

**Arizona Native Disability Center Proposal**  
**Submitted by Sonoran UCEDD**  
**July 7, 2021**

**Overview**

The AZ "Oyate Circle" is focused on establishing a Center that will enhance services and supports for Native Americans with disabilities to achieving their individual life goals. For this proposal the AZ "Oyate` Circle" will be temporarily referred to as the "Native Center". Please see the USD Oyate` Circle in South Dakota for an example of a UCEDD Native Center: <https://www.usd.edu/medicine/center-for-disabilities/oyate-circle>. One of the primary funding partners of the Oyate` Circle is the South Dakota Developmental Disability Council along with various state and national contracts and grants. The AZ "Oyate` Circle" will utilize the outcomes and practice-based evidence in South Dakota to implement an Arizona Tribal focused Native Center. This new Native Center will be renamed using an Arizona Tribal language to represent the new "Native Center" as appropriate, to best represent the Tribal Nations in Arizona.

This proposal will focus on creating the new "Native Center" that will be designed with input, participation and expertise from our Tribal communities using a traditional approach known as "Talking Circles." These will be held across reservation communities and in cities with a high Native population to capture urban Indian perspectives and unique needs. Talking Circles are a traditional community discussion format utilized by many Tribal Nations throughout the US including Arizona. This approach is proven to be an effective strategy to gather data, input, needs assessment, comparative analysis and discussion/listening sessions for inclusion and buy-in from our Native communities and people with disabilities.

The goal of the Native Disability Center is to develop a Native focused program to increase knowledge of disability services, advocacy, and programs available to the 22 reservation communities and off reservation urban communities with significant Native American populations. The proposed Native Center will provide on-site and virtual trainings, continuing education, workshops and provide a hub for Tribal partners that want to improve services for Tribal members with disabilities. The major outcome of the proposed planning, development and implementation grant are the establishment of a Native Disability Center, enhancement of trainings and support for Tribal members with disabilities, and an infrastructure foundation for future sustainable collaborative partnership and program development.

**ABSTRACT SUMMARY**

This application proposal will implement a four-year planning, development and implementation process. The **Target Population** for this new program is an underserved population, Tribal members with disability. The 22 Tribal Nations and urban Indian populations will be the focus of this program. Tribal members have the

highest rate of disability (Section 21 of the Rehabilitation Act), more than any other cultural group.

**Year One** planning and development through community engagement, and an additional three years for implementation and sustainability of this proposed Native Disability Center at the Sonoran Center of Excellence for People with Disabilities. Arizona is a state with one of the highest Native populations and number of sovereign Tribal Nations in the US. Hence the need for specialized culturally competent services and curriculum. The Sonoran Center identified that with the 22 Tribal Nations and the urban communities with high Native American populations (i.e. Phoenix, Tucson and Flagstaff) there is a continuous unmet need for and access to disability services. There are 271,946 Native Americans in Arizona. The disability rate of working age (16-64) **Native is 27.0% (73,425 Tribal Members with disability)** compared to 6.2% for non-Hispanic Whites and 26.4% for Black populations. Approximately 12% of Native Americans, a total of 32,633, have a disability of sufficient severity to require the use of a wheelchair, cane, or crutches. Native Americans have the highest rate of disability than any other group in the state. Population data for Arizona in 2019: 31.7% of the total population was Hispanic, 54.1% were white, 4.5% were black, **3.9% were American Indian/Alaska Native** and 3.6% were Asian/Pacific Islander.

This new program will initiate on-site and virtual "Talking Circles" for various Tribal communities throughout the state. As stated, "Talking Circles" are traditional models for appropriate methods of communication and interaction. For comparative purposes, these can serve as "focus groups", "group discussions" and/or "group interviews" to build trust, establish rapport, gain stories and promote discussion that will serve to obtain comparative data and statistical analysis to better serve Indian Country. Discussions and ideas for strategies are a common outcome. The "Talking Circles" will serve as a foundation for data analysis for the Native Center". These traditional methods for sharing and storytelling build a necessary bridge between traditional and contemporary approaches to community engagement. The community buy-in produced through this familiar method produces appropriate interaction with Tribal members and the Native disability culture. The 18<sup>th</sup> Annual AZ American Indian Disability Summit is an outcome of "Talking Circles" in Phoenix and is an example of the success in gaining information from Tribal members, family members and service program representatives. These are proven models and "Practice based Evidence" in Indian Country that will be utilized as a foundation for the Sonoran Native Disability Sub-Center.

