Recipient Site: Saginaw Chippewa Tribal Libraries
Project Title: Bimaadiziwin – the Good Life – IMLS Enhancement Project
Time Period: December 1, 2017 – November 30, 2019

This project will connect the Saginaw Chippewa Tribal Libraries with community partners to create a multi-faceted series of programs which will empower community members to live bimaadiziwin, the good life. In order to live bimaadiziwin, a well-rounded life must be in balance, so many areas must be represented. As stated by Lawrence W. Gross in *Anishinaabe Ways of Knowing and Being*, "learning about bimaadiziwin is a lifelong process that includes every part of the culture." Many community partners, representing various aspects of a well-rounded life, will work together with the Tribal Libraries, including the Anishinaabe Language Revitalization Department, Andahwod Continuing Care Community & Elder Services, Behavioral Health, Elijah Elk Cultural Center for Living Culture and Traditions Seventh Generation Program, Nimkee Memorial Wellness Center, Planning Department Environmental Team, Saginaw Chippewa Academy, and Saginaw Chippewa Tribal College.

The project goals are:
- To collaborate with other departments to offer programs beyond the limits of the Libraries' space and budget.
- To promote literacy and lifelong learning through home libraries.
- To enhance collections to support and encourage connection with traditional culture and language.

The programs will include book discussions, presentations by guest speakers, traditional teachings, and presentations by members of the community. Participants will be presented with books to start or build their home libraries, copies of related books will be added to the Tribal Libraries circulating collection, and guides for topics of interest will be created and shared.

As a results of this project, participants will report that they learned something new that is helpful, feel more confident about what they learned, intend to apply what they learned, and are more aware of applicable resources and services provided in our community. After participating in this project, community members will feel a connection to traditional language and culture. Project partners will report that their organization has benefited from this collaboration and feel more knowledgeable about the resources and services the Tribal Libraries provide.

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1. Statement of Need

Our community is a small, close-knit area based around the Isabella Reservation located in Central Michigan's Isabella County. As of January 2017, the Saginaw Chippewa Indian Tribe of Michigan has an approximate membership of 3,593, with 1,634 Tribal members residing on the Isabella Reservation. The largest community near the Isabella Reservation is the City of Mount Pleasant, located three miles west of the Tribal Center. Mount Pleasant has a population of approximately 26,000 and is home to Central Michigan University, which has approximately 26,000 students. The Tribe is the area's largest employer with a workforce of over 3,800 employees. Our Tribal Libraries are open to all and our patron base includes Tribal members and employees as well as residents of Mount Pleasant, Central Michigan University students, and folks from other neighboring areas mostly within Isabella County. In Isabella County, 5% of the population is unemployed and an alarming 30% live in poverty. Our community is focused on revitalizing the language and culture and incorporating the Seven Grandfather Teachings into our everyday lives.

The Tribal Libraries provide a variety of services and resources to the membership and reservation community. To promote literacy and lifelong learning, we offer both tangible and electronic resources including popular materials, Ojibwe culture and language materials, Native American focused resources, professional materials, and curricular support materials. The Tribal Libraries provide access for patrons to check out resources, enjoy the use of library spaces, make use of the library staff's expertise and assistance, and utilize equipment and services including computers, printers, copiers, scanners, and laminators. The website and online catalog are accessible 24/7 for patrons wherever internet access is available.

The Tribal Libraries are staffed by three full-time employees: one Tribal Librarian and two Library Assistants. The Tribal Library is open to the public Monday through Friday 9am to 6pm and there is always a library staff member present to assist patrons and operate the library. The College and Academy Libraries are open to the public and school respectively, but due to limited staff, hours are not staffed during all open hours. We consistently provide service at the Tribal Library forty-five hours per week and at the Tribal College and Academy Libraries a minimum of fifteen hours per week each (the time at each location varies according to patron needs and staff availability). Collectively, the libraries own over 27,000 items and checked out over 8,000 items in 2016 – this 30% of the collection that was checked out is an increase of over 20% the previous year. We have over 850 cardholders, 13% of whom acquired a card in 2016, so we show a good trend of encouraging new patrons to take advantage of the libraries' services.

The libraries also provide computer and internet access at all three locations. The Tribal Library has five adult stations with unfiltered internet access, four children's stations with filtered

internet access, and five AWE early learning stations with early literacy and learning software for little ones. The Tribal Library also provides access to color printing as well as scanning and copying. The Tribal College has five public access stations available in the library (not including stations located in campus computer labs) as well as free printing, scanning, and copying. The Academy Library has twenty-eight stations with access to the internet and to the printer on the school network.

