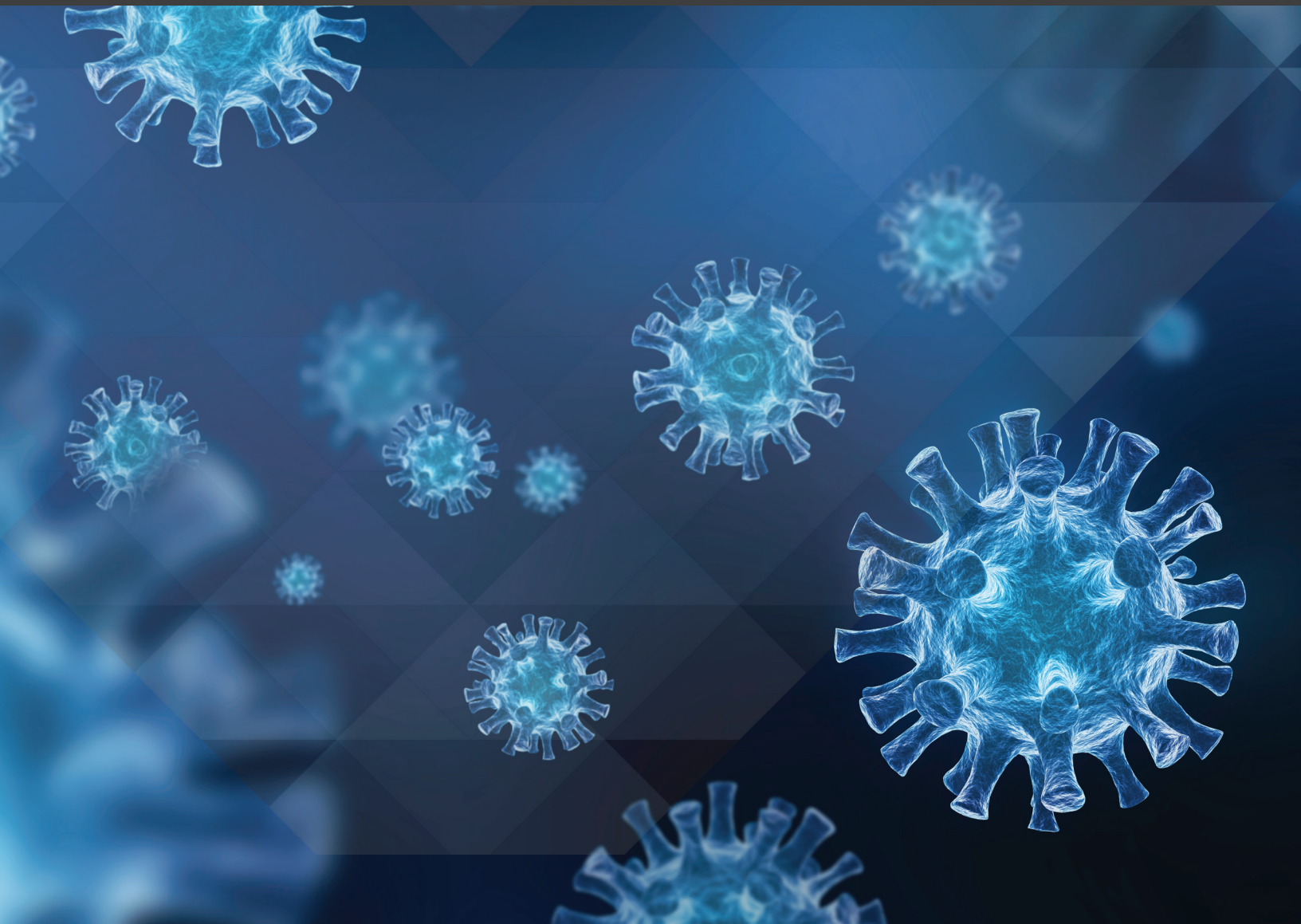


RESILIENCY IN CRISIS:

THE IMPACT OF THE COVID-19 PANDEMIC ON THE
URBAN AMERICAN INDIAN NONPROFIT SECTOR



A Report by the National Urban Indian Family Coalition

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I. URBAN INDIAN AMERICA:

WHO WE ARE

Today, more than 78% of American Indians & Alaska Natives (AI/ANs) live in urban areas and lack a collective national voice that reflects the unique generational journeys and experiences of America's most vulnerable populations – AI/AN families and children.