### **Timeline for Year One:**

**Year One** will consist of 6 On-Site/Virtual Talking Circles located on Tribal Nations and Urban Centers with high Native populations

- The initial outreach strategy for this project will be focused on community awareness and marketing of Talking Circles for this new project.
  - Minimum of 4 Tribal Nation based Talking Circles located in strategic geographic locations (i.e. Northeast, Northwest, Central and Southern)

- Phoenix and Tucson have significant Tribal populations and will be a target location for two (2) Talking Circles
- Talking Circles will be scheduled to accommodate pandemic restrictions determined by each Sovereign Tribal Nation as appropriate

The Talking Circles will inform what is needed and go beyond the data to determine the solution as to how it is created and what service and support the center will provide. It will be overseen by Native Americans who will be hired by the Sonoran Center where this new "Native Disability Center" will be housed.

- A search will be conducted to ensure a Tribal Member with extensive experience in human services with a preference of disability specific professional and personal experience will be conducted.
- Mr. Jim Warne, Owner of Warrior Society Development, LLC and partner for the Sonoran Disability Native Center, will serve as Executive Director and Adviser for the Native Center Director and will provide administrative support for the center and staff.
- Mr. Wayne Weston, the Coordinator for the University of South Dakota Oyate` Circle program, will be contracted through an inter-UCEDD agreement to serve as an administrative training and support person for this new project.
- Once the new "Native Center" Director is hired they will be expected to administer the Native Center and conduct the six (6) Talking Circles and activities for year one (years 2-4 if continued) of this project

During Year One various activities, partnership meetings and develop and/or participate, such as trainings, technical assistance, and local events will begin.

- The Sonoran Center will continue to be a primary sponsor and this new "Native Center" will serve as host for the 18<sup>th</sup> **Annual American Indian Disability Summit** and the 2<sup>nd</sup> **Annual American Indian Disability Youth Summit** in Phoenix 2022 (thru 2024 for the projected 4-year timeline for this proposal)
- Create new training and awareness events based on the Talking Circles data and discussions and implement prior or during the last quarter of **Fiscal Year One (FY1)**
  - Three "Native Center" events (NOT Talking Circles) will occur
  - Trust and Relationship building will be a focus for this project
  - Enhance partnerships with the Native community and organizations
  - Create new partners with the Native community and organizations
  - Presence with other partner Tribes and organization events and trainings
  - Present and train within the university and the Sonoran Center to ensure an effective and positive experience for Tribal Members
  - Introduce new curriculum for the university to potentially gain new courses addressing Native and Indigenous Disability issues and approach

**PROGRAM OUTCOMES:**

1. Create a new "Native Center" at the Sonoran Center
2. Begin inhouse training and awareness at Sonoran Center
3. Establish marketing events and process (i.e. logo, website, contact...)
4. Conduct Six (6) Talking Circles with continuing events in year 2-4
5. Hire a new "Native Center" Director, preferably a Tribal member
6. Train and implement the administrative process for "Native Center"
7. Attend and present at 3-4 Tribal Events for engagement and marketing
8. Begin new curriculum development for ongoing university coursework and community training/continuing education opportunities.
9. Support and Host future Arizona American Indian Disability Summits
10. Develop and provide 2-3 webinars based on Talking Circle outcomes
11. Create a website presence that will be housed on the Sonoran Center's website
12. Design a minimum of three resources to respond to identified areas of requested information during Talking Circles and share on website, social media, and listservs
13. Provide half-day virtual educational events for state agency personnel to include vocational rehabilitation, developmental disabilities, and AHCCS.

These resulting outcomes will build a central point of connection, resources, and support for Native Americans across the state to access. It will be the Native Communities in Arizona that represent this new Center administered through the AZ UCEDD and will provide infrastructure support for on-going sustainability.