The Tribal Libraries attempt to cooperate with other departments and community groups and strive to focus on the culture and language in all aspects of library services; however we are often limited by our lack of space, inadequate staffing, and severely limited budget. Our public library has a fire code limit of fourteen people and only occasional seating (no space where a group can sit together for a discussion or presentation), so it is challenging to host programs. We would like to work with partners more often but seldom have the resources necessary to bring tangible value to a partnership.

With such limited staff, funding, and space, most of our time is consumed by the basic operation of the three libraries. The Tribal Education Advisory Board, based on informal feedback from community members, directed us to explore ways to provide more programming. To assess community demand, we conducted a formal survey and held conversations with community stakeholders. During those conversations, stakeholders told us that they wish they had more resources to support their missions and the needs identified in the community. 85% of survey respondents indicated a desire for community events with opportunities for learning, 74% for events focused on traditional culture, and 51% for events focused on learning and speaking Anishinabemowin. As one respondent commented, "culture is resilience and education is power!"

2. Project Design
The purpose of this project is that the Saginaw Chippewa Tribal Libraries be the catalyst for a multi-faceted series of collaborative programs which will encourage resilience through culture and empower community members to live bimaadiziwin, the good life. It has been established that resilience is a key attribute necessary for American Indians and that active engagement with one's culture is a key characteristic that contributes to resilience. As stated by LaFromboise, Hoyt, Oliver, and Whitbeck, "conditions on American Indian reservations today continue to demand a high degree of resourcefulness, competence, and flexibility," and that "American Indians live in a society in which they must constantly adjust to the demands of their cultures and White American culture." To design this project, we asked ourselves several questions: How can the Tribal Libraries better promote the language and culture to encourage resilience? How can the Tribal Libraries leverage existing organizational relationships within Tribal Operations and the community to enhance programs and services? How can the Tribal Libraries better promote literacy and lifelong learning? We identified three goals to accomplish this:

Goal 1: The Tribal Libraries will collaborate with other departments to offer programs beyond the limits of the Libraries' space and budget.

Goal 2: The Tribal Libraries will promote literacy and lifelong learning through home libraries.

Goal 3: The Tribal Libraries will enhance collections to support and encourage connection with traditional culture and language.

We undertake this work with the knowledge that, in order to live bimaadiziwin, a well-rounded life must be in balance, so many areas must be represented together. As stated by Lawrence W. Gross in *Anishinaabe Ways of Knowing and Being*, "learning about bimaadiziwin is a lifelong process that includes every part of the culture." Using this bigger-picture mindset will allow us to create a successful project that meets identified goals and serves both the Tribal Libraries' and partner organizations' missions. It will allow us to efficiently and effectively address the needs of the community while taking advantage of existing infrastructure and to reach the specific audiences of each partner while minimizing duplication and keeping the workload reasonable.

Required resources will include the Tribal Libraries Staff (TLS) and Community Partners (CP).

Goal 1: The Tribal Libraries will collaborate with other departments to offer programs beyond the limits of the Libraries' space and budget.

Objective 1: Orient partners and identify targeted areas of focus.

We will begin this project by spending the first block of time working with partners to go over the project goals, objectives, and outcomes and sharing the Project Outcome process so everyone knows how it works. The Tribal Libraries will work with stakeholders including representatives from the Anishinaabe Language Revitalization Department, Andahwod Continuing Care Community & Elder Services, Behavioral Health, Elijah Elk Cultural Center for Living Culture and Traditions Seventh Generation Program, Nimkee Memorial Wellness Center, Planning Department Environmental Team, Saginaw Chippewa Academy, and Saginaw Chippewa Tribal College, to identify specific areas of focus based on community needs. We will also review feedback already gathered, which include (but are not limited to) environmental activism, suicide prevention, substance abuse recovery and prevention, book discussion groups, and cultural teachings.

> *Outputs*: list of target areas of focus
> *Inputs*: TLS, CP, organizational mission statements/goals/objectives, Project Outcome documentation, feedback and survey results
> *Timeframe*: December 1, 2017 – February 28, 2018

Objective 2: Identify presenters who can address the identified areas of focus.

