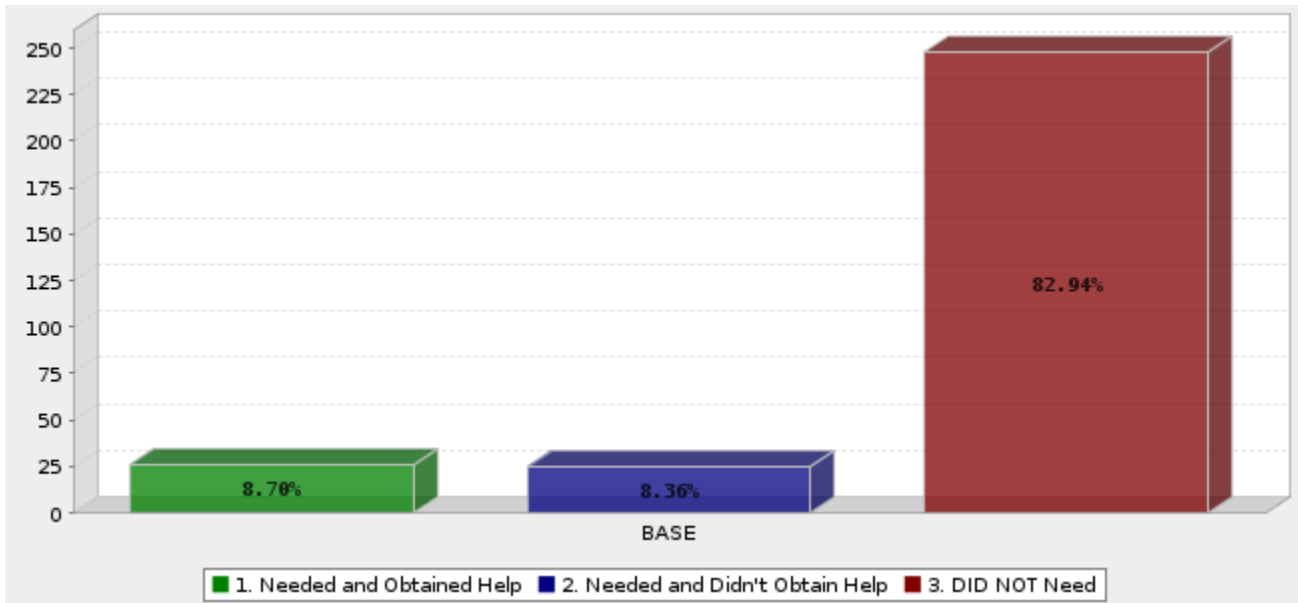
	Answer	Count	Percent
1.	Needed and Obtained Help	45	15.00%
2.	Needed and Didn't Obtain Help	115	38.33%
3.	DID NOT Need	140	46.67%
	Total	300	100%
Mean : <b>2.317</b>	Confidence Interval @ 95% : <b>[2.235 - 2.398]</b>	Standard Deviation : <b>0.720</b>	Standard Error : <b>0.042</b>

**Q32. Repairs to home**



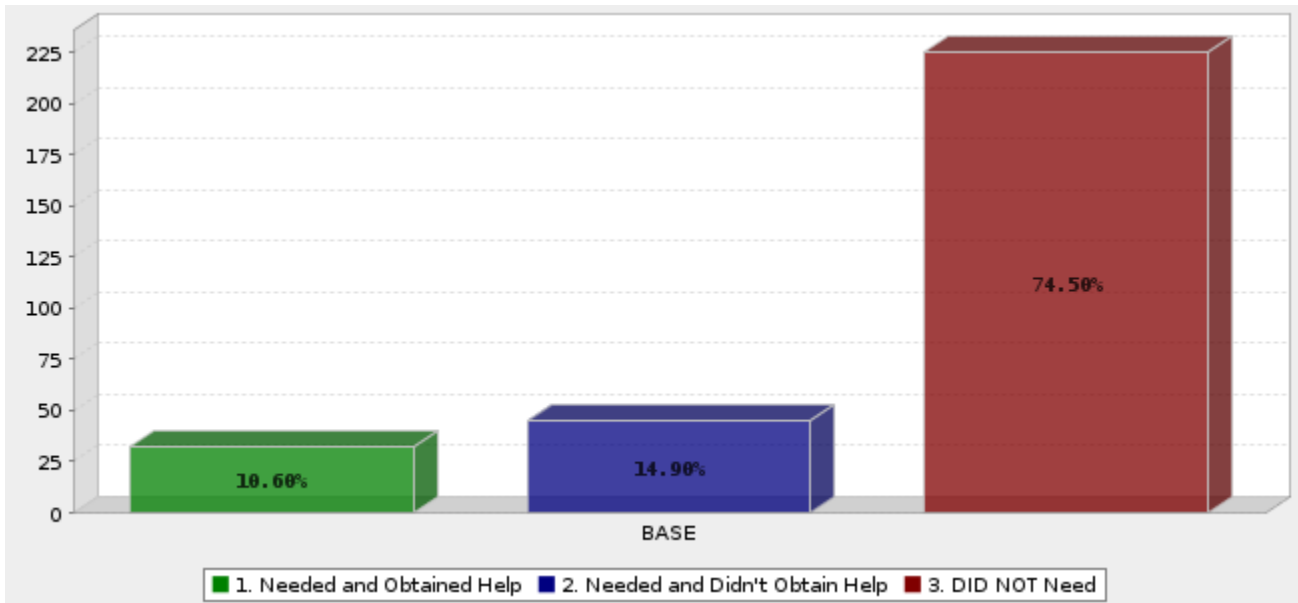
	Answer	Count	Percent
1.	Needed and Obtained Help	28	9.36%
2.	Needed and Didn't Obtain Help	97	32.44%
3.	DID NOT Need	174	58.19%
	Total	299	100%
Mean : <b>2.488</b>	Confidence Interval @ 95% : <b>[2.413 - 2.563]</b>	Standard Deviation : <b>0.662</b>	Standard Error : <b>0.038</b>

**Q32. Temporary shelter**



	Answer	Count	Percent
1.	Needed and Obtained Help	26	8.70%
2.	Needed and Didn't Obtain Help	25	8.36%
3.	DID NOT Need	248	82.94%
	Total	299	100%
Mean : <b>2.742</b>	Confidence Interval @ 95% : <b>[2.674 - 2.811]</b>	Standard Deviation : <b>0.605</b>	Standard Error : <b>0.035</b>

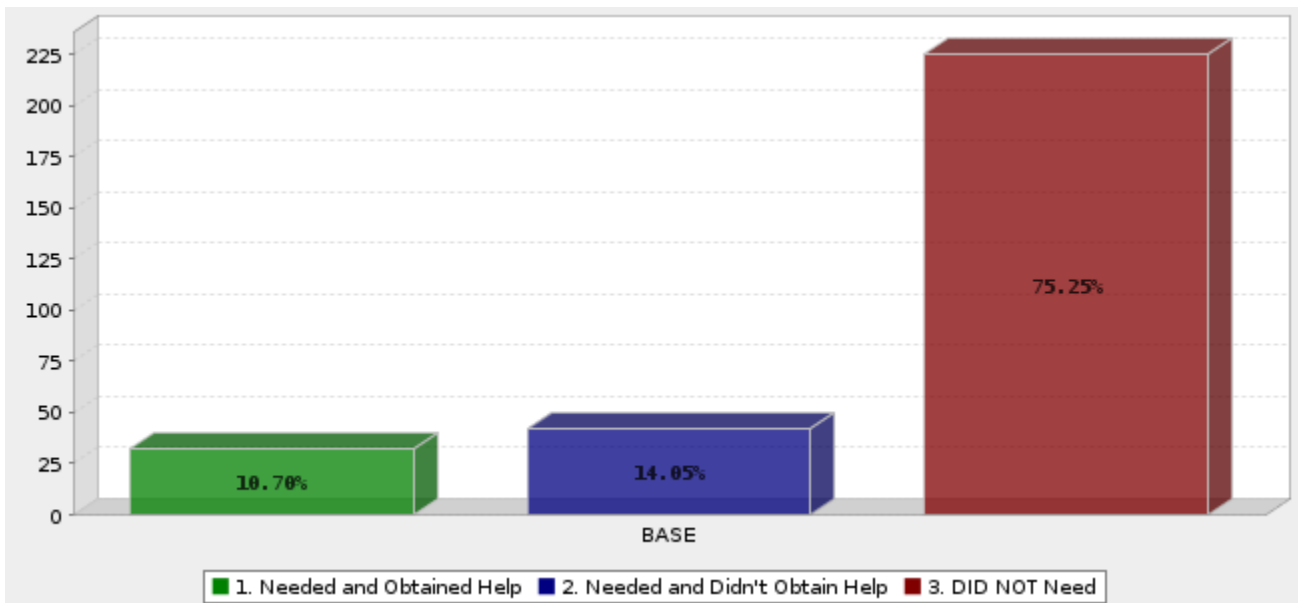
**Q32. Support services for Elders**



	Answer	Count	Percent
1.	Needed and Obtained Help	32	10.60%
2.	Needed and Didn't Obtain Help	45	14.90%
3.	DID NOT Need	225	74.50%
	Total	302	100%
Mean : <b>2.639</b>	Confidence Interval @ 95% : <b>[2.564 - 2.714]</b>	Standard Deviation : <b>0.666</b>	Standard Error : <b>0.038</b>

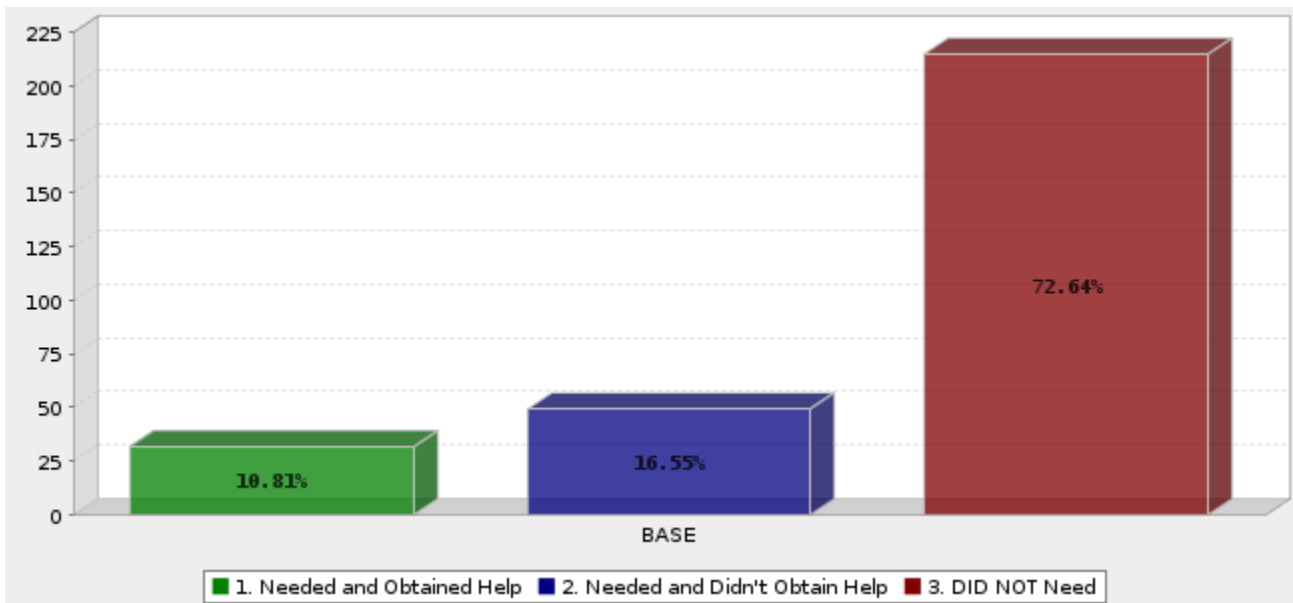


**Q32. Support services specifically for people with learning disabilities**



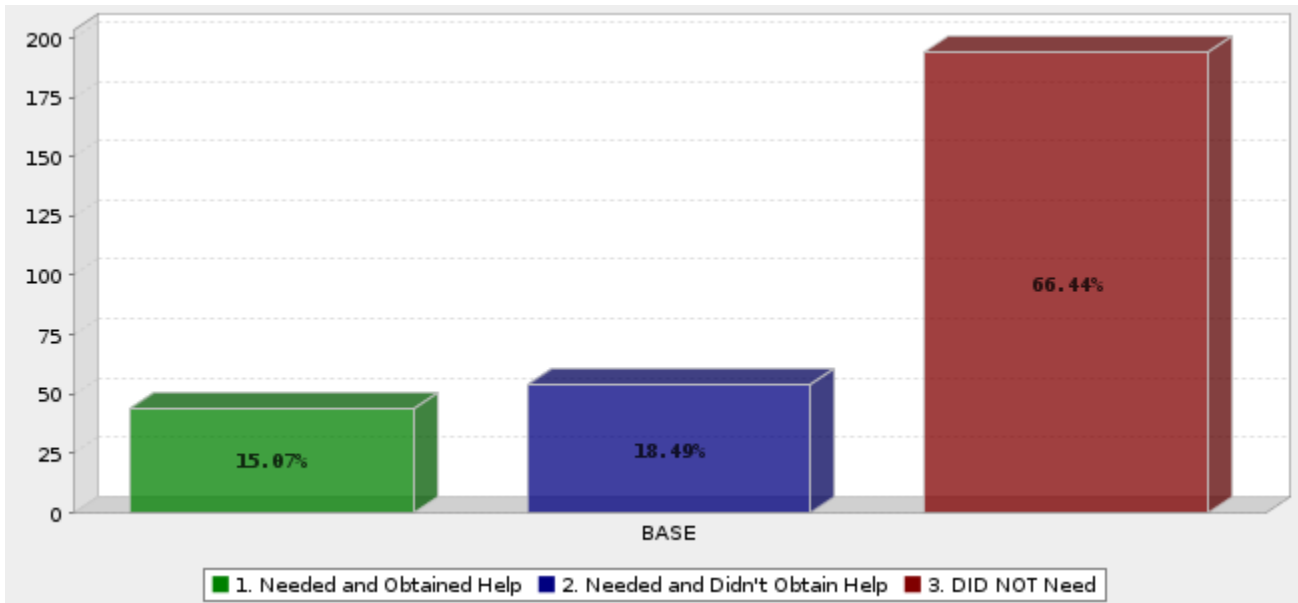
	Answer	Count	Percent
1.	Needed and Obtained Help	32	10.70%
2.	Needed and Didn't Obtain Help	42	14.05%
3.	DID NOT Need	225	75.25%
	Total	299	100%
Mean : <b>2.645</b>	Confidence Interval @ 95% : <b>[2.570 - 2.721]</b>	Standard Deviation : <b>0.667</b>	Standard Error : <b>0.039</b>

**Q32. Support services for people with disabilities**



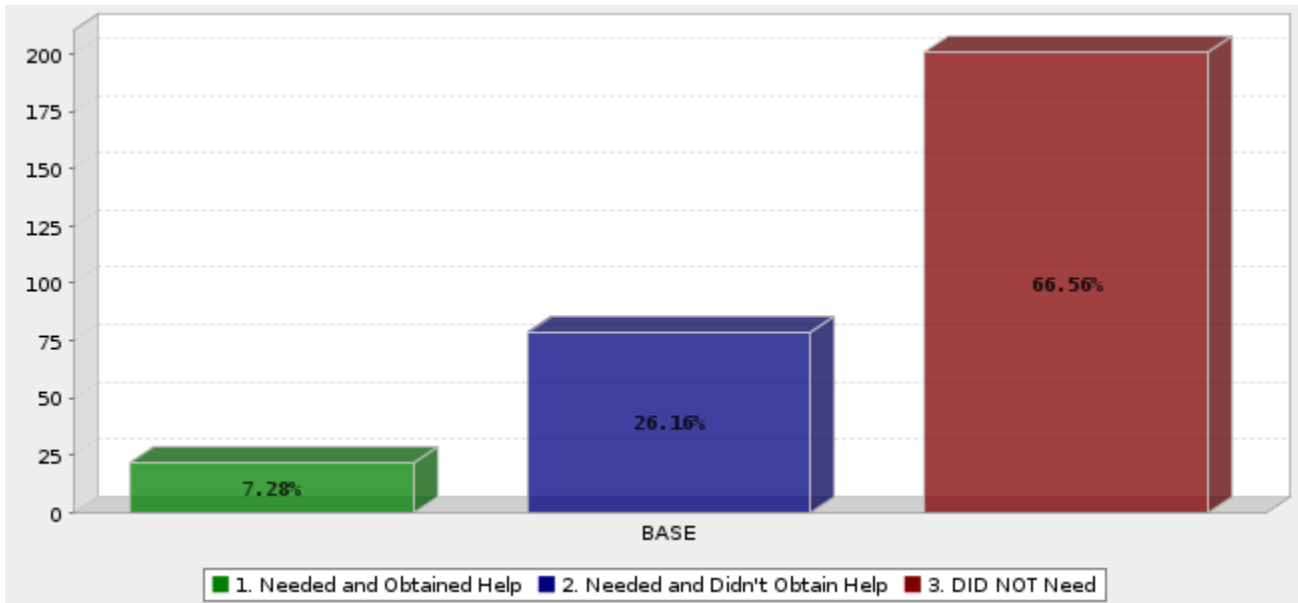
	Answer	Count	Percent
1.	Needed and Obtained Help	32	10.81%
2.	Needed and Didn't Obtain Help	49	16.55%
3.	DID NOT Need	215	72.64%
	Total	296	100%
Mean : <b>2.618</b>	Confidence Interval @ 95% : <b>[2.542 - 2.695]</b>	Standard Deviation : <b>0.674</b>	Standard Error : <b>0.039</b>

**Q32. Transportation**



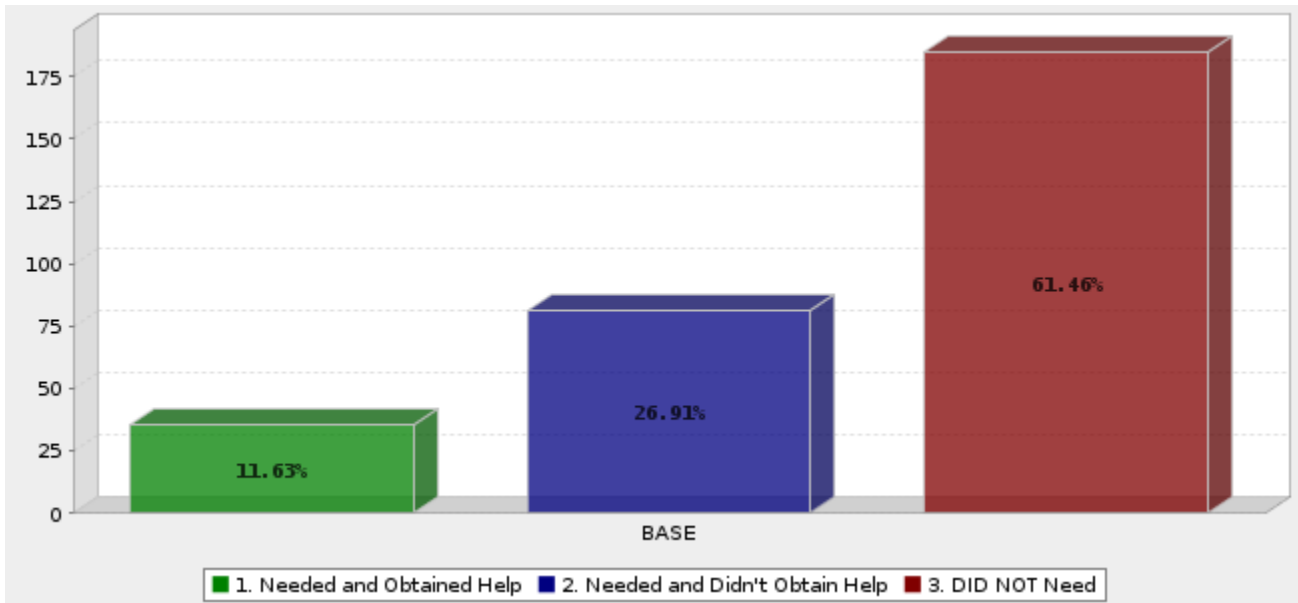
	Answer	Count	Percent
1.	Needed and Obtained Help	44	15.07%
2.	Needed and Didn't Obtain Help	54	18.49%
3.	DID NOT Need	194	66.44%
	Total	292	100%
Mean : 2.514	Confidence Interval @ 95% : [2.428 - 2.599]	Standard Deviation : 0.744	Standard Error : 0.044

**Q32. Financial counseling**



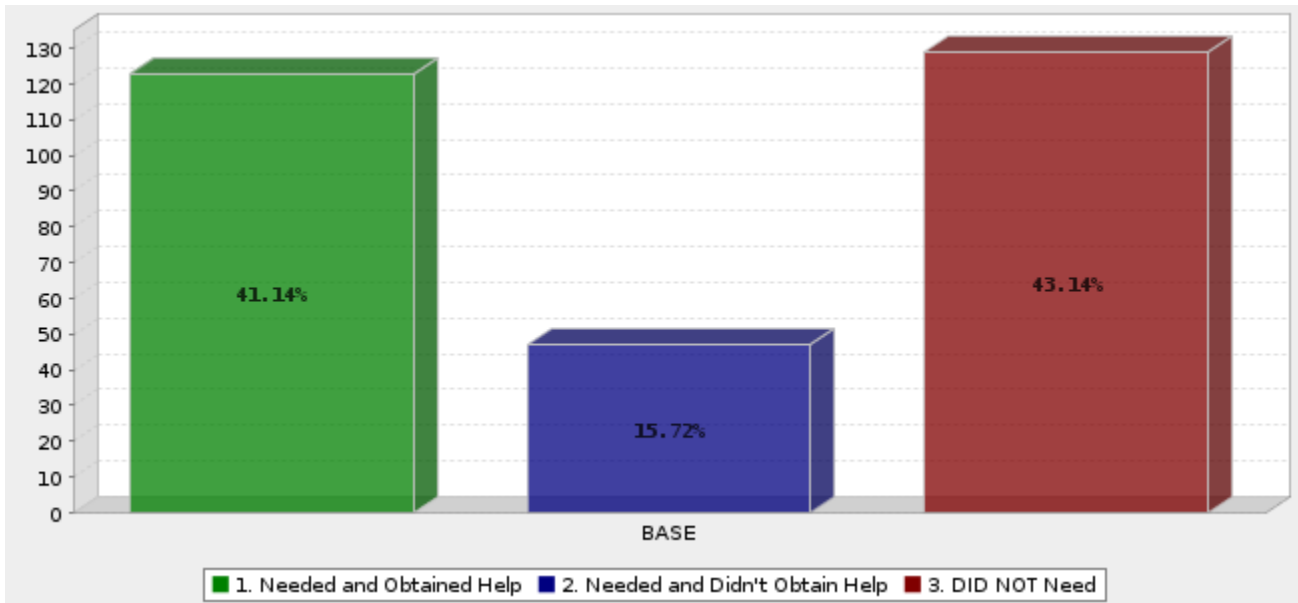
	Answer	Count	Percent
1.	Needed and Obtained Help	22	7.28%
2.	Needed and Didn't Obtain Help	79	26.16%
3.	DID NOT Need	201	66.56%
	Total	302	100%
Mean : <b>2.593</b>	Confidence Interval @ 95% : <b>[2.522 - 2.663]</b>	Standard Deviation : <b>0.623</b>	Standard Error : <b>0.036</b>

**Q32. Legal assistance**



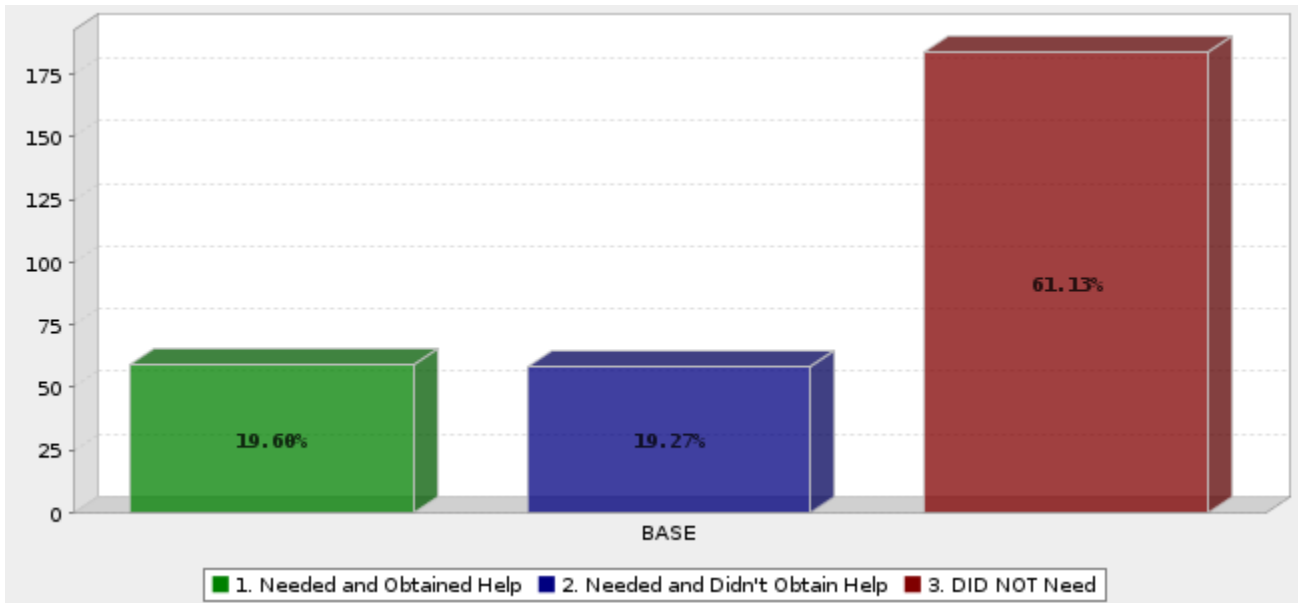
	Answer	Count	Percent
1.	Needed and Obtained Help	35	11.63%
2.	Needed and Didn't Obtain Help	81	26.91%
3.	DID NOT Need	185	61.46%
	Total	301	100%
Mean : <b>2.498</b>	Confidence Interval @ 95% : <b>[2.420 - 2.577]</b>	Standard Deviation : <b>0.696</b>	Standard Error : <b>0.040</b>