- The upcoming Sonoran Center UCEDD continuation grant includes this new program as a CORE goal and function in the UCEDD 2022 workplan
- As a CORE element within the Sonoran Center, this program will establish a center for additional and diversified funding to ensure sustainability post AZDDC funding for multigenerational impacts
- The Sonoran "Native Center" will partner with existing university and human service programs to serve as a partner and host for community events and trainings
- Eventually the "Native Center" will be marketed and referred by the Native communities themselves as a traditional and Tribal focused effective program

## **PROGRAM OUTLINE – OVERVIEW – METHODOLOGY**

Due to the extreme representation of disability in Indian Country, this new "Native Center" will focus on the unique needs of Tribal members with disabilities on the twenty-two (22) Tribal Nations in the state as well as urban cities with high Native population centers. This will include a traditional culturally effective model for increased participation and trust issues many Arizona Tribal Nations have with institutions of higher education and various state agencies. These measures through indigenous knowledge will be applied to ensure positive impact. This model of success will include extensive travel and presence in the Tribal communities throughout Arizona. The

diversity of the Tribal Nations requires a universal approach to disability and culture. Local representatives will be the ultimate goal and vision for this "Native Center" development project. We are planting a seed of development to establish a sustained "Native Center" with a multitude of staff that will be present on all 22 Tribal Nations. This will require extensive and sustained funding to make this vision come true. This initial development year for this new Native Center is our first step to that dream.

**Primary Goal** of the Native Disability Center is to *develop a Native focused program to increase knowledge of disability services, advocacy, programs available to the 22 reservation communities and off reservation urban communities with significant Native American populations.* **Objective 1.1:** Provide two (2) Disability Training Sessions per year over four years based upon community input and identified disability needs; **Objective 1.2:** Expand training, access (virtual/digital), continuing education, new curriculum, partnership development and improved disability services for AZ Tribal Nations; **Objective 1.3:** Disseminate Native Center materials and curriculum for other Tribal programs, colleges and human service programs to better serve Tribal members with disabilities; and **Objective 1.4:** Provide an ongoing presence and sustainable resource for Indian Country disability needs as a permanent presence at the Sonoran Center. The Native Center Program approach will implement a partnership plan with Tribal Vocational Rehabilitation programs, Tribal Colleges, other Tribal organizations and state disability service agencies to incorporate training and continuing education.

The proposed Native Center will provide on-site and virtual trainings, continuing education, workshops and provide a hub for Tribal partners that want to improve services for Tribal members with disabilities. The Arizona Tribal Nations located on federal reservation communities from the four corners, the bottom and surrounding areas of the Grand Canyon, Colorado River, Mountain, Desert and Tribal Nations that share a border with Mexico. Some of the Tribal Nations have their Tribal offices in other neighboring states or Tribal Nations are multi-state nations. There is a vast diversity of Tribal Nations in Arizona. Many organizations and educational institutions make the mistake of homogenizing and grouping the Tribal Nations into one culture and assume one "Indian" approach will work. It is the experience of the development team at the Sonoran Center that an indigenized approach to disability and community engagement is essential for success in working with Tribal Nations. This expanded Planning and Development process will produce Partnership and Implementation Plans that will continue in fiscal years 2 through 4 for this new program.

The Sonoran Center, in partnership with Tribal Nations, representatives, leaders, service providers, vocational rehabilitation services, Tribal members with disabilities and family members, will focus on improving disability awareness, services and infrastructure from an indigenized approach. Reservation and urban communities will be included with other Arizona tribally controlled service programs, institutions of higher education and Tribal Vocational Rehabilitation programs.

New courses, curriculum and specific training will be developed through this new

program. The development team has learned that the curriculum and training materials are “universal” for many disability groups and can be used for other indigenous Tribes and cultures as a baseline for replication and appropriate applications for many underrepresented groups throughout the state. Diversity of the Arizona Tribal Nations allow for this “universal” cultural approach for indigenized disability services and teachings that will apply to other cultures. As stated, we will not homogenize our Native people, communities or Tribal Nations. All are unique cultures and individual circumstances (urban, Rez, language, etc....).

## **PROGRAM RELEVANCE**

The disability, poverty, education disparities and public health issues for Tribes in Arizona are well documented and extremely alarming. We address this during the initial planning and development phase for this proposal. The reservation communities in Arizona represent rural isolation, poverty, lack of access to disability support services and the highest disability rates in the U.S. Section 21 of the Rehabilitation Act identifies American Indians/Alaska Native populations as having the highest disability rate but also as the most underserved and unserved. This results in American Indians with disabilities facing exclusion from economic self-sufficiency, independent living and culturally appropriate support systems. Tribal members from “Indian Country” face many challenges including isolation, low socio-economic opportunities, elevated educational dropout rates, suicide, substance dependency, addiction, diabetes and high incidence of orthopedic and behavioral disabilities. Native Americans in Arizona are 3 times the rate of “other” races in the state to get an amputation. Gila River is one of the world epicenters for diabetes representation. Fifty years ago, Gila River had only a few cases of diabetes. After losing the river to Phoenix expansion, they no longer had agriculture and fishing from the river. The result was government commodity foods and lack of healthy diet that dramatically changed from thousands of years of river produced nutrition.