We will work collaboratively to identify presenters who can provide information, workshops, and teachings for the community. Speakers will include local Tribal Members as well as experts from farther away who we will invite to visit our community. Potential

speakers (not a comprehensive list) identified by our partners in preliminary discussions include expert staff from the Nokomis Learning Center in Okemos, Michigan; Brenda Child, author of *Boarding School Seasons*; Kathleen LeBlanc, Cultural Services Director of Bay Mills Community College and fluent speaker of Anishinabemowin; Josephine Mandamin of Water Walkers; Robin Wall Kimmerer, author of *Braiding Sweetgrass* and other books; Peggy Hemenway-Holappa, member of the Little Traverse Bay Band of Odawa Indians and fluent speaker of Anishinabemowin; Edward Benton-Banai, author of *The Mishomis Book*; and storytellers who will share stories during the winter months as is traditional. At least one of the events each year will be culture-based professional development for the educators at the Academy and College, presented by an expert such as Debbie Reese, tribally enrolled Nambe Pueblo and scholar of representations of American Indians in children's literature, popular culture, and school materials.

> *Outputs*: list of desired speakers and presenters
> *Inputs*: TLS, CP, list of areas of focus
> *Timeframe*: initial phase December 1, 2017 – February 28, 2018 (continuation of planning will be ongoing)

Objective 3: Identify book/media titles for discussion programs.

We will work together to identify books and/or media that address the identified areas of focus. These discussions will be led by community members, Tribal Libraries staff, and partner staff and will be held at locations in the community including Andahwod, Behavioral Health, Saginaw Chippewa Tribal College, and Nimkee Memorial Wellness Center. Library and partner staff will work together to select materials that address the areas of focus.

> *Outputs*: promotional communications, book discussion events, list of titles, books given to community members, attendance counts and/or lists, participant surveys
> *Inputs*: TLS, CP, book reviews and recommendations, list of areas of focus
> *Timeframe*: March 1, 2018 – August 31, 2019

Objective 4: Offer programs that address the identified areas of focus.

We will create a list of programs including book/media discussions and speaker presentations. After the initial planning period, we plan to offer at least one program each month for eighteen months, fitting into schedules of the cooperating entities as is seasonally appropriate and works well for the desired audience. Prior to an event, we will contract with presenters, reserve venues per partner procedural requirements, plan and arrange for providing traditional foods, create and disseminate promotional communications, prepare Project Outcome surveys, and arrange staffing and logistics. At events we will count attendance, use a sign-in sheet if appropriate (as for professional development programs), utilize Project Outcome immediate surveys, and record verbal feedback from participants. After events we will input the immediate surveys into Project

Outcome, review and analyze survey data, and identify any needs for immediate change revealed in the data.

> *Outputs*: presenter contracts, promotional communications, events, attendance counts and/or lists, participant surveys
> *Inputs*: TLS, CP, invited guest presenters, discussion books/media
> *Timeframe*: March 1, 2018 – August 31, 2019

Objective 5: Evaluate program feedback to assess project success.
The final months of the first year and of the entire project will be spent reviewing and assessing the success of programs and reporting out. We will utilize participant feedback including verbal and follow-up surveys to measure against the desired outcomes. As Project Outcome does not provide for this type of measurement, we will also conduct a separate survey of partner staff to assess success from their perspective. We will create a best practices guide for partner programming, which will be made available to all partners and will be shared with others at professional gatherings including ATALM.

> *Outputs*: best practices guide, reports
> *Inputs*: TLS, CP, participant surveys, partner surveys
> *Timeframe*: November 1, 2018 – December 31, 2018 and September 1 – November 30, 2019

Goal 2: The Tribal Libraries will promote literacy and lifelong learning through home libraries.

Objective 1: Provide culturally relevant, high-quality books to start or grow community members' home libraries.
Children who grow up in homes with many books have a significant educational advantage (Evans, Kelley, Sikora, and Treiman). We will identify quality titles to be presented to community members to start or build their home libraries. These books will be given in conjunction with the aforementioned programs, including copies of discussion items so participants can prepare for the discussion and have a copy to keep as part of their own home libraries.

> *Outputs*: list of titles, books given to community members
> *Inputs*: TLS, CP, book reviews, subject matter expert recommendations
> *Timeframe*: March 1, 2018 – August 31, 2019

Goal 3: The Tribal Libraries will enhance collections to support and encourage connection with traditional culture and language.

Objective 1: Enhance the Libraries' collections to more robustly support community members' needs.