**Q32. Medical care**



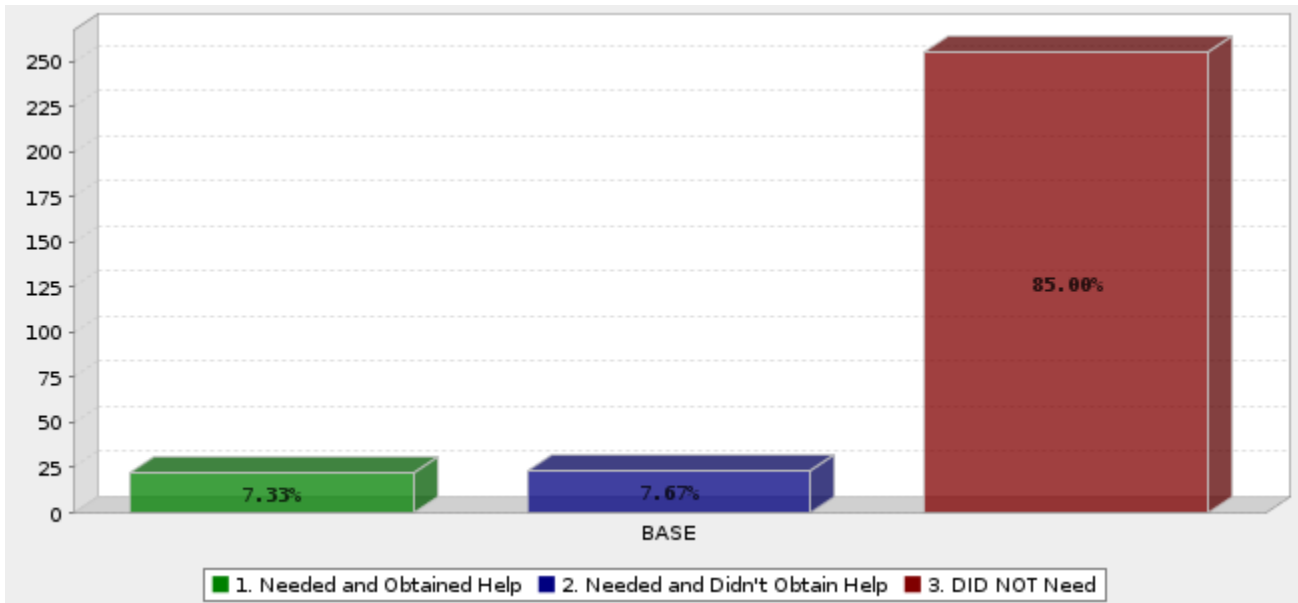
	Answer	Count	Percent
1.	Needed and Obtained Help	123	41.14%
2.	Needed and Didn't Obtain Help	47	15.72%
3.	DID NOT Need	129	43.14%
	Total	299	100%
Mean : <b>2.020</b>	Confidence Interval @ 95% : <b>[1.916 - 2.124]</b>	Standard Deviation : <b>0.919</b>	Standard Error : <b>0.053</b>

**Q32. Mental health services**



	Answer	Count	Percent
1.	Needed and Obtained Help	59	19.60%
2.	Needed and Didn't Obtain Help	58	19.27%
3.	DID NOT Need	184	61.13%
	Total	301	100%
Mean : <b>2.415</b>	Confidence Interval @ 95% : <b>[2.325 - 2.505]</b>	Standard Deviation : <b>0.798</b>	Standard Error : <b>0.046</b>

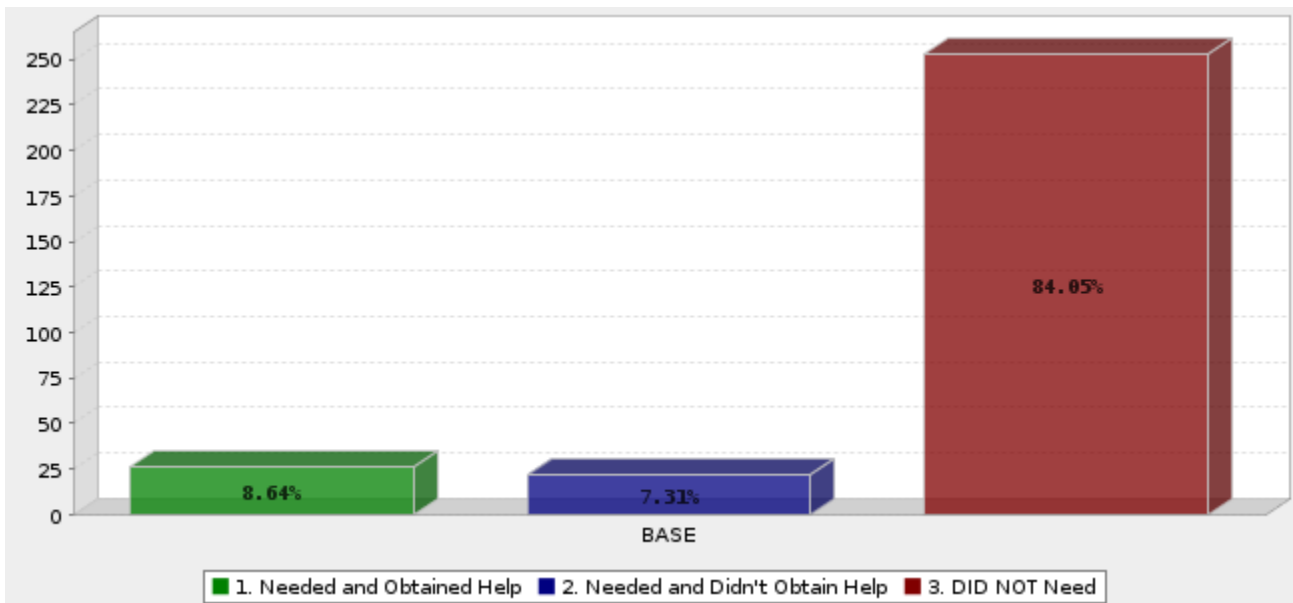
**Q32. Drug/alcohol detox/treatment**



	Answer	Count	Percent
1.	Needed and Obtained Help	22	7.33%
2.	Needed and Didn't Obtain Help	23	7.67%
3.	DID NOT Need	255	85.00%
	Total	300	100%
Mean : <b>2.777</b>	Confidence Interval @ 95% : <b>[2.713 - 2.841]</b>	Standard Deviation : <b>0.567</b>	Standard Error : <b>0.033</b>

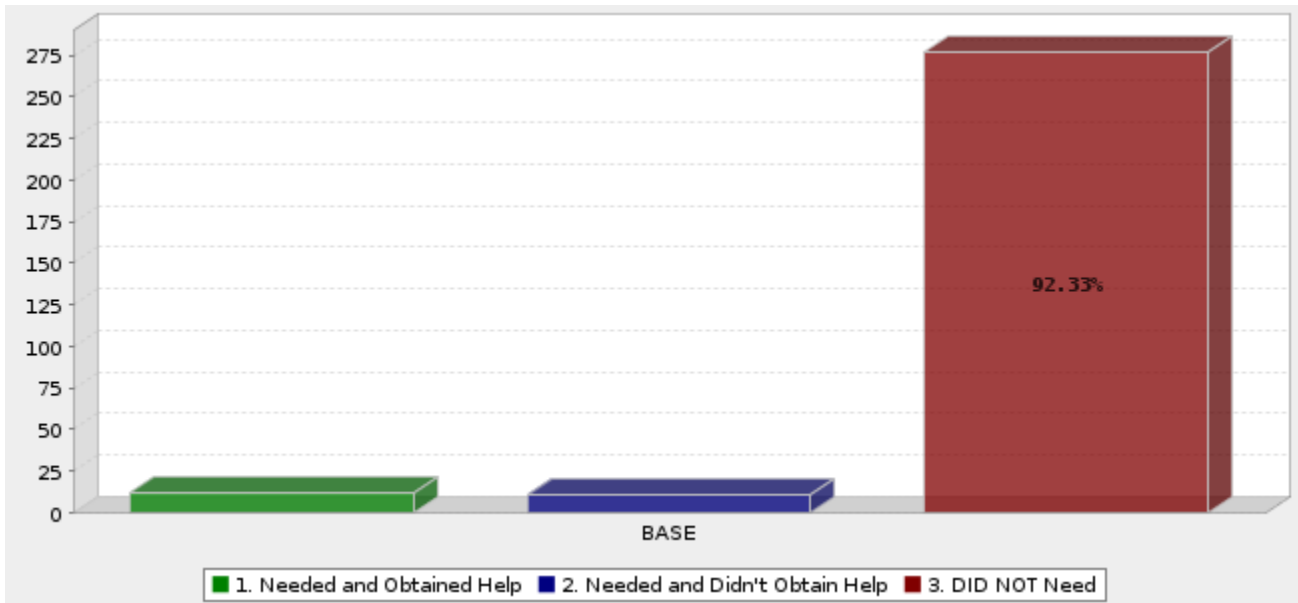


**Q32. Drug/Alcohol abuse counseling**



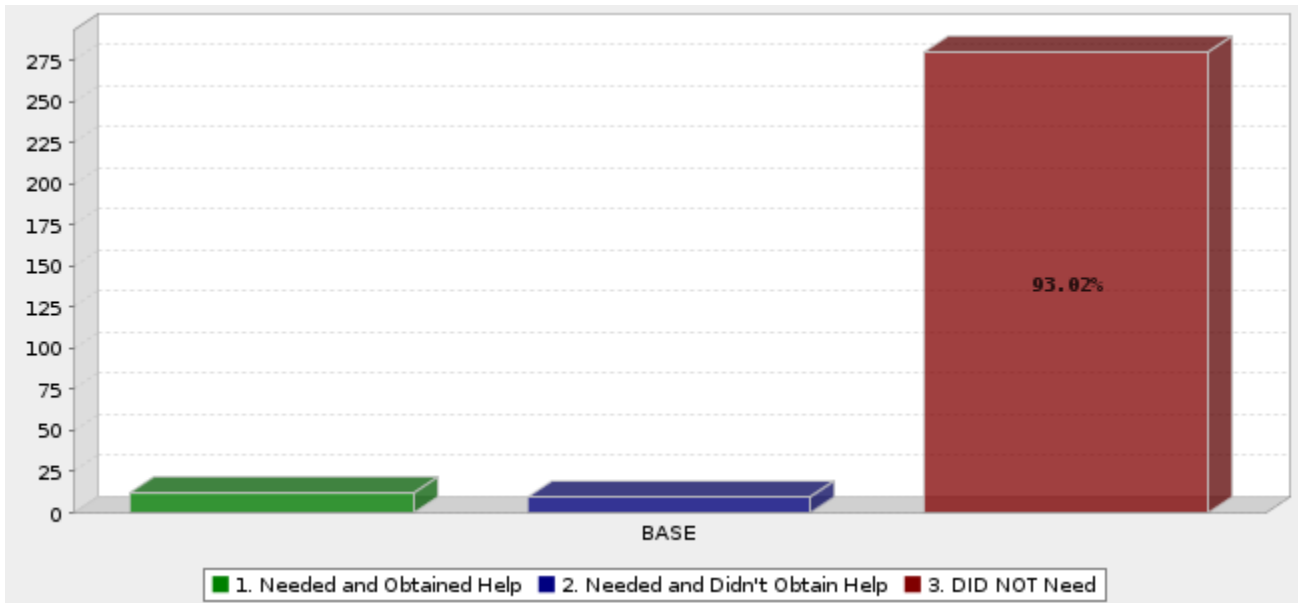
	Answer	Count	Percent
1.	Needed and Obtained Help	26	8.64%
2.	Needed and Didn't Obtain Help	22	7.31%
3.	DID NOT Need	253	84.05%
	Total	301	100%
Mean : 2.754	Confidence Interval @ 95% : [2.686 - 2.822]	Standard Deviation : 0.599	Standard Error : 0.035

**Q32. Protection from Elder abuse**



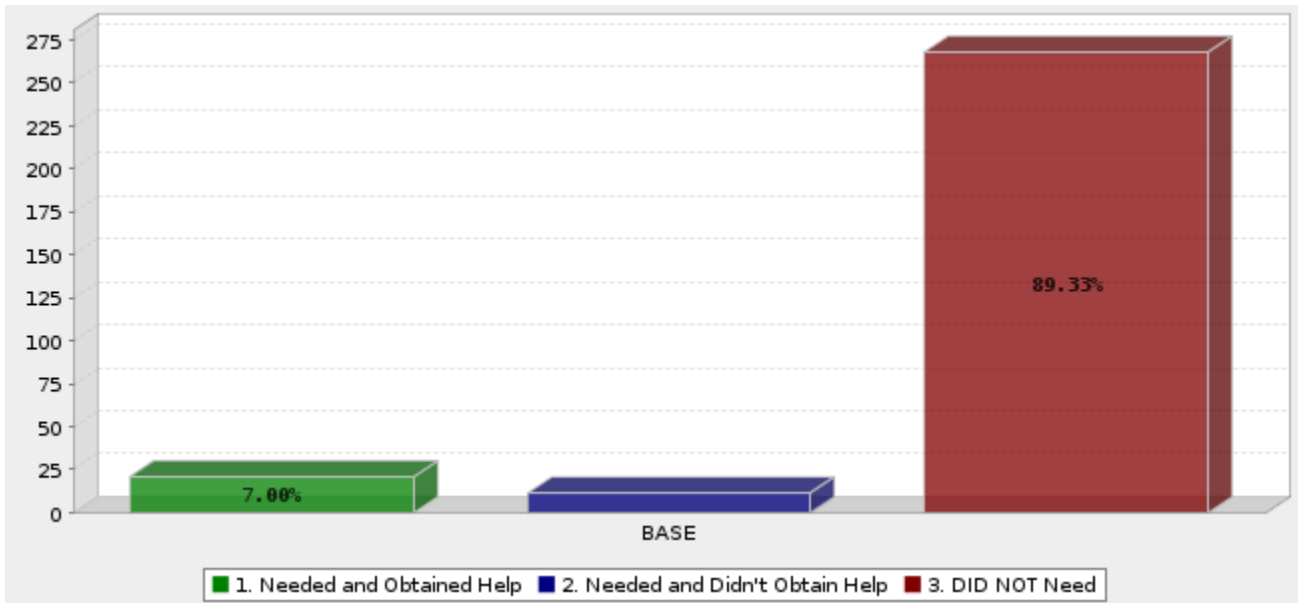
	Answer	Count	Percent
1.	Needed and Obtained Help	12	4.00%
2.	Needed and Didn't Obtain Help	11	3.67%
3.	DID NOT Need	277	92.33%
	Total	300	100%
Mean : <b>2.883</b>	Confidence Interval @ 95% : <b>[2.835 - 2.932]</b>	Standard Deviation : <b>0.429</b>	Standard Error : <b>0.025</b>

**Q32. Protection from child abuse**



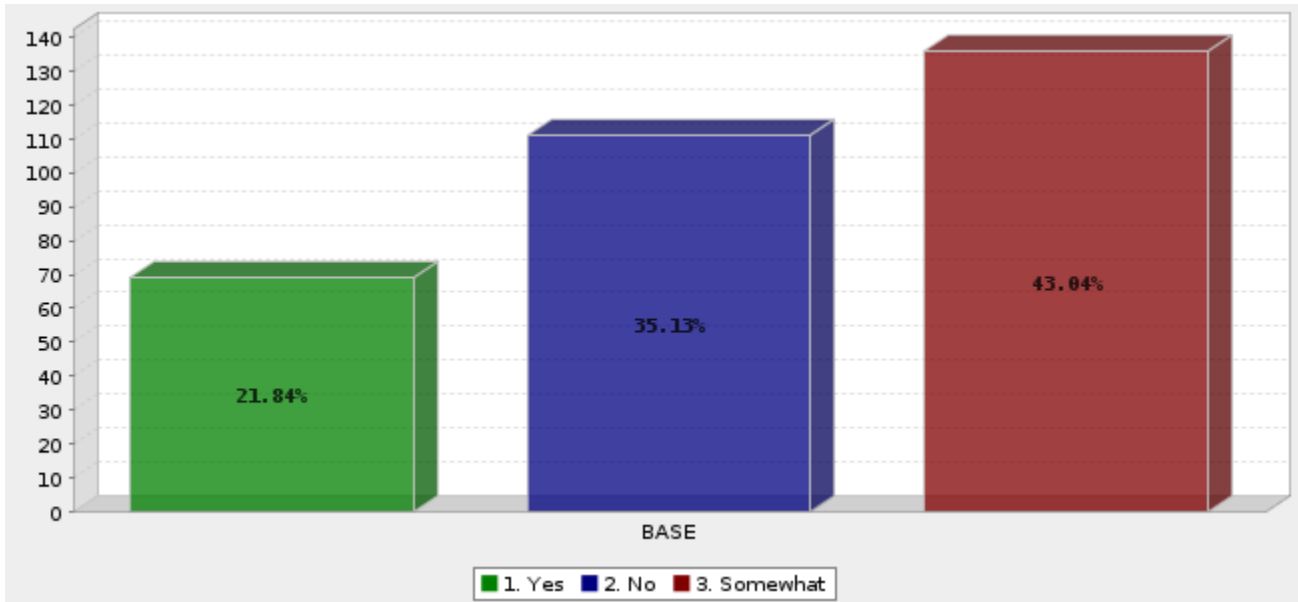
	Answer	Count	Percent
1.	Needed and Obtained Help	12	3.99%
2.	Needed and Didn't Obtain Help	9	2.99%
3.	DID NOT Need	280	93.02%
	Total	301	100%
Mean : <b>2.890</b>	Confidence Interval @ 95% : <b>[2.843 - 2.938]</b>	Standard Deviation : <b>0.422</b>	Standard Error : <b>0.024</b>

**Q32. Protection from spousal abuse**



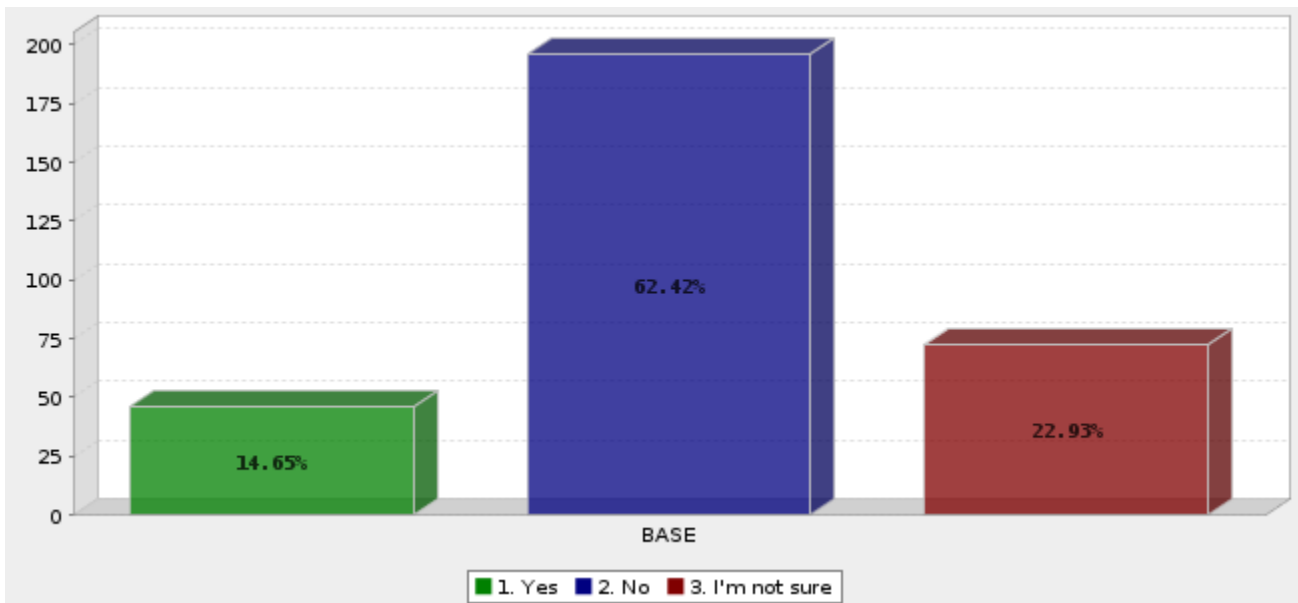
	Answer	Count	Percent
1.	Needed and Obtained Help	21	7.00%
2.	Needed and Didn't Obtain Help	11	3.67%
3.	DID NOT Need	268	89.33%
	Total	300	100%
Mean : <b>2.823</b>	Confidence Interval @ 95% : <b>[2.763 - 2.884]</b>	Standard Deviation : <b>0.535</b>	Standard Error : <b>0.031</b>

**Q33. Is your household able to cover its bills with enough money left over to spend on things you would like, such as entertainment?**



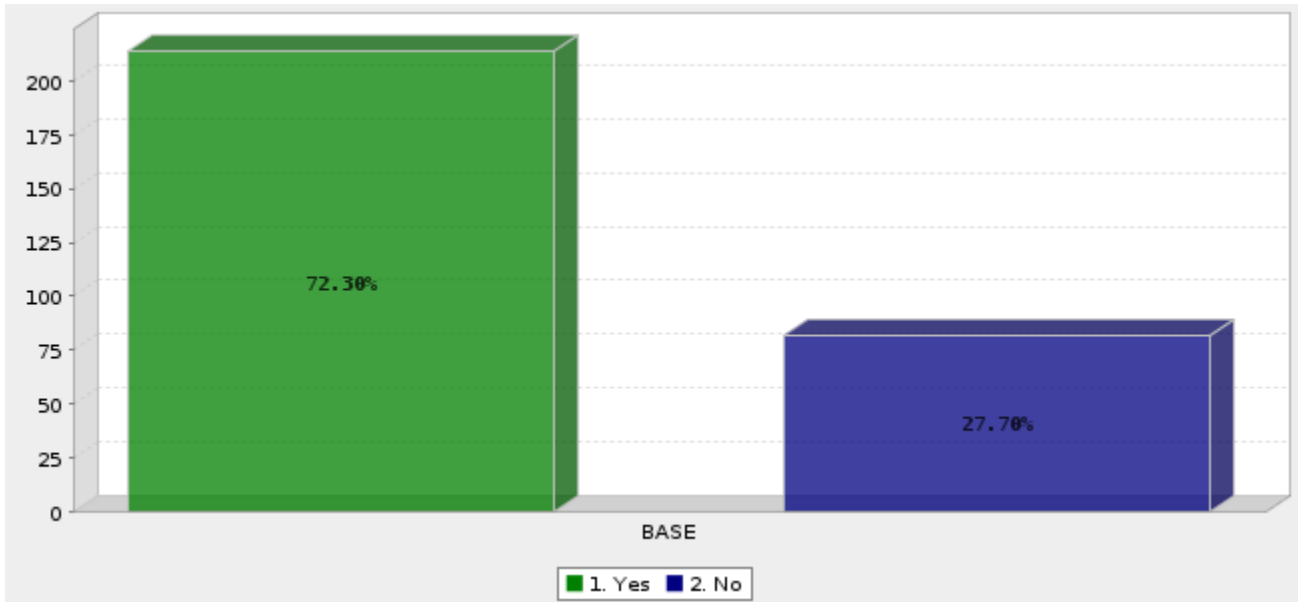
	Answer	Count	Percent
1.	Yes	69	21.84%
2.	No	111	35.13%
3.	Somewhat	136	43.04%
	Total	316	100%
Mean : <b>2.212</b>	Confidence Interval @ 95% : <b>[2.126 - 2.298]</b>	Standard Deviation : <b>0.778</b>	Standard Error : <b>0.044</b>

