



Haa Tóoch Lichéesh (HTL) Strategic Planning Dialogue
May 11-12, 2020
Dialogue Notes

Spirit of the Dialogue

At the invitation of Haa Tóoch Lichéesh (HTL), First Alaskans Institute (FAI) hosted a strategic planning process to assist HTL with expanding their vision, mission, and values, into an implementation plan to realize their goals for their community. About 25 people attended the two-day session. During our time together, we created space to reflect, develop common goals, examine the current paradigm that shapes our work and community, and envision the paradigm that we desire and the future we want to see.

Hosts

Liz La quen náay Medicine Crow
Kacey Qunmigu Hopson

Supporting Hosts

Abra Nunasuk Patkotak
Angela Łot'oydaatIno Gonzalez

Participants

Ati Nasiah, Tina DeAsis-Wright, Angela Larson, Becky Roth, Danielle Redmond, Ben Horten, David Abad, Koot Xheech, Leah Benett, Leona Santiago, Kolene James, Jordan Nigro, Natalie Watson, Della Cheney, Lisa Worl, Steph Luther, Mandy Nguyen, Ty Shae, Renee Culp, Alicia Maryott, AnaVera Morato, Lori GrassGreen.

Day 1: Monday, May 11

Land Acknowledgement
Blessing
Introductions
Zoom Orientation
Dialogue Agreements
Introductions from the AWARE group
Group Breakouts
Lunch
Share Object from Home
Group Breakouts
Scavenger Hunt
Closing - Homework

Day 2: Tuesday, May 12 - Future's

Visioning Process

Welcome & Blessing
Resetting Agreements
Reflection - Circle in a circle -- Those who didn't get to share on Day 1
One Word Reflection: What you want to get out of today
One-on-one Discussion
Popcorn Sharing
Future's Visioning Part 1 – Breakouts
Lunch
Future's Visioning Part 2 – Breakouts
Future's Visioning Part 3 – Breakouts
6-word Story
Closing

DAY 1 - NOTES

What is one thing you are looking forward to this spring? This question was asked in the introductions.

FAI Hosts: You all have been working together for years. When FAI heard you were ready to work together to achieve a goal that may seem insurmountable, we wanted to stand side by side with you folks in order to roll up our sleeves so you can have something that you will walk away with to achieve your dreams and visions – a world without violence, a world with justice and a world that is centered on humanity and acknowledges the people of the land that you live within. A world with values where you can walk your talk. It's important to us to be good relatives together.

This strategic planning is not to re-hash what you've done, but to outline the next steps. How you will implement and create the world that you have envisioned together. Remember to give each other grace, listen to people's ideas and lift each other up. Call in the space of graciousness. Don't be offended if someone says something you don't agree with. We need our best thinking. If something hits you in some way, reach out to them directly. If you're feeling something, it's your responsibility to engage. When we are thinking boldly in order to create this world that we want, there may be negative emotions or thoughts that come up. We are creating an opportunity to use that energy to talk about the challenges. Inviting in your brilliance, do not be worried about ideas – step forward and offer those ideas. Don't worry about how crazy an idea sounds. We all make mistakes, and we're learning new muscles. Just want to speak these things out loud.

Group Breakouts – What are you hoping Haa tóoch lichéesh will accomplish together during this time?

- More public **community collaboration**. Sometimes there's a missed opportunity for partnering orgs to be acknowledged as partners publicly. This would influence the rest of the community to get on board.
- Interested in seeing **what direction** the coalition will grow in. HTL is very active. Awesome to see what's working and going well, and collaboration statewide. Just excited to see how it grows.
- Would like to come up with a project to increase **community connectedness** and **community accountability** in Juneau.
- Fairly new to AWARE, this process has helped me to understand better what the coalition is and how everything fits together. Hope to continue clarifying that. **What is our theory of change?** How are we going to do all this?
- How do we do everything we're doing better? **What do we need to do all that work better? What do we need from each other?**
- Retreat to be refreshed, sometimes what we do is overwhelming, we need to look at **our own wellness** as well. Yes, we do hard work, good work, maybe every other meeting we can build in wellness. Or have a retreat to gather.
- *Host reflected back some themes she heard*