We will enhance the Tribal Libraries' collections in the identified areas of focus. In order to support the programs, we will add copies of items related to speaker programs and book/media discussions, as well as supplementary materials that address the identified areas of focus. We want to provide a robust assortment of resources to support our community members' pursuit of bimaadiziwin.

> *Outputs*: Purchase orders for new items, collection growth, catalog entries, circulation of materials
> *Inputs*: TLS, CP, reviews, recommendations
> *Timeframe*: March 1, 2018 – August 30, 2019

Objective 2: We will create a satellite collection at the Elijah Elk Cultural Center for Living Culture and Traditions Seventh Generation Program.

We will also work with the Elijah Elk Cultural Center for Living Culture and Traditions Seventh Generation Program to start a satellite collection including cataloging items they already own as well as adding new items as part of this collection enhancement initiative. This site has been identified through conversations with stakeholders as the items they already own sit mostly unused and largely unknown to community members. There is significant traffic at this site, so it would be an ideal place to showcase items available to the public. By paying attention to this collection and enhancing it with additional titles, we can make it a useful, used resource in the community.

> *Outputs*: Purchase orders for new items, collection growth, catalog entries, circulation of materials
> *Inputs*: TLS, CP, reviews, recommendations
> *Timeframe*: March 1, 2018 – August 30, 2019

Objective 3: Increase access to targeted need-based collection areas through finding tools.

We will create finding tools to highlight resources added to the Tribal Libraries collection. In this context, we use the term finding tools to describe a variety of homegrown resources designed to help people find what they need. These tools will be specific to our collections and could take the form of annotated bibliographies, subject guides, and resource lists. These tools will be printed and made available at the Tribal Libraries and partner organizations.

> *Outputs*: finding aids
> *Inputs*: TLS, CP, book reviews, subject matter expert recommendations
> *Timeframe*: March 1, 2018 – August 31, 2019

3. Impact
The goals of this project are:
Goal 1: The Tribal Libraries will collaborate with other departments to offer programs beyond the limits of the Libraries' space and budget.

Goal 2: The Tribal Libraries will promote literacy and lifelong learning through home libraries.
Goal 3: The Tribal Libraries will enhance collections to support and encourage connection with
traditional culture and language.

We will gather data throughout the project to track progress and outcomes. We will use the Project Outcome model and to prepare for this, the Tribal Librarian attended Project Outcome training in April of 2017. Project Outcome is appropriate to this project as it has been specifically designed to help libraries understand and share the true impact of essential library services and programs through an easy-to-use process for measuring and analyzing outcomes. This framework will provide a ready-made system and has been documented as an effective method of measuring outcomes, meeting needs of Outcome Based Project Evaluation recognized by IMLS. This will reduce workload for staff and will ensure that our survey results are not skewed by poor survey design. We will use the Project Outcome tools to create surveys which will be distributed using Project Outcome's immediate and follow-up framework to measure self-reported learning and adoption/application of learning. Recognizing that part of the Anishinaabe culture is verbal communication, we will also ask participants to express one thing they are coming away with and a log of significant comments or observations will be measured against the desired project outcomes. We will also survey library and partner staff to gather responses that address IMLS Agency-Level Goal 2: Community.

Our evaluation plan will consist of reviewing survey and feedback data and measuring it against the desired project outcomes. We will utilize the Project Outcome surveys that best match each event. The Education/Lifelong Learning model will be best suited to many of our programs, as the questions included address the knowledge, skills, attitudes, and behaviors we expect to see. Participants will report that they learned something new that is helpful, feel more confident about what they learned, intend to apply what they learned, and are more aware of applicable resources and services provided in our community. Through verbal feedback, we hope participants will report that they feel a connection to traditional language and culture. We also hope that project partners will report that their organization has benefited from collaborating with the Tribal Libraries and feel more knowledgeable about the resources and services the Tribal Libraries provide.

At the close of the project, we will complete required reporting for IMLS, as well as creating a report encompassing the project for the benefit of the Tribal community, which will be shared with the Tribal Education Advisory Board, Tribal Council, and made available to the public. We will create a best practices guide which will steer future planning and collaborative work and will be shared with other professionals in the field. The Tribal Librarian will be responsible for managing the data, using the Tribal Operations secure internal network.

According to the IMLS website, in recent rounds of the Enhancement Grant, IMLS has funded projects related to the promotion of Anishinabemowin and traditional culture; however most of these projects appear to have been focused on documenting and digitizing traditional knowledge and language. This project will be different in that it focuses on reaching community

members primarily through programming and cultivating and identifying best practices for collaborative programming.