**Q34. Would you be able to cover your bills if you had an unexpected large expense like a car or home repair?**



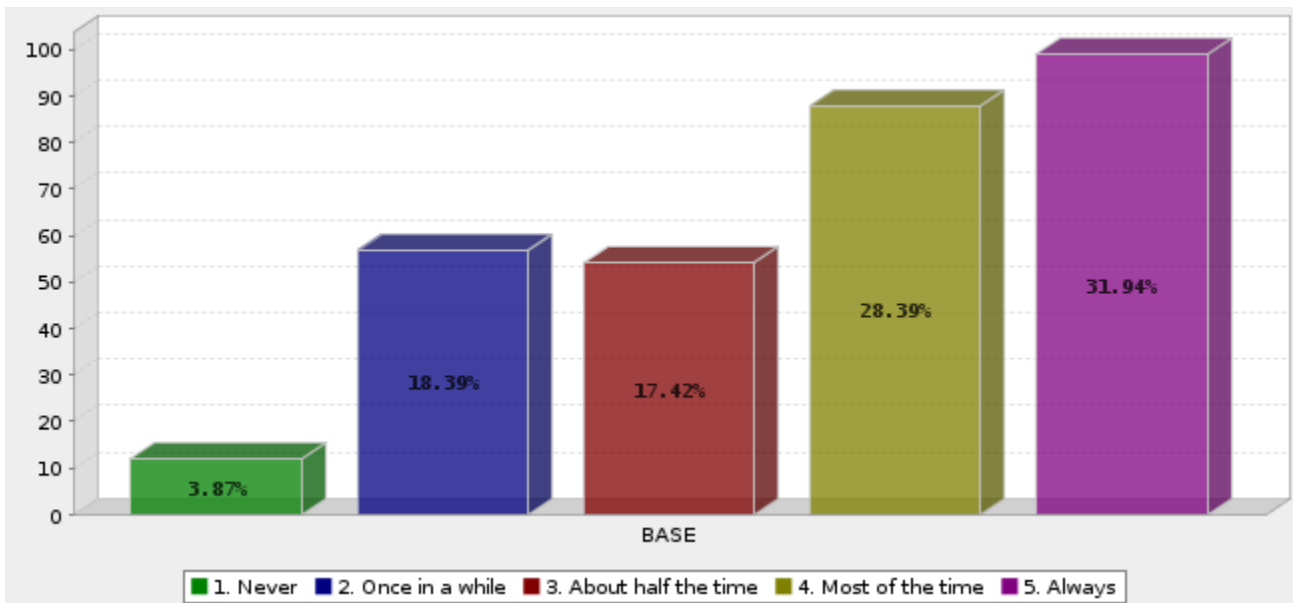
	Answer	Count	Percent
1.	Yes	46	14.65%
2.	No	196	62.42%
3.	I'm not sure	72	22.93%
	Total	314	100%
Mean : <b>2.083</b>	Confidence Interval @ 95% : <b>[2.016 - 2.150]</b>	Standard Deviation : <b>0.608</b>	Standard Error : <b>0.034</b>

**Q35. Do you currently live in/nearby the town where you were raised for most of your childhood? Most of your childhood just means 9 years or more.**



	Answer	Count	Percent
1.	Yes	214	72.30%
2.	No	82	27.70%
	Total	296	100%
Mean : <b>1.277</b>	Confidence Interval @ 95% : <b>[1.226 - 1.328]</b>	Standard Deviation : <b>0.448</b>	Standard Error : <b>0.026</b>

**Q36. Do you think about the future of your community?**

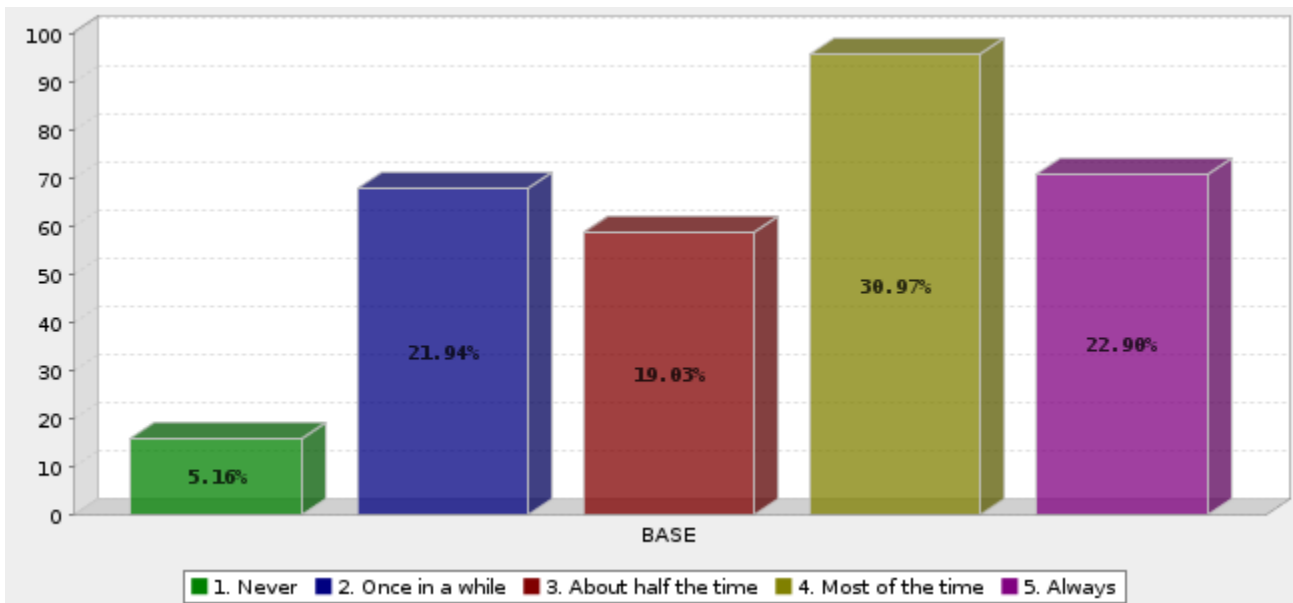


	Answer	Count	Percent
1.	Never	12	3.87%
2.	Once in a while	57	18.39%
3.	About half the time	54	17.42%
4.	Most of the time	88	28.39%
5.	Always	99	31.94%
	Total	310	100%

Mean : <b>3.661</b>	Confidence Interval @ 95% : <b>[3.526 - 3.796]</b>	Standard Deviation : <b>1.211</b>	Standard Error : <b>0.069</b>
---------------------	--	-----------------------------------	-------------------------------



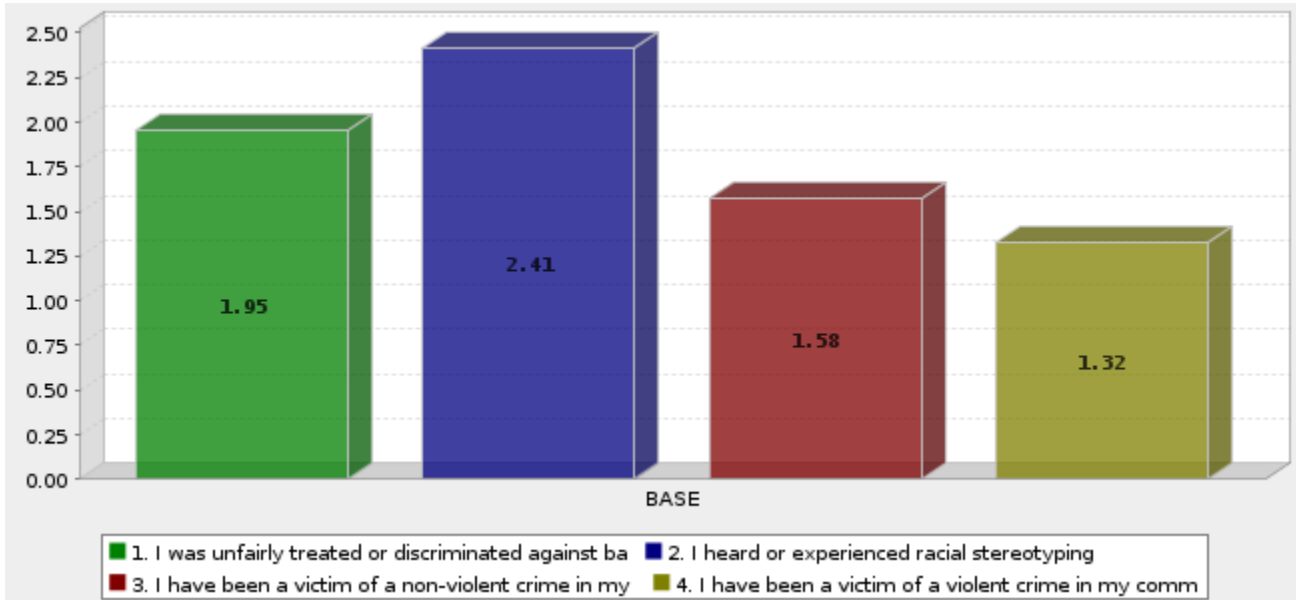
**Q37. Do you think about the future of the country as a whole?**



	Answer	Count	Percent
1.	Never	16	5.16%
2.	Once in a while	68	21.94%
3.	About half the time	59	19.03%
4.	Most of the time	96	30.97%
5.	Always	71	22.90%
	Total	310	100%

Mean : <b>3.445</b>	Confidence Interval @ 95% : <b>[3.311 - 3.580]</b>	Standard Deviation : <b>1.208</b>	Standard Error : <b>0.069</b>
---------------------	--	-----------------------------------	-------------------------------

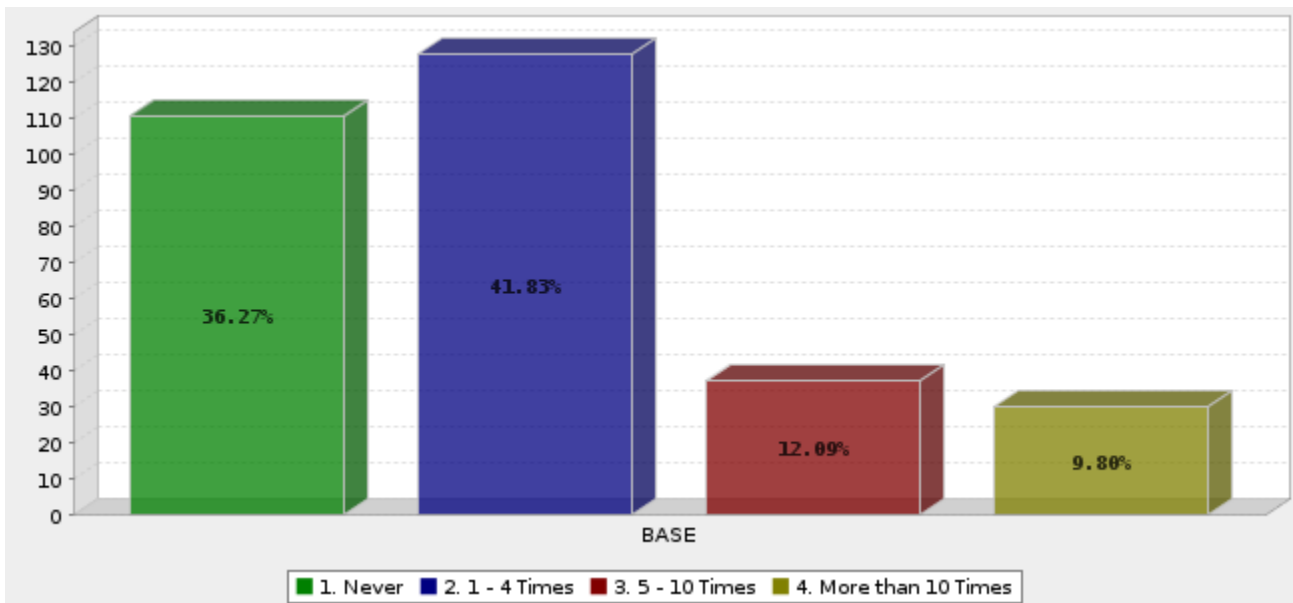
**Q38. How frequently have these things happened to you in the last year?**



**Q38. Overall Matrix Scorecard : How frequently have these things happened to you in the last year?**

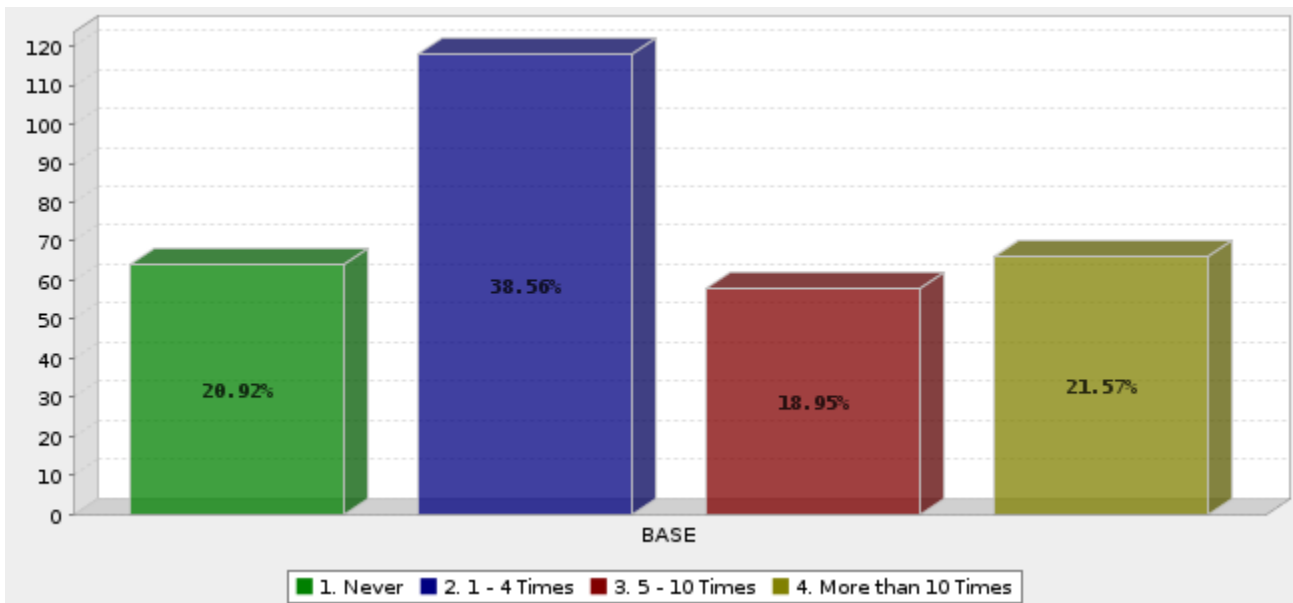
Question	Count	Score
1. I was unfairly treated or discriminated against based on my race	306	1.954
2. I heard or experienced racial stereotyping	306	2.412
3. I have been a victim of a non-violent crime in my community	306	1.575
4. I have been a victim of a violent crime in my community	305	1.325
<b>Average</b>		<b>1.816</b>

**Q38. I was unfairly treated or discriminated against based on my race**



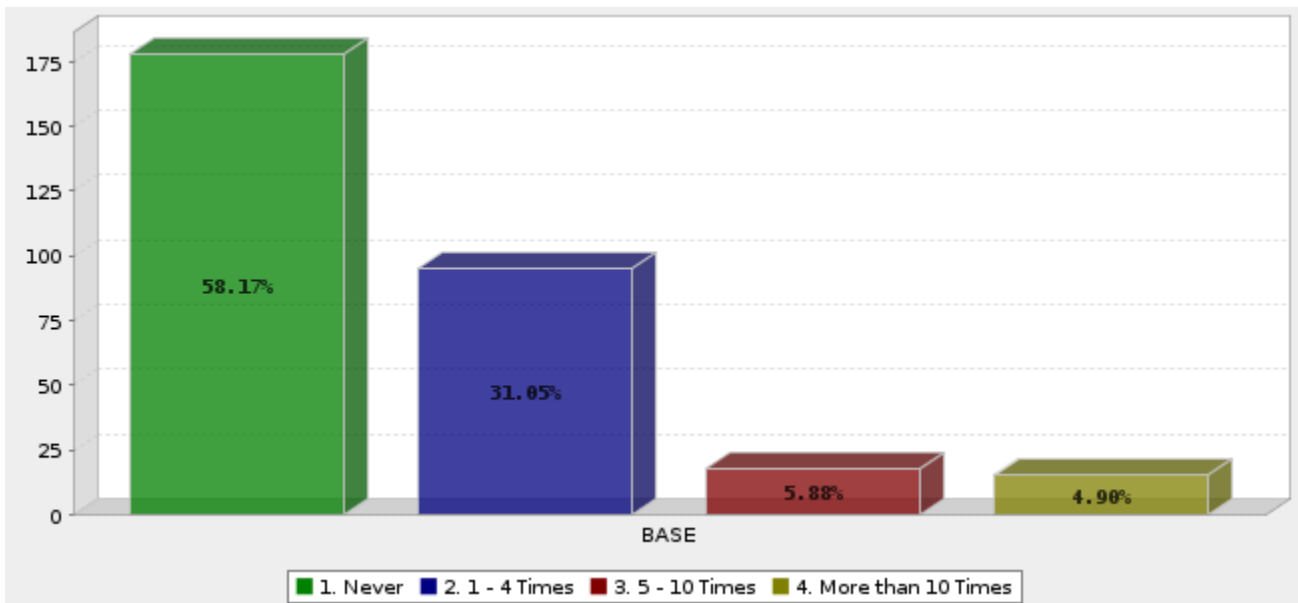
	Answer	Count	Percent
1.	Never	111	36.27%
2.	1 - 4 Times	128	41.83%
3.	5 - 10 Times	37	12.09%
4.	More than 10 Times	30	9.80%
	Total	306	100%
Mean : 1.954	Confidence Interval @ 95% : [1.849 - 2.059]	Standard Deviation : 0.936	Standard Error : 0.054

**Q38. I heard or experienced racial stereotyping**



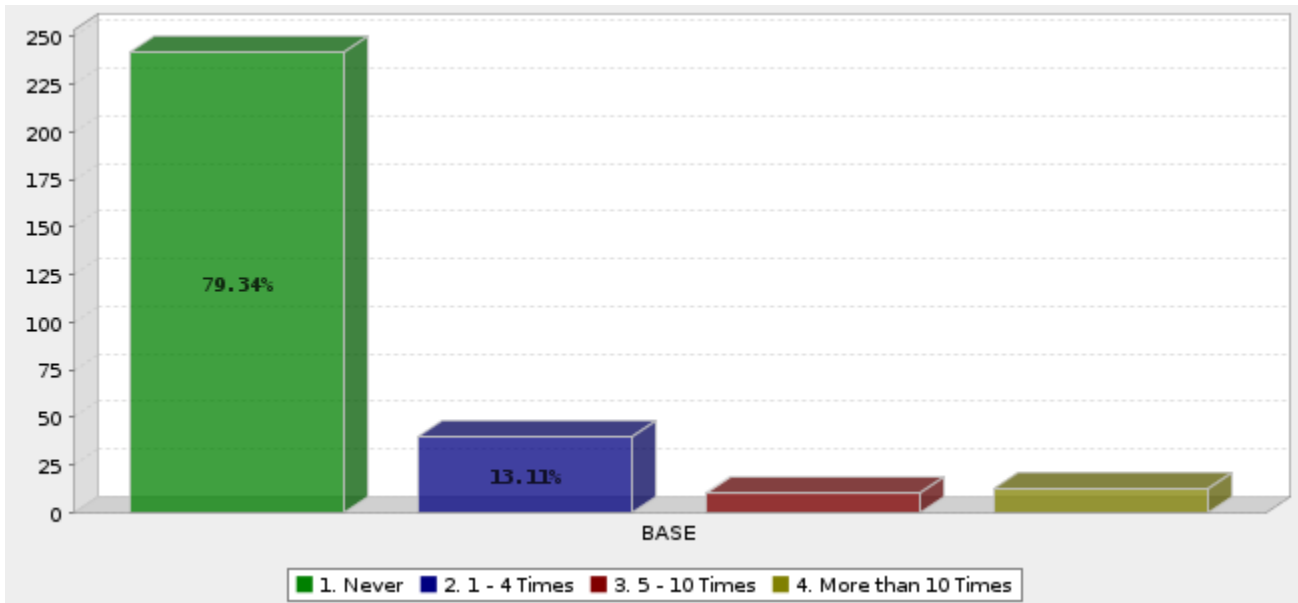
	Answer	Count	Percent
1.	Never	64	20.92%
2.	1 - 4 Times	118	38.56%
3.	5 - 10 Times	58	18.95%
4.	More than 10 Times	66	21.57%
	Total	306	100%
Mean : <b>2.412</b>	Confidence Interval @ 95% : <b>[2.294 - 2.529]</b>	Standard Deviation : <b>1.047</b>	Standard Error : <b>0.060</b>

**Q38. I have been a victim of a non-violent crime in my community**



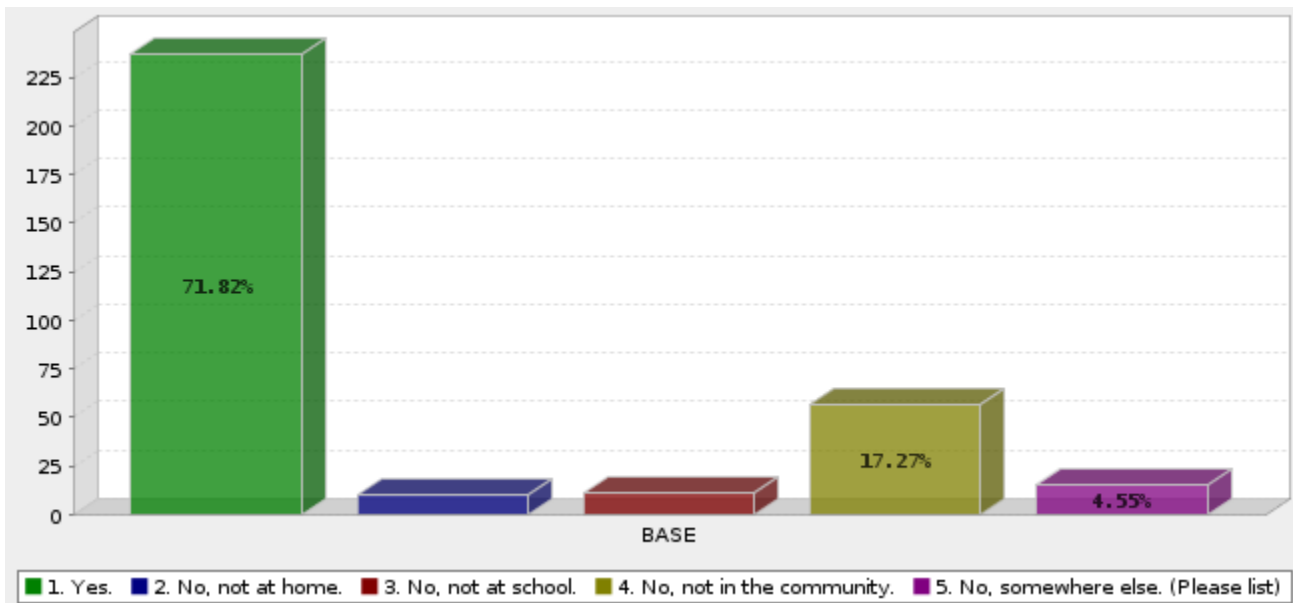
	Answer	Count	Percent
1.	Never	178	58.17%
2.	1 - 4 Times	95	31.05%
3.	5 - 10 Times	18	5.88%
4.	More than 10 Times	15	4.90%
	Total	306	100%
Mean : 1.575	Confidence Interval @ 95% : [1.484 - 1.666]	Standard Deviation : 0.811	Standard Error : 0.046

**Q38. I have been a victim of a violent crime in my community**



	Answer	Count	Percent
1.	Never	242	79.34%
2.	1 - 4 Times	40	13.11%
3.	5 - 10 Times	10	3.28%
4.	More than 10 Times	13	4.26%
	Total	305	100%
Mean : 1.325	Confidence Interval @ 95% : [1.242 - 1.407]	Standard Deviation : 0.736	Standard Error : 0.042

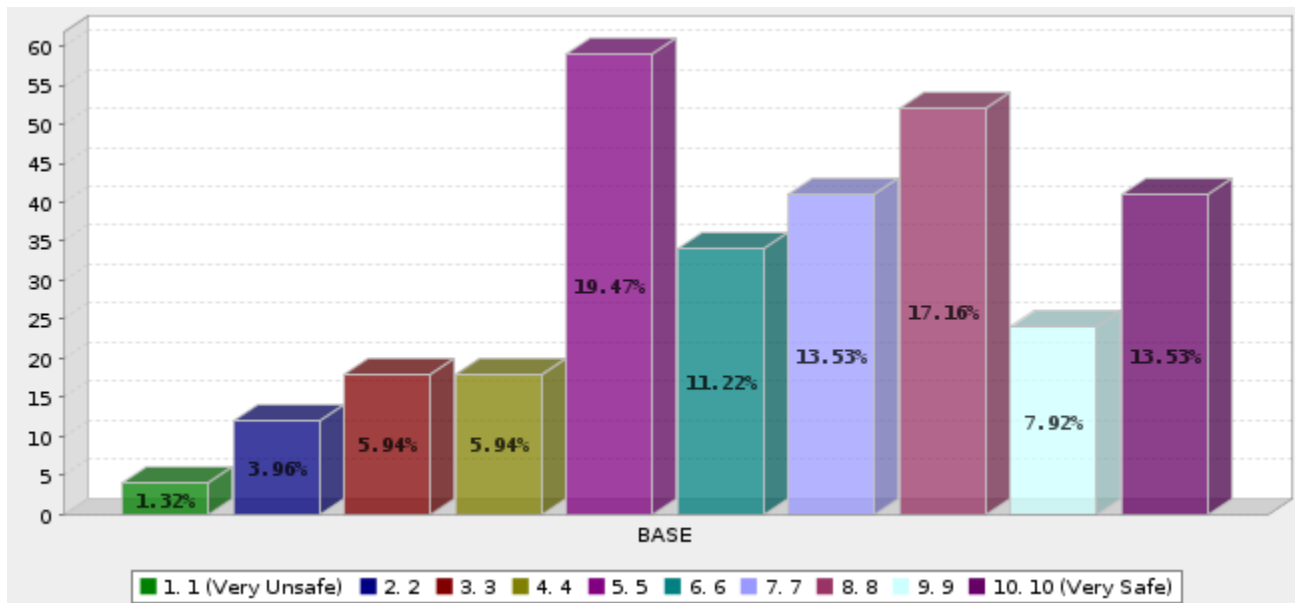
**Q39. Do you feel safe day-to-day? Mark all that apply.**