American Indians experience the most severe socioeconomic disparities of any group in America. A majority of our population, urban AI/ANs, face these same socioeconomic disparities without the familial, cultural, and communal supports of living on a reservation or any safety net available to American Indian families who live on reservations or tribal territories.

The range of supportive programming provided by community-based, urban AI/AN organizations is broad, covering nearly every sector of social, economic, and cultural services.

- An estimated 65% of these organizations provide comprehensive workforce development, employment, and financial education, as well as general education to our community members.
- Over 97% of these organizations are the caretakers of the next generation through the provision of culturally sound youth programming.
- In keeping with the core cultural value of honoring our elders, these organizations also provide robust elders programming.

While a small percentage of federal and philanthropic funding reaches urban AI/AN communities, they are rarely, if ever, designed to address their unique needs and challenges. For a majority of American Indians today, their urban communities have experienced decades of underinvestment, generations of forced assimilation, and systems designed to perpetuate generational poverty and disparate outcomes for all quality of life indicators. The COVID-19 pandemic exponentially exacerbates these issues, and without adequate resources and relief, a majority of our population will see unprecedented levels of socioeconomic decline.

What distinguishes urban American Indian organizations from mainstream providers is their outsized outcomes (for anyone that comes through their doors) and their culturally intelligent design of programs, services, and resources that meet the needs of their communities.

POPULATION (24 CITIES)

Total Population*:

1,697,471

**32% of the Overall
American Indian & Alaska
Native Population**



II. PURPOSE:

RESPONDING TO COVID-19

The COVID-19 pandemic has fundamentally changed life as we know it. This historic crisis has caused an unprecedented disruption to employment and critical services that will deliver a very damaging blow for urban AI/ANs – so many of whom were already balancing precariously on the margins of society.

As a result, urban American Indian communities and their network of nonprofit organizations are stepping into this breach to respond swiftly and decisively, working to stop a deeper slide into more significant disparities for urban AI/AN people.

If we fail to act now, there is a genuine chance that the hard-fought gains earned over the last ten years could simply evaporate. organizations provide comprehensive workforce development, employment, and financial education, as well as general education to our community members.

The National Urban Indian Family Coalition (NUIFC) recognizes that urban American Indian organizations have been and always will be the vanguard for responding to both embedded and imminent community needs for urban AI/AN communities. We know that these nonprofits will provide critical, on the ground responses to this national crisis and will address both immediate and future challenges for urban AI/AN communities. As a result of these significant challenges, NUIFC was compelled to act in partnership with our 40+ members and the urban communities that they serve.

We initiated this report intending to learn about the immediate impacts of the COVID-19 pandemic directly from urban AI/AN organizations and the communities they serve. In March 2020, we launched a national survey targeting our network of members, partners, and grantees (totaling well over 40 organizations). The survey provided a direct line of communication with NUIFC, where organizational and community leaders would be able to report on the issues they were experiencing "on the ground." Once tabulated and collated, the data collected by this national survey was used to inform this brief, and its recommendations for actionable, outcome-oriented strategies.



III. WHAT THE ORGANIZATIONS ARE TELLING THE NUIFC: THROUGH DATA:

COMMUNITY NEEDS

Each of the participating urban American Indian organizations have operated within their respective communities for several decades and were crucial in identifying a myriad of current and anticipated needs that emerged as a result of the pandemic.

Based on the survey data, primary needs that emerged included, but are not limited to:

- Employment Placement
- Housing stability
- Food Security
- Mental health Services

Unfortunately, over 90% of the responses received also indicated that these needs and programmatic areas would experience a “devastating,” if not “very large” negative impact upon our urban American Indian communities as a result of the COVID-19 pandemic. Each of the participating organizations is intimately knowledgeable of the inter-related nature of these needs and anticipates that the lack of services and resources to meet those needs will fuel each other to more significant, and more negative consequences for their respective communities.



