Strengthening Native girls’ safety and protection through girl-centered programming

- IMAGEN Group Fellowship Grants for Girl-Centered Programming
  - July 29th, 2019
Introducing ourselves:

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IMAGEN Project Director

Lisa Polen, MPH
IMAGEN Project Manager

Please message PGY-host with your name, email address and organization affiliation
Overall Purpose: Strengthen safety and protection of Native girls through girl-centered programs

Grant Purpose: Enhance community skills to plan, implement and assess their own girl-centered program
GIRLS ARE RESILIENT.
THEY COPE.
THEY CARE FOR OTHERS.
HENCE,
THEY ARE OVERLOOKED.
As teenagers...girls can fall off-track

A GIRL IS BORN

SHE TURNS 10

- ABUSE
- SCHOOL DROP-OUT
- TRAFFICKING

SHE TURNS 18

- SEXUAL ASSAULT
- SUICIDAL THOUGHTS
- HIV/STIs
Safe, supportive local girl societies could enhance girl and family resilience

- A PLACE TO BELONG, FEEL SAFE & DE-STRESS
- CULTURAL KNOWLEDGE & SKILLS
- SOCIAL-EMOTIONAL SKILLS
- FINANCIAL SKILLS
- HEALTH KNOWLEDGE & SKILLS
- STRONGER INTERGENERATIONAL BONDS
- SENSE OF BELONGING & SUPPORT

ABUSE
SCHOOL DROP-OUT
TRAFFICKING
SEXUAL ASSAULT
SUICIDAL THOUGHTS
HIV/STIs
How does it work?
A Girl Society in your neighborhood

• Two local adult mentors + local pre-teen/teen girls

• Weekly talking circle for girls to relax, belong, bond & learn
Five Wicincala Society communities
Where are Girl Society meetings held in each neighborhood?

Existing community space

- Clearly sign-posted
- Safe for girls
- Reserved weekly for girls
- Pre-announced, consistent location

Girl Society
meets here,
Saturdays 1-3pm
White Buffalo Calf Women’s Society

Wicincala Omaskekiciye

Girl’s Society

Meetings will be held every Sunday
St. Francis at Community Center at 1:00 - 3:00 pm
Rosebud at Community Center at 1:00 - 3:00 pm
Parmelee at Community Center at 4:00 - 6:00 pm
Antelope at WBCWS Her House at 1:00 - 3:00 pm
Winner/Ideal at Winner Community Center at 1:00 - 3:00 pm

All young ladies 10-17 years old are honorably invited

For more information, please contact
Core principles

• Reach girls in communities with greatest need

• Early enough to make a difference

• With appropriate content
Grant duration: 6 months (Nov 1 – Apr 30)

- Month 1 (Nov): Training & community diagnostic
- Month 2 (Dec): Planning; set up Jan meetings
- Month 3 (Jan): Community dialogue & permissions; Recruit & train mentors
- Months 4-6 (Feb-Apr): Schedule guest speakers, recruit girls, start groups

A full program cycle is 9- or 12-months in length

- Within the grant period, 2-3 months of programming should be possible

IMAGEN will provide

- Timeline of implementation steps with guided instructions
- Sequenced session plan & facilitation materials for a 12-month program cycle
Selected grant-period activities

• Establish neighborhood meeting places
  • Meet with tribal leadership, community councils
  • Community agreements to keep the space safe, building unlocked & reserved for weekly Girl Society

• Recruit and train mentors
  • 2 + 1 back-up per girl group

• Get the word out!
  • Social media
  • Radio announcements
  • Create & distribute flyers (door-to-door, community events, at schools, on bulletin boards)

• Involve guardians & elders!
  • Frequently invite community to open houses
  • Schedule guardian & elder speakers as honored topic experts
  • Encourage guardians to attend any meetings they wish

• Keep girls coming!
  • Offer fun, interactive activities, with useful knowledge and skills
  • Make girls feel welcomed, comfortable and in-charge
  • Plan competitions between Girl Society groups
Example topics in full program cycle (9 or 12 months)

- Indigenous cultural values, traditional knowledge systems, your tribal history
- Awareness of self and others
- Stress-reduction and self-care
- Communication, relationship and problem-solving skills
- Working together as a team
- Goal-setting, decision-making
- Conflict resolution and de-escalation
- Safety, well-being and how to seek help
- Sacredness of my body and my health
- Economic and financial literacy
- My education plan
- Our community project
How to apply
Logistics, budgeting and more
Requirements for applicants

Qualifications

• Prior experience with community-based programs, preferably with youth or women
• Residence in or near a tribal community and/or urban Indian neighborhood

Within grant outputs

• Before end of grant period
  – Establish a local safe space for girls in your community, recruit girls, and begin meeting as a Girl Society
  – Societies can consist of girls ages 10-19, and ideally within 3-5 years of each other
  – Each local Girl Society should have
    • 2 adult mentors (+ 1 backup)
    • at least 4 girl participants
  – Serve about one girl for each $2,000 awarded
    • E.g., a $10,000 award should serve 5 girls

Within grant activities

• Attendance of two staff at two in-person workshops
• Participation in 3 of 4 monthly virtual Talking Circles
Eligibility

- Eligible organizations include but are not limited to: Federally or state recognized tribal governments and programs, tribal 7871 entities, Native-controlled nonprofit and community organizations and groups, and women-led Native groups and organizations.

