

Date: July 20, 2023

To: Mayor Bruce Harrell, Senior Deputy Mayor Monisha Harrell, Deputy Mayor Tiffany Washington, Deputy Mayor Greg Wong, Seattle City Council President Debora Juarez, Councilmember Lisa Herbold, Councilmember Tammy Morales, Councilmember Kshama Sawant, Councilmember Alex Pedersen, Councilmember Dan Strauss, Councilmember Andrew Lewis, Councilmember Teresa Mosqueda, and Councilmember Sara Nelson

From: Vice Chair Donny Stevenson, Councilmember Jay Mills, Councilmember Jeremy Takala, Councilmember Suzanne Sailto, Cece Hoffman, Esther Lucero, Derrick Belgarde, Asia Tail, and Jaci McCormack

Subject: 2023 Annual Work Plan

In accordance with [Ordinance 126512](#), the Indigenous Advisory Council (IAC) shares the enclosed annual work plan with the Mayor's Office and Seattle City Council.

Background

[Ordinance 126512](#) created the IAC to advise local government on issues affecting American Indian, Alaska Native, and Native Hawaiian people. The IAC consists of nine members with demonstrated commitment and expertise in advancing Indigenous knowledge, values, and priorities through equitable public policy development and implementation.

Formed in 2022, the IAC developed a collective vision of a culturally grounded local advisory body that acts as a trusted advocate, advisor, and connector among City partners on issues impacting Tribal and urban Native communities. The City of Seattle's government-to-government relationship with Tribal Nations continues to be fulfilled by the [Office of Intergovernmental Relations](#), while the IAC works to engage a diverse range of Indigenous communities in public policy.

Indigenous Approach to Public Policy

The IAC utilizes an Indigenous approach to public policy that is built on honoring political relationships and advancing racial equity. American Indian, Alaska Native, and Native Hawaiian people are often categorized as a race from a colonial perspective, yet as members of sovereign nations, many Native people also carry a political status. Many Indigenous communities hold unique political and legal rights stemming from the government-to-government relationships of Tribal Nations and the federal government. Through treaties, laws, court rulings, regulations, and executive orders, many Indigenous communities are beneficiaries of a unique trust relationship designed to provide for the health and well-being of the communities that ceded hundreds of millions of acres land and resources to create and sustain the U.S. government. The federal trust responsibility spans issues of housing, health, nutrition, economic development, and education. The [chronic underfunding of these trust and treaty obligations by the federal government is well documented](#) and when combined with institutional racism and inequitable practices of federal, state, and local governments, fuel [economic and health disparities experienced by Indigenous people](#).

The historic formation of the IAC strives to honor the political class of these community members and works to fulfill the City's commitment to advancing racial equity. The IAC works to undo institutional and systemic racism that have resulted in generational and on-going impacts to Indigenous communities through a strengths-based equity approach that centers culturally responsive and community-defined solutions, priorities, and investments.

The following annual work plan utilizes this Indigenous approach to guide the collective goals and priority actions of the IAC. The IAC will present the 2023-2024 Annual Work Plan at the July 20th Governance, Native Communities, and Tribal Governments Committee meeting. We look forward to partnering with you to advise on issues impacting Indigenous communities.

2023 Indigenous Advisory Council Annual Work Plan

In May 2023, the IAC adopted a 2023-2025 strategic plan (Attachment A) to define collective goals and priority activities for the council to lead in collaboration with government and community partners. The following tables are adapted from the 2023-2025 strategic plan to highlight key actions in 2023-2024.