Indian Health Services (IHS), the federal agency charged with overseeing and delivering Health Care for Tribal Nations and urban Indians is funded at 60% of need. “Congress set the IHS budget at \$4.7 billion USD, a reduction of \$59 million USD below fiscal year 2017” [Buchanan C. Indian Health Services Fiscal Year 2018 Congressional Justification]. “Servicing 2.6 million AI’s, each person using IHS services is essentially allocated \$1,807 USD per patient”. This is half the USD rate per patient for federal prisoners. In the 1940s, diabetes was a rarity among the Akimel O’odham (River people) living in the Sonoran Desert on the Gila River. In 2006, 38% of the adults aged >20 years had type 2 diabetes.<sup>3</sup> Complications of diabetes create more disabilities. The **2019 RISK PROFILE OF AMERICAN INDIANS** (Percent above or below the average rate or ratio of all Arizona residents) in 2019 indicates that Diabetes is 284.4% worse for Tribal Members than other Arizona residents; Liver Disease and Cirrhosis 462.6% worse; Assault 244.1% worse; Mortality of Young Adults (20-44) 206.1% worse; and Motor vehicle-related injuries are 180.2% worse. These indicators support that Native Americans in Arizona face immense challenges with amputations and disability. These

problems are further exacerbated within reservations and Tribal communities by the lack of health care and disability services, which further prevents Tribal members with disabilities from full integration, inclusion and access into society.

The Sonoran Center is interested in the creation of a new sub-center to specifically address the underserved populations in "Indian Country". This Program with a running title of Native Center program will be a resource for Tribal members with disability, family members and organizations that want to partner for improved disability service and training supports. The Training Workshops will be developed through the Talking Circles and information gathering from community events and Tribal conferences during year one planning and development phase. If this four-year planning, development and implementation proposal is funded, the Sonoran Center will have a new program focused on disability issues for Arizona Indian Country. These four years of support will provide time and resources for this new program to become sustainable and permanent within the Sonoran Center CORE program foundation for future generations. The continued impact of this proposal will address disability needs for Indian Country for future generations.

The AZ Sonoran Center Community Advisory Committee has recruited new Native American members to help develop new and improved disability support provided by the Sonoran Center. Tribal representatives and new Tribal partners will address the needs of people from culturally and linguistically diverse backgrounds and individuals who are unserved and underserved. The current COVID-19 Pandemic has shown a disturbing bright light on underserved communities and the lack of appropriate and effective public health and disability services available to an already "at risk" population. Several Arizona Tribal Nations have been identified as the hot spot of the nation as well as the world for the pandemic. As a result, there will be new and increased disability as a result of disproportionate impacts of the pandemic for Tribal members. A new development for a new federal approach to the pandemic, is that several Tribal Nations in Arizona are applying the new federal resources from their perspectives and are proving to better outreach elders and disability populations within their Tribal Nations. This is another example of "Practice based Evidence" in Indian Country that if you include the people, then the services will work more effectively.

## **PROGRAM APPROACH**

This planning, development and implementation proposal is essentially a 4-year action plan that will provide a foundation for future sustainable collaborative partnership and program development. This process will increase inclusion of underrepresented Tribal communities; exchange and utilization of traditional knowledge; increased awareness and understanding of disability from Indian Country perspectives, partnership development with targeted communities and organizations; and ultimately a permanent Native Disability focused program. The Sonoran Center will obtain greater minority and Tribal member participation, indigenous knowledge exchange and continued sustained collaboration.

The objectives listed above, represent our “Universal” approach to enable participation and inclusion for curriculum development and applications for other underserved populations. The Sonoran Center has learned how to design and augment general curriculum and approach to better serve our target populations. This allows for new and improved successful outcomes of training and continuing education for diverse populations.

