

1. Project Justification

- a. *Which program goal and associated objective(s) of the Native American Library Services Enhancement Grants program will your project address? (See Section A2)*

The **Community Library Project (CLP)** will address Goal 2.2: *Support the development and implementation of classes, events, teaching tools, resources, and other educational services.*

- b. *What need, problem, or challenge will your project address and how was it identified? Describe how you have used demographic information, economic circumstances, condition assessments, and other relevant data from reliable sources to define the need, problem, or challenge and develop the scope for the project.*

The **Chippewa Cree Tribe (CCT)** of the Rocky Boy's Indian Reservation was organized in accordance with the Indian Reorganization Act of June 18, 1934 (34 Stat. P. 984) as amended by the Act of June 15, 1935 (74th Congress, Pub. No.147). The **CCT** has been a Self-Governance Tribe since 1992. The Rocky Boy's Indian Reservation land base is approximately 130,000 acres. Nearly all the land, with very few exceptions, is held in trust for the full membership of the Tribe. The center of reservation activity is currently around the Rocky Boy's Agency. There is no town center on the Reservation and the community is rural.

The most recent enrollment figures indicate that the current tribal enrollment is 6,971. An estimated 3,910 Tribal members live on the reservation (Source: Chippewa Cree Tribe Enrollment Office, January 2022). The population is divided relatively evenly among men and women. The resident population of the Tribe is growing rapidly. English is our primary language. However, although in rapid decline, Rocky Boy's Indian Reservation is the only reservation in the United States that speaks Cree. This language makes our people a unique group with a distinctive set of cultural traditions and beliefs.

Educational attainment levels on the Rocky Boy's Indian Reservation are low; this is an unfortunate trend seen across the country among Native Americans as a whole. Bachelor's Degree or higher achievement rates for Rocky Boy community members are 10.1%, as compared to 32.1% for the nation and 32% for the State of Montana (2019: ACS 5-Year Estimates).

The Reservation's rural location and geographic, topographic, and climatic conditions create physical and social isolation. Furthermore, the condition and availability of basic physical and educational/social infrastructures are insufficient to meet our current and future needs. The Rocky Boy's Indian Reservation has an unemployment rate of 5.6%, as compared to 2.5% for the state of Montana and 3.9% for the United States (Montana Department of Labor and Industry, December 2021).

In recent years, the **CCT** underwent formal strategic planning. The collaborative planning sessions included the identification and engagement of appropriate stakeholders including Tribal council, Tribal departments, youth, elders, community leaders, community-based organizations, faith-based organizations, educational institutions, and local businesses. These efforts provided guidance in the development of the strategic plans, including the identification of core community needs. The community needs, as related to this project, are community awareness, cultural competence, and formal education.

Stone Child College (**SCC**), the local tribal college, was created to address issues related to the aforementioned needs. It was chartered by the Chippewa Cree Business Committee (Tribal Council) on May 17, 1984, to deliver post-secondary education in our community. With the vision of making our dreams happen with academic excellence, culture, and commitment, **SCC**'s mission is *"to deliver post-secondary educational opportunities through degrees, certificates and continuing education. SCC stresses the importance of preserving the Chippewa*

Cree language, culture and history. SCC will promote transfer students, professionally prepared and career-ready individuals.” The campus is centrally located between the Rocky Boy Agency and Box Elder, the two major communities on the reservation. **SCC** houses the Stone Child College/Rocky Boy Community Library, our only public library. The establishment of this library was necessary for the preservation and maintenance of the Chippewa Cree language, culture, and history, and for educational training of our community. **SCC** was chosen as the most viable host institution for the Rocky Boy Community Library, because of its location and administrators’ commitment to literacy. This library will serve as the **CLP** site.

In the winter of 2018, the library staff conducted a survey to prioritize needs for the library. The survey was distributed to 112 community members, **SCC** students, and/or faculty. Survey respondents were asked how the library could be improved. The top responses were longer hours, more cultural activities, book clubs, more community events, and more cultural materials. We are designing this program in direct response to these needs. Additionally, respondents were asked what types of community events they would like to see at the library. The top responses were more cultural events (drum making, painting, dreamcatchers, storytelling) and family nights. Please see all results in the attached survey report.

We have designed a project which we believe to be the most effective approach in meeting these identified needs. We will enhance archive collections, hire an Archive Assistant, and offer monthly community events for families, with an emphasis on cultural activities. These activities were designed to address the community self-identified needs and will make the library more useful for community members.