	Answer	Count	Percent
1.	Yes.	237	71.82%
2.	No, not at home.	10	3.03%
3.	No, not at school.	11	3.33%
4.	No, not in the community.	57	17.27%
5.	No, somewhere else. (Please list)	15	4.55%
	Total	330	100%

Mean : <b>1.797</b>	Confidence Interval @ 95% : <b>[1.652 - 1.942]</b>	Standard Deviation : <b>1.348</b>	Standard Error : <b>0.074</b>
---------------------	--	-----------------------------------	-------------------------------

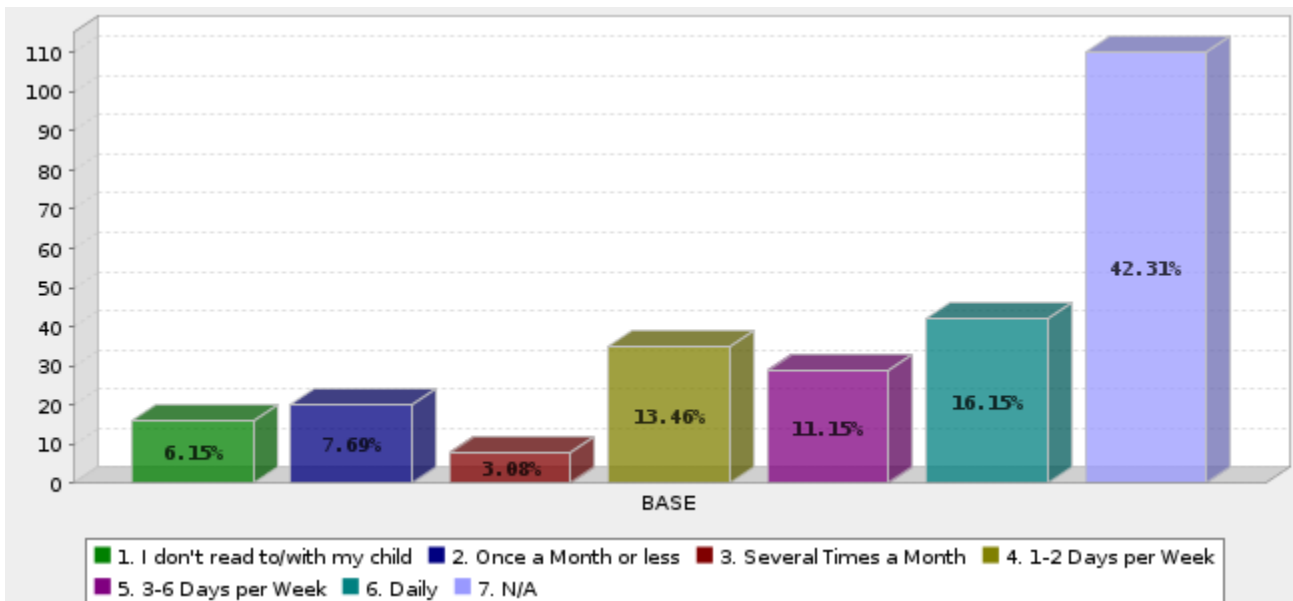
**Q40. On a scale of 1 to 10, how safe do you feel in your community? 1 is Very Unsafe and 10 is Very Safe.**



	Answer	Count	Percent
1.	1 (Very Unsafe)	4	1.32%
2.	2	12	3.96%
3.	3	18	5.94%
4.	4	18	5.94%
5.	5	59	19.47%
6.	6	34	11.22%
7.	7	41	13.53%
8.	8	52	17.16%
9.	9	24	7.92%
10.	10 (Very Safe)	41	13.53%
	Total	303	100%
Mean : 6.541	Confidence Interval @ 95% : [6.281 - 6.802]	Standard Deviation : 2.314	Standard Error : 0.133

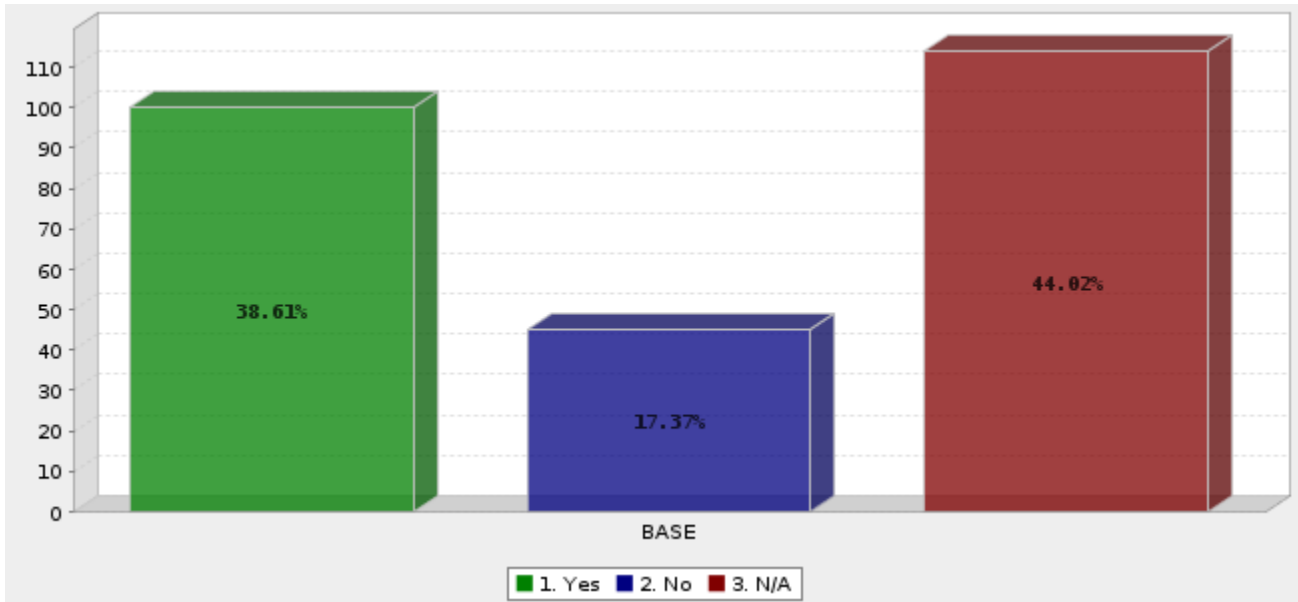


**Q41. If you are a parent/guardian of a young child, how often are you able to read to/with your child?**



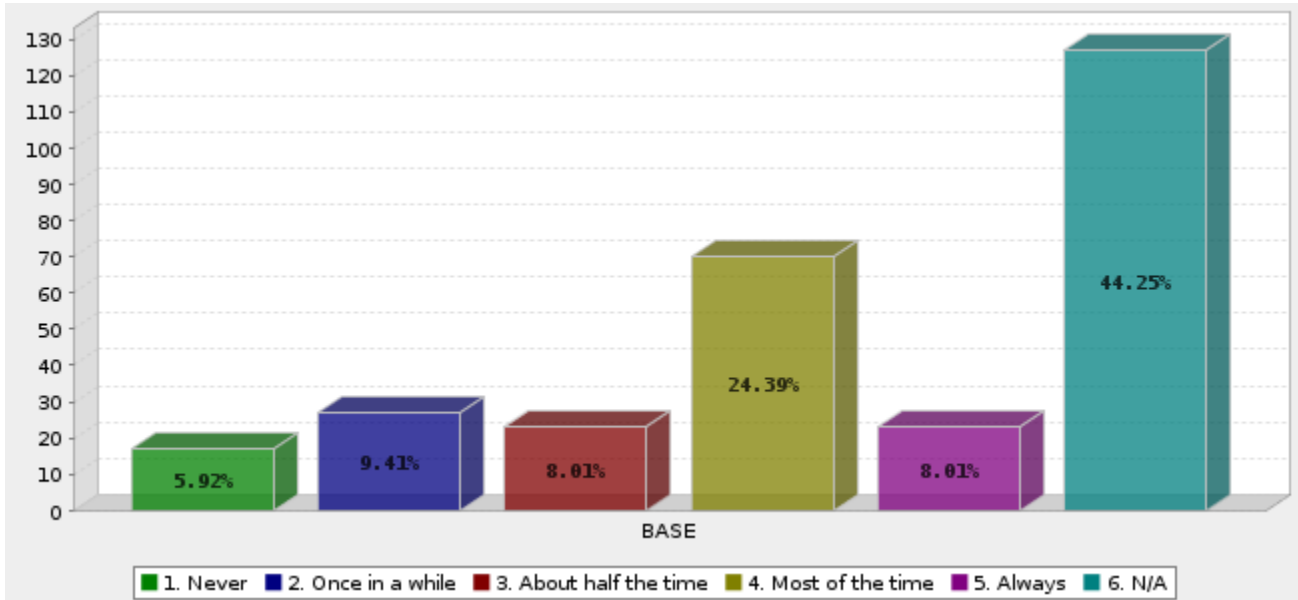
	Answer	Count	Percent
1.	I don't read to/with my child	16	6.15%
2.	Once a Month or less	20	7.69%
3.	Several Times a Month	8	3.08%
4.	1-2 Days per Week	35	13.46%
5.	3-6 Days per Week	29	11.15%
6.	Daily	42	16.15%
7.	N/A	110	42.31%
	Total	260	100%
Mean : 5.335	Confidence Interval @ 95% : [5.101 - 5.568]	Standard Deviation : 1.921	Standard Error : 0.119

**Q42. If you are a parent/guardian of a school-age child, are you able to help your child with homework as much as you would like?**



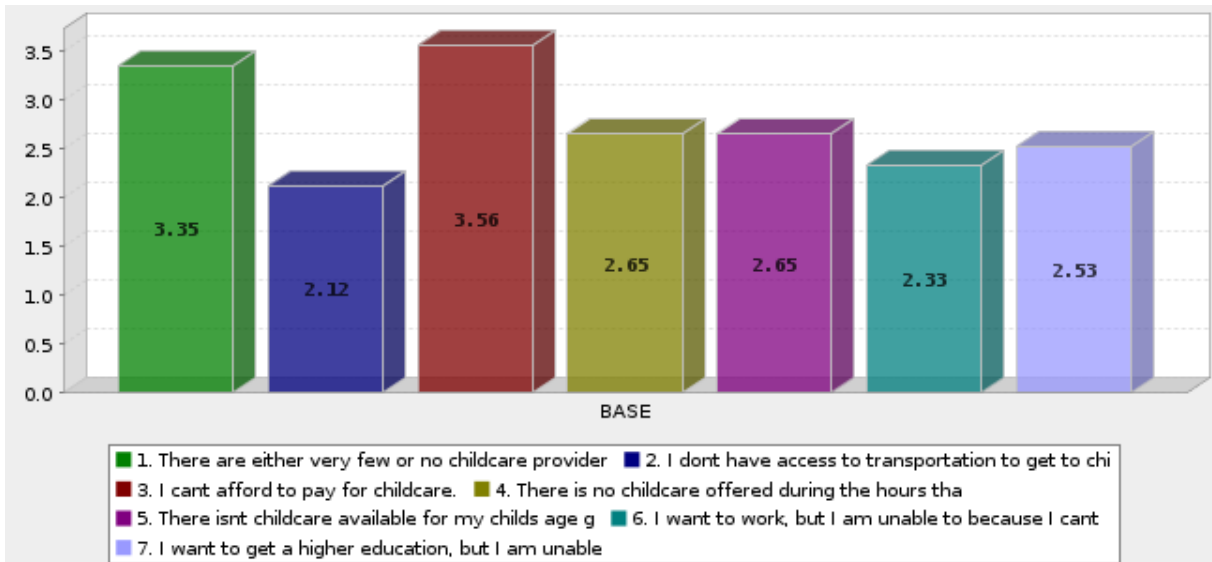
	Answer	Count	Percent
1.	Yes	100	38.61%
2.	No	45	17.37%
3.	N/A	114	44.02%
	Total	259	100%
Mean : <b>2.054</b>	Confidence Interval @ 95% : <b>[1.943 - 2.165]</b>	Standard Deviation : <b>0.909</b>	Standard Error : <b>0.056</b>

**Q43. Are you able to obtain child care when you need it? This includes help from family members or friends.**



	Answer	Count	Percent
1.	Never	17	5.92%
2.	Once in a while	27	9.41%
3.	About half the time	23	8.01%
4.	Most of the time	70	24.39%
5.	Always	23	8.01%
6.	N/A	127	44.25%
	Total	287	100%
Mean : 4.519	Confidence Interval @ 95% : [4.333 - 4.705]	Standard Deviation : 1.606	Standard Error : 0.095

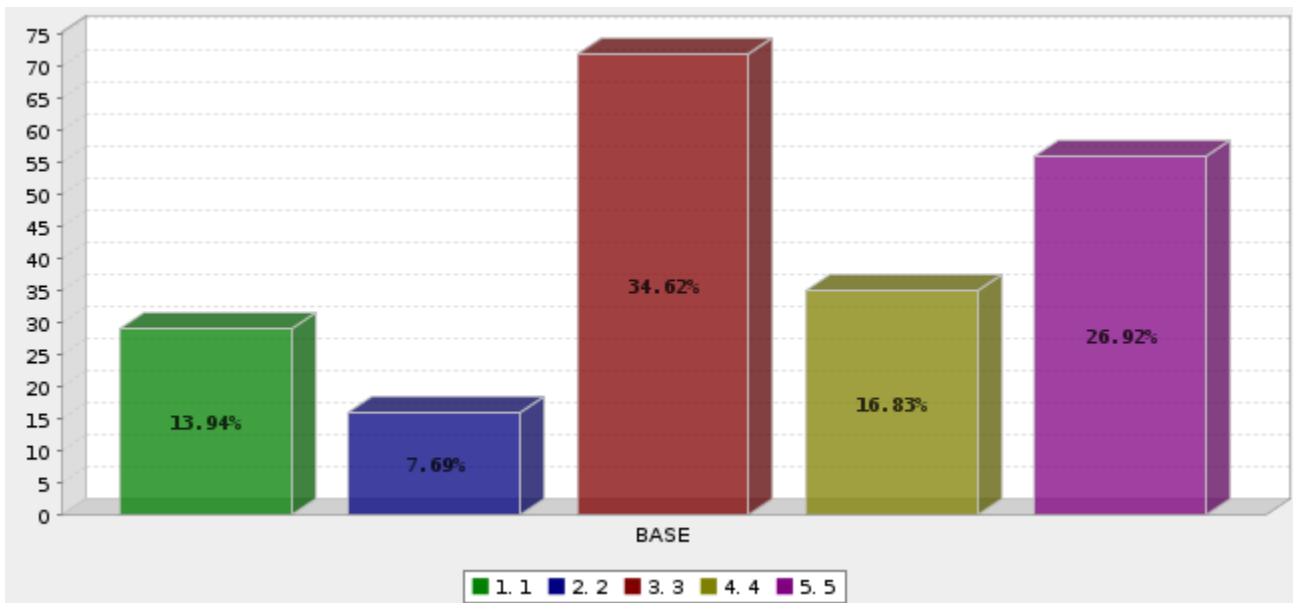
**Q44. On a scale of 1 to 5, please select how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.**



**Q44. Overall Matrix Scorecard :** On a scale of 1 to 5, please select how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.

	Question	Count	Score
1.	There are either very few or no childcare providers in my area.	208	3.351
2.	I don't have access to transportation to get to childcare providers.	199	2.121
3.	I can't afford to pay for childcare.	199	3.563
4.	There is no childcare offered during the hours that I need it.	195	2.646
5.	There isn't childcare available for my child's age group.	198	2.646
6.	I want to work, but I am unable to because I can't get childcare.	195	2.333
7.	I want to get a higher education, but I am unable to because I can't get childcare.	195	2.528
Average			<b>2.741</b>

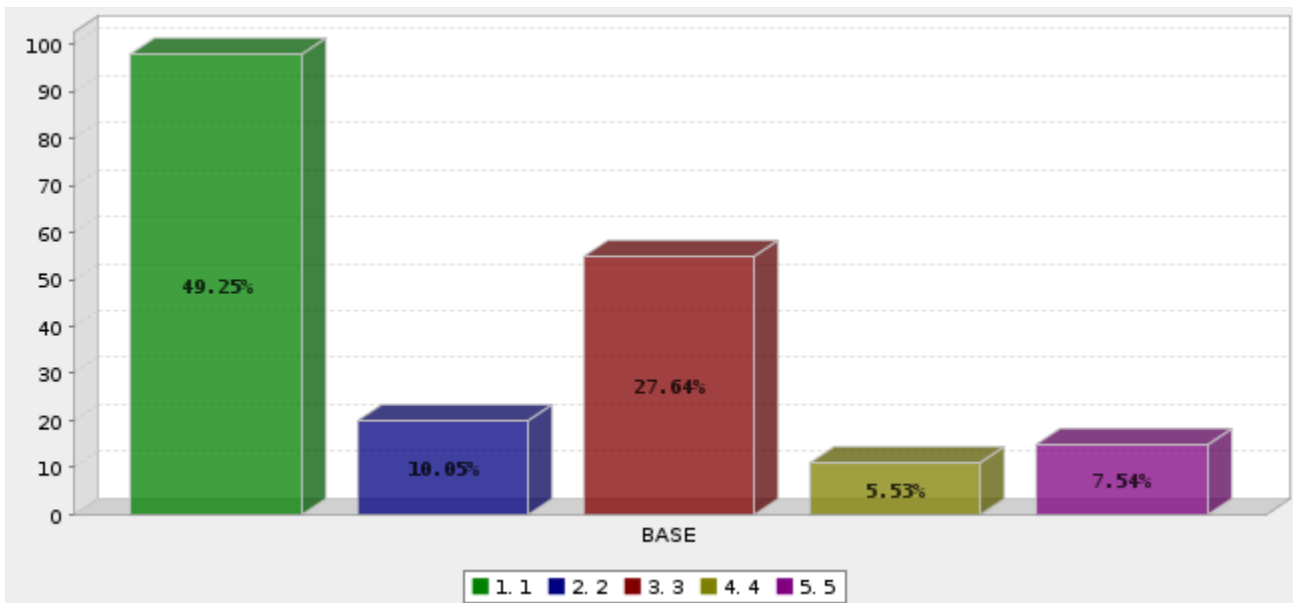
**Q44. There are either very few or no childcare providers in my area.**



	Answer	Count	Percent
1.	Strongly Disagree	29	13.94%
2.	Disagree	16	7.69%
3.	Neutral	72	34.62%
4.	Agree	35	16.83%
5.	Strongly Agree	56	26.92%
	Total	208	100%

Mean : <b>3.351</b>	Confidence Interval @ 95% : <b>[3.170 - 3.532]</b>	Standard Deviation : <b>1.329</b>	Standard Error : <b>0.092</b>
---------------------	---	--------------------------------------	----------------------------------

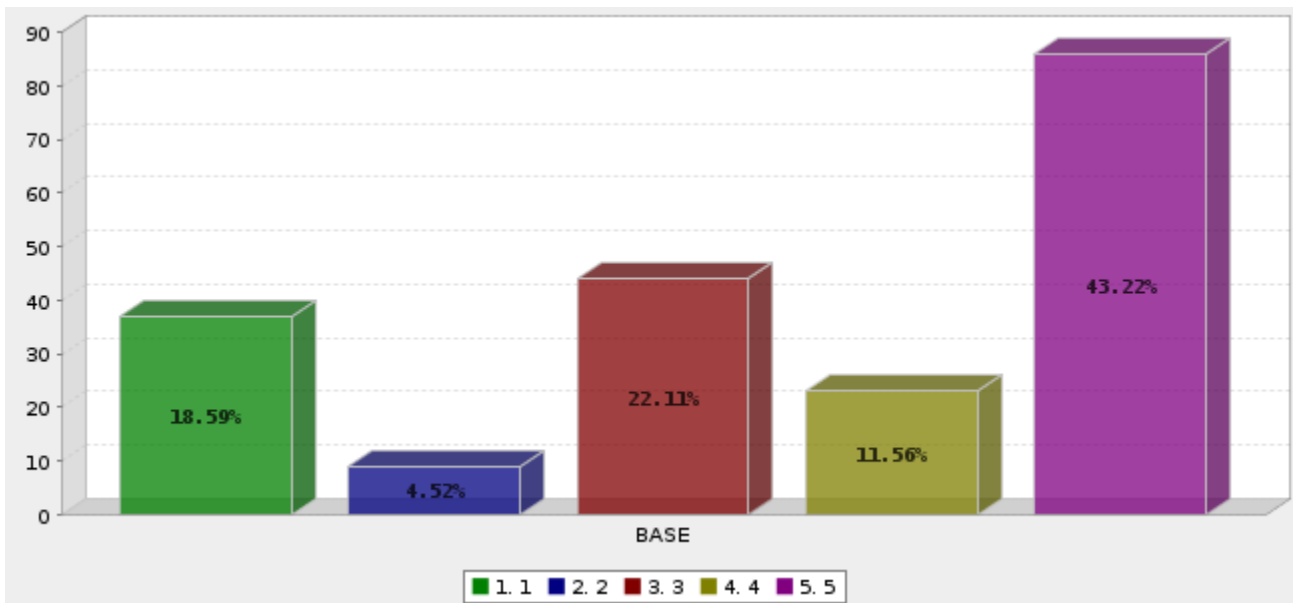
**Q44. I don't have access to transportation to get to childcare providers.**



	Answer	Count	Percent
1.	Strongly Disagree	98	49.25%
2.	Disagree	20	10.05%
3.	Neutral	55	27.64%
4.	Agree	11	5.53%
5.	Strongly Agree	15	7.54%
	Total	199	100%

Mean : <b>2.121</b>	Confidence Interval @ 95% : <b>[1.941 - 2.300]</b>	Standard Deviation : <b>1.289</b>	Standard Error : <b>0.091</b>
---------------------	---	--------------------------------------	----------------------------------

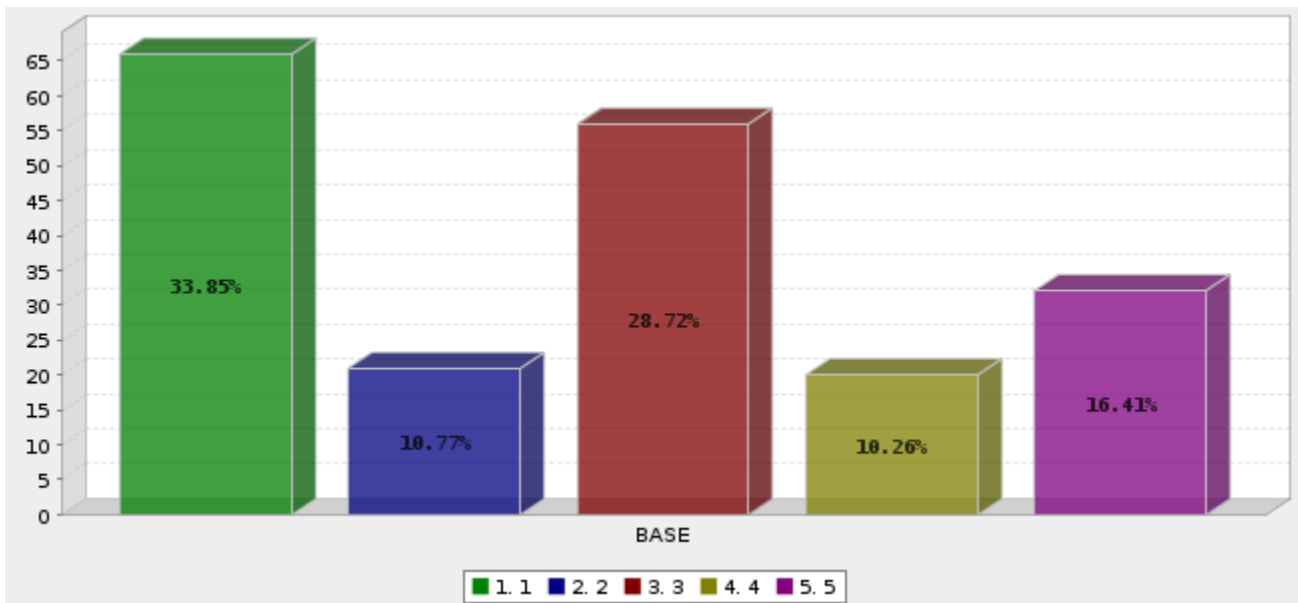
**Q44. I can't afford to pay for childcare.**



	Answer	Count	Percent
1.	Strongly Disagree	37	18.59%
2.	Disagree	9	4.52%
3.	Neutral	44	22.11%
4.	Agree	23	11.56%
5.	Strongly Agree	86	43.22%
	Total	199	100%