Seattle Indian Health Board First Responders Beginning Their Work With A Blessing

Employment Placement

INCOME INEQUALITY IN URBAN INDIAN AMERICA

Employment Status	AI/AN	White
Labor Force:	62%	63%
Unemployment Rate:	9%	4%
Income Assistance	AI/AN	White
Public Cash Assistance:	6%	2%
Food Stamps:	25%	9%
Poverty Rate	AI/AN	White
All Individuals:	27%	11%
Individuals Under 18	34%	13%

* AI/AN alone & in combination

U.S. Census Bureau, American Community Survey 2011-2015
5 Year Estimates, 22 primary Metropolitan Statistical Areas

Many urban AI/ANs have only recently joined America's workforce – having completed some form of training and utilizing the employment placement services afforded to them by their local urban American Indian organization. However, in a cruel twist of fate, it is precisely these people who were the first to be laid off during the sudden shut down of the nation's economy. Lacking in professional experience, and possessing skill sets that are as yet still emerging, urban American Indians, along with other communities of color are disproportionately bearing the brunt of the economic damage being wrought by the COVID-19 pandemic. Once the governmental restrictions are relieved in the coming months, there will be a flood of community members in desperate need of new employment with meaningful wages. To meet this challenge, AI/AN organizations within the workforce development arena will need full support from public, policy, and philanthropic decision-makers to provide adequate resources to meet this anticipated surge in participants.

Housing Stability

Every urban AI/AN community has challenges when it comes to affordable, accessible, and quality housing. Lack of affordable housing coupled with archaic and arbitrary placement practices has, for years, exacerbated housing and homelessness issues facing urban American Indian communities. As a result, many urban AI/AN people were already cohabitating with their friends and relatives who were fortunate enough to have a living space of their own (popularly known as "couch surfing"). While not ideal, it stood as an example of how urban American Indians pull together to support members of their community, especially during times of crisis. However, with the sudden and violent downturn in the U. S. economy as a result of the COVID-19 pandemic, there is now a very real likelihood that even those who do have housing will lose their means for maintaining it (i.e., they have suddenly lost their incomes, and with it their ability to pay their rent or mortgages).

What is truly frightening is that this increase in housing displacement will most assuredly explode at an exponential rate for urban AI/AN communities as all who reside within these homes will be evicted – homeowners and guests alike. Many of the

participating organizations anticipate a significant surge of housing and homelessness issues that will dramatically outpace any other communities facing similar challenges.

"Our emergency shelter is losing approximately \$14,000 a month due to COVID-19 and the stay at home order with social distancing. Our operation costs remain the same."

- Deb Foster, Executive Director,
Ain Dah Yung Center
St. Paul, Minnesota

Food Security

As has been widely documented, a majority of the urban AI/AN communities represented in the survey have been classified as “food deserts” – localized areas completely devoid of quality, all-natural food sources, or commercial enterprises that could provide them to consumers living within the affected areas. Given these dynamics, many urban AI/AN communities already experience severe deficiencies relating to proper nutrition, adequate health and weight management, and sustainable nutrition for their youth. Food security issues have plagued urban communities for generations, and many Native families depend upon external offerings for nutrition beyond what their incomes and geographic locations could support. For most, federal Supplemental Nutrition Assistance Programs (otherwise known as SNAP), meal programs offered within their local public schools, and food assistance programs of urban AI/AN organization have served as critical sources of good, healthy food.

Survey results indicated an overwhelming concern for food security as the COVID-19 pandemic disrupts or cuts off available sources of food due to the participating organizations’ sudden closures due to states’ public health restrictions. Compounding this issue are the immediate economic impacts as many urban AI/ANs are victim to mass lay-offs or have jobs that are deemed non-essential and are prohibited from returning to work, resulting in a significant increase in food insecurity. Despite the efforts of some local school districts to sustain their meal programs during this disruption, it is by no means adequate to sustain the needs of whole families. As with other issues noted in this report, food insecurity is a generational disparity that will be severely exacerbated and continue to persist for urban American Indian communities long after the immediate COVID-19 crisis subsides. Each of the participating organizations is working diligently to find ways to maintain their food outreach efforts in the face of the government shutdowns and social distancing requirements. However, the demand now is far outpacing their available supplies.