The Community Library was expanded in 2014 to accommodate more students and community members. The additional space provided through the expansion project is essential in providing a higher quality of service to our patrons. Building the addition was the first phase of the expansion project and was completed on schedule. The next phase of the project was furnishing and equipping the addition with appropriate technology, shelving, and furniture. The library has seen growth in community members who visit the library. We have a long-term goal of building a new library building for the purpose of facilitating future growth.

The project will address a need for a central community gathering place that has a focus on literacy and education. The library is the only place on the reservation that offers evening activities on a regular basis. Additionally, the community library is the only library on the Reservation. Many community members don’t have the resources to travel to the next closest library in Havre, approximately 60 miles round trip.

- c. *Who is the target group for your project and how have they been involved in the planning? “Target group” refers to those who will be most immediately and positively affected by your project. Be specific by identifying particular age groups, community members with particular needs, and/or other types of target audiences. Identify the number of individuals in the target group or in each target group, if you identify more than one.*

The target group for the **CLR** are the community members of the Rocky Boy’s Indian Reservation. The total number of enrolled tribal members is 6,971 of which 3,910 reside on the reservation. Based on the 2019 American Community Survey 5-year estimates, 94% of the population is American Indian /Alaska Native. All enrolled members will have access to the archival materials. An average of 40 community members will be served at each of the community events (480 community members) and 10 at the workshops (50 community members).

- d. *Who are the ultimate beneficiaries for this project? “Beneficiaries” refers to those who are likely to be aided in the long-term by your project. They may or may not be the same as your target group. Identify the number of individuals who will benefit from your project in the long term, if*

reliable and defensible counts are possible. Otherwise describe the characteristics of the beneficiaries you expect to be served eventually by your project.

The beneficiaries for the **CLP** are the same as the target group listed above.

2. Project Work Plan

a. What specific activities will you carry out and in what sequence?

The **CLP** is designed to improve community awareness, cultural competence, and education on the Rocky Boy's Indian Reservation. The learning outcomes enhanced by the project include: 1) increase in cultural knowledge as measured by an increase in the number of people visiting the library for cultural or language purposes; 2) increase in number of guest speakers and authors as measured by lectures and community events; and 3) increase in cultural archival material available to community members as measured by the archival holdings and records accessed by Lyrasis Islandora (an online archival software platform).

The project goal is *to enhance the available library services to all Rocky Boy community members.*

Objective One: *During the project period of September 1, 2022, through August 31, 2023, the CLP will increase public access to cultural archival materials, community records, databases, and research material. The achievement of this objective will be evidenced by increasing access to archived materials, educational, and research materials.*

Objective Two: *During the same project period the CLP will increase community programming and cultural events and attract more community members into the library. The achievement of this objective will be evidenced by participant sign-in sheets, number of events completed, increased library use, project records, participant evaluations, and internal evaluation results.*

We plan to hold twelve community events. Six of these events will have a cultural focus, such as typing and writing in Cree, storytelling, native plants of Rocky Boy, and other culturally significant topics. The remaining six events will have more of a general focus which focus on book themes and holidays. Additionally, we will hold five one-day workshops. The topics include ribbon shirts/ribbon skirts, crockpot meals, painting workshop, dry meat making, and a historical tour of Rocky Boy.

These goals and objectives have been designed to be efficient, effective, and reasonable. They will achieve clearly envisioned project results and will improve our community members' knowledge, skills, attitudes, or behaviors. Impacts will include but are not limited to changes in library visits and use, interest in and access to cultural/language knowledge, increased community awareness of important issues, and increased satisfaction with library facilities. These impacts will directly address the community's most pressing needs, as identified in the library needs assessment.

The first objective of the **CLP** is *to increase public access to cultural archival materials and community records, databases, and research materials.* The two proposed staff and student volunteers will accomplish this objective. The first activity in achieving this goal is to purchase the required supplies for the project. Next, we will update memberships to all our databases and periodicals and launch a community education campaign to teach community members about our newest offerings.

Key activities to complete objective one are:

- ✓ Maintain Lyrisis Islandora software;
- ✓ Work with Lyrisis Islandora technical support to continue to migrate scanned archive materials;
- ✓ Identify databases and periodicals which will be useful for the community to use;
- ✓ Sign up for and renew databases and periodicals;
- ✓ Project staff to categorize and identify archival materials;
- ✓ Scan (digitize) archival collections (that have not already been scanned);
- ✓ Disseminate information to inform community members of archive collections and draw interest in what the community library has to offer.

