2022/2023
Community Needs Assessment and Community Action Plan

California Department of Community Services and Development

Community Services Block Grant

Contents

Introduction

The Department of Community Services and Development (CSD) has developed the 2022/2023 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2021**. In an effort to reduce administrative burden during the Novel Coronavirus (COVID-19) pandemic, CSD has made changes to the CAP template. The changes are detailed below in the "What's New for 2022/2023?" section. Provide all narrative responses in 12-point Arial font with 1.5 spacing. When the CNA and CAP are complete, they should not exceed 52 pages, excluding the appendices.

Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are in compliance.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies' CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on State Accountability Measures in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

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 are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New For 2022/2023?

Two-Part Layout. The 2022/2023 template has been divided into two parts:

> Part I: Community Needs Assessment (CNA); and

> Part II: Community Action Plan (CAP).

The CNA portion has sections for the needs assessment narrative and the results. Surveys and analysis documents may be attached as appendices. The CAP portion encompasses all the usual topics such as Vision and Mission Statement, Tripartite Board of Directors, Service Delivery System, Linkages, Monitoring, etc.

Revised Public Hearing Section. In addition to including the statue for the public hearing requirement, CSD has incorporated new guidelines for issuing the Notice of Public Hearing and the draft CAP, and documenting low-income testimony delivered at the public hearing. The Low-Income Testimony and Agency Response document will be required as an appendix. See the section on Public Hearing(s) for more details.

CNA Helpful Resources. Part I: Community Needs Assessment contains resources on conducting a needs assessment, influence of COVID-19 on the process, and updated links to state and national quantitative data sets.

Revised and Reduced Narrative Sections. Every effort has been made to reduce the administrative burden of conducting a CNA and preparing a CAP during an active pandemic. Although these tasks are fundamental to CSBG and should not be overlooked, CSD is aware of the reduced capacity and other circumstances under which many of the agencies are functioning. CSD has removed questions, utilized check boxes when possible, and made some questions optional. Many questions about the federal and state assurances have been removed. However, agencies are still required to certify that they are in compliance with the assurances. In the sections pertaining to the Tripartite Board of Directors and Linkages, for instance, agencies may indicate whether there are changes to the response in the 2020-2021 CAP or whether they would like CSD to accept the 2020-2021 CAP response without adaptations. Please keep in mind that these flexibilities are made because of the COVID-19 pandemic and may not be utilized in future years.

Additional Information. CSD has added a section to address disaster preparedness and agency capacity building. While this information is not directly mandated by statue, it is important to know agencies have disaster response plans in place and are making efforts to increase their own capacities. Responses to these questions are optional.

Federal and State Assurances Certification. Pertaining to the federal and state assurances, CSD removed questions where possible. If compliance to an assurance could be demonstrated without a narrative, the question was removed. However, agencies will still be required to certify that the Federal CSBG Programmatic Assurances and the State Assurances are being met. Agency certifications are found in those sections.

CSBG State Plan References. Information for the CSBG State Plan comes largely from CAPs submitted by agencies. To help agencies understand their roll in preparing the CSBG State Plan, CSD has indicated which questions contribute to the development of the annual CSBG State Plan.

Checklist

☒ **Cover Page and Certification**
☒ **Public Hearing(s)**

Part I: Community Needs Assessment
☒ **Narrative**
☒ **Results**

Part II: Community Action Plan
☒ **Vision Statement**
☒ **Mission Statement**
☒ **Tripartite Board of Directors**
☒ **Service Delivery System**
☒ **Linkages and Funding Coordination**
☒ **Monitoring**
☒ **Data Analysis and Evaluation**
☒ **Additional Information (Optional)**
☒ **Federal CSBG Programmatic Assurances and Certification**
☒ **State Assurances and Certification**
☒ **Organizational Standards**
☒ **Appendices**

COMMUNITY SERVICES BLOCK GRANT (CSBG)
2022/2023 Community Needs Assessment and Community Action Plan
Cover Page and Certification

Agency Name	Northern California Indian Development Council, Inc
Name of CAP Contact	Gregory Gehr
Title	Executive Director
Phone	707-445-8451
Email	greg@ncidc.org

CNA Completed MM/DD/YYYY: (Organizational Standard 3.1)	06/01/2021

Board and Agency Certification

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2022/2023 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Ruby Rollings	Ruby Rollings	7-2-2021
Board Chair (printed name)	Board Chair (signature)	Date
GREGORY W GEHR	*signature*	6/30/2021
Executive Director (printed name)	Executive Director (signature)	Date

Certification of ROMA Trainer/Implementer (If applicable)

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

Aubrey Richeson, NCRI	*signature*	06/25/2021
NCRT/NCRI (printed name)	NCRT/NCRI (signature)	Date

CSD Use Only

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	

PublicHearing(s)

California Government Code Section 12747(b)-(d)

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

Public Hearing Guidelines

Notice of Public Hearing

1. Notice of the hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, Facebook page, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the hearing. The draft CAP can be posted on the agency's website, Facebook page, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) shall not be held outside of the service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

Guidance for Public Hearings During COVID-19

The COVID-19 pandemic poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies adhere to state and county public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. If a public hearing cannot be conducted in person, CSD encourages agencies to utilize other formats or methods that will still adhere to the state and county public health guidance. If conducing a public hearing through other formats or methods is still not possible, agencies must contact their Field Representative at CSD at least 30 days prior to the submission of the CAP for additional guidance. Agencies will be required to provide documentation to support their constraints to meet the public hearing requirement.

Public Hearing Report

Date(s) of Public Hearing(s)	06/25/2021
Location(s) of Public Hearing(s)	241 F St, Eureka, CA 95501
Dates of the Comment Period(s)	06/10/2021-06/25/2021
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency website and newspapers in each county
Date the Notice(s) of Public Hearing(s) was published	06/10/2021
Number of Attendees at the Public Hearing(s) (Approximately)	19

Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)

<u>Helpful Resources</u>

In 2011, NASCSP published a <u>Community Action to Comprehensive Community Needs Assessment Tool</u> that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has <u>resources</u> such as an online Community Needs Assessment Tool and information about conducing a needs assessment during the COVID-19 pandemic. The Partnership also has a <u>Data Hub</u> designed specifically for the community needs assessment process.

To provide a comprehensive "picture" of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

National and State Data Sets			
U.S. Census Bureau <u>Poverty Data</u>	**U.S. Bureau of Labor Statistics** <u>Economic Data</u>	**U.S. Department of Housing and Urban Development** <u>Housing Data & Report</u>	**U.S. Department of Health and Human Services** <u>Data Portal</u>
Baseline Census <u>Data by County</u>	**National Low-Income Housing Coalition** <u>Housing Needs by State</u>		**National Center for Education Statistics** <u>IPEDS</u>
California Department of Finance <u>Demographics</u>	**California Attorney General** <u>Access RSS Data</u>	**California Department of Public Health** <u>Various Data Sets</u>	**California Governor's Office** <u>Covid-19 Data</u>
California Department of Education <u>School Data via DataQuest</u>		**California Employment Development Department** <u>UI Data by County</u>	

Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)
Organizational Standards 1.1, 1.2, 2.2, 3.2, 3.3, 3.4
State Plan

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1. How did the agency share the CAP, including the CNA, with the community, stakeholders, partner organizations? (Check all that apply.)

☒ The agency's website
☐ Posted on the agency's Facebook page
☐ Electronic reports were sent
☐ Printed copies were distributed
☐ Social media channels
☒ Other

2. 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, State Plan)

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.

3. Describe the geographic location(s) that your agency is funded to serve. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

NCIDC serves American Indian people in 57 counties of the state, not including Los Angeles.

4. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets
☒ Census Bureau
☐ Bureau of Labor Statistics
☒ Department of Housing & Urban Development
☒ Department of Health & Human Services

Local Data Sets
☐ Local crime statistics
☒ High school graduation rate
☒ School district school readiness
☐ Local employers
☒ Local labor market
☒ Childcare providers

☐ National Low-Income Housing Coalition
☒ National Center for Education Statistics
☒ Other online data resources
☐ Other

California State Data Sets
☒ Employment Development Department
☒ Department of Education
☒ Department of Public Health
☐ Attorney General
☒ Department of Finance
☐ State Covid-19 Data
☒ Other

Surveys
☒ Clients
☒ Partners and other service providers
☒ General public
☒ Staff
☒ Board members
☐ Private sector
☐ Public sector
☐ Educational institutions

☐ Public benefits usage
☒ County Public Health Department
☒ Other

Agency Data Sets
☒ Client demographics
☒ Service data
☒ CSBG Annual Report
☒ Client satisfaction data
☐ Other

5. If you selected "Other" in any of the data sets in Question 4, list the additional sources.

Tribal enrollment data, Local non-profits, Local healthcare providers, Universities, American Civil Liberties Union, News articles, SAMHSA, Center for Native American Youth, Center for Disease Control and Prevention, American Journal of Clinical Nutrition, North American Association for the Study of Obesity, California Indian Education, California Healthcare Foundation, Public Policy Institute of California, National Institute of Justice, Housing Assistance Council, California Department of Housing and Community Development, California Coalition for Rural Housing & Rural Community Assistance Corporation, and the National American Indian Housing Council.

6. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Surveys
☒ Clients
☒ Partners and other service providers
☒ General public
☒ Staff
☒ Board members
☐ Private sector
☐ Public sector
☐ Educational institutions

Focus Groups
☒ Local leaders
☒ Elected officials
☐ Partner organizations' leadership
☒ Board members
☐ New and potential partners
☒ Clients
☒ Staff

Interviews
- ☒ Local leaders
- ☐ Elected officials
- ☒ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients

☐ **Community Forums**

☐ **Asset Mapping**

☒ **Other**

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7. If you selected "Other" in Question 6, please list the additional approaches your agency took to gather qualitative data.

Examining news articles and other resources that include qualitative data, such as interviews with American Indian community members.

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8. Describe your agency's analysis of the quantitative and qualitative data collected from low-income individuals and families. Include a description of the data collected. (Organizational Standards 1.1, 1.2, 3.3; State Plan)

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. As a part of this effort, staff conducted a focus group on mental health and substance use disorders with American Indian students. The answers gave a fuller picture of the identified needs and will be used to inform future surveys.

Staff separated CNA 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.

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9. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency's service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9); Organizational Standard 2.2; State Plan)

A. Community-based organizations

NCIDC gathered information on substance abuse and prevention, education, labor market information, mental health and assistance programs, child care, crime, and health data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

B. Faith-based organizations

NCIDC gathered information on culture and mental health data. NCIDC pulled qualitative data from this sector in order to have a deeper understanding of the possible connections between the quantitative data collected and the possible underlying reasons for the observed trends.

C. Private sector (local utility companies, charitable organizations, local food banks)

NCIDC gathered information on employment, education, mental health, and crime data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas. NCIDC also pulled qualitative data from this sector in order to have a deeper understanding of the possible connections between the quantitative data collected and the possible underlying reasons for the observed trends.

D. Public sector (social services departments, state agencies)

NCIDC gathered information on population demographics, labor market information, substance abuse data, mental health and assistance programs, health data, child care, education, crime, and housing data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

E. Educational institutions (local school districts, colleges)

NCIDC gathered information on health data, education, and labor market information. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

10. "Causes of poverty" are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency's service area(s). (Organizational Standard 3.4, State Plan)

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 and poor testing shows that Native American youth are often not given the skills required for quality employment or postsecondary education. Many Native American families still live off of the land and limit their engagement with commercial markets. 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.

11. "Conditions of poverty" are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency's service area(s). (Organizational Standard 3.4, State Plan)

American Indian people overall experience high rates of substance abuse and communities in the service area have high rates of crime which make it more difficult to escape poverty, both for those involved and for those indirectly affected. A lack of quality, affordable housing has created instances of overcrowding and poor living conditions. American Indian people also face significant rates of chronic illnesses. Despite a high need, all of the counties in the service area have a severe lack of childcare providers.

12. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 6.4, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

Community Needs Assessment Results

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)

Table 1: Needs Table

Complete the table below. Insert a row if additional space is needed.

Needs Identified	Level	Integral to Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Job Training	Family/Community	Yes	Yes	Yes
Employment	Family	Yes	Yes	Yes
Emergency Services	Family	Yes	Yes	Yes
Youth Services	Family	Yes	Yes	Yes
Housing	Family/Community	Yes	Yes	Yes
Substance Use Disorder Prevention/Recovery	Community	Yes	Yes	Yes
Child Care	Community	Yes	Yes	No
Culture	Community	Yes	Yes	Yes
Health and Wellness	Family/Community	Yes	Yes	Yes

Needs Identified: List the needs identified in your most recent CNA.

Level: List the need level, i.e. community or family. <u>Community Level</u>: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. <u>Family Level</u>: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

Integral to Agency Mission: Indicate if the identified need aligns with your agency's mission.

Currently Addressing: Indicate if your agency is already addressing the identified need.

Agency Priority: Indicate if the identified need will be addressed either directly or indirectly.

Table 2: Priority Ranking Table

Prioritize all needs identified as an agency priority in Table 1. Insert a row if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s)/Service(s) Category (CNPI, FNPI, SRV)
1.Emergency Services	See LIHEAP and CSBG Logic Models in Appendix	FNPI 4h/ SRV 4i-l, FNPI 5/ SRV 5, SRV 7n
2.Job Training	See WIOA and Rapid Response Logic Models in Appendix	FNPI 1/ SRV 1
3.Job Placement	See WIOA and NDWG Logic Models in Appendix	FNPI 1/ SRV 1
4.Youth Services (Including Substance Use Disorder Prevention)	See Da'luk, IEA, WIOA (SYSP), and AIEC Logic Models in Appendix	FNPI 2/SRV 2, FNPI 5/ SRV 5, FNPI 6/SRV 6
5.Culture	Micro-grants, Gift shop through WIOA; See WIOA and CSBG Logic Models in Appendix	SRV 5
6. Health and Wellness	See CSBG, WIOA, AIEC, and NDWG Logic Models in Appendix	FNPI 5/ SRV 5, SRV 6
Agency Priorities: Rank your agency priorities.		
Description of programs, services, activities: Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.		
Indicator/Service Category (CNPI, FNPI, SRV): List the indicator(s) or service(s) that will be reported in annual report.		

Part II: Community Action Plan

CSBG Act Section 676(b)(11)
California Government Code Sections 12745(e), 12747(a)
California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

Vision and Mission Statement

1. Provide your agency's Vision Statement.
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. Provide your agency's Mission Statement.
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

CSBG Act Sections 676B(a); 676(b)(10)
California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605
State Plan

1. Describe how your Advisory or Governing Board is involved in the decision-making process and participates in the development, planning, implementation and evaluation of programs to serve low-income communities. (CSBG Act Section 676B(a))
☒ No change to the response in your agency's 2020-2021 CAP.   ☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.
2. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10), State Plan)
☒ No change to the response in your agency's 2020-2021 CAP.   ☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.
3. Describe your Advisory or Governing Board's policy for filling board vacancies in accordance with established bylaws. Include the recruiting process, democratic selections process for low-income board members, and the timeframe established by your agency to fill vacancies. (State Plan)
☐ No change to the response in your agency's 2020-2021 CAP.   ☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.
The State of California has designated all Reservations and Rancherias in California, as "designated pockets of poverty". NCIDC is a membership organization which is open to federally recognized indigenous California Indian Tribes and democratically elected, Indian-controlled community non-profit corporations which serve these low-income communities based in Humboldt, Del Norte, Siskiyou, and Trinity Counties. Member organizations are asked to nominate delegates from their organizations annually, who are representatives of low-income communities and often low-income themselves. Our governing board is then decided through a vote by the member organizations from among these delegates.

Service Delivery System

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

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1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan)

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 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 NCIDC, the clients are initially asked to complete an online intake form that automatically adjusts based on their requested assistance. Once we receive the intake, assessment procedures are coordinated through each county office, and services are designed to meet the specific needs of each client. 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, online, 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.

NCIDC provides direct services as well as subcontracting with other Tribal agencies and partnering with Tribes across the state.

2. List your agency's proposed programs/services/activities that will be funded by CSBG. Include a brief explanation as to why these were chosen and how they relate to the CNA. (CSBG Act Section 676(b)(3)(A), State Plan)

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 tailored to the specific needs of each community. As a result, our CSBG funds support all types of CSBG eligible activities.

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 fulfill 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 acts 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, and high unemployment rates observed in the CNA.

NCIDC provides educational support and advocacy 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. 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. The CNA highlighted ongoing educational inequity facing Native Americans. The Indigenous Education Advocate (IEA) is a new position created by NCIDC, with the support of the American Civil Liberties Union Foundation of Northern California (ACLU-NC), to advance educational equity for Native American students in Del Norte and Humboldt Counties and adjacent tribal lands to help them get the most out of their education and find quality employment later in life. The IEA conducts know-your-rights trainings, leadership development, and capacity-

building for direct service providers, and will lead systems-level change by building coalitions and leading advocacy work in targeted school districts. The IEA also directly assists families whose children require Individual Education Plans and/or 504 plans in communicating with the schools and getting the accommodations that they require so the students can be successful. 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 these programs are a vital support system for Native Americans in the area.

In response to the high rates of substance use and increasing need for youth mental health support, NCIDC created the Da'luk program. The Da'luk Tribal Youth Program aims to promote healing through culturally rooted lessons, to develop social/emotional competency, and to support training and development of youth advocates on policy, systems, and environmental change to prevent substance use, while promoting positive cultural identity and tribal wellness among middle and high school Native American students in Humboldt County. In collaboration with traditional cultural bearers, the Da'luk Youth Program will cultivate heathy life outcomes for Native youth to flourish into future leaders and overcome barriers to self-sufficiency.

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

CSBG Act Sections 676(b)(1)(B) and (C), (3)(C) and (D), 676(b)(4), (5), (6), and (9)
California Government Code Sections 12747, 12760
Organizational Standards 2.1, 2.4
State Plan

> 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, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan)

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, State Plan)

NCIDC developed Memorandums of Understanding with Humboldt County Workforce Development Board, Del Norte County DHHS, Del Norte County School District, Humboldt County Office of Education, nearly all of the individual school districts in Humboldt County, 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 services are targeted to low-income individuals and families and indicate how staff is involved, i.e. attend community meetings, provide information, make referrals, etc. Include how you ensure that funds are not used to duplicate services. (CSBG Act Section 676(b)(9), California Government Code Section 12760, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

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4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747, State Plan)

NCIDC has received millions of dollars in grants from multiple foundations to leverage our existing programs and create new ones since 2020 and we are expanding our efforts to obtain more. We have partnered with other agencies to provide community services that each agency would have difficulty providing on their own and this continues to be the first step in the process whenever NCIDC is looking to provide a service. American Civil Liberties Union Foundation of Northern California has dedicated a team to help NCIDC to establish relationships with major donors and

develop a private funding base to support both programs and organizational capacity. NCIDC maintains a superb track-record on implementing state programs, including National Dislocated Worker Grants and the California American Indian Education Center, and our proven efficacy encourages California to continue choosing us to serve Native communities. At each of our offices, NCIDC operates an on-site work experience position through our Workforce Innovation and Opportunity Act which allows low-income American Indian people to gain necessary training and experience to obtain permanent, quality employment while also supporting the operations of the agency.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

NCIDC's Operations Director directly maintains a record of all volunteers and the hours they worked for every NCIDC activity that incorporates volunteers through sign-in sheets and database entries. In our capacity as a pass-through agency for individual Tribes across the state, NCIDC asks that Tribes also maintain sign-in sheets or equivalent records to monitor volunteer time.

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. (CSBG Act Section 676(b)(1)(B), State Plan)

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

NCIDC will maintain enrollment in 2022/2023 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. NCIDC is also participating in a Voices from the Center project that is funded by California Endowment and being conducted with Tribal agencies throughout Northern California which aims to promote community health and share Native stories on their experience through the pandemic. The wellness project and Voices from the Center will train 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.

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 promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school child care. (CSBG Act Section 676(b)(1)(B), State Plan)

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

NCIDC actively partners with local Tribes, Indian and Indian-serving organizations, local and regional community-based organizations, and local governments focused on serving youth and coordinate with these agencies in an informal coalition working toward improving youth outcomes and experiences. When we, or our partner agencies, identify a need of American Indian or local youth that is not being addressed, NCIDC steps forward to see what can be done and is always open to filling that need in whatever capacity we are able. We have supported recent grant applications by other agencies to provide youth programs in a variety of ways and prioritize collaboration. NCIDC has been instrumental in the creation of three new community youth programs, the Da'luk Native Youth program, the Indigenous Education Advocate program, and the Voices from the Center program.

The recently created Da'luk Native Youth program aims to promote healing through culturally rooted lessons, to develop social/emotional competency, and to support training and development of youth advocates on policy, systems, and environmental change to prevent substance use, while promoting positive cultural identity and tribal wellness among middle and high school Native American students in Humboldt County. In collaboration with traditional cultural bearers, the Da'luk Youth Program will cultivate heathy life outcomes for Native youth to flourish into future leaders and be self-sufficient. The purpose of the program is to provide Native American youth,

ages 12–18, the tools and skills they need to make positive contributions to their communities and reach their potential. Focusing on social and emotional capacity building, as well as enriching youths' leadership skills, the Da'luk Youth Program participants will have opportunities to work with program staff, traditional cultural bearers, community leaders, and peers to identify local policies and effect change. Through culturally-informed afterschool and occasional weekend activities, grounded in evidence-based practice, Native American youth will be able to build the skills necessary to be leaders in their communities, with the ability to raise awareness to issues that are central to their lives, to encourage communities to address the systemic and structural inequities that shape living conditions and experiences, and to aid in changing institutional policies, practices, to make a better future for all.

The Indigenous Education Advocate (IEA) is a new position created by NCIDC, with the support of the American Civil Liberties Union Foundation of Northern California (ACLU-NC), to advance educational equity for Native American students in Del Norte and Humboldt Counties and adjacent tribal lands to help them get the most out of their education and find quality employment later in life. The IEA conducts know-your-rights trainings, leadership development, and capacity-building for direct service providers, and will lead systems-level change by building coalitions and leading advocacy work in targeted school districts. The IEA also directly assists families whose children require Individual Education Plans and/or 504 plans in communicating with the schools and getting the accommodations that they require so the students can be successful.

The Voices from the Center program has been designed to develop a movement of Native youth leaders grounded in healing, wellness, culture and community, that are skilled with the community organizing tools to make policy and systems changes to improve the conditions impacting them and their communities, who connected to strong organizations and aligned around a shared vision of Indigenous Justice in California.

9. 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), State Plan)

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, NCIDC will continue to coordinate client services provided by local Workforce Development Boards and other program operators. NCIDC maintains representatives on, and actively participates in, local Workforce Development Boards.

NCIDC and all of our subcontractors are WIOA Section 166 providers. We chose to have this overlap to ensure that employment and training activities can be coordinated across different funding sources.

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

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

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 550 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. In response to the devastating fires in Siskiyou and Butte County, NCIDC partnered with local foundations such as the Humboldt Area Foundation to provide emergency financial assistance to victims of the fires that have lost everything. This includes providing food cards and assisting clients with obtaining basic eating utensils and cooking ware so they are able to prepare their own meals.

11.	Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under title XVI (relating to low-income home energy assistance) that are conducted in the community. (CSBG Act Section 676(b)(6), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

12.	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), State Plan)

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

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. The Voices from the Center program resulted from our partnership with local Tribal organizations and a statewide foundation and will give students and youth an avenue to gain relevant media skills while contributing to their community and make policy and systems change. Youth are encouraged to work with their family members on the project and are provided with cultural learning opportunities hosted by local Tribal elders. This program can contribute to higher self-confidence and stronger family relationships.

Monitoring

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

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include 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, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

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 NCIDC.

Data Analysis and Evaluation

CSBG Act Section 676(b)(12)
Organizational Standards 4.2, 4.3

> 1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (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 county-wide coalition of Tribal organizations and local governments focused around youth services, education, and employment.

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. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

☐ No change to the response in your agency's 2020-2021 CAP.

☒ Adaptations to the response in your agency's 2020-2021 CAP are described below.

In addition to participating in community action groups designed to assess and respond to needs that arose from COVID-19, NCIDC conducted a quick assessment of the effects the pandemic was having on American Indian communities. "American Indian and Alaska Native people have suffered a disproportionate burden of COVID-19 illness during the pandemic," according to outgoing CDC Director Robert R. Redfield, M.D. The other data we found supported this. The access to testing throughout the USA was limited and sporadic, especially with an outgoing federal administration that discouraged testing at all levels. This lack of access was even more apparent for low-income Native communities. To prevent community struggles in Native communities from being further exacerbated and assist American Indian people with avoiding health and employment complications that can result from contracting the illness, NCIDC quickly created a temporary Tribal Communities COVID-19 testing and prevention program. We partnered with California Rural Indian Health Board (CRIHB) and AB Medical Healthcare Solutions (ABMED) to leverage funding and through this program, we were able to add one COVID-19 testing and prevention center in a central location serving multiple Tribes and Tribal Communities. At this testing site, every household that was tested was also provided with a free supply of PPE, including masks, hand sanitizer, and alcohol wipes to help them maintain all the protocols prescribed to limit infection. We served 193 households from the beginning of December of 2020 to March 2021. Individuals demonstrated improved physical health and well-being.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2) (Optional)

NCIDC has made additional efforts to further integrate ROMA principles and practices into every aspect of agency management and planning so that we can increase our ability to serve community needs effectively. Historically, NCIDC has depended upon an external ROMA Implementer to consult on our practices and community action plan. This clearly limited our ability to fully involve them in the entire cycle. This year, NCIDC invested in putting the agency Planner/Data Analyst through the ROMA Implementer training. They are now officially certified and able to incorporate ROMA principles day-to-day as they are involved in agency planning and can assist with ongoing agency improvements.

Additional Information (Optional)

Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster?
☐ Yes ☐ No
2. If so, when was the disaster plan last updated?
3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

Agency Capacity Building

1. Although the CNA focused on Community and Family Level needs, if your agency identified Agency Level need(s) during the CNA process, list them here.
During the pandemic, need for all kinds of assistance multiplied and yet the only way for community members to apply or receive assistance was by coming to our offices in person. NCIDC had to establish a way of conducting normal business, as well as additional services that were needed as a result of the pandemic, virtually to continue operations.
2. Describe the steps your agency is planning to take to address the Agency Level need(s).
This ability to provide virtual services has greatly increased program effectiveness in serving remote areas and counties that lack both agency office locations and Tribal government offices. NCIDC quickly pivoted during the pandemic to develop new policies and procedures to streamline these virtual services from the point of client intake through the end result of providing virtual services to clients. Both CSBG and CARES CSBG funding allowed NCIDC to develop a new, completely online, intake process for clients using QuestionPro. The online intake has been used over a thousand times by NCIDC clients for CSBG and CARES services since the start of the pandemic. NCIDC also used CSBG and CARES funding to invest in a safe and secure online database for management information systems processes that is utilized by all subcontractors. These systems are state-of-the-art and designed specifically to protect client personally

identifiable information while allowing each agency to move towards a paperless system with more efficient reporting capabilities. NCIDC has received positive feedback from clients regarding the ability to submit documents and intake information securely online.

Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

Use of CSBG Funds Supporting Local Activities

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 title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, 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 (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);

    ii.   to secure and retain meaningful employment;

    iii.   to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;

    iv.   to make better use of available income;

    v.   to obtain and maintain adequate housing and a suitable living environment;

    vi.   to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;

    vii.   to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots

    viii.   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 intervention in urban areas, to develop methodologies for wide-spread replication; and

        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 childcare programs.

Coordination of Other Programs

676(b)(1)(C) The state will assure "that funds made available through grant or allotment will be used – (C) 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) Eligible entities will describe "the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(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) Eligible entities will describe "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) Eligible entities will describe 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) Eligible entities will describe "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) "[A]n 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."

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) "[T]he 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) "[A]n 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 service 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 serviced, which may be coordinated with the community needs assessment conducted for other programs."

State and Eligible Entity Performance Measurement: ROMA or Alternate System

676(b)(12) "[A]n 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."

Fiscal Controls, Audits, and Withholding

678D(a)(1)(B) An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

☒ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**

State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

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.

For MSFW Agencies Only

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.

☒ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

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.

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 2.4 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 years.

Public Agency - Standard 3.1 The department conducted or was engaged in 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 includes 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

Private Agency - Standard 4.1 The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

    1.The mission addresses poverty; and

    2.The organization's programs and services are in alignment with the mission.

Public Agency - Standard 4.1 The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

    1.The mission addresses poverty; and

    2.The CSBG programs and services are in alignment with the mission.

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 or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

Category Six: Strategic Planning

Standard 6.4 Customer satisfaction data and customer input, collected as part of the community assessment, is included in the strategic planning process, or comparable planning process.

Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as need assessment surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A
Low-Income Testimony and Agency's Response	B
Community Needs Assessment	C
Logic Models	D
Community Survey Results	E
Blank Community Needs Assessment Survey	F

APPENDIX A- Notice(s) of Public Hearing

Welcome to NCIDC

Job Announcements

There are no job announcements at this time

COVID-19/Coronavirus Update

NCIDC is committed to giving any support we can in this time of crisis so we will continue our work providing services to eligible low-income Native Americans (this can include emergency rental assistance, food costs, cleaning supplies, and other emergency expenses). We are also working on setting up employment assistance for those of you who were laid off due to COVID-19.

However, we will be temporarily restricting public access to all of our offices in the interest of preserving the health of both our clients and staff members. Staff will work with clients over the phone and through email and only conduct in-person intakes as needed on a case-by-case basis. Please DO NOT come to our office without an appointment.

If you have any questions, feel free to call us:

NOTICE
PUBLIC HEARING
CSBG Community Action Plan

Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2022-23 Community Action Plan for the Community Services Block Grant.

Hearing location:

241 F Street, Eureka, CA

June 25, 2021 at 12:00 p.m.

Zoom link will be published at ncidc.org before the meeting

Copies of the plan available June 14, 2021 at NCIDC & online at www.ncidc.org

NCIDC Twitter Feed

NCIDC @NCIDC
Summer Day Camp Counselor Positions Available

Calling all Camp Counselors!!

SUMMER DAY CAMP POSITIONS

AFFIDAVIT OF PUBLICATION

Del Norte TRIPLICATE

Country Media Inc - Del Norte County
501 H St. Suite #1, Crescent City, CA 95531
P.O. Box 277, Crescent City, CA 95531
STATE OF CALIFORNIA,
COUNTY OF DEL NORTE

I, **Eleonore Guillaume**, 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 printer of Del Norte Triplicate, a weekly 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

Account Name: **Northern California Indian Development Council**
Legal Description: **Public Hearing**

Ad #: **317956**
Published: **June 11th, 18th and 25th 2021**

I certify (or declare) under penalty of perjury that the foregoing is true and correct. Dated at Crescent City, California, this **28th day of June, 2021.**

_____
Signature

PUBLIC HEARING
Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2022- 23 Community Action Plan for the Community Services Block Grant.
Hearing location:
241 F Street, Eureka, CA
June 25, 2021 at 12:00 p.m.
Zoom link will be published at ncidc.org before the meeting
Copies of the plan available June 14, 2021 at NCIDC & online at www.ncidc.org

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

This space is for the County Clerk's Filing Stamp

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

STATE OF CALIFORNIA } SS
County of Humboldt

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 , 2000 , 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:

6/10, 6/17, 6/24

all in the year

2021

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

Dated at Eureka, California,

/s/ _Mark a Boyd_ 6/24 2021
Signature

PUBLIC HEARING
Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2022–23 Community Action Plan for the Community Services Block Grant.
Hearing location:
241 F Street, Eureka, CA June 25, 2021 at 12:00 p.m.
Zoom link will be published at ncidc.org before the meeting
Copies of the plan available June 14, 2021 at NCIDC & online at www.ncidc.org

PROOF OF PUBLICATION

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

Mt. Shasta Area Newspapers
Mount Shasta Herald, Weed Press, Dunsmuir News,
Siskiyou Daily News
STATE OF CALIFORNIA
County of Siskiyou

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 part to nor interested in the above entitled matter. I am the Administrative Assistant of the Mt. Shasta Area Newspapers newspapers of general circulation, published weekly in the cities of Mount Shasta, Weed, Dunsmuir, and Yreka, County of Siskiyou, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of Siskiyou, State of California, under the dates of: Mount Shasta Herald – July 9, 1951, Case Number 14392; Weed Press – June 22, 1953, Case Number 15231; Dunsmur News – May 25, 1953, Case Number 15186; Siskiyou Daily News adjudicated May 18, 1953, No. 15190 that the notice, of which the annexed is a printed copy (set in type not smaller than nonpareil), has been published in each regular and entire issue of said newspapers and not in any supplement thereof on the following dates, to-wit:

June 9,16,23

Fill in the year 2021

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

Dated at Mount Shasta, California

This 23rd day of June
20 21

_____
Authorized Signature

PROOF OF PUBLICATION OF

PUBLIC HEARING

Northern California Indian Development Council, Inc. (NCIDC) will hold a Public Hearing on the FY 2022-23 Community Action Plan for the Community Services Block Grant.
HEARING LOCATION:
241 F Street, Eureka, CA
June 25, 2021 at 12:00 p.m.
Zoom link will be published at ncidc.org before the meeting
Copies of the plan available
June 14, 2021 at NCIDC & online at www.ncidc.org
NEWS#11612 PUB. JUNE 9.16.23, 2021

APPENDIX B- Low-Income Testimony and Agency's Response

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 30, 2021

Dear Carolyn Smith,

We are reaching out to you regarding your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 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.

Gregory Gehr
Executive Director
Northern California Indian Development Council, Inc

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

NCIDC 2021 PUBLIC HEARING

RESPONSE TO QUESTIONS AND COMMENTS

Carolyn Smith

Questions and Comments by Attendee:

- **The Karuk Tribe also has a clinic in Humboldt County too.**

- **I wanted to just make a comment in favor of the NCIDC Youth Services. I had the honor to be able to work for the Da'luk Program for several months. The program has made a huge impact of the lives of the youth who participated. Given the COVID shelter at home mandate, so many youth were not able to connect with others and were isolated. The Da'luk Program gave them a much-needed space to be together, learning leadership skills, focused on substance use prevention. There is so much opportunity for these programs to grow, filling the needs that were identified in the survey. Coupled with the Da'luk Counseling Services, NCIDC has the ability to help fill the gaps to serve the educational, social, emotional, and behavioral needs for Native youth and young adults in Northern California.**

NCIDC Written Response

We appreciate your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 Community Action Plan.

Your suggestion to incorporate the Karuk Tribe clinic in Orleans in the community resource table of the health section has been noted by NCIDC staff and it will be included in the final Community Needs Assessment.

The Da'luk Native Youth program was designed to address needs identified in NCIDC's four-county service area related to substance use disorder prevention, mental health, and youth support. These needs are all listed as priorities in our Community Action Plan. We have been pleased to serve the community in this way since the start of the Da'luk program, with your help. NCIDC will dedicate as much staff time as is feasible in order to find funding to ensure the continuation of this program given the positive effects it has had on the students' lives and will have on the community as a whole. If, as the program matures, it is found that the community needs are still not being fully met, NCIDC will investigate all options. This may include participating in community coalitions to determine how the needs will be met, looking for resources to expand the Da'luk program, or a number of other activities.

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

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 30, 2021

Dear Dena Magdaleno,

We are reaching out to you regarding your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 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.

Gregory Gehr
Executive Director
Northern California Indian Development Council, Inc

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

NCIDC 2021 PUBLIC HEARING
RESPONSE TO QUESTIONS AND COMMENTS

Dena Magdaleno

Questions and Comments by Attendee:

- **In Trinity County, they have the state afterschool program in all of the schools. In Burnt Ranch, Hayfork, and I believe Junction City (you can check with the county office), there is an Indian education component to it [the state afterschool program]. We have a state grant that allows for afterschool intervention, parenting and parent cooperation, and meetings and all of that sort of thing. The students are tracked. So there is a program in Trinity County. Both of them are funded by the state. One of them is the state after school program and the other is the Indian Ed program.**
- **You might want to use the statistics for California Indians and all Indians in California to support providing services to out-of-state Indians and un-acknowledged Indians.**

NCIDC Written Response

We appreciate your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 Community Action Plan.

Your suggestion to incorporate after school programs in Trinity County in the community resource table of the education section has been noted by NCIDC staff and they will be included in the final Community Needs Assessment.

The NCIDC needs assessment survey asks for the respondent to name the Tribe that they identify with. This information was not analyzed in the current needs assessment. However, in the future NCIDC staff can review the survey results and conduct an analysis based on the responses to this question and make this information available to the public. Staff will also investigate data on people who are members of California, federally-recognized Tribes to people who are Native American, but not members of those Tribes in future research.

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 30, 2021

Dear Joyce Jones,

We are reaching out to you regarding your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 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.

Gregory Gehr
Executive Director
Northern California Indian Development Council, Inc

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

NCIDC 2021 PUBLIC HEARING

RESPONSE TO QUESTIONS AND COMMENTS

Joyce Jones

Questions and Comments by Attendee:

- **Quartz Valley Anav Tribal Health should also be included [*in the Community Resources table in the health section of the Needs Assessment*]. They also have a Behavioral Health Department.**
- **[*Regarding the housing section,]* the majority of these Tribes also received millions of dollars to provide COVID-19 rent, water/sewer, and energy grants to provide assistance to their members.**
- **What I have found is that the Tribal Programs can only assist from 3/1/20 to 3/31/21. This is why we [NCIDC} are continuing to get additional requests. They are only assisting their enrolled members.**
- **The Karuk Housing also has the Karuk Tribal Wellness Center in Yreka where they offer a recreation program for all youth to assist with behavioral health issues and companionship opportunities and so does the Quartz Valley Indian Reservation.**

NCIDC Written Response

We appreciate your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 Community Action Plan.

Your suggestion to incorporate the Quartz Valley Anav Tribal Health, Karuk Tribal Wellness Center, and Quartz Valley Indian Reservation in the community resource table of the health section has been noted by NCIDC staff and they will be included in the final Community Needs Assessment.

The community resource table in the housing section of the NCIDC 2021 Community Needs Assessment references the fact that NCIDC partners with Tribes across the state to implement Community Service Block Grant (CSBG) programs and Low-income Home Energy Assistance programs. The table also includes a statewide total of all of the clients who received services and obtained positive results from those services. However, we have noticed that **the money that the Tribes are getting and giving out doesn't seem to be slowing down the number of requests NCIDC and our subcontractors are getting through the CSBG CARES program. Every office has at least 50 applications on their desks pending processing that are coming from around the state.**

Many Tribal programs focusing on just Tribal membership leaves a gap in services for people who either aren't a member of a California Tribe or who are a member of a Tribe, but who aren't living on or near a reservation. During COVID-19, some of the Tribes are making grants to members. Every Tribal member will get "x" number of thousands of dollars which is a great subsidy to all of the Tribal membership, but doesn't necessarily target the people who have a need such as 6 months of past rent or overdue water and energy bills. NCIDC has observed, in our needs assessment survey and elsewhere, that there are many different program models out there and a number of programs that leave people to fall through the cracks and that is something that NCIDC has prioritized in our plans. All Indian people in California, whether they are Alaskan Native, whether they are out-of-state Indian, whether they are California Indian, whether they are living in the city, or whether they are living in a rural environment, are potentially eligible for our services. We are an intertribal organization. Even non-federally-recognized people, who are still Indian people, are able to get services through CSBG with our agency. This is the likely reason that, even though Tribes have these large programs, that we are still seeing such a demand and it is such a big part of the needs assessment and community action plan.

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 30, 2021

Dear Ruby Rollings,

We are reaching out to you regarding your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 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.

Gregory Gehr
Executive Director
Northern California Indian Development Council, Inc

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

NCIDC 2021 PUBLIC HEARING

RESPONSE TO QUESTIONS AND COMMENTS

Ruby Rollings

Questions and Comments by Attendee:

- **[With regard to another attendee's comments on Tribes receiving millions of dollars] We [Our Tribal members] are still having to use LIHEAP and that stuff [other assistance programs] because our Tribe gave us a one-time $500 energy assistance way back in the beginning [of the pandemic]. But a lot of our [the Tribe's] COVID money is spent on, for example, a double-wide trailer sitting in a parking lot that has been there since December. They [The Tribe] don't take the money and put it towards things that people need. We have roofs that are leaking and, with PG&E up in the rates because of all of the fires, our PG&E bills are over $200 a month. So in 2 months you have almost a $500 PG&E bill. But, a lot of these Tribes are putting their money into.. I don't know what. I mean, we [the Tribe] have spent millions for stuff that does not benefit our people.**

NCIDC Written Response

We appreciate your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 Community Action Plan.

NCIDC has identified emergency services as our top priority in the community action plan. Throughout the pandemic, NCIDC has expanded our LIHEAP program by obtaining CARES LIHEAP funding and Recovery Act LIHEAP funding in addition to doubling our CSBG program by obtaining CARES CSBG funding. This has allowed us to multiply the number of services and the amount of each service provided to people in need during the pandemic. NCIDC also recently applied for the new Low-income Household Water Assistance program so we can provide even more utility assistance as this has been identified as a dire need in Indian country throughout the state. NCIDC will continue to pursue other funding options as they arise so that we can fill the gap in services to Indian people to the best of our ability.

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 30, 2021

Dear Tracy Foster-Olstad,

We are reaching out to you regarding your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 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.

Gregory Gehr
Executive Director
Northern California Indian Development Council, Inc

NCIDC 2021 PUBLIC HEARING

RESPONSE TO QUESTIONS AND COMMENTS

Tracy Foster-Olstad

Questions and Comments by Attendee:

- *[With regard to the Community Resources table in the Health section of the Needs Assessment]* **Can you add, in Trinity County, that we have the Redding Rancheria Tribal Health clinic? They have an existing clinic there and they are building a brand new, spectacular one.**

NCIDC Written Response

We appreciate your attendance at NCIDC's 2021 Public Hearing on the 2022-2023 Community Action Plan.

Your suggestion to incorporate the Redding Rancheria Tribal Health Clinic in the community resource table of the health section has been noted by NCIDC staff and it will be included in the final Community Needs Assessment.

241 F ST, EUREKA CA 95501
T (707)445-8451 W NCIDC.ORG

APPENDIX C- 2021 Community Needs Assessment

NORTHERN CA INDIAN DEVELOPMENT COUNCIL

2021 COMMUNITY NEEDS ASSESSMENT

TABLE OF CONTENTS

INTRODUCTION

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 American 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).

At the end of each section, we have the specified the total number of people served in our programs and the programs of our subcontractors and Tribal partners, as well as the outcomes that these people achieved as a result of the services. In addition, we included brief lists of related resources that are available in each county and statewide, when feasible. The resource lists are not exhaustive and are meant to be a representative example of other programs and services being offered in each area. These two additions are meant to give context to the identified needs and help provide an overall picture of how community needs are being met.

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. COVID-19 drove unemployment rates to severe highs and likely poverty rates as well, this had a disproportionate effect on Reservations and Tribal areas in the four counties which even normally had higher rates than each county overall and in California. The median household income for Reservations and Tribal areas in the four counties is below all other ethnicities for each county, however, in 2019 it rose above the living wage for a two-child household. It remains to be seen how the median household income was affected by the pandemic.

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 industry categories with the highest levels of employment are "government", "educational and health services", and "trade, transportation, and utilities". A full 46 percent of Native Americans living on Reservations or Tribal land in the service are in government employment.[1] However, due to the pandemic, the "leisure and hospitality" and "local government" industry categories of all of the counties shrank substantially in 2020.[1]

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 in some cases, and only a portion of those were actually able to meet the math and English standards. Native American youth in California have also been shown to have more school suspensions and a lack of cultural representation and sensitivity in the education system, which result in poorer educational outcomes and can contribute to lower self-esteem. Lower high school graduation rates and an inability to meet academic standards makes 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 American people and communities.

The national health status of Native Americans has improved since our last assessment, even rising above other ethnicities in some categories. Native American youth and adults have the highest prevalence of

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[1] Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

smoking and people who do not get any exercise. However, they also have among the highest rates of all of the ethnicities of getting moderate-intensity aerobic physical activity. Obesity, diabetes, and other chronic health conditions remain significant and a prevalent concern.

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 number of child care slots in licensed child care centers and licensed family child care homes decreasing notably in each of the counties between 2014 and 2019, with a few exceptions such as Trinity County licensed childcare center slots increasing by 83%.[2]

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.[3] 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.

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.[4] An overwhelming number of NCIDC's 2019 needs assessment survey respondents listed that they had more people residing in their homes than there were bedrooms, 39.9%.[5] 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 showed that 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

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[2] 2019 California Child Care Portfolio(Rep.). (2021, June 1). Retrieved https://rrnetwork.org/publications/2019-child-care-portfolio

[3] 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).

[4] Housing Assistance Council (HAC), 2006. Housing on Native American Lands. http://www.ruralhome.org

[5] NCIDC Community Needs Assessment Survey(Rep.). (2019, June 14).

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 cooperatively to assist Native Americans with climbing their way out of these conditions and improving our communities together.

> From the beginning of time (the Klamath River) has been the life source of the Yurok people both physically and spiritually. I learned from an early age of the relationship between humans and the spirit of the river. The river represents "time" in the Yurok prayers. The river assists us in the cleansing of the world, spiritual baths of our flower dance girls and medicine people, and continuance of mankind. It brings us together in space and in time. Without water, we have no connection to the universe or the dimensions beyond.... I share all this information to emphasize the complex nature of our relationship with the river. Our beliefs around the river and ocean are serious. They are not a playground for water recreation or careless practices.[5] – (Lara-Cooper & Lara, 2019, pp. 214-215)

GEOGRAPHY & POPULATION

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 totaled 6,202[6], 3,749[7], and 3,393[8] respectively. The 2019 American Community Survey estimates show the total American Indian population in the NCIDC service area as over 19,000[9]. 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, Tsnungwe, 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. 53 percent of Humboldt county's residents live in unincorporated communities.[10] 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.[11] 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 in 2018 was just under the number of people in the city of Arcata and Eureka in Humboldt County.[11] In addition to being small, the county populations are also highly dispersed. Del Norte County's population density in 2019 was an average of 27.2 residents per square mile, which was barely more than 10 percent of the state's average density.[12] In 2017, there were just 4.3 residents per square mile within Trinity County, a mere 1.7 percent of California's average density.[13]

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[6] Alvarado A. Yurok Tribe Membership. May 2018. Yurok Tribe Enrollment Department

[7] Attebery R. Karuk Tribe Membership. May 2018. Karuk Tribe Enrollment Department

[8] Colegrove L. Hoopa Valley Tribe Membership. May 2018. Hoopa Valley Tribe Enrollment Department

[9] 2015-2019 American Community Survey 5-Year Estimates. U.S. Census Bureau. Accessed June 4, 2021.

[10] Humboldt County. (n.d.). Humboldt County 2021 Profile. Retrieved from humboldtgov.org/DocumentCenter/View/95965/Section-A3---Profile?bidId=

[11] Siskiyou County Labor Market Profile and Industry/Sector Analysis(Rep.). (2019, July). Author from Northern Rural Training and Employment Consortium

[12] Whittaker, A., Scholl, L., Weaver, A., Young, D., & Lombardi-Hackett, R. (2020). Del Norte County Economic & Demographic Profile(Rep.). Authors from Center for Economic Development at CSU, Chico

[13] Owens, P., Miller, R., Valdovinos, J., Kabisch-Herzog, A., & Hernandez, K., et al. (2018). Trinity County Economic and Demographic Profile(Rep.). Authors from Center for Economic Development at CSU, Chico

> 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.[8] - (Richeson & Supahan, "Interview with Executive Director of True North/ Karuk Tribal Member", 2019)

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 2019 in the major tribal areas of the four counties, the mean travel time to work was 19.6 minutes.[14] 15% of the NCIDC survey respondents did not have access to a vehicle[15] 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.

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[14] Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

[15] NCIDC Community Needs Assessment Survey(Rep.). (2019, June 14).

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INCOME

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.[1] 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 Native Americans poverty rates reach as high as 49.8%.[2] In 2019, the Del Norte median household income was $48,979, Humboldt County was $51,134, Siskiyou County was $45,954, and Trinity County was $43,881.[3] The California median household income is more than 1.5 times each county, at $80,423.[3] However, the median household income for each of the counties except Siskiyou County in the service area increased since 2015.[3] The average living wage for the four-county area is $29,037 for a single adult and $38,064 for an adult in a two-parent household with one child where both parents are working.[4] The median household income for each county is above the living wage for two adults with one child as calculated by MIT.[4] Staff calculated the mean of the medians for each county in 2019 to approximate a median household
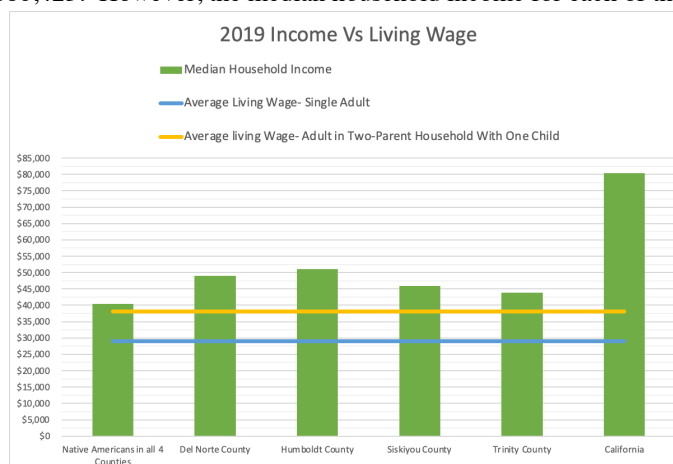
STAFF CHART USING SAIPE AND MIT DATA[3,4]

income for Native Americans in the service area. The result was $40,497, which is less than the any of the overall county median household incomes, but still above the living wage for a two-parent household with one child.[5]

The overall poverty rate decreased in 2019 to 19.5% in Del Norte, 19.6% in Humboldt, 18.8% in Siskiyou, and 19.0% in Trinity.[2] At the state level, the 2019 poverty rate was 11.8%.[3] Of the American Indian people living in NCIDC's service area on reservations or trust land, on average, 27.7% live below the poverty

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[1] 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).

[2] Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

[3] Small area income and poverty estimates: 2019(US Census Bureau). Washington, D.C.: U.S. Census Bureau, Housing and Household Economic Statistics Division, Small Area Estimates Branch.

[4] Glasmeier, A. K. (2021, December 30). Living Wage Calculator. Retrieved June 04, 2021, from http://livingwage.mit.edu/

[5] 2015-2019 American Community Survey 5-Year Estimates. U.S. Census Bureau. Accessed June 10, 2021.

level.[2] Data on poverty rates was taken from the 2015-2019 American Community Survey 5-Year Estimates. The poverty distribution stresses the need for youth programs. The age groups with the highest poverty rates in 2019 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, 5 to 17 years old in Siskiyou County, and under 5 years old in Trinity County.[5]

It is often assumed that the reason low-income people cannot afford their living expenses is due to poor budgeting more than a lack of funds. In our 2021 needs assessment survey, 56% of clients said they would not be able to afford an unexpected large expense such as a car repair, another 25% said they weren't sure if they could afford it.[6] However, we also found that approximately 73% of respondents use a monthly budget at least somewhat.[6] This points to a need to examine other factors.

In the 2021 NCIDC needs assessment survey, we asked people what emergency assistance they needed in the last year and whether they were able to obtain the help that they needed. Food assistance was the highest category for having been needed and received in the last year, followed by medical care and then fuel or utility payments. The highest categories of assistance that people needed, but did not receive help for were repairs to their homes, repairs to their cars, and finally, also fuel or utility payments. The fuel or utility payments is notable because it had a near equal split of people who needed and received the assistance (27%) and people who needed it and did not receive the assistance (23%).[6]

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[6] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

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NCIDC 2020 Impact

NCIDC operates a Community Service Block Grant program that assists American Indian people in achieving greater self-sufficiency and a Low-Income Home Energy Assistance Program that assists low-income households that pay a high proportion of household income for home energy in meeting their immediate home energy needs.

NCIDC partners with **California Indian Manpower Consortium**, **Southern California American Indian Resource Center**, and **Walking Shield** to implement the Community Service Block Grant program to American Indian people off-reservation statewide.

NCIDC partners with **109 Tribal governments** to implement the Community Service Block Grant program and Low-Income Home Energy Assistance program to reservations/rancherias statewide.

Direct Services	Statewide
402 food cards and prepared meals given out	269 people given financial literacy education
5 hygiene kits given out	270 people trained in financial capability skills
63 people reported a better sense of food security	257 people given financial coaching/counseling
	664 prepared meals given out
	1918 food cards/boxes given out
	21 hygiene kits given out

Community Resources

Del Norte
- Community Outreach Assistance Team (Food/Clothing/Hygiene)
- County of Del Norte, Veteran's Services (Food)
- Del Norte Senior Center (Food/Utilities)
- Family Resource Center of the Redwoods - Pacific Pantry (Food)
- First 5 Del Norte (Food/Clothing)
- Grace Evangelical Lutheran Church (Food)
- Our Daily Bread Ministries (Food)
- Pacific Pantry (Food)
- Rural Human Services (Food/Hygiene)
- Seventh-day Adventist Church (Food/Clothing)
- St. Paul's Episcopal Church (Food/Clothing/Hygiene)
- St. Vincent de Paul (Food/Clothing)
- Tolowa Dee-Ni' Nation (Food/Utilities/TANF)
- United Methodist Church - Del Norte County (Food)
- Yurok Tribe (Food/ Tribal TANF/Utilities)

Humboldt
- Bear River Band of Rohnerville Rancheria (Food)
- Betty's Showers (Hygiene)
- Betty's Blue Angel, Betty Chinn (Food)
- Eureka Rescue Mission (Food/Clothing)
- First 5 Humboldt (Food/Clothing)
- Food For People (Food)
- Fortuna Adventist Community Services (Food/Clothing)
- Hoopa Valley Tribe (Food/Tribal TANF/Utilities)
- Humboldt Senior Resource Center (Food/Utilities)
- Our Savior's Lutheran Church (Food/Clothing)
- Redwood Community Action Agency (Food/Hygiene/Clothing/Utilities)
- Ruth's Room, Rio Dell Baptist Church (Clothing)
- Salvation Army (Food)
- Shower Care-A-Van (Food/Hygiene)
- St. Vincent de Paul (Food/Clothing)
- The Journey Church, Rio Dell Assembly of God (Food)
- Tolowa Dee-Ni' Nation (Food/Utilities/TANF)
- Two Feathers Native American Services (Food)
- Wiyot Tribe (Food/Tribal TANF)
- Yurok Tribe (Food/ Tribal TANF/Utilities)

Siskiyou
- 211 Food Box Program (Food)
- First 5 Siskiyou (Food/Clothing)
- First Baptist Church (Food)
- Great Northern Services (Food/Hygiene/Clothing/Utilities)
- Happy Camp Community Center (Food/Clothing/Utilities)
- Horse Creek Community Church (Food)
- Karuk Tribe (Food/Utilities/TANF)
- Madrone Senior Services (Food)
- Mt. Shasta Senior Nutrition Project (Food)
- Planning & Service Area 2 Area Agency on Aging (Food)
- Siskiyou Community Food Bank (Food)
- Siskiyou Food Assistance (Food)
- St. Vincent de Paul (Food/Clothing)
- Tulelake Senior Center (Food)
- Yreka Community Resource Center (Food/Hygiene/Clothing/Utilities)
- Yreka Food Bank (Food)
- Yreka United Methodist Church (Food)

Trinity
- Human Response Network (Food/Hygiene/Clothing/Utilities)
- Trinity County Food Bank (Food)
- Mountain Chapel Soup Kitchen (Food)
- Planning & Service Area 2 Area Agency on Aging (Food)
- Roderick Senior Citizens Center (Food)

Statewide
- CalFresh (Food)
- California Temporary Assistance for Needy Families (Financial assistance)

NEEDS

The unemployment rates in both California and the entire service area continually decreased from 2011 to 2018.[1] However, unemployment rates experienced an uptick in 2019 and then soared in 2020 due to the pandemic. The 2020 unemployment rates for the general population in the NCIDC four-county services areas were: 8.4% in Humboldt, 9.5% in Del Norte, 9.7% in Siskiyou, and 8% in Trinity.[1] In comparison,

2020 Unemployment Rates
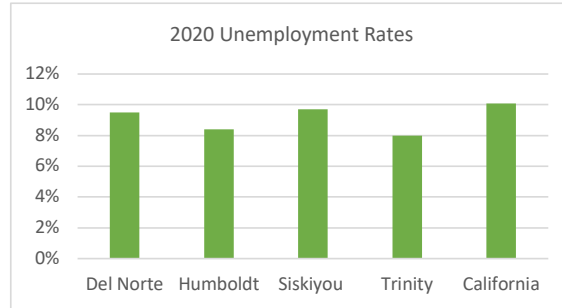
STAFF CHART USING DATA FROM THE CA EMPLOYMENT DEVELOPMENT DEPARTMENT – LABOR MARKET INFORMATION DIVISION[1]

California's unemployment rate was 10%.[1] According to the 2015-2019 ACS, the average unemployment rate for Reservations and Tribal Trusts in the service area in 2019 was 14%, already significantly higher than even what the county unemployment rates would become in 2020. It is likely that unemployment rates for Reservations and Tribal Trusts in the service area became even more severe during the pandemic. It is also important to note that national surveys from such rural, dispersed communities can underrepresent the true circumstances. Prior to COVID-19, some Tribal staff estimated on-reservation Native population unemployment rate as significantly higher, with rates in excess of 60%[2] for reservations such as the Hoopa Reservation.

Current data as of 2020 from State LMI representatives provides an overall picture of the service region's labor information in all four counties. The four counties had 89,260 employed in 2019, with 59,800 employed in Humboldt.[3] The four county total number of employed people dropped to 82,310 in 2020.[3] The following charts demonstrate the current percent of total employment for each industry by county.[3] In all four counties, the three industry categories with the highest levels of employment are "government", "educational and health services", and "trade, transportation, and utilities", although "leisure and hospitality" ties in third in Trinity County. 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 between 47 to 52 percent of total earnings between 2008 and 2018.[4,5]

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[1] Labor Market Information Division Unemployment Rate Data. California Employment Development Department. Accessed June 6, 2021.

[2] Cardoca P. Hoopa Valley Tribe Unemployment. May 2018. Hoopa Valley TERO Employee

[3] Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

[4] Owens, P., Whittaker, A., Kabisch-Herzog, A., Hernandez, K., Miguel, C., Moreau, N., & Scholl, L. (2019). Del Norte County Economic & Demographic Profile(Rep.). Authors from Center for Economic Development at CSU, Chico

[5] Whittaker, A., Scholl, L., Weaver, A., Young, D., & Lombardi-Hackett, R. (2020). Del Norte County Economic & Demographic Profile(Rep.). Authors from Center for Economic Development at CSU, Chico

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.[4] This trend is reflected in Tribal employment as well. A full 46 percent of the people living on Reservations or Tribal land in the service area in 2019 were in government employment.[3]

Notable changes from 2019 to 2020 include a significant decrease in employment in "leisure and hospitality" and "local government".[3] However, Humboldt, Siskiyou, and Trinity County all had growth in farming.[3] 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.[6] Northern California has a plethora of natural resources and the businesses and occupation demand reflect that.
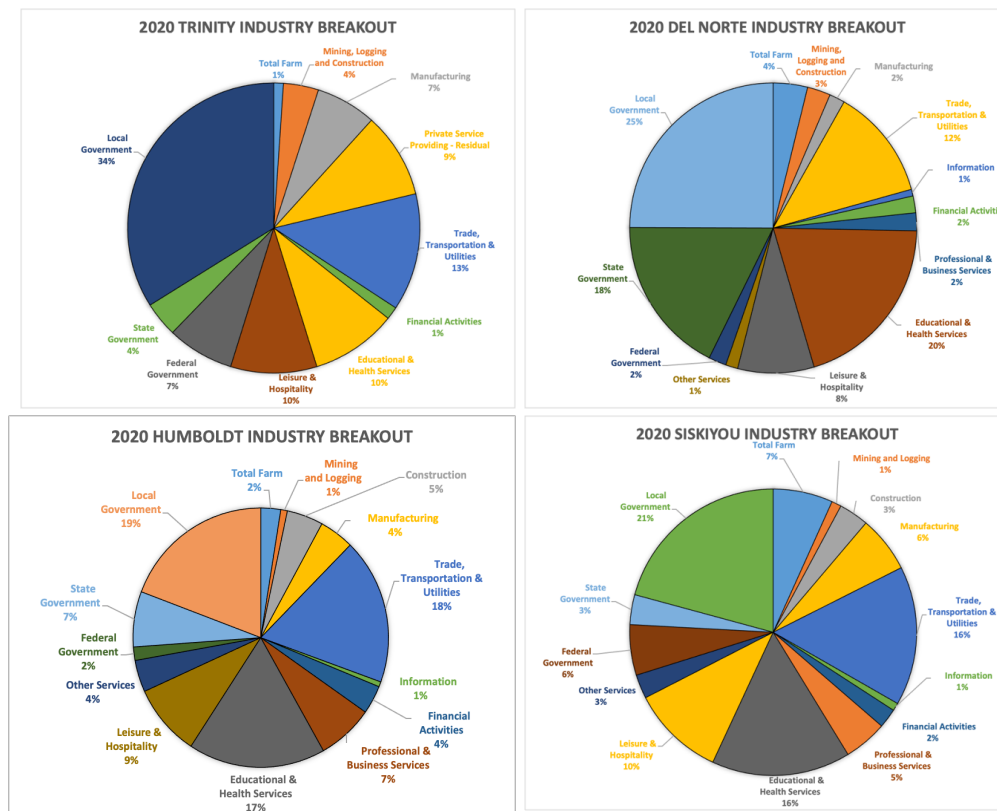
STAFF CHARTS USING EDD LMI DATA[7]

However, the seven casinos in Humboldt and Del Norte County and other Tribal organizations have significant impacts as well. In 2019 the total employment in Tribal enterprises in Del Norte, Humboldt, and Siskiyou totaled 3,398 jobs.[7] Estimated total wages paid by Tribal enterprises in these three counties in 2019

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[6] Weaver R. March. 2018. EDD Labor Market Information by County. EDD Labor Market Information Department

[7] Weaver R. March. 2020. 2015-2019 Tribal Enterprises Employment and Wages. EDD Labor Market Information Department

come to $136,048,160.[7] 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 employed 615 people through their various enterprises, and generated over $15 million in business revenue.[4] In addition to direct employment and spending, the economic impacts of tribal government and businesses included secondary spillover impacts, such as industry purchases made in other sectors and employee spending at local retail and service establishments.[4] To continue with the example of Del Norte County, tribal enterprises and businesses contributed 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) prior to the pandemic.[4] The industries that benefit most from these contributions are other local government enterprises and the hotel and motel industry: in 2019 tribal businesses supported 226 and 200 jobs, respectively, and accounted for $52.1 million and $17.4 million in output, respectively.[4] The maintenance and repair, construction, and real estate sectors in Del Norte County also experienced notable contributions to their output from tribal economic activities in 2019 ($1.8 million and $1.4 million, respectively).[4] It remains to be seen what kind of economic damage has been done as a result of the aforementioned reduction in the leisure and hospitality industry which heavily impacted Tribal enterprises.

Humboldt, along with Shasta, is the urban hub of the region and that is made evident by the number of people employed in each county as of March of 2021.[1] According to the number of online advertisements posted in 2016, nurses, truck drivers, and forest and conservation technicians were the highest demanded jobs in the service area.[6] Humboldt and Del Norte had a particular demand for medical professionals and retail related employees.[6] Among the top ten skills requested in the online advertisements, four of them were basic job skills such as problem solving.[6] The number one requested skill was divided between Oral and Written in Del Norte and Humboldt, and Freight skills in Siskiyou and Trinity.[6] This information is unfortunately no longer collected for our region by EDD. When asked what areas of vocational training they might be interested in receiving (i.e. carpentry, bookkeeping, and paramedic training), 2021 NCIDC needs assessment survey respondents marked a wide variety of options.[8] Many people expressed that they were interested in vocational training for multiple occupations. The top five selected were bookkeeping, business

March 2021 Civilian Employment By County

County	Employment
Colusa County	8,870
Del Norte	8,510
Glenn County	11,800
Humboldt	55,900
Lake County	26,840
Mendocino County	33,900
Shasta County	67,900
Siskiyou	15,090
Tehama County	23,220
Trinity	4,090

STAFF CHART USING CA EDD LMI EMPLOYMENT DATA[1]

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[8] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

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(management), dressmaking, photography, and mental health professional.[8] The three barriers to getting or holding a job that the most people agreed was a problem with their household was a lack of jobs paying a living wage, a lack of jobs providing pay increases over time, and a lack of jobs providing promotional opportunities.[8] The two barriers that were significantly marked as not being a problem in their household was a lack of electricity and elder care.[8] It is important to note that this survey was conducted almost entirely online so it is less likely that people without electricity would be represented.

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.

NCIDC 2020 Impact

NCIDC operates a Workforce Innovation and Opportunity Act program that assists American Indian people in obtaining and maintaining quality employment; a National Dislocated Worker Grant program that assists dislocated American Indian workers with training, and obtaining and maintaining employment; and a Rapid Response program that prevents and mitigates the effects of mass layoffs on American Indian workers by connecting them and American Indian-owned businesses to resources.

The National Dislocated Worker Grant program and the Rapid Response program are operated statewide.

Direct Services

24 people were given vocational training
4 people were given on-the-job or other work experience
3 people were given self-employment skills training
14 people were given job readiness training or resume development assistance
66 people were placed in jobs
93 people were assisted with employment supplies
7 youth obtained employment to gain skills and income
84 unemployed adults obtained employment
51 of those adults maintained the employment for 90 days
14 of those adults maintained the employment for 180 days
14 employed people increased their income and/or benefits
23 people who obtained a credential/certificate/degree relating to the achievement of educational or vocational skills

Community Resources

Del Norte
- County DHHS/CalWORKs/Welfare-to-Work (Employment)
- Del Norte Workforce Center (Employment/Business Services)
- North Coast Small Business Development Center (Business Services)
- Redwood Coast Regional Center (Employment)
- Tolowa Dee-Ni' Nation (Employment)
- Yurok Tribe (Employment)

Humboldt
- County DHHS/CalWORKs/Welfare-to-Work (Employment)
- Developed Employment Services (Employment)
- Hoopa Valley Tribe (Employment)
- Humboldt County Access and Resource Center (Employment)
- North Coast Small Business Development Center (Business Services)
- Redwood Coast Regional Center (Employment)
- The Job Market (Employment/Business Services)
- Tolowa Dee-Ni' Nation (Employment)
- Wiyot Tribe (Employment)
- Yurok Tribe (Employment)

Siskiyou
- County DHHS/CalWORKs/Welfare-to-Work (Employment)
- Karuk Tribe (Employment)
- Siskiyou Economic Development (Business Services)
- Smart Business Resource Center (Employment/Business Services)

Trinity
- Smart Business Resource Center (Employment/Business Services)
- Shasta-Cascade Small Business Development Center (Business Services)

> 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.[5] – (Lara-Cooper & Lara, 2019, pp. 17)

EDUCATION

NEEDS

As explored in the 2020 report "Failing Grade: The Status of Native American Education in Humboldt County" created by the American Civil Liberties Union in partnership with NCIDC, the public education system was never intended to benefit Native American students or Tribal communities and remains highly flawed to this day. For generations, hundreds of thousands of Native American children were abducted from their families, communities, and Tribes by government agents and sent to boarding schools, often hundreds of miles away from home. Education was used as a tool for cultural genocide and forced assimilation. If Native American children were caught speaking their native tongue in the classroom, they faced severe physical and emotional abuse.[1] They were forced to abandon their tribal customs, traditions, and languages. As a result of these and countless other oppressive governmental policies and practices intended to erase Indigenous peoples, history, identity, and culture, Indigenous children and communities face historical and intergenerational trauma.[2] The ACLU report points out, "some current students are only two generations removed from the traumatic boarding school experience, with grandparents and other extended family who were abused and degraded in these schools".[3]

This history and the factors discussed in other sections of this assessment mean that Indigenous students have unique educational needs. According to the ACLU report, Indigenous students also experience a number of overwhelming systemic barriers that can lead to student alienation and disengagement from school, including:

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[1] Nat'l Native Am. Boarding Sch. Healing Coalition, The Need for Education, https:// boardingschoolhealing.org/ (last visited Sept. 25, 2020). Lewis Meriam, et al., The Problem of Indian Administration, Inst. For Gov't Research 3 (1928). Comm. On Lab. And Pub. Welfare, Indian Education: A National Tragedy xii S. Rep. No. 91-501 (1969) (U.S. Senate Special Subcommittee on Indian Education).

[2] Adams, David Wallace, Education for Extinction: American Indians and the Boarding School Experience, 1875–1928 University Press of Kansas (1995). Michelle M. Jacob, Yakama Rising: Indigenous Cultural Revitalization, Activism, and Healing University of Arizona Press (2013). Brendan C. Lindsay, Murder State: California's Native American Genocide, 1846–1873 Lincoln and London, 346 University of Nebraska Press (2015)

[3] Simon, T., Nelson, L., & Chambers, T. (2020). (rep.). Failing Grade: The Status of Native American Education in Humboldt County. ACLU Foundation of Northern California.

- Lack of culturally relevant and responsive curriculum that includes Indigenous history, language, governance, culture and worldviews;

- Invisibility of Native American contributions to society and inaccurate depictions of California and U.S. history;

- Overuse of disciplinary practices such as suspension, expulsion, referrals to law enforcement, and involuntary transfers to alternative schools that provide an inferior education;[4]

- Failure to provide school-based student supports, including culturally relevant school-based mental health professionals and programs designed to promote student well-being that keep students in school, such as culturally relevant trauma-informed practices.[5]

- Bullying and racially hostile school environments; and

- Poor transportation and lack of access to health care and quality internet.

Consequently, there is a large achievement gap between American Indian students and their peers. Nationally in 2018, "native students… score lower than nearly all other demographic groups on national tests".[6] With a rate of 75% for the 2018-19 school year, Native American students in California graduate slightly more often than national Native American students.[7] However, the state follows the other national trend of Native American students graduating the least of the reported ethnicities. 77% of African Americans students graduate in California, 82% of Hispanic or Latino students, and 88% of White students.[7] Native American students in Humboldt and Del Norte County did better than Native American students in the state or nation. Siskiyou County American Indian students did significantly worse, at a 64% graduation rate,

2018-19 INDIGENOUS STUDENT GRADUATION RATES VS. ENGLISH AND MATHEMATICS STANDARDS MET

	Del Norte	Humboldt	Siskiyou	California
Students that Met or Exceeded English Standards	27.50%	33%	47.37%	46.22%
Students that Met or Exceeded Mathematics Standards	10%	8.25%	42.10%	18.88%
Graduation Rates	75.40%	84.80%	64%	74.8%
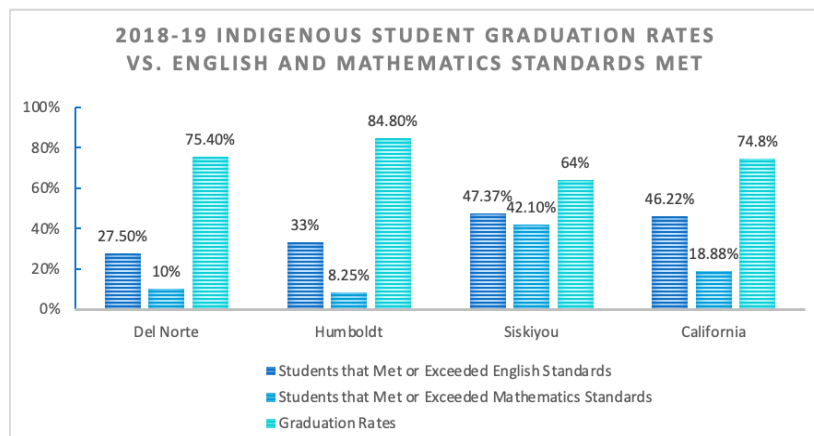
STAFF CHART USING CALIFORNIA DEPT OF EDUCATION DATA.[7,8] TRINITY COUNTY WAS EXCLUDED DUE TO TOO SMALL COHORT SIZE.

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[4] Letter from A.C.L.U., Nat. Cent. For Youth Law, & Cal. Indian Legal Services to U.S. Dep't of Educ. Office for Civ. Rights (Dec. 18, 2013) (accessible at https://www.aclunc.org/sites/ default/files/2013.12.18%20Loleta%20OR%20Complaint.pdf); A.C.L.U.-N.C., Humboldt County Schools Litigation (Mar.17, 2014), https://www.aclunc.org/our-work/legal-docket/ humboldt-county-schools-litigation.

[5] Jessica *K. v. Eureka City Schs. Dist.*, 2014 WL 1420367 (N.D. Cal.) Compl., https://www.aclunc.org/sites/default/files/001%202013% 2012%2018%20Complaint%20and%20Civil%20Cover%20 Sheet.pdf. Reduction in Student Discipline Agreement Between A.C.L.U.-N.C. and Del Norte County Unified School District 4 (May 6, 2009). J. Luke Wood et al., *From Boarding Schools to Suspension Boards: Suspensions and Expulsions of Native American Students in California Public Schools*, C.C.E.A.L. & S.N.A.H.E.C. (Sept. 2019. Kristen Bokenkamp & Laurie A. Walker, *Empty Desks: Discipline & Policing in Montana's Public Schools*, A.C.L.U. of Mont. (Dec. 2019).

[6] Green, E. L., & Waldman, A. (2018, December 28). 'I Feel Invisible': Native Students Languish in Public Schools. The New York Times.

[7] Public high school 4-year adjusted cohort graduation rate (ACGR), by selected student characteristics and state: 2010-11 through 2018-19. National Center for Education Statistics (NCES). (n.d.). https://nces.ed.gov/programs/digest/d20/tables/dt20_219.46.asp.

however the rate in this county varies widely each year due to the small cohort size.[7] As you can see in the previous chart, even amongst those that graduated, a significant portion of Native American students did not meet the academic standards in 11th grade. Only 10% of American Indian students met the CAASP mathematics standard in Del Norte in 11th grade in the 2017-2018 school year (the student cohort that would graduate in the 2018-2019 school year described above).[8] There were even less that met the math standard in Humboldt, at 8.25%.[8] Trinity had too few Native American students that year to report on, but the Indigenous students in Siskiyou County actually outperformed all other ethnicities except Two or More Races, which often includes American Indian students anyway.[8] This is a reflection of the fact that American Indian youth are not being given the tools for success in the workforce or postsecondary education after graduation.

It is well established that suspensions predict higher risks for dropping out and juvenile justice 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.[9] While the overall number of suspensions has gone down significantly since 2012, there is still a racial imbalance that needs to be addressed.[9] As you can see in this chart 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.[9] In

the 2018-2019 school year, this was still occurring. In the NCIDC service area the average suspension rate for American Indian students was 9.2%, the highest of all ethnicities and double the suspension rate for white students at 4.6%.[10] In comparison, the statewide

Days of Lost Instruction for Students by Race and Grade Level, 2016-17
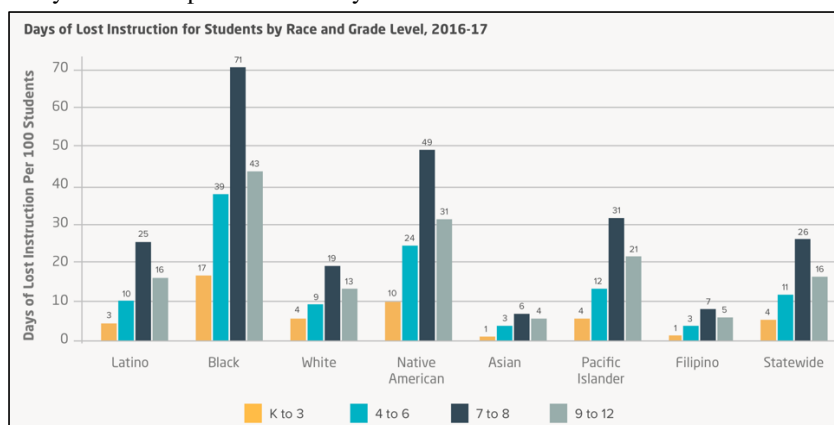
CHART FROM CIVIL RIGHTS PROJECT[9]

suspension rate for all students in the same school year was 3.5%.[10] 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."[6]

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[8] California Assessment of Student Performance and Progress, n.d. Smarter Balanced Summative Assessments. California Department of Education.

[9] 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).

[10] Cal. Dep't of Educ. Data Rep. Office, *2018–19 Suspension Rate: County Reports*, Disaggregated by Ethnicity, https://dq.cde.ca.gov/dataquest/dataquest.asp

There are resources available for parents to advocate for their children if they are facing disciplinary action or otherwise struggling in school. However, some parents/guardians are unaware of these resources. In the 2021 NCIDC needs assessment survey, approximately one third of the parent/guardian respondents had not heard of Individual Education Plans (IEPs), 504 plans, advocacy assistance for Student Study Teams (SSTs), or advocacy assistance for School Attendance Review Boards.[11] The most commonly known resource was IEPs. 58% of the survey respondents marked that they had heard of IEPs.[11]

NCIDC 2020 Impact
NCIDC operates the Del Norte Indian Education Center that assists American Indian parents and students so the students can develop to the highest degree possible in the language, academic, and social skills necessary to participate fully in all aspects of life without compromising their unique cultural heritage; an Indigenous Education Advocate program that advances educational equity for Native American students in Del Norte and Humboldt Counties and adjacent tribal lands; and a Community Service Block Grant program that assists American Indian people in achieving greater self-sufficiency.
NCIDC partners with **California Indian Manpower Consortium**, **Southern California American Indian Resource Center**, and **Walking Shield** to implement the Community Service Block Grant program to American Indian people off-reservation statewide.
NCIDC partners with **109 Tribal governments** to implement the Community Service Block Grant program to reservations/rancherias statewide.

Direct Services	Statewide
29 youth were given education assistance	1,556 youth were assisted with school supplies
33 youth were assisted with school supplies	201 youth were provided with before- and/or after-school activities
48 youth were provided with before- and/or after-school activities	358 youth were provided with summer recreational activities
16 youth were provided with summer educational activities	50 youth were provided with summer educational activities
39 youth were mentored	32 people provided support for attending post-secondary education
29 youth who demonstrated improved positive approaches toward learning, including improved attention skills.	8 youth who demonstrated improved positive approaches toward learning, including improved attention skills.
49 youth who achieved at basic grade level (academic, social, and other school success skills)	

Community Resources

Del Norte
- California Student Aid Commission (Education Support)
- Coastal Connections (Youth Center/Study Location)
- Del Norte County Library (Summer Academic Activities)
- Del Norte Unified School District (Tutoring)
- Kids 1st After School Program (After School Activities)
- Summer K.I.D.S. Camp (Summer Recreation)
- Yurok Tribe (Education Support/Tutoring)

Humboldt
- Blue Lake Rancheria (Education Support/Summer Recreation/Summer Academic Activities/Tutoring)
- Dream Quest- Willow Creek Youth Partnership (After School/Summer/Recreational Activities)
- Humboldt County Office of Education/Individual Districts (Tutoring)
- Humboldt County Transitional-Age Youth (Education Support)
- Latino Outdoors (Recreation)
- Wiyot Tribe (Education Support/Tutoring)
- Yurok Tribe (Education Support/Tutoring)

Siskiyou
- Karuk Tribe (Education Support/Recreation)
- Quartz Valley Indian Reservation (Education Support/Recreation)
- Siskiyou After School for Everyone (After School Activities)
- Siskiyou County Office of Education/Individual Districts (Tutoring)
- Youth Empowerment Siskiyou (Summer Recreation)

Trinity
- Hayfork Youth Center (Youth Center)
- Human Response Network (School Support/Summer Recreation/Youth Center)
- Trinity County Office of Education/Individual Districts (Tutoring/After School Activities)
- Trinity County Transitional Services for Youth (Education Support)
- Trinity County Library (Summer Academic Activities)

Statewide
- Local advocates to assist with School Attendance Review Boards (Student Advocacy)
- Local advocates to assist with Student Study Teams (Student Advocacy)

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[11] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

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HEALTH AND SOCIAL/BEHAVIOR

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.[1]

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.[2] According to the Center for Disease Control and Prevention, in 2018 4.5% Native Americans across the country experience serious psychological distress which is more often than every other ethnicity and the rate of the general population, 3.9%.[3] This nearly tripled in 2019 to 11.6% for Native American people, less than the 12.7% rate experienced by white people.[4] The American Psychiatric Association found in 2010 that Native Americans experience post-traumatic stress disorder more than twice as often than the general population.[1] The suicide rate for California in 2017 overall was 10.7%.[5] Northern California has some of the highest suicide rates in the state, and the northwestern region (Del Norte, Humboldt, Lassen, Modoc, Plumas, Sierra, Siskiyou, and Trinity) had a suicide rate of 24.4%.[5] 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.[6] With the ongoing shortage of mental health providers in rural areas, especially Tribal areas, and COVID-19 forcing people to isolate, telehealth has become more important than ever. NCIDC asked community members in our 2021 community needs assessment survey if they would feel comfortable participating in online mental health services should they ever want mental health support in order to gauge American Indian people's receptivity. 73% of the respondents marked that they would be willing to use telehealth if they wanted mental health support.[7]

Substance use disorders are another prevalent concern for tribal communities. The rate of illicit drug use among adult American Indians and Alaska Natives throughout the US was 58% in 2019, which is comparable to

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[1] Kandil, C. Y. (2018, August 13). California Allocates $1 Million to Improve Mental Health of Native American Youth. California Health Report.

[2] 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.

[3] Villarroel MA, Blackwell DL, Jen A. Tables of Summary Health Statistics for U.S. Adults: 2018 National Health Interview Survey. National Center for Health Statistics. 2019. Available from: http://www.cdc.gov/nchs/nhis/SHS/tables.htm.

[4] SAMHSA, 2020. Results from the 2019 National Survey on Drug Use and Health: Mental Health Detailed Tables. Table 10.43B

[5] California Department Public Health (2019). Preventing Violence in California: Data Brief 1: Overview of Homicide and Suicide Deaths in California. Sacramento, CA: California Department of Public Health.

[6] Lara-Cooper, K., & Lara, W. J. (2019). Ka'm-t'em: A journey toward healing. Pechanga, CA: Great Oak Press.

[7] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

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> "I went through mental illness pretty badly around that age [14] and I still struggle with it today. It took me a while to reach out and... share with my family the experiences I've been through that I held in for so long.... My family didn't believe me at first. They were like, 'oh, you're fine...just brush it off. You're fine.' But you know, the worse it got, the more they were like, 'okay, maybe we should start taking this seriously' .... When that [mental illness] happens, we don't think our parents, our peers, will care, that they're just going to say we're making it up. It's happened to me so many times that like, 'Oh, you're fine. You're just wanting this for attention.' So I can understand [feeling that way] because I did the same thing. I hid everything from everyone because I was scared of their judgement. And like, they were just going to shut me out and say that I'm just overreacting or wanting attention. – (Youth in 2021 Native Youth Focus Group)

that of White people, but higher than rate for all races, 52.7%.[8] Since at least 2015, the American Indian rate has consistently been significantly higher than all other ethnicities so this trend should be researched for 2020. The Substance Abuse and Mental Health Services Administration (SAMHSA) 2019 nationwide survey shows that Native American adolescents throughout the US used illicit drugs at least once in the past year at a shockingly higher rate than all other ethnicities and the overall total.[8] 28.2% of Native American adolescents used illicit drugs at least once in the last year, which is more than 11% higher than all other ethnicities.[8] In this context, illicit drugs includes marijuana. When you examine the rate of illicit drug use excluding marijuana, that rate drops to 17.7%, which is still nearly 10% higher than all other ethnicities.[8] 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.[1] "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."[1] The Yurok Tribe was forced to declared a state of emergency on their reservation in 2017 to address their struggles with substance abuse locally. Just looking at Humboldt County as an example, the rate of deaths due to unintentional overdose from 2012-2016 for Native Americans was 39.2 deaths per 100,000 people, versus 26 among White people.[9]

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.[10] Native American cultural programs have been shown to promote self-esteem and help prevent alcohol and substance abuse.[6] Southern California Native American Organizations are researching

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[8] SAMHSA, Center for Behavioral Health Statistics and Quality, National Survey on Drug Use and Health, 2019.

[9] Humboldt County Department of Health & Human Services, Public Health. (2018). (rep.). *2018 Humboldt County Community Health Assessment. Eureka, CA.*

[10] 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

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.[1] For the past 16 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.[1] 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.[2] It also showed an improvement in their ability to cope with challenges in their lives.[2] These same results were found by numerous researchers across the nation,[6] 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.[2] 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,[2] and Northwestern California is no exception. According to an article by the New York Times, in 2017 "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."[11] 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."[1] Meanwhile, those young people who can't cope with discrimination are at higher risk of health problems.[1]

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.[12] There is

[11] Green, E. L., & Waldman, A. (2018, December 28). 'I Feel Invisible': Native Students Languish in Public Schools. The New York Times.
[12] NCIDC Community Needs Assessment Survey(Rep.). (2019, June 14).

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.[12] 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."[12] All of these results confirmed the earlier statements on the importance of cultural activities in the lives of Native Americans, both youth and adults.

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. Humboldt County fared the best, ranking 45th overall (the lower the number the more positive the health outcomes). This has gone up since 2019. Del Norte County has gone down since 2019 and is now 50th. Siskiyou and Trinity County are a shocking 56th and 58th rank, respectively.[13] They have remained in the lowest few rankings since 2019. The average premature death rate for our four-county area is almost twice the state rate.[13] A national trend that is more than likely reflected in our service area and contributing to the premature death rate is that American Indian youth and adults have the highest prevalence of cigarette smoking among all racial/ethnic groups in the United States.[2] In 2013, over 40 percent of American Indian adults reported current use of cigarettes, cigars, or smokeless tobacco in the past month.[2] In 2019 in California, 18.2% of American Indian or Alaskan Native people did not engage in any leisure-time exercise.[14] As

California - 2019
Percent of adults who engage in no leisure-time physical activity †
View by: Race/Ethnicity

Footnotes

~ Data not available because sample size is insufficient.

† Respondents were classified as participating in no leisure-time physical activity if they responded "no" to the following question: "During the past month, other than your regular job, did you participate in any physical activities or exercises such as running, calisthenics, golf, gardening, or walking for exercise?" Adults aged ≥ 18 years. Respondents with missing data were excluded.

Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

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[13] University of Wisconsin Population Health Institute. (2021). 2021 County Health Rankings. County Health Rankings & Roadmaps. https://www.countyhealthrankings.org/app/california/2021/compare/snapshot?counties=06_023%2B06_015%2B06_093%2B06_105.

[14] Centers for Disease Control and Prevention. National Center for Chronic Disease Prevention and Health Promotion, Division of Nutrition, Physical Activity, and Obesity. Data, Trend and Maps [online]. [accessed Jun 19, 2021]. URL: https://www.cdc.gov/nccdphp/dnpao/data-trends-maps/index.html.

you can see in the chart, this proportion is comparable to other ethnicities and less than Non-Hispanic Black people and Hispanic people.[14] 28.1% of American Indian or Alaskan Native People achieved at least 150 minutes a week of moderate-intensity aerobic physical activity or 75 minutes a week of vigorous-intensity aerobic physical activity and engage in muscle-strengthening activities on 2 or more days a week.[14] This is higher than all other racial categories except for 2 or more races and the Other category.[14] The 2019 NCIDC community needs assessment survey showed a similar lack of exercise, approximately 40% of respondents either rarely or never got intense exercise.[12]

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 American Indian people and a causal relationship with other serious diseases, including diabetes.[15] The prevalence of obesity of California American Indian people in 2019 was 29%. In comparison, 33.8% of Hispanic people were obese and the overall obesity rate for California was 26.1%.[16] Native adolescents were 30 percent more likely than non-Hispanic whites to be obese.[2] Children suffer the greatest consequences as they are developing serious illnesses at very early ages, with dire consequences as adults.[17,18] According to the Indian Health Services 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.[2] Increased Type 2 diabetes rates and other food-related illnesses stem from a shortage of healthy food sources in Indian Country.[2] In 2017 the UCLA Center for Health Policy Research found that 20% of Native Americans in California had asthma, 15.9% had diabetes, and 14.2% had heart disease.[19] The high rates of each of these chronic conditions are alarming on their own, but the fact is that each of these diseases also contributes to higher incidences of comorbidities.

[15] 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

[16] KFF analysis of the Centers for Disease Control and Prevention (CDC)'s 2019 Behavioral Risk Factor Surveillance System (BRFSS).

[17] North American Association for the Study of Obesity (NAASO) (2007), National Nutrition Summit Position Paper

[18] California Indian Education, "Governor Schwarzenegger signs California Calorie-count Menu Law, 9/30/05 www.CALIE.org

[19] California Health Care Foundation. (2019). (rep.). Health Disparities by Race and Ethnicity: The California Landscape. Retrieved from https://www.chcf.org/wp-content/uploads/2019/10/DisparitiesAlmanacRaceEthnicity2019.pdf

NCIDC 2020 Impact

NCIDC operates a Community Service Block Grant program that assists American Indian people in achieving self-sufficiency by removing various obstacles to this goal, including poor health; a Da'luk Tribal Youth program which aims to promote healing through culturally rooted lessons, to develop social/emotional competency, and to support training and development of youth advocates on policy, systems, and environmental change to prevent substance use, while promoting positive cultural identity and tribal wellness among middle and high school Native American students in Humboldt County; and a Tobacco Use Prevention Education program to introduce students to the dangers associated with the abuse of commercial tobacco in order to prevent future generations from becoming nicotine addicts.

NCIDC partners with **California Indian Manpower Consortium**, **Southern California American Indian Resource Center**, and **Walking Shield** to implement the Community Service Block Grant program to American Indian people off-reservation statewide.

NCIDC partners with **109 Tribal governments** to implement the Community Service Block Grant program to reservations/rancherias statewide.

Direct Services
193 people were assisted with getting physicals
402 prepared meals or food cards were given out
8 people were given life skills coaching
5 hygiene kits/boxes were given out
32 people demonstrated increased nutrition skills
11 people demonstrated improved physical health and well-being
63 people reported a better sense of food security

Statewide
93 people received immunizations
50 people were assisted with attending wellness classes
170 people were provided exercise/fitness education
53 people were given mental health assessments or counseling
225 people were assisted with attending nutrition skills classes
532 people were assisted with attending community gardening activities
664 prepared meals were given out
1918 food cards/boxes were given out
17 people were assisted with attending family mentoring sessions
190 people were given life skills coaching
21 hygiene boxes were given out
119 people increased their nutritional skills
210 people improved their physical health and well-being
50 people improved their mental and behavioral health and well-being
12 people increased their parent/caregiver skills
522 seniors maintained independent living situations
31 people with disabilities maintained independent living situations
571 people reported a better sense of security

Community Resources

Del Norte
- Behavioral Health, Del Norte County DHHS (Mental Health)
- Open Door Community Health Centers (Healthcare)
- Oxford House (Substance use disorder)
- Remi Vista (Mental Health)
- Sutter Coast Hospital (Healthcare)
- Tolowa Dee-Ni' Nation (Healthcare assistance)
- United Indian Health Services (Healthcare)
- Willow Creek Community Health and Wellness Garden (Nutrition)
- Yurok Tribe (Mental Health/Substance Use Disorder)

Humboldt
- Bear River Band of Rohnerville Rancheria (Mental Health and Health Support Activities)
- Behavioral Health, Humboldt County DHHS (Mental Health)
- Changing Tides Family Services (Mental Health)
- DHHS Physical Activity and Nutrition Program (Exercise/Nutrition)
- Hoopa Valley Tribe (Mental Health services/substance use disorder)
- Karuk Tribe Clinic (Healthcare)
- K'ima:w Medical Center (Healthcare)
- Mad River Hospital (Healthcare)
- Open Door Community Health Centers (Healthcare)
- Planned Parenthood of Northern CA, Eureka Health Center (Healthcare)
- St. Joseph Hospital (Healthcare/Healthcare Assistance)
- Trinidad Rancheria (Substance use disorder)
- Two Feathers Native American Services (Mental Health)
- United Indian Health Services (Healthcare)
- Wiyot Tribe (Mental Health)

Siskiyou
- Anav Tribal Health Clinic (Healthcare)
- Behavioral Health, Siskiyou County DHHS (Mental Health)
- Fairchild Medical Center (Healthcare)
- Karuk Tribe Clinics (Healthcare)
- Mercy Medical Center Mount Shasta (Healthcare)
- Remi Vista (Mental Health)
- Six Stones Wellness Center (Mental Health)

Trinity
- Behavioral Health, Trinity County DHHS (Mental Health)
- Redding Rancheria Tribal Health Clinic (Healthcare)
- Trinity Hospital (Healthcare)

Statewide
- Medi-cal (Healthcare assistance)
- Crisis Text Line (Emotional support)
- National Suicide Prevention Lifeline (Emotional support)
- Your Life Your Voice (Emotional support)
- Anonymous Group Meetings (Emotional support)

- Yurok Tribe (Mental Health/Substance Use Disorder)

MISCELLANEOUS

NEEDS

It is a struggle for the child care system to adequately meet the needs of rural areas. From 2014 to 2018, Del Norte County, Humboldt County, and California's population of children under 12 increased by a net rate of 1%. Siskiyou County's population decreased by 2% from 2014 to 2016 then by 2% again from 2016 to 2018.[20] The population of children in Trinity County also decreased by 2% from 2014 to 2016, but then increased by 4%.[20] However, as of 2019, there were only licensed child care slots available for between 13.9% and 16.2% of children under 12 in the four-county service area.[20] Despite a clear need, the number of child care slots in licensed child care centers and licensed family child care homes decreased notably in each of the counties between 2014 and 2019, with a few exceptions. The licensed child care center slots in Humboldt County went up by 4% between 2017 and 2019. Siskiyou County licensed family child care home slots increased by 14% between 2014 and 2017, but then decreased slightly.[20] Trinity County licensed child care center slots actually jumped up by 83% between 2017 and 2019.[20]

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 that 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

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[20] 2019 California Child Care Portfolio(Rep.). (2021, June 1). Retrieved https://rrnetwork.org/publications/2019-child-care-portfolio

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 first time mothers and ends at age 2. Parents often request services for children who turn 3 after the school age cutoff date.[21] 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.[21]

In 2019, 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.[20] In addition, Tribal TANF programs are pervasive in Northern California as well as other 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% and this increased again in 2018 by 3%.[20] Humboldt County remained approximately the same.[20] Siskiyou County decreased by 14% between 2014 and 2016, but then nearly doubled in 2018.[20] Trinity County decreased by 7% then remained approximately the same.[20] In comparison, the number of children in subsidized child care in California increased by 4% then increased again by 7%.[20]

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[21] Community Needs Assessment Report For the 2017 - 18 Year(Rep.). (2018, July). Northcoast Children's Services.

NCIDC 2020 Impact

NCIDC operates a Community Service Block Grant program that assists American Indian people in achieving self-sufficiency by removing various obstacles to this goal, including childcare and the Del Norte Indian Education Center that assists American Indian parents and students so the students can develop to the highest degree possible in the language, academic, and social skills necessary to participate fully in all aspects of life without compromising their unique cultural heritage.

NCIDC partners with **California Indian Manpower Consortium**, **Southern California American Indian Resource Center**, and **Walking Shield** to implement the Community Service Block Grant program to American Indian people off-reservation statewide.

NCIDC partners with **109 Tribal governments** to implement the Community Service Block Grant program to reservations/rancherias statewide.

Direct Services	Statewide
48 youth provided with afterschool activities 16 youth provided with summer activities	201 youth provided with afterschool activities 408 youth provided with summer activities 26 people assisted with childcare payments

Community Resources

Del Norte
- Del Norte Child Care Council (Childcare assistance/provider assistance)
- First 5 Del Norte (Childcare provider training)
- Kids 1st After School Program (After School Activities)
- Tolowa Dee' Ni Nation (Childcare assistance)
- Yurok Tribe (Childcare assistance)

Humboldt
- Bear River Band of Rohnerville Rancheria (Childcare assistance)
- Changing Tides Family Services (Childcare assistance/Childcare provider training)
- First 5 Humboldt (Childcare provider training)
- Hoopa Valley Tribe (Afterschool activities)
- Humboldt County Office of Education/Individual Districts (Afterschool activities)
- Wiyot Tribe (Childcare assistance)
- Yurok Tribe (Childcare assistance)

Siskiyou
- First 5 Siskiyou (Childcare provider training)
- Great Northern Services (Childcare assistance)
- Karuk Tribe Clinics (Healthcare)
- Siskiyou After School for Everyone (After School Activities)
- Siskiyou Child Care Council (Childcare assistance/provider assistance)
- Siskiyou County Office of Education/Individual Districts (After school activities)

Trinity
- First 5 Siskiyou (Childcare provider training)
- Human Response Network (Childcare assistance)
- Trinity County Office of Education/Individual Districts (After school activities)

Statewide
- California Student Aid Commission (Childcare assistance)
- California Tribal Temporary Assistance for Needy Families (Childcare assistance)

COMMUNITY

NEEDS

According to 2019 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: 33.7 for Del Norte, 34.0 for Humboldt, 18.3 for Siskiyou, and 21.9 for Trinity.[1] California as a whole had a crime rate of 27.4.[1] 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 had the second highest number of specifically violent crimes per 1,000 residents.[1]

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[1] 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/

There is an absence of up-to-date information on crime within the American Indian population. 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."[2] 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.[3] More than four in five American Indian and Alaska Native adults (83 percent) have experienced some form of violence in their lifetime.[3] That's almost 3 million people who have experienced psychological aggression or physical violence by intimate partners, stalking, or sexual violence.[3] Age-adjusted homicide rates among AI/AN declined by 58 percent in 2010 from their highest point which occurred in 1972-1974.[4] 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.[4] 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.[4]

BOTH CHARTS FROM INDIAN HEALTH FOCUS[4]

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).[3] They have experienced similar levels of psychological aggression and physical violence by intimate partners. But women have experienced significantly higher levels

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[2] 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).

[3] 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

[4] 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).

of sexual violence (56.1 percent versus 27.5 percent for men) and stalking (48.8 percent versus 18.6 percent for men).[3]

"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."[2] The 2019 NCIDC community needs assessment survey showed similarly shocking numbers. Approximately 50% of the survey respondents had experienced domestic violence, and approximately 33% had been sexually assaulted. 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.[5] Only two groups were overrepresented in the missing persons caseload compared to their proportion of the population, Native American women and African American women.[5] 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.[5] The numbers are considered an undercount, however, given reporting is largely voluntary and some tribes only gained full access to the database in 2015.[5]
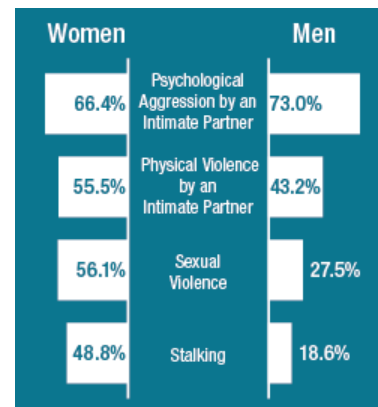
CHART FROM 5 THINGS ABOUT VIOLENCE AGAINST AMERICAN INDIANS…[3]

"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." [5]

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). [3] 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. [3]
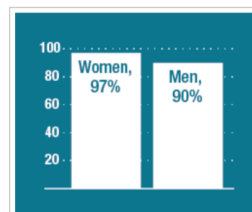
Percentage of victims experiencing violence by non-Indian perpetrators
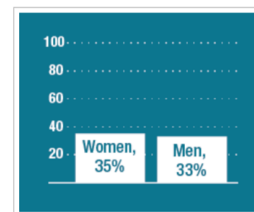
Percentages of victims experiencing violence by American Indian or Alaska Native perpetrators

CHART FROM 5 THINGS ABOUT VIOLENCE AGAINST AMERICAN INDIANS…[3]

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[5] Hudetz, M. (2018, September 5). Despite past reforms, American Women Still Facing High Rates Of Crime. AP News.

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.[6] "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."[6] Despite these statistics, in 2021 half of the respondents to the NCIDC community needs assessment survey marked a 4 or 5 on a scale of 1 to 5 for how safe they felt in their community, with 5 being very safe.[7] 30% of the remaining answers were a 3, which means at the very least that people felt neutral in their community as opposed to fully safe.[7]

Almost half reported of the American Indian and Alaska Native female victims reported needing victim assistance services in the 2010 national survey.[3] The services most commonly needed were medical care and legal services. Unfortunately, more than a third (38 percent) were unable to receive necessary services.[3] "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," the 2010 Institute of Justice report asserted.[3]

Native youth are also 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.[8] 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.[8] 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.[8] 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.[8]

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[6] Houston, W. (2016, February 18). Hoopa Tribe Set To Make Emergency Declaration Due To Crime. Times Standard.

[7] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

[8] 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.

NCIDC 2020 Impact

NCIDC does not currently operate any programs that directly address community crime and safety. However, NCIDC implements a mini-grant program through the Community Service Block Grant program to support community events and projects and thus strengthen community networks.

Community Resources

Del Norte
- Harrington House (Crisis support)
- North Coast Rape Crisis Team (Emotional support)
- Tolowa Dee-ni' Nation - Shu'-'aa-xuu-dvn (Crisis Support/Legal Assistance)
- Tolowa Dee' Ni Nation Tribal Court (Rehabilitation)
- Victim Witness & CA Victim Compensation, Del Norte County District Attorney (Survivor assistance)

Humboldt
- Bear River Band of Rohnerville Rancheria Tribal Court (Rehabilitation)
- Family Law Self-Help Center (Legal assistance)
- Family Violence Prevention Program, Public Health, DHHS (Education/Community Engagement)
- Hoopa Valley Family Wellness Court (Rehabilitation)
- North Coast Rape Crisis Team (Emotional support)
- Project Connect, Ki'ma:w Medical Center (Education/Community Engagement)
- Two Feathers Native American Services (Crisis support)
- Victim Witness & CA Victim Compensation, Humboldt County District Attorney (Survivor assistance)
- Yurok Tribe Wellness Court (Rehabilitation)

Siskiyou
- Siskiyou Domestic Violence & Crisis Center (Survivor Assistance)
- Karuk Tribe Wellness Court (Rehabilitation)
- Victim Witness & CA Victim Compensation, Siskiyou County District Attorney (Survivor assistance)
- Office of the Family Law Facilitator (Legal assistance)

Trinity
- Human Response Network (Prevention/Education/Survivor assistance/Emotional support)
- Trinity County Behavioral Health Services (Emotional support)
- Trinity Superior Court Access To Justice Center and Self Help Center (Legal Assistance)
- Victim Witness & CA Victim Compensation, Trinity County District Attorney (Survivor assistance)

Statewide
- California Indian Legal Services (Legal assistance)
- Juvenile Justice System (Legal assistance/Rehabilitation)
- Legal Services of Northern California (Legal assistance)
- Root and Re-entry Advocacy Center (Training/Resources/Support)
- Strong Hearted Native Women's Coalition (Domestic Violence support/provider training)
- Community Corrections Resource Center (Probation services)

HOUSING

NEEDS

Native housing conditions are some of the worst in the State. In general, these communities experience a lack of infrastructure, high housing costs, overcrowding, and 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

Exhibit ES.2 - Individual Housing Problems in Tribal Areas and United States
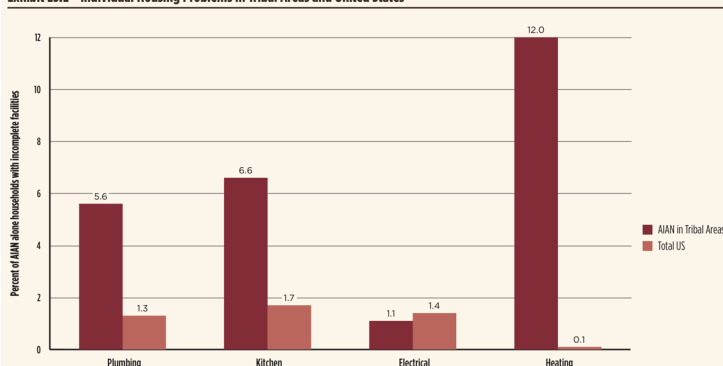
CHART FROM US DEPT OF HOUSING (2013-2015)[2]

Native lands.[1] Most California tribal members (93 percent) reside in single-family homes (59 percent) or mobile homes (34 percent).[2] Data from the American Community Survey 2009- 2013 indicates that, of the occupied units on tribal land throughout the nation, 8.4 percent lacked complete plumbing and 6.5 percent lacked complete kitchens.[2] In comparison, only 0.5 percent of all occupied units in California lacked complete plumbing and 1.2 percent lacked complete kitchens.[2] A household survey conducted by the Urban Institute showed similar national numbers from 2013 to 2015.[3] In a 2015 survey conducted by the California Coalition for Rural Housing, Tribal leaders and housing administrators estimated 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.[2] Smith River Rancheria in Del Norte County had the second highest level of substandard housing in all of the Tribal areas surveyed in the state, with 45.8 percent of the housing stock having at least one substandard condition.[4] 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 replace old roofs, siding, and HVAC systems.[2] 26% of the respondents to NCIDC's 2019 community needs assessment survey marked their housing quality as below average or poor.[5]

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.[2] Tribes can also apply for Indian Community Development Block Grant (ICDBG) awards, but these funds are highly competitive.[2] Between 2012 and 2014, only approximately one-quarter of tribes received an ICDBG grant.[2] However, the Hoopa Valley Housing Authority and the Karuk Tribe Housing Authority received multi-million dollar Indian Housing Block Grants in 2020 to help construct new housing units for low-income families living in Tribal communities.[6]

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, are less likely to be found sleeping under bridges as homeless people

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[1] Housing Assistance Council (HAC), 2006. Housing on Native American Lands. http://www.ruralhome.org

[2] 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.

[3] 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).

[4] California Coalition for Rural Housing & Rural Community Assistance Corporation. (2019, August). California Tribal Housing Needs and Opportunities: A Vision Forward. https://docs.wixstatic.com/ugd/8d7a46_e7569ba74f5648ba9bc8d73931ebd85d.pdf

[5] NCIDC Community Needs Assessment Survey(Rep.). (2019, June 14).

[6] U.S. Department of Housing and Urban Development. (2021, April 12). HUD Awards More Than $90 Million for Affordable Housing in Tribal Communities | HUD.gov / U.S. Department of Housing and Urban Development (HUD) [Press release].

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 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.[3] 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.[3] According to a 2019 report on California Tribal housing needs, the average household size per occupied unit on Tribal land was 3.3 persons compared to the statewide average household size in 2010 of 2.9 persons per household.[4] They also conducted a survey of Tribal leaders and housing administrators in 2015 who reported that just over a third (35.5 percent) of households lived in overcrowded conditions (more than one person per room).[4]

These statistics reflect the trends in the NCIDC service area as well. A large number of NCIDC's 2019 survey respondents listed that they had more people residing in their homes than there were bedrooms, 39.9%.[5] 30.22% of the 2021 survey respondents marked that they had at least two more people living in their homes than there were bedrooms.[7] 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.[3] Nationally, in tribal areas, 14.7% of homes are overcrowded, compared to 5.7% of homes in general in the US.[8]

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[7] NCIDC Community Needs Assessment Survey(Rep.). (2021, June 1).

[8] National American Indian Housing Council, Indian Housing Fact Sheet. http://www.naihc.net/news/index.asp?bid=6316&RootPageName=N... Accessed 2019.

NCIDC 2020 Impact

NCIDC operates a <u>Community Service Block Grant program</u> that assists American Indian people in achieving self-sufficiency by removing various obstacles to this goal, including housing struggles and a <u>Low-Income Home Energy Assistance Program</u> to assist low income households, particularly those with the lowest income, that pay a high proportion of household income for home energy, primarily in meeting their immediate home energy needs.

NCIDC partners with **California Indian Manpower Consortium**, **Southern California American Indian Resource Center**, and **Walking Shield** to implement the Community Service Block Grant program to American Indian people off-reservation statewide.

NCIDC partners with **109 Tribal governments** to implement the Community Service Block Grant program to reservations/rancherias statewide.

NCIDC partners with **48 Tribal governments** to implement the Low-Income Home Energy Assistance Program to reservations/rancherias statewide.

Direct Services	Statewide
69 rent/deposit/mortgage assistance payments were given out	98 rent/deposit/mortgage assistance payments were given out
559 utility bills paid	201 utility bills paid
498 utility arrearages paid	53 people avoided a utility shut-off
7 people were placed in temporary housing	32 people obtained safe and affordable housing
502 people avoided a utility shut-off or obtained utilities	26 people maintained safe and affordable housing for 90 days
10 people obtained safe and affordable housing	21 people maintained safe and affordable housing for 180 days
10 people maintained safe and affordable housing for 90 days	39 households avoided eviction
5 people maintained safe and affordable housing for 180 days	
44 households avoided eviction	
6 households experienced improved health and safety due to improvements within their home	

Community Resources

Del Norte
- Crescent City Housing Authority (Rental Assistance)
- Del Norte Mission Impossible (Homelessness support/Shelter)
- Tolowa Dee' Ni Nation (Housing/Rental Assistance)
- Yurok Tribe Housing Authority (Housing/Rental Assistance)

Humboldt
- Bear River Band of Rohnerville Rancheria (Rental assistance)
- Betty Kwan Chinn Day Center (Homelessness support)
- Betty's House Family Shelter (Shelter)
- Arcata House Partnership (Rental Assistance)
- Hoopa Valley Tribal Housing Authority (Housing/Housing Support)
- Yurok Tribe Housing Authority (Housing/Housing Support)
- Housing Homeless Adults Program, RCAA (Rental Assistance/Homelessness support)
- Humboldt Housing Authority (Rental Assistance)

Siskiyou
- Beacon of Hope Gospel Rescue Mission (Shelter/Homelessness Support)
- Great Northern Services (Utilities /Weatherization)
- Karuk Tribe Housing Authority (Housing/Rental Assistance)
- Modoc Siskiyou Community Action Agency (Rental Assistance)

Trinity
- Human Response Network (Shelter/Homelessness Support/Rental Assistance)
- North Valley Catholic Social Services (Housing/Housing Support)
- Shasta County Housing Authority- Also serves Trinity (Rental Assistance)

Statewide
- CalWORKs Homeless Assistance program (Homeless)
- California Tribal Temporary Assistance to Needy Families (Rental Assistance)
- USDA- Rural Development (Home Repair)

APPENDIX D- NCIDC Program Logic Models

NCIDC Logic Model

Resources	Activities	Outputs*	Outcomes	Impact
		*2018 Calendar Year		
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 8 Full-Time Admin. Staff	• Run the National Dislocated Worker Program	• $5,348,332 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	• $244,702 Spent In LIHEAP (Participants)	• Increase Quality of Employment for Native Americans	
• Federal and State Grant Funding		• $293,777 Spent In CSBG (Program)		
	• Run The Community Services Block Grant Program		• Reduce Obstacles to Native Americans Achieving Self-Sufficiency	
• Payroll, File Sharing, And State Reporting Online Databases		• $252,303 Spent In WIOA (Participants)		
	• Run The Workforce Innovation And Opportunity Program	• $15,158 Spent In AIEC (Program)	• Increase Native American Self-Sufficiency	
• Federal and State Government Partners		• $59,325 Spent In RR (Program)	• Increase Native American Education Levels	
• Tribal and Local Community Partners	• Run The American Indian Education Program			
• Office and Program Facilities			• Increase Local Native American Community Awareness & Knowledge Of Native American History, Culture, &	
	• Run The Rapid Response Program			

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.

Resources	Activities	Outputs	Outcomes	Impact
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 2 Full-Time Staff 6 Part-Time Staff	• Establish Agreements with Community Partners to Run Worksites	• Temporarily Employ 610 People with a Majority Of the Participants Native American	• Participants Gain Attributes That Make Them More Attractive for Employment (Recent Work Experience And New Work Skills)	• The Number of Long-Term Unemployed/ Dislocated Workers in California Tribal Communities Decreases
• Federal Grant Funding				
• Payroll, File Sharing, And State Reporting Online Databases	• Hire Long-term Unemployed/Dislocated Participants for Approximately 3 Months With Veteran and Native American Preference	• Clean-Up and Repair 40 Worksites	• Participants Gain Increased Financial Stability	• The Quality of Life Of the Affected Communities Increases (Community Restoration, …)
• Federal Government And Tribal Community Partners		• $____ of Supportive Service Gear and Services Bought - at Local Businesses Whenever Feasible	• The Financial Impact of Disaster Clean-up on Non-Profits and Public Agencies is Reduced	
	• Provide Supportive Services to Assist with Participation		• Communities are Restored To Their Pre-Disaster State (Community Property and Cultural Sites)	• The Local Private Sector Industries Grow
	• Clean-up and Repair Disaster Damage in Worksites			
			• Local Private Sector Service and Retail Industries Are Supported	

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.

Resources	Activities	Outputs	Outcomes	Impact
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 1 Full-Time Staff Member	• Establish agreements with Tribal communities to identify eligible clients	• Assist 740 Vulnerable Tribal households with energy service bills	• Increase client's economic well being	• Improve overall socio-economic conditions in Tribal Communities
• Federal Grant Funding			• Increase client's knowledge and use of energy efficiency	• Increase energy efficiency in Tribal Communities through education
• Payroll, File Sharing, and State Reporting Online Databases	• Restore or Prevent the loss of an energy service by making a bill assistance payment	INCLUDING • **69** Households with Winter Crises	• Increase client's self sufficiency	
• Federal government and Tribal community partners	• Educate clients about utilizing energy efficiency-how to save more-use less-other options (5% of funding)	• **85** Households with Summer Crises	• Increase client's overall mental health and wellbeing	• Provide energy security in Tribal Communities
• 1 HSU Internship		• **63** Households with Cooling Crises		• Increase Tribal Self-Sufficiency
	• Provide options for energy use and assistance	• **523** Households with Heating Crises		

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
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered (This is not an exhaustive list of all services)*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-3 years*	*Changes that occur in organizations, communities, or systems in the next 4-10 years*
• 1 Part-Time and 4 Full-Time Staff Members • Federal Grant Funding • Payroll, File Sharing, And State Reporting Online Databases • Federal Government And Tribal Community Partners • Training And Education Facilities	• Program Outreach • Provide Native Americans with Emergency services - Food, Transportation, Shelter, Utilities, Clothing, and Medical Assistance • Provide Native Americans with Supportive Services - Emergency Childcare, Education, Training, Youth, Employment, Nutrition and other Health, and Income Management • Provide CSBG funding	• **2,823** Food Assistance **982** Transportation Assistance **168** Shelter Assistance **972** Utility Assistance **160** Clothing Assistance **127** Medical Assistance **227** Emergency Childcare Assistance **82** Education Assistance **537** Training Assistance **885** Employment Assistance **3,903** Youth Services **1,670** Nutrition/Health **995** Income Management **6,420** Referrals • $_____ Awarded in	• Reduce the Number of Obstacles Preventing Low-Income Native Americans from Achieving Or Maintaining Self-Sufficiency (Such as Unemployment, Lack Of Education, Financial Ignorance, Inadequate Housing, And Poor Nutrition or Health) • Increase Stability in the Lives of Children from Low-Income Native American Families • Increase Participant Self-Efficacy/Confidence • Increase Social Support	• Reduce poverty in Native American Communities • Improve the Quality Of Life of Low-Income Native Americans • Reduce Public Assistance Costs • Local Businesses Thrive • Empower Low-Income Native Americans to Participate in Community Decisions *Mini-grants*

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 • Provide Council-Determined, Community Mini-Grants For Cultural Awareness Projects, Assistance for Low-Income Native Americans, and Community Development • Maintain Tripartite board	Council Mini-Grants	Systems for Native Americans	• Strengthen Cultural Ties

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.

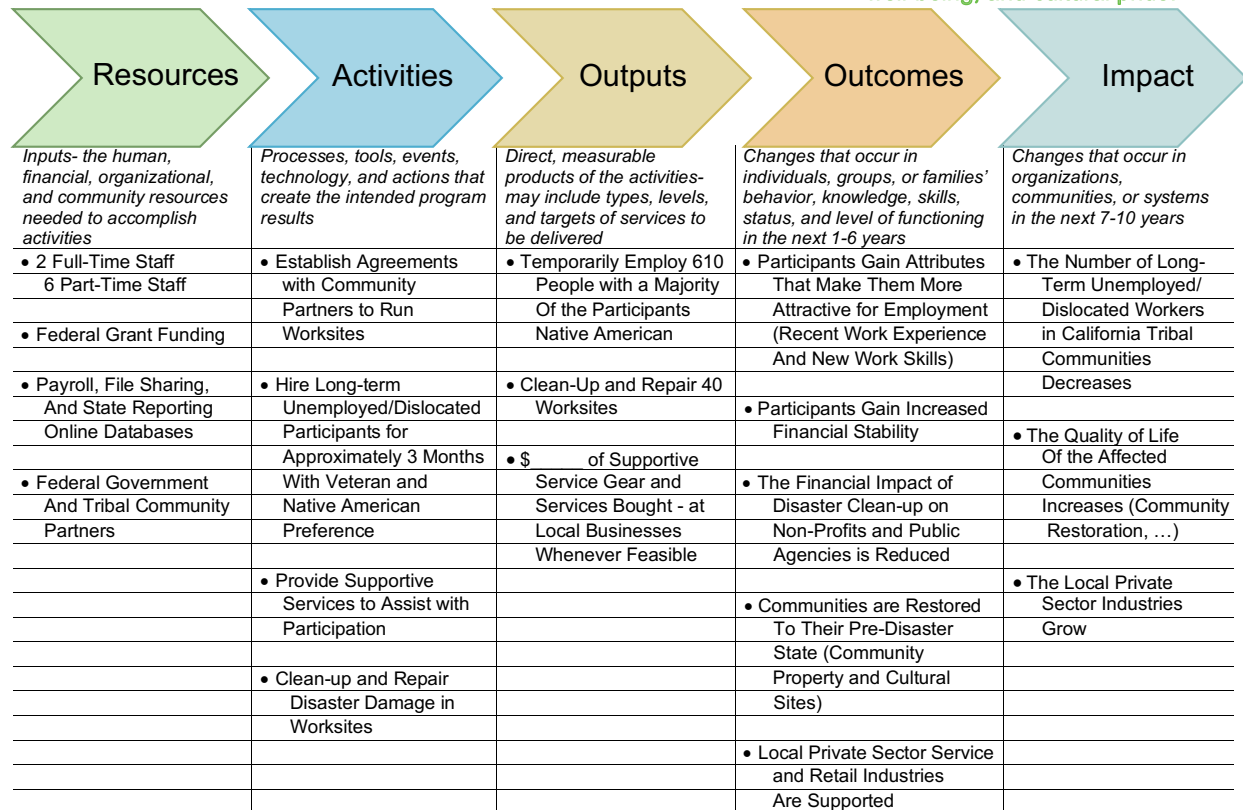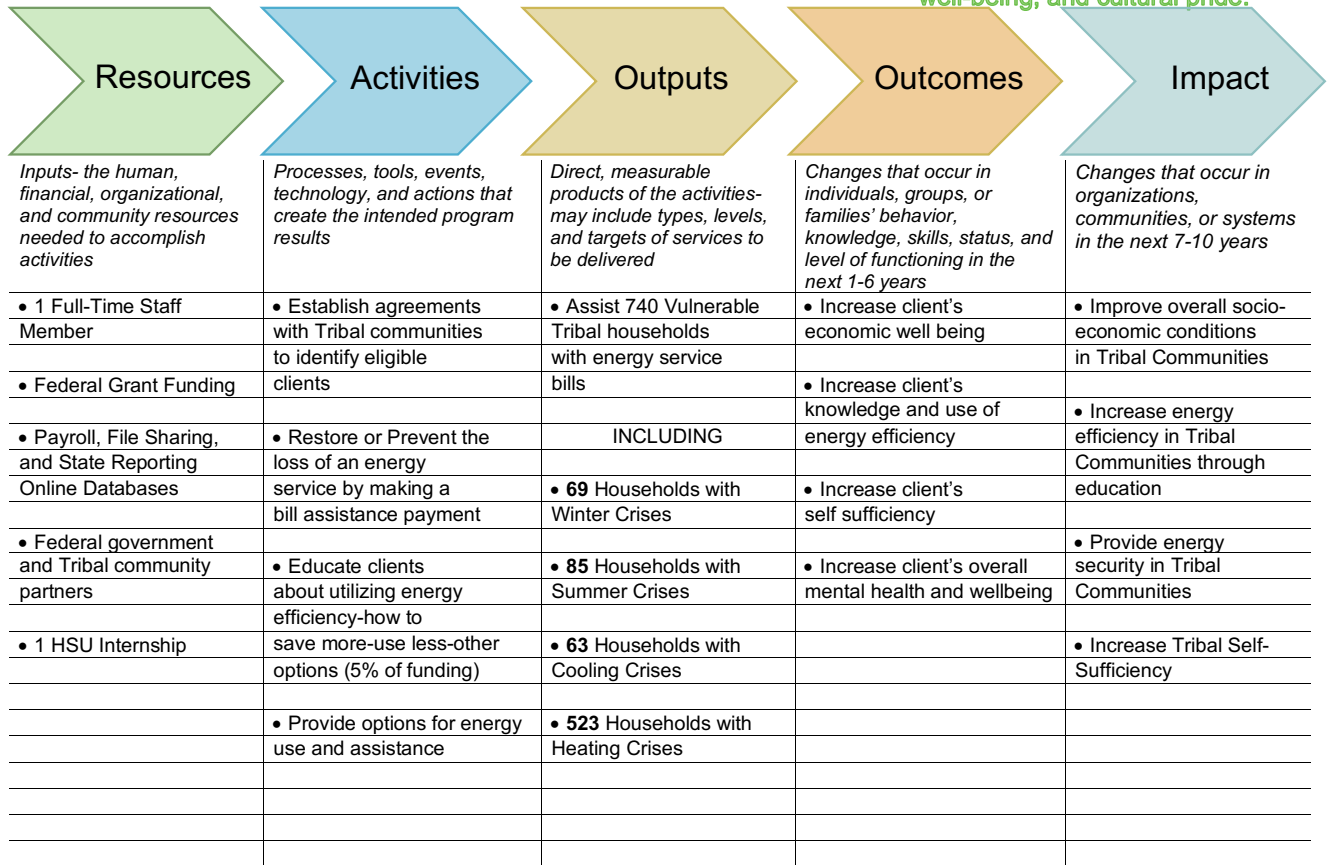| Resources	Activities	Outputs	Outcomes	Impact
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 5 Part-Time Staff	• Program Outreach	• People Enrolled In:	• Participants Gain Attributes That Make Them More Attractive for Employment (Credentials, Skills, and Work Experience)	• Increase the Median Wage in Tribal Communities
• Federal Grant Funding	• Trained Employment Specialists Determine Participant Needs	**3** Work Experience **7** OJT **6** Classroom Training **1** Direct Placement **15** SYSP (Youth)		
• Payroll, File Sharing, And State Reporting Online Databases	• Enroll Participants in Training, Workforce Development, and/or Education programs	• $8,617 of Supportive Service Items and Services Bought (at Local Businesses Whenever Feasible)	• Participants Gain Attributes That Make them More Attractive for Higher Quality Positions	• Develop Higher Skilled Workforce
• Federal And State Government, Business, And Tribal Community Partners	• Provide Supportive Services to Assist with Participation and/or Career/Education Goals		• Participants Gain Increased Financial Stability	• Support Development Of Strong, Vibrant Regional Economies
• Training and Education Facilities			• Local Businesses Thrive	• Increase the Quality of Life of the Service Communities
• Existing Training and Education Programs	• Maintain Communication With Local Businesses And Education Entities		• Native American and Local Artists are Supported	• Increase Employment Stability in Tribal Communities
	• Maintain/Manage NCIDC Gift Shop for Training		• Increase Local Representation in Tribal Government (Local Staff)	• Improve Performance of Tribal Government

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.
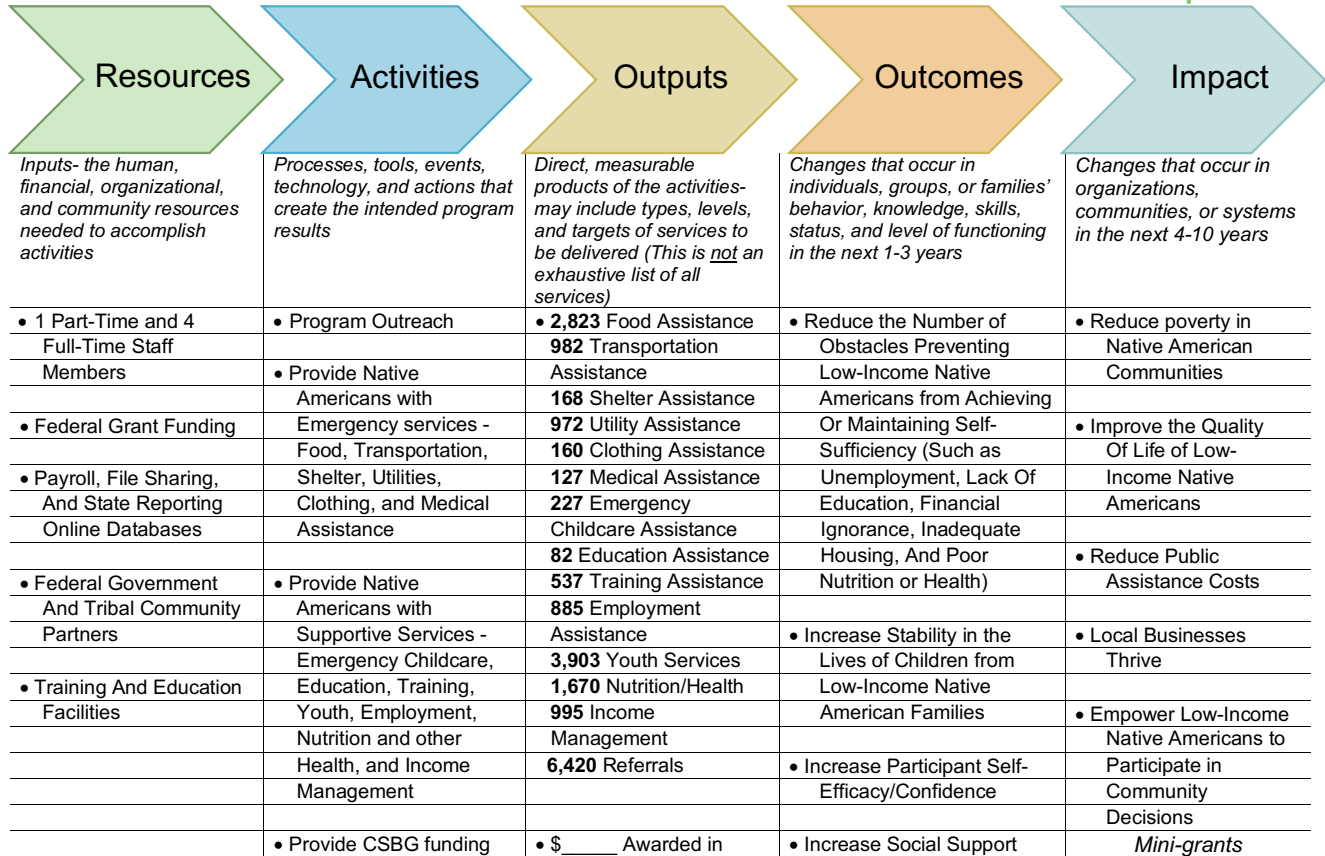
Resources → Activities → Outputs* → Outcomes → Impact

*Information from 2017-2018 Program Year

Resources	Activities	Outputs*	Outcomes	Impact
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 6 Full-Time Staff	• Program Outreach (Newsletters)	• Students Participating In: -Afterschool Services: **62**	*For Native American Students:*	• Strengthen Native American Communities
• Federal Grant Funding		-Summer Program Services: **4**	• Increase Educational and Training Attendance	
• Payroll, File Sharing, And State Reporting Online Databases	• Serve As A Cultural/ Educational Resource And Activity Center For Native American Families, Community Members, And Public Schools (Library, Computer Lab, & Events)	-Student Cultural Projects (Writing, Art, Research, And Media): **53**	• Create A Safe Space For Native American Children	• Increase Education Level of Native American Community
• Federal Government, Education Institutions, And Tribal Community Partners		-Youth Leadership Projects: **26**	• Improve Educational Achievement And Academic Progress (Reading, Writing, & STEAM)	• Increase Quality of Native American Employment
• Education Facilities	• Run An Education And Cultural Program For Local Native American Students And Families	-Counseling (Personal, Academic, or Vocational): **34**		• Increase/Maintain The Number Of Positive, Healthy Relationships In Participants' Lives
• Existing Education Programs		• **43** Adults at Native American Cultural Events/Activities	• Promote Social-Emotional Skills Development	
	• Provide Educational, Training, And Leadership Opportunities For Parents	• TUPE Information Shared at **6** Community Events	• Increase or Maintain Mental Health in Students (self-Identity)	• Preserve Local Native American Culture
			• Aid In Personal Adjustment ———————	• Improve/Maintain the Overall Health of Native American

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.
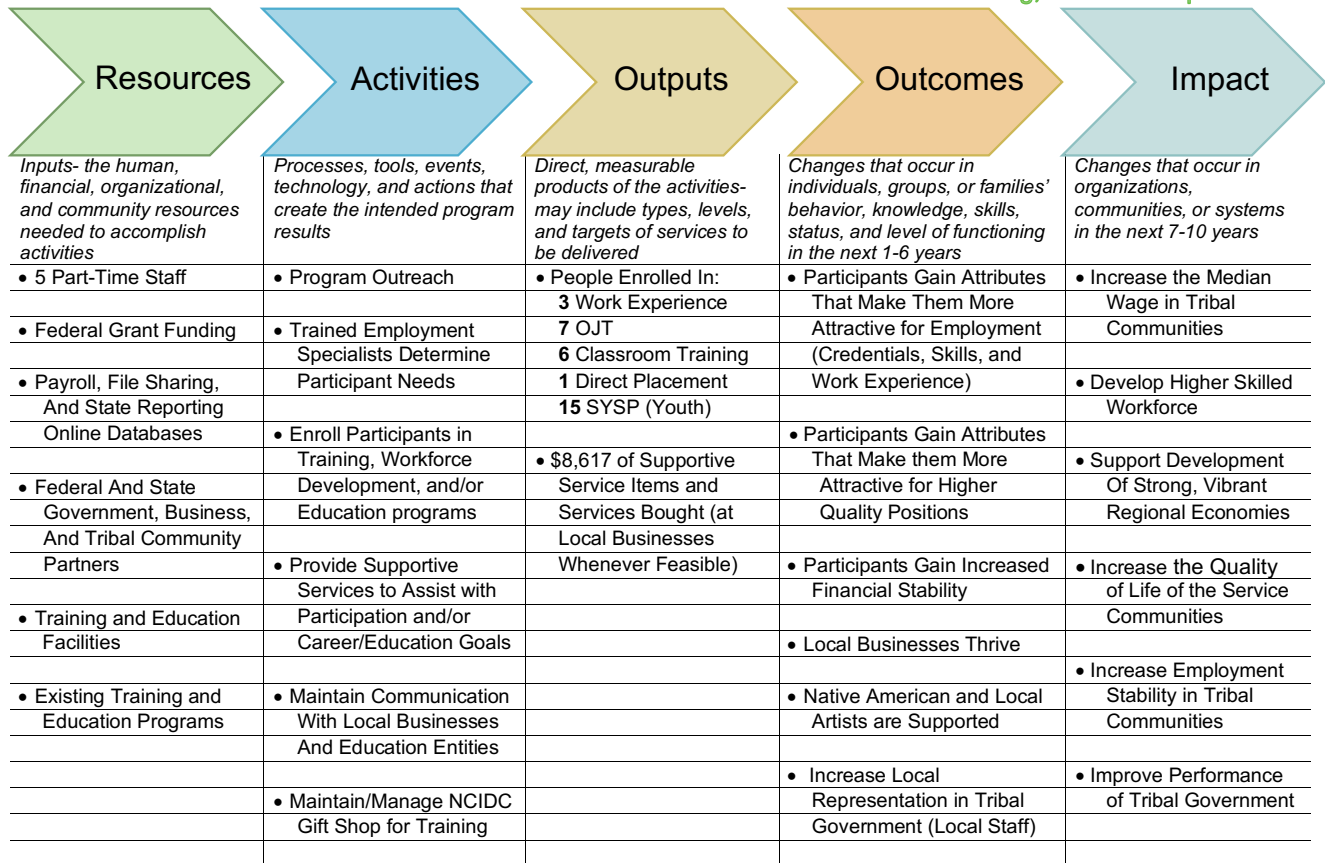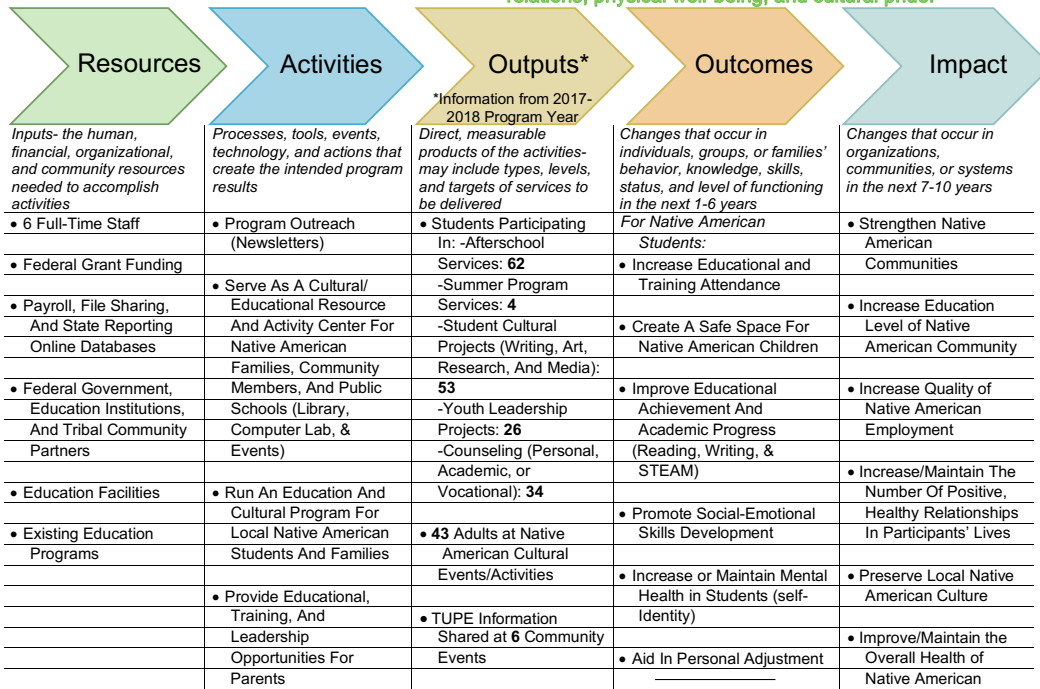
Resources	Activities	Outputs	Outcomes	Impact
	• Provide Leadership Opportunities for Youth	• **5** Public Agencies With TUPE Resources	• Increase Local Native American Community Awareness & Knowledge Of Native American History, Culture, & Language	Individuals (Physical, Emotional, Mental, & Spiritual Health)
	Tobacco Use Prevention Program	• **50** Students in TUPE Instruction/Counseling		
	• 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.
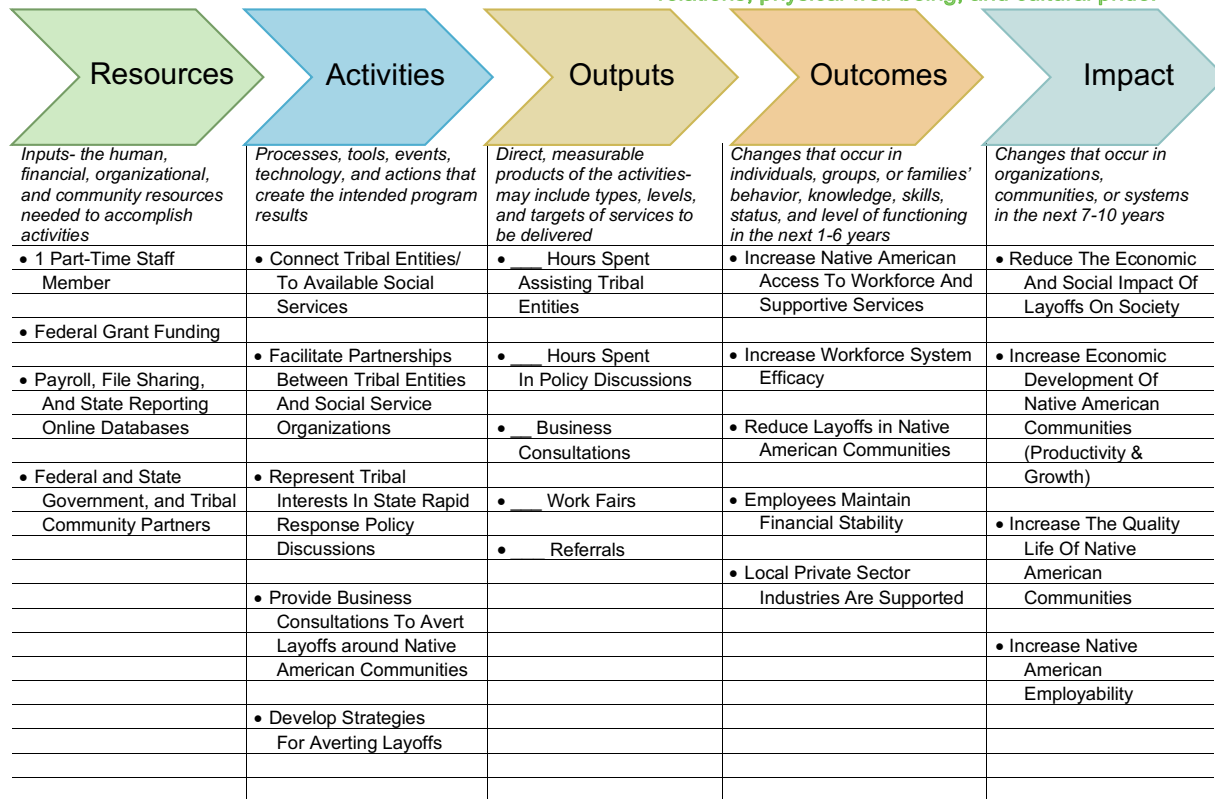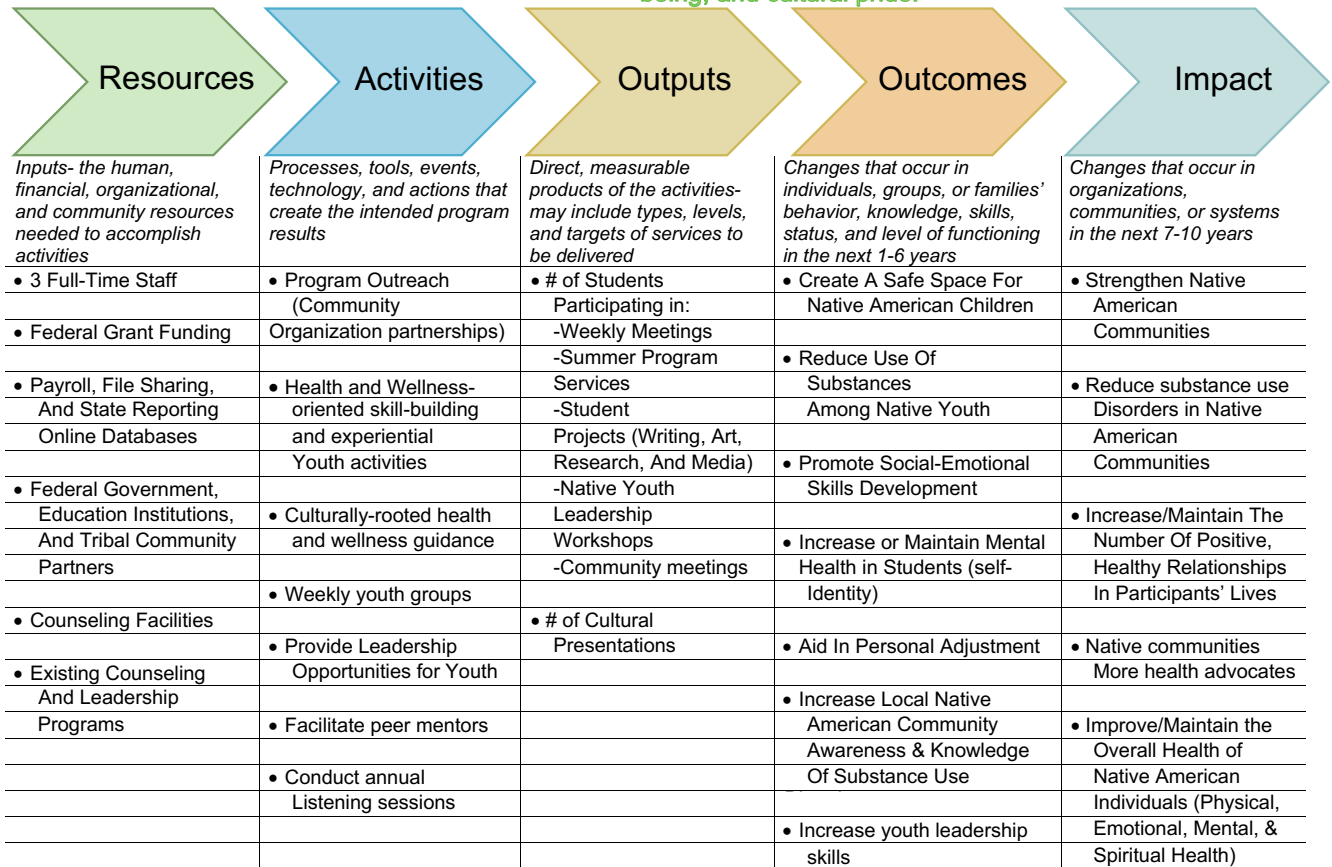
Resources	Activities	Outputs	Outcomes	Impact
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 1 Part-Time Staff Member	• Connect Tribal Entities/ To Available Social Services	• ___ Hours Spent Assisting Tribal Entities	• Increase Native American Access To Workforce And Supportive Services	• Reduce The Economic And Social Impact Of Layoffs On Society
• Federal Grant Funding				
• Payroll, File Sharing, And State Reporting Online Databases	• Facilitate Partnerships Between Tribal Entities And Social Service Organizations	• ___ Hours Spent In Policy Discussions	• Increase Workforce System Efficacy	• Increase Economic Development Of Native American Communities (Productivity & Growth)
		• __ Business Consultations	• Reduce Layoffs in Native American Communities	
• Federal and State Government, and Tribal Community Partners	• Represent Tribal Interests In State Rapid Response Policy Discussions	• ___ Work Fairs	• Employees Maintain Financial Stability	• Increase The Quality Life Of Native American Communities
		• ___ Referrals	• Local Private Sector Industries Are Supported	
	• Provide Business Consultations To Avert Layoffs around Native American Communities			• Increase Native American Employability
	• Develop Strategies For Averting Layoffs			

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
	• Collect and Exchange Pertinent Labor Market Information Among Local Areas And The State			

Da'luk 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
Inputs- the human, financial, organizational, and community resources needed to accomplish activities	*Processes, tools, events, technology, and actions that create the intended program results*	*Direct, measurable products of the activities- may include types, levels, and targets of services to be delivered*	*Changes that occur in individuals, groups, or families' behavior, knowledge, skills, status, and level of functioning in the next 1-6 years*	*Changes that occur in organizations, communities, or systems in the next 7-10 years*
• 3 Full-Time Staff	• Program Outreach (Community Organization partnerships)	• # of Students Participating in: -Weekly Meetings -Summer Program Services -Student Projects (Writing, Art, Research, And Media) -Native Youth Leadership Workshops -Community meetings	• Create A Safe Space For Native American Children	• Strengthen Native American Communities
• Federal Grant Funding			• Reduce Use Of Substances Among Native Youth	• Reduce substance use Disorders in Native American Communities
• Payroll, File Sharing, And State Reporting Online Databases	• Health and Wellness-oriented skill-building and experiential Youth activities		• Promote Social-Emotional Skills Development	
• Federal Government, Education Institutions, And Tribal Community Partners	• Culturally-rooted health and wellness guidance		• Increase or Maintain Mental Health in Students (self-Identity)	• Increase/Maintain The Number Of Positive, Healthy Relationships In Participants' Lives
• Counseling Facilities	• Weekly youth groups	• # of Cultural Presentations	• Aid In Personal Adjustment	• Native communities More health advocates
• Existing Counseling And Leadership Programs	• Provide Leadership Opportunities for Youth		• Increase Local Native American Community Awareness & Knowledge Of Substance Use	• Improve/Maintain the Overall Health of Native American Individuals (Physical, Emotional, Mental, & Spiritual Health)
	• Facilitate peer mentors			
	• Conduct annual Listening sessions		• Increase youth leadership skills	

Da'luk 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
			• Youth build supportive Relationships with adult Mentors and peers	• Reduce stigma behind Mental health disorders & substance use
			• Native youth are change-Makers in their schools And communities	• Communities address the systemic and structural inequities that shape living conditions and experiences through changes in institutional policies, practices, resource allocation, and decision-making processes.
			• Youth understand the Causes and effects of Systemic oppression	

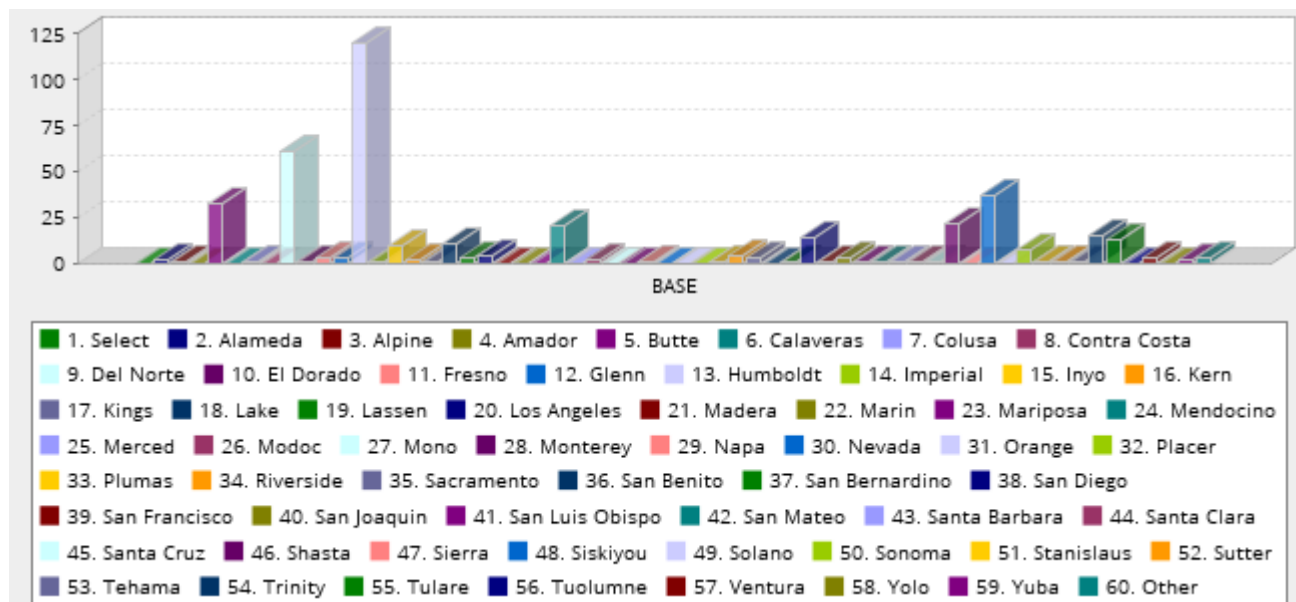# Northern California Indian Development Council, Inc 2021 Community Needs Assessment Survey Results

Survey Overview
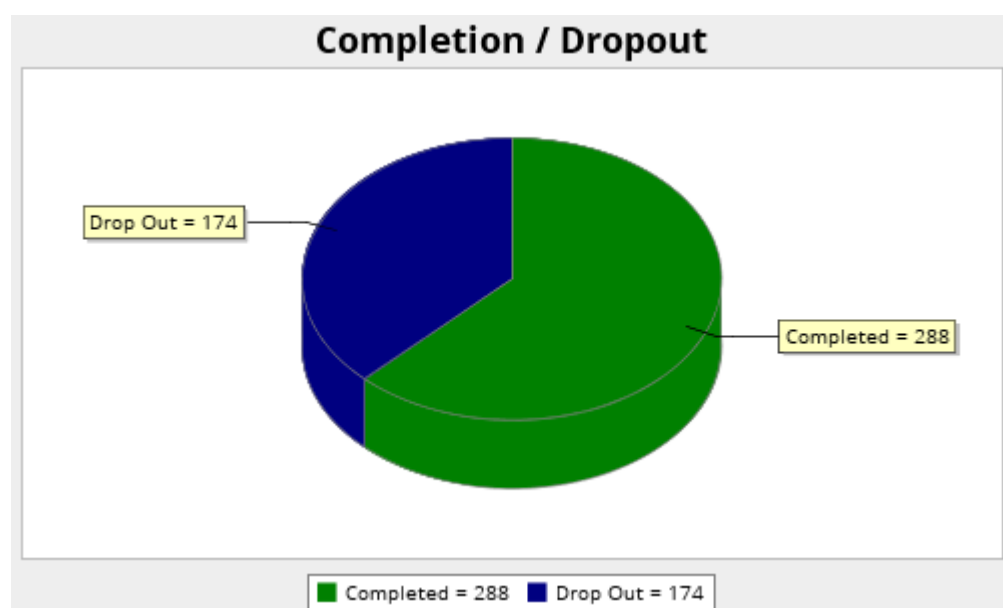
Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
1683	462	288	62.34%	174	12 minutes

Q1. What county do you live in?

	Answer	Count	Percent
2.	Alameda	2	0.48%
3.	Alpine	1	0.24%
4.	Amador	0	0.00%
5.	Butte	32	7.75%
6.	Calaveras	0	0.00%
7.	Colusa	1	0.24%
8.	Contra Costa	0	0.00%
9.	Del Norte	61	14.77%
10.	El Dorado	1	0.24%
11.	Fresno	3	0.73%
12.	Glenn	3	0.73%
13.	Humboldt	120	29.06%
14.	Imperial	1	0.24%
15.	Inyo	9	2.18%
16.	Kern	2	0.48%

17.	Kings	1	0.24%
18.	Lake	10	2.42%
19.	Lassen	3	0.73%
20.	Los Angeles	4	0.97%
21.	Madera	0	0.00%
22.	Marin	0	0.00%
23.	Mariposa	0	0.00%
24.	Mendocino	20	4.84%
25.	Merced	0	0.00%
26.	Modoc	2	0.48%
27.	Mono	0	0.00%
28.	Monterey	0	0.00%
29.	Napa	1	0.24%
30.	Nevada	0	0.00%
31.	Orange	0	0.00%
32.	Placer	0	0.00%
33.	Plumas	1	0.24%
34.	Riverside	4	0.97%
35.	Sacramento	3	0.73%
36.	San Benito	0	0.00%
37.	San Bernardino	1	0.24%
38.	San Diego	14	3.39%
39.	San Francisco	1	0.24%
40.	San Joaquin	3	0.73%
41.	San Luis Obispo	1	0.24%
42.	San Mateo	1	0.24%
43.	Santa Barbara	1	0.24%

44.	Santa Clara	1	0.24%
45.	Santa Cruz	1	0.24%
46.	Shasta	21	5.08%
47.	Sierra	0	0.00%
48.	Siskiyou	37	8.96%
49.	Solano	0	0.00%
50.	Sonoma	7	1.69%
51.	Stanislaus	1	0.24%
52.	Sutter	1	0.24%
53.	Tehama	1	0.24%
54.	Trinity	15	3.63%
55.	Tulare	13	3.15%
56.	Tuolumne	0	0.00%
57.	Ventura	3	0.73%
58.	Yolo	0	0.00%
59.	Yuba	2	0.48%
60.	Other	3	0.73%
	Total	413	100%
Mean : **23.964**	Confidence Interval @ 95% : **[22.284 - 25.643]**	Standard Deviation : **17.411**	Standard Error : **0.857**

Q3. Gender? (self-identified)
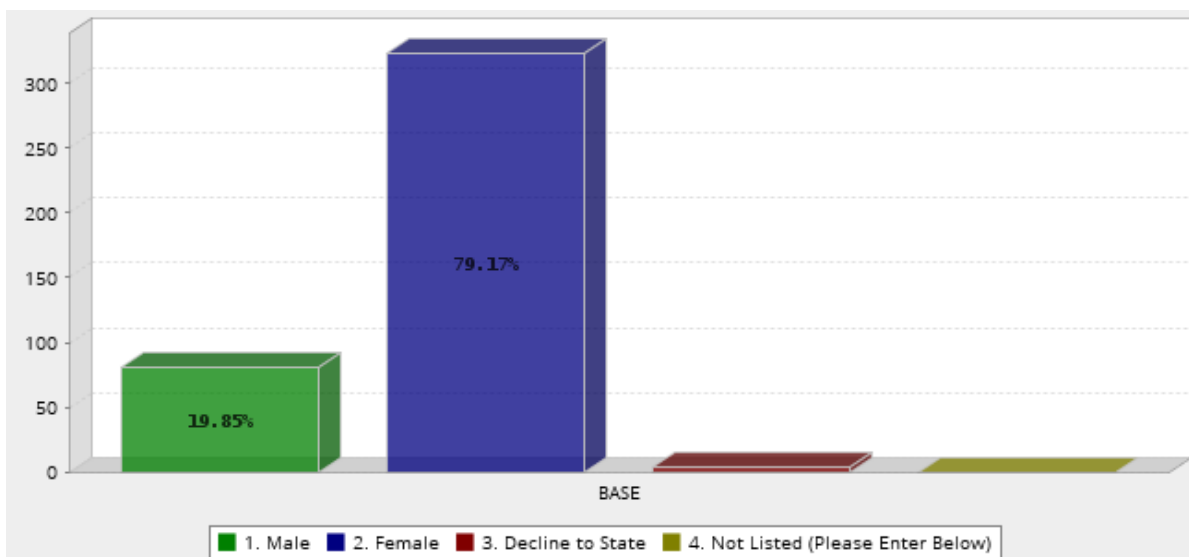
	Answer	Count	Percent
1.	Male	81	19.85%
2.	Female	323	79.17%
3.	Decline to State	4	0.98%
4.	Not Listed (Please Enter Below)	0	0.00%
	Total	408	100%

Mean : **1.811**	Confidence Interval @ 95% : **[1.771 - 1.852]**	Standard Deviation : **0.416**	Standard Error : **0.021**

Q4. What is your age group?
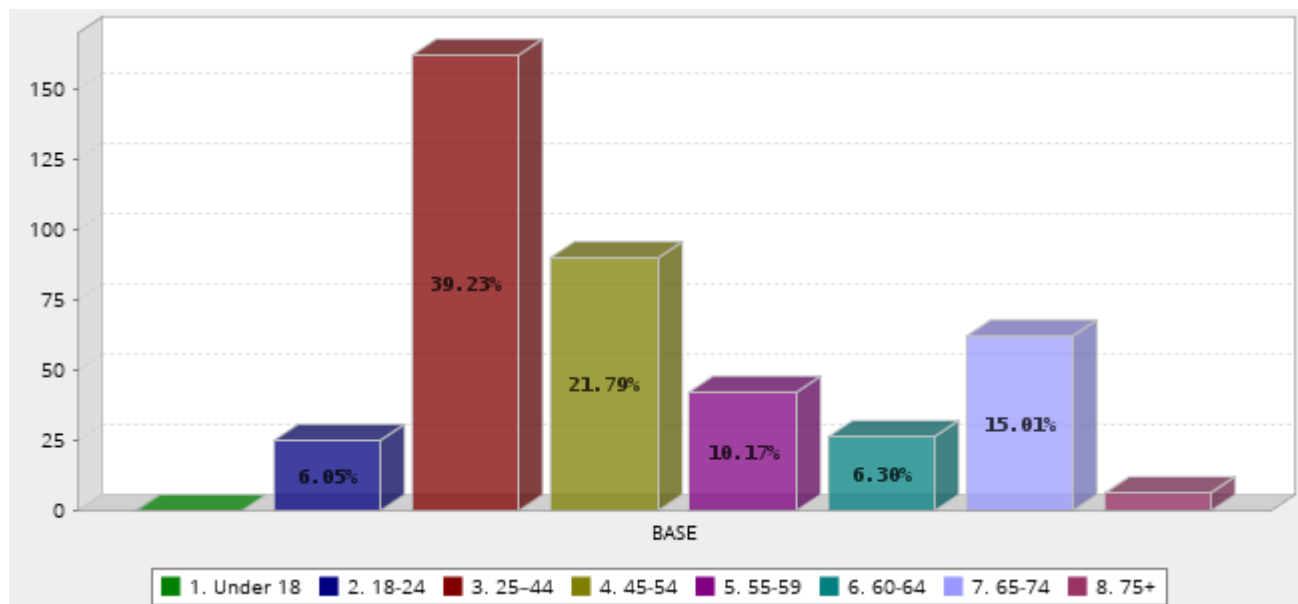
	Answer	Count	Percent
1.	Under 18	0	0.00%
2.	18-24	25	6.05%
3.	25–44	162	39.23%
4.	45-54	90	21.79%
5.	55-59	42	10.17%
6.	60-64	26	6.30%
7.	65-74	62	15.01%
8.	75+	6	1.45%
	Total	413	100%

Mean : **4.223**	Confidence Interval @ 95% : **[4.069 - 4.376]**	Standard Deviation : **1.590**	Standard Error : **0.078**

Q5. What is your race/ethnicity? Please select all that apply.
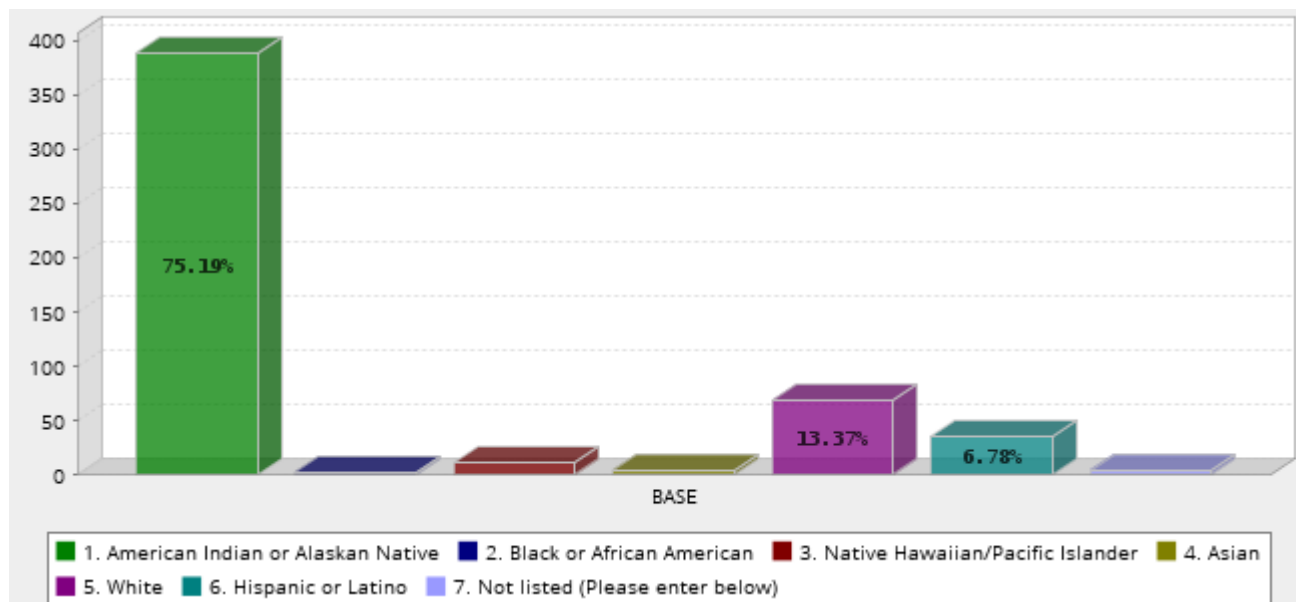
	Answer	Count	Percent
1.	American Indian or Alaskan Native	388	75.19%
2.	Black or African American	3	0.58%
3.	Native Hawaiian/Pacific Islander	11	2.13%
4.	Asian	5	0.97%
5.	White	69	13.37%
6.	Hispanic or Latino	35	6.78%
7.	Not listed (Please enter below)	5	0.97%
	Total	516	100%

Mean : **2.010**	Confidence Interval @ 95% : **[1.852 - 2.168]**	Standard Deviation : **1.830**	Standard Error : **0.081**

Q7. Do you live on a Reservation/Rancheria or Indian trust land?
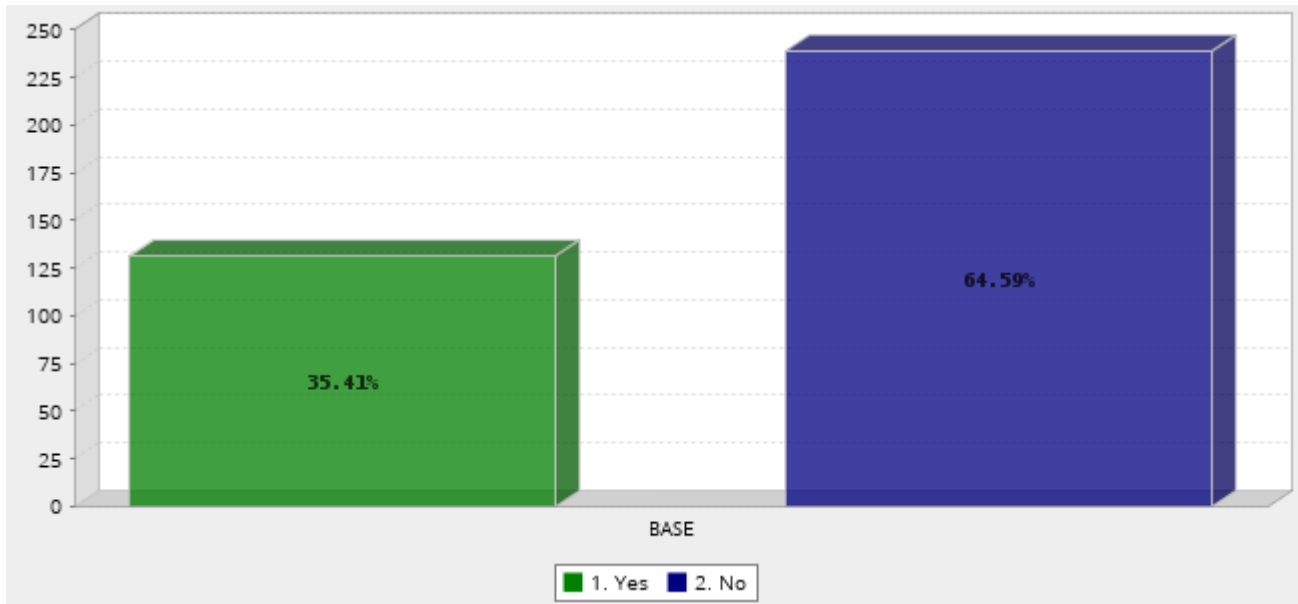
	Answer	Count	Percent
1.	Yes	131	35.41%
2.	No	239	64.59%
	Total	370	100%

Mean : **1.646**	Confidence Interval @ 95% : **[1.597 - 1.695]**	Standard Deviation : **0.479**	Standard Error : **0.025**

Q8. Are you a veteran or active military member or do you have a disability? Please check all that apply.
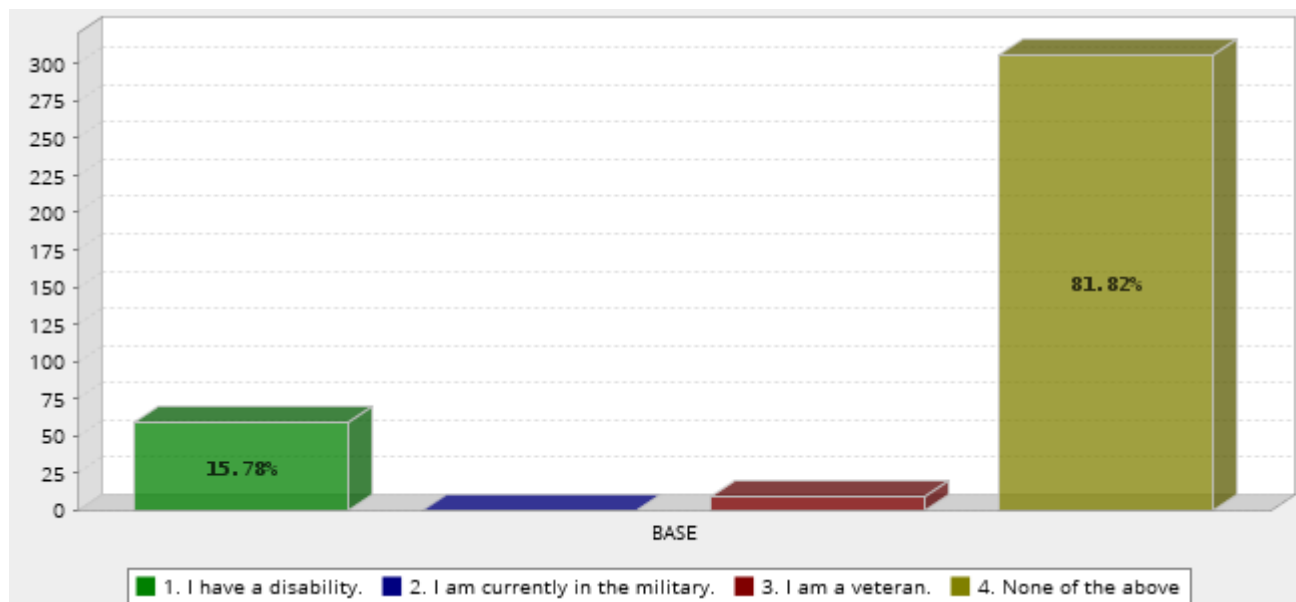
	Answer	Count	Percent
1.	I have a disability.	59	15.78%
2.	I am currently in the military.	0	0.00%
3.	I am a veteran.	9	2.41%
4.	None of the above	306	81.82%
	Total	374	100%

Mean : **3.503**	Confidence Interval @ 95% : **[3.392 - 3.614]**	Standard Deviation : **1.095**	Standard Error : **0.057**

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.
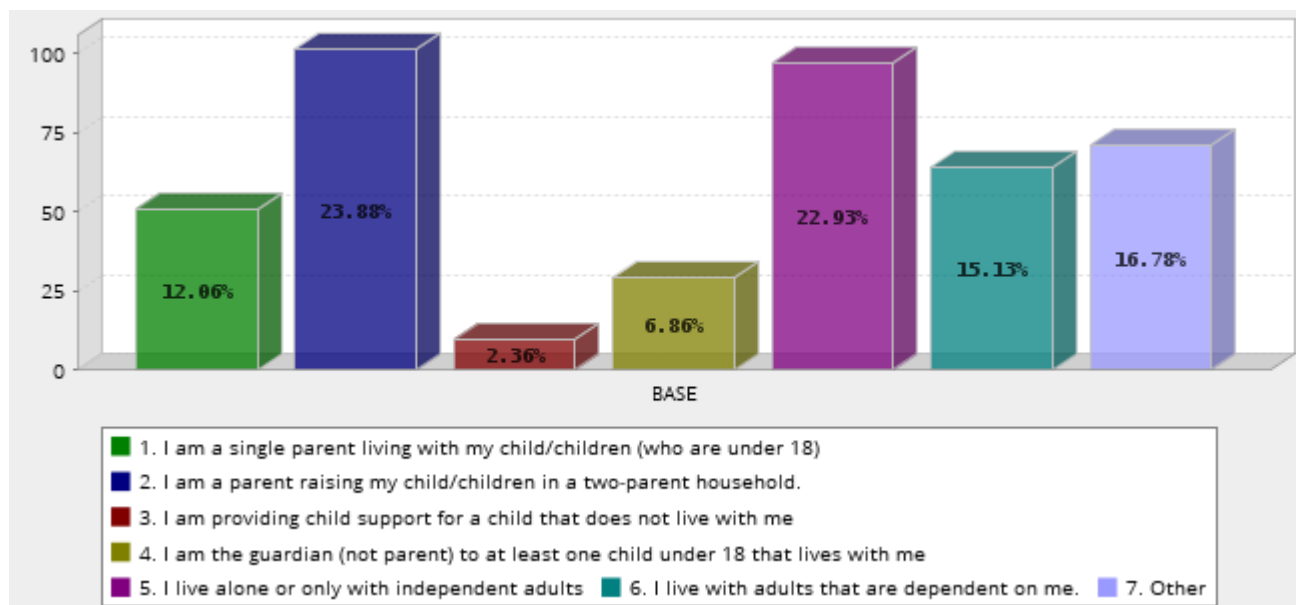
	Answer	Count	Percent
1.	I am a single parent living with my child/children (who are under 18)	51	12.06%
2.	I am a parent raising my child/children in a two-parent household.	101	23.88%
3.	I am providing child support for a child that does not live with me	10	2.36%
4.	I am the guardian (not parent) to at least one child under 18 that lives with me	29	6.86%
5.	I live alone or only with independent adults	97	22.93%
6.	I live with adults that are dependent on me.	64	15.13%
7.	Other	71	16.78%
	Total	423	100%

Mean : **4.173**	Confidence Interval @ 95% : **[3.973 - 4.372]**	Standard Deviation : **2.095**	Standard Error : **0.102**

Q12. What is the highest grade level that you completed?
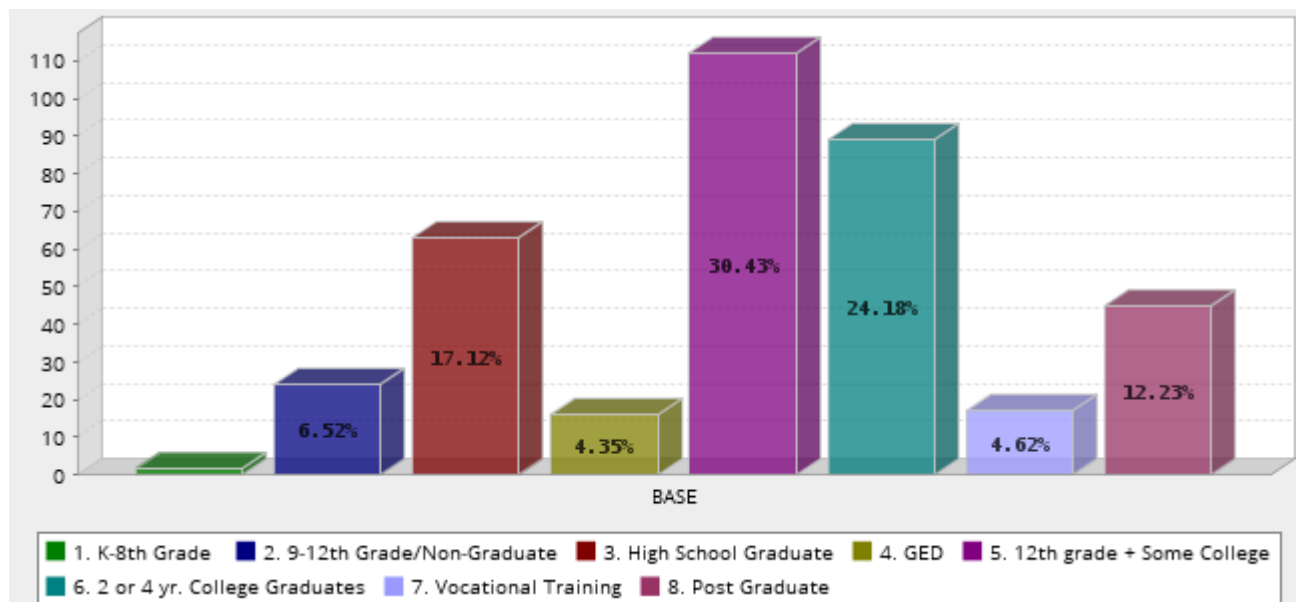
	Answer	Count	Percent
1.	K-8th Grade	2	0.54%
2.	9-12th Grade/Non-Graduate	24	6.52%
3.	High School Graduate	63	17.12%
4.	GED	16	4.35%
5.	12th grade + Some College	112	30.43%
6.	2 or 4 yr. College Graduates	89	24.18%
7.	Vocational Training	17	4.62%
8.	Post Graduate	45	12.23%
	Total	368	100%

Mean : **5.098**	Confidence Interval @ 95% : **[4.923 - 5.273]**	Standard Deviation : **1.711**	Standard Error : **0.089**

Q18. What kind of housing do you currently have?
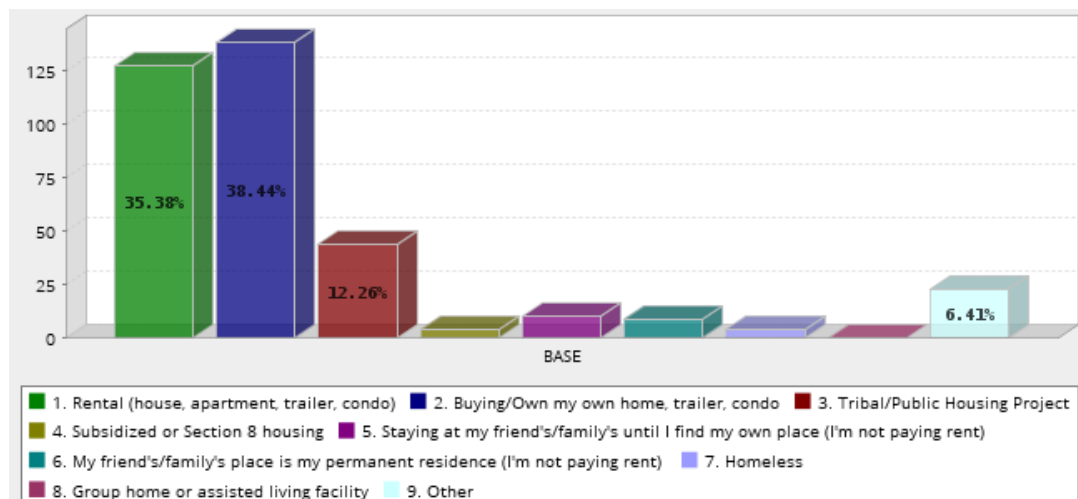
	Answer	Count	Percent
1.	Rental (house, apartment, trailer, condo)	127	35.38%
2.	Buying/Own my own home, trailer, condo	138	38.44%
3.	Tribal/Public Housing Project	44	12.26%
4.	Subsidized or Section 8 housing	4	1.11%
5.	Staying at my friend's/family's until I find my own place (I'm not paying rent)	10	2.79%
6.	My friend's/family's place is my permanent residence (I'm not paying rent)	9	2.51%
7.	Homeless	4	1.11%
8.	Group home or assisted living facility	0	0.00%
9.	Other	23	6.41%
	Total	359	100%

| Mean : **2.479** | Confidence Interval @ 95% : **[2.263 - 2.695]** | Standard Deviation : **2.091** | Standard Error : **0.110** |

Q19. Have you experienced any of these situations in the last year? Mark all that apply.
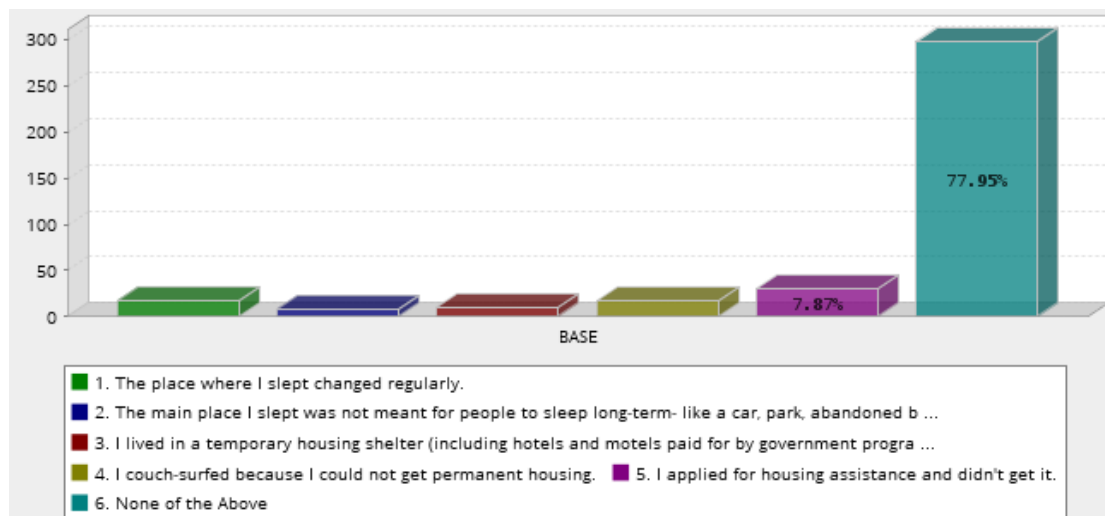
	Answer	Count	Percent
1.	The place where I slept changed regularly.	18	4.72%
2.	The main place I slept was not meant for people to sleep long-term- like a car, park, abandoned building, bus or train station, airport, or camping ground.	9	2.36%
3.	I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)	10	2.62%
4.	I couch-surfed because I could not get permanent housing.	17	4.46%
5.	I applied for housing assistance and didn't get it.	30	7.87%
6.	None of the Above	297	77.95%
	Total	381	100%

Mean : 5.423	Confidence Interval @ 95% : [5.291 - 5.554]	Standard Deviation : 1.313	Standard Error : 0.067

Q22. We are trying to assess the number of overcrowded homes in our community. Please list the number of bedrooms in your residence.

3	4	1	2	2	4	1	2	3	4	2	2	4	2	3	1	0	5	3	3	4	2	3	3
2	2	2	3	3	4	1	4	1	3	3	3	3	2	3	4	3	5	4	4	5	2	2	2
3	2	2	2	2	3	4	3	3	2	3	3	3	4	3	3	3	1	3	3	4	3	3	3
2	3	4	2	2	3	2	5	5	0	3	2	2	3	2	3	1	3	2	3	0	1	3	3
3	3	1	3	2	2	4	5	2	3	3	5	3	3	3	3	2	3	2	3	2	1	0	4
2	4	2	3	3	3	3	1	3	3	3	2	2	2	4	4	1	1	2	2	2	1	4	2
1	3	3	3	3	4	2	2	4	2	3	3	2	3	4	0	2	2	3	5	2	4	3	3
2	3	3	0	3	3	4	3	2	2	1	3	2	1	4	0	3	2	4	0	5	2	4	2
3	2	3	2	2	3	3	3	3	3	3	3	3	3	4	0	4	4	3	2	1	2	3	2
4	3	3	3	5	2	3	3	3	2	2	2	2	4	3	3	3	2	5	4	3	3	3	3
1	3	3	2	4	3	3	3	3	3	3	3	4	3	2	2	2	2	3	2	3	3	2	5
2	2	3	3	2	2	3	2	3	2	3	2	3	2	3	2	3	4	4	3	3	2	3	
1	2	2	3	3	2	3	3	1	2	1	3	3	4	3	2	2	3	2	2	3	2	3	
1	2	2	2	3	3	3	3	4	3	2	2	4	1	4	2	3	3	1	3	1	4	2	
2	2	1	3	3	3	3	2	2	3	3	3	3	2	3	2	3	2	2	2	2	3	3	

Q22. Please list the number of people staying at your residence.

8	7	2	2	5	4	2	2	7	7	4	2	7	2	2	5	10	4	2	3	2	3	2	2
5	1	4	2	3	3	5	2	3	5	1	2	6	4	3	2	1	3	4	2	1	2	2	1
4	6	2	1	3	2	5	2	4	2	4	5	4	3	2	5	6	4	4	7	4	2	4	2
3	3	4	2	2	3	3	5	2	0	4	2	2	3	6	4	3	2	5	5	9	4	4	2
6	4	1	3	2	5	3	10	5	4	3	2	8	6	2	3	2	2	3	5	6.5	2	1	4
7	8	2	3	1	2	6	5	3	6	2	6	5	3	3	5	2	2	3	4	2	1	3	4
1	2	11	4	2	7	3	3	5	4	2	4	2	4	11	5	1	2	2	2	1	1	6	2
3	2	3	0	2	5	6	5	4	1	3	3	2	3	5	3	5	3	2	1	2	5	4	10
3	4	5	3	2	5	5	5	3	3	1	4	3	1	5	3	4	1	5	7	3	2	4	3
7	3	2	6	1	3	6	5	7	5	4	1	3	3	4	1	6	3	7	1	2	2	4	4
2	5	2	1	4	3	6	3	2	5	1	3	2	2	3	2	3	4	4	2	7	4	3	13
6	3	2	1	3	5	10	2	5	3	6	2	7	3	3	3	2	1	4	7	3	4	3	
1	1	2	3	2	2	3	2	2	4	4	4	2	1	5	4	3	5	9	3	3	0	3	
2	2	2	2	2	7	5	10	6	7	1	4	1	9	5	4	3	3	6	6	5	3	1	
1	3	4	5	4	7	1	2	2	5	2	4	1	3	4	2	4	2	4	1	2	2	2	

Q26. Please select everything that applies to your employment status.
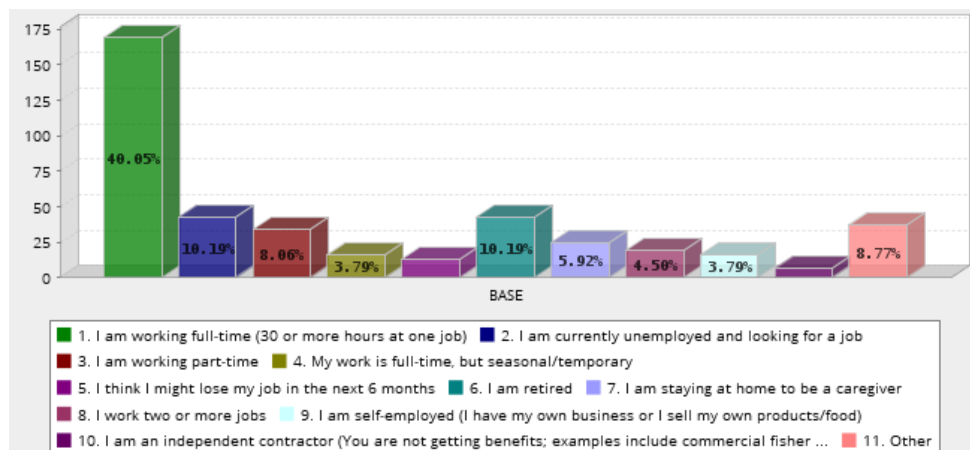
	Answer	Count	Percent
1.	I am working full-time (30 or more hours at one job)	169	40.05%
2.	I am currently unemployed and looking for a job	43	10.19%
3.	I am working part-time	34	8.06%
4.	My work is full-time, but seasonal/temporary	16	3.79%
5.	I think I might lose my job in the next 6 months	13	3.08%
6.	I am retired	43	10.19%
7.	I am staying at home to be a caregiver	25	5.92%
8.	I work two or more jobs	19	4.50%
9.	I am self-employed (I have my own business or I sell my own products/food)	16	3.79%
10.	I am an independent contractor (You are not getting benefits; examples include commercial fisherman, Uber drivers and other app-based workers, and consultants)	7	1.66%
11.	Other	37	8.77%
	Total	422	100%

Mean : **4.009**	Confidence Interval @ 95% : **[3.684 - 4.335]**	Standard Deviation : **3.414**	Standard Error : **0.166**

Q27. If you are employed, what industry do you work in?
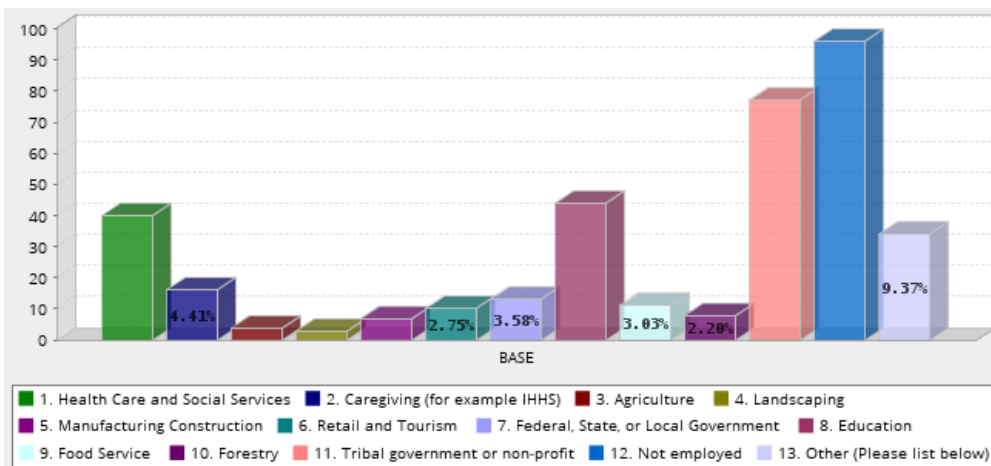
	Answer	Count	Percent
1.	Health Care and Social Services	40	11.02%
2.	Caregiving (for example IHHS)	16	4.41%
3.	Agriculture	4	1.10%
4.	Landscaping	3	0.83%
5.	Manufacturing Construction	7	1.93%
6.	Retail and Tourism	10	2.75%
7.	Federal, State, or Local Government	13	3.58%
8.	Education	44	12.12%
9.	Food Service	11	3.03%
10.	Forestry	8	2.20%
11.	Tribal government or non-profit	77	21.21%
12.	Not employed	96	26.45%
13.	Other (Please list below)	34	9.37%
	Total	363	100%

Mean : 8.964	Confidence Interval @ 95% : [8.560 - 9.368]	Standard Deviation : 3.928	Standard Error : 0.206

Q67. Would you be interested in participating in training to learn vocational skills? Please select any that you might be interested in, and/or write in any that are not included.
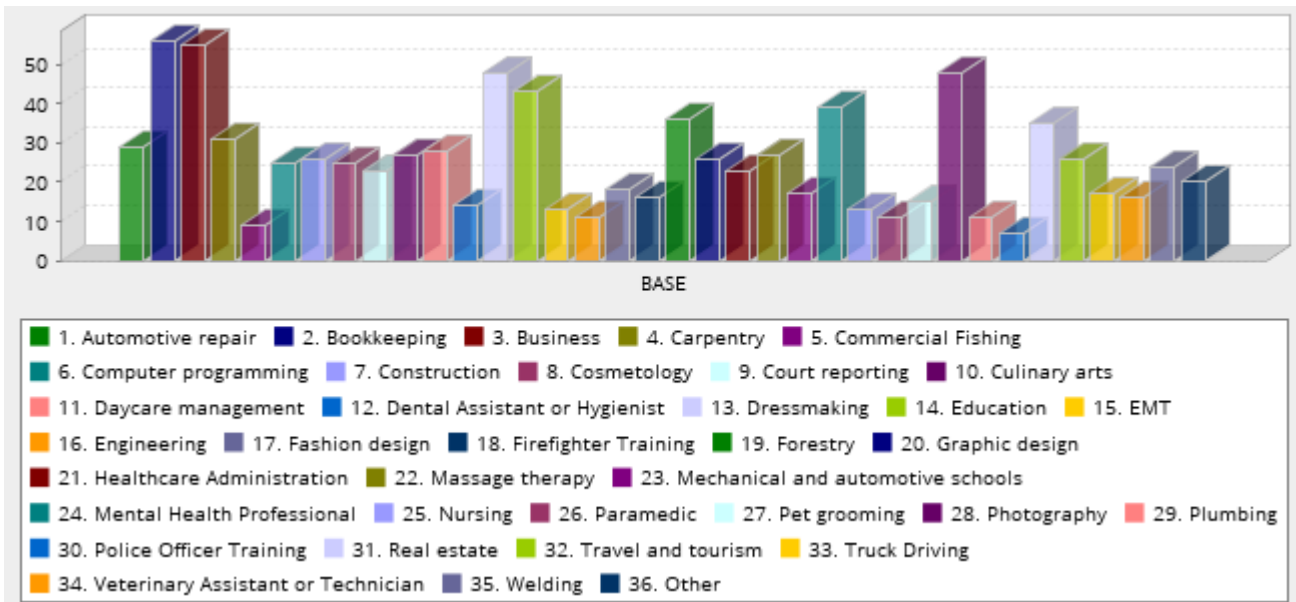
	Answer	Count	Percent
1.	Automotive repair	29	3.19%
2.	Bookkeeping	56	6.17%
3.	Business	55	6.06%
4.	Carpentry	31	3.41%
5.	Commercial Fishing	9	0.99%
6.	Computer programming	25	2.75%
7.	Construction	26	2.86%
8.	Cosmetology	25	2.75%
9.	Court reporting	23	2.53%
10.	Culinary arts	27	2.97%
11.	Daycare management	28	3.08%
12.	Dental Assistant or Hygienist	14	1.54%
13.	Dressmaking	48	5.29%
14.	Education	43	4.74%
15.	EMT	13	1.43%
16.	Engineering	11	1.21%

17.	Fashion design	18	1.98%
18.	Firefighter Training	16	1.76%
19.	Forestry	36	3.96%
20.	Graphic design	26	2.86%
21.	Healthcare Administration	23	2.53%
22.	Massage therapy	27	2.97%
23.	Mechanical and automotive schools	17	1.87%
24.	Mental Health Professional	39	4.30%
25.	Nursing	13	1.43%
26.	Paramedic	11	1.21%
27.	Pet grooming	15	1.65%
28.	Photography	48	5.29%
29.	Plumbing	11	1.21%
30.	Police Officer Training	7	0.77%
31.	Real estate	35	3.85%
32.	Travel and tourism	26	2.86%
33.	Truck Driving	17	1.87%
34.	Veterinary Assistant or Technician	16	1.76%
35.	Welding	24	2.64%
36.	Other	20	2.20%
	Total	908	100%

Mean : **16.773**	Confidence Interval @ 95% : **[16.081 - 17.465]**	Standard Deviation : **10.644**	Standard Error : **0.353**

Q30. Please select any of the following statements that are true for you.
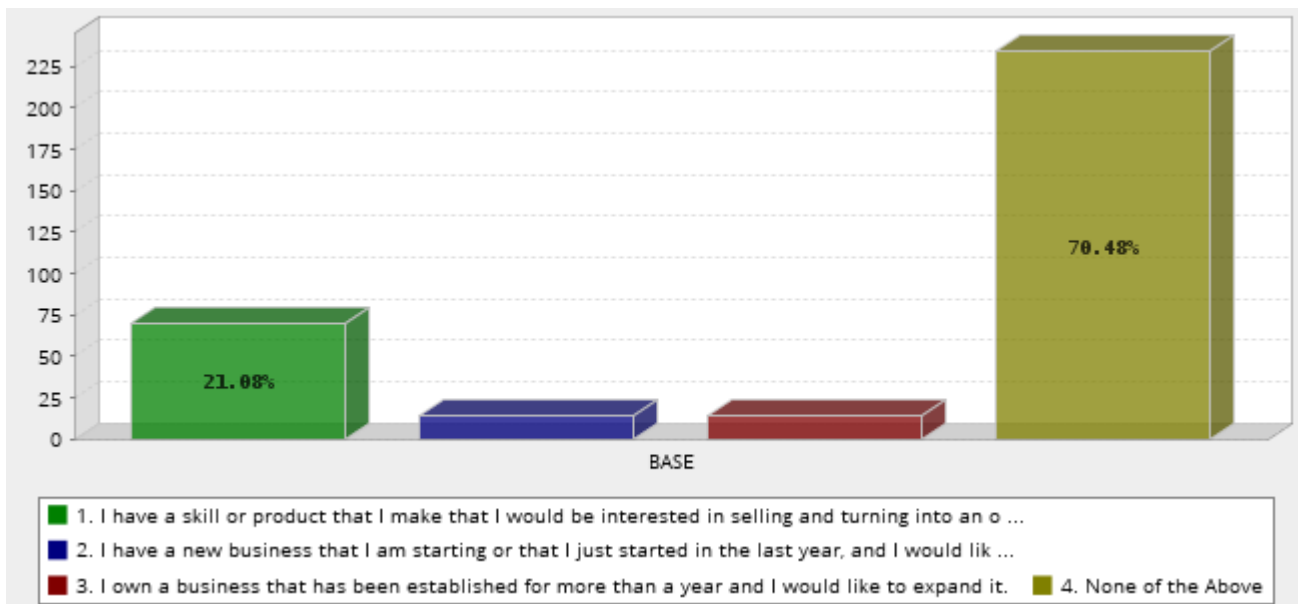
	Answer	Count	Percent
1.	I have a skill or product that I make that I would be interested in selling and turning into an official source of income.	70	21.08%
2.	I have a new business that I am starting or that I just started in the last year, and I would like to expand.	14	4.22%
3.	I own a business that has been established for more than a year and I would like to expand it.	14	4.22%
4.	None of the Above	234	70.48%
	Total	332	100%

Mean : **3.241**	Confidence Interval @ 95% : **[3.108 - 3.374]**	Standard Deviation : **1.240**	Standard Error : **0.068**

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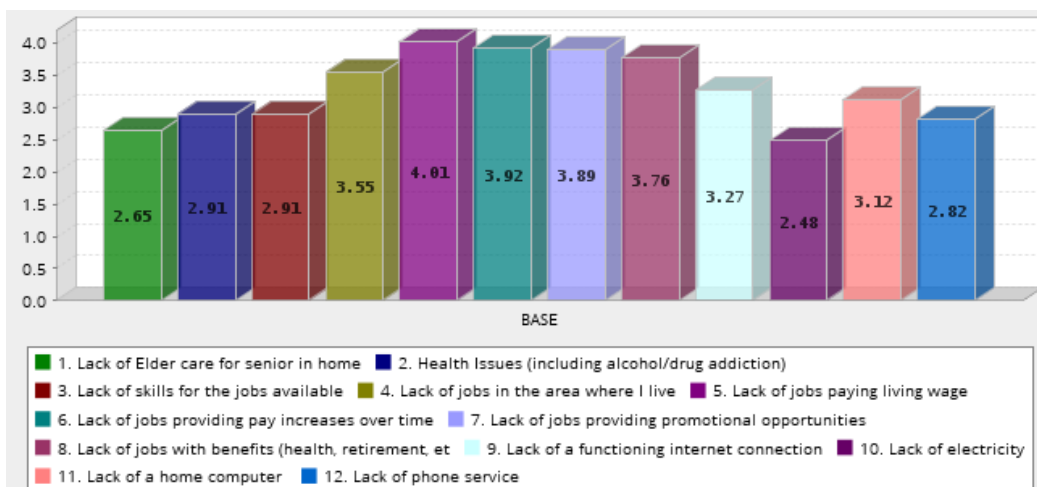
Q31. Overall Matrix Scorecard : Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household.

	Question	Count	Score	
1.	Lack of Elder care for senior in home	308	2.649	
2.	Health Issues (including alcohol/drug addiction)	308	2.906	
3.	Lack of skills for the jobs available	308	2.906	
4.	Lack of jobs in the area where I live	307	3.554	
5.	Lack of jobs paying living wage	306	4.010	
6.	Lack of jobs providing pay increases over time	306	3.915	
7.	Lack of jobs providing promotional opportunities	304	3.895	
8.	Lack of jobs with benefits (health, retirement, etc.)	306	3.765	
9.	Lack of a functioning internet connection	306	3.268	
10.	Lack of electricity	305	2.482	
11.	Lack of a home computer	307	3.121	
12.	Lack of phone service	305	2.816	
		Average	**3.274**	

Q31. Lack of Elder care for senior in home
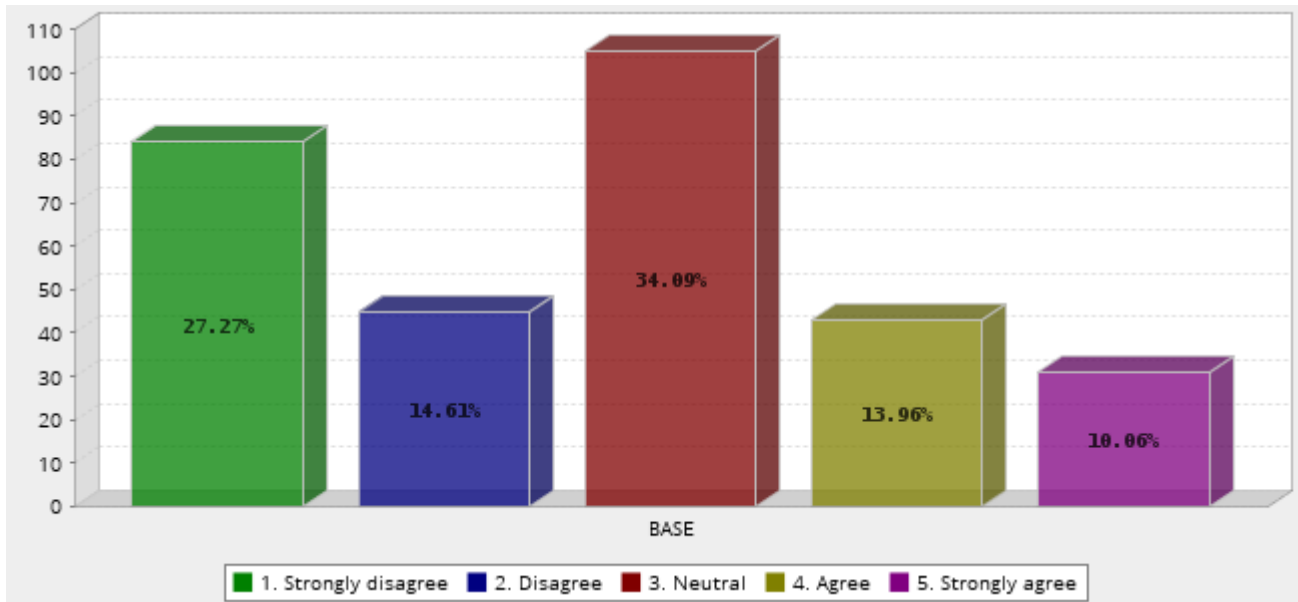
	Answer	Count	Percent
1.	Strongly disagree	84	27.27%
2.	Disagree	45	14.61%
3.	Neutral	105	34.09%
4.	Agree	43	13.96%
5.	Strongly agree	31	10.06%
	Total	308	100%

| Mean : **2.649** | Confidence Interval @ 95% : **[2.505 - 2.793]** | Standard Deviation : **1.289** | Standard Error : **0.073** | |

Q31. Health Issues (including alcohol/drug addiction)
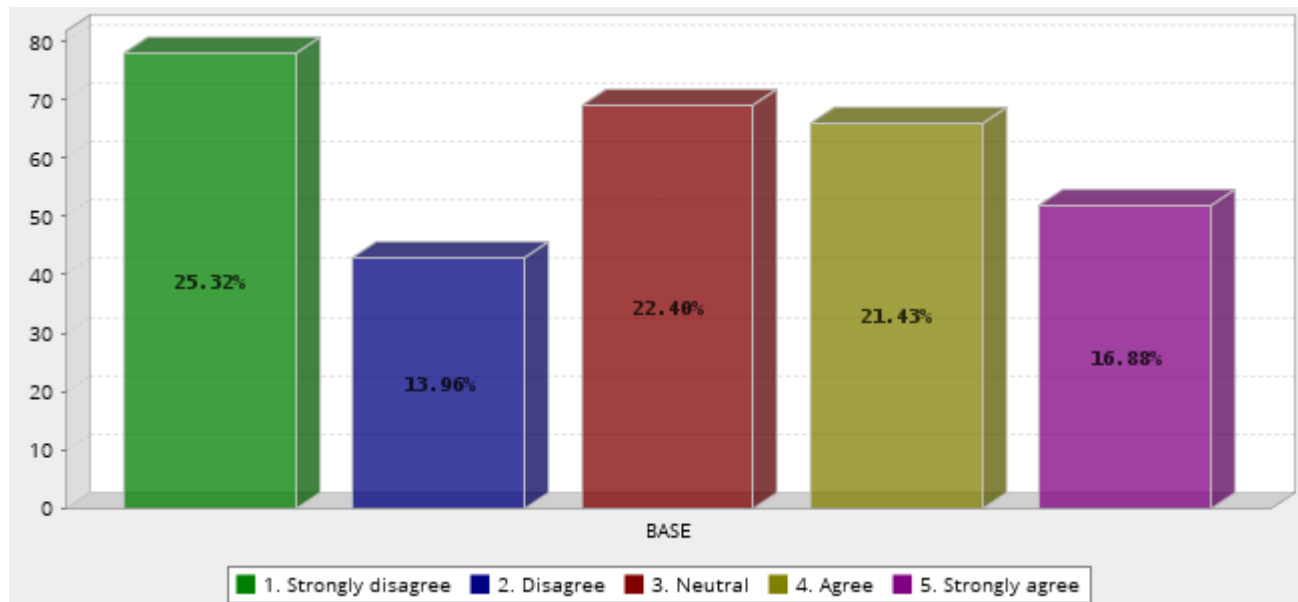
	Answer	Count	Percent
1.	Strongly disagree	78	25.32%
2.	Disagree	43	13.96%
3.	Neutral	69	22.40%
4.	Agree	66	21.43%
5.	Strongly agree	52	16.88%
	Total	308	100%

Mean : **2.906**	Confidence Interval @ 95% : **[2.746 - 3.065]**	Standard Deviation : **1.428**	Standard Error : **0.081**

Q31. Lack of skills for the jobs available
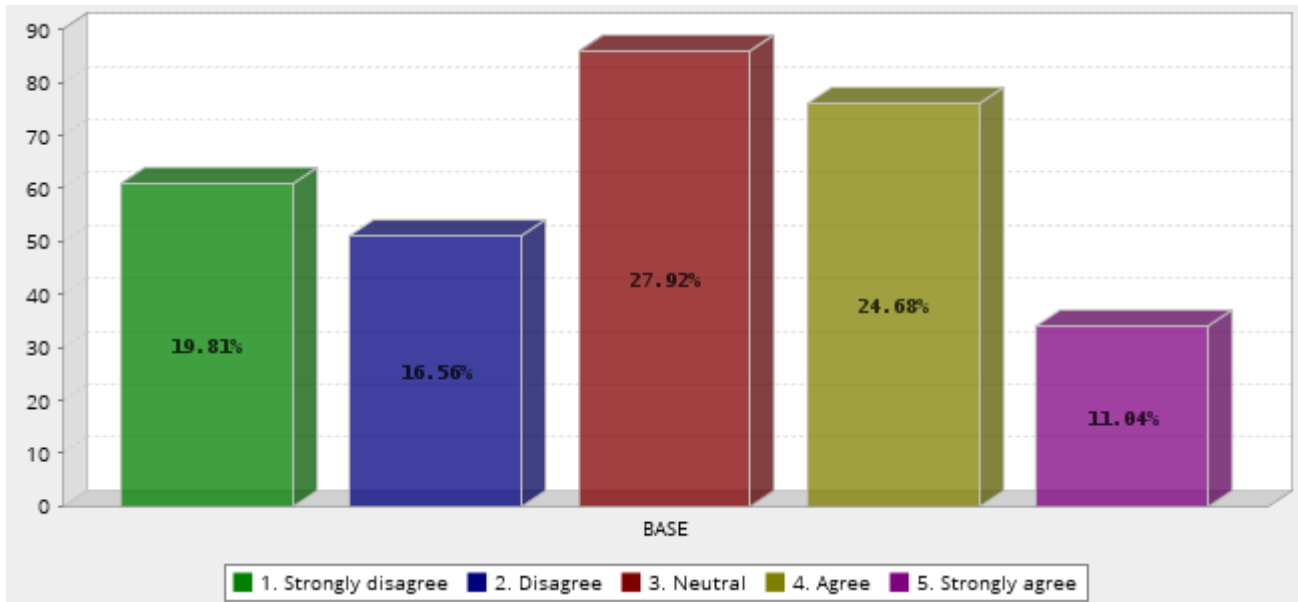
	Answer	Count	Percent
1.	Strongly disagree	61	19.81%
2.	Disagree	51	16.56%
3.	Neutral	86	27.92%
4.	Agree	76	24.68%
5.	Strongly agree	34	11.04%
	Total	308	100%

Mean : 2.906	Confidence Interval @ 95% : [2.763 - 3.049]	Standard Deviation : 1.282	Standard Error : 0.073

Q31. Lack of jobs in the area where I live
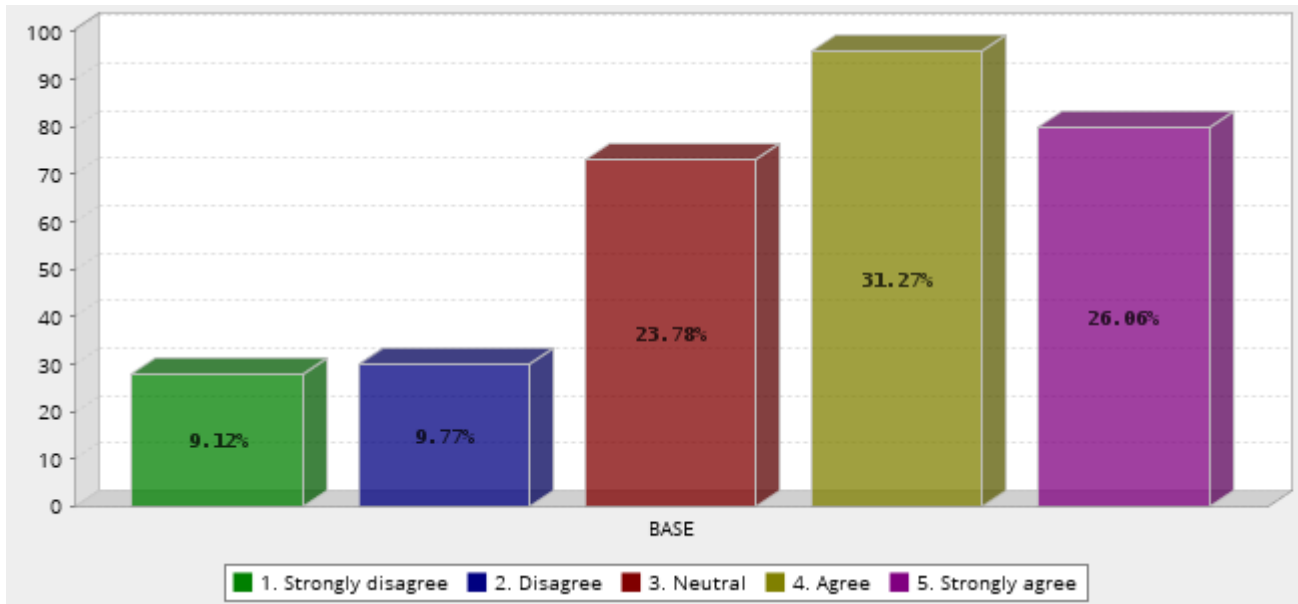
	Answer	Count	Percent
1.	Strongly disagree	28	9.12%
2.	Disagree	30	9.77%
3.	Neutral	73	23.78%
4.	Agree	96	31.27%
5.	Strongly agree	80	26.06%
	Total	307	100%

Mean : 3.554	Confidence Interval @ 95% : [3.416 - 3.691]	Standard Deviation : 1.231	Standard Error : 0.070

Q31. Lack of jobs paying living wage
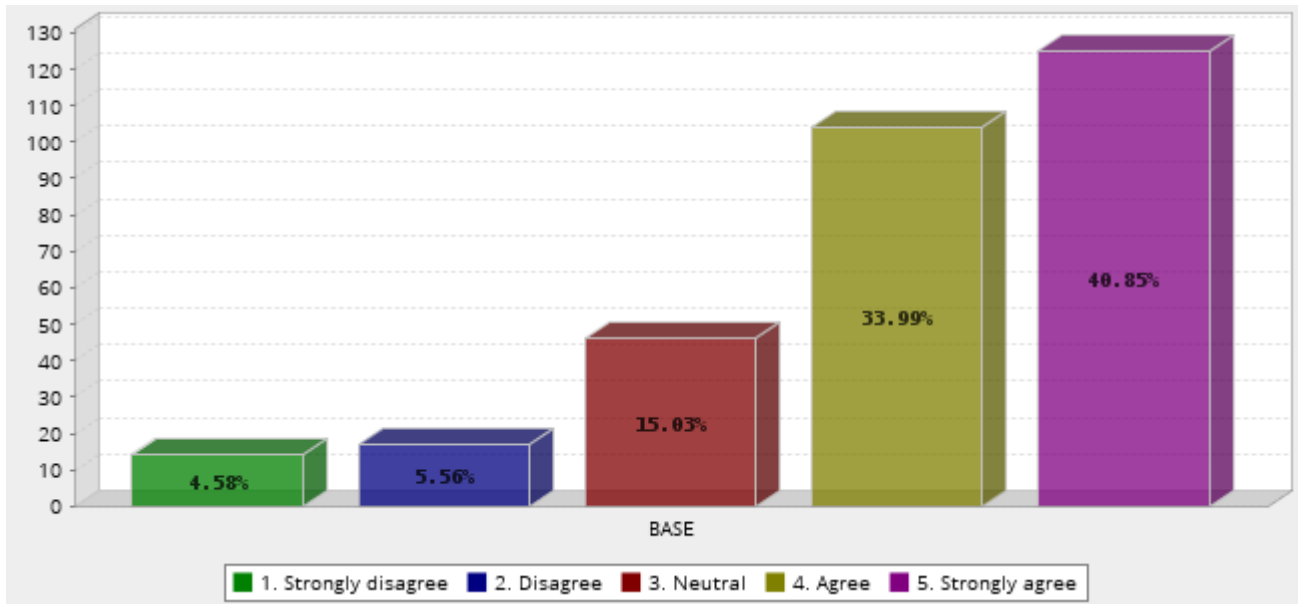
	Answer	Count	Percent
1.	Strongly disagree	14	4.58%
2.	Disagree	17	5.56%
3.	Neutral	46	15.03%
4.	Agree	104	33.99%
5.	Strongly agree	125	40.85%
	Total	306	100%

Mean : **4.010**	Confidence Interval @ 95% : **[3.887 - 4.132]**	Standard Deviation : **1.094**	Standard Error : **0.063**

Q31. Lack of jobs providing pay increases over time
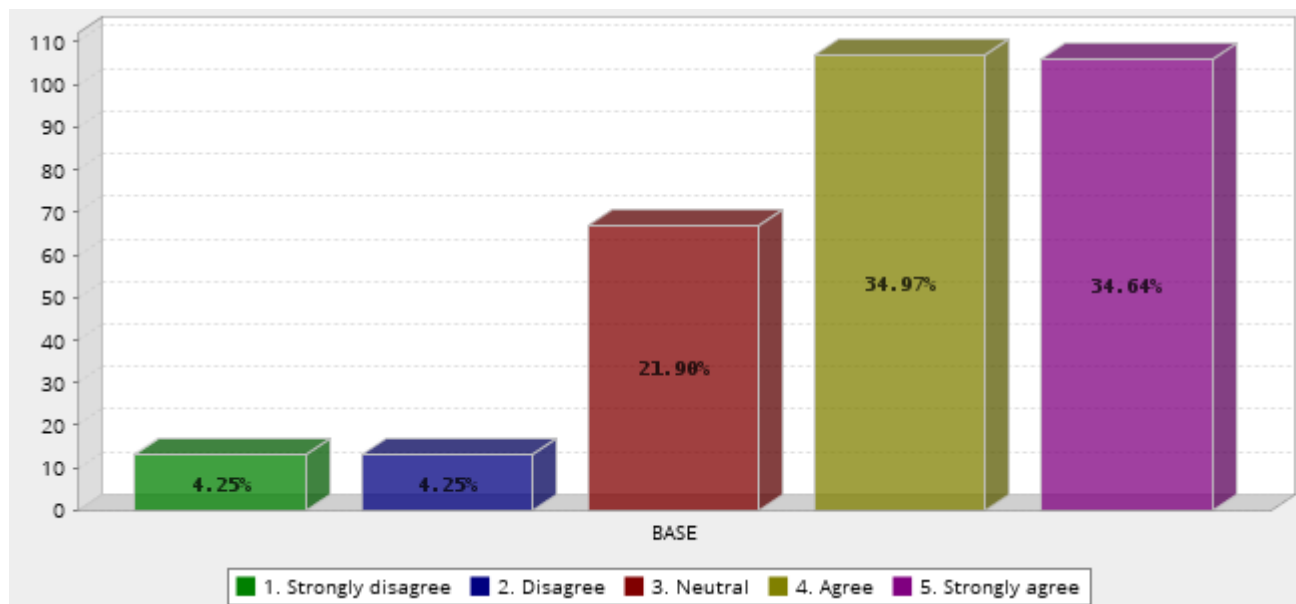
	Answer	Count	Percent
1.	Strongly disagree	13	4.25%
2.	Disagree	13	4.25%
3.	Neutral	67	21.90%
4.	Agree	107	34.97%
5.	Strongly agree	106	34.64%
	Total	306	100%

Mean : **3.915**	Confidence Interval @ 95% : **[3.797 - 4.033]**	Standard Deviation : **1.055**	Standard Error : **0.060**

Q31. Lack of jobs providing promotional opportunities
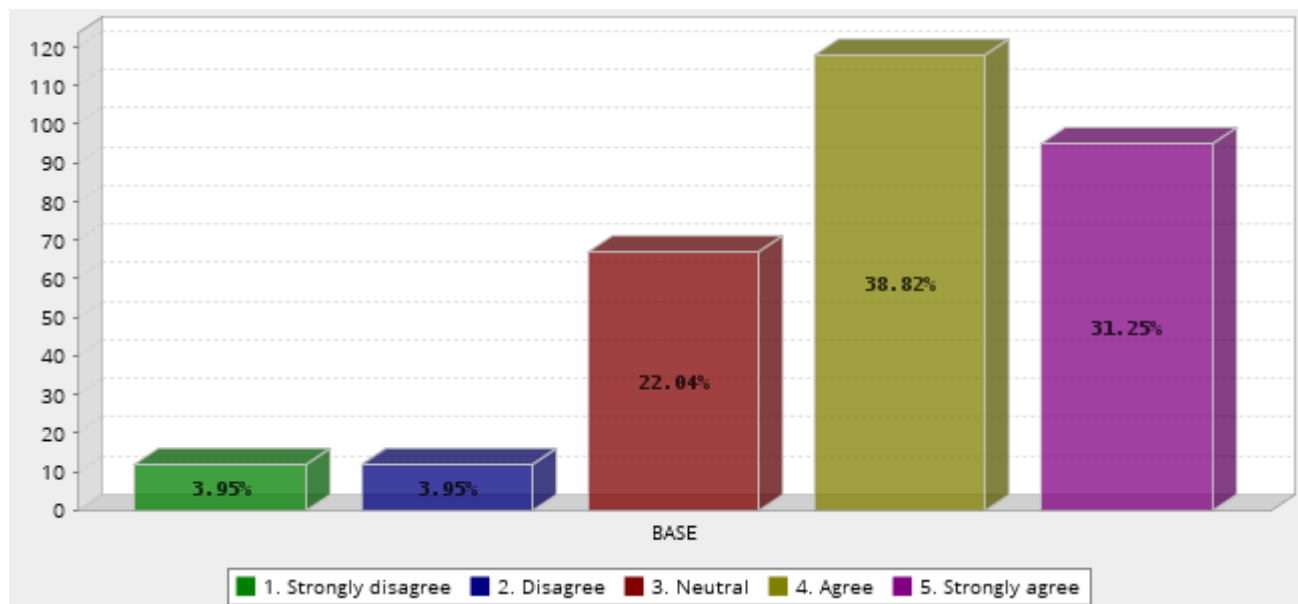
	Answer	Count	Percent
1.	Strongly disagree	12	3.95%
2.	Disagree	12	3.95%
3.	Neutral	67	22.04%
4.	Agree	118	38.82%
5.	Strongly agree	95	31.25%
	Total	304	100%

Mean : **3.895**	Confidence Interval @ 95% : **[3.780 - 4.009]**	Standard Deviation : **1.019**	Standard Error : **0.058**

Q31. Lack of jobs with benefits (health, retirement, etc.)
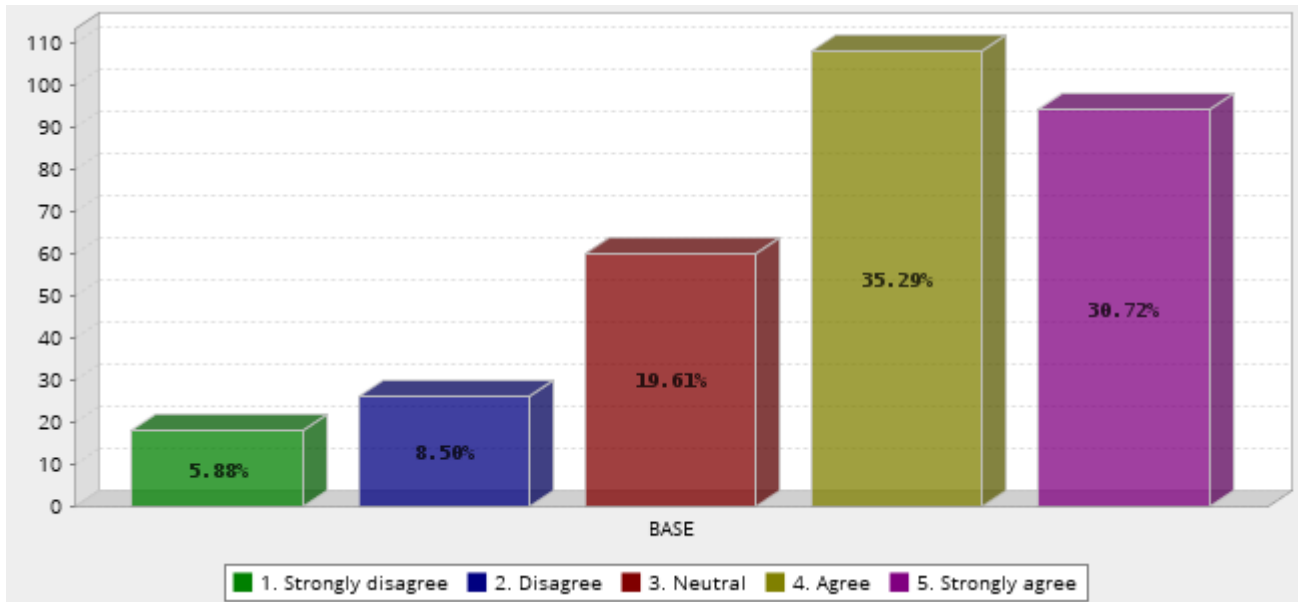
	Answer	Count	Percent
1.	Strongly disagree	18	5.88%
2.	Disagree	26	8.50%
3.	Neutral	60	19.61%
4.	Agree	108	35.29%
5.	Strongly agree	94	30.72%
	Total	306	100%

Mean : **3.765**	Confidence Interval @ 95% : **[3.636 - 3.894]**	Standard Deviation : **1.150**	Standard Error : **0.066**

Q31. Lack of a functioning internet connection
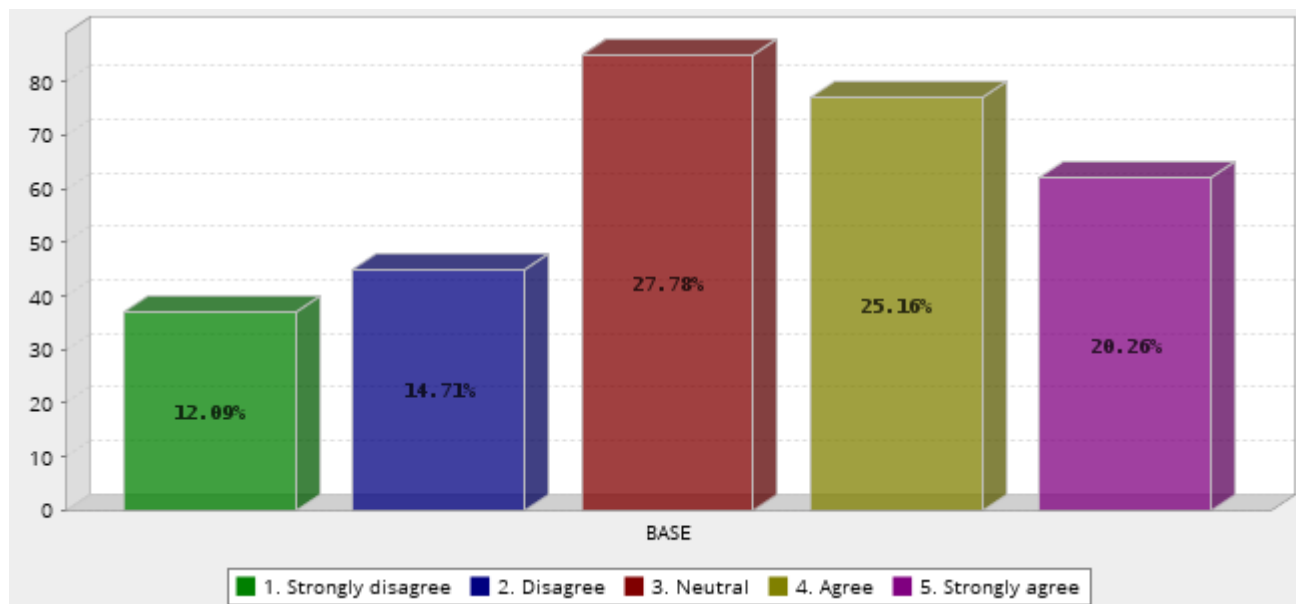
	Answer	Count	Percent
1.	Strongly disagree	37	12.09%
2.	Disagree	45	14.71%
3.	Neutral	85	27.78%
4.	Agree	77	25.16%
5.	Strongly agree	62	20.26%
	Total	306	100%

Mean : **3.268**	Confidence Interval @ 95% : **[3.125 - 3.411]**	Standard Deviation : **1.275**	Standard Error : **0.073**

Q31. Lack of electricity
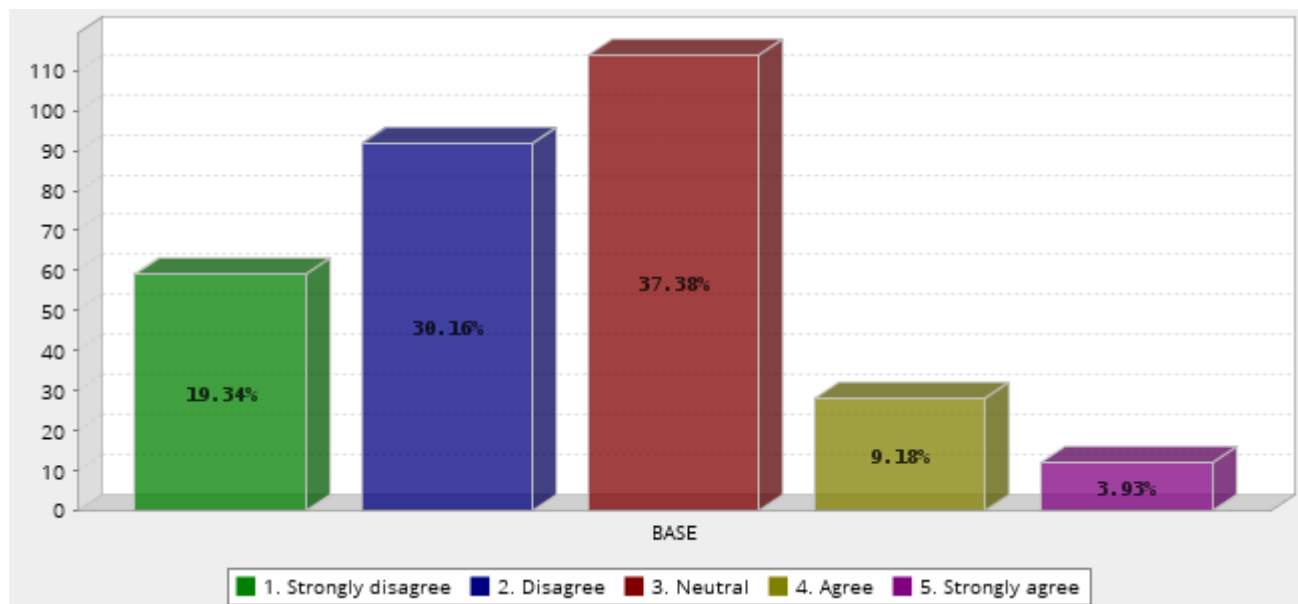
	Answer	Count	Percent
1.	Strongly disagree	59	19.34%
2.	Disagree	92	30.16%
3.	Neutral	114	37.38%
4.	Agree	28	9.18%
5.	Strongly agree	12	3.93%
	Total	305	100%

| Mean : **2.482** | Confidence Interval @ 95% : **[2.366 - 2.597]** | Standard Deviation : **1.029** | Standard Error : **0.059** | |

Q31. Lack of a home computer
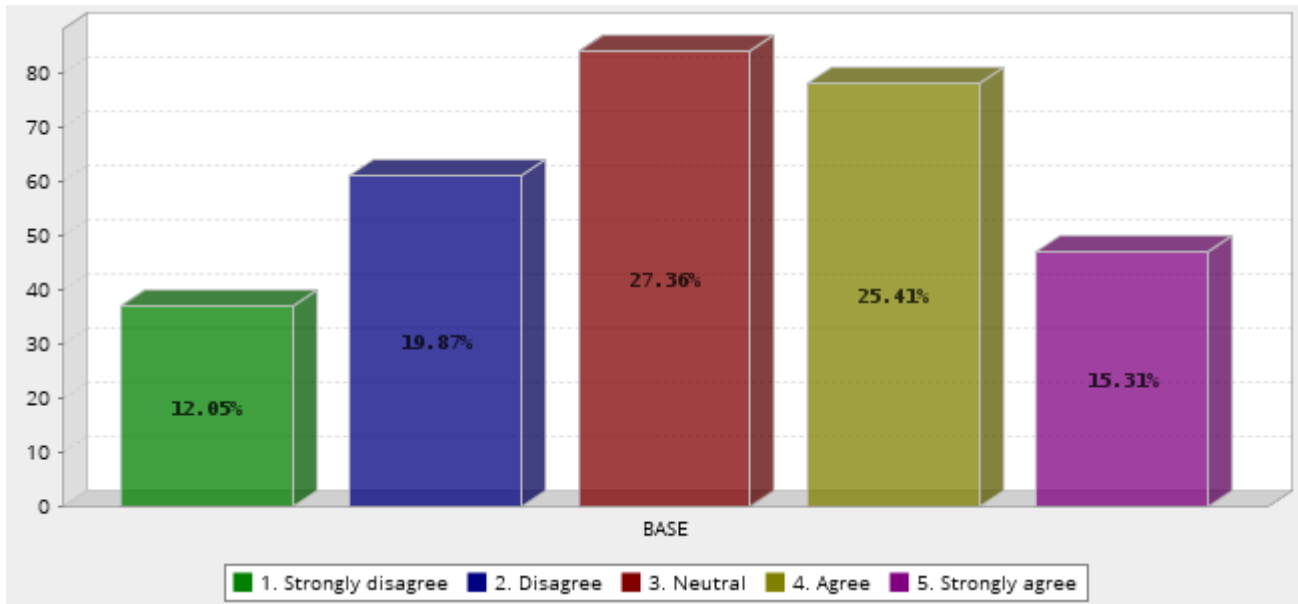
	Answer	Count	Percent
1.	Strongly disagree	37	12.05%
2.	Disagree	61	19.87%
3.	Neutral	84	27.36%
4.	Agree	78	25.41%
5.	Strongly agree	47	15.31%
	Total	307	100%

Mean : **3.121**	Confidence Interval @ 95% : **[2.982 - 3.259]**	Standard Deviation : **1.240**	Standard Error : **0.071**

Q31. Lack of phone service
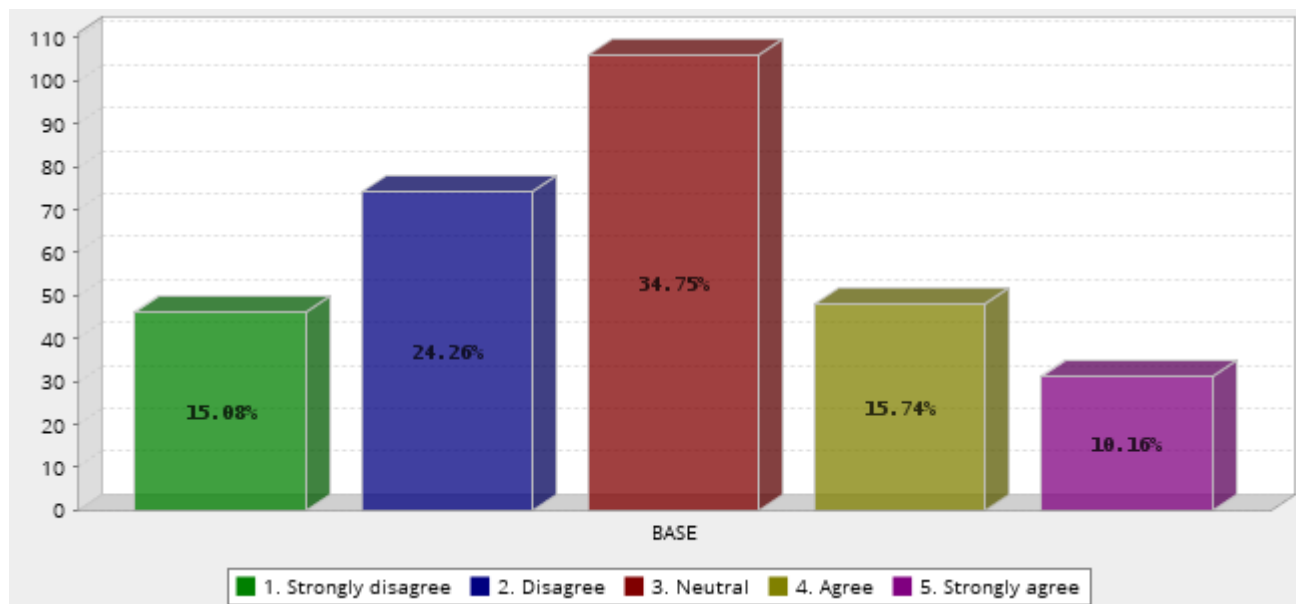
	Answer	Count	Percent
1.	Strongly disagree	46	15.08%
2.	Disagree	74	24.26%
3.	Neutral	106	34.75%
4.	Agree	48	15.74%
5.	Strongly agree	31	10.16%
	Total	305	100%

Mean : **2.816**	Confidence Interval @ 95% : **[2.685 - 2.948]**	Standard Deviation : **1.175**	Standard Error : **0.067**

Q32. Check any emergency assistance that your family needed in the last year, and whether you received the help you needed.For example, if you needed food assistance in the last year and didn't receive the help you needed with food, 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.
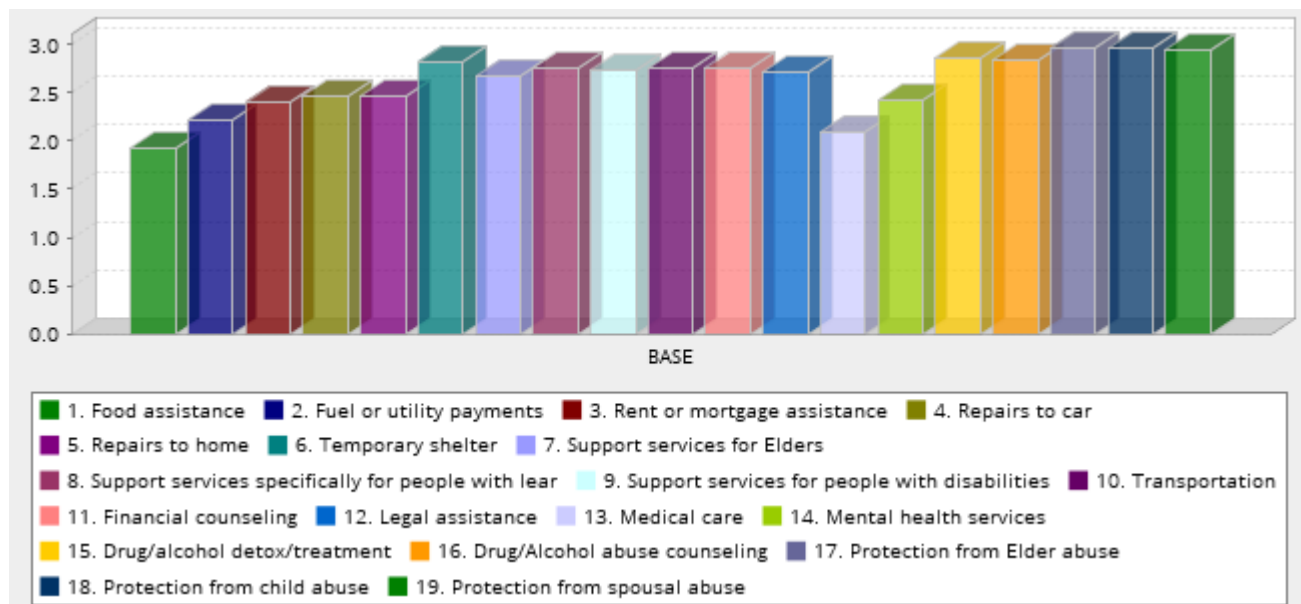
Q32. Overall Matrix Scorecard : Check any emergency assistance that your family needed in the last year, and whether you received the help you needed.For example, if you needed food assistance in the last year and didn't receive the help you needed with food, then you would select the second option. 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 assistance	312	1.926	
2.	Fuel or utility payments	311	2.219	
3.	Rent or mortgage assistance	308	2.409	
4.	Repairs to car	309	2.460	
5.	Repairs to home	310	2.461	
6.	Temporary shelter	308	2.825	
7.	Support services for Elders	310	2.677	
8.	Support services specifically for people with learning disabilities	310	2.748	
9.	Support services for people with disabilities	310	2.726	
10.	Transportation	310	2.748	
11.	Financial counseling	310	2.745	

12.	Legal assistance	308	2.711
13.	Medical care	310	2.097
14.	Mental health services	309	2.421
15.	Drug/alcohol detox/treatment	308	2.860
16.	Drug/Alcohol abuse counseling	309	2.832
17.	Protection from Elder abuse	309	2.968
18.	Protection from child abuse	309	2.964
19.	Protection from spousal abuse	309	2.945
	Average	**2.618**	

Q32. Food assistance
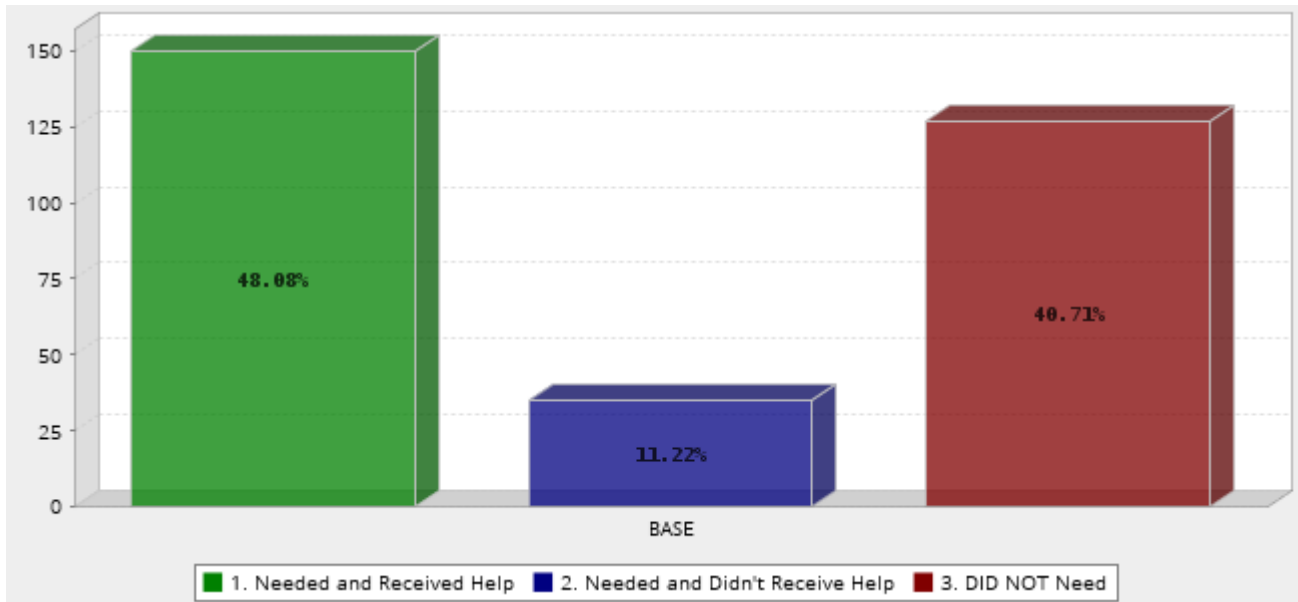
	Answer	Count	Percent
1.	Needed and Received Help	150	48.08%
2.	Needed and Didn't Receive Help	35	11.22%
3.	DID NOT Need	127	40.71%
	Total	312	100%

Mean : **1.926**	Confidence Interval @ 95% : **[1.822 - 2.031]**	Standard Deviation : **0.941**	Standard Error : **0.053**

Q32. Fuel or utility payments
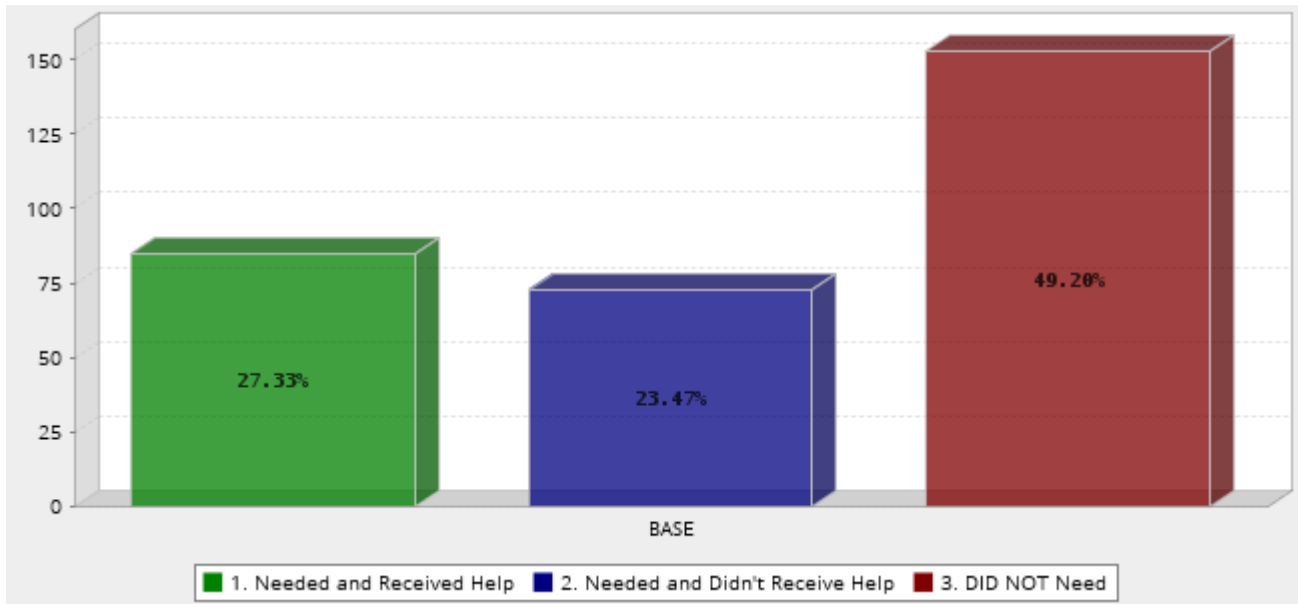
	Answer	Count	Percent
1.	Needed and Received Help	85	27.33%
2.	Needed and Didn't Receive Help	73	23.47%
3.	DID NOT Need	153	49.20%
	Total	311	100%

Mean : **2.219**	Confidence Interval @ 95% : **[2.124 - 2.313]**	Standard Deviation : **0.848**	Standard Error : **0.048**

Q32. Rent or mortgage assistance
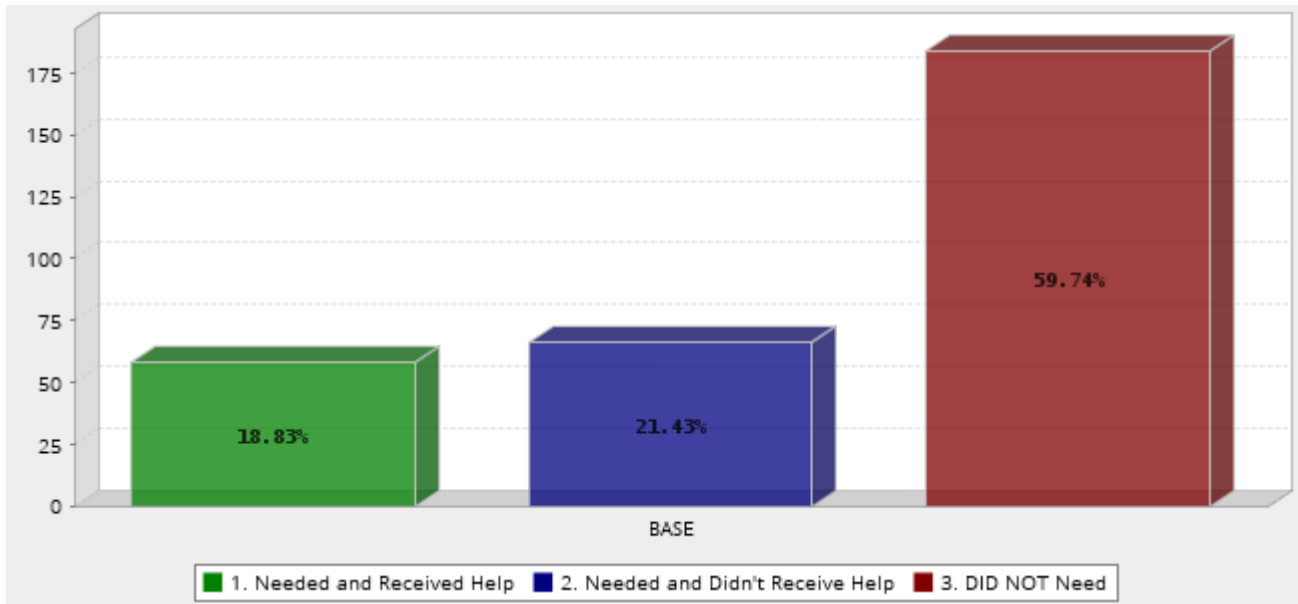
	Answer	Count	Percent
1.	Needed and Received Help	58	18.83%
2.	Needed and Didn't Receive Help	66	21.43%
3.	DID NOT Need	184	59.74%
	Total	308	100%
Mean : **2.409**	Confidence Interval @ 95% : **[2.321 - 2.497]**	Standard Deviation : **0.788**	Standard Error : **0.045**

Q32. Repairs to car
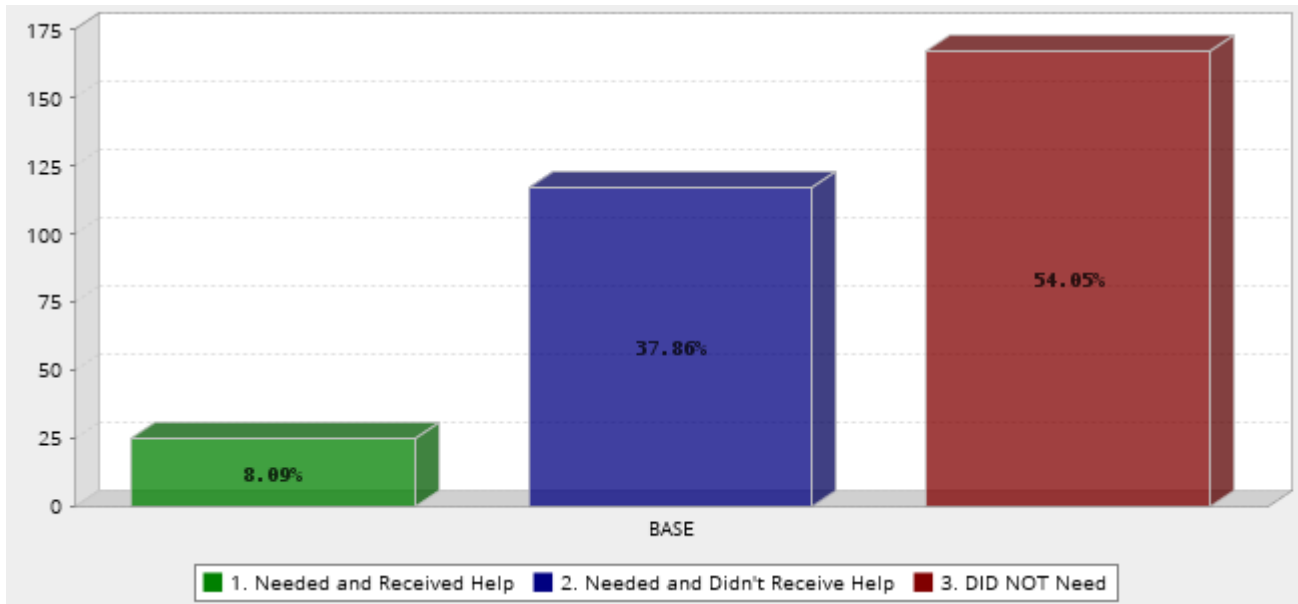
	Answer	Count	Percent
1.	Needed and Received Help	25	8.09%
2.	Needed and Didn't Receive Help	117	37.86%
3.	DID NOT Need	167	54.05%
	Total	309	100%

Mean : **2.460**	Confidence Interval @ 95% : **[2.388 - 2.531]**	Standard Deviation : **0.641**	Standard Error : **0.036**

Q32. Repairs to home
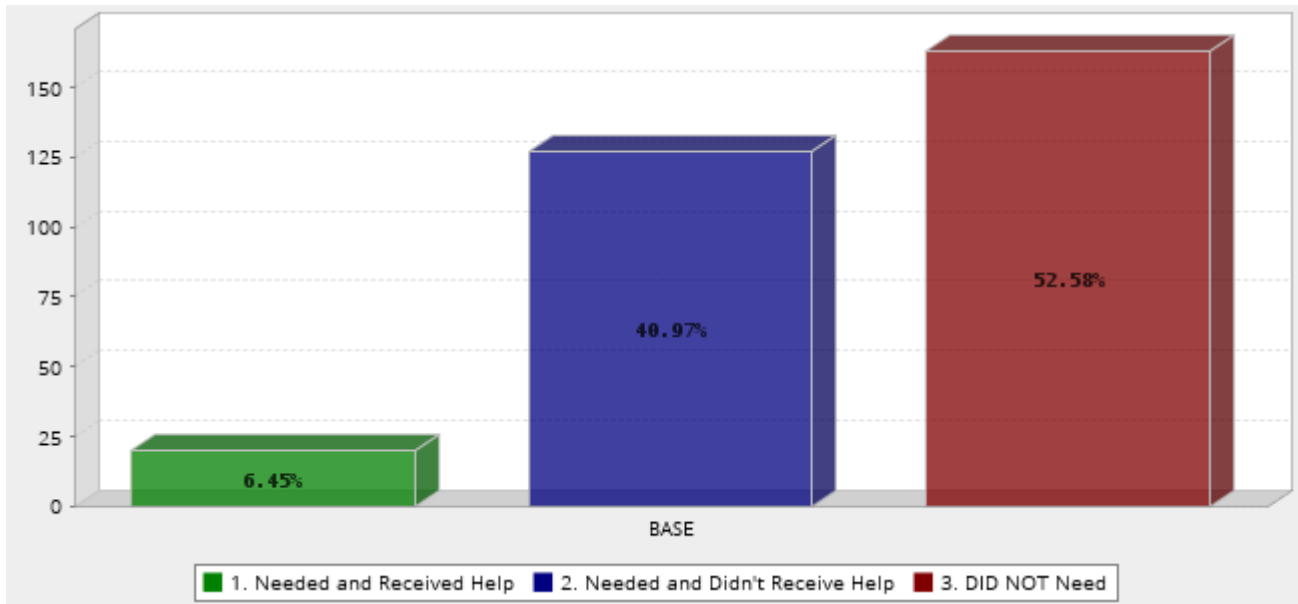
	Answer	Count	Percent
1.	Needed and Received Help	20	6.45%
2.	Needed and Didn't Receive Help	127	40.97%
3.	DID NOT Need	163	52.58%
	Total	310	100%

Mean : **2.461**	Confidence Interval @ 95% : **[2.393 - 2.530]**	Standard Deviation : **0.615**	Standard Error : **0.035**

Q32. Temporary shelter
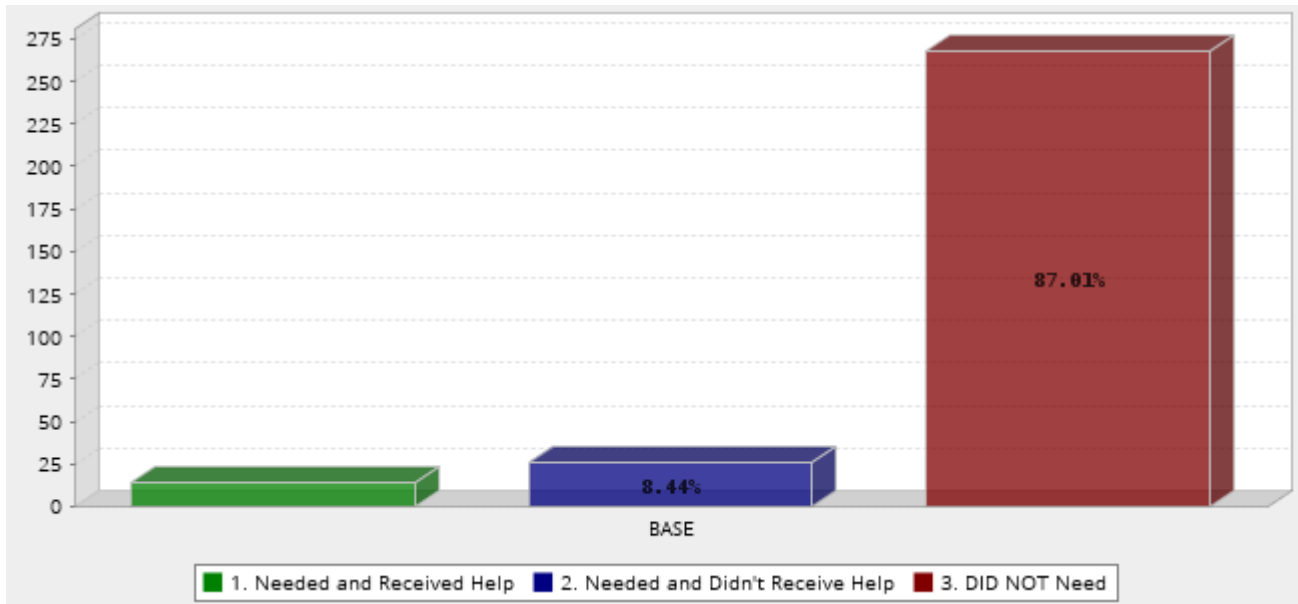
	Answer	Count	Percent
1.	Needed and Received Help	14	4.55%
2.	Needed and Didn't Receive Help	26	8.44%
3.	DID NOT Need	268	87.01%
	Total	308	100%

Mean : **2.825**	Confidence Interval @ 95% : **[2.770 - 2.879]**	Standard Deviation : **0.486**	Standard Error : **0.028**

Q32. Support services for Elders
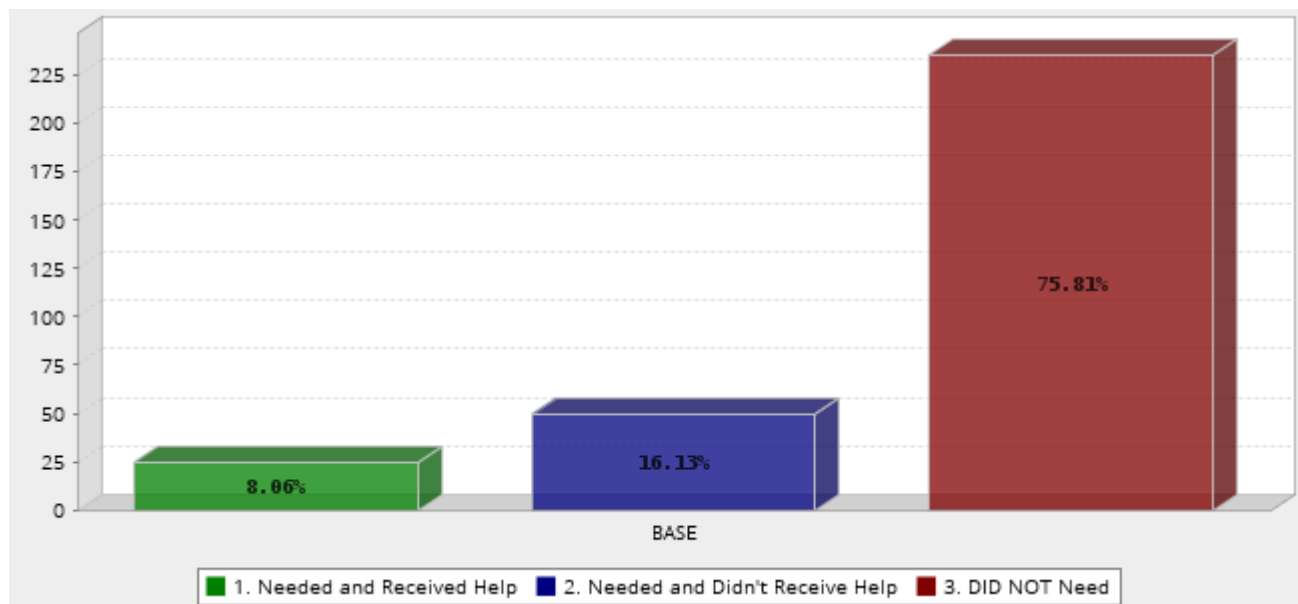
	Answer	Count	Percent
1.	Needed and Received Help	25	8.06%
2.	Needed and Didn't Receive Help	50	16.13%
3.	DID NOT Need	235	75.81%
	Total	310	100%

Mean : **2.677**	Confidence Interval @ 95% : **[2.609 - 2.746]**	Standard Deviation : **0.617**	Standard Error : **0.035**

Q32. Support services specifically for people with learning disabilities
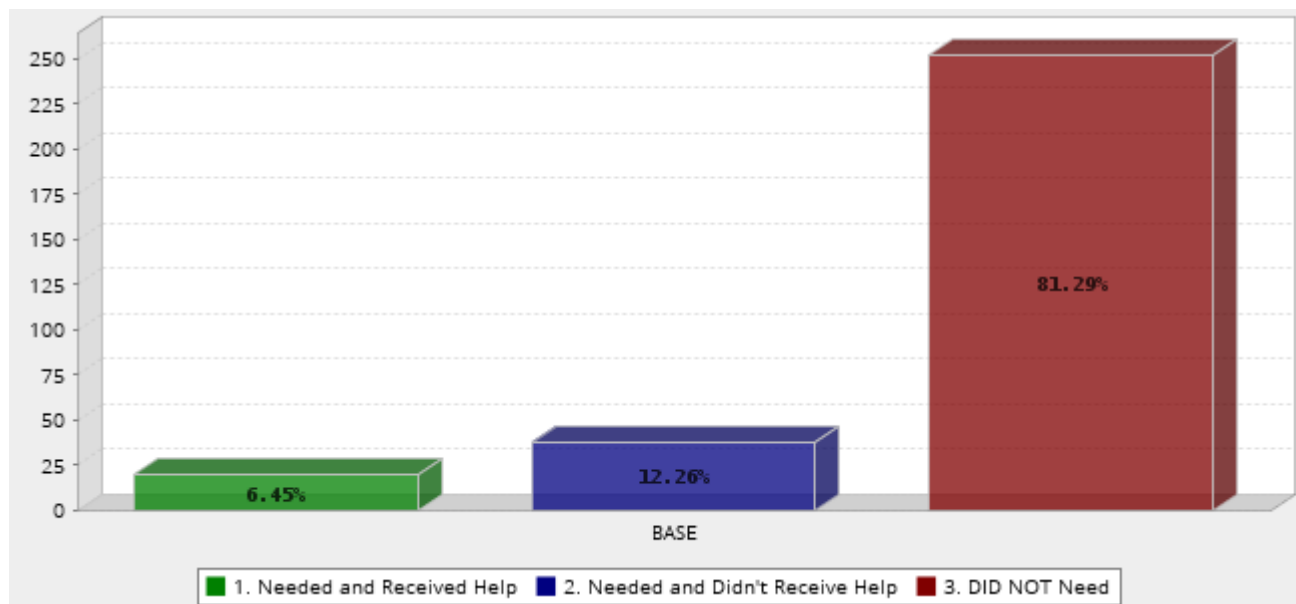
	Answer	Count	Percent
1.	Needed and Received Help	20	6.45%
2.	Needed and Didn't Receive Help	38	12.26%
3.	DID NOT Need	252	81.29%
	Total	310	100%

Mean : **2.748**	Confidence Interval @ 95% : **[2.686 - 2.811]**	Standard Deviation : **0.564**	Standard Error : **0.032**

Q32. Support services for people with disabilities
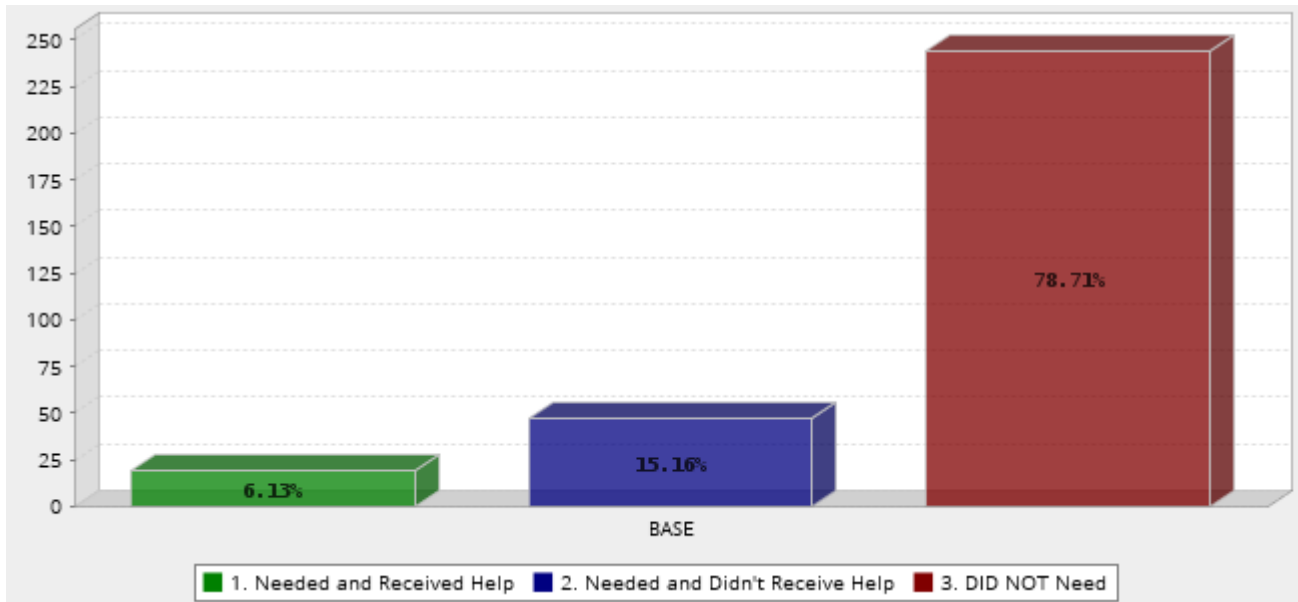
	Answer	Count	Percent
1.	Needed and Received Help	19	6.13%
2.	Needed and Didn't Receive Help	47	15.16%
3.	DID NOT Need	244	78.71%
	Total	310	100%

Mean : **2.726**	Confidence Interval @ 95% : **[2.663 - 2.789]**	Standard Deviation : **0.568**	Standard Error : **0.032**

Q32. Transportation
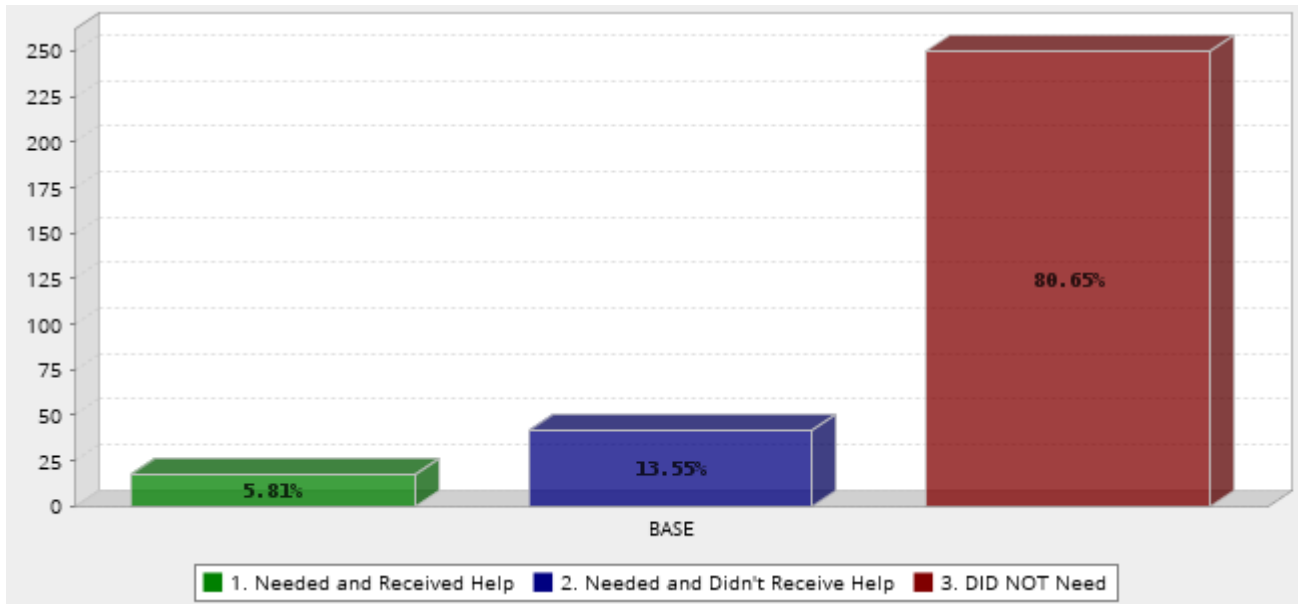
	Answer	Count	Percent
1.	Needed and Received Help	18	5.81%
2.	Needed and Didn't Receive Help	42	13.55%
3.	DID NOT Need	250	80.65%
	Total	310	100%

Mean : **2.748**	Confidence Interval @ 95% : **[2.687 - 2.810]**	Standard Deviation : **0.553**	Standard Error : **0.031**

Q32. Financial counseling
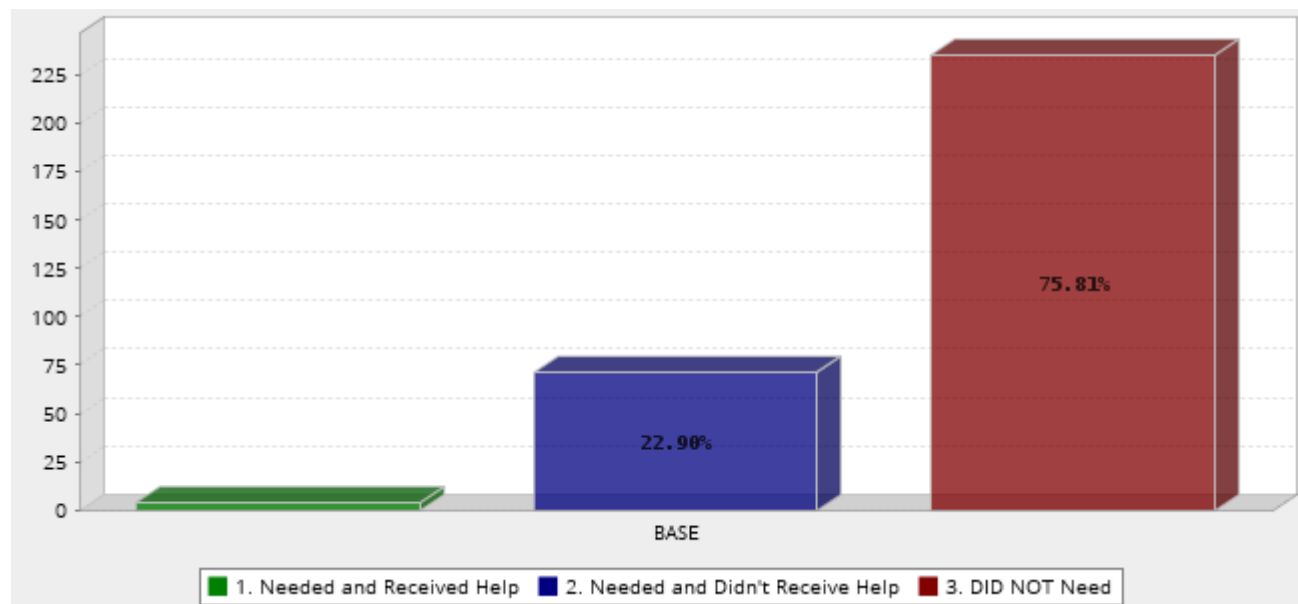
	Answer	Count	Percent
1.	Needed and Received Help	4	1.29%
2.	Needed and Didn't Receive Help	71	22.90%
3.	DID NOT Need	235	75.81%
	Total	310	100%

Mean : **2.745**	Confidence Interval @ 95% : **[2.693 - 2.797]**	Standard Deviation : **0.465**	Standard Error : **0.026**

Q32. Legal assistance
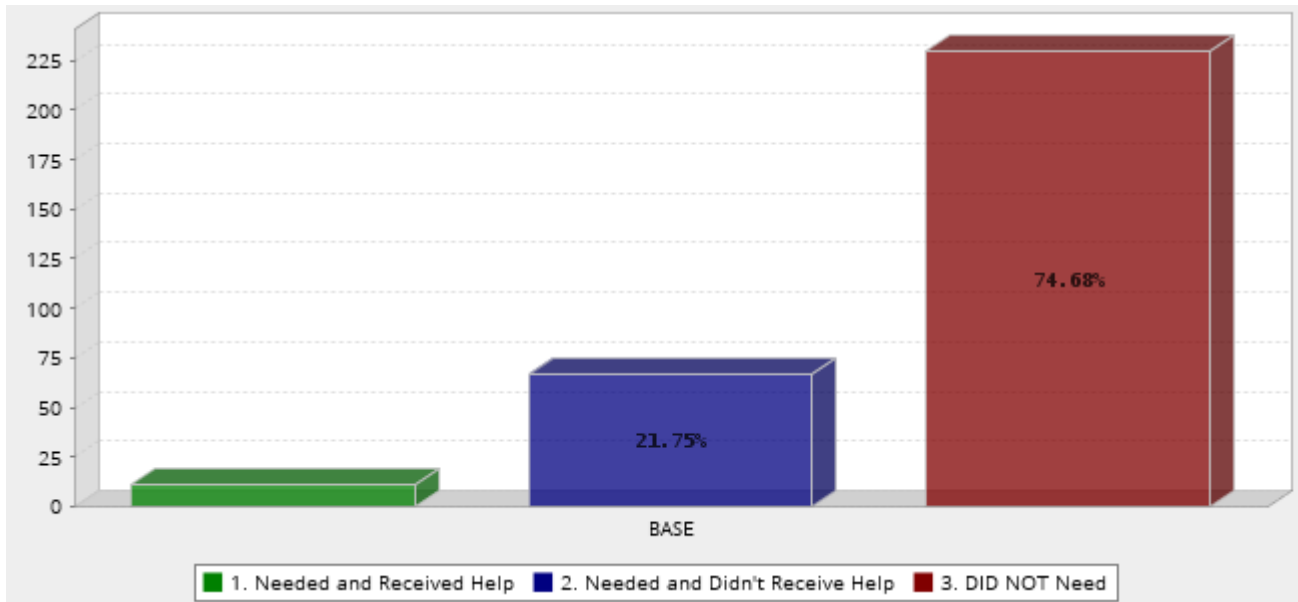
	Answer	Count	Percent
1.	Needed and Received Help	11	3.57%
2.	Needed and Didn't Receive Help	67	21.75%
3.	DID NOT Need	230	74.68%
	Total	308	100%

| Mean : **2.711** | Confidence Interval @ 95% : **[2.652 - 2.770]** | Standard Deviation : **0.527** | Standard Error : **0.030** |

Q32. Medical care
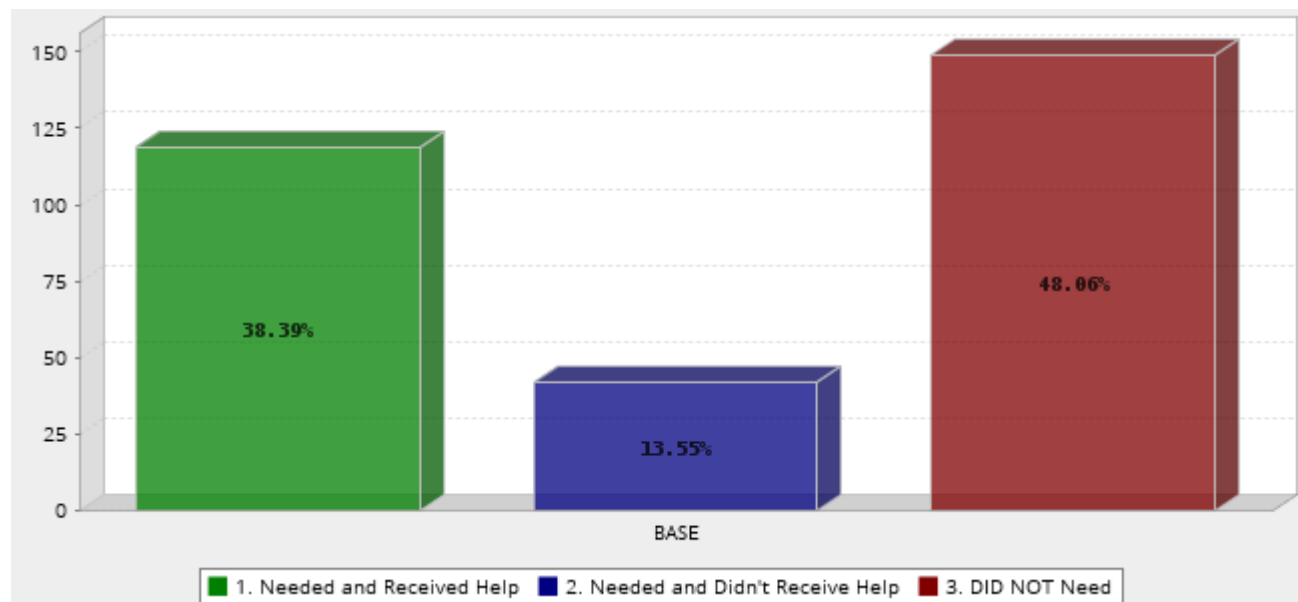
	Answer	Count	Percent
1.	Needed and Received Help	119	38.39%
2.	Needed and Didn't Receive Help	42	13.55%
3.	DID NOT Need	149	48.06%
	Total	310	100%

Mean : **2.097**	Confidence Interval @ 95% : **[1.994 - 2.200]**	Standard Deviation : **0.926**	Standard Error : **0.053**

Q32. Mental health services
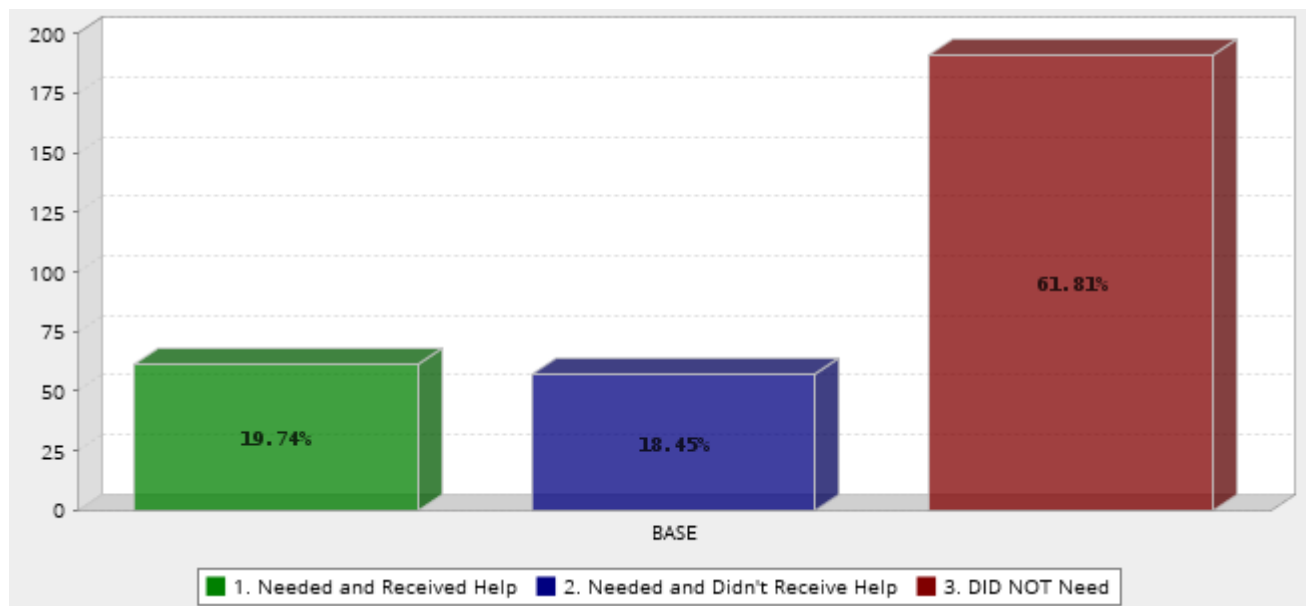
	Answer	Count	Percent
1.	Needed and Received Help	61	19.74%
2.	Needed and Didn't Receive Help	57	18.45%
3.	DID NOT Need	191	61.81%
	Total	309	100%

Mean : **2.421**	Confidence Interval @ 95% : **[2.331 - 2.510]**	Standard Deviation : **0.800**	Standard Error : **0.046**

Q32. Drug/alcohol detox/treatment
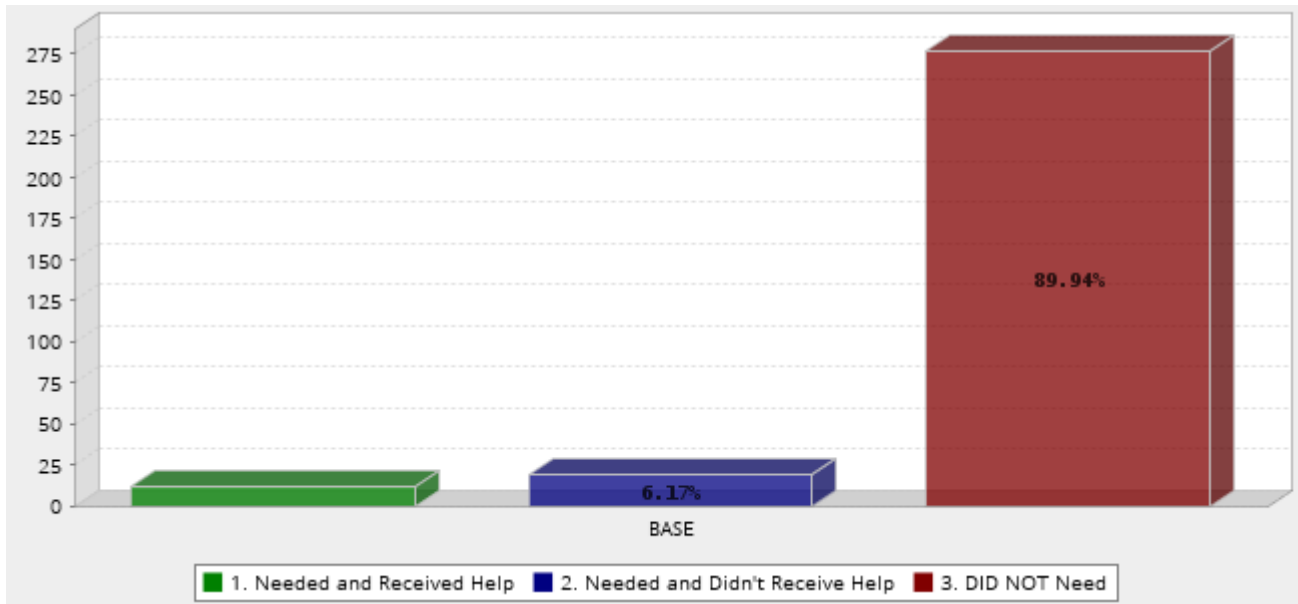
	Answer	Count	Percent
1.	Needed and Received Help	12	3.90%
2.	Needed and Didn't Receive Help	19	6.17%
3.	DID NOT Need	277	89.94%
	Total	308	100%

Mean : **2.860**	Confidence Interval @ 95% : **[2.811 - 2.910]**	Standard Deviation : **0.446**	Standard Error : **0.025**

Q32. Drug/Alcohol abuse counseling
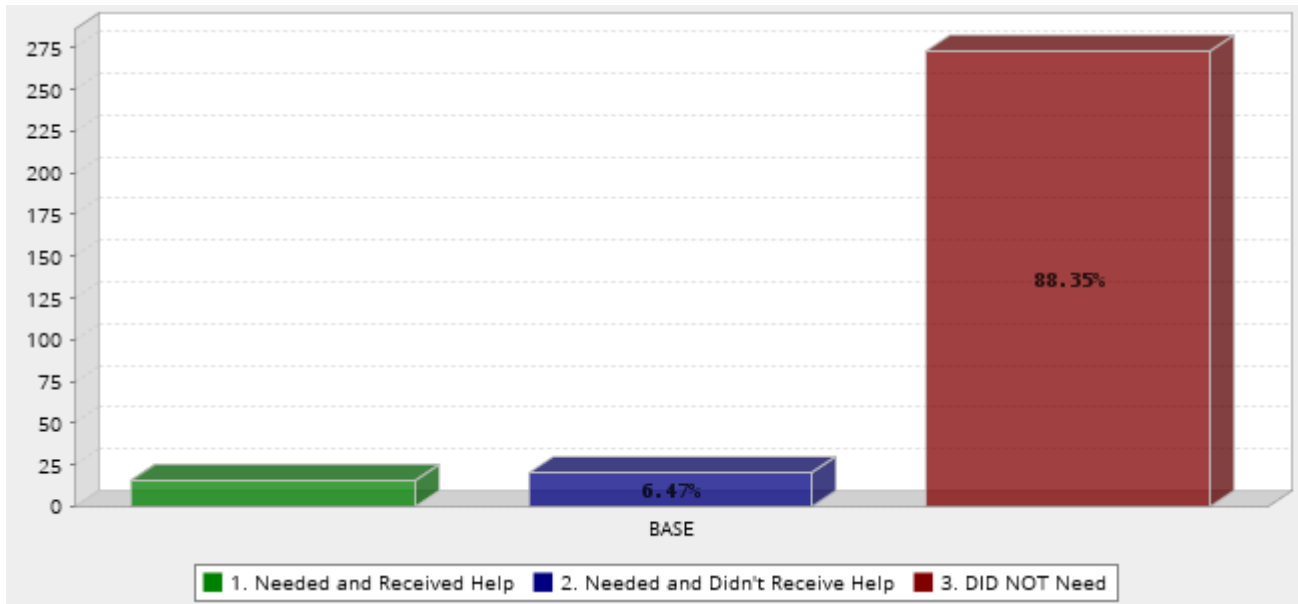
	Answer	Count	Percent
1.	Needed and Received Help	16	5.18%
2.	Needed and Didn't Receive Help	20	6.47%
3.	DID NOT Need	273	88.35%
	Total	309	100%

Mean : **2.832**	Confidence Interval @ 95% : **[2.777 - 2.887]**	Standard Deviation : **0.494**	Standard Error : **0.028**

Q32. Protection from Elder abuse
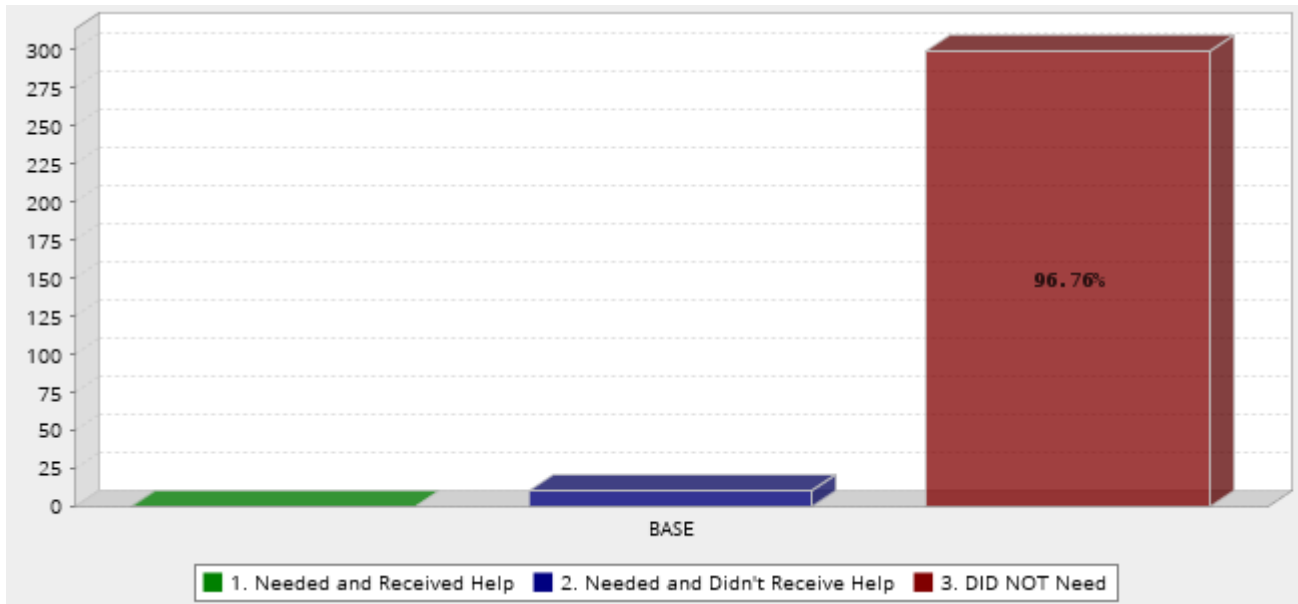
	Answer	Count	Percent
1.	Needed and Received Help	0	0.00%
2.	Needed and Didn't Receive Help	10	3.24%
3.	DID NOT Need	299	96.76%
	Total	309	100%

Mean : **2.968**	Confidence Interval @ 95% : **[2.948 - 2.987]**	Standard Deviation : **0.177**	Standard Error : **0.010**

Q32. Protection from child abuse
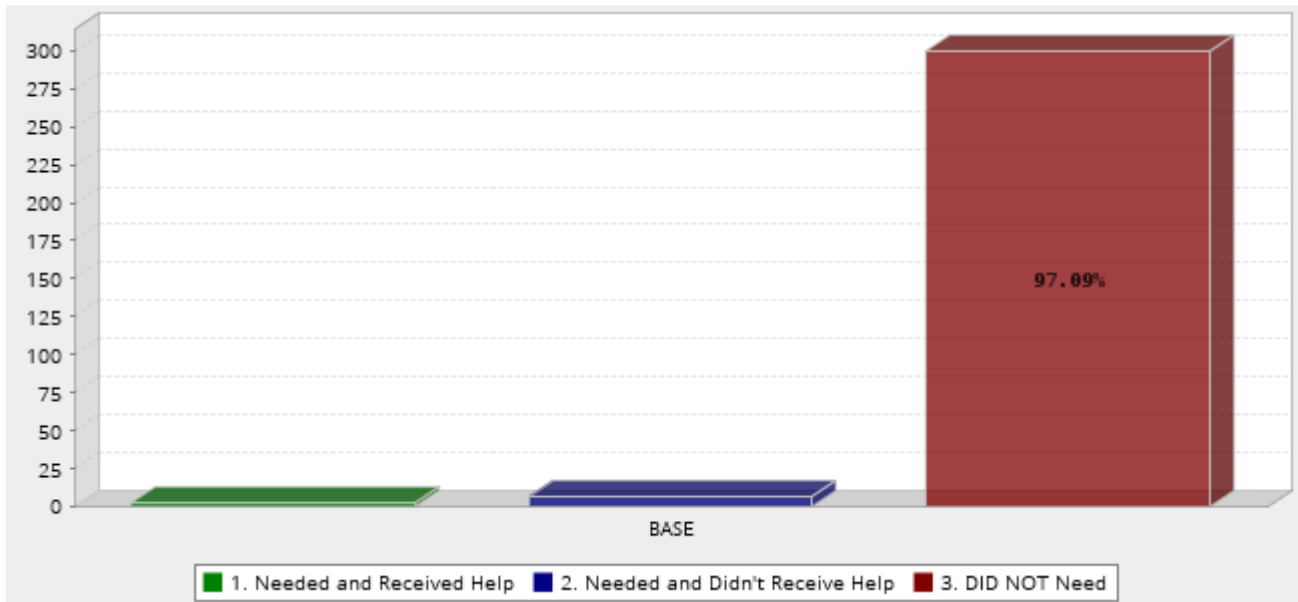
	Answer	Count	Percent
1.	Needed and Received Help	2	0.65%
2.	Needed and Didn't Receive Help	7	2.27%
3.	DID NOT Need	300	97.09%
	Total	309	100%

Mean : **2.964**	Confidence Interval @ 95% : **[2.940 - 2.989]**	Standard Deviation : **0.218**	Standard Error : **0.012**

Q32. Protection from spousal abuse
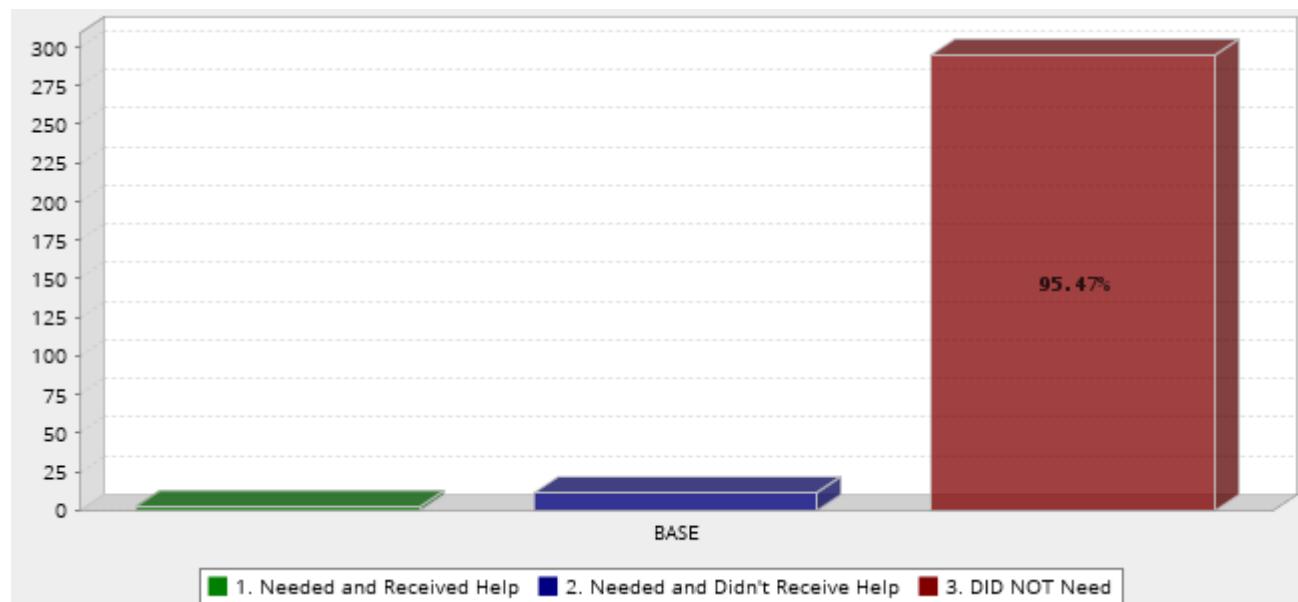
	Answer	Count	Percent
1.	Needed and Received Help	3	0.97%
2.	Needed and Didn't Receive Help	11	3.56%
3.	DID NOT Need	295	95.47%
	Total	309	100%

Mean : **2.945**	Confidence Interval @ 95% : **[2.915 - 2.975]**	Standard Deviation : **0.268**	Standard Error : **0.015**

Q33. Do you, or does someone in your household, use a monthly budget for your household income?
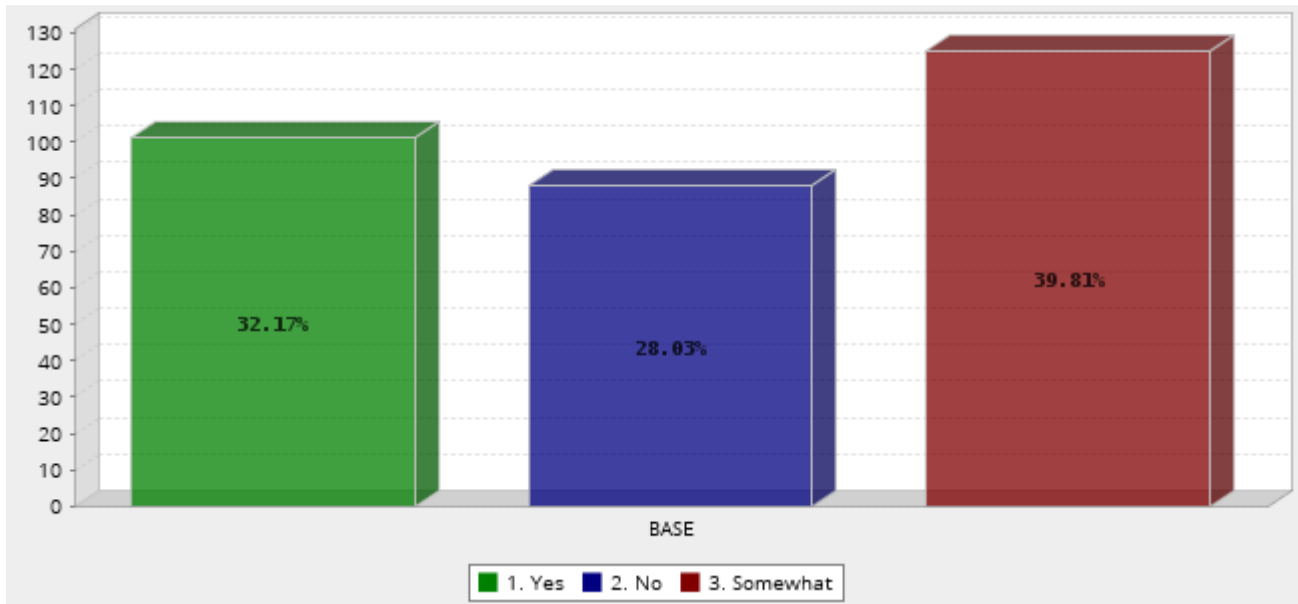
	Answer	Count	Percent
1.	Yes	101	32.17%
2.	No	88	28.03%
3.	Somewhat	125	39.81%
	Total	314	100%

Mean : **2.076**	Confidence Interval @ 95% : **[1.983 - 2.170]**	Standard Deviation : **0.846**	Standard Error : **0.048**

Q34. Would you be able to cover your bills if you had an unexpected large expense like a car or home repair?
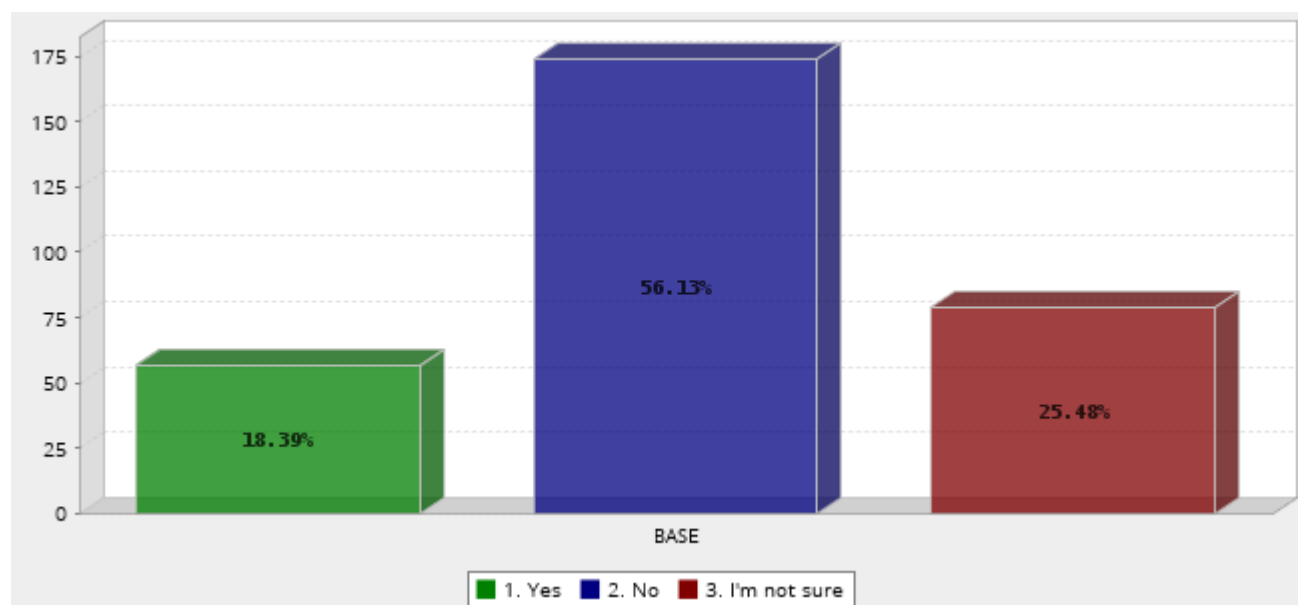
	Answer	Count	Percent
1.	Yes	57	18.39%
2.	No	174	56.13%
3.	I'm not sure	79	25.48%
	Total	310	100%

Mean : **2.071**	Confidence Interval @ 95% : **[1.998 - 2.144]**	Standard Deviation : **0.660**	Standard Error : **0.037**

Q42. Earlier in the survey you marked that you are the parent/guardian of a child. Have you heard of these options of educational assistance for children with disabilities or options of advocacy assistance for student discipline? Please mark any that you are familiar with.

	Answer	Count	Percent
1.	Individualized Education Plans (IEP) (An IEP is a guide that lays out the program of instruction, supports, and services children need to make progress and thrive in school. Each program is designed to meet a student's unique needs. The term IEP is also used to refer to the written plan that spells out the specific types of help kids will get. Both the program and the written plan are covered by a federal special education law, or the Individuals Disability and Education Act.)	84	32.68%
2.	504 Plans (This is similar to an IEP, but less in-depth. It usually involves learning accommodations as opposed to entirely specialized education plans. A formal definition with differences between the two can be found at this link.)	54	21.01%
3.	Advocates that will help parents with working with the Student Study Team (SST) (SST is a review team that proposes interventions for students who are not doing well in school)	37	14.40%
4.	Advocates that will help parents with working with the School Attendance Review Board (SARB) (SARB is brought in if there are concerns regarding a student's attendance)	36	14.01%
5.	I have not heard of any of these.	46	17.90%
	Total	257	100%

Mean : **2.634**	Confidence Interval @ 95% : **[2.451 - 2.818]**	Standard Deviation : **1.500**	Standard Error : **0.094**

Q35. Do you currently live in/nearby the town where you were raised for most of your childhood? Most of your childhood is 9 years or more.
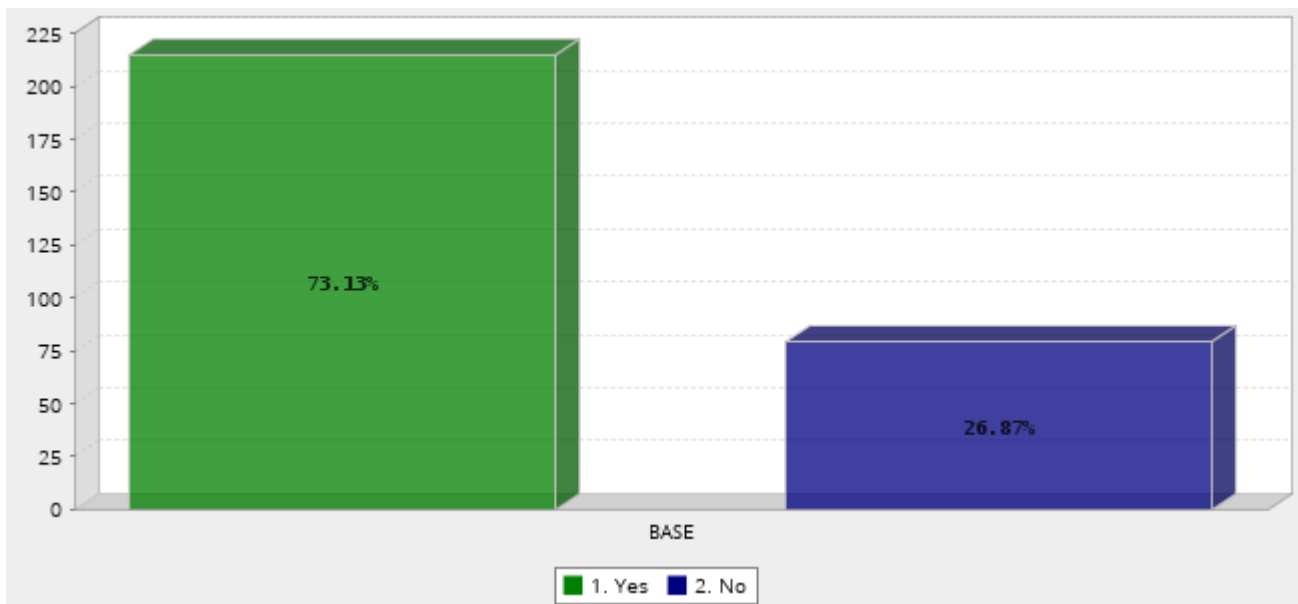
	Answer	Count	Percent
1.	Yes	215	73.13%
2.	No	79	26.87%
	Total	294	100%

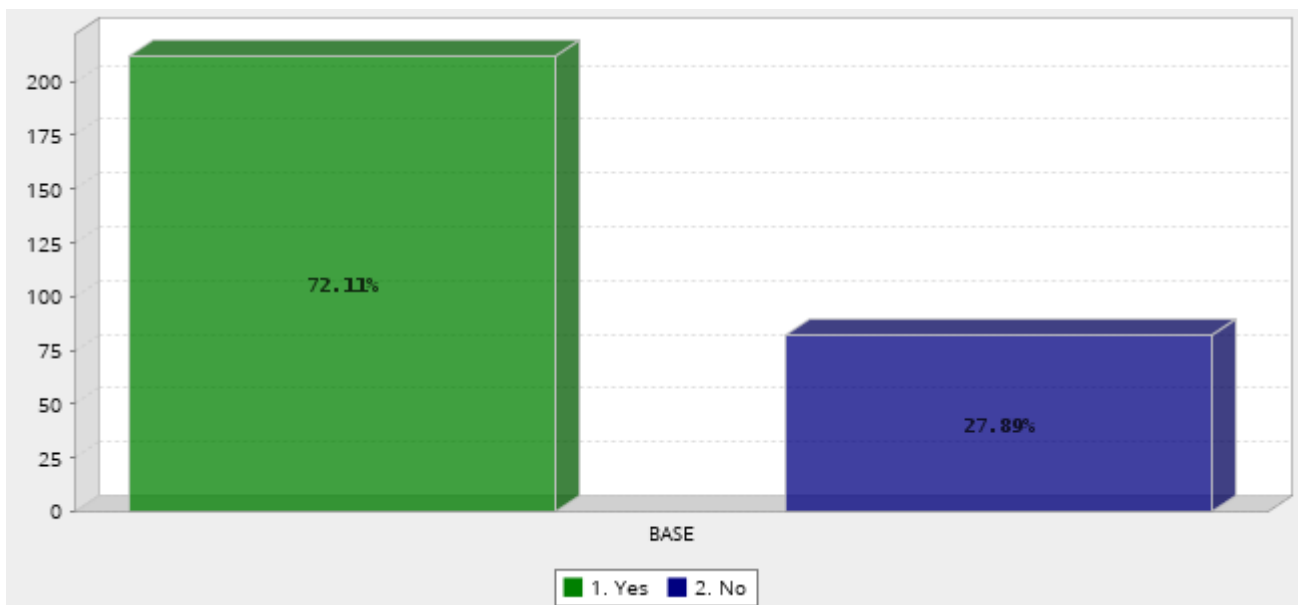| Mean : **1.269** | Confidence Interval @ 95% : **[1.218 - 1.319]** | Standard Deviation : **0.444** | Standard Error : **0.026** |

Q40. On a scale of 1 to 5, how safe do you feel in your community? 1 is Very Unsafe and 5 is Very Safe.
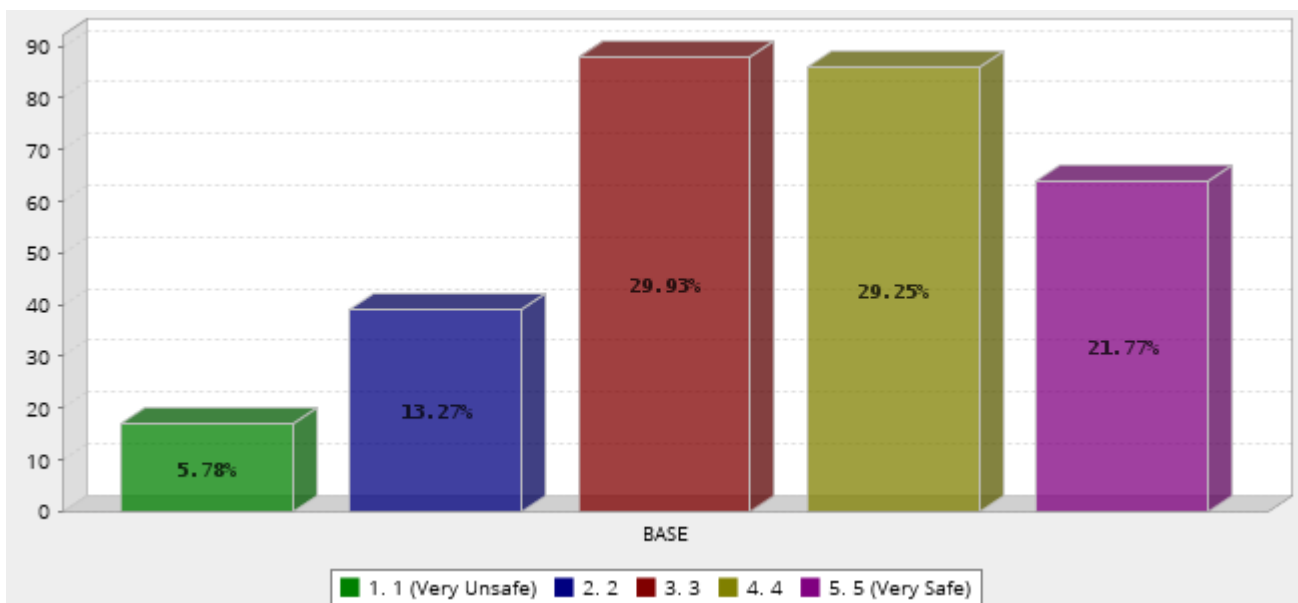

	Answer	Count	Percent

1.	1 (Very Unsafe)	17	5.78%
2.	2	39	13.27%
3.	3	88	29.93%
4.	4	86	29.25%
5.	5 (Very Safe)	64	21.77%
	Total	294	100%

Mean : **3.480**	Confidence Interval @ 95% : **[3.349 - 3.610]**	Standard Deviation : **1.141**	Standard Error : **0.067**

Q41. If you were looking for mental health support, would you be willing to participate in online mental health services (Telehealth)?

	Answer	Count	Percent
1.	Yes	212	72.11%
2.	No	82	27.89%
	Total	294	100%

Mean : **1.279**	Confidence Interval @ 95% : **[1.228 - 1.330]**	Standard Deviation : **0.449**	Standard Error : **0.026**

Q43. Please rate each of the following characteristics by checking how strongly you agree or disagree that this is something that describes you. This question is to help determine how we can assist the community with mental health services.1 is strongly DISagree and 5 is strongly agree. If you are on a computer, you may need to make your browser window full screen in order to see the full sentence in each row.
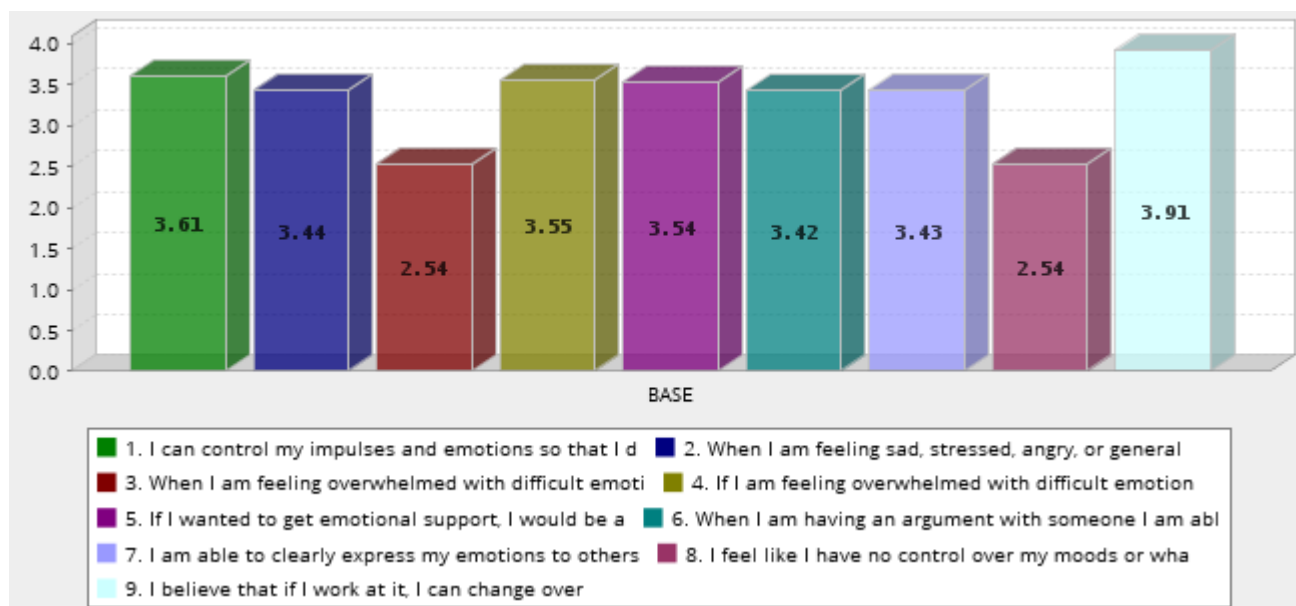
Q43. Overall Matrix Scorecard : Please rate each of the following characteristics by checking how strongly you agree or disagree that this is something that describes you. This question is to help determine how we can assist the community with mental health services.1 is strongly DISagree and 5 is strongly agree. If you are on a computer, you may need to make your browser window full screen in order to see the full sentence in each row.

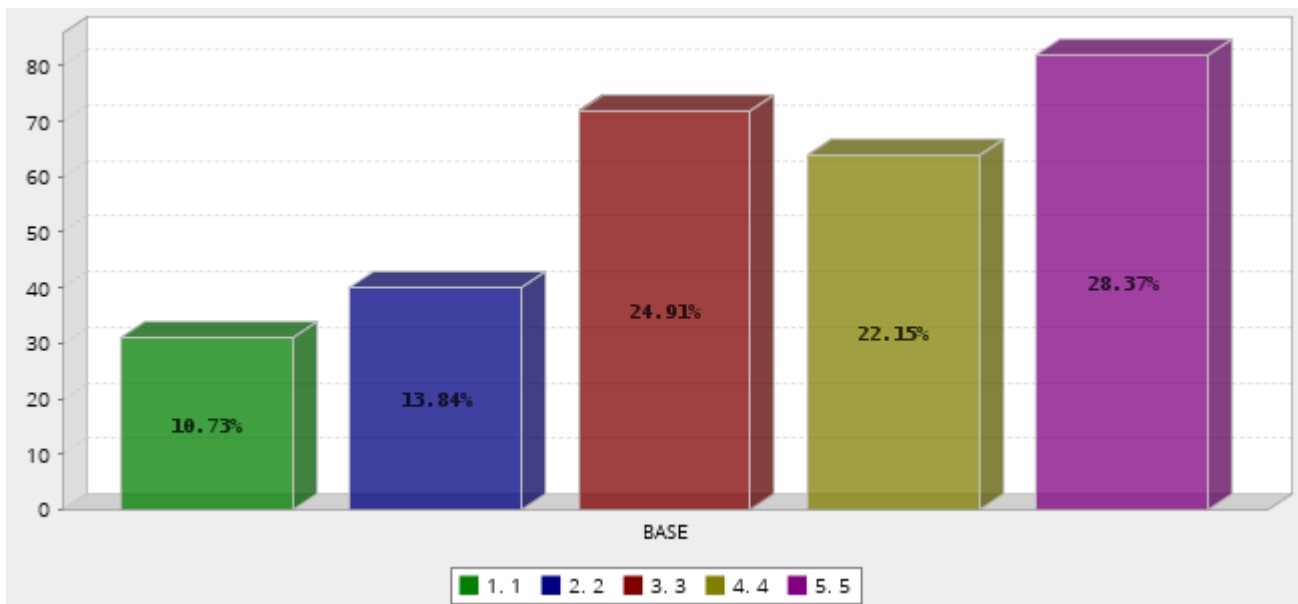|	Question	Count	Score	
1.	I can control my impulses and emotions so that I do not do or say something that I will later regret.	292	3.610	
2.	When I am feeling sad, stressed, angry, or generally upset I confide in someone close to me.	289	3.436	
3.	When I am feeling overwhelmed with difficult emotions such as anxiety, anger, depression, or fear I go to community resources for support (counseling, support groups, etc)	291	2.540	
4.	If I am feeling overwhelmed with difficult emotions, I know **where** to go for support	290	3.552	
5.	If I wanted to get emotional support, I would be able to obtain mental health or counseling services	290	3.538	
6.	When I am having an argument with someone I am able to talk through the issue with them and come to a resolution	290	3.424	
7.	I am able to clearly express my emotions to others	288	3.431	

8.	I feel like I have no control over my moods or what I'm feeling (for example, I have a hard time getting out of a bad mood)	288	2.538
9.	I believe that if I work at it, I can change over time (for example, if I worked to be more patient eventually I will no longer get easily frustrated if I'm unable to do something)	289	3.910
	Average	**3.331**	

Q43. I can control my impulses and emotions so that I do not do or say something that I will later regret.
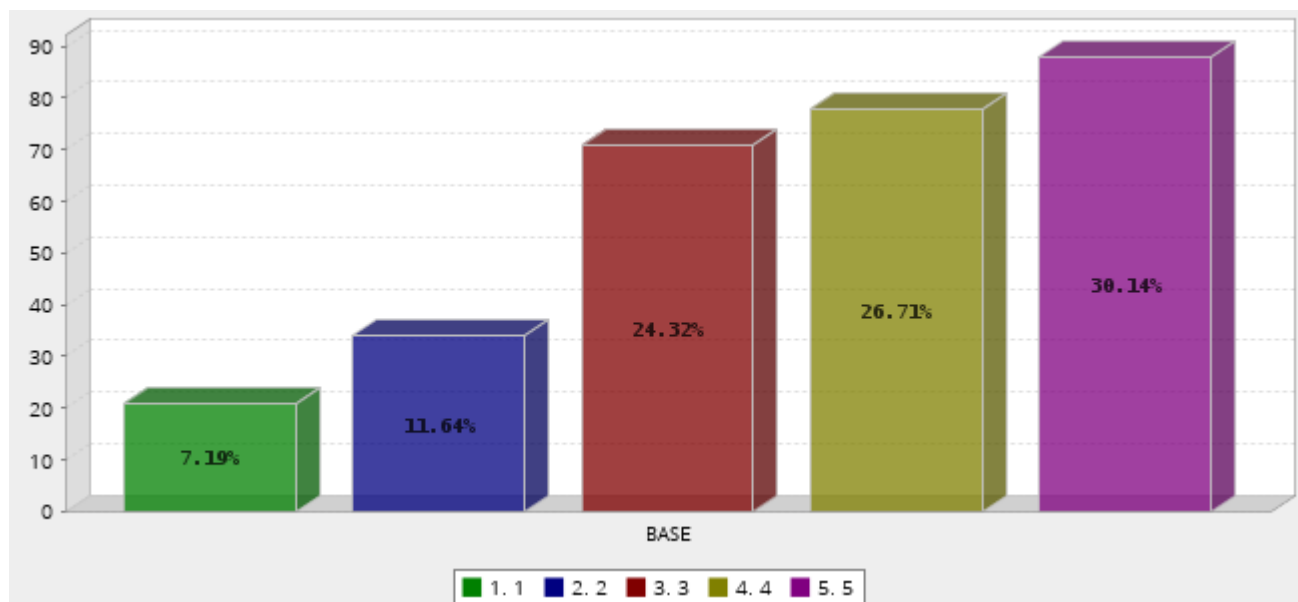
	Answer	Count	Percent
1.	1	21	7.19%
2.	2	34	11.64%
3.	3	71	24.32%
4.	4	78	26.71%
5.	5	88	30.14%
	Total	292	100%

Mean : **3.610**	Confidence Interval @ 95% : **[3.469 - 3.751]**	Standard Deviation : **1.229**	Standard Error : **0.072**

Q43. When I am feeling sad, stressed, angry, or generally upset I confide in someone close to me.

	Answer	Count	Percent
1.	1	31	10.73%
2.	2	40	13.84%
3.	3	72	24.91%
4.	4	64	22.15%
5.	5	82	28.37%
	Total	289	100%

Mean : **3.436**	Confidence Interval @ 95% : **[3.284 - 3.588]**	Standard Deviation : **1.319**	Standard Error : **0.078**

Q43. When I am feeling overwhelmed with difficult emotions such as anxiety, anger, depression, or fear I go to community resources for support (counseling, support groups, etc)
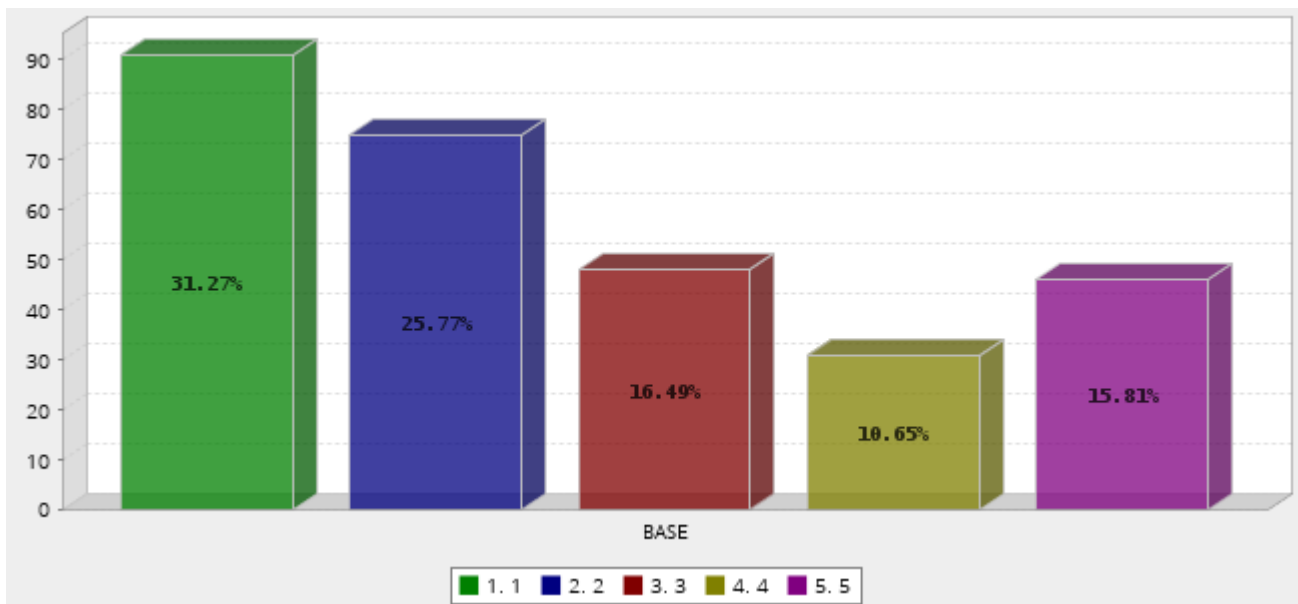
	Answer	Count	Percent
1.	1	91	31.27%
2.	2	75	25.77%
3.	3	48	16.49%
4.	4	31	10.65%
5.	5	46	15.81%
	Total	291	100%

Mean : **2.540**	Confidence Interval @ 95% : **[2.375 - 2.704]**	Standard Deviation : **1.429**	Standard Error : **0.084**

Q43. If I am feeling overwhelmed with difficult emotions, I know where to go for support
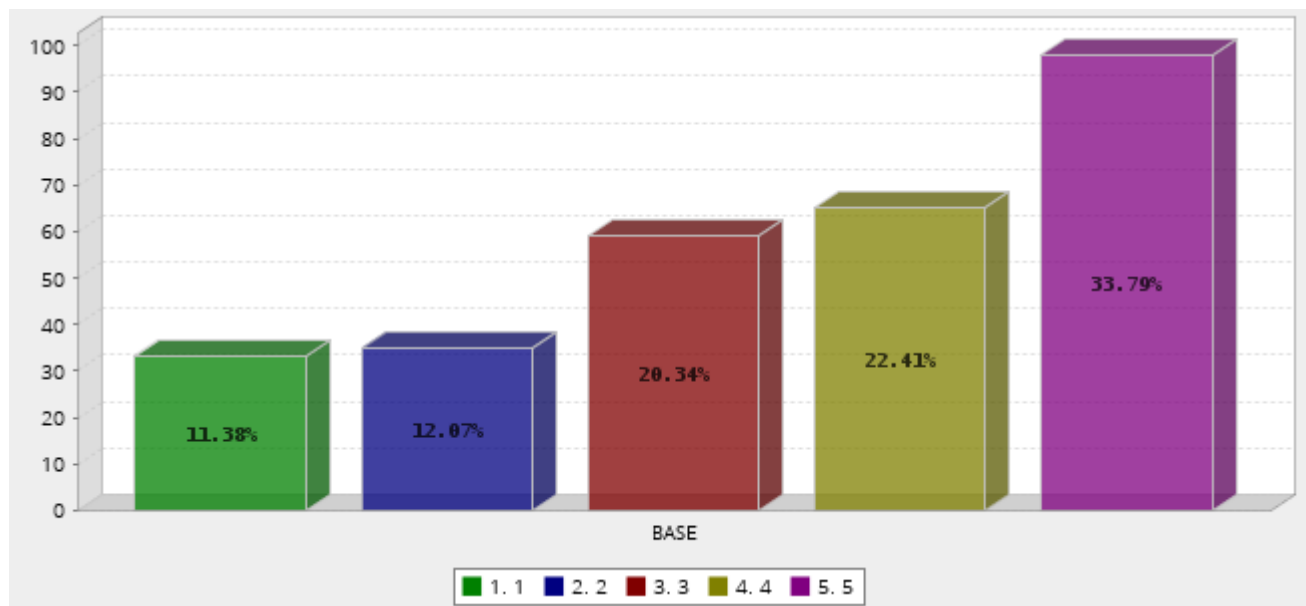
	Answer	Count	Percent
1.	1	33	11.38%
2.	2	35	12.07%
3.	3	59	20.34%
4.	4	65	22.41%
5.	5	98	33.79%
	Total	290	100%

Mean : **3.552**	Confidence Interval @ 95% : **[3.395 - 3.708]**	Standard Deviation : **1.362**	Standard Error : **0.080**

Q43. If I wanted to get emotional support, I would be able to obtain mental health or counseling services
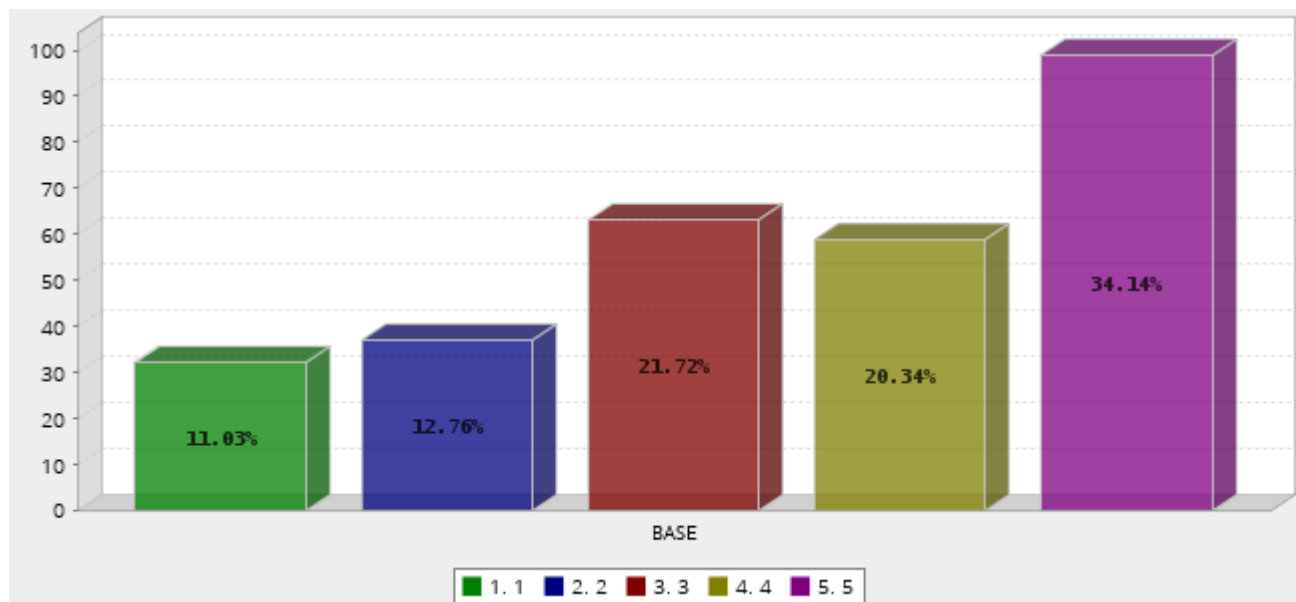
	Answer	Count	Percent
1.	1	32	11.03%
2.	2	37	12.76%
3.	3	63	21.72%
4.	4	59	20.34%
5.	5	99	34.14%
	Total	290	100%

Mean : **3.538**	Confidence Interval @ 95% : **[3.381 - 3.695]**	Standard Deviation : **1.362**	Standard Error : **0.080**

Q43. When I am having an argument with someone I am able to talk through the issue with them and come to a resolution
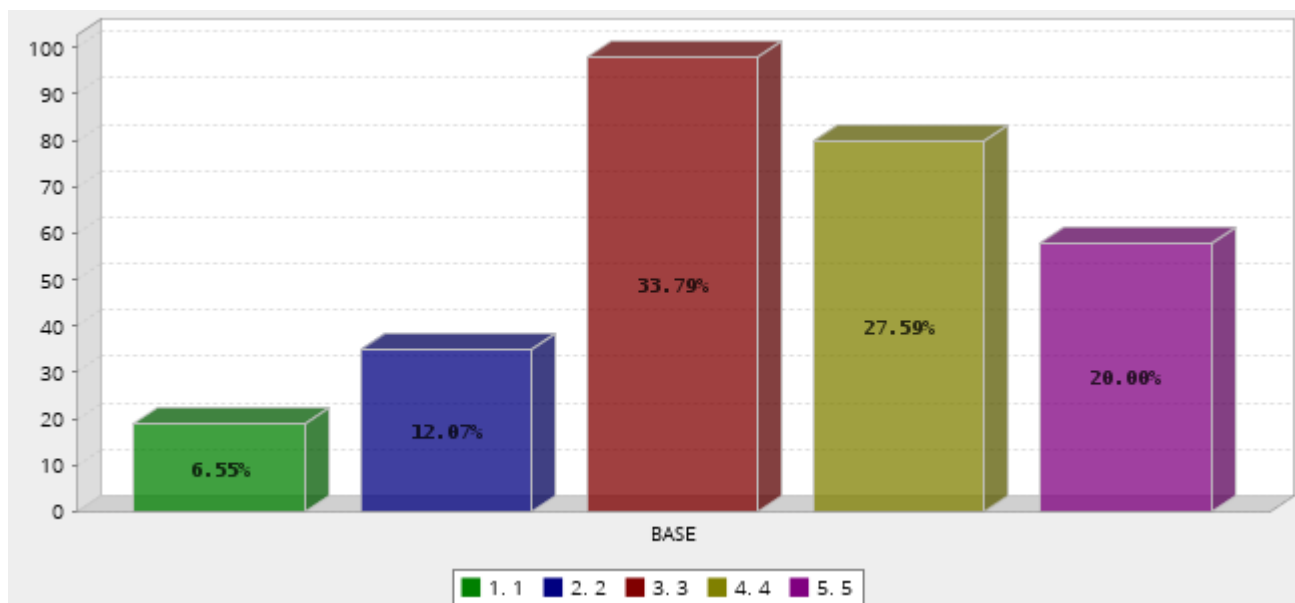
	Answer	Count	Percent
1.	1	19	6.55%
2.	2	35	12.07%
3.	3	98	33.79%
4.	4	80	27.59%
5.	5	58	20.00%
	Total	290	100%

Mean : **3.424**	Confidence Interval @ 95% : **[3.294 - 3.555]**	Standard Deviation : **1.133**	Standard Error : **0.067**

Q43. I am able to clearly express my emotions to others
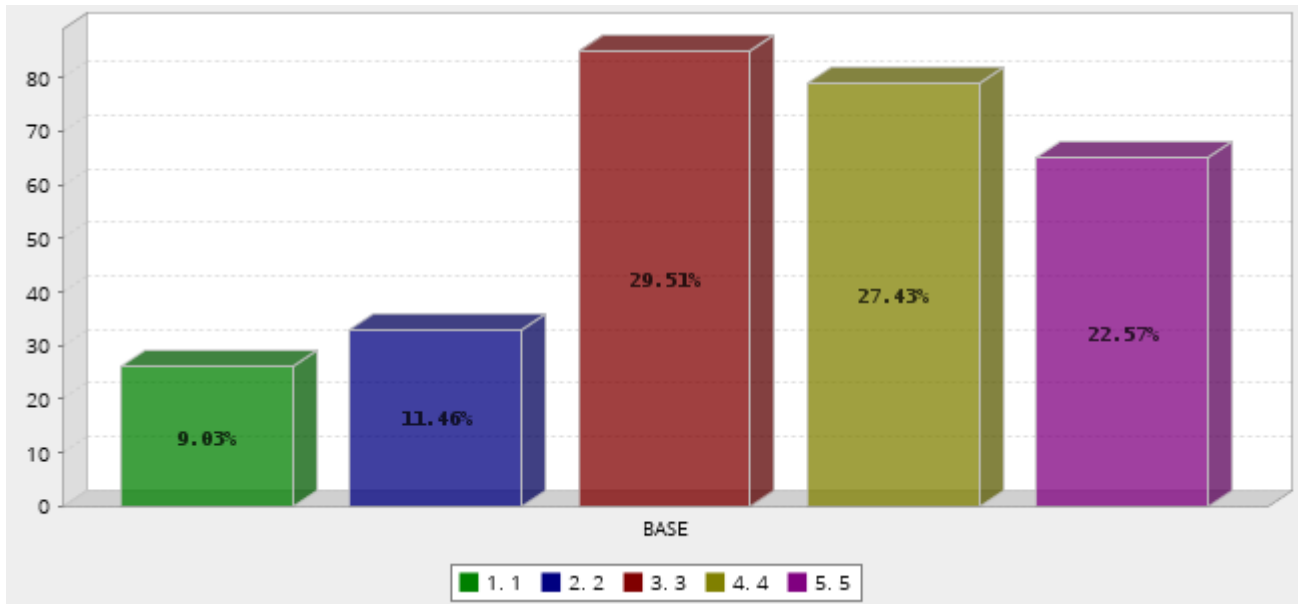
	Answer	Count	Percent
1.	1	26	9.03%
2.	2	33	11.46%
3.	3	85	29.51%
4.	4	79	27.43%
5.	5	65	22.57%
	Total	288	100%

Mean : **3.431**	Confidence Interval @ 95% : **[3.290 - 3.571]**	Standard Deviation : **1.213**	Standard Error : **0.072**

Q43. I feel like I have no control over my moods or what I'm feeling (for example, I have a hard time getting out of a bad mood)
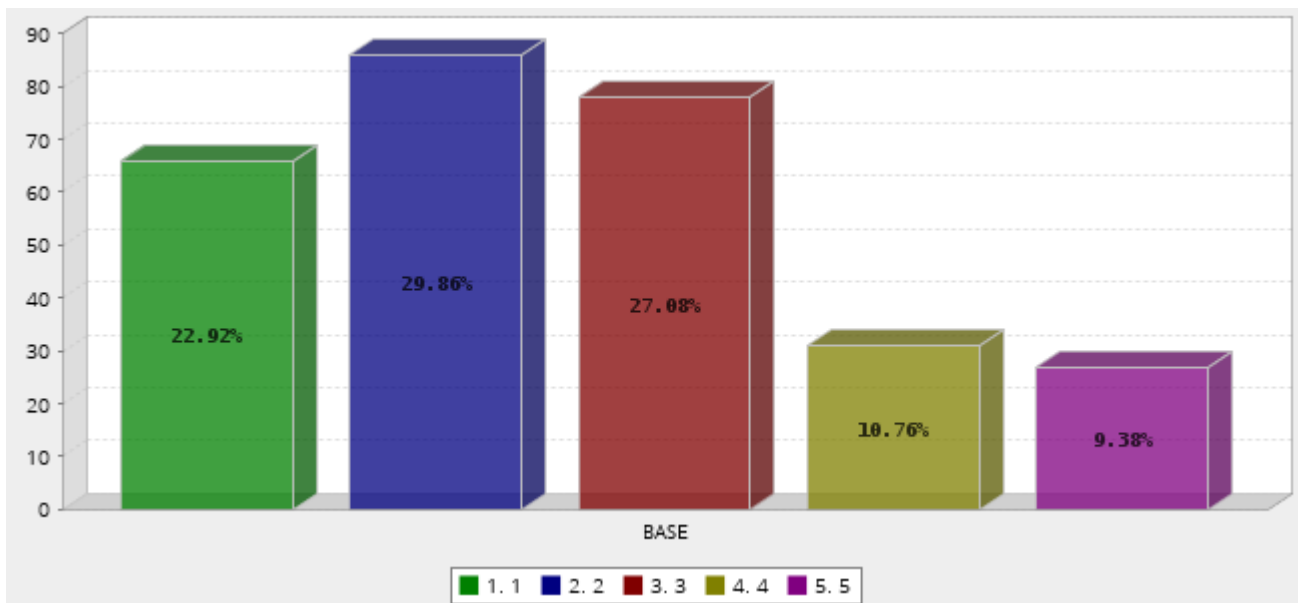
	Answer	Count	Percent
1.	1	66	22.92%
2.	2	86	29.86%
3.	3	78	27.08%
4.	4	31	10.76%
5.	5	27	9.38%
	Total	288	100%

Mean : **2.538**	Confidence Interval @ 95% : **[2.397 - 2.679]**	Standard Deviation : **1.221**	Standard Error : **0.072**

Q43. I believe that if I work at it, I can change over time (for example, if I worked to be more patient eventually I will no longer get easily frustrated if I'm unable to do something)
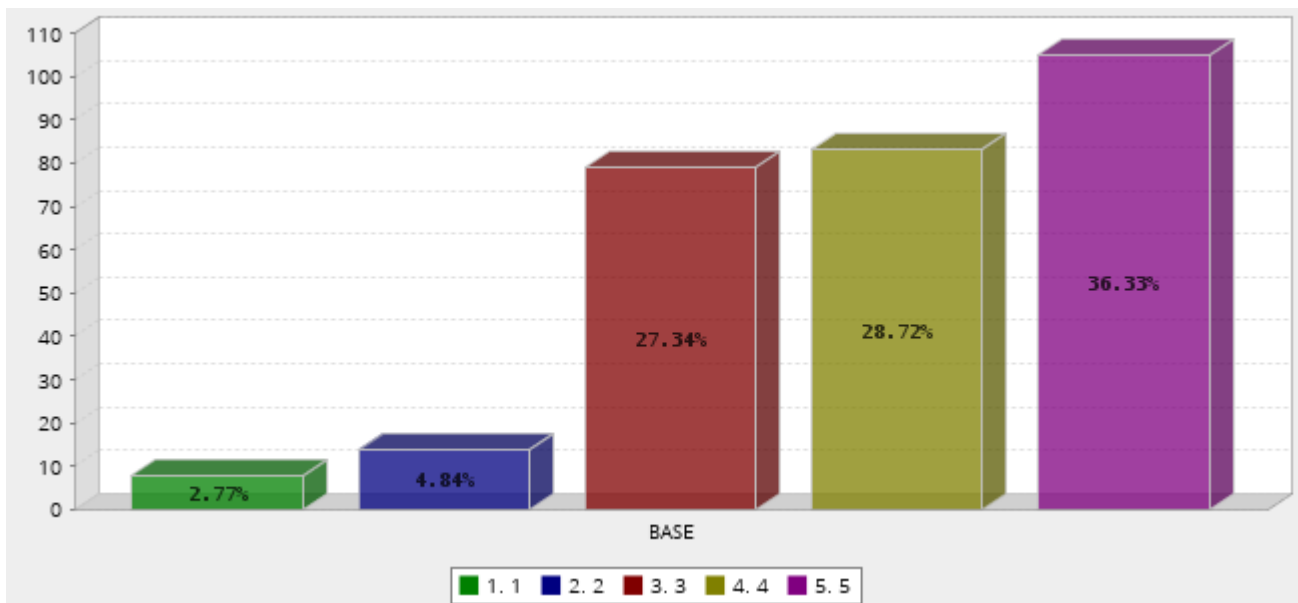
	Answer	Count	Percent
1.	1	8	2.77%
2.	2	14	4.84%
3.	3	79	27.34%
4.	4	83	28.72%
5.	5	105	36.33%
	Total	289	100%

Mean : **3.910**	Confidence Interval @ 95% : **[3.790 - 4.030]**	Standard Deviation : **1.037**	Standard Error : **0.061**

Q52. Please select all of the following activities that you would consider as Native American cultural uses for tobacco.
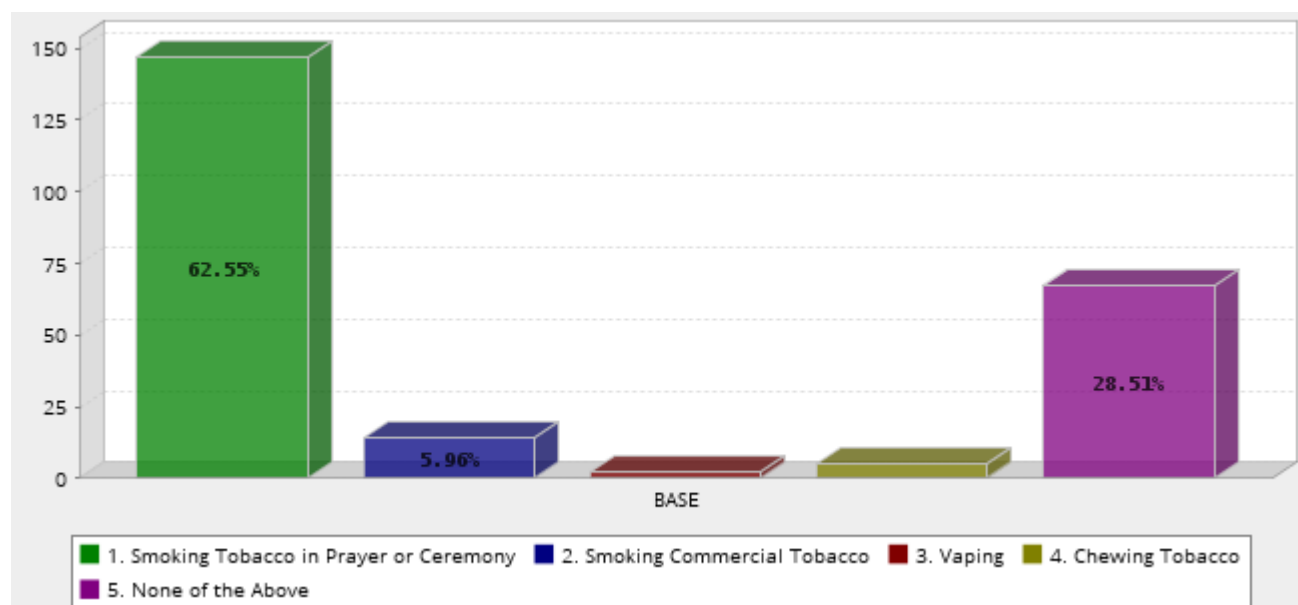
	Answer	Count	Percent
1.	Smoking Tobacco in Prayer or Ceremony	147	62.55%
2.	Smoking Commercial Tobacco	14	5.96%
3.	Vaping	2	0.85%
4.	Chewing Tobacco	5	2.13%
5.	None of the Above	67	28.51%
	Total	235	100%

| Mean : **2.281** | Confidence Interval @ 95% : **[2.051 - 2.510]** | Standard Deviation : **1.794** | Standard Error : **0.117** | |

Q58. Have you received services from NCIDC in the past?
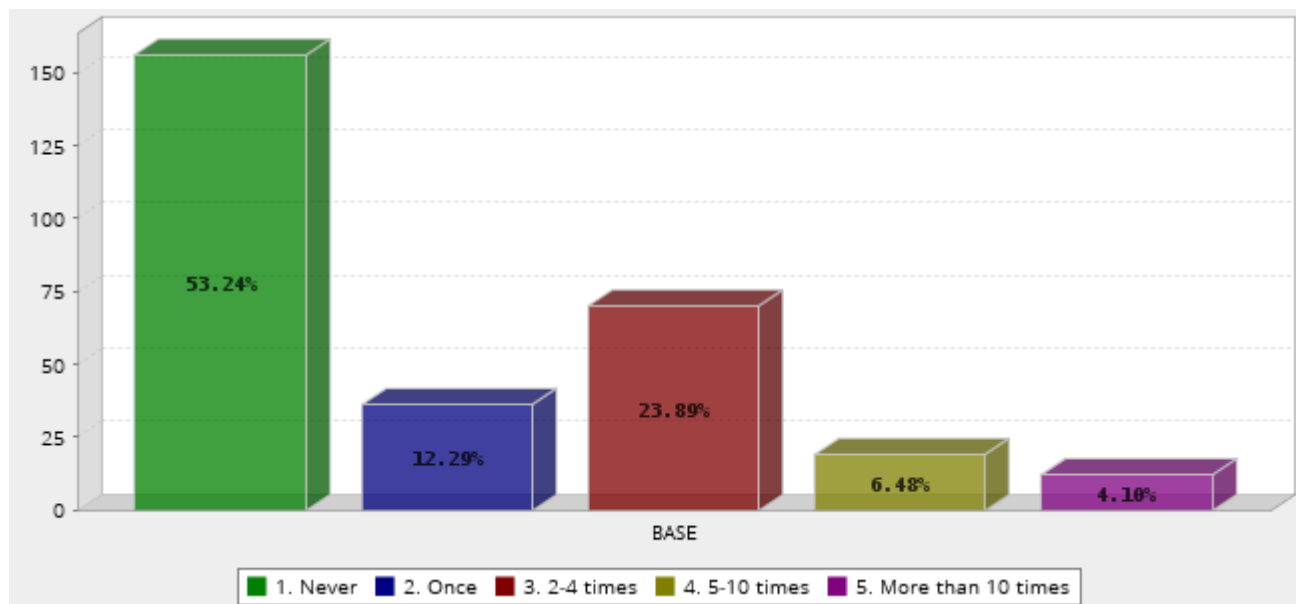
	Answer	Count	Percent
1.	Never	156	53.24%
2.	Once	36	12.29%
3.	2-4 times	70	23.89%
4.	5-10 times	19	6.48%
5.	More than 10 times	12	4.10%
	Total	293	100%

| Mean : **1.959** | Confidence Interval @ 95% : **[1.823 - 2.095]** | Standard Deviation : **1.184** | Standard Error : **0.069** | |

Q59. How satisfied are you with NCIDC's services?
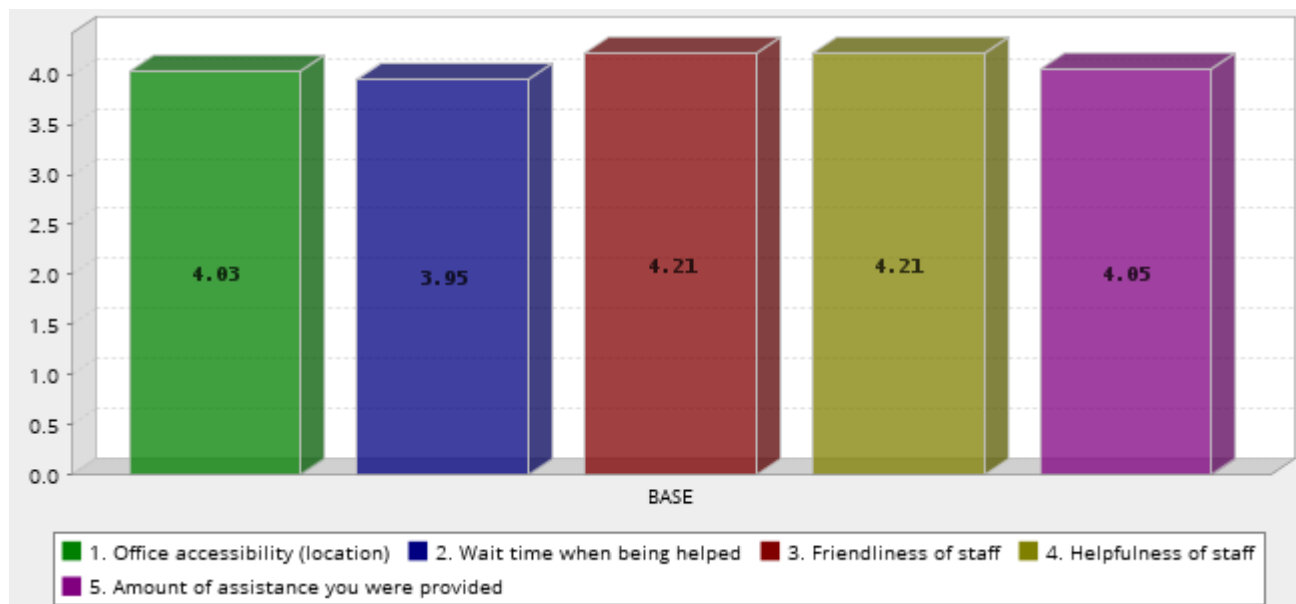
Q59. Overall Matrix Scorecard : How satisfied are you with NCIDC's services?

	Question	Count	Score	
1.	Office accessibility (location)	128	4.031	
2.	Wait time when being helped	128	3.945	
3.	Friendliness of staff	127	4.213	
4.	Helpfulness of staff	128	4.211	
5.	Amount of assistance you were provided	128	4.055	
		Average	**4.091**	

Q59. Office accessibility (location)
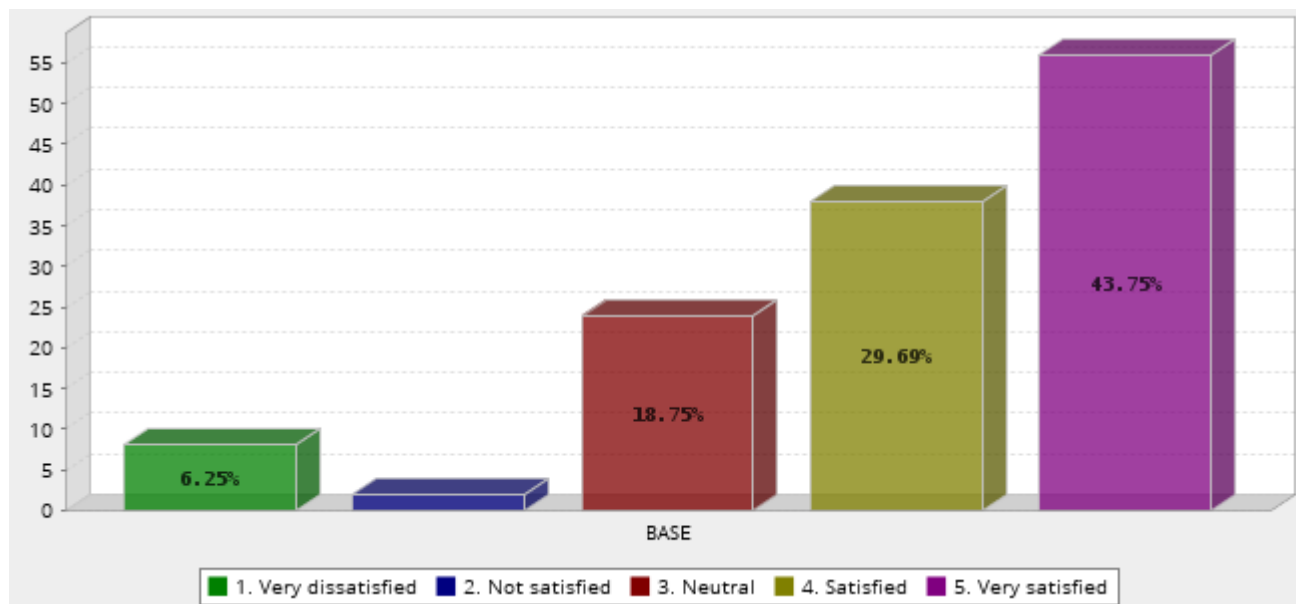
	Answer	Count	Percent
1.	Very dissatisfied	8	6.25%
2.	Not satisfied	2	1.56%
3.	Neutral	24	18.75%
4.	Satisfied	38	29.69%
5.	Very satisfied	56	43.75%
	Total	128	100%

| Mean : **4.031** | Confidence Interval @ 95% : **[3.837 - 4.226]** | Standard Deviation : **1.122** | Standard Error : **0.099** | |

Q59. Wait time when being helped
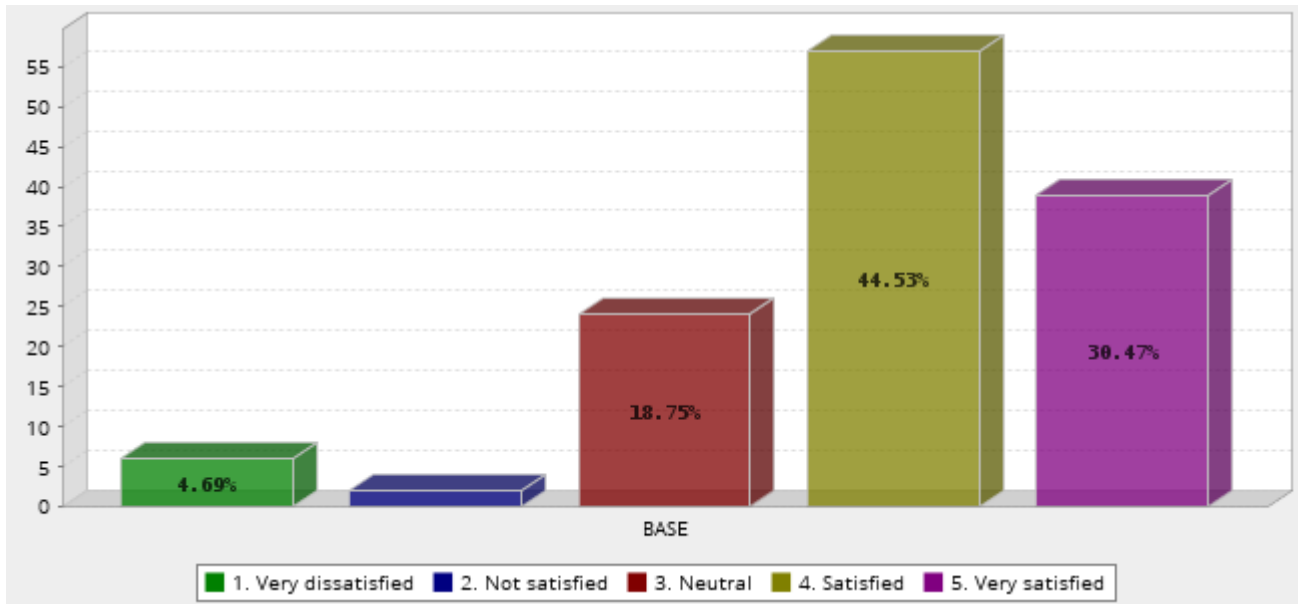
	Answer	Count	Percent
1.	Very dissatisfied	6	4.69%
2.	Not satisfied	2	1.56%
3.	Neutral	24	18.75%
4.	Satisfied	57	44.53%
5.	Very satisfied	39	30.47%
	Total	128	100%

| Mean : **3.945** | Confidence Interval @ 95% : **[3.774 - 4.117]** | Standard Deviation : **0.991** | Standard Error : **0.088** | |

Q59. Friendliness of staff
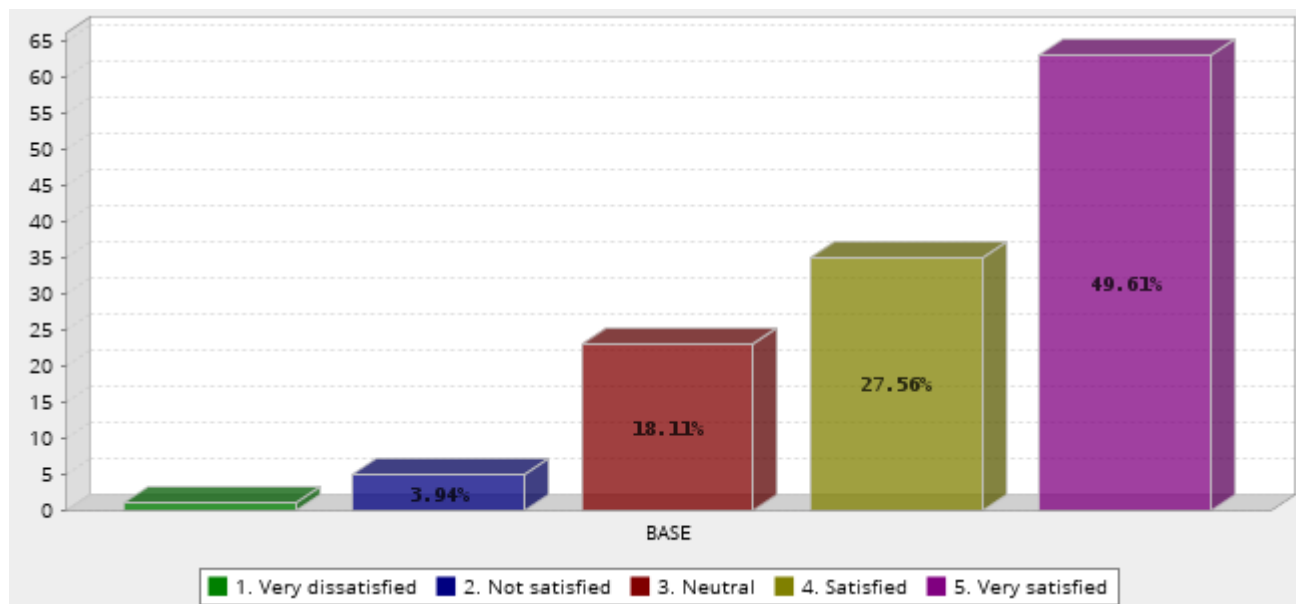
	Answer	Count	Percent
1.	Very dissatisfied	1	0.79%
2.	Not satisfied	5	3.94%
3.	Neutral	23	18.11%
4.	Satisfied	35	27.56%
5.	Very satisfied	63	49.61%
	Total	127	100%

Mean : **4.213**	Confidence Interval @ 95% : **[4.051 - 4.375]**	Standard Deviation : **0.931**	Standard Error : **0.083**

Q59. Helpfulness of staff
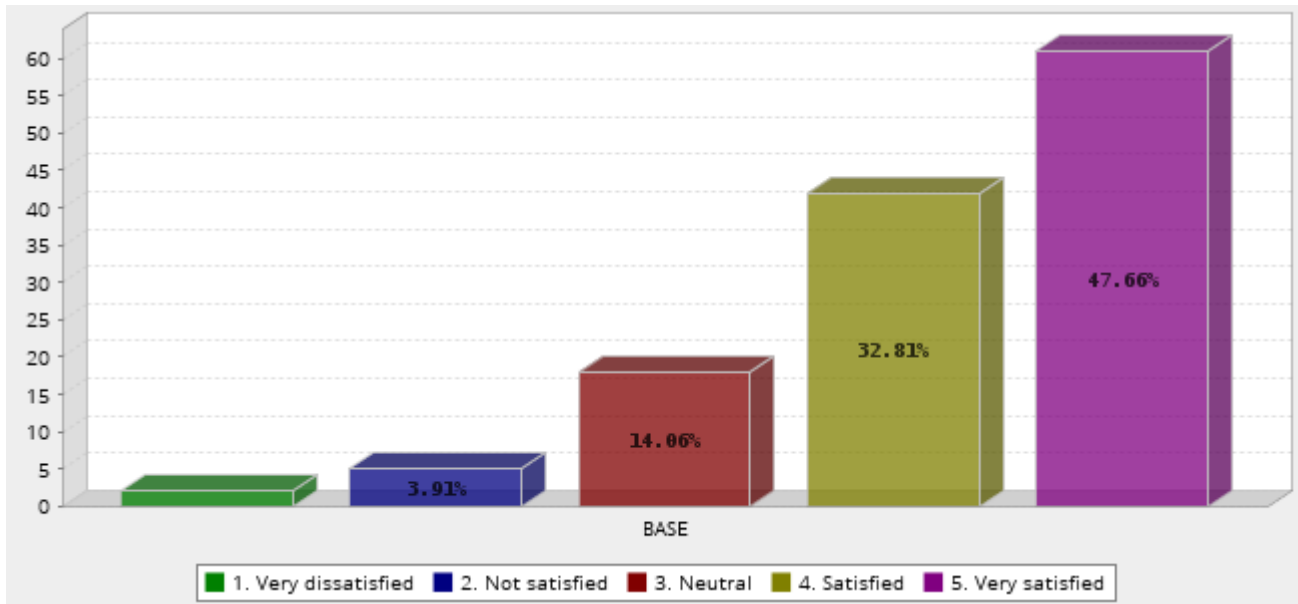
	Answer	Count	Percent
1.	Very dissatisfied	2	1.56%
2.	Not satisfied	5	3.91%
3.	Neutral	18	14.06%
4.	Satisfied	42	32.81%
5.	Very satisfied	61	47.66%
	Total	128	100%

Mean : **4.211**	Confidence Interval @ 95% : **[4.049 - 4.373]**	Standard Deviation : **0.936**	Standard Error : **0.083**

Q59. Amount of assistance you were provided
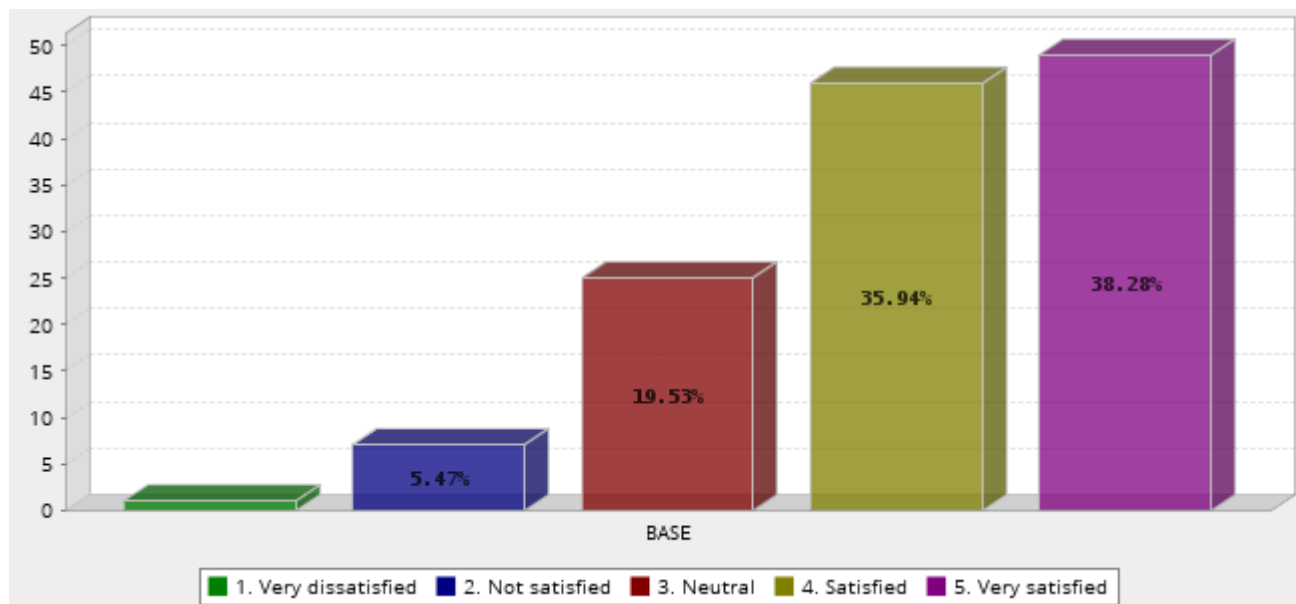
	Answer	Count	Percent
1.	Very dissatisfied	1	0.78%
2.	Not satisfied	7	5.47%
3.	Neutral	25	19.53%
4.	Satisfied	46	35.94%
5.	Very satisfied	49	38.28%
	Total	128	100%

Mean : **4.055**	Confidence Interval @ 95% : **[3.893 - 4.216]**	Standard Deviation : **0.933**	Standard Error : **0.082**

Q60. What is one thing you would change about the services you received from your local NCIDC office?

Categories of text responses
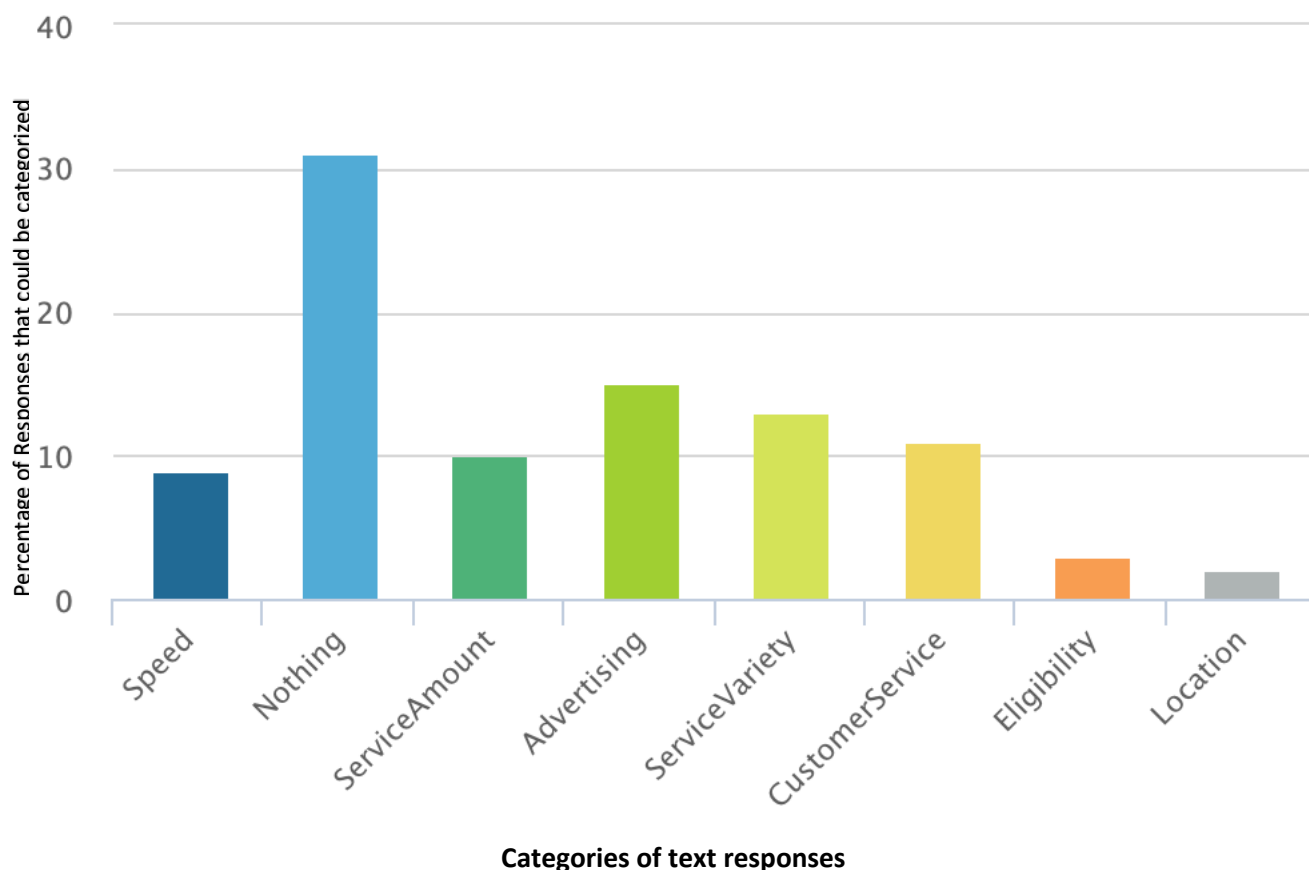
Q61. Have you ever been unable to receive the services you needed at your local NCIDC office?
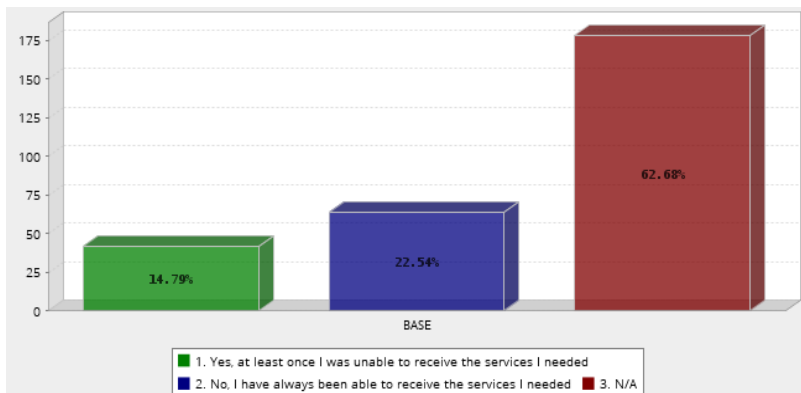
	Answer	Count	Percent
1.	Yes, at least once I was unable to receive the services I needed	42	14.79%
2.	No, I have always been able to receive the services I needed	64	22.54%
3.	N/A	178	62.68%
	Total	284	100%

Mean : **2.479**	Confidence Interval @ 95% : **[2.393 - 2.565]**	Standard Deviation : **0.740**	Standard Error : **0.044**

Q62. How did you answer this survey?
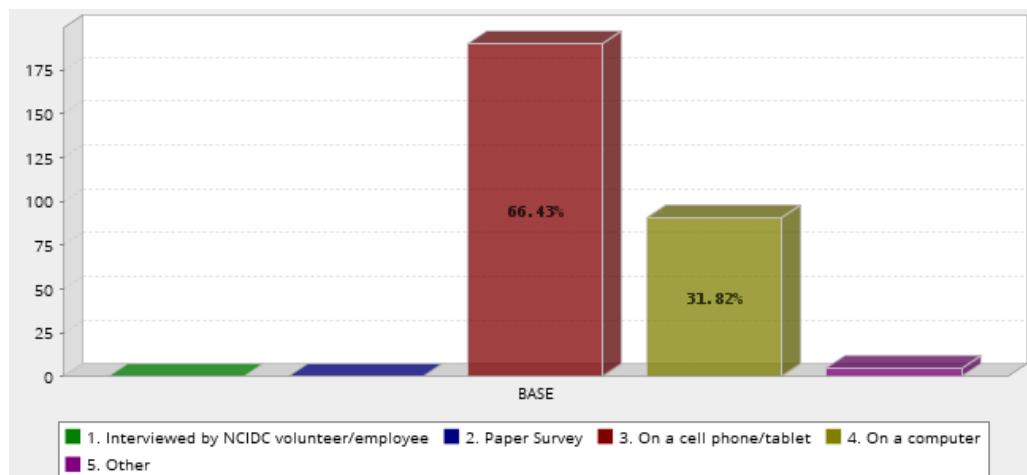
	Answer	Count	Percent
1.	Interviewed by NCIDC volunteer/employee	0	0.00%
2.	Paper Survey	0	0.00%
3.	On a cell phone/tablet	190	66.43%
4.	On a computer	91	31.82%
5.	Other	5	1.75%
	Total	286	100%

Mean : **3.353**	Confidence Interval @ 95% : **[3.294 - 3.413]**	Standard Deviation : **0.514**	Standard Error : **0.030**

NCIDC 2021 Community Needs Assessment Survey

Northern California Indian Development Council

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 <u>next several years</u>. 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.

The survey should take about <u>12 minutes</u> to complete.

Your privacy is our number one concern.

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

PLEASE RETURN COMPLETED SURVEYS TO NCIDC BY

June 1st, 2021

(or you can go to *ncidc.org* to find a link to complete the survey online!)

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Demographic Info

1.) What county do you live in? _____

2.) What is your zip code? _____

3.) What is your gender (self-identified)? Please circle one.

a. *Male*   c. *Decline to State*

b. *Female*   d. *Not Listed* _____

4.) What is your age group? Please circle one.

a. *Under 18*   d. *45-54*   g. *65-74*

b. *18-24*   e. *55-59*   h. *75+*

c. *25–44*   f. *60-64*

5.) What is your race/ethnicity? Please circle <u>any</u> that apply.

a. *American Indian or Alaskan Native*   e. *White*

b. *Black or African American*   f. *Hispanic or Latino*

c. *Native Hawaiian/Pacific Islander*   g. *Not listed* _____

d. *Asian*

If you circled "American Indian or Alaskan Native", which Tribe(s) do you identify with?

6.) Do you live on a Reservation/Rancheria or Indian trust land?   *a. Yes*   *b. No*

7.) Are you a veteran or active military member or do you have a disability? Please circle <u>any</u> that apply.
a. *I have a disability*   b. *I am a veteran*   c. *I am currently in the military*   d. *None of the above*

8.) INCLUDING YOURSELF, please write the number of people living in your household.

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).

_____

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9.) Please circle the range that contains your household's total income <u>for the last year</u>.

a. *$12,880 or less*	e. *$26,501- $31,040*	i. *$44,661 - $49,200*
b. *$12,881 - $17,420*	f. *$31,041 - $35,580*	j. *$49,201 - $53,740*
c. *$17,421 - $21,960*	g. *$35,581- $40,120*	k. *$53,741- $58,280*
d. *$21,961 - $26,500*	h. *$40,121 - $44,660*	l. *$58,281 or more*

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

Age Group	Number of People	Age Group	Number of People
Youth 0-5		*Adults 45-54*	
Youth 6-13		*Elders 55-59*	
Youth 14-17		*Elders 60-64*	
Adults 18-24		*Elders 65-74*	
Adults 25-35		*Elders 75+*	
Adults 36-44			

11.) What is your current living situation? Please circle <u>any</u> that apply.

If your sons or daughters are 18 or over we consider them adults.

a. *I am a single parent living with my child/children (who are under 18)*

b. *I am a parent raising my child/children in a two-parent household*

c. *I am providing child support for a child that does not live with me*

d. *I am the guardian (not parent) to at least one child under 18 that lives with me*

e. *I live alone or only with independent adults*

f. *I live with adults that are dependent on me.*

g. *Other_____*
_____

12.) What is the <u>highest</u> grade-level that you completed? Please circle one.

a. *K-8th Grade*

b. *9-12th Grade/Non-Graduate*

c. *High School Graduate*

d. *GED*

e. *12th grade + Some College*

f. *2 or 4 yr. College Graduates*

g. *Vocational Training*

h. *Post Graduate*

Housing

13.) What kind of housing do you currently have?

a. *Rental (house, apartment, trailer, condo)*

b. *Buying/Own my own home, trailer, condo*

c. *Tribal/Public Housing Project*

d. *Subsidized or Section 8 housing*

e. *Staying at my friend's/family's until I find my own place (I'm not paying rent)*

f. *My friend's/family's place is my permanent residence (I'm not paying rent)*

g. *Homeless*

h. *Group home or assisted living facility*

i. *Other _____*
_____

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14.) Have you experienced any of these situations <u>in the last year</u>? Circle <u>any</u> that apply.

a. *The place where I slept changed regularly.*

b. *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.*

c. *I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)*

d. *I couch-surfed because I could not get permanent housing.*

e. *I <u>applied</u> for housing assistance and didn't get it.*

f. *None of the Above*

15.) Please list the number of <u>bedrooms</u> in your residence. _____

16.) Please list the number of <u>people staying</u> at your residence. _____

Employment

17.) Please select <u>anything</u> that applies to your employment status.

a. *I am working full-time (30 or more hours at one job)*

b. *I am working part-time*

c. *I am currently unemployed and looking for a job*

d. *My work is full-time, but seasonal/temporary*

e. *I think I might lose my job in the next 6 months*

f. *I am retired*

g. *I am staying at home to be a caregiver*

h. *I work two or more jobs*

i. *I am self-employed (I have my own business or I sell my own products/food)*

j. *I am an independent contractor (You are not getting benefits; examples include commercial fisherman, Uber drivers and other app-based workers, and consultants)*

k. *Other_____*
    _____
    _____

18.) If you are self-employed, is the self-employment your main source of income or do you do this on the side? Please circle one.

a. *It is my main source of income*   b. *It is something I do on the side*   c. *N/A*

19.) If you are employed, what industry do you work in? Please circle <u>any</u> that apply.

a. *Health Care and Social Services*

b. *Caregiving (for example IHHS)*

c. *Agriculture*

d. *Landscaping*

e. *Manufacturing/Construction*

f. *Retail and Tourism*

g. *Federal, State, or Local Government*

h. *Education*

i. *Food Service*

j. *Forestry*

k. *Tribal government/non-profit*

l. *Not employed*

m. *Other _____*

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20.) Would you be interested in participating in training to learn a trade? Please circle <u>any</u> that apply.

a. Automotive repair	n. Education	aa. Pet grooming
b. Bookkeeping	o. EMT	bb. Photography
c. Business	p. Engineering	cc. Plumbing
d. Carpentry	q. Fashion design	dd. Police Officer Training
e. Commercial Fishing	r. Firefighter Training	ee. Real estate
f. Computer programming	s. Forestry	ff. Travel and tourism
g. Construction	t. Graphic design	gg. Truck Driving
h. Cosmetology	u. Healthcare Administration	hh. Veterinary Assistant or Technician
i. Court reporting	v. Massage therapy	ii. Welding
j. Culinary arts	w. Mechanical and automotive	jj. Other _____
k. Daycare management	x. Mental Health Professional	_____
l. Dental Assistant or Hygienist	y. Nursing	kk. ***I'm not interested in participating in training***
m. Dressmaking	z. Paramedic	

21.) Please circle <u>any</u> of the following statements that are true for you.

a. *I have a skill or product that I make that I would be interested in selling and turning into an official source of income.*

b. *I have a new business that I am starting or that I just started in the last year, and I would like to expand.*

c. *I own a business that has been established for more than a year and I would like to expand it.*

d. *None of the Above*

22.) Please rate each of the following barriers to getting/holding a job. Check the box that shows how strongly you agree or disagree that this is a problem in your household. 1 is strongly <u>DIS</u>agree, 3 is neutral, and 5 is strongly <u>agree</u>.

Household Problem	1	2	3	4	5
Lack of a GED or High School Diploma					
Lack of college education					
Lack of childcare or before/after school care					
Lack of Elder care for senior in home					
Health Issues (including alcohol/drug addiction)					
Lack of reliable transportation					
Lack of housing					
Lack of skills for the jobs available					
Lack of jobs paying living wage					
Lack of jobs providing pay increases over time					
Lack of jobs providing promotional opportunities					
Lack of jobs with benefits (health, retirement, etc.)					
Lack of a valid Driver's License					
Lack of a functioning internet connection					
Lack of electricity					
Lack of a home computer					
Lack of phone service					
Lack of jobs in the area where I live					

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23.) Check any emergency assistance that your family needed <u>in the last year</u>, and whether you received the help you needed.

For example, if you <u>needed</u> food assistance in the last year and <u>didn't receive</u> the help you needed with food, then you would check the second box. If you <u>didn't need help</u> in the last year with food, then you would <u>only check</u> the Did Not Need box.

Type of Assistance	*Needed and Received Help*	*Needed and DIDN'T Receive Help*	*DID NOT Need in the last year*
Food assistance			
Fuel or utility payments			
Rent or mortgage assistance			
Repairs to car			
Repairs to home			
Temporary shelter			
Support services for Elders			
Support services specifically for people with <u>learning disabilities</u>			
Support services for people with disabilities			
Transportation			
Financial counseling			
Legal assistance			
Medical care			
Mental health services			
Drug/alcohol detox/treatment			
Drug/Alcohol abuse counseling			
Protection from Elder abuse			
Protection from child abuse			
Protection from spousal abuse			

24.) Do you, or does someone in your household, use a monthly budget for your household income? Please circle one
a. Yes   b. No   c. Somewhat

25.) If you or your household member does use a budget, is the budget helpful for increasing your savings (in a savings account or otherwise)?

26.) Would you be able to cover your bills if you had an unexpected large expense like a car or home repair? Please circle one.

a. Yes   b. No   c. I'm not sure

Miscellaneous

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If you are not caring for a child, you may skip this question.

27.) Have you heard of these options of educational assistance for children with disabilities or options of advocacy assistance for student discipline? Please mark any that you are familiar with.

a. *Individualized Education Plans (IEP) (An IEP is a guide that lays out the program of instruction, supports, and services children need to make progress and thrive in school. Each program is designed to meet a student's unique needs. The term IEP is also used to refer to the written plan that spells out the specific types of help kids will get. Both the program and the written plan are covered by a federal special education law, or the Individuals Disability and Education Act.)*

b. *504 Plans (This is similar to an IEP, but less in-depth. It usually involves learning accommodations as opposed to entirely specialized education plans. A formal definition with differences between the two can be found at this link.)*

c. *Advocates that will help parents with working with the Student Study Team (SST) (SST is a review team that proposes interventions for students who are not doing well in school)*

d. *Advocates that will help parents with working with the School Attendance Review Board (SARB) (SARB is brought in if there are concerns regarding a student's attendance)*

e. **I have not heard of any of these.**

28.) Do you currently live in/nearby the town where you were raised for most of your childhood? Please circle one. Most of your childhood is 9 years or more.   *a. Yes* 🟢   *b. No* 🔴

29.) On a scale of 1 to 5, how safe do you feel in your community? Please list. 1 is Very UNsafe and 5 is Very Safe.

_____

30.) If you were looking for mental health support, would you be willing to participate in online mental health services (Telehealth)?

a. Yes 🟢   *b. No* 🔴   **If no, why not?**

31.) Please rate each of the following characteristics by checking how strongly you agree or disagree that this is something that describes you. This question is to help determine how we can assist the community with mental health services. 1 is strongly DISagree, 3 is neutral, and 5 is strongly agree.

	1	*2*	*3*	*4*	*5*
I can control my impulses and emotions so that I do not do or say something that I will later regret.					
When I am feeling sad, stressed, angry, or generally upset I confide in someone close to me.					
When I am feeling overwhelmed with difficult emotions such as anxiety, anger, depression, or fear I go to community resources for support (counseling, support groups, etc)					
If I am feeling overwhelmed with difficult emotions, I know where to go for support					
If I wanted to get emotional support, I would be able to obtain mental health or counseling services					
When I am having an argument with someone, I am able to talk through the issue with them and come to a resolution					
I am able to clearly express my emotions to others					

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32.) Please circle <u>any</u> of the following activities that you would consider as Native American cultural uses for tobacco.

a. *Smoking Tobacco in Prayer or Ceremony*

b. *Smoking Commercial Tobacco*

c. *Vaping*

d. *Chewing Tobacco*

e. *None of the Above*

33.) Do you smoke tobacco or vape outside of cultural practices? Please circle one.

a. *Yes, I smoke*

b. *Yes, I vape*

c. *Yes, I both smoke and vape*

d. *No, I never smoked or vaped*

e. *No, I quit smoking*

f. *No, I quit vaping*

g. *No, I quit both smoking and vaping*

34.) If you smoke or vape, how often do you do it? Please circle one.

a. *Less than Once a Month*

b. *Once a Month*

c. *Several Times a Month*

d. *Once a Week*

e. *Several Times a Week*

f. *Once a Day*

g. *More than Once a Day*

h. *I don't smoke or vape*

35.) Did you start smoking or vaping for the first time in the last year? Please circle one.   a. *No*   b. *No*   c. *N/A*

Closing Questions

36.) Have you received services from NCIDC in the past? Please circle one.

a. *Never*   b. *Once*   c. *2-4 times*   d. *5-10 times*   e. *More than 10 times*

You may skip the next <u>two</u> questions if you have never received services from NCIDC.

37.) On a scale of 1 to 5, please mark the box showing how satisfied you are with NCIDC's services. 1 is very **DIS**satisfied and 5 is very <u>satisfied</u>.

	1	2	3	4	5	N/A
Office accessibility (location)						
Wait time when being helped						
Friendliness of staff						
Helpfulness of staff						
Amount of assistance you were provided						

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

39.) Have you ever been <u>unable</u> to receive the services you needed at your local NCIDC office?

    a.   Yes, at least once I was unable to receive the services I needed

    b.   No, I have always been able to receive the services I needed

    c.   N/A

40.) If yes, what was the reason that you could not receive the service(s) you needed?

41.) How did you answer this survey?

    a.   Interviewed by NCIDC volunteer/employee   *c.   Other _____*

    b.   Paper Survey

42.) If you have any other comments please enter them here:

We know the survey was long, so thanks for sticking with us and completing the survey! This data will help NCIDC improve our services to Native Americans.

PLEASE RETURN COMPLETED SURVEYS TO NCIDC BY

June 1st, 2021

(or you can go to *ncidc.org* to find a link to complete the survey online!)

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