- Community facing portion
- Internal facing portion
- Love how when we see gaps that need attention, we pull together to address it. Next step for me is thinking about **the project we will get behind that all of our community organizations can buy into**. And how do we do it better? Thinking of two parts: How am I helping myself and healing myself, and How am I putting this into the community? Pick something to get behind so it's not so overwhelming.
 - Yes, love this. **"How do we take care of ourselves?" Can think of this both internally and externally.**
 - Adding to that, learning about how people are experiencing the work is valuable. **How do we measure their experience? Capture reflection?**
 - **Homelessness has been a big issue in Juneau for a while. This issue is very intersectional** – crosses with so many issues. If we engage in reframing this issue, might be a way to move forward with some of the issues we want to change the discussion on. Want to see if this is the right fit for HTL.
 - Yes, homelessness makes people very vulnerable. Housing is so important.
 - My mind went straight to what Hawai'i is doing. This problem is being addressed by their work, I think. Cool to see.
- **I saw an article about Hawai'i. Recovery plan** – how it feels very inclusive, post-colonial. (missed some of what was shared because of spotty audio). Excited for what Hawai'i is doing. They are like our big brother/sister that we look up to. Their boldness gives us permission to be the same. "State wants to create a system that delivers gender equality." This vision makes me want to get our org behind it. **Makes me want to identify what's working and what's not working.**
- How can we send this message out in AK?
- **Nuances between equity vs equality?**
- I work in the space of accountability for men, those who are intentionally or unintentionally causing harm. I can contribute by talking about masculinity and violence and how to be accountable to that violence. Overall having a vision of where we take this going forward and how it looks to be engaged in community and how to build that community going forward.
- How can we shift our community's response to the current situation that we are in so we can be sure that it is all equitable? I hope for the whole community to be aware of that. How as a community can we be mindful to that and do things in an equitable way?
- It is very important for me to center and build relationships so that this work can be done well and together and with love. I long for us to get clearer on our actions and I want to change the world, and for us to be a powerful force for change that is rooted in our values that we have been growing together – practicing accountability and being brave. I keep thinking about weaving everything together.
- Since I've joined AWARE a couple years ago, it has been a lot about listening and learning and building relationships. I'm excited to plan how we are going to work together and create change. I work with youth so I'm excited to see how we can lift up our youth. I am excited to plan together.

- Some of the things that are happening today in our lives and in the communities around the world, I see a lot on Facebook on the actions that some people choose to take, especially our leaders and I am looking for a perfect world of human beings working together to save our world but after looking and watching for a long time. We all have a zipper over our mouth for national and state news and we don't have a way to communicate with our leaders right now for things that we don't agree with. It's real frustrating. I am trying to think of how policies in our state, local and grassroots how they are all changing. We don't get to have hearings before decisions are made and we don't have a change to participate in discussion. This is a new time but when I think of the injustice for the lives of people of colors that has been thrown at us, it's like an elephant in the room. We are watching it, but no one knows how to address it nationally or statewide because our mouths are zippered. How are we going to start thinking about helping people to figure out ways to decide how to handle and create change with our mouth shut? On accountability – our trust levels are dropping fast, and we need a change.
- The piece about accountability and how we can create a community that is accountable to each other and connected is something that we've been thinking about a lot lately and it will be good to see how we can hold each other to that.
- I like what was said about connecting trust and accountability. Trust is eroding so it will be difficult. The community needs to be there to hold people accountable when needed.
- When I worked at a school, I was teaching a cultural artform to middle school students. At one point one of the peers were called out of the room and her little person had caused a problem. It's important to involve the person who created the problem to solve the problem.
- Invite self-accountability and be brave enough to invite that accountability.

Report Backs from All Groups - What are you hoping Haa tóoch lichéesh will accomplish together during this time?

- **Thinking about how we're taking care of ourselves as a whole group and internally, and then how we reflect that back out to the community.** Also, then how we **check in and see if that's working**, if we need to shift something. Harnessing this opportunity for **reflection and thinking big about** something that we can get behind as HTL.
- We had a beautiful conversation. **Trust has been eroded**, across state and nation. How do we impact these arenas? **Need to rebuild trust. Need safety and connection.** Creating **spaces for self-accountability and community accountability.** Desiring action and change - the power of those blistered hands and getting to the action.
- We spent a good amount of time talking about our vision. Our desire is to move into **concrete, inclusive action** to be able to take those next steps. Something I heard is a desire to look into what each of can do to move things forward. **We want to have blistered hands, not blistered hearts.**
- Calling in those people who may be on the edge to start participating and to hear their voices. **Want to pull people in who aren't sure how to help but want to help. They just need a nudge.** Starting to grow and getting that clear vision of where to go next. Inviting youth to participate and share.