The second objective of the *CLP* is to *increase community programming and cultural events and attract more community members into the library*. All staff will be involved in accomplishing this objective. The *CLP* will host twelve (12) Library Community Event Nights. If funded, we have tentatively planned the following events: typing and writing in Cree, storytelling, native plants of Rocky Boy, holiday events, game nights, and literature themed nights. These nights will be open to all community members and will be a time to showcase the library and make sure all members know what the library has to offer. We will also hold five day-long workshops with local artist/craftsmen. These workshops will be more in depth than our community nights and will be open to up to 10 people (first to sign up). Typically, we would offer these to 20 community members, but the library is following required local COVID-19 guidelines. Information about these events will be advertised at local schools and workplaces, as well as local media outlets such as the *SCC* Newsletter, social networking sites (including the library's, *SCC*'s, and the Tribe's Facebook pages), and the local radio station (KHEW). The intent of these events is to increase awareness of and frequency of access to the library and its vast resources. We have done community event nights in the past and they are always very popular with our patrons and get new community members into the library.

Key activities to complete objective two are:

- ✓ Contact artists to visit the library for community nights;
- ✓ Schedule cultural community events to be held at the library;
- ✓ Disseminate information about community events to the community;
- ✓ Host twelve library community events, with at least six having a cultural education focus;
- ✓ Host Native American authors/artists/speakers for the community;
- ✓ Host five one-day long workshops with local craftsmen;

Please refer to the attached Schedule of Completion for a summary of the timeframe, activity to be completed, and person responsible for completing each activity. The Schedule of Completion details each of the two objectives listed above. The design, methods, and schedule of completion have been carefully constructed to appropriately match the scope of this project. Therefore, project goals and objectives will be successfully met on time and within budget. Furthermore, project personnel have the relevant expertise and will be able to commit adequate time to carry out the project activities and achieve project goals.

b. What are the risks to the project and how will you mitigate them?

We don't expect any risks associated with the proposed project. If there are restrictions related to COVID-19, the project staff will implement the events remotely.

c. Who will plan, implement, and manage your project?

Preliminary planning was conducted by the librarian and library assistant, with assistance from the College President as needed. This project is closely related to past projects that have been supported by IMLS. All of our previous projects have fully met the established goals. Through past funding, we have been able to enhance library holdings, purchase eBooks, increase security, build the library cultural archives, and host community events.

The following staff will work together to implement, manage, and achieve the goals of the project: 1) **Mrs. Cory Sangrey-Billy, SCC President:** Ms. Sangrey-Billy is the **SCC** President and strongly supports all efforts of expanding the technological capacity of the college and the community. As technology continually changes, Mrs. Sangrey-Billy supports new and innovative ideas to stay current in society, including the use of iPads in classrooms, offering online classes, and providing more computer lab-based learning classes. She will contribute 5% of her time as an in-kind contribution to the project to help with administrative duties. As President of the College, she administers many programs of similar size and scope and is well-prepared to administratively oversee the **CLP**. For a full overview of Ms. Sangrey-Billy's relevant experience, please see her attached resume; 2) **Ms. Joy Bridwell, Stone Child College/Rocky Boy Community Librarian:** Ms. Bridwell will contribute 25% of her time as Head Librarian to this project as an in-kind contribution. Her duties include: planning the acquisition, organization, maintenance, utilization and retention of materials and equipment in the library; supervising the library staff; developing work schedules, authorizing time sheets, leave and assignments; planning and implementing programs relating to the automation of the library operations; being responsible for resource sharing with the member libraries of the Western Library Network; working closely with the Dean of Academics, Faculty/Advisors and Student Services Director; and documenting the circulation and inventories which are kept with an integrated library management system. Ms. Bridwell has served as the Librarian for seven years. For the five years prior, she served as the Library Assistant, a role that has adequately prepared her for her role as Head Librarian. For further details on her experience, please see her attached resume; 3) **Ms. Samantha Courchane, Library Assistant:** Samantha Courchane will contribute 50% of her time as the Library Assistant to the project. Her duties will include: cataloging, labeling and shelving books; ordering library supplies; supervising student worker(s); answering the phone; cataloging magazines and newspapers; helping patrons to find the materials they need; and serving as a mentor to library patrons. She will work closely with the Librarian to implement the proposed program. For further details on her experience, please see her attached resume; and 4) **Archive Assistant (Ms. Airian Russette):** Airian Russette will serve as the Archive Assistant at 50% FTE. Her duties will include but are not limited to: assisting in the creation of Metadata, assisting with exhibit preparation and installation, assist and support library staff in scanning historical archive documentation, maintain an extensive number of historical materials and documents in an organized manner, and organize and arrange archival and manuscript material in alphabetical, chronological, or other appropriate orders. In addition, she will work with the Head Librarian and Library Assistant in the implementation of project activities. For further details on her experience, please see her attached resume.

d. What time, financial, personnel, and other resources will you need to carry out the activities?