Mean : <b>3.563</b>	Confidence Interval @ 95% : <b>[3.351 - 3.775]</b>	Standard Deviation : <b>1.526</b>	Standard Error : <b>0.108</b>
---------------------	---	--------------------------------------	----------------------------------

**Q44. There is no childcare offered during the hours that I need it.**

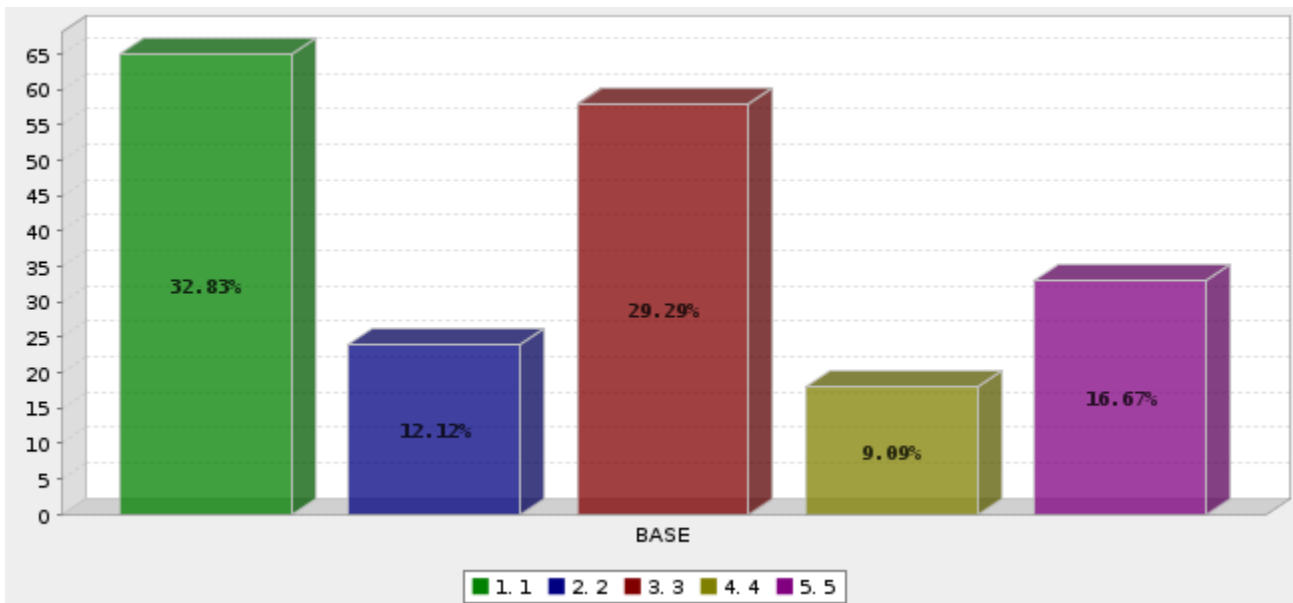


	Answer	Count	Percent
1.	Strongly Disagree	66	33.85%
2.	Disagree	21	10.77%
3.	Neutral	56	28.72%
4.	Agree	20	10.26%
5.	Strongly Agree	32	16.41%
	Total	195	100%

Mean : <b>2.646</b>	Confidence Interval @ 95% : <b>[2.442 - 2.850]</b>	Standard Deviation : <b>1.451</b>	Standard Error : <b>0.104</b>
---------------------	---	--------------------------------------	----------------------------------



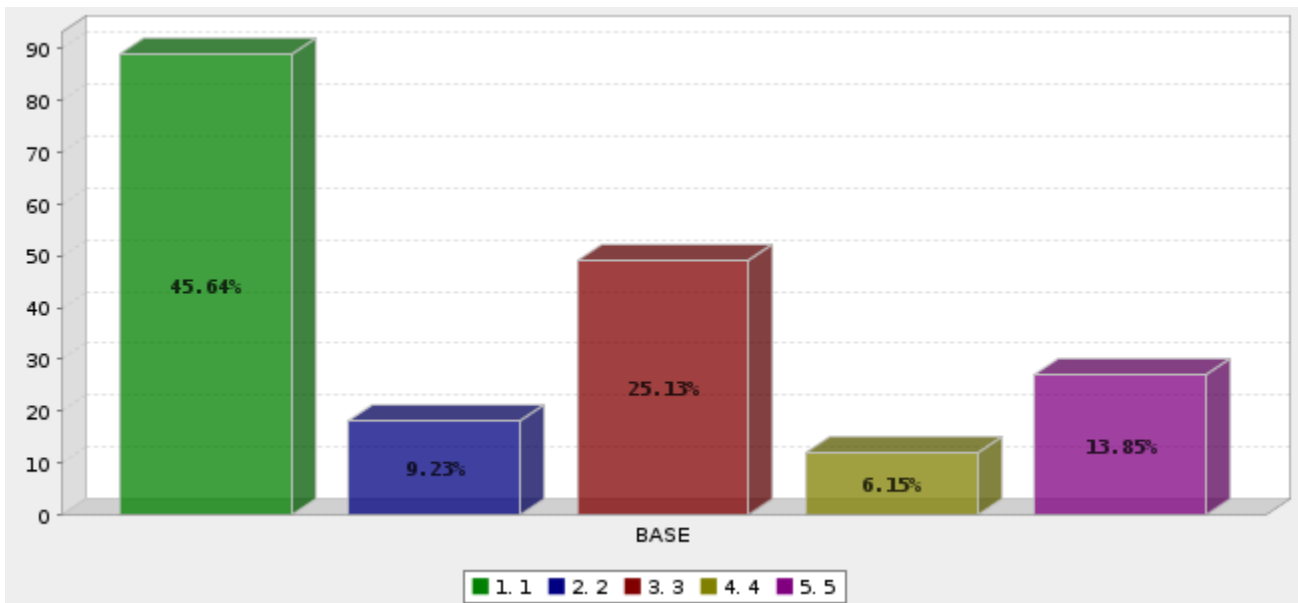
**Q44. There isnt childcare available for my childs age group.**



	Answer	Count	Percent
1.	Strongly Disagree	65	32.83%
2.	Disagree	24	12.12%
3.	Neutral	58	29.29%
4.	Agree	18	9.09%
5.	Strongly Agree	33	16.67%
	Total	198	100%

Mean : <b>2.646</b>	Confidence Interval @ 95% : <b>[2.446 - 2.847]</b>	Standard Deviation : <b>1.441</b>	Standard Error : <b>0.102</b>
---------------------	---	--------------------------------------	----------------------------------

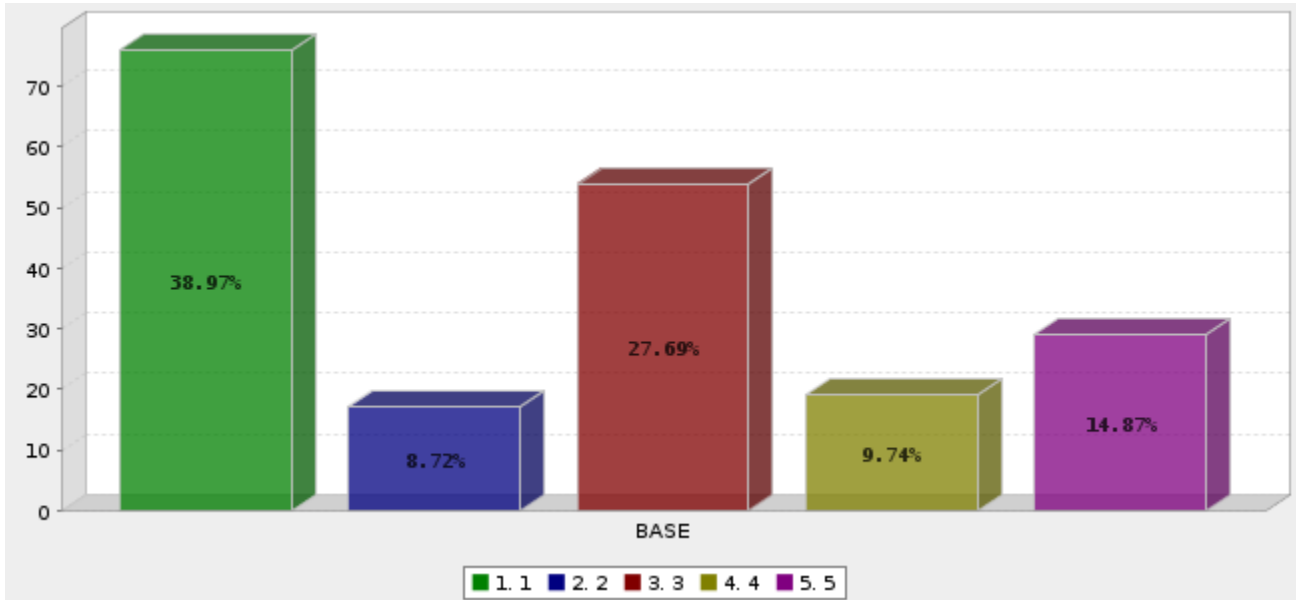
**Q44. I want to work, but I am unable to because I cant get childcare.**



	Answer	Count	Percent
1.	Strongly Disagree	89	45.64%
2.	Disagree	18	9.23%
3.	Neutral	49	25.13%
4.	Agree	12	6.15%
5.	Strongly Agree	27	13.85%
	Total	195	100%

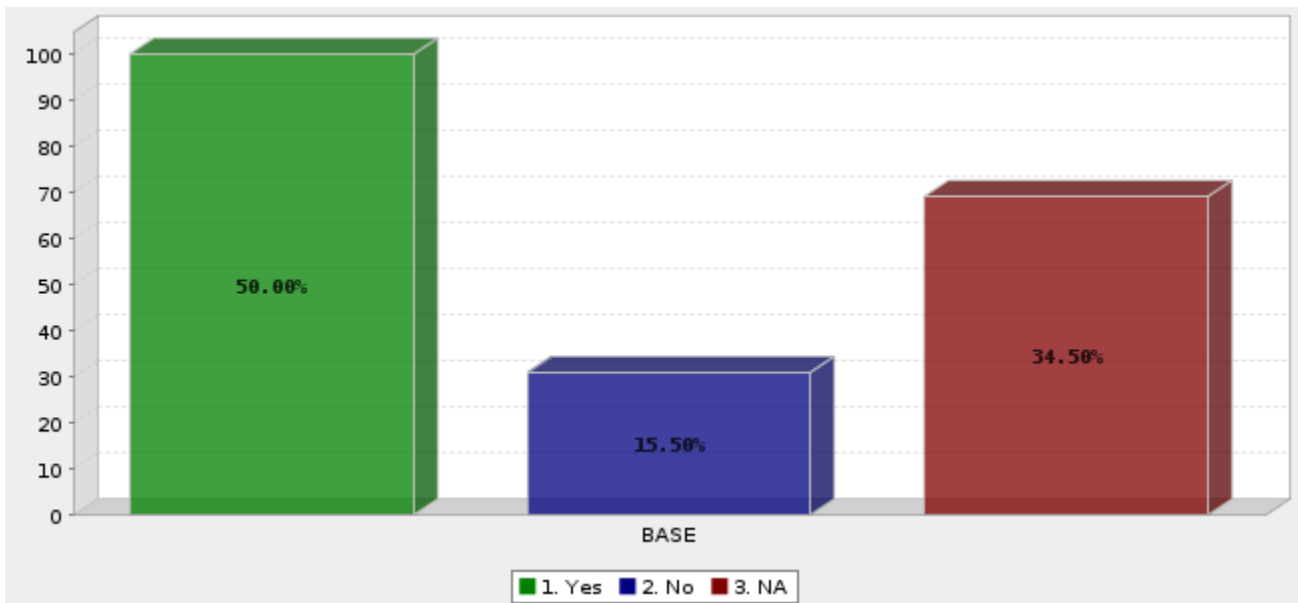
Mean : <b>2.333</b>	Confidence Interval @ 95% : <b>[2.130 - 2.537]</b>	Standard Deviation : <b>1.449</b>	Standard Error : <b>0.104</b>
---------------------	---	--------------------------------------	----------------------------------

**Q44. I want to get a higher education, but I am unable to because I cant get childcare.**



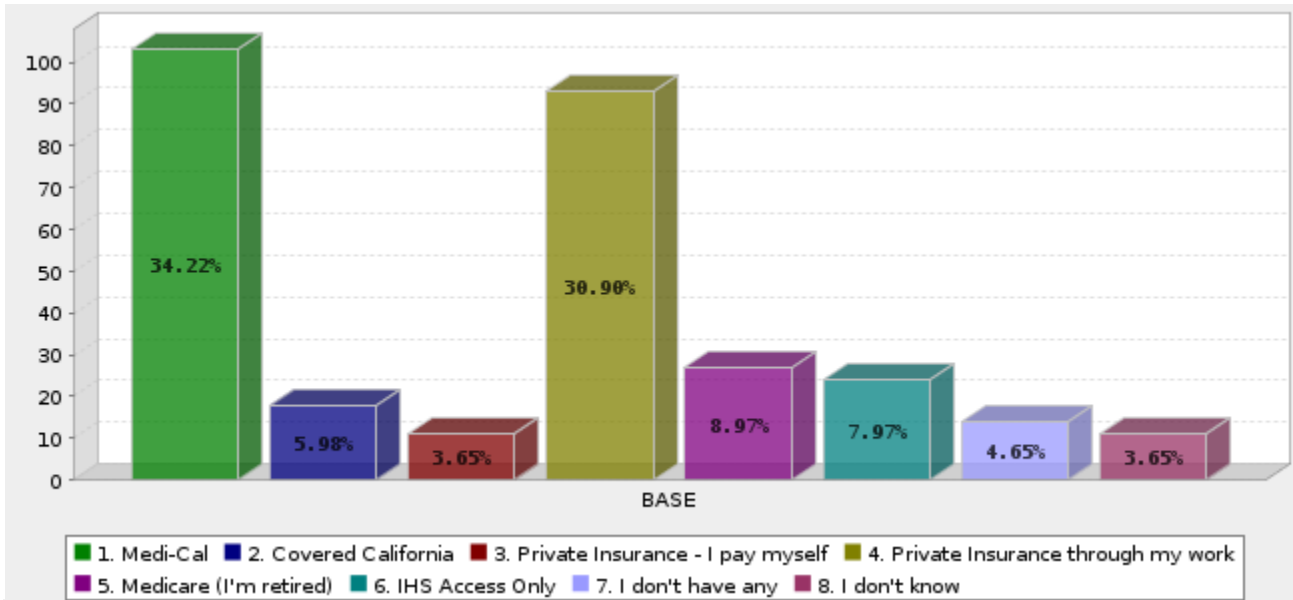
	Answer	Count	Percent
1.	Strongly Disagree	76	38.97%
2.	Disagree	17	8.72%
3.	Neutral	54	27.69%
4.	Agree	19	9.74%
5.	Strongly Agree	29	14.87%
	Total	195	100%
Mean : <b>2.528</b>	Confidence Interval @ 95% : <b>[2.324 - 2.733]</b>	Standard Deviation : <b>1.458</b>	Standard Error : <b>0.104</b>

**Q45. If you are a parent/guardian of school-age children, do you attend parent meetings or other school activities?**



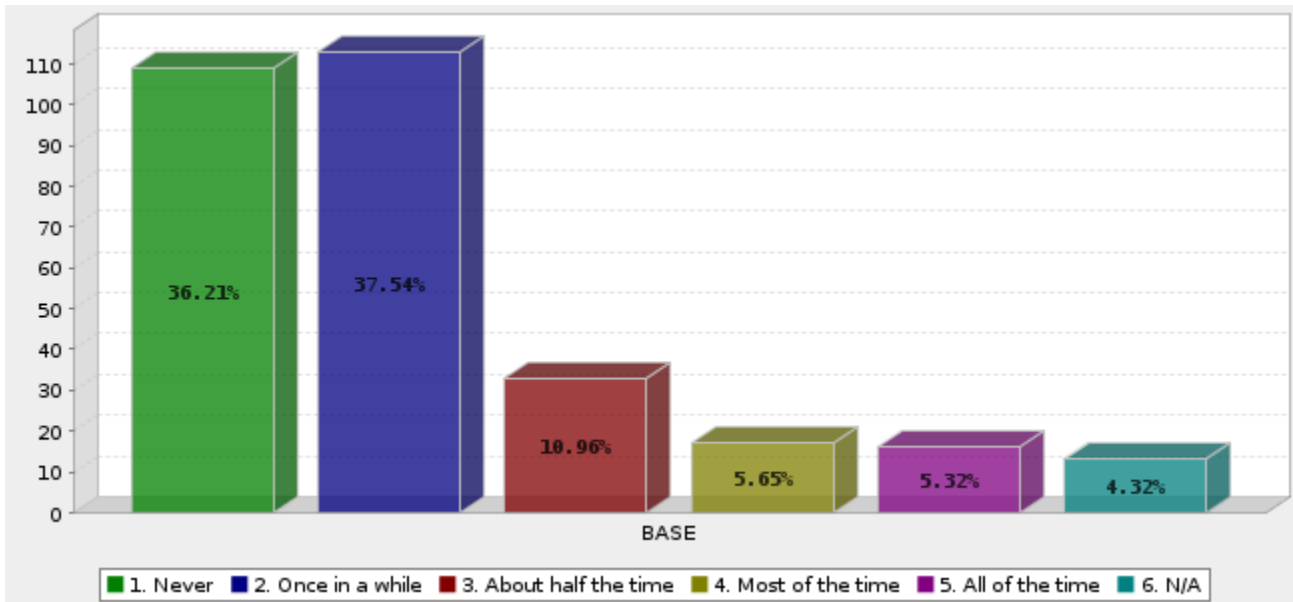
	Answer	Count	Percent
1.	Yes	100	50.00%
2.	No	31	15.50%
3.	NA	69	34.50%
	Total	200	100%
Mean : <b>1.845</b>	Confidence Interval @ 95% : [ <b>1.719</b> - <b>1.971</b> ]	Standard Deviation : <b>0.908</b>	Standard Error : <b>0.064</b>

**Q46. What health care coverage do you have?**



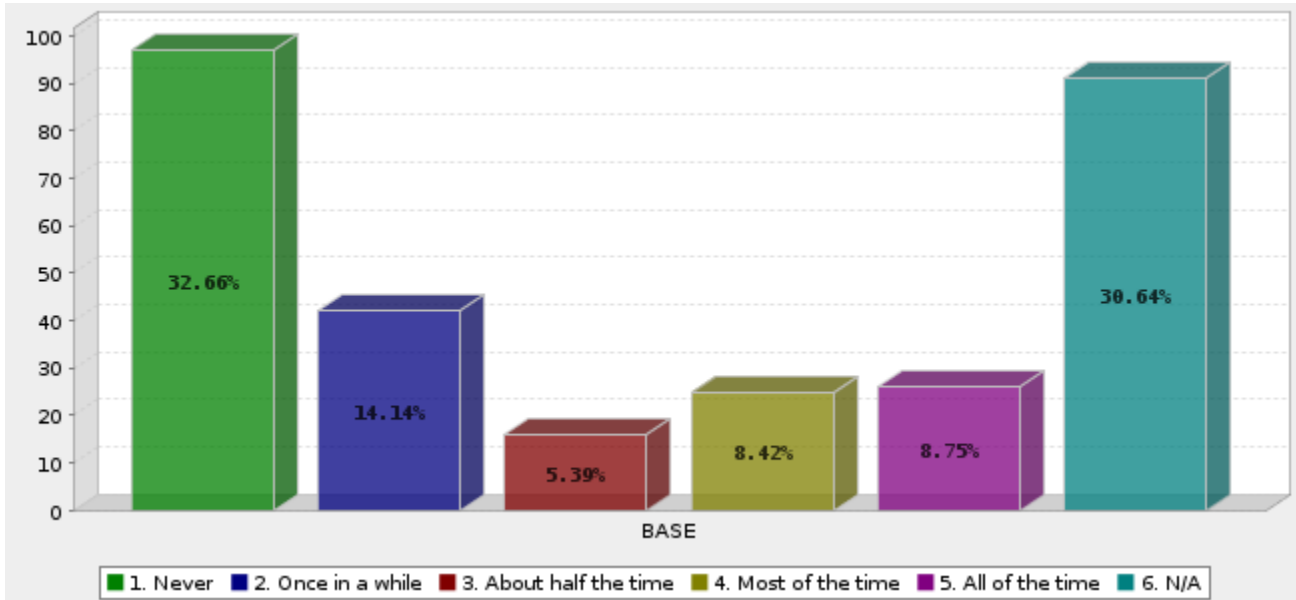
	Answer	Count	Percent
1.	Medi-Cal	103	34.22%
2.	Covered California	18	5.98%
3.	Private Insurance - I pay myself	11	3.65%
4.	Private Insurance through my work	93	30.90%
5.	Medicare (I'm retired)	27	8.97%
6.	IHS Access Only	24	7.97%
7.	I don't have any	14	4.65%
8.	I don't know	11	3.65%
	Total	301	100%
Mean : <b>3.352</b>	Confidence Interval @ 95% : <b>[3.116 - 3.588]</b>	Standard Deviation : <b>2.089</b>	Standard Error : <b>0.120</b>

**Q47. Do you have any difficulties obtaining health services?**



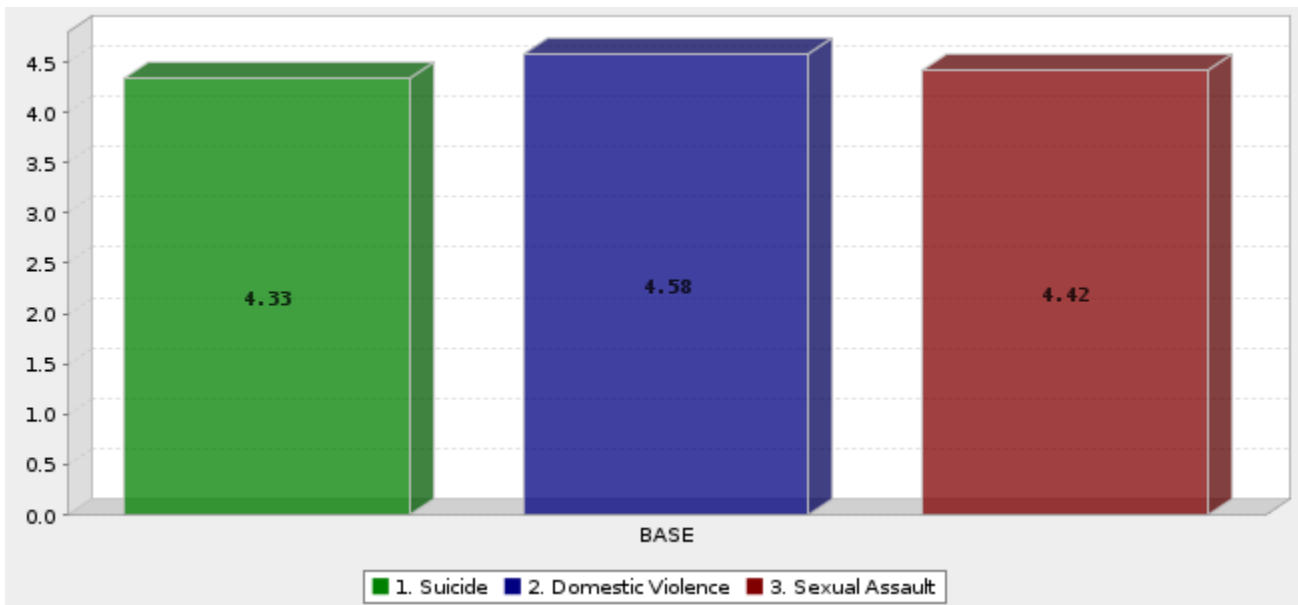
	Answer	Count	Percent
1.	Never	109	36.21%
2.	Once in a while	113	37.54%
3.	About half the time	33	10.96%
4.	Most of the time	17	5.65%
5.	All of the time	16	5.32%
6.	N/A	13	4.32%
	Total	301	100%
Mean : 2.193	Confidence Interval @ 95% : [2.040 - 2.346]	Standard Deviation : 1.355	Standard Error : 0.078

**Q47-C73. Do you have any difficulties obtaining mental health services?**



	Answer	Count	Percent
1.	Never	97	32.66%
2.	Once in a while	42	14.14%
3.	About half the time	16	5.39%
4.	Most of the time	25	8.42%
5.	All of the time	26	8.75%
6.	N/A	91	30.64%
	Total	297	100%
Mean : <b>3.384</b>	Confidence Interval @ 95% : <b>[3.142 - 3.625]</b>	Standard Deviation : <b>2.123</b>	Standard Error : <b>0.123</b>

**Q48. On a scale of 1 to 5, how big of a problem do you think these issues are in the Indian community? 1 is not serious at all, and 5 is very serious.**

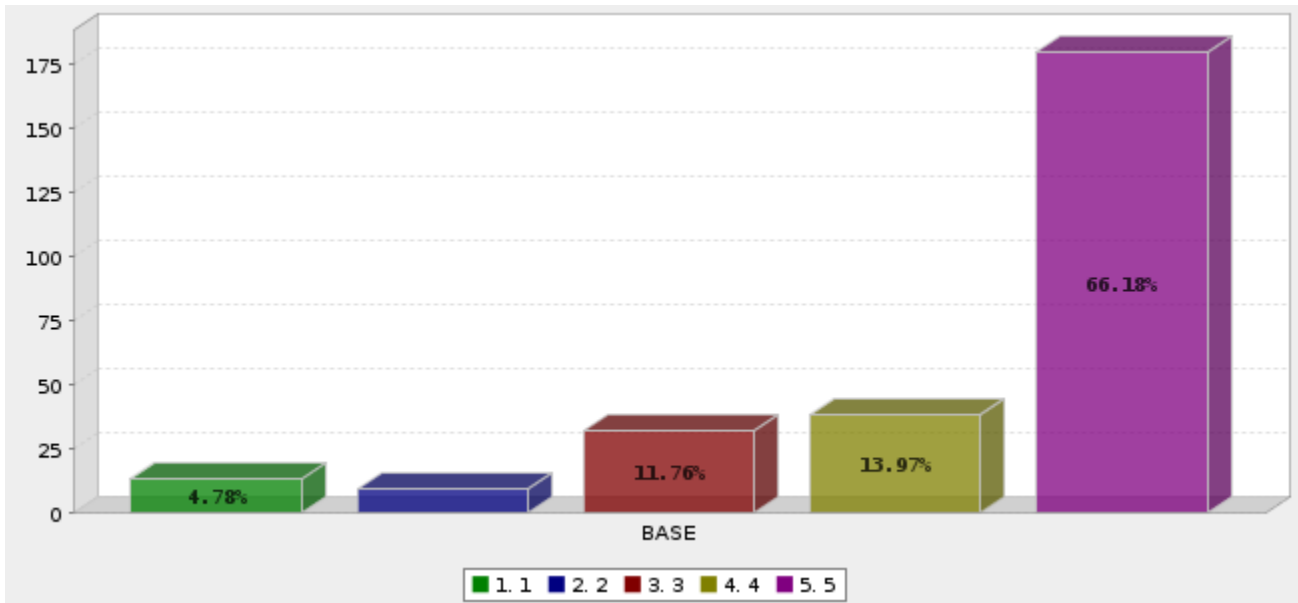


**Q48. Overall Matrix Scorecard :** On a scale of 1 to 5, how big of a problem do you think these issues are in the Indian community? 1 is not serious at all, and 5 is very serious.