- There is a coalescing happening. To use a metaphor for our time, there is good pectin here that is binding us all together in our work. Use our hands and not just our hearts. Today we will be picking the berries.

Catalyzing Videos from Our Youth

We viewed some clips from young Alaska Native leaders who shared powerful words to catalyze our good thinking around how we want to advance this work. Our youth are inheriting these systems, so we wanted to share some voices from our youth to catalyze how we want to transform the systems we have.

- **Clip 1 Notes:** Naawéiyaa Tagaban (Tlingit/Cherokee) & Ilocano – The pandemic exposes flaws of the system we’ve been living in. We knew as Native people it didn’t support us before, but now everyone else is waking up to this. So, we are in this amazing moment where we get to look at our system with eyes wide open. It was created to fail. Let’s envision a new system. Imagine the power we’d have if we chose not to participate in this system. We know what it’s like as indigenous peoples to live in communities that take care of each other. <https://youtu.be/G73iFiaxDEw?t=5162>
- **Clip 2 Notes:** Naawéiyaa – We don’t want to go back to “normal.” This is deadly for us as Native people. Let’s say NO to “normal.” <https://youtu.be/G73iFiaxDEw?t=6017>
- **Clip 3 Notes:** Kóot Xheech (Chookaneidí, Tlingit). Our values are so important. Let’s think about accountability. Ask ourselves if we are holding ourselves accountable to how we are allowing the system to treat vulnerable people. Let’s take this moment to restructure leadership – Elder consultants, youth consultants, matriarch consultants. Thinking about incarcerated men and women, nonbinary people. <https://youtu.be/G73iFiaxDEw?t=6532>

Big Group Reflection: What resonated with you? (Popcorn Style)

- Our youth will inherit our world and it is important to share their voices and hear from them about their perspective
- Thought about these issues when Naawéiyaa was talking: **Food insecurity, transience, connectivity, teaching methods, people’s wellbeing etc. This is an opportunity to reimagine all of these pieces.**
- **Really want to look at the education system in place right now**, talk to parents and families and hear their experiences. Empower them to be the teachers. **Great time to reimagine many new systems.**
- Loved what he shared about “Normal” and how its deadly. **“Connection should come before education right now”** is what people are saying – but this should always be the case. Shouldn’t be in a mass traumatic event. **Let’s focus on connection.**
- **I look to our Elders and our young ones to inform what the new system should be. Elders have the knowledge and wisdom and young ones have fresh eyes and can see what we can’t.** Really want to watch the whole coffeetime.
- Yes, I’m really keen on how we can rebirth a new system grounded in communities of care.
- Recognizing this work is so important and having context. The pandemic has brought to light that which we knew existed, the inequities are in full view for communities and

schools. It is hard to see but it brings about an opportunity, now that we see, what can we do different? **I'm being reminded that those who experience a high degree of ACEs are being triggered through this pandemic.** Community partners need education on this. Want to support those people. Need those in positions of power to make decisions to understand.

- **Yes, agree with the comments on putting mental health, social emotional learning first. We need to recognize THAT IS Education.** It's not just "reading, writing math." It's not 'before' or 'after.' We need to reframe what education is for.
- **Going through a spiritual journey of healing... this pandemic has been an opportunity to reflect and continue that healing.** Zoomed with a counselor and checked in with my emotions. Really hope that we can come out of this with smoother water. Thankful I'm able to use our medicine to be here. Just wanted to share from my heart. It's important to look at this as a way to take positive things from this pandemic.
- **This pandemic is changing us. What are some changes we are holding onto post-pandemic? I am finding what is working for me. Thinking strategically about how I bring this back into the work I do. I am changed** I didn't realize how stressed out I was pre-pandemic. **This pandemic has forced me to really learn how to take care of myself. Had to get really creative.** I want to hold onto that. I want to know how I can continue to keep this love and energy into life post-pandemic. Love this!
- Video clips highlighted indigenous ways of knowing. And stewardship of the land. **I'm just putting western words to what is known by indigenous peoples. Unpacking this idea of consent. Consent is a way to operationalize liberation. We can use this idea in multiple ways – consent with the land, youth, moving away from a capitalist system. Taking an extra step of care.**

Post Lunch Activity: Sharing objects from our home that relate to the HTL mission, vision, or values:

- Importance of community living, impact of Zen practice – metaphor of potatoes bumping up against each other
- Woven ribbon – weaving our efforts together makes something beautiful
- How giving Athabaskan people are
- Sharing portrait – gratitude for Elders for allowing me to be me
- Portrait of family.
- Concept of Haa Shagoon – bringing our Ancestors forward, and how they might have guided me
- One paddle at a time – somehow that boat floats
- Friction softens us – soft rock – it's okay to be soft
- We need both wings to take us where we want to go and feet to keep us rooted in our roots
- We are all going to need balance to collectively create a burning voice for our people (shared a drum). Also, a heartbeat that brings us all together.
- Saw the fruits of my mom's labor in my daughter's work. We are healing, love that.
- Weaving – as we begin to learn new things, using techniques of plaiting and twining, we can start to see how we have grown over time. How we grow with people over time. Story of

two different woven baskets, showing the growth. Using the pandemic as opportunity to create new techniques.

- When we feel safe, it's our responsibility to pass that along to everyone in our communities
- Long step by step process of weaving – really good example of how to do our work together

GROUP Breakout 1: Mapping the Current Paradigm – Defining the current paradigm and what it is that we are moving away from, so we can better know what we're moving towards.

Four breakouts based on each HTL pillar; participants chose one they felt most called to, responding to these questions: "What is it? What keeps it in place? What needs to change to advance the future we want?"

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

What is it?

- Collective one vs. collective? Individualistic vs. collective transformation. "I'll change it when I want to, not when you want me to." / thinking as opposed to we thinking.
- "We're all in an abusive relationship with yourself." - *Mia Mingus*
- I have put in a lot of time to try to change that. If I look up my own journey as a reflection of a one collective transformation
- F'd up world. I learned a lot of abusive tactics. The way I spoke to myself, thoughts, the way I treated by body. My own healing – coming out of the freeze. Change – all of that work
- Worthiness and self-love. We' are so grounded.
- Paradigm is an abusive relationship.
- We're all so conditioned to hate ourselves. Shame in everything we do. It's hard to be vulnerable. Vulnerability is met with guilt and shame and anger – and an unwillingness to connect. Ecosystem in which we are mad at ourselves and each other. It is so completely filled with disconnection.
- Accountability brought up so much fear and anger in many folks. Even in a connected loving group – feels stressful.
- Looking down a lot – Painting the stuff that's coming up
- PG & Transformation – A lot of people are focusing on themselves, self-care and self-help. Practices people haven't been doing.
- Healing is commodified right now. People are looking for something. Whether or not they've been doing it. Do it in the right way. Using up all the white sage. People are seeking – for something to believe in. They don't know what it is, but they are open to it. It might be the perfect time to

- Interesting the first focus was on self-care. I am a little fuzzier on. Less of something I can put my hands on.
- We first must be well before we do the work of the people and heal other people. – Traditional healers.
- Sometimes we think of things so separate. Both direct service and indirect service. We are interconnected. Outer change. That work has to live within me also. As I have made my journey. If you can give yourself grace to learn – you can stay in the river.
- The traumas of life – once we heal – we can help others. I end up sick in different ways, hating myself. We are all healers and this world needs us to be healers. We are a part of the healing. We can do the work – when we place ourselves in the world. I’m still learning.
- Have to be grounded – to prevent burnout.
- What is the state we are in now? What’s real? There’s a false assumption that you are healthy or not healthy. It is seen as a point. That is a myth – you are healed. One of the things I’d like to see.
- Name health & wellbeing and unitedness that we do with each other. Alignment – here – be in the river – providing opportunities to witness that health is a continuum.
- Naming the realness of life’s experience. Not trying to create a filter or false smile. I’m looking for language, the vocabulary to explore health and healing. Even if I heal from an experience doesn’t mean that I’m not going to revisit it later. I’m either one of these.
- Renaming the journey. Changing the cultural narrative of healing and wellbeing. We need to say it to our children.
- Any time you say, ‘this thing is here’. Lifelong journey to healing.
- Myth that I was raised with – you work hard, and you get some place nice. Then it’s just sweet. Then you retire and have grandkids.
- Change the narrative of what it’s like to be human. I want my children and grands to be equipped to get in that sticky river when it arrives. As an entity – breathing entity that can help change.
- We’re told from the beginning ‘this is how it goes’. You do this, this and this and you’ll get this. But how do we stop telling that same story that is linear? How do we tell that without the shame?
- It’s not just when we buy a house, make \$70K. That is not the formula. That’s not the sum total of teaching and learning. We have to change the myth. We have to talk about another process. Our Elders and babies know the story and can lead us there.
- Rings very true.
- Healing is a process

What supports the myth?