The proposed project requires 5% of the **SCC** President's time. She will provide high level oversight to the program. Joy Bridwell, the Librarian will oversee the project with a 25%-time commitment. Both the President and Librarian's time commitment are an in-kind commitment. Samantha Courchane, the Library Assistance will contribute 50% of her time and the Archive Assistant will contribute 50% of her time to the project.

In addition to personnel time, we are budgeting supplies for the proposed community events and workshops, databases and periodicals, and a subscription to Lyasis Islandora. These resources and the resources available at the college (buildings, additional staff, student volunteers, phone, and web hosting, etc.) will be sufficient to successfully achieve the goals of this project.

e. How and with whom will you share your work's general findings lessons learned?

We will continue to expand and build our archive collections. For several years, we have been working on building our archive collection and with this grant, we will be able to make it available on one digital platform and interactive interpretive kiosks. These collections will be open to the community and all members will be encouraged to visit these archives to learn about our language, traditions, stories, and pictures with cultural significance.

Additionally, the Head Librarian networks with other tribal colleges, libraries, and grantees. The successes learned will be shared with these networking partners to share the successes and findings that we learn during project implementation.

3. Project Results

a. What are your project's intended results and how will they address the need, problem, or challenge you have identified?

As described above, the goal for the program is to enhance the available library services to all community members. This project will specifically benefit our community members by: a) promoting and strengthening community member's knowledge and appreciation of our traditional heritage and culture; b) enhancing learning through innovative technology; c) awakening interest in libraries and their resources in our youngest community members; and d) supporting personal growth. Overall, these efforts will directly address the unique social, economic, cultural, and educational needs of our Native community members.

b. How will the knowledge, skills, behaviors, capabilities, and/or attitudes of the target group change as a result of your project?

The **CLP** will address the need to improve community awareness, cultural competence, and education on Rocky Boy's Indian Reservation. Based on these needs and directly aligned with this program's baseline measures, **CLP** will achieve the following outcomes:

- ✓ Increase how often people visit the library by at least 10%
- ✓ Increase the number of people visiting the library for cultural and/or language purposes by at least 15%
- ✓ Increase the awareness of information resources that are available to individuals by at least 20%
- ✓ Reduce the perceived lack of resources by at least 20%.

The proposed project will benefit the community members. First, the basic services the library provides will increase education and literacy. It also provides a safe meeting space and an area to develop and enhance the love

of books. The next closest library is located 30 miles away and many community members don't have resources to travel to visit. Next, the proposed program will increase cultural awareness and competency. We plan on focusing on cultural programming, such as moccasin making, ribbon skirt and shirt crafting, storytelling, and native plants. This will provide our community members a place to increase their cultural knowledge and build a sense of pride.

The proposed project will result in systemic change in the community by providing links to education, community, cultural resources, and literacy to all community members. These provide a strong foundation to encourage change that effect all sections of the community.

c. What tangible products will result from your project?

We will hold 12 community events, five one-day long workshops, expand our databases, and maintain our periodicals. All of these activities will have a direct impact on the Rocky Boy community.

d. How will you sustain the benefits(s) of your project beyond the conclusion of the period of performance?

Project sustainability is a primary consideration of **SCC**. This project's objectives are designed to be completed or self-sustaining by the end of the project period. We have created the following long-term sustainability strategies: 1) **SCC** and **CCT** will assume project responsibility beyond the funding period. This includes providing social, economic, and political support and resources so that the library can continue to contribute to and support the services offered; 2) Beyond the funding period, **SCC** and **CCT** will leverage this program's proven track record to generate funding from national, regional, and local agencies and foundations to expand and share this valuable community resource, and 3) To ensure this project's quality and functionality, it includes the modification of delivery strategies based upon qualitative and quantitative evaluations, as set forth above. The project will have sustainable, on-going benefits for our community. These efforts will result in improvements in library visits and use, interest in and access to cultural/language knowledge, diversification in digital media use, increased community awareness of important issues, and increased satisfaction with library facilities. They will address our community awareness, cultural competence, and education needs – thereby, preserving the strength and integrity of our community for future generations.

The community members strongly support the library. This buy-in is reflected in the recent survey. It has taken many years to build excitement and education about what the library offers. The library staff have worked tirelessly to build this trust and commitment from the community members.

