



NATIVE AMERICANS
IN PHILANTHROPY

PHILANTHROPY SELF-ASSESSMENT FOR WORKING WITH TRIBAL COMMUNITIES

THE MISSION OF NATIVE AMERICANS IN PHILANTHROPY IS TO PROMOTE EQUITABLE AND EFFECTIVE PHILANTHROPY IN NATIVE COMMUNITIES. Native Americans in Philanthropy engages, educates, and empowers a sacred circle of Indigenous peoples, philanthropies, and allies

to create **healthy** and sustainable communities for all. Native Americans in Philanthropy has supported flagship program areas: educating philanthropy, enhancing Native nonprofit leadership, and investing in data and research to drive philanthropic investments to achieve this vision. We educate and engage funders through an Indigenous lens about our shared history, experience, and issues to promote healing for our communities and throughout the nation.

We have created this resource to help you take stock, analyze, and create a baseline for where you are in working with tribal communities as you continue on your learning journey.

This self-assessment is a tool for you. Use it to determine where you are in your work with tribal communities, Native organizations, and Indigenous peoples, and to identify areas that can be strengthened as you move towards equity and effectiveness. This assessment is meant to spark internal discussion and aid in your organization's planning and visioning. We are not asking for you to report any information but welcome requests for assistance, support, and to serve as a cultural guide.

PHILANTHROPY SELF-ASSESSMENT FOR WORKING WITH TRIBAL COMMUNITIES

1 Does your organization have values, a vision, or a mission which speaks to racial equity and/or justice? If so, does it specifically outline support for tribal communities, Native organizations, and Indigenous people within communities of impact?

- a.) Yes. If so, in what ways?
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

2 Does your organization support health and well-being of tribal communities, Native organizations, and Indigenous peoples?

- a.) Yes. If so, in what ways?
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

3 Does your organization consistently practice “Land Acknowledgement” during events and meetings, taking time to acknowledge the Indigenous peoples who originally inhabited and cared for the lands where your events and meetings are taking place?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

4

Does your organization have Native American representation on your board's leadership?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

5

Does your organization have Native American representation on staff?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

6

Does your organization provide funding specifically to tribal communities, Native organizations, and Indigenous peoples?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

7

If your organization does provide funding to tribal communities, Native organizations, and Indigenous peoples, what percentage is it of your overall giving?

8

If you give to tribal communities, Native organizations, and Indigenous peoples, is it under your general portfolio, a tribal specific portfolio, or both?

9 Has your organization historically and/or currently implemented educational programs and/or training sessions that focus specifically on Native culture and Indigenous worldview for your staff and leadership?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

10 Does your organization specifically name and purposefully include Native American population(s) in your research and data collection? If so, how do you determine a grant is effectively serving a Native community?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

11 Is your organization utilizing any Indigenous-based research methodologies in data collection or research approach?

- a.) Yes
- b.) No
- c.) We have in the past.
- d.) We plan to in the near future. What is the plan?

12 How effective is your organization at engaging with tribal communities, Native organizations, and Indigenous peoples? Do you need support to strengthen your engagement strategies with tribal communities? If so, what kind of support would be most valuable?

13 Are you a member of Native Americans in Philanthropy?