**One-Year Planning and Development Process:** As stated, we are focused on Tribal Members with disabilities in rural communities. This does not exclude our urban populations as many are also underserved. Data for underserved populations identifies the need to ensure that services, supports, and other assistance are provided in a culturally competent manner and that individuals from racial and ethnic minority backgrounds are fully included. Culturally competent service provision includes service supports, training that is conducted or provided in a manner that is responsive to beliefs, Native perspective, attitudes, language, and behaviors of individuals who are receiving the services in a manner that has the greatest likelihood of ensuring their maximum participation.

Indigenous philosophies and approach require: **1. Respect; 2. Inclusion 3. Family Dynamics and 4. Recruitment of Native practitioners to provide appropriate skills, knowledge, role models, and sufficient personnel to positively impact diverse and underserved communities for generations to come.** After our first-year planning and development process utilizes the Native Talking Circle philosophies stated. This proposed Native Center recognizes the important role that we play in enhancing Native focus and inclusion for underserved populations in Arizona.

**Three-Year Implementation Process:** after year-one for planning and development, the process is to expand partnerships with additional resources to improve service to populations with significant poverty, disability rates and that are designated as underserved. Partnering with Tribal communities, Tribal representatives, Tribal VR, Tribal College’s and service organizations in Arizona that want to expand their impact with our target populations. The partnership development phase of the process will continue with **eight (8) training sessions** located in reservation communities and urban centers with high Native populations (i.e. Phoenix, Tucson and Flagstaff). We will also incorporate **webinars** if communities or members cannot participate in on-site Workshops and Trainings. Participants will include professionals, family members, and most important, Tribal members with disabilities. Some may be in leadership positions within their Tribal disability programs on and off reservations. We will include participants that represent several disability focused programs including Arizona School Disability Services (k-12), Tribal College and university counselors, Tribal VR program staff and other disability, health and human service programs in Indian Country.

A sustainability plan to keep the Native Disability Center Program going over time will also be an outcome of the implementation phase of this proposed program. Our approach will include Sonoran Center and new Native staff members to provide: **1.**



Eight Native Center Training Workshops over four-years; **2.** Collect survey and focus group data during first year planning and development phase; **3.** Initiate the Training and Implementation of new updated curriculum focused of Native disability issues; **4.** Conduct follow-up sessions and analysis of data collected in subsequent years for updated service delivery; and **5.** For communities where an on-site workshop cannot be conducted, webinars will be created, archived and available in the Sonoran Center website under the new Native Disability Center as a continuing sustainable resource.

### **Program Experience**

AZ UCEDD and Jim Warne, Warrior Society Development LLC, are partners in the development of new Native focused programs for Sonoran Center for Excellence in Disabilities. This partnership includes capacity to grow with new Native professionals who will have a lasting impact for appropriate service delivery for underrepresented populations located in Arizona. The framework of the planning and partnership development process includes culturally relevant training content and curriculum that is utilized by other Tribal programs and organizations that serve Tribal members with disabilities. The Sonoran Center has enjoyed past partnerships and strives to reenergize the Tribal connections to better serve a population in Arizona with high representation of disability. The Native Center will also introduce a new course addressing indigenous disability available to native and non-native students and community members with disabilities.

Jim Warne is an Oglala Lakota Tribal Member, was born and raised in Arizona. He earned his undergraduate degree at Arizona State University and was recently honored as the 2017 Native American Alumni of the Year. His graduate work was completed at San Diego State University (SDSU) where he earned a Rehabilitation Counseling Administration MS degree. He worked at SDSU Interwork Institute from 1993 through 2015 where he created the Circle for American Indian Rehabilitation and Education (CAIRE) program. CAIRE was the hub that created and administered several Native focused continuing education and training programs including the successful Post Employment Training – American Indian Rehabilitation (PET-AIR) certificate programs where over 150 Tribal students participated in the program and seventeen PET-AIR students utilized their certificate units for transfer into MS programs and graduated. After retiring from SDSU in 2015, Jim was contracted to help create new programs for the University of South Dakota Center for Disabilities (UCEDD) and created the successful Oyate` Circle sub-center at USD.

In the 1990's Jim was contracted by the Northern Arizona University to administer one of their Native focused grant programs. Talking Circles were also utilized as the initial event to gain community buy-in and data gathering through the traditional person-centered approach through the Talking Circles. One of the outcomes of the Phoenix Talking Circle conducted at Urban Indian Health was the creation of the American Indian Disability Summit. This summit has continued for seventeen (17) years as an

annual resource and gathering of Tribal members with disabilities, families and Native professionals working in disability, education and human services. All of these programs were created and developed with a universal inclusive model of indigenous knowledge as the foundation with contemporary applications of culture and disability service models. This process served for a successful foundational model of Native focused training and continuing education programs. Jim has over 25 years of experience in Native focused disability programs and has personally been on-site and worked with over 150 Tribal nations in various capacities.