Mental Health

Here again, a silent pandemic of behavioral and mental health trauma has long since been impacting urban American Indians and Alaska Natives well before this most recent national calamity. Only recently have our mental health physicians been able to successfully destigmatize mental health as a legitimate concern to be taken seriously by both practitioner and community members alike.

In the wake of the trauma now being unleashed throughout urban AI/AN communities as a result of the COVID-19 pandemic and ensuing dramatic economic contraction, new and volatile stressors are bearing down on our people as they struggle to survive. As a result of the government imposed closures in response to this crisis, many mandatory reporters who typically serve as the front line of defense against ongoing harm and abuse perpetrated against our youth have had their contact with these vulnerable children wholly severed. Additionally, many of our vulnerable adults are now forced to remain in quarantine with the perpetrators of domestic abuse, with little to no recourse to escape. Add to this the pressures of sudden job loss, the potential or actuality of losing

one's home, or the inability to provide adequate food for their families, and a vast mental health crisis is now emergent.

While many of our respondents have made significant strides towards implementing tele-mental health and online mental health case management activities via internet-based platforms, the ability of our community to access and engage with practitioners through these new methods remains incredibly limited due to the lack of available internet, or due to the lack of IT hardware for urban AI/ANs. Once the COVID-19 crisis subsides, our respondents anticipate a commensurate surge in mental health trauma needs for all age groups within all urban AI/AN communities as well. Psychological distress from isolation and quarantine can lead to mental health and substance use disorders, especially in communities that have been previously oppressed, such as been the case historically for AI/ANs. The loss of freedom, isolation, inability to be with loved ones, and the ensuing depression during this season will leave long-lasting effects even once the country is back to normal.

More Community Needs

Beyond the four principle concerns covered, many of the respondents also indicated that several other critical programs that urban American Indian communities are dependent upon are completely disrupted or shuttered entirely as a result of the governmental actions to combat the pandemic.

These services include but are not exclusive to:

- In-person k-12 schooling
- Adult Basic Education
- Food Security
- Mental Health Services
- Youth Programming

A majority of the organizations have indicated through the qualitative portion of the survey that they have successfully transitioned several of these operations to a distance model using internet-based platforms. However, these organizations are once again confronted with a longstanding barrier that has plagued all American Indian communities – so many of our people still lack adequate access to the internet, and many simply do not possess the resources to access the IT hardware necessary to engage within internet-enabled programming.

With many of their chosen public locations now shut down as a response to COVID-19 (public libraries, coffee shops, cafes, public schools, plus many of the urban American Indian organizations themselves have had to close their doors as they were deemed “non-essential”), urban American Indians now have even less access to the internet or the hardware necessary for remote options to work. Once again, our urban AI/AN communities have been placed at a considerable disadvantage when compared to non-Native, more affluent communities. In short, despite the remarkable efforts of our urban American Indian organizations to transition to remote services via the internet, so many members of their respective communities remain unable to connect and access the benefits of these critical services.