SCHEDULE OF COMPLETION **Legend:** College President: CP, Board of Directors: BD, Personnel Officer: PO, Head Librarian: HL, Library Assistant: LA, Archival Assistant: AA

Timeframe	Goal(s)	Activities	Completion	Responsible
Month 1	1-2	Negotiate and finalize grant award.	Month 2	CP, HL
Month 1	1-2	Advertise for, interview, and hire AA.	Month 2	CP, HL, PO, BD
Month 1	1-2	Orientate all project staff to programmatic design, including purpose, goals, activities, and expected results.	Month 2	CP, HL, LA, AA
Months 1-2	1	Purchase and renew software, databases, periodicals, and interactive interpretive kiosks.	Month 2	HL, LA
Months 1-12	1-2	Maintain collection of memberships and consortia for community use.	Month 12	HL, LA, AA
Month 2-12	1	Migrate archive materials to Lyris Islandora. Program, upload content to, and deploy interactive interpretive kiosks.	Month 12	HL, LA, AA
Month 2-12	1-2	Create print ads and radio advertisements for the community newsletter and KHEW radio station.	Month 12	HL, LA
Months 1-12	2	Hold Library Community Event Nights for all community members, at least six will have a cultural focus.	Month 12	HL, LA
Months 8-12	2	Host workshops with local craftsmen.	Month 10	HL, LA
Month 1-12	1-2	Travel to IMLS Designated ATALM Conference and Montana Library Association Conference.	Month 12	HL, LA
Months 2-12	1-2	Formative internal evaluations and monitoring.	Month 12; Ongoing	CP, HL, LA
Month 2-12	1-2	All required performance and financial reports will be developed and submitted on time and in good order.	Month 12; Ongoing	CP, HL, LA
Month 1-12	1-2	All documentation required to close out the grant will be submitted on time and in good order.	Month 12	CP HL, LA

Digital Products Plan

Type: *What digital products will you create?*

Cultural archives will be scanned to external hard drives. The content includes Tribal history, Cree dictionary, stories, photographs, Elder interviews, historical Census records, plant history, and correspondence regarding the development of the reservation. One copy of the archives will be scanned.

Library staff will use external hard drives, scanners, and a computer to scan the archives to digital format. Historical images and documents will be uploaded to our interactive interpretive kiosks for public access. Documents will be scanned and saved in PDF, JPEG, and PNG format. All files will be scanned in at original size at a resolution 300 ppi to ensure clear, quality images. The Library and Archival Assistants will be responsible for scanning the archives to the external hard drives. Once the archives are scanned, the Librarian will review for completeness and quality of the scans. Student workers supervised by the Library Assistant will also help with scanning documents.

The materials that will be scanned are in binders that have a table of contents. Each external hard drive will have a folder that states what is on it along with the scanned copy of the table of contents. Each hard drive will contain a different subject matter (e.g., census materials, history, plants, stories, pictures). There will also be an excel spreadsheet documenting what is on each hard drive. The hard drives will be stored in a safe and secure cabinet located in the archive room. As materials are added to the archive, they will in turn be scanned and added to the hard drives. The digital archive list will be continually updated as new files are added.

Availability: *How will you make your digital products openly available (as appropriate)?*

The external hard drives will be kept and maintained in the Library. The content of the hard drives will be available to the community as needed. The digital archive list will be made available through the college's File-share network. The community will be made aware of the list and what it contains and be provided access upon request. Classes that need access to the materials for academic purposes will receive copies of the list. Community programs that need the list will also be provided access.

Access: *What rights will you assert over your digital products, and what limitations, if any, will you place on their use? Will your products implicate privacy concerns or cultural sensitivities, and if so, how will you address them?*

The digital archive list will be made available through the college's File-share network. The community will also be made aware of the list and what it contains. As described previously in this form, some content will be restricted to certain people in accordance with Cultural standards.

Sustainability: *How will you address the sustainability of your digital products?*

As described previously, external hard drives will be utilized for storage of the archives. These hard drives will be kept and maintained in the Library and the content will be available to the community as needed. The digital archive list will be made available through the college's File-share network.

The key challenges to sustainability beyond the grant funding period include limited financial, human, and political resources. To successfully address these barriers, the project's objectives have been designed to be completed or self-sustaining by the end of the project period. However, to ensure the continued success of these efforts, we have created the following long-term sustainability strategies: 1) The Chippewa Cree Tribe / Stone Child College will assume project responsibility beyond the funding period. 2) Beyond the funding period, the tribe / college will leverage this program's comprehensive approach to generate funding from national, regional, and local agencies and foundations to implement a tribally based community model. 3) To ensure this project's quality and functionality, the project's strategies and objectives include the modification of delivery strategies based upon qualitative and quantitative internal evaluation.