- Our competitive culture. Win/lose paradigm
- Commodification of self-care (Cultural appropriation)
- Capitalization, fallacy of white supremacy and patriarchy
- Easy to be hurt – vulnerability to be honest about that.

- Smash the patriarchy. I long for this big growth. It takes a lot of vulnerability to even show up to my husband. TRUST – micro and macro. In every cell a universe and a universe in a cell.
- Mia Mingus quote – How can we possibly dive into xxx when we can't even... Impacts of every generation. How we get to the accountable communities. All of a sudden, we have a reclaimed community
- It's a privilege to have the time to do the self-work or the reflection. Accessibility is included in that for sure. A lot of that is coming from the knowledge and guidance of other people – coming from the access to that. Too busy trying to just survive. It is so much about accessibility. I'm trying to pay my mortgage and rent and working three jobs – and I might not have time to go to this community building workshop.

What's changed?

- For me what's changed – go, go, go to survive – the pandemic has made me stop. It hasn't necessarily made my brain stop. There is a lot to research on how it effects the different groups and intersectionality.
- We are not all in the same boat. No, you're in a huge yacht and I'm in a dingy.

2 – Existing Relationships

What is the current paradigm in this sphere of work?

- Exhausting. In order to learn, there needs to be so much unlearning. People in positions of power seem very unwilling to unlearn things. We receive so many messages too. It's hard to pick apart what we've even been taught. And then when do have insight into that, it's hard to create a space for others to learn and unlearn and appreciate other perspectives. Feels like a struggle or a fight against entrenched systems. Unseen and unsaid. Invisible. Normalized. Want to see reprogramming. Entrenched thinking is embedded. Really hard to change practices. Status quo isn't working. At least we are having some common language coming in – but it's in pockets. We want a new normal – not in pockets. An institutionalized understanding of ACES, trauma, etc. Not just in some groups here and there. People also get paralyzed because it seems too big. Youth are more empowered to do something about it. Dealing with it, talking about it. Trying to keep my mind pliable to what they are saying. We need these concepts to be normalized across the whole community.
- What are we even unlearning? Implicit bias, internalized oppression. Some folks can see the inequality in the system, but we really need to examine how we each contribute to this.
- Unlearning – How society teaches us to be in relationships is to not respect consent. Not a healthy foundation. Really want to teach youth consent but opposite is reinforced in systems.
- Exhaustion is real. Doing the unlearning, trying to move changes forward. Takes so much out of you. Can be a painful process. Hard to regenerate and refresh afterward when you work so hard to help people shift. When do I get to heal? Helping others shift is draining. Barrier. Give give give. How do we make it sustainable without getting burnt out? This is an important part of the current paradigm that keeps things entrenched – burden rests on a

few lone people to move an entire system or help someone change. It's very draining. This exhaustion ensures that the current systems stay in place.

What supports it? What keeps it in place?

- See above – exhaustion, normalized behavior and processes, difficulty changing systems, hard to make yourself vulnerable to put yourself out there. This piece has many layers. Shifting mindsets involves many other layers. People are operating in systems that require them to do things a certain way – policies and processes and laws that are blocking real change. Education seems like a crisis system. There are people working really hard to survive in the system – with little latitude. People getting sandwiched in the middle.

What needs to change?

- Need to get to that tipping point so that those who are in decision-making roles can carry some of the burden, so we don't need to change them too
- And getting those who are affected into the process
- When we talk about biases that need to be unlearned, people seem to take that as a moral failing and that they've done something wrong, which creates resistance to changing. How do we change the messaging so that people understand why this is critical without defensiveness?
- I'm not sure if it's even possible to change the current system. IT's toxic. Was not built for equitable prosperity. Wholistic unlearning is very scary and new. Have to be very intentional. Small steps take you places. Consistency and trust are critical – systems we are building are things many of us have never experienced, so it will feel scary and new.
- From a capitalist perspective, the systems are working fine – creating profit for people. So, let's call out these parts and change it. Textbook companies, canned curriculum makers, testing – corporate profit, and school to prison pipeline
- YES, but if we allow this thinking, we would never have gotten anything. Nothing is ever willingly given. Have to fight.