URBAN INDIAN COMMUNITY-BASED ORGANIZATIONS DATA SET

24 Cities

45 Organizations

1,505 Employees

\$152.5 Million Combined Economic Impact

76,897 Clients Served Annually

450,000 People Engaged Annually*

65% Provide Employment & Workforce Education

97% Provide Culturally Responsive Youth Programming



ORGANIZATIONAL NEEDS

All told, 45 organizations responded to the NUIFC survey. Combined, this network of urban AI/AN organizations comprises a workforce of 1,505 employees; a combined annual operating budget of \$152.5 million; and a combined annual unduplicated client population of 76,897 people who receive services at their sites. Beyond these impacts, these organizations also engage in a variety of touchpoints with their respective communities through ongoing community-wide events that they convene throughout the year. As hubs of community activity, often hosting pow-wows, health fairs, civic marches, and demonstrations, Get Out the Vote events, cultural practices (funerals, weddings, ceremonies), art exhibitions, elder gatherings – urban American Indian organizations are integral to the life, health, and vitality of their communities. These events are attended by so many more community members who do not receive services through direct programming but are nonetheless members of their urban AI/AN communities. When these touchpoints are taken into effect, and the numerical turnouts for these events are tabulated, over 450,000 community members are impacted by the work of these organizations. The positive influence that these organizations have on urban communities throughout the United States cannot be overstated. Both in terms of service provision, as well as directly employing community members within their ranks, these 45 organizations collectively comprise a massive economic footprint within urban Indian America.

While urban AI/AN communities were born out of resilience and courage, the COVID-19 pandemic has dealt a devastating blow to them, as well as the community-based organizations that have served as pillars of safety, stability, and security for decades.

Based on the results of our survey and coupled with our direct and ongoing communication with the Executive Directors from these organizations, a very dire picture has quickly emerged regarding the impact of having services either disrupted or completely shut down as a result of the COVID-19 pandemic. From an organizational perspective, the disruption or closures of these services has immediately translated into a severe reduction of revenue originally planned on being earned during this time frame to just make budget. For many of our respondents, this projected revenue has now evaporated. Staffing costs will now not be able to

be met - causing many to initiate their lay-offs to ensure their solvency - just at the critical time when our communities need our organizations to be staffing up to provide greater services to meet the surge in needs.

An estimated \$9.9 million in expected revenue is now gone as a result of the COVID-19 disruption.

As drawn from the data collected by the survey, an estimated \$9.9 million in expected revenue is now gone as a result of the COVID-19 disruption (a collective decline in income of nearly 6% that has materialized unexpectedly and seemingly overnight). This figure is comprised of a variety of negative developments arising out of the sudden shutdown of most metropolitan areas. These include, but are not exclusive to, an inability now for urban AI/AN organizations to bill for contact hours or encounters due to the shutdown, invoicing patterns for contracts predicated on a "spend and reimburse" model have been stopped cold, as well as all tuition-based programming or services centered on training. Finally, all social enterprise revenue has also frozen due to the inability of non-essential enterprises to remain open during the crisis.

Unsurprisingly, these organizations have communicated to the NUIFC that many are now confronted with significant budget issues as a result of these disruptions to their revenue streams and the corresponding loss of income. Over one-third of the respondents (16 out of 44) have already initiated immediate staff reductions in the form of lay-offs and furloughs as a result of the crisis' impact on their revenue streams. In a twist of fate that feels exceptionally cruel, at precisely, the most critical moments of need for our urban communities, when the services are the most desperately sought after by our people, our urban AI/AN organizations have no choice but to scale back their operations, with many having to reduce programming and staff altogether.

V. RECOMMENDATIONS:

FEDERAL & PHILANTHROPIC INVESTMENT

What was communicated to the NUIC through the qualitative portion of this survey were the most critical and immediate needs of our urban American Indian organizations. If these recommendations were to be enacted, not only could these urban organizations stem the more profound adverse impacts from hitting their operations, but they might actually reverse this negative slide.

In so doing, these organizations will be better positioned to continue their work protecting and sustaining urban American Indian communities so that families, youth, and elders may endure this global pandemic, the ensuing global economic crisis, and emerge more resilient and better able to thrive.

FEDERAL POLICY RECOMMENDATIONS

Employment Services

I. Specific Funding and Policy Work for the Four Core Services Most Impacted by the COVID-19 Crisis

Returning to the four core services identified by respondents to the survey as believed to be the most impacted by the COVID-19 disruption, here are specific recommendations to provide immediate relief:

Employment & Workforce Development Services:

- At a minimum, sustain federal funding levels for WIOA 166 & 477 contracts through the U.S. Department of Labor (US DOL)
- In the face of the COVID-19 crisis, dramatically INCREASE FUNDING via established WIOA 166 & 477 contracts through the US DOL
- Allow for greater braiding of funds and coordination between WIOA 166 contracts (off-reservation) with WIOA 477 contracts (on reservation) as our people frequently co-locate between urban areas and their reservations by the US DOL
- Federal funding opportunities for dislocated workers targeting urban areas via the inclusion of urban AI/AN organizations (501c3)
- Increased federal funding to state workforce system specifically requiring some disbursements to urban AI/AN organizations

Housing Security

Native people experience the highest proportionate level of homelessness in the United States. Given the pending economic crisis that is about to hit our country, we anticipate this unfortunate statistic will only grow. To mitigate this human crisis, we recommend the following:

Housing & Urban Development:

- Immediately implement Continuum of Care policy to target outreach to urban Native organizations and fund them to do outreach, rapid-rehousing, and day-center activities.
- In response to the disproportionate homeless experienced by urban AI/ANs, the department should enact housing programs that directly serve AI/AN people in urban areas, whereby utilizing established networks between urban Indian organizations, federal agencies, and tribal departments to more effectively leverage resources.
- Development of a strategy to broadly integrate housing, community development, economic empowerment, and stability, possibly through a block grant funding structure.

Food Security

Urban AI/AN people utilize SNAP benefits at three times the national average. Access to food remains a high priority for our communities.

Access to Food:

- Immediately expand the Emergency Food Assistance Program (TEFAP) to specifically include AI/AN 501c3 nonprofit organizations. TEFAP is a federal program that helps supplement the diets of low-income Americans by providing them with emergency food assistance at no cost. USDA provides 100% American-grown USDA Foods and administrative funds to states to operate TEFAP.
- Immediately expand access to SNAP benefits to include displaced workers and increase the allotted amount per person while temporarily suspending current minimum income thresholds.

Mental Health Services

While the NUIFC generally does not engage in policy work relating to urban Indian healthcare and strongly suggests that policymakers engage with the National Council of Urban Indian Health (www.ncuih.org) and the Urban Indian Health Institute (www.uihi.org) for more in-depth information on the health sector, it should be noted that a majority of our survey respondents are not healthcare service providers but recognize the immense negative impact this pandemic will have on our collective communities.

Generally, future policy measures related to health and behavioral health during this crisis should always include Tribes, Tribal organizations, and

urban Indian organizations, as part of the trust obligation the federal government has to Tribes and their members. American Indians and Alaska Natives are incredibly resilient. However, the Indian health system is severely underfunded, and any additional resources provided should explicitly include urban Indian health care providers to ensure the entirety of Indian Country is cared for and included. It is also important to note that funding and resources be as flexible as possible during this time. Behavioral health patients may need phones with cameras for telehealth visits, food, medication, housing, and other basic needs, which all play into the social determinants of health that are severely impacted during the COVID-19 crisis.

Broadening Fund Disbursements to Include AI/AN Organizations

The NUIFC recognizes that our tribes have a nation to nation relationship with the federal government and that there are specific fund sources that must go to tribal governments. However, we also recognize that a majority of our population currently resides off the reservation and that our needs are often overlooked when resources are being distributed at both the state and federal level. To combat this from repeatedly occurring, and to achieve the desired effects of these fund disbursements, it is imperative to designate the funding to "AI/AN Organizations: Tribal or Urban." In so doing, it will ensure that the resources are utilized by the very populations it had been designated to support in the first place.

There is a precedent that can be followed for implementing this recommendation. Already, the U.S. Department of Labor has specified funding for urban American Indian organizations via the application of what is known as "166" funding - as enabled by the Workforce Investment and Opportunities Act (WIOA). Through the US DOL's

166 contracts, off-reservation and urban American Indian organizations receive direct funding from the department. This methodology could easily be replicated and adopted by all agencies throughout the federal government.

Beyond this, state governments also currently possess the ability to purposefully direct and designate federal funding into urban American Indian communities. A precedent has been set here as well regarding how states and cities have directed Community Development Block Grant funding (aka CDBG funds) to target specific communities in need of these resources. Several CDBG resources have been purposefully targeted to assist urban AI/AN populations for a variety of means of combating generational disparities. Here again, this model can be replicated throughout various state and city departments by federal mandate to ensure that federal resources are, in fact, getting to the desired communities being impacted by COVID-19, specifically urban AI/AN communities.