Strategic Priority Area Development >> Setting a foundation for success		2023			
		Q1	Q2	Q3	Q4
Goal 1: Establish a culturally grounded local advisory body that acts as a trusted advocate, advisor, and connector among City partners on issues impacting tribal and urban Native communities	<ul style="list-style-type: none"> Hold regular full council meetings to facilitate relationship building (internal and external), information sharing, and provide oversight of priority activities 	x	x	x	x
	<ul style="list-style-type: none"> Develop and periodically revisit culturally grounded group values 	x			
	<ul style="list-style-type: none"> Develop and periodically revisit bylaws to define group self-governance protocols 	x			
	<ul style="list-style-type: none"> Develop member orientation resources and training schedule to empower IAC members to exercise full capacity as public commissioners 		x	x	
	<ul style="list-style-type: none"> Provide new member orientation to empower IAC members to exercise full capacity as public commissioners 	x		x	
	<ul style="list-style-type: none"> Steward program expense resources to compensate community expertise and advance the goals and priorities of the IAC 	x	x	x	x
	<ul style="list-style-type: none"> Incorporate meeting activities and networking opportunities that strengthen teamwork, unity, coordination, and communication for the work ahead 	x	x	x	x
	<ul style="list-style-type: none"> Leverage the strengths, knowledge, experience, and relationships of the IAC members and staff to guide priority actions 	x	x	x	x
Strategic Priority Area Annual Planning >> Mapping action steps and evaluating progress		2023			
		Q1	Q2	Q3	Q4
Goal 1: Collaboratively set overall goals, priorities, and action steps for the IAC and strategically engage City partners to garner broad institutional support of and accountability to the IAC	<ul style="list-style-type: none"> Strategic planning & coordination <ul style="list-style-type: none"> Develop and adopt 3-year strategic plan Develop, adopt, and update annual work plan Develop and implement committee structure Continuously evaluate and reflect on IAC progress, challenges, and opportunities Align and map annual IAC meeting calendar Monitor local policy to identify upcoming and emergent policy opportunities 	x	x		
	Goal 2: Evaluate and reflect on IAC progress and challenges to				

improve decision-making, target impact, and increase effectiveness as a culturally grounded local advisory body	<ul style="list-style-type: none"> City engagement <ul style="list-style-type: none"> Present annual work plan and annual report to SCC and MO Present annual update on the IAC at a Governance, Tribal Governments, and Native Communities Committee meeting Support an annual Tribal Nations Summit 		x	x	
	<ul style="list-style-type: none"> Develop relationships within City government <ul style="list-style-type: none"> Meet with Mayor's Office Meet with Seattle City Council Meet with Department leadership Meet with Central Staff 			x	x
	<ul style="list-style-type: none"> Strengthen relationships with partners to strategically advance IAC priorities <ul style="list-style-type: none"> Identify and meet with Indigenous-led and Indigenous-serving organizations Identify and meet with non-Native community partners such as philanthropy, businesses, academic institutions, sports franchises, etc. 	x	x	x	x
Strategic Priority Area		2023			
City Budgeting >> Advocating for collective priorities		Q1	Q2	Q3	Q4
Goal 1: Cultivate broad institutional support for budget and policy priorities that are culturally grounded and advance the well-being of American Indian, Alaska Native, and Native Hawaiian people by fulfilling trust, treaty, and racial equity obligations to tribal and urban Indian communities	<ul style="list-style-type: none"> Through engagement with City leadership, identify and assess potential change requests or new investments that may impact American Indian, Alaska Native, and Native Hawaiian people and communities 		x	x	x
	<ul style="list-style-type: none"> Monitor City budget process to identify upcoming and emergent budget opportunities aligned with IAC priority activities 	x	x	x	x
	<ul style="list-style-type: none"> Develop protocols to identify a set of budget and policy priorities for recommendations to the Mayor's Office and SCC on that align with IAC priority activities (2025-2026 budget) 			x	x
Strategic Priority Area		2023			
Systems Transformation Committee >> Guiding structural reforms that drive equitable outcomes		Q1	Q2	Q3	Q4
Goal 1: Co-create systems transformations that drive adequate resourcing, better coordination, and respectful and appropriate engagement with	<ul style="list-style-type: none"> Convene quarterly Tribal Caucus meetings to assess unique needs of elected tribal leaders of Federally Recognized Tribes engaged in IAC 	x	x	x	x
	<ul style="list-style-type: none"> Develop relationship with Central Staff with emphasis on expertise in Indian law and issues impacting Native communities 			x	x
	<ul style="list-style-type: none"> Advocate to retain SCC committee focus on Tribal Governments and Native Communities 				x