3 – Learning and Unlearning

The real paradigm –

- When I think of the work that we do and in this particular breakout group, I feel like it takes me a few minutes to get a clue. Sometimes what we need to see is right in front of us and it is so hard to just see those things.
- There is a break somewhere in why we deliver our message that why it is important to live in our cultures. It's not that theme of shame. My mom was trying to break that and here we are!! I need to turn our tables around and say thank you. The current paradigm is that we need to acknowledge folks like Elders who have held onto the culture for us and lift them up. It is also important to uplift our youth who are approaching this from a very different place. My daughter doesn't carry shame the way that my mom carried shame. Just bridging and making those obvious connections of all of the sacrifices that our families made so that we, the current generation and our daughters' generation are existing in that past, present and future. It's right in front of us – FAI is so on it by hosting E&Y. now it's time to say here

is the fruit of the Elders labor. That's the message of HTL – we can start lifting up those people. It is because of COVID-19 and the chance to slow down and see this. Acknowledging the “why” and everyone who has fought hard for our rights. Now my daughter is doing it because it's expected of her and there is no shame. That obvious space has been overlooked and that acknowledgement needs to happen now.

- That was very moving. I was intimidated by those questions. What is the future we want, what is the real paradigm? That vision that you shared...is so perfect. One thing that happened to me recently is processing deaths that have happened. A white woman asked me, “How do Native people survive the compounding grief that you have?” The lessons that we have to teach in grief and dying and that you don't have to be alone in that process – while you were sharing – that is exactly what we need to do. Teach through our doing and our living. We do need to teach white people how to hold up their Elders, how to listen to their children. The western colonial world focuses strictly on those who are not Elders and children, but that focus is in the wrong place – we need to focus on Elders and children and without them we would be so lost. Our youth also have a freshness of life and they are inheriting the earth. Our children are the 7th generation and we are fighting for them. There is so much that we can teach from the lessons as we hold up our Elders and share what they have held on to and how they have held on to it.
- I feel like when I come out of this pandemic, I really want to look at the relationships I have with not just family but also my dance group. I have a dance group and I also want to connect with other women. We need to meet and discuss. It's time to groom others to have this knowledge, to teach some of my relatives the stuff that I do and that eventually a few years down the road I won't have to be the one doing it all. It's so important for our young ones to take pride in being Tlingit, Haida and Tsimshian. Implement the pride. For me, I take a lot of pride in what my family does, and I honor them. For Celebration, I was designing tunics for my nieces that are singers and drummers. I was mentored by my great aunt, great grandmother and many aunties and uncles and grandparents. I was told from a very young age many things about culture and saw many dances and ceremonies. I am fully learning Tlingit, I come from a generation that wasn't allowed to speak Tlingit. We would go home and have to deal with being abused. There are a lot of people from my generation who didn't survive from what they went through. I really feel that our people need to talk about what happened. We need to hear what happened to us. We aren't part of that boarding school in Canada. As a 28-year-old I did grasp a tool to help heal. It's really important that the healing continues. I'm really fortunate to see my granddaughter doesn't have to go through what I did and what I felt. I'm a grandmother and I finally like myself in the mirror. It is so important in this work for us to love ourselves.
- Thank you so much...for what you do and for our culture. To others – thank you for the work you do for the kids. To host – thank you for your work with FAI. It is so much to do this work and I am so tender today. This work is so important and it's clear I need to do healing, but I cry when I hear about the richness of the culture. I cry for the child that was me and not knowing. I still have a lot to be thankful for. This regard for being – it is the Tlingit way of being. I did not know that. The continuous lifelong micro-aggressions are so hard. I carry that shame and hurt and rejection. We don't accept all of that. I love what the combined work is doing for our kids, everyone can show up and be a badass. We want a shitload of

badasses everywhere. My son is so fiercely loyal for his family and community. Bringing him up I taught him to hang on and ride that western horse and now I wrestle with him, he criticizes himself for not having that compassion. His sister will go through a situation much different than he will. I am trying to see both their views and my world is so mixed. How do we say we can look at this and love it for what it is? I appreciate my co-participant's opening – look at this.

- One thing that Vine Deloria, Jr. mentions is that our Native people come from a circular place, the western values of linear vs circular – we turn to our family and embrace them. The current paradigm doesn't allow us to examine what experiences we are coming from – the