PHILANTHROPIC RECOMMENDATIONS

While philanthropic investment comprises just under 30% of the overall budgets of these 45 organizations, there is a clear and definite need for the philanthropic sector to invest during this critical time when these organizations are the precipice of a dramatic increase in demand for services and more limited public sector funding.

- **Provide General Support funding.** The vast majority of our respondents receive multiple governmental contracts that have been crafted upon the “spend & reimburse” model. Reimbursable contracts place the financial burden on organizations to provide all programmatic expenses upfront in order to carry out the work on behalf of the community, and then once complete, invoice their contract holder for reimbursement. Due to the COVID-19 crisis, many of the staffing patterns for both organization and contract holders alike have been massively disrupted. This disruption has, in many instances, compromised the efficiency of the invoicing patterns so critical to maintaining the revenue positions of the organization. Also, many of the respondents have revenue structures whereby encounters or “contact time” with clients is the principal means by which they are then able to invoice for reimbursement. As a result of the mandated closures, these encounter rates have taken a significant hit and have been drastically reduced in comparison to previous years – despite the nearly heroic effort put forward by these organizations to transition to remote, online-based service models (the reasons for why these newly internet-based models are not working at the capacity as hoped have been stated above).
- **Allow for Restructuring of Existing Investments:** Many of our nonprofits have an existing programmatic philanthropic investment. Currently, many foundations and individual donors are allowing the sector to restructure their philanthropic dollars into General Operating Support funding to mitigate both current and pending fiscal losses due to the pandemic. Our strong recommendation is that this is an allowable and encouraged practice at this time.
- **Provide Multi-Year Funding:** As the interrelated challenges discussed earlier continue to manifest as a result of the disruptions brought on by the COVID-19 crisis, our urban AI/AN community members will continue to experience higher comorbidity of barriers that will further inhibit their ability to survive, much less thrive. Before this crisis, traditional funding models were predicated at one-year intervals, with a few outliers allowing for two-year applications of resources and programmatic activities.
- **Invest in Civic Engagement:** This pandemic and the attendant federal response has laid bare the racial and systemic inequities embedded in our body politic. As our elected officials on both sides of the aisle grapple with how to invest in the public good, we know that people of color and economically disadvantaged American citizens are again being overlooked. Educating and empowering our communities to be civically engaged are the most effective long term responses to redirecting policies to advance the social, health, and economic well being of Native people.

V. CONCLUSION

Whether we are accepting of it or not, our world has now fundamentally changed forever. The entire human species have become connected in an unforeseen and unprecedented global effort to combat a deadly pathogen that makes no distinction between race, nationality, or economic status. For the urban AI/AN populations within the United States, the challenges posed by this crisis are far more acute, and exponentially more damaging. The reason for the more significant negative impact lies in the fact that urban American Indian communities were just emerging out of generational and decades-old disparities that have plagued them in a different way. Much like the physical activities of the COVID-19 disease, whereby individuals with underlying health conditions are far more susceptible to its lethality, the full range of persistent disparities impacting the urban AI/AN people symbolizes our pre-existing conditions. They have unfortunately condemned all of our urban relatives to much higher risk.

have been in place for generations. However, these organizations and the NUIFC remain undaunted. When examining what these organizations have been able to accomplish during their tenure, there is ample evidence to validate their position as being both effective, but also authoritative in their applied methods. What we call on now is for further collaboration between key stakeholders and these very organizations, as well as the immediate requisition of the tools necessary to assist these brave organizations in their work legitimately. In short, we call on those who can make a difference to step forward and do so, to understand what these organizations and the community are telling us and join us in this fight for our people.

However, it is not too late to act.