Wayne Westin will serve as a UCEDD consultant for this new program. Wayne's skills include: Training in Community development, program development, policy development, cultural competency, critical incident stress debriefing, Native teaching and learning styles, healthy living skills, suicide prevention, working with disabled student, Native counseling techniques, acupuncture, violence/bullying in the workplace, Students with Disabilities. Diversity training for Statewide Department of Human Service training on working with Native consumers with disabilities. Community disability awareness training with five South Dakota Reservations. Tribal Law Enforcement Officer and Administrator. Currently, Wayne is the USD Oyate` Circle Coordinator and will contribute 15% FTE for this program. His years of experience has served the USD Oyate` Circle in the development of a sustained Native Center for South Dakota Tribal Nations and communities. His assistance and knowledge of the UCEDD systems will help develop the new Native Center for Arizona Tribal Nations and communities.

### **Program Management**

Prior experience working with our target population has enhanced our ability to work effectively with the communities we serve. The program management staff, consultants and partner organizations will track the **outcomes** of the Native Center within underrepresented, culturally diverse communities. The continuation of training sessions and curriculum will be shared with other Tribal colleges and UCEDDs for replication in other states. The continuation of Disability Awareness and Training between a University Center for Excellence in Disabilities (UCEDD) (the Sonoran Center is one of 67 federally funded programs in the US and territories) and Tribal nations will also have a positive impact for Native Americans in AZ through enhanced knowledge and awareness of services and supports related to disability in Indian Country. Additionally, the Native Center will increase understanding and awareness of culturally and linguistic competent service provision for minority individuals with disabilities. Other impacts will be increased understanding of and partnership between faculty and staff from the Sonoran Center and the 22 Tribal nations through implementation of this new Native Center. Faculty, staff and students will continue to be included in the training and curriculum development to ensure culturally appropriate, interdisciplinary education and training. An additional outcome includes the development of a pipeline of community-based training and curriculum available to a myriad of Tribal Partnership for other states to replicate. National UCEDD conferences and meetings will be utilized to share this

model of partnership development and cultural applications. Survey and participant satisfaction and input (e.g., community focus groups) will also help determine quantifiable data for program sustainability and impact.

Disability Awareness and Trainings will utilize this Planning, Development and Implementation grant to serve as a model for sustained involvement with other Minority Serving Institutions to promote the inclusion of historically underrepresented populations. The collaboration between this proposed program with other Tribal Colleges, Vocational Rehabilitation and AZ Tribal services will focus on improving knowledge and awareness about disability and related services in underserved tribal communities.

The major outcome of the planning, development and implementation grant is the Native Center and enhancement of effective training and support. This is part of the sustainability plan to ensure continued impact and utilization of materials and content for all AZ Tribes but also for all Tribal organizations that want to expand disability focused training and awareness development throughout the nation.

The UCEDD Network will be informed of this new model as a catalyst for Tribal College partnerships with the national UCEDDs. There are Tribal Colleges in fourteen states. Arizona will be a model to share with the other states and the UCEDD Network.

### **Organizational Capacity**

The Sonoran Center is a University Center for Excellence in Developmental Disabilities Education, Research and Service (UCEDD's), at the University of Arizona School of Medicine. In addition, the Sonoran Center has a committed and established Community Engagement and Outreach focus and will expand Native focused disability training and supports. This pilot will conduct three Disability Talking Circles in Tribal Communities across AZ to address the needs and concerns of Native Americans with disabilities.

### **Year One Timeline and Action Plan**

Development of a Native Disability Sub-Center for Sonoran Center for Disabilities.

**First Quarter:** October, November, December 2021 – Start Up

- Establish communication lines and access
- Engage Tribal stakeholders
- Complete start up planning and development activities
- Determine locations and logistical arrangements
- Identify 3 hosts for Talking Circles in year one
- Finalize Talking Circle sites
- Design flyer and referral informational materials
- Set up Native Center collection and evaluation measures for Talking Circles

**Second Quarter:** January, February, March 2022 – Talking Circles

- Recruit participants and hosts
- Establish process for Talking Circle data analysis
- Review Native Center and stakeholder feedback and identify themes
- Create additional informational materials, tools, and products
- Finalize implementation protocols
- Submit report to ADDPC and present at Council meeting as requested

**Third Quarter:** April, May, June 2022 – Talking Circles Continued

**Fourth Quarter:** July, August, September 2022 – Initiate Trainings/Events/Summits

- Share information and outreach activities from Talking Circles
- Expand recruitment to include Tribal members with disability and their families
- Conduct two Native Center Training Workshops
- Review and analyze Native Center and training feedback
- Finalize protocol guidelines and identify critical components for replication
- Create resources and culturally appropriate disability materials
- Engage with organizations, schools, Tribal VR and adult services to establish new partnerships
- Submit report to ADDPC and present at Council meeting outcomes of year one

**How will Tribal Communities be Targeted**

As stated, Arizona has an extensive diversity of Tribal Nations with 22 different Tribes throughout the state. Some of the Tribal Nations are multi-state Tribes and their Tribal Offices can be “out of state”. Another partner will be the AZ Tribal VR programs will be a natural partner for this initial phase of this program. They are established disability service programs with various partners and vendors that can be utilized for Native Center activities and events. Year One, there will be 3-4 Talking Circle conducted to gather information and community participation.

**Where will Activities Take Place**

This new Native Center will be developed and located at Sonoran Center in Tucson. Actual training activities and presence will be on all 22 Tribal Nations in Arizona.

**When will Activities Begin and End?**

Year one will occur during the calendar year, October 1, 2021 through September 30, 2022. Program years two through four will occur October 1, 2022 through September 30, 2025. The primary outcome will be a sustainable Native Disability Center at the Sonoran Center for Excellence in Disabilities for ongoing service, training, continuing education and support.

## **Year One:**

- Development of an Arizona Tribal Talking Circle model for Tribal members with disabilities and their families.
- Utilize information and data collected from the Talking Circles to ensure appropriate planning and development strategies.
- Establish a new Native Disability Center at Sonoran Center for Disabilities.
- Design Native Disability Sub-Center materials, training resources and curriculum.
- Locate additional funding options (federal/state/non-profit/private) for expansion and sustainability.
- Outcomes and issues summarized and shared through varied modalities (i.e. webinars, infographics, newsletter articles, stories, PSA's and presentations).
- Quarterly progress reports and end of year reports provided to ADDPC.
- Native Center presents at monthly Council meetings as appropriate and presentations made to ADDPC as requested.

## **EVALUATION**

Pre and post qualitative and quantitative data will be collected for participants:

Focus group feedback, satisfaction, impact surveys and exit interviews will be utilized as appropriate. The Sonoran Center will conduct an in-depth analysis and evaluation of this four-year program outline for planning, development and the implementation process to ensure the scope and detail of the proposed program will continue to meet the needs of the community members with disabilities. These Training Workshops will serve as a catalyst of replication for other partners and organizations to use this new Native Center as a model for future development and partnership collaboration.

**Measurable outcomes** will include pre and post training satisfaction surveys, dissemination of training curriculum that can be replicated and participants, students and family member input through the initial Talking Circle process. Community members, leaders, service providers, faculty, students, VR consumers and other's that are interested in improved disability service and support will be included to participate with curriculum development for the 8 training sessions to ensure appropriate relevance and application of the training content. There are 22 Tribal Nations located on federal reservations in Arizona. There are five Tribal Vocational Rehabilitation programs located on five reservations in the state including: Navajo, White Mt. Apache, Hopi, Tohono O`odham and Salt River Pima Maricopa. Curriculum and products developed will be shared and expanded with Tribal Colleges, Tribal VR programs, Indian Health Services (IHS) and other human service programs to help ensure sustainability of content and training information to be reused and implemented as needed for each Tribal community that wants to improve disability awareness and support.

For more information, contact: Jim Warne, Warrior Society Development, LLC

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# Budget Request Form

Contractor Name: Wendy Parent-Johnson, PhD

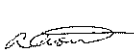
Contractor Address: 1521 E. Helen Street Tucson AZ 85719  
Street Address City State Zip

Project Name: Native Disability Center

Budget Category	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Personnel/Salaries	58,132			58,132
Fringe Benefits	17,611			17,611
Supplies / Operating Expenses	3,918			3,918
Travel	6,000			6,000
Rent or Cost of Space				-
Contracted Services / Professional Services	23,430			23,430
Administrative / Indirect Costs	10,909	-	40,000	50,909
<b>Total Costs</b>	<b>120,000</b>	<b>-</b>	<b>40,000</b>	<b>160,000</b>

It is understood that Non-Federal Funds identified in this budget will be used to match only ADDPC Federal Funds, and will not be used to match any other Federal Funds during the period of the ADDPC funded Project.

Additional description and background information shall be included as a budget narrative, including for match. The contractor agrees to submit additional background information to the ADDPC upon request.



Digitally signed by Sangita Pawar  
 DN: cn=Sangita Pawar, o=University of Arizona, email=Sangita.Pawar@arizona.edu, c=US  
 Reason: I am the signer of this document

For Sangita Pawar, PhD, MBA

\_\_\_\_\_  
 Name of Certifying Official

\_\_\_\_\_  
 Vice President, Operations

\_\_\_\_\_  
 Title of Certifying Official

520-626-6000

Phone

sponsor@email.arizona.edu

Email

## **Native American Disability Center**

### **Budget Narrative**

#### Personnel

Wendy Parent-Johnson, PhD, Principle Investigator (1% FTE) will be responsible for project oversight, supervision, monitoring, and completion of activities as proposed. She will ensure integration of Native American Disability Center information and activities across the work of the UCEDD focused on enhancement of culturally and linguistically responsive services.

TBH, Project Coordinator (100% FTE) will be responsible for overseeing the day to day activities of the project, visiting and developing relationships with all 22 Tribal communities, facilitating advisory council and stakeholder input, promoting the Center, responding to request received by the Center, contributing to product development, and generating additional resources. This position will be filled by a Native American.

Raeshawn Ramon, Student Worker (50 hours @ \$13.00 per hour) will be responsible for developing marketing and communication materials, resources, and products for sharing and dissemination.

Van Pham, Student Worker (50 hours @ \$15.00 per hour) will be responsible for website development, posting materials, monitoring posts, and maintaining current information for the Center website.

#### Consultant

Jimmy Warne, Project Consultant (120 hours @ \$100 per hour) will be responsible for leading and directing project activities, functioning as liaison with urban and rural Tribal members, conducting talking circles, building Tribal liaisons, establishing provisions for on-going user input and feedback, meeting with Tribal communities to share about the Center, conducting trainings and information sharing sessions, guiding website design, and providing mentorship for leadership development.

#### Subaward

Wayne Weston, Project Advisor (15% FTE) will be responsible for Center start-up, assisting the project coordinator, providing training and technical assistance, building sustainability, developing relationships with Arizona Tribal members, advising the UCEDD on incorporating the Center into operations, and guiding implementation of the Center. Mr. Weston is the director of Oyate Circle at the Center for Disabilities UCEDD at the University of South Dakota and will bring that experience to inform our project. (Total amount requested = \$11,430 Total = \$10,391 Direct Costs + \$1,039 Indirect Costs)



### Travel

In-State dollars are requested to support travel around the state to visit Tribal communities and members by project staff. Costs are reimbursed at a rate of \$ .49 per mile at an estimated 7,142 miles. (Total amount requested = \$3,500)

Out-of-State dollars are requested to support travel for the project consultant and advisor to travel to Arizona to develop and implement the Center. Costs are estimated at \$250 to \$300 for airfare, \$100 for hotel (3 nights), \$50 for per diem (4 days), and \$45 miscellaneous totaling \$795 to \$845 per trip X 3 trips. (Total amount requested = \$2,500)

### Computer

Funds are requested to support a laptop computer for the project coordinator to include laptop, docking station, and monitor for the purpose of performing their job, connecting virtually, guiding website development, providing on-line events, and project communication. (Total amount requested = \$1,520)

### Stipends

Stipends for Native American people with disabilities and family members @ \$50 per person for each panel, presentation, video, or webinar. (Total amount requested = \$2,400)

### Indirect Costs

The Arizona Developmental Disabilities Planning Council (ADDPC) limits indirect costs to 10% total direct costs.

### Match

The ADDPC has stipulated a matching rate of 25% of the total costs. The match required by ADDPC is being met through foregone in-direct costs (difference between 10% indirect rate and university rate of 47%).