	Question	Count	Score	
1.	Suicide	272	4.335	
2.	Domestic Violence	277	4.581	
3.	Sexual Assault	257	4.416	
Average			<b>4.444</b>	

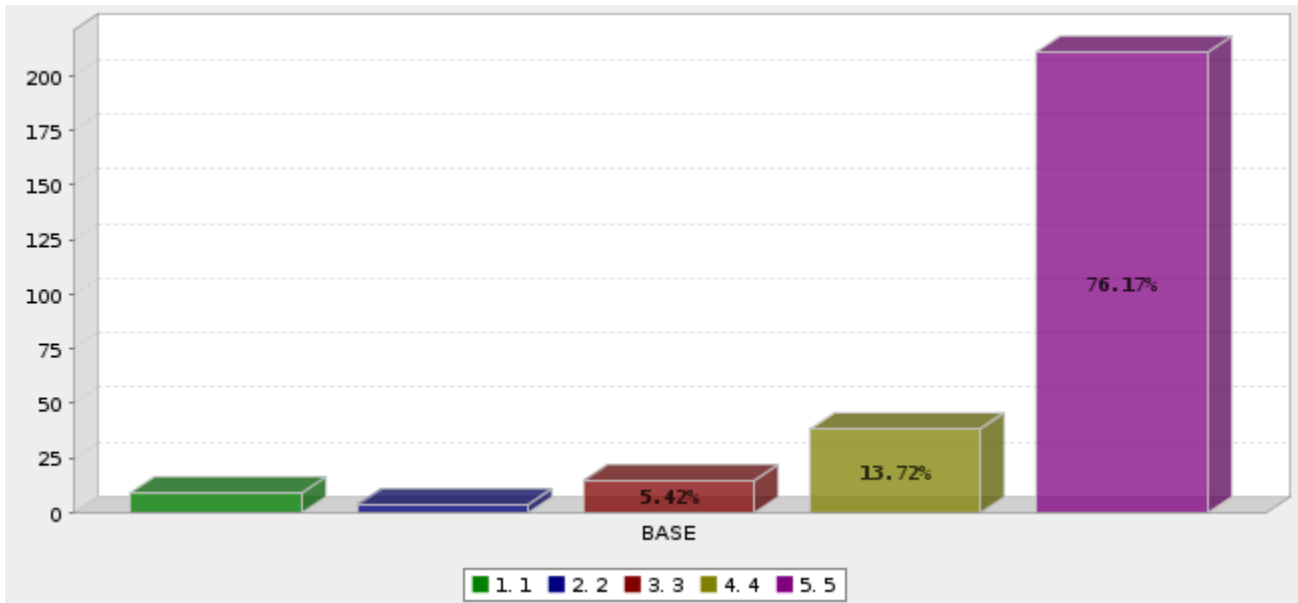


**Q48. Suicide**



	Answer	Count	Percent
1.	Not Serious	13	4.78%
2.	2	9	3.31%
3.	3	32	11.76%
4.	4	38	13.97%
5.	Very Serious	180	66.18%
	Total	272	100%
Mean : 4.335	Confidence Interval @ 95% : [4.203 - 4.467]	Standard Deviation : 1.111	Standard Error : 0.067

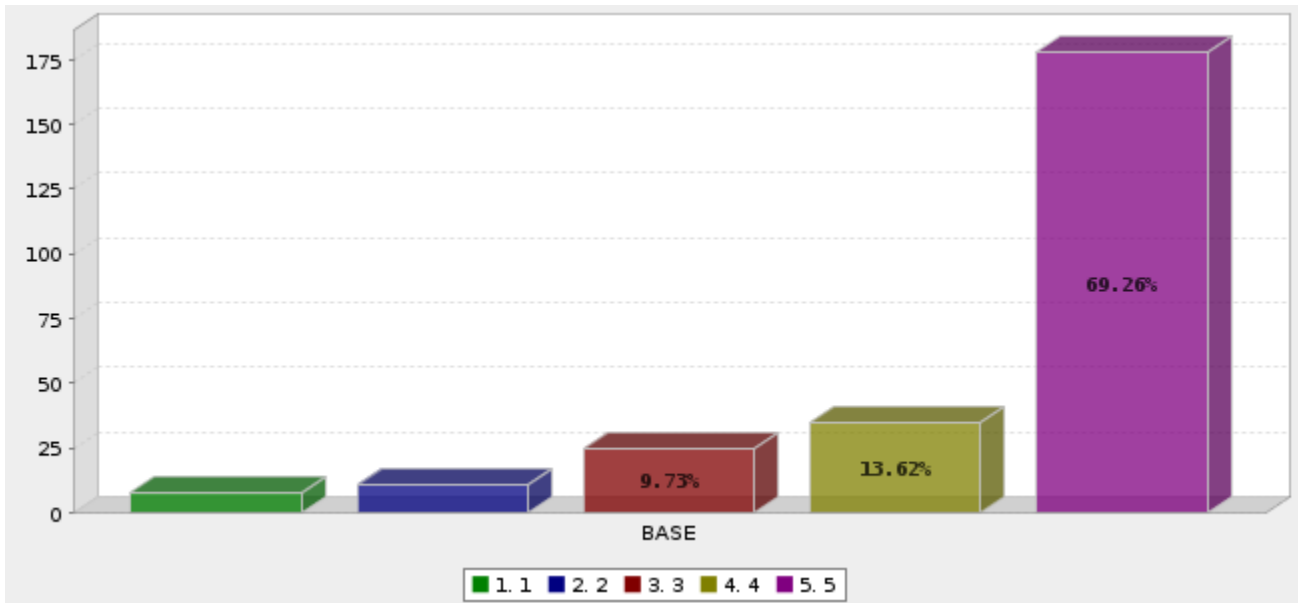
**Q48. Domestic Violence**



	Answer	Count	Percent
1.	Not Serious	9	3.25%
2.	2	4	1.44%
3.	3	15	5.42%
4.	4	38	13.72%
5.	Very Serious	211	76.17%
	Total	277	100%

Mean : <b>4.581</b>	Confidence Interval @ 95% : <b>[4.474 - 4.689]</b>	Standard Deviation : <b>0.912</b>	Standard Error : <b>0.055</b>
---------------------	---	--------------------------------------	----------------------------------

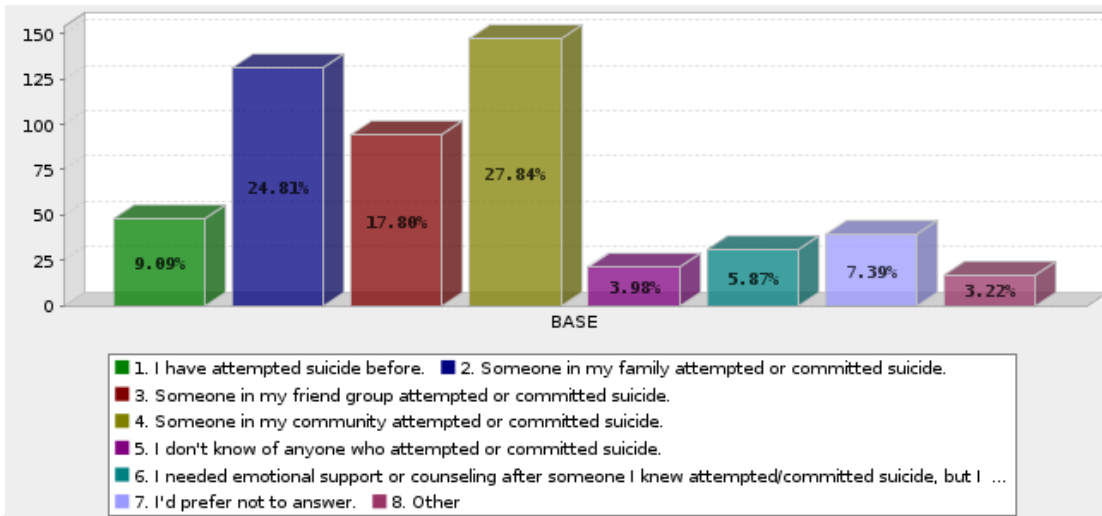
**Q48. Sexual Assault**



	Answer	Count	Percent
1.	Not Serious	8	3.11%
2.	2	11	4.28%
3.	3	25	9.73%
4.	4	35	13.62%
5.	Very Serious	178	69.26%
	Total	257	100%

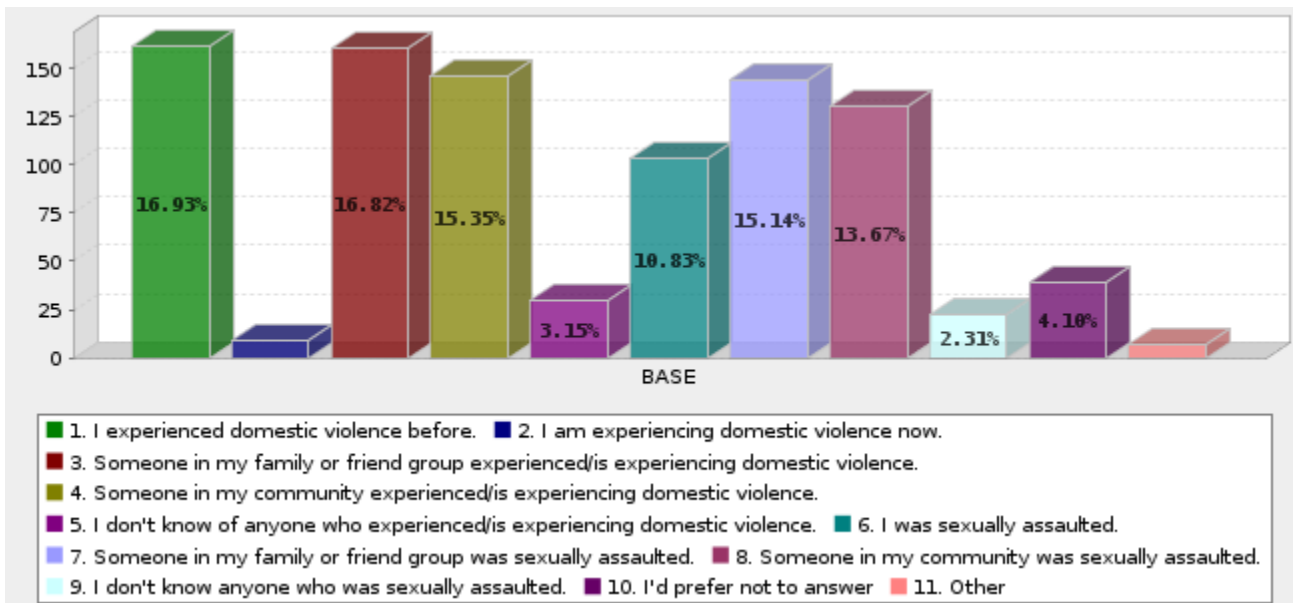
Mean : <b>4.416</b>	Confidence Interval @ 95% : <b>[4.290 - 4.543]</b>	Standard Deviation : <b>1.035</b>	Standard Error : <b>0.065</b>
---------------------	---	--------------------------------------	----------------------------------

**Q49. Please mark anything that applies to you about suicide. We know that suicide is a sensitive subject and we understand if you would prefer not to answer.**



	Answer	Count	Percent
1.	I have attempted suicide before.	48	9.09%
2.	Someone in my family attempted or committed suicide.	131	24.81%
3.	Someone in my friend group attempted or committed suicide.	94	17.80%
4.	Someone in my community attempted or committed suicide.	147	27.84%
5.	I don't know of anyone who attempted or committed suicide.	21	3.98%
6.	I needed emotional support or counseling after someone I knew attempted/committed suicide, but I didn't have anything.	31	5.87%
7.	I'd prefer not to answer.	39	7.39%
8.	Other	17	3.22%
	Total	528	100%
Mean : 3.561	Confidence Interval @ 95% : [3.407 - 3.715]	Standard Deviation : 1.805	Standard Error : 0.079

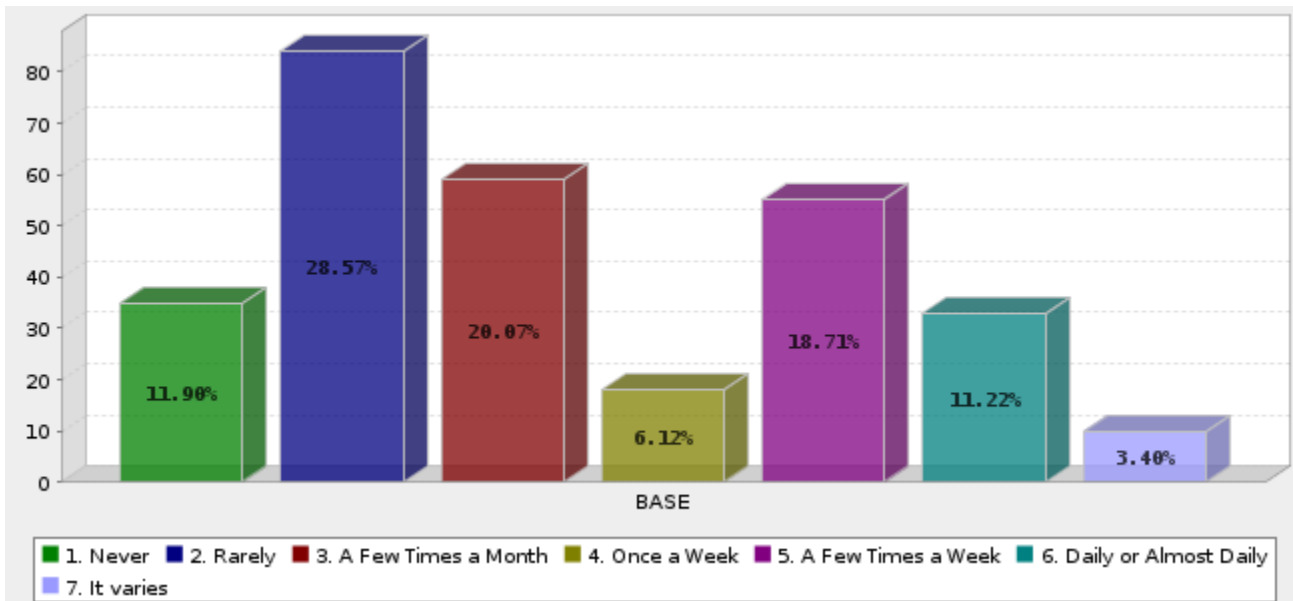
**Q50. Please mark anything that applies to you about domestic violence or sexual assault. We know that domestic violence and sexual assault are sensitive subjects and we understand if you would prefer not to answer.**



	Answer	Count	Percent
1.	I experienced domestic violence before.	161	16.93%
2.	I am experiencing domestic violence now.	9	0.95%
3.	Someone in my family or friend group experienced/is experiencing domestic violence.	160	16.82%
4.	Someone in my community experienced/is experiencing domestic violence.	146	15.35%
5.	I don't know of anyone who experienced/is experiencing domestic violence.	30	3.15%
6.	I was sexually assaulted.	103	10.83%
7.	Someone in my family or friend group was sexually assaulted.	144	15.14%
8.	Someone in my community was sexually assaulted.	130	13.67%
9.	I don't know anyone who was sexually assaulted.	22	2.31%
10.	I'd prefer not to answer	39	4.10%
11.	Other	7	0.74%
	Total	951	100%

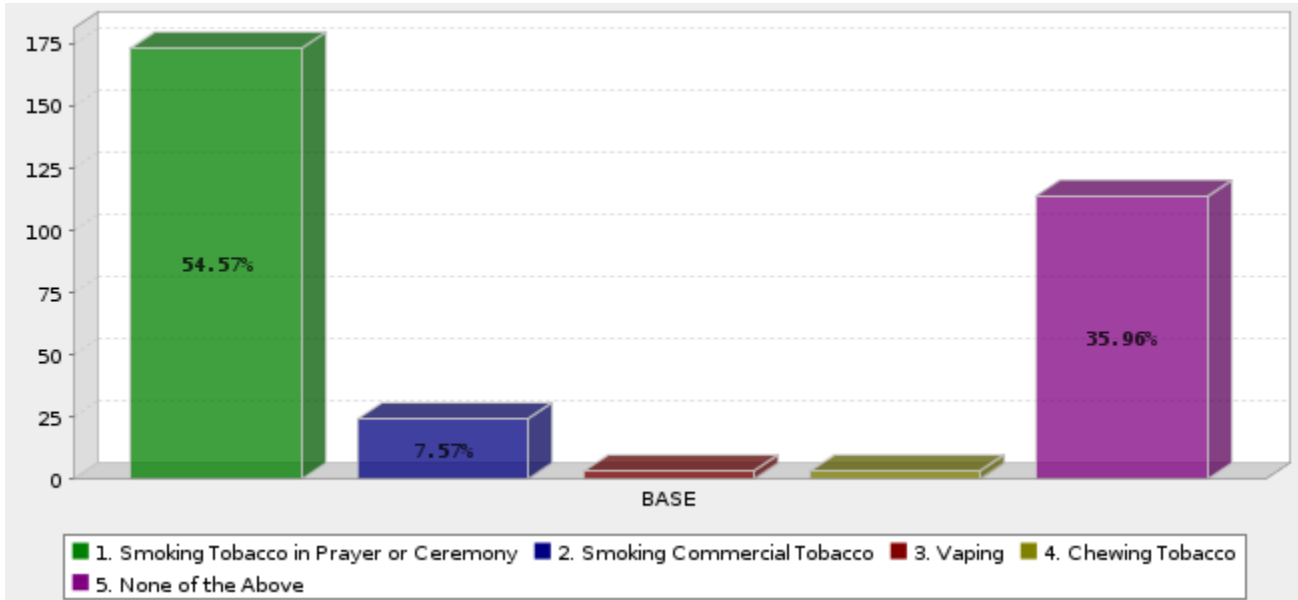
Mean : <b>4.967</b>	Confidence Interval @ 95% : [ <b>4.796</b> - <b>5.138</b> ]	Standard Deviation : <b>2.689</b>	Standard Error : <b>0.087</b>
---------------------	---	-----------------------------------	-------------------------------

**Q51. About how often do you get intense exercise which lasts at least a half an hour? (Intense exercise makes your heart race and makes you breathe heavily.)**



	Answer	Count	Percent
1.	Never	35	11.90%
2.	Rarely	84	28.57%
3.	A Few Times a Month	59	20.07%
4.	Once a Week	18	6.12%
5.	A Few Times a Week	55	18.71%
6.	Daily or Almost Daily	33	11.22%
7.	It varies	10	3.40%
	Total	294	100%
Mean : <b>3.384</b>	Confidence Interval @ 95% : <b>[3.187 - 3.582]</b>	Standard Deviation : <b>1.729</b>	Standard Error : <b>0.101</b>

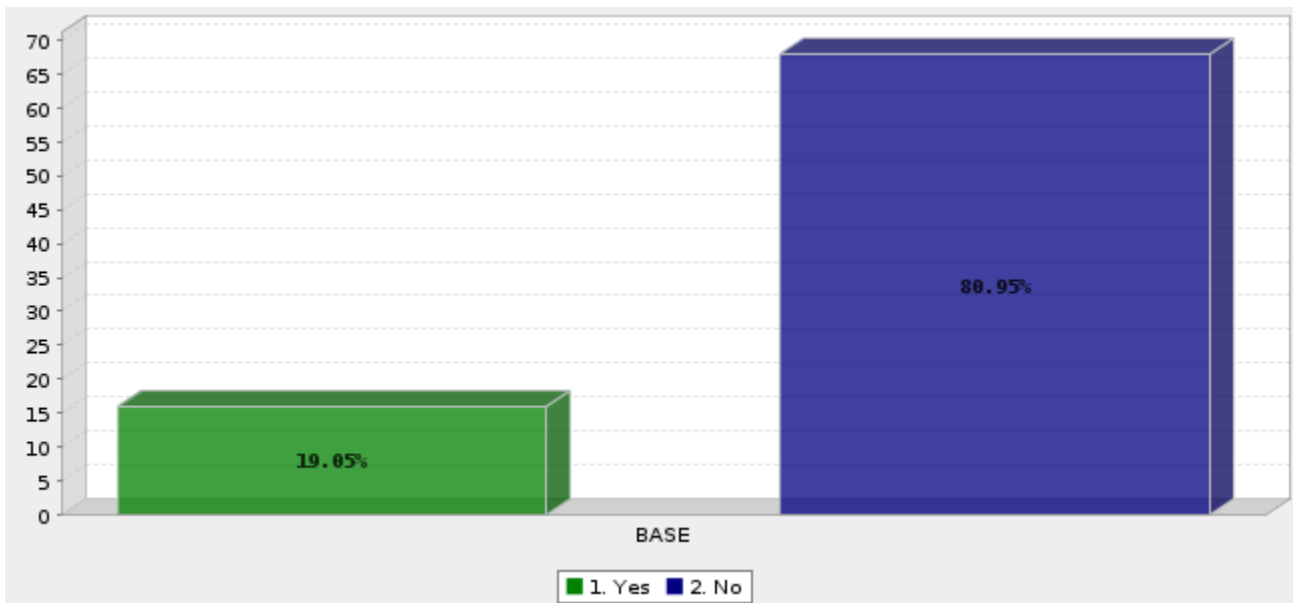
**Q52. Please select all of the following activities that you would consider as Native American cultural uses for tobacco.**



	Answer	Count	Percent
1.	Smoking Tobacco in Prayer or Ceremony	173	54.57%
2.	Smoking Commercial Tobacco	24	7.57%
3.	Vaping	3	0.95%
4.	Chewing Tobacco	3	0.95%
5.	None of the Above	114	35.96%
	Total	317	100%
Mean : 2.562	Confidence Interval @ 95% : [2.355 - 2.768]	Standard Deviation : 1.878	Standard Error : 0.105