- Applicants that are not part of an organization can apply if they have a fiscal sponsor.

- Applicants can be located in rural or urban areas and must serve Native American or Alaska Native communities.
Required application documents

- A completed IMAGEN Group Fellows grant submission form
- Key staff bios (of at least 2 staff)
- Tax-status documentation (if using a fiscal sponsor - submit the sponsor’s documentation)
- A completed Project Plan
Applications are due on August 30, 2019

Successful applicants will:

1. Have experience working with adolescent girls or young women (10 pts)
2. Demonstrate capacity to implement a girl-centered program based on past community activities (20 pts)
3. Be detailed in the project proposal with clear and realistic objectives and goals (30 pts)
4. Describe how girls’ views (10 pts) and Native values (10 pts) will guide program planning and implementation
5. State how potential staff turnover will be addressed (5 pts)
6. Have a reasonable budget against stated objectives and goals (5 pts)
7. Name & describe the specific Native communities or urban neighborhoods proposed activities will occur in (5 pts)
8. Be located in a state or geographic area where multiple groups apply, so a hub of activity and mutual-learning for girl-centered programming can be established (5 pts)
Allowable costs (include but not limited to)

- Indirect Costs (up to 15 percent)
- Girl Society mentor/facilitator stipends
- Curriculum development and enrichment
- Production, printing for flyers, radio ads or other media to inform families and recruit girls
- Transportation expenses to plan, set up and implement the societies in your community
- Food, beverages, and craft supplies for use during Girl Society groups
- Printing and stationary
- Other as approved
The application

Section explanations, how-to, uploads and Q&A
Organization Information

• Fill out all your organization information here

• If you are an un-affiliated group select one member for this section and upload bios for all participants

• Tip: type all your answers into a word document and cut and paste into the web application because the web form will not save until it is submitted
Organization Information (2)

- Describe your organization’s mission, history and current programs.
- If you are using a fiscal sponsor, describe the members of your group, your history working with girls, and include the mission of your fiscal sponsor.

**Organization Description**

Share your organization's mission, history and current programs. If you are an unincorporated group, please describe the members of your group, your history of working with girls, and the mission of your fiscal sponsor (500 words or less).
Tax Status

• Select the tax status of your organization

• Fill in your tax id

• If you are using a fiscal sponsor select “Fiscal Sponsor” here – there is a section further down that will ask for your Fiscal sponsor’s details.
Program Information: Capabilities and Gaps

• Describe what the current situation is for girls is like in your community.
  • What are the available resources?
  • Are there programs that address the needs of girls in your community?
  • What is missing from your community?
  • What are the most pressing needs for girls?
  • There are no word limits for these questions
Program Information: Program Description

• Use this space to describe the key components of the program.

• This can be to enhance an existing program or create a new program.
Program Information: Objectives

• Fill in and upload the Program Plan and objectives

• List all the objectives/outcomes in your program.

• Each activity should have a measurable outcome, a timeframe and a location.

• Be as specific as possible
Program Information:

**Program Plan**

- Download the template from the website
- List each objective
- Fill in a measurable outcome, measurement type, begin and end date for each objective

<table>
<thead>
<tr>
<th>Objective</th>
<th>Outcome</th>
<th>Measurement</th>
<th>Begin Date</th>
<th>End Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>example: Mentors trained</td>
<td>30 mentors trained in girl centered programming, all mentors attend 3 girl-centered workshop trainings</td>
<td>Number of mentors trained</td>
<td>30-Nov-19</td>
<td>30-Mar-20</td>
<td>White River Community</td>
</tr>
</tbody>
</table>
Program Information: Narrative

• The narrative should tell the story of how you came to prioritize your objectives

• It should explain how you will achieve each objective

• It should include any information listed in the assessment criteria that has not previously been addressed

Girl Program Narrative *

The narrative should tell the story of how you came to prioritize your program plan and program objectives. Use this section to address anything in the selection criteria section that you have not yet addressed, for example:

a) How staff turnover will be addressed
b) How girls’ views and Native values will guide program planning and implementation
Program Information: Budget Request

- Enter the total budget you are requesting from IMAGEN
- Applicants who are selected will be required to submit a detailed budget and budget narrative within 2 weeks of notification
- There is a 15% overhead cap
- Travel to workshops should not be included
Program Information: Key Bios & tax documentation

- Upload one document with key bios of at least two staff members
- Groups using a fiscal sponsor should upload bios for all group members
- Upload proof of tax status
  - Groups using a fiscal sponsor should upload the documentation from the fiscal sponsor

Attach key bios *

[UPLOAD BIOS]

Tax Status documentation *

[UPLOAD TAX STATUS DOCUMENTATION]
Fiscal Sponsor Information

• US based, Native controlled community groups that do not have 501(c)(3) non-profit status are eligible to apply for funding in partnership with a qualified fiscal sponsor.

• A fiscal sponsor is an organization with IRS 501(c)(3) nonprofit status that serves as the official recipient of charitable donations on behalf of a partner organization.

• Fiscal sponsors are not required to be Native-controlled

• The fiscal sponsor is legally responsible for the grant and must also sign any agreements made with IMAGEN.

• Ensure the fiscal sponsor is an appropriate partner for your organization and is willing to provide confirmation of the partnership
Deadlines and Notification

- The application deadline is August 30, 2019
- All applications must be submitted through the grant page on the IMAGEN website
- All applicants will receive notification about the award by October 1, 2019
- https://www.imagen-network.org/grants
Logistics – Contracts and funding

• Awards and contracts will be managed through the Girl Center for Innovation and Research and Learning at Population Council
• Grants will be paid on an expenditure basis, awardees will submit a quarterly invoice and will be paid within 60 days
• In some circumstances small amounts of start-up costs could be advanced to awardees
Workshop dates and locations

• The first workshop will take place during the first two weeks of November. Exact dates and locations will be announced in early September.

• IMAGEN will determine the workshop locations based on the locations of the awardees.

• Workshops will include IMAGEN awardees + a limited number of additional participants.
Logistics: Travel and workshops

• IMAGEN will reimburse the travel costs for two people from each awardee group to the workshops, this cost should not be included in the budget request.

• If flights are necessary IMAGEN will book flights for participants.

• IMAGEN will reserve a block of hotel rooms for participants, but participants will book and pay up-front for their own rooms.
Logistics: Reimbursement

In order to be reimbursed, organizations must
• Completely fill out and submit the reimbursement form we will supply
• Receipts must accompany the completed reimbursement form

Keep all receipts!
Logistics – Expense reporting

IMAGEN Reimbursement Form
IMAGEN Girl Society Workshop
Please refer to the information on the next page for instructions.

Name: ____________________________

Mail Check to: ____________________________

Or wire transfer to bank account
Bank Name: ____________________________
Bank ABA number: ____________________________
Account Number: ____________________________
Account type: ____________________________
Account name: ____________________________

Meals and Incidentals: TBD per day allowance for meals and incidentals – see next page for further instructions. Please note that, if a meal was provided during a workshop but you chose to eat elsewhere instead, you will not be reimbursed for that purchased meal.

<table>
<thead>
<tr>
<th></th>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
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<tbody>
<tr>
<td>Breakfast</td>
<td>$</td>
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<tr>
<td>Lunch</td>
<td>$</td>
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<tr>
<td>Other</td>
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<tr>
<td>Tips</td>
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<tr>
<td>Total</td>
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</tbody>
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Airfare & Associated Expenses (only complete if airfare was not purchased by IMAGEN)

<table>
<thead>
<tr>
<th>Purchase Date</th>
<th>Airfare</th>
<th>Agency Fee</th>
<th>Baggage Check</th>
<th>Airline name and ticket #</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
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<tr>
<td>Total</td>
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Hotel – IMAGEN will reserve a block of rooms but participants are responsible for booking the rooms and submitting receipts for reimbursement.

Most hotels require a credit card upon check-in to cover incidental costs (room service, movie rental, etc.). If you do not have a credit card, please plan to arrive and check in with someone from your organization who has one and is willing to cover your incidental room charges.

<table>
<thead>
<tr>
<th>Room Rate</th>
<th>Night 1</th>
<th>Night 2</th>
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<tbody>
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<td>$</td>
<td>$</td>
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<tr>
<td>Tax</td>
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<td>$</td>
</tr>
<tr>
<td>Total</td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

- Save all receipts
- Reimbursement by check or wire transfer
- Reimbursement takes 4-6 weeks after form has been submitted
Questions and Answers

• Email: info@imagen-network.org
• Website: www.imagen-network.org
• Grant: www.imagen-network.org/grants