Tribal Nations, urban Indian organizations, and Indigenous communities	<ul style="list-style-type: none"> Advise on citywide training to increase awareness and understanding of trust and treaty obligations to Tribal Nations and American Indian, Alaska Native, and Native Hawaiian people 				x
	<ul style="list-style-type: none"> Facilitate discussion among City and Indigenous partners to gather input for informed decision-making and collaborative policy making on committee priority activities 	x	x	x	x
	<ul style="list-style-type: none"> Collaborate on legislation formalizing City commitment to engagement with Native communities 			x	x
Strategic Priority Area		2023			
Thriving Indigenous Communities Committee		Q1	Q2	Q3	Q4
>> Advancing Indigenous wellness by addressing issues of housing / homelessness / health / gender-based violence / youth					
<p>Goal 1: American Indian, Alaska Native, and Native Hawaiian people lead healthy and prosperous lives grounded in cultural and community connections</p> <p>Goal 2: Tribal and urban Native communities build generational and community wealth to restore wellness to Indigenous communities and Tribal Nations</p>	<ul style="list-style-type: none"> Draft, review, and adopt committee charter <ul style="list-style-type: none"> Define committee structure, membership, and leadership Refine committee scope and priority projects and activities Define opportunities for community engagement Develop annual committee calendar 		x	x	
	<ul style="list-style-type: none"> Draft language to frame key issues and articulate messaging points with social determinants of health that impact Native households 		x	x	
	<ul style="list-style-type: none"> Identify City/community partners, allies, and potential collaborators <ul style="list-style-type: none"> Identify and inventory Indigenous serving programs and organizations Develop initial community engagement and listening opportunities through committee work Prioritize, map, and develop relationships 			x	x
	<ul style="list-style-type: none"> Begin development of recommendations to resource (operations & capital) culturally attuned service providers 			x	x
	<ul style="list-style-type: none"> Meet with City/regional partners to identify specific opportunities for collaboration and/or joint advocacy on City initiatives, programs, activities, policy, and budgets to advance committee goals, including but not limited to: <ul style="list-style-type: none"> Generational Wealth Initiative (DON), Housing Levy (OH), 2035 Comprehensive Plan (OPCD), King County Regional Authority on Homelessness, Black Homeownership Initiative, Seattle Promise Program (DEEL), Native Education Program (SPS), Social service grants (HSD & DEEL), Behavioral health services (PHSKC & AIHC), SPD/UIHI MMIP data reforms, recreation and community space partnerships for youth (SPR), etc. 			x	x
	<ul style="list-style-type: none"> Explore and support partnerships between Tribes, urban Native organizations, and government such as SPS, SPR, DEEL, HSD, OH, HSD, PHSKC, SPD, City Attorney's Office Explore and support partnerships between Tribes, urban Native organizations, and community partners such as philanthropy, businesses, academic institutions, sports franchises, etc. 				x
	<ul style="list-style-type: none"> Begin development of protocols for collaborating with FEPPL Oversight Committee, DEEL, HSD, and OH to advise on City policies, programs, and activities impacting Indigenous people 				x

Strategic Priority Area Indigenous City Committee >> Cultivating Indigenous futures by addressing issues of arts & culture / placemaking / environmental justice & food		2023			
		Q1	Q2	Q3	Q4
<p>Goal 1: American Indian, Alaska Native, and Native Hawaiian people feel a sense of belonging & connection and have access to thriving community spaces that embody Indigenous values, cultures, histories, stories, languages, and art woven into the built environment and natural spaces</p> <p>Goal 2: Generations of tribal and urban Native communities steward and sustain thriving ecological and cultural ecosystems</p>	<ul style="list-style-type: none"> • Draft, review, and adopt committee charter <ul style="list-style-type: none"> ○ Define committee structure, membership, and leadership ○ Refine committee scope and priority projects and activities ○ Define opportunities for community engagement ○ Develop annual committee calendar 		x	x	
	<ul style="list-style-type: none"> • Draft language to frame key issues and articulate messaging points with social determinants of health that impact Native households 		x	x	
	<ul style="list-style-type: none"> • Identify City/community partners, allies, and potential collaborators <ul style="list-style-type: none"> ○ Identify and inventory Indigenous serving programs and organizations ○ Develop initial community engagement and listening opportunities through committee work ○ Prioritize, map, and develop relationships 		x	x	x
	<ul style="list-style-type: none"> • Begin development of recommendations to resource (operations & capital) culturally attuned service providers 			x	x
	<ul style="list-style-type: none"> • Explore repatriation of cultural items from local public institutions 			x	x
	<ul style="list-style-type: none"> • Engage in joint advocacy to encourage DOI Federal Indian Boarding School listening session in the region 		x		
	<ul style="list-style-type: none"> • Meet with local partners to identify opportunities for collaboration and/or joint advocacy on City initiatives, programs, activities, policy, and budgets that advance committee goals <ul style="list-style-type: none"> ○ 2035 Comprehensive Plan (OPCD), Climate adaptation and Resiliency Strategy (SCL), Citywide Indigenous Peoples Day programming (CANOES), Capital projects (SPR), Equitable Parks Fund (SPR), Indigenous-led sustainability projects (OSE & GND OB), Food Action Plan (OSE), Native Neighborhoods (OPCD & Rising Tides); Link Light Rail Indigenous planning and design (Sound Transit; Design Commission; OAC) 			x	x
	<ul style="list-style-type: none"> • Explore and support partnerships between Indigenous entities, and government such as OED, OPCD, DON, SCL, SPU, SPR, and OSE • Explore and support partnerships between Tribes, urban Native organizations, and community partners such as philanthropy, businesses, academic institutions, sports franchises, etc. 			x	x
	<ul style="list-style-type: none"> • Begin development of protocols for collaborating with OPCD, SPR, OSE, OED, EDI Advisory Board, GND OB, to advise on City policies, programs, and activities impacting Indigenous people 				x
	<ul style="list-style-type: none"> • Begin development of protocols for collaborating with Arts Commission, Design Commission, Planning Commission, and Historic Preservation Boards to ensure Indigenous values and priorities are integrated into cultural placemaking projects across the City 				x
<ul style="list-style-type: none"> • Develop shared directives for Green New Deal (GND) Indigenous-led sustainability projects 		x	x	x	
<ul style="list-style-type: none"> • Begin advisement on Tribal and urban engagement for Climate Adaptation and Resilience Strategy 				x	
<ul style="list-style-type: none"> • Begin advisement on the development of an Indigenous element in the Comprehensive Plan 				x	

Abbreviations

City of Seattle (COS); Department of Education and Early Learning (DEEL), Department of Neighborhoods (DON), Equitable Development Initiative (EDI), Families, Education, and Preschool Promise Levy (FEPPL), Green New Deal (GND), Green New Deal Oversight Board (GNOB), Human Services Department (HSD), King County Regional Homelessness Authority (KCRHA), Mayor's Office (MO), Office of Arts and Culture (OAC), Office of Economic Development (OED), Office of Housing (OH), Office of Planning and Community Development (OPCD), Office of Sustainability and Environment (OSE), Public Health - Seattle & King County (PHSKC), Seattle City Council (SCC), Seattle City Light (SCL), Seattle Parks and Recreation (SPR), Subject Matter Experts (SME), Seattle Police Department (SPD), Seattle Public Schools (SPS), Seattle Public Utilities (SPU)