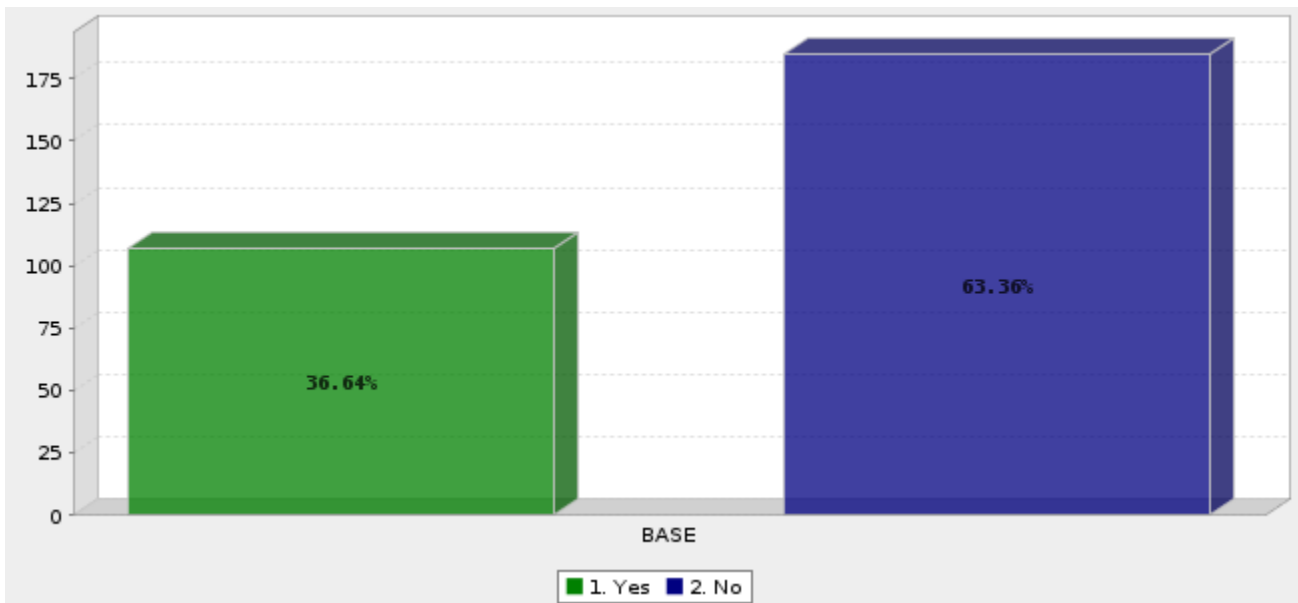


**Q54. Did you start smoking or vaping for the first time in the last year?**



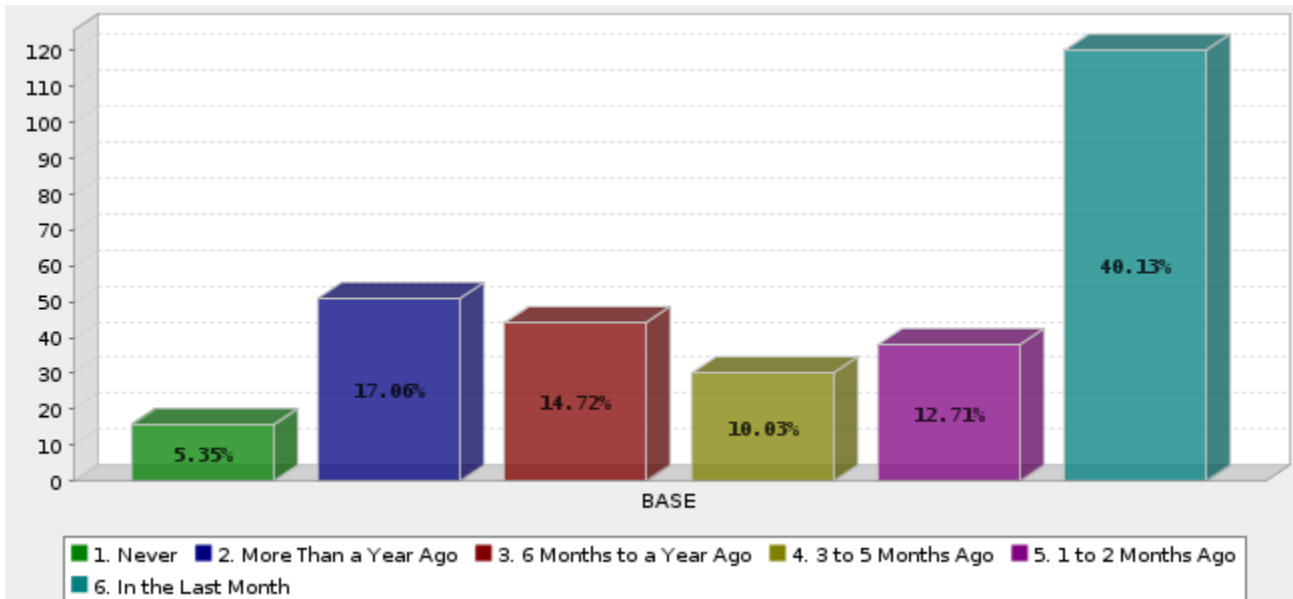
	Answer	Count	Percent
1.	Yes	16	19.05%
2.	No	68	80.95%
	Total	84	100%
Mean : <b>1.810</b>	Confidence Interval @ 95% : <b>[1.725 - 1.894]</b>	Standard Deviation : <b>0.395</b>	Standard Error : <b>0.043</b>

**Q55. Does someone in your household smoke?**



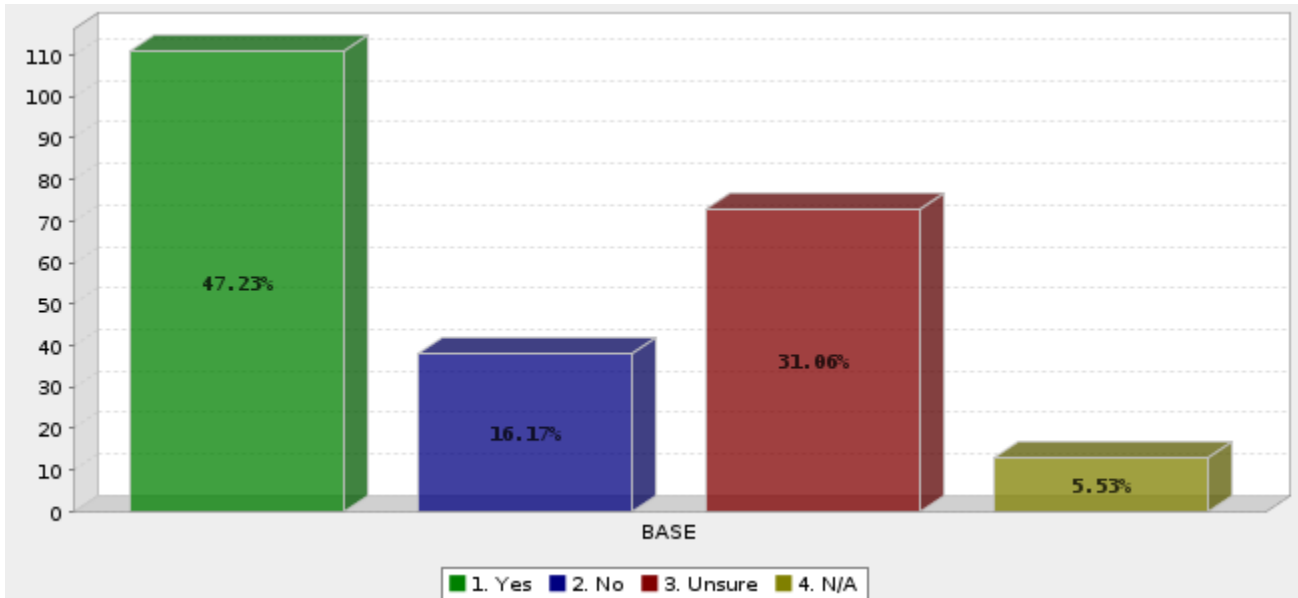
	Answer	Count	Percent
1.	Yes	107	36.64%
2.	No	185	63.36%
	Total	292	100%
Mean : <b>1.634</b>	Confidence Interval @ 95% : <b>[1.578 - 1.689]</b>	Standard Deviation : <b>0.483</b>	Standard Error : <b>0.028</b>

**Q56. When is the last time that you ate Indigenous food from a traditional source? Some examples are salmon and other fish, seafood, mushrooms, berries, acorns, and meats such as venison, elk, and rabbit.**



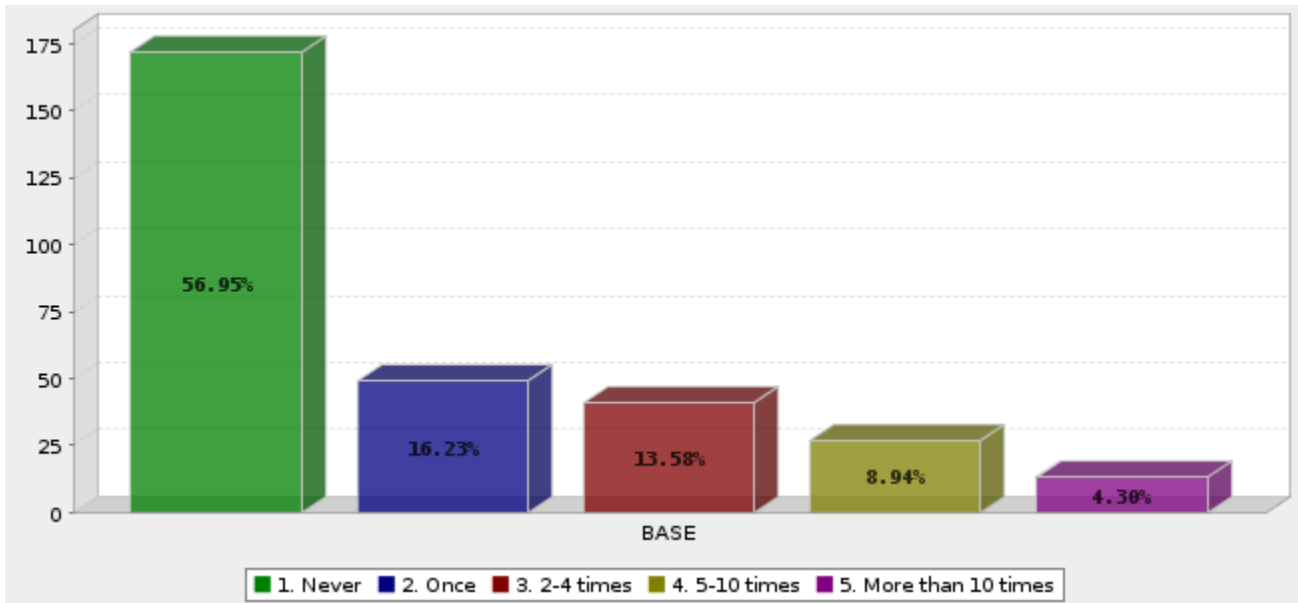
	Answer	Count	Percent
1.	Never	16	5.35%
2.	More Than a Year Ago	51	17.06%
3.	6 Months to a Year Ago	44	14.72%
4.	3 to 5 Months Ago	30	10.03%
5.	1 to 2 Months Ago	38	12.71%
6.	In the Last Month	120	40.13%
	Total	299	100%
Mean : <b>4.281</b>		Confidence Interval @ 95% : <b>[4.085 - 4.476]</b>	Standard Deviation : <b>1.725</b>
		Standard Error : <b>0.100</b>	

**Q57. Are there Native American wellness opportunities that you could access if you wanted? Examples of wellness opportunities include GONA, Red Road, Talking Circles, and family/intergenerational support.**



	Answer	Count	Percent
1.	Yes	111	47.23%
2.	No	38	16.17%
3.	Unsure	73	31.06%
4.	N/A	13	5.53%
	Total	235	100%
Mean : 1.949	Confidence Interval @ 95% : [1.821 - 2.077]	Standard Deviation : 1.003	Standard Error : 0.065

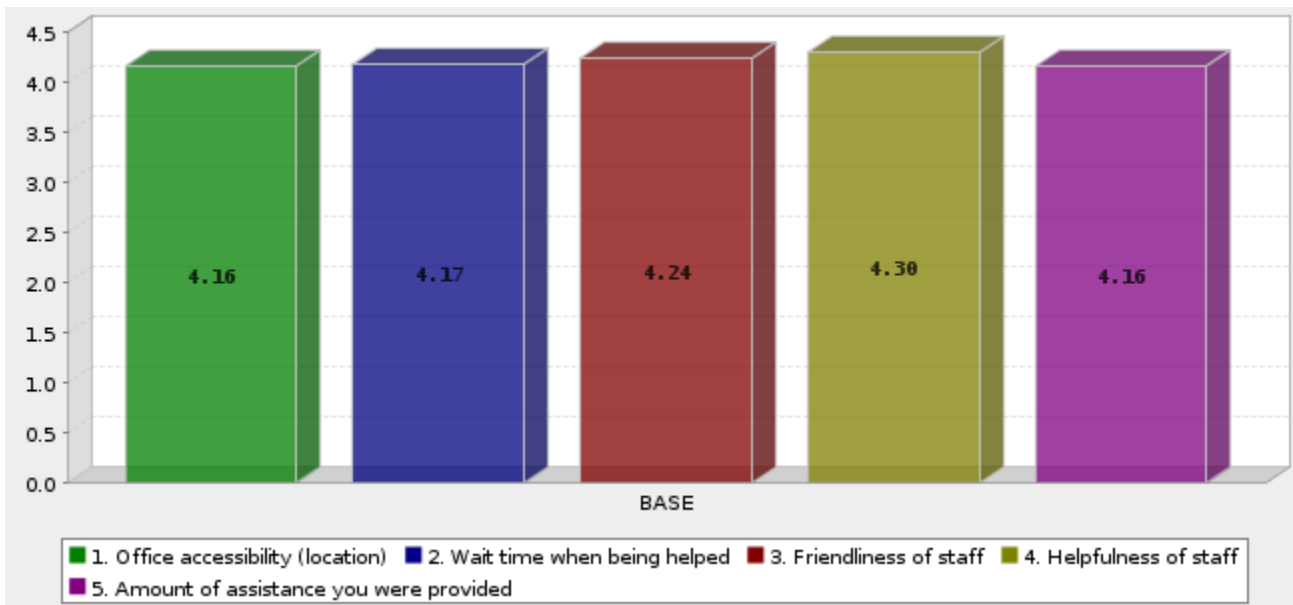
**Q58. Have you received services from NCIDC in the past?**



	Answer	Count	Percent
1.	Never	172	56.95%
2.	Once	49	16.23%
3.	2-4 times	41	13.58%
4.	5-10 times	27	8.94%
5.	More than 10 times	13	4.30%
	Total	302	100%

Mean : <b>1.874</b>	Confidence Interval @ 95% : <b>[1.739 - 2.009]</b>	Standard Deviation : <b>1.200</b>	Standard Error : <b>0.069</b>
---------------------	--	-----------------------------------	-------------------------------

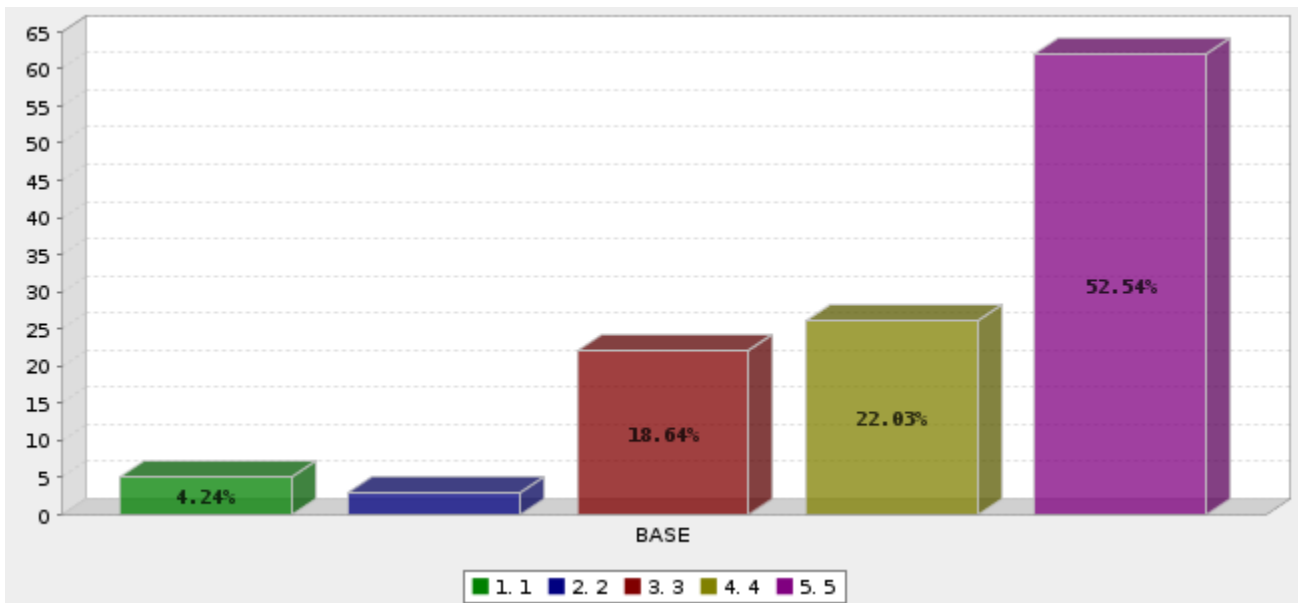
**Q59. On a scale of 1 to 5, how satisfied are you with NCIDC's services? 1 is very DISsatisfied, 3 is neutral and 5 is very satisfied.**



**Q59. Overall Matrix Scorecard :** On a scale of 1 to 5, how satisfied are you with NCIDC's services? 1 is very DISsatisfied, 3 is neutral and 5 is very satisfied.

	Question	Count	Score
1.	Office accessibility (location)	118	4.161
2.	Wait time when being helped	116	4.172
3.	Friendliness of staff	117	4.239
4.	Helpfulness of staff	115	4.296
5.	Amount of assistance you were provided	118	4.161
<b>Average</b>			<b>4.206</b>

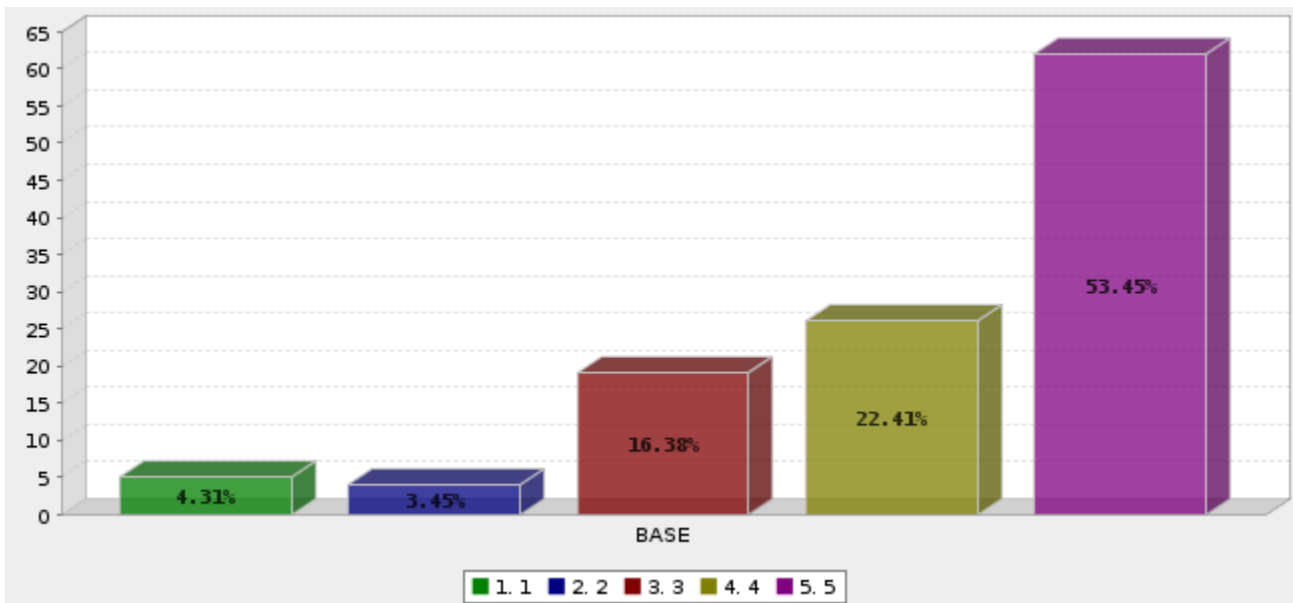
**Q59. Office accessibility (location)**



	Answer	Count	Percent
1.	Very Dissatisfied	5	4.24%
2.	Dissatisfied	3	2.54%
3.	Neutral	22	18.64%
4.	Satisfied	26	22.03%
5.	Very Satisfied	62	52.54%
	Total	118	100%

Mean : <b>4.161</b>	Confidence Interval @ 95% : <b>[3.965 - 4.357]</b>	Standard Deviation : <b>1.086</b>	Standard Error : <b>0.100</b>
---------------------	--	-----------------------------------	-------------------------------

**Q59. Wait time when being helped**

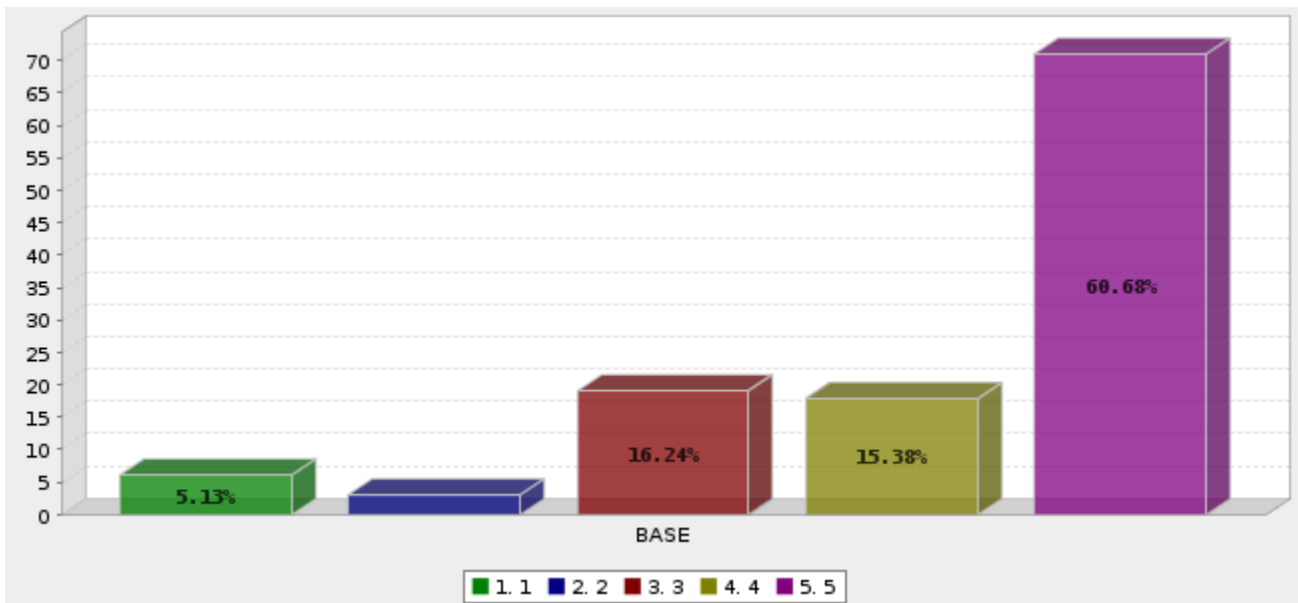


	Answer	Count	Percent
1.	Very Dissatisfied	5	4.31%
2.	Dissatisfied	4	3.45%
3.	Neutral	19	16.38%
4.	Satisfied	26	22.41%
5.	Very Satisfied	62	53.45%
	Total	116	100%

Mean : <b>4.172</b>	Confidence Interval @ 95% : <b>[3.973 - 4.372]</b>	Standard Deviation : <b>1.098</b>	Standard Error : <b>0.102</b>
---------------------	---	--------------------------------------	----------------------------------



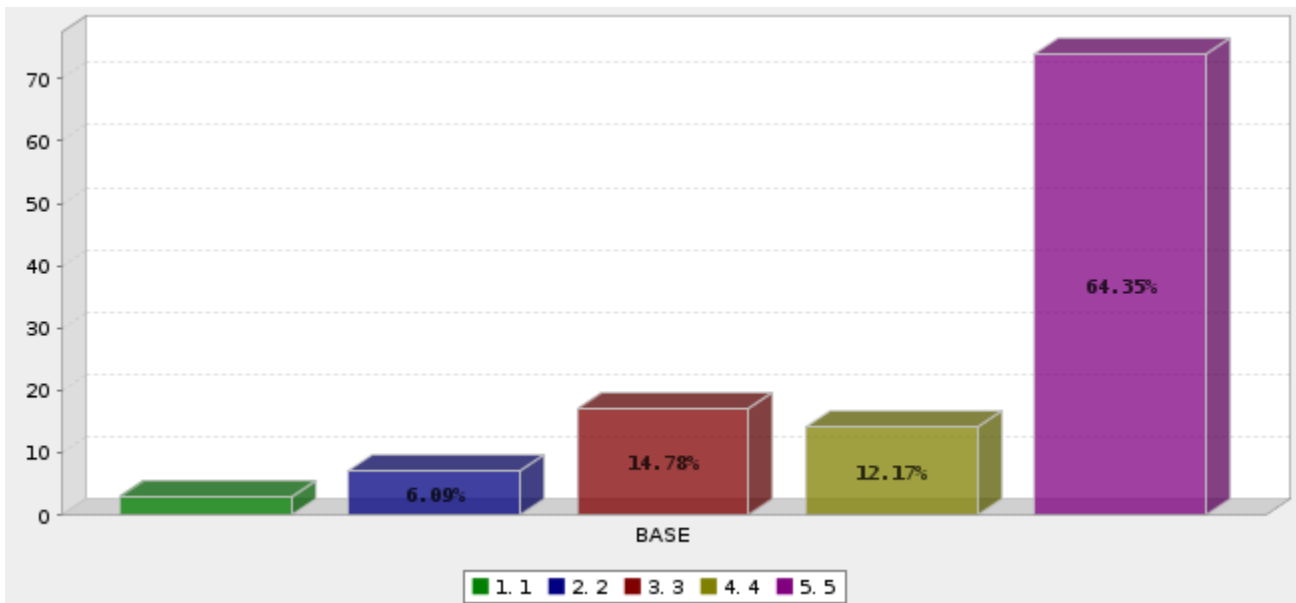
**Q59. Friendliness of staff**



	Answer	Count	Percent
1.	Very Dissatisfied	6	5.13%
2.	Dissatisfied	3	2.56%
3.	Neutral	19	16.24%
4.	Satisfied	18	15.38%
5.	Very Satisfied	71	60.68%
	Total	117	100%