4. Communications Plan

We will communicate the award of this grant through an external press release issued by the Saginaw Chippewa Public Relations Department. The Tribal Libraries and stakeholders will also share this information in their own departments and organizations. Marketing for the project's activities will be disseminated in the community through internal Tribal Operations email lists and staff intranet, Facebook via Public Relations, publicly posted fliers, and the Tribal Libraries website.

Reports of project activities will be included in the standard monthly reports prepared by the Tribal Librarian for the Tribal Education Advisory Board and will be incorporated into meeting minutes. The project will also be included in the Tribal Libraries Annual Reports, which are presented to the Tribal Education Advisory Board, Tribal Council, and disseminated to the public on the Tribal Libraries website. These reports provide a picture of library operations and include federal grant award numbers and information. Information will also be shared with colleagues from other Tribal libraries, museums, and archives at the Tribal College Librarians Institute at Montana State University in Bozeman and at Convening Great Lakes Culture Keepers Gatherings sponsored by the University of Wisconsin School of Library and Information Studies (both fully funded by grants obtained through those groups and thus not included in this budget). Grant activities and lessons learned will be documented in the interim and annual reports to IMLS, through the summary report we will make publicly available, through the best practices guide we will create, and at information sharing events sponsored by IMLS including the International Conference of Indigenous Archives, Libraries, and Museums.

5. Sustainability

This project will establish partnerships and a framework for collaborating that we plan to continue well into the future – a new philosophy for how we create and offer programs in the community. The Tribal Libraries and partners can use the structure and best practices guide created by this project to continue to plan cooperatively using existing budgets and future grant funding. This new collaborative model will continue based on the value shown through this project's assessments. Through this project, Tribal Libraries staff will forge new professional relationships with partners and those partners will embrace a new way of thinking about the Tribal Libraries, seeing them as a go-to partner and source of support and information. This systemic change in philosophy will enhance all our services going forward, providing a real benefit to the community long-term. This project will also establish resources that will continue to be utilized by the community. Materials in the library collection will continue to be used by patrons as part of the regular operations of the Libraries and the finding tools will remain available and can be updated as needed during the course of the Tribal Librarian's regular work.

Saginaw Chippewa Indian Tribe of Michigan
FY17 Native American Library Services Enhancement Grant - Schedule of Completion

	2017	2018											
	December	January	February	March	April	May	June	July	August	September	October	November	December
Preliminary planning with partners	▓	▓	▓										
Ongoing planning				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Identify speakers/presenters	▓	▓	▓										
Events - at least 1 per month				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Administer and record immediate surveys				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Administer and record follow-up surveys						▓	▓	▓	▓	▓	▓	▓	▓
Professional development events				▓	▓	▓			▓		▓	▓	▓
Provide items for home libraries				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Add items to library collection				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Create satellite collection at 7th Gen				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
Create and publish finding aids				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓
report out at TCLI					▓	▓		▓			▓		
report out at ATALM											▓		
Administer end of project year partner surveys												▓	▓
IMLS end of project year performance and financial reports													▓
Survey/data review and assessment				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓

Saginaw Chippewa Indian Tribe of Michigan
FY17 Native American Library Services Enhancement Grant - Schedule of Completion

	2019										
	January	February	March	April	May	June	July	August	September	October	November
Ongoing planning	▓	▓	▓	▓	▓	▓	▓	▓			
Events	▓	▓	▓	▓	▓	▓	▓	▓			
Administer and record immediate surveys	▓	▓	▓	▓	▓	▓	▓	▓			
Administer and record follow-up surveys	▓	▓	▓	▓	▓	▓	▓	▓	▓		
Professional development events											
Provide items for home libraries	▓	▓	▓	▓	▓	▓	▓	▓			
Add items to library collection	▓	▓	▓	▓	▓	▓	▓	▓			
Create satellite collection at 7th Gen	▓	▓	▓	▓	▓	▓	▓	▓			
Create and publish finding aids	▓	▓	▓	▓	▓	▓	▓	▓			
report out at TCLI				▓	▓	▓					
Administer end of project partner surveys									▓	▓	▓
report out at ATALM									▓	▓	
IMLS end of project performance and financial reports									▓	▓	▓
Survey/data review and assessment	▓	▓	▓	▓	▓	▓	▓	▓			
Final reports and best practices guide									▓	▓	▓