The NUIFC will continue to engage and advocate on behalf of our urban American Indian organizations to amplify their collective voices and to provide direct assistance to them by whatever means are at our disposal. This report is just one of many strategies that the NUIFC is pursuing on behalf of the urban AI/AN population. The organizations represented here within this report continue to diligently serve on the front lines of protecting our people and providing opportunities for them to survive and thrive. Their work reflects a dedicated commitment to building authentic equity for urban AI/AN people. The challenge has always been significant, as these disparities

ABOUT THE NUIFC

VISION

Thriving American Indian and Alaska Native urban communities.

MISSION

NUIFC elevates a national voice for American Indians and Alaska Natives living in urban communities and sustains Indigenous values and culture through a strong network of urban Indian organizations.

VALUES

- Accountability: NUIFC's approach to working with its members and Urban Indian communities is rooted in accountability, relationship, and respecting the unique inter-tribal diversity, histories, and experiences of those communities.
- Relationship: Our relationship and work with our members is rooted in transparency, trust, inclusion, and a commitment to do no harm to a community.
- Responsibility: Future success and prosperity of our Urban Indian communities rely upon our unified voice and shared responsibility to advocate and work toward our vision – thriving American Indian and Alaska Native urban communities.

ORGANIZATIONAL GOALS

1. Builds a movement that promotes a network of urban organizations through advocacy that mobilizes systems to integrate Urban Indian issues in policy discussions and implementation.
2. Builds positive and mutually supportive relationships with tribal communities, organizations, and institutions.
3. Creates a shared understanding of the unique barriers, challenges, and opportunities facing urban communities.
4. Increases awareness through sharing and promoting sustainable service and effective practice models.



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Participating Urban American Indian & Alaska Native Organizations

Ain Dah Yung Center St. Paul, MN	Division of Indian Work Minneapolis, MN	Native American Social Work Studies Institute Albuquerque, NM
American Indian Center Chicago, IL	First Alaskans Institute Anchorage, AK	Native American Youth and Family Center Portland, OR
American Indian Center of Indiana Indianapolis, ID	Heart of America Indian Center d/b/a Kansas City Indian Center Kansas City, MO	Native Women Lead Albuquerque, NM
American Indian Child Resource Center Oakland, CA	HeSapa Voter Initiative Rapid City, SD	Nawayee Center School Minneapolis, MN
American Indian College Fund Denver, CO	Indian Community School Milwaukee, WI	North American Indian Center of Boston Boston, MA
American Indian Community Development Corporation Minneapolis, MN	Indigenous Peoples Task Force 4 Minneapolis, MN	Oklahoma Indian Missionary Conference, United Methodist Church Oklahoma City, OK
American Indian Community House New York, NY	Las Vegas Indian Center Las Vegas, NV	Phoenix Indian Center Phoenix, AZ
American Indian OIC Minneapolis, MN	Little Earth Residents Association Minneapolis, MN	Pine Hill Indian Community Development Initiative South Carolina
American Indians in Texas San Antonio, TX	Lower Phalen Creek Project St. Paul, MN	Sacred Pipe Resource Center Bismarck, ND
Americans for Indian Opportunity Albuquerque, NM	MIGIZI Minneapolis, MN	Seattle Indian Health Board Seattle, WA
Bii Gii Wiin CDLF Minneapolis, MN	Minneapolis American Indian Center Minneapolis, MN	Semillas Sociedad Civil Los Angeles, CA
Center for Native American Youth Washington, D.C.	Native American Community Academy Albuquerque, NM	The NATIVE Project Spokane, WA
Chief Seattle Club Seattle, WA	Native American Community Clinic Minneapolis, MN	United Indians of All Tribes Foundation Seattle, WA
Denver Indian Center, Inc. Denver, CO	Native American Community Development Institute Minneapolis, MN	Washington Indian Civil Rights Commission Seattle, WA
Department of Indian Work-Interfaith Action of Greater Saint Paul St. Paul, MN	Native American Community Services of Erie and Niagara Counties, INC. Buffalo, NY	Wordcraft Circle of Native Writers and Storytellers Albuquerque, NM

For more information about the NUIFC please visit our website at www.nuifc.org

For questions about this publication or information therein, please contact:

Janeen Comenote (Quinault/Oglala/Hesquiaht/Kwakwiltl), Executive Director, at: jcomenote@nuifc.org