Mean : <b>4.239</b>	Confidence Interval @ 95% : <b>[4.034 - 4.445]</b>	Standard Deviation : <b>1.134</b>	Standard Error : <b>0.105</b>
---------------------	---	--------------------------------------	----------------------------------

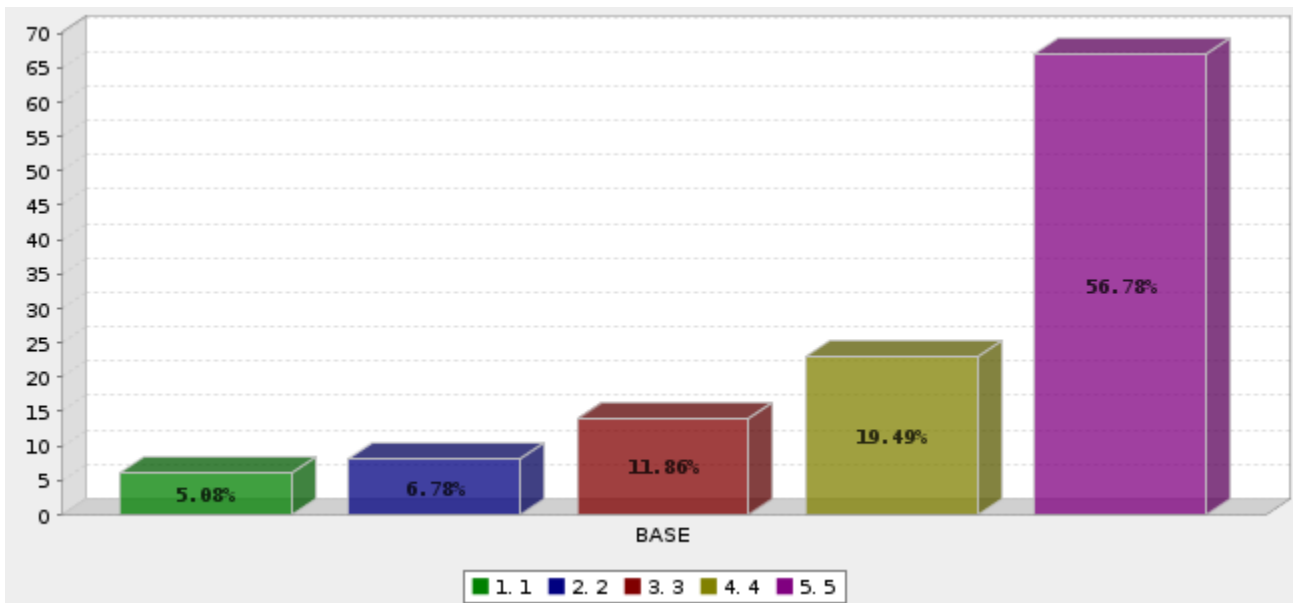
### Q59. Helpfulness of staff



	Answer	Count	Percent
1.	Very Dissatisfied	3	2.61%
2.	Dissatisfied	7	6.09%
3.	Neutral	17	14.78%
4.	Satisfied	14	12.17%
5.	Very Satisfied	74	64.35%
	Total	115	100%

Mean : <b>4.296</b>	Confidence Interval @ 95% : <b>[4.096 - 4.495]</b>	Standard Deviation : <b>1.092</b>	Standard Error : <b>0.102</b>
---------------------	---	--------------------------------------	----------------------------------

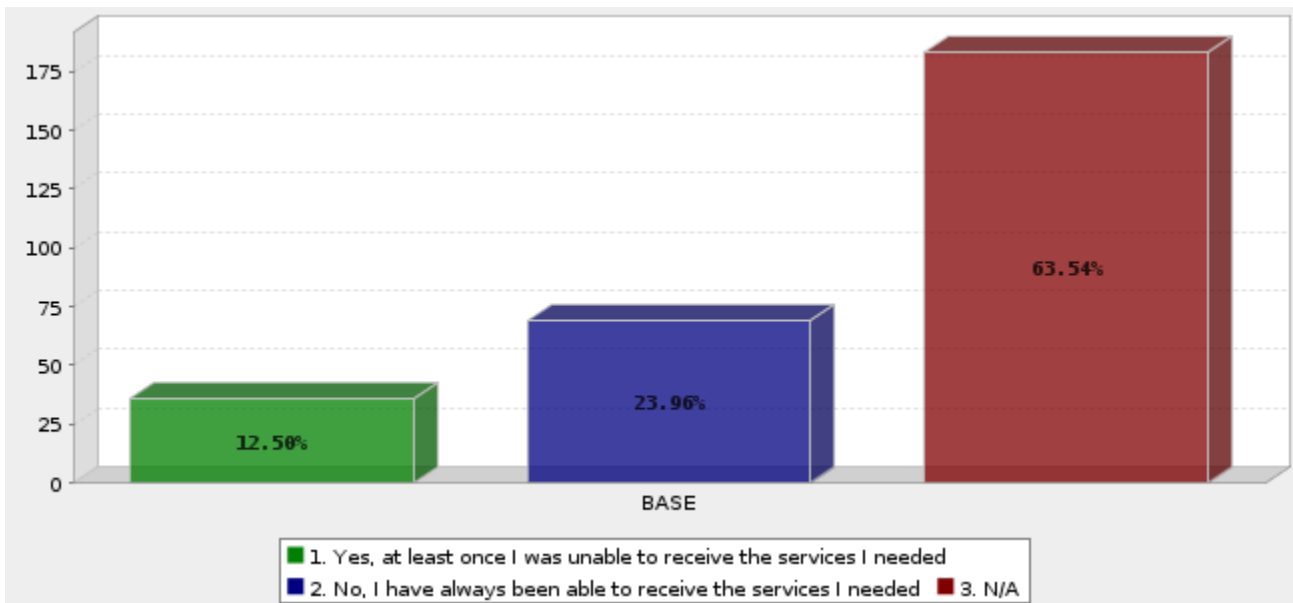
**Q59. Amount of assistance you were provided**



	Answer	Count	Percent
1.	Very Dissatisfied	6	5.08%
2.	Dissatisfied	8	6.78%
3.	Neutral	14	11.86%
4.	Satisfied	23	19.49%
5.	Very Satisfied	67	56.78%
	Total	118	100%

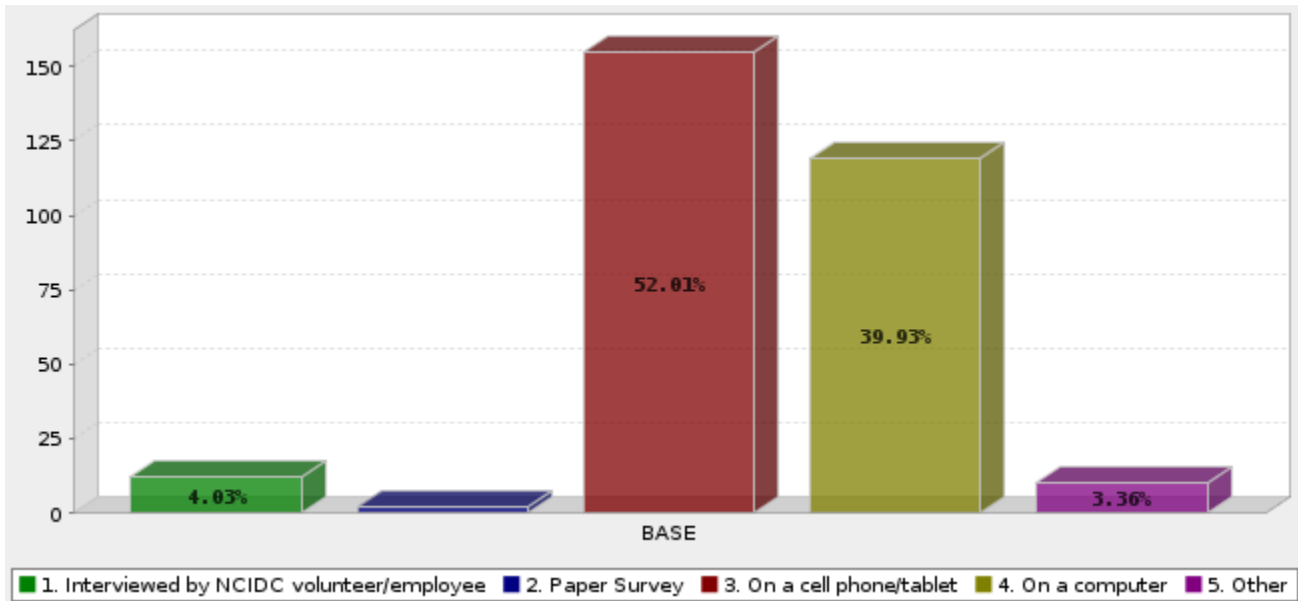
Mean : <b>4.161</b>	Confidence Interval @ 95% : <b>[3.947 - 4.375]</b>	Standard Deviation : <b>1.184</b>	Standard Error : <b>0.109</b>
---------------------	---	--------------------------------------	----------------------------------

**Q61. Have you ever been unable to receive the services you needed at your local NCIDC office?**



	Answer	Count	Percent
1.	Yes, at least once I was unable to receive the services I needed	36	12.50%
2.	No, I have always been able to receive the services I needed	69	23.96%
3.	N/A	183	63.54%
	Total	288	100%
Mean : <b>2.510</b>	Confidence Interval @ 95% : <b>[2.429 - 2.592]</b>	Standard Deviation : <b>0.708</b>	Standard Error : <b>0.042</b>

**Q62. How did you answer this survey?**



	Answer	Count	Percent
1.	Interviewed by NCIDC volunteer/employee	12	4.03%
2.	Paper Survey	2	0.67%
3.	On a cell phone/tablet	155	52.01%
4.	On a computer	119	39.93%
5.	Other	10	3.36%
	Total	298	100%
Mean : <b>3.379</b>		Confidence Interval @ 95% : <b>[3.294 - 3.464]</b>	Standard Deviation : <b>0.748</b>
		Standard Error : <b>0.043</b>	

# Appendix H

## Blank Online Community Needs Assessment Survey

### Survey: NCIDC Community Needs Assessment/Impact Report 2019



### NCIDC Community Needs Assessment Survey 2019

Northern California Indian Development Council, Inc.

We are asking you to complete this survey so we can better understand the needs of California Native American Communities. The information is used to determine the **funding** and **priorities** for services needed by Native people and communities for the **next several years**. This way, a variety of different programs can target their limited resources to where they have the **most impact**.

These programs include services for elders, youth, employment and training, energy assistance, emergency and disaster assistance, and a variety of other programs.

Hearing your voice will assist us in making sure we are **meeting real needs** in your tribe and community.

NCIDC is a nonprofit that provides services to **14,000** to **15,000** clients throughout California every year. NCIDC was established in 1976 to research, develop, and provide social and economic development programs to meet the needs of Native American Communities. NCIDC also helps develop programs in other organizations.

NCIDC has developed a **statewide community service network**. The network consists of NCIDC, California Tribes, and three subcontractors that deliver CSBG services to Indian people residing in the on- and off-reservation areas of the state. The Community Service Block Grant Subcontractors include California Indian Manpower Consortium, United Indian Nations, and Southern California American Indian Resource Center.

The survey should take **less than 13 minutes** to complete.

**Your privacy is our number one concern.**

Some of the questions are **personal** and **sensitive**, but **all** of your answers are **voluntary** and **anonymous**. Your answers will only be seen by staff from the NCIDC Eureka office and our research partners at CCRP. No one will know who completed this questionnaire. Your answers won't influence any services you receive from NCIDC or our partner agencies.

The survey period ends on June 1st, 2019.

NCIDC  
241 F Street Eureka, CA 95501  
(707) 445-8479  
www.ncidc.org  
webmaster@ncidc.org  
twitter.com/NCIDC  
facebook.com/NCIDC

### Demographic Info

\* What county do you live in?

-- Select --

Enter your zip code

---

**Gender? (self identified)**

- Male
- Female
- Decline to State
- Not Listed (Please Enter Below)

---

**\* What is your age group?**

- Under 18
- 18-24
- 25-44
- 45-54
- 55-69
- 70+

---

**\* What is your race/ethnicity? Please select all that apply.**

- American Indian or Alaskan Native
- Black or African American
- Native Hawaiian/Pacific Islander
- Asian
- White
- Hispanic or Latino
- Not listed (Please enter below)

---

**If you checked "American Indian or Alaskan Native", which Tribe are you enrolled in (or that you identify with the most):**

---

**Do you live on a Reservation/Rancheria or Indian trust land?**

- Yes
- No

---

**Are you disabled or a veteran? Please check all that apply.**

- I am disabled.

- I am a veteran.
- Neither.

**\* Please select the answer to TWO questions.**

**INCLUDING YOURSELF**, please select the number of people living in your household and your household's total income in the last year.

**How to Calculate Household Size and Income**

*A household can be an individual living alone or individuals who live together and share expenses, i.e. rent/mortgage, food, utilities and other costs. If you live by yourself, or if you live with other people and keep most of your finances separate, your household size is 1 person. Otherwise, your household size is 1 plus the number of people, including children, who live with you (and share in the expenses). Your household income is the total income of everyone in the household including yourself.*

**First Menu: Household Size**  
**Second Menu: Household Income**

-- Select --

**Please list the number of people in each age group that live in your household INCLUDING YOURSELF.**

	Number of People
Youth 0-5	<input type="text"/>
Youth 6-13	<input type="text"/>
Youth 14-17	<input type="text"/>
Adults 18-24	<input type="text"/>
Adults 25-35	<input type="text"/>
Adults 36-44	<input type="text"/>
Adults 45-54	<input type="text"/>
Elders 55-59	<input type="text"/>
Elders 60-64	<input type="text"/>
Elders 65-74	<input type="text"/>
Elders 75+	<input type="text"/>

**What is your current living situation? Please mark all that apply.**  
**If your sons or daughters are 18 or over we consider them adults.**

- I am a single parent living with my child/children (who are under 18)
- I am a parent raising my child/children in a two-parent household.
- I am providing child support for a child that does not live with me
- I am the guardian (not parent) to at least one child under 18 that lives with me
- I live alone or only with independent adults
- I live with adults that are dependent on me.
- Other

**\* What is the highest grade level that you completed?**

- K-8th Grade
- 9-12th Grade/Non-Graduate
- High School Graduate
- GED



- 12th grade + Some College
- Vocational Training
- 2 or 4 yr. College Graduates
- Post Graduate

**Do you have access to a vehicle?**

- Yes, I own a working vehicle
- Yes, I have a vehicle that I can borrow when I need it
- No, I do not have access to a vehicle

**Do you have a valid Driver's License?**

- Yes
- No
- No, I have a temporary driving permit

**Please select all statements that apply to you.**

- I can afford gas, insurance, and repairs for a vehicle
- I regularly walk or bike to get places
- I regularly ride the bus to get places
- None of the above

## Youth

**If you are 24 or younger, would you be interested in participating in a youth employment program?**

- Yes
- No
- Maybe

**Please mark how much you agree or disagree with these statements. 1 is strongly DISagree and 5 is strongly agree.**

	Strongly Disagree		Strongly agree			Not sure
	1	2	3	4	5	
School staff teach from multiple cultural perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School staff understand and respect my culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Housing

**What kind of housing do you currently have?**

- Rental (house, apartment, trailer, condo)
- Tribal/Public Housing Project
- Buying/Own my own home, trailer, condo
- Subsidized or Section 8 housing

- Staying at my friend's/family's until I find my own place (I'm not paying rent)
  - My friend's/family's place is my permanent residence (I'm not paying rent)
  - Homeless
  - Group home or assisted living facility
  - Other
- 

**Have you experienced any of these situations in the last year? Mark all that apply.**

- The place where I slept changed regularly.
- The main place I slept was not meant for people to sleep long-term- like a car, park, abandoned building, bus or train station, airport, or camping ground.
- I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)
- I couch-surfed because I could not get permanent housing.
- I applied for housing assistance and didn't get it.
- None of the Above

**How would you rate the condition of your housing?**

- Poor
- Below average
- Average
- Good
- Excellent

**Does your residence have more people staying there than there are bedrooms?**

- Yes
- No

**Please list the number of bedrooms in your residence.**

**Please list the number of people staying at your residence.**

## Arts & Culture

**From 1 to 5, please rate how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.**

	Strongly Disagree	2	3	4	Strongly Agree
	1				5
I am able to express my identity through <b>cultural</b> activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in <b>cultural</b> activities is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in <b>spiritual/ceremonial</b> activities is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in <b>cultural</b> activities makes me feel like I belong in a community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Participating in spiritual/ceremonial activities gives me comfort.

**Do you participate in cultural activities? Select all that apply.**

- Yes, I go to cultural activities alone.
- Yes, I go to cultural activities with family.
- Yes, I go to cultural activities with friends.
- No, I don't go to cultural activities.

**How does participating in community activities such as arts, sports, and culture affect your life?**

## Employment

**Please select everything that applies to your employment status.**

- I am working full-time (30 or more hours at one job)
- I am currently unemployed and looking for a job
- I am working-part time
- My work is full-time, but seasonal/temporary
- I think I might lose my job in the next 6 months
- I am retired
- I am staying at home to be a caregiver
- I work two or more jobs
- Other

**If you are employed, what kind of job do you have?**

- Health Care and Social Services
- Caregiving (for example IHHS)
- Agriculture
- Landscaping
- Manufacturing Construction
- Retail and Tourism
- Federal, State, or Local Government
- Education
- Food Service
- Forestry
- Self Employed
- Not employed
- Tribal government/non-profit
- Other (Please list below)

**If you are employed, how satisfied are you with your current employment?**



Very Unsatisfied



Unsatisfied



Neutral





Satisfied



Very Satisfied

Would you be interested in participating in training to learn a trade?

	
<input type="radio"/>	<input type="radio"/>
Yes	No

Please select any of the following statements that are true for you.

- I have a skill or product that I make that I would be interested in selling and turning into an official source of income.
- I have a new business that I am starting or that I just started in the last year, and I would like to expand.
- I own a business that has been established for more than a year and I would like to expand it.
- None of the Above

Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household. 1 is strongly **DIS**agree, 3 is neutral, and 5 is strongly **agree**.

	Strongly Disagree					Strongly Agree				
	1	2	3	4	5	1	2	3	4	5
Lack of a GED or High School Diploma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of college education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of childcare or before/after school care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of Elder care for senior in home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Issues (including alcohol/drug addiction)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of reliable transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of skills for the jobs available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of jobs paying living wage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of jobs providing pay increases over time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<b>Strongly Disagree</b>					<b>Strongly Agree</b>				
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Lack of jobs providing promotional opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of jobs with benefits (health, retirement, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a valid Drivers License	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a functioning internet connection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Lack of electricity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a home computer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of phone service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of jobs in the area where I live	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Check any emergency assistance that your family needed in the last year, and whether you obtained the help you needed.**

**For example, if you needed food access assistance in the last year and didn't receive the help you needed with food access, then you would select the second option. If you didn't need help in the last year with food access, then you would select the Did Not Need box.**

	Needed and Obtained Help	Needed and Didn't Obtain Help	DID NOT Need
Food access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fuel or utility payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rent or mortgage assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Repairs to car	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Repairs to home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary shelter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support services for Elders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support services specifically for people with <u>learning</u> disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support services for people with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Needed and Obtained Help	Needed and Didn't Obtain Help	DID NOT Need
Financial counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drug/alcohol detox/treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drug/Alcohol abuse counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection from Elder abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection from child abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection from spousal abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Is your household able to cover its bills with enough money left over to spend on things you would like, such as entertainment?**



- Yes
- No
- Somewhat

**Would you be able to cover your bills if you had an unexpected large expense like a car or home repair?**

- Yes
- No
- I'm not sure

## Community

**Do you currently live in/nearby the town where you were raised for most of your childhood? Most of your childhood just means 9 years or more.**

 <input type="radio"/> Yes	 <input type="radio"/> No
---	--

**Do you think about the future of your community?**

- Never       Once in a while       About half the time       Most of the time       Always

**Do you think about the future of the country as a whole?**

- Never       Once in a while       About half the time       Most of the time       Always

**How frequently have these things happened to you in the last year?**

	Never	1 - 4 Times	5 - 10 Times	More than 10 Times
I was unfairly treated or discriminated against based on my race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I heard or experienced racial stereotyping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been a victim of a non-violent crime in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been a victim of a violent crime in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Do you feel safe day-to-day? Mark all that apply.**

- Yes.       No, not at home.  
 No, not at school.       No, not in the community.  
 No, somewhere else. (Please list)

**On a scale of 1 to 10, how safe do you feel in your community? 1 is Very Unsafe and 10 is Very Safe.**

-- Select --

## Family

**If you are a parent/guardian of a young child, how often are you able to read to/with your child?**

-- Select --

If you are a parent/guardian of a school-age child, are you able to help your child with homework as much as you would like?

-- Select --

Are you able to obtain child care when you need it? This includes help from family members or friends.

Never  Once in a while  About half the time  Most of the time  Always  N/A

On a scale of 1 to 5, please select how strongly you agree or disagree with these statements. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.

	Strongly Disagree				Strongly Agree
	1	2	3	4	5
There are either very few or no childcare providers in my area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't have access to transportation to get to childcare providers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can't afford to pay for childcare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is no childcare offered during the hours that I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There isn't childcare available for my child's age group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to work, but I am unable to because I can't get childcare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to get a higher education, but I am unable to because I can't get childcare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you are a parent/guardian of school-age children, do you attend parent meetings or other school activities?

Yes  No  NA

## Health

What health care coverage do you have?

-- Select --

Do you have any difficulties obtaining health services?

Never  Once in a while  About half the time  Most of the time  All of the time  N/A

Do you have any difficulties obtaining mental health services?

Never  Once in a while  About half the time  Most of the time  All of the time  N/A

On a scale of 1 to 5, how big of a problem do you think these issues are in the Indian community? 1 is not serious at all, and 5 is very serious.

	Not Serious				Very Serious	Don't know
	1	2	3	4	5	
Suicide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Domestic Violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

**Please mark anything that applies to you about suicide.**

***We know that suicide is a sensitive subject and we understand if you would prefer not to answer.***

- I have attempted suicide before.
- Someone in my family attempted or committed suicide.
- Someone in my friend group attempted or committed suicide.
- Someone in my community attempted or committed suicide.
- I don't know of anyone who attempted or committed suicide.
- I needed emotional support or counseling after someone I knew attempted/committed suicide, but I didn't have anything.
- I'd prefer not to answer.
- Other

---

**Please mark anything that applies to you about domestic violence or sexual assault.**

***We know that domestic violence and sexual assault are sensitive subjects and we understand if you would prefer not to answer.***

**Domestic Violence**

- I experienced domestic violence before.
- I am experiencing domestic violence now.
- Someone in my family or friend group experienced/is experiencing domestic violence.
- Someone in my community experienced/is experiencing domestic violence.
- I don't know of anyone who experienced/is experiencing domestic violence.

**Sexual Assault**

- I was sexually assaulted.
- Someone in my family or friend group was sexually assaulted.
- Someone in my community was sexually assaulted.
- I don't know anyone who was sexually assaulted.
- I'd prefer not to answer

Other

---

**About how often do you get intense exercise which lasts at least a half an hour? (Intense exercise makes your heart race and makes you breathe heavily.)**

---

**Please select all of the following activities that you would consider as Native American cultural uses for tobacco.**

- Smoking Tobacco in Prayer or Ceremony
- Smoking Commercial Tobacco
- Vaping
- Chewing Tobacco
- None of the Above





Please select an answer from BOTH drop downs. After you choose the first answer, a second drop down list will appear.



Do you smoke tobacco or vape outside of cultural practices? If so, how often?

-- Select --

Did you start smoking or vaping for the first time in the last year?

 <input type="radio"/> Yes	 <input type="radio"/> No
---	--

Does someone in your household smoke?

 <input type="radio"/> Yes	 <input type="radio"/> No
---	--

When is the last time that you ate Indigenous food from a traditional source? Some examples are salmon and other fish, seafood, mushrooms, berries, acorns, and meats such as venison, elk, and rabbit.

-- Select --

Are there Native American wellness opportunities that you could access if you wanted? Examples of wellness opportunities include GONA, Red Road, Talking Circles, and family /intergenerational support.

- Yes
- No
- Unsure
- N/A

## Closing Questions

Have you received services from NCIDC in the past?

- Never
- Once
- 2-4 times
- 5-10 times
- More than 10 times

On a scale of 1 to 5, how satisfied are you with NCIDC's services? 1 is very DISsatisfied, 3 is neutral and 5 is very satisfied.

	Very Dissatisfied			Very Satisfied		N/A
	1	2	3	4	5	
Office accessibility (location)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wait time when being helped	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friendliness of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helpfulness of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of assistance you were provided	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is one thing you would change about the services you received from your local NCIDC office?

Have you ever been unable to receive the services you needed at your local NCIDC office?

- Yes, at least once I was unable to receive the services I needed
- No, I have always been able to receive the services I needed
- N/A

How did you answer this survey?

- Interviewed by NCIDC volunteer/employee
- Paper Survey
- On a cell phone/tablet
- On a computer
- Other

If you have any other comments please enter them here: