

EVALUATING OPTIONS FOR CULTURAL AWARENESS TRAINING

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BACKGROUND

- The Community Engagement Committee **recommended the Council and its staff participate in a cultural awareness training** at its June 2019 meeting
- The paper and presentation are meant to assist the Council in determining its objectives and priorities for a cultural awareness training
- This is a **transparent approach** ensuring the Council is involved from the beginning in setting the objectives and scope of the training so it can best achieve the Council's goals



POTENTIAL TRAINING OBJECTIVES

Objective 1 Educational training

- Knowledge accumulation
- Increase participant's understanding of a range of topics including Alaska Native societies, tribes, and rural communities more broadly, as well as best practices for engaging these stakeholders

Objective 2 Process-informing training

- Provide an opportunity for participants to reflect on and evaluate the Council's decision-making process with an eye towards engaging Alaska Native societies, tribes, and other rural stakeholders



SNAPSHOT OF PROVIDER OPTIONS

Table 1 Comparison of potential providers against different design considerations

	USFWS	ANHC	FAI		RFP
			Alaska Native Governance Protocols	Dialogue on Racial Equity	
Educational (Objective 1)	✓	✓	✓	✓	✓
Process-informing (Objective 2)	Does not have a direct pathway for evaluating Council process, but participants can draw connections from pre-selected course content	Does not have a direct pathway for evaluating Council process, but participants can draw connections from pre-selected course content	✓	✓	✓
The Council can set the agenda	✗	Council can create agenda from a pre-determined range of topics	✓	✓	✓
Includes Alaska Native Elders or guest speakers	✓	Available option, dependent upon Council preference	Available option, dependent upon Council preference	Available option, dependent upon Council preference	Available option, dependent upon Council preference
Flexible timing	✗	✓	✓	✓	✓

- The paper considers four different provider options: U.S. Fish and Wildlife Service’s (USFWS) Alaska Native Relations course, Alaska Native Heritage Center’s (ANHC) Cultural Awareness Workshop, First Alaskans Institute’s (FAI) Alaska Native Governance Protocols or Dialogue on Racial Equity, and an open Request for Proposals (RFP)
- These options are not exhaustive, but they provide a range of different opportunities



USFWS – ALASKA NATIVE RELATIONS

- Educational training
- Participants can learn about Alaska Native history and societies, the relationship between Federal laws and Alaska Natives, Traditional Knowledge, and subsistence ways of living from an Alaska Native perspective
- Sections include expert guest speakers and Alaska Native Elders
- 32-hour in-person course which reflects its immersive nature
 - Usually occurs twice annually (November/December and February/March timeframe)
 - The course has been offered virtually in 2020 and early 2021 but it is uncertain whether a full course would be held virtually again
- This is a well-established training, but some substantive content oriented towards Department of Interior



ALASKA NATIVE HERITAGE CENTER

- Educational Cultural Awareness Workshops
- Participants can learn about Alaska Native peoples and cultures including Alaska Native history, best practices for inter-cultural communication, and alternative medias like film and dance
- Council can create an agenda from a range of pre-determined topics
- Workshop has a flexible duration, and can be held in-person in Anchorage or virtually during the global pandemic
- The dates for this training are not pre-determined and would be available based on the availability of the client and provider



FIRST ALASKANS INSTITUTE

Option 1 Alaska Native Governance Protocols

- Blends an educational component with an extended dialogue on the different governance structures and policies that influence Alaska Natives as well as protocols or best practices for engaging tribes and rural communities

Option 2 Dialogue on Racial Equity

- A facilitated, extended conversation between the provider, the participants, and special guests like Alaska Native Elders on Indigenous rights, racial status, and personal experiences of racial inequality

- Council can co-create agenda that is useful for achieving their objectives
- Dialogue is a major component to both experiences
- Either workshop can be held in-person in Anchorage or virtually during the global pandemic
- Alaska Native Governance Protocols is approximately nine hours long and occurs over three staggered sessions spread out over two weeks



REQUEST FOR PROPOSALS

- Council could solicit an RFP for cultural awareness training providers
- This option could potentially allow the Council the most flexibility for determining the objective(s) and the content for a cultural awareness training
 - RFP process will also likely be more time-consuming
- This option could be useful if the Council would like to have long-term ownership of a training where the vision is to have new members or staff participate in the future
 - Other provider options could also be used in the future
- The Council could expect to participate in a training co-created through an RFP in 2022



SUMMARY

- The purpose of this discussion paper is to assist the Council in determining its objective(s) for participating in a cultural awareness training
- Today, the CEC can **discuss and make recommendations** to the Council for a training's objective(s), other included priorities, and potentially a provider
- The different provider options have tradeoffs



POTENTIAL DISCUSSION QUESTIONS

Potential committee discussion questions:

1. What are the committee's and/or Council's potential objectives for participating in a cultural awareness training?
2. What are the committee's priorities for elements to include in a cultural awareness training?
3. What are the specific outcomes that should be achieved by having the Council, Council staff, and/or agency partners participate in a cultural awareness training?
4. What is the prioritization of topics that should be included a training or workshop? A non-exhaustive list of topics includes:
 - Village and tribal protocols – best practices for engagement
 - Understanding Alaska Native societies, history, and spirituality
 - Subsistence and Alaska Native ways of life
 - Traditional Knowledge
 - U.S. laws and Alaska Natives
 - Alaska Native Organizations
 - Tribal Consultation
 - Co-Management and co-production
5. The following are a series of logistical questions for committee and Council consideration:
 - Who, or which Council bodies, should participate in a cultural awareness training?
 - Would participation in a training be voluntary, and if so, for whom?
 - What are the time constraints for the Council or Council staff participating in a training?
 - What are the committee and/or Council's goals for the frequency of a cultural awareness training (e.g., a one-time event or ongoing available option)?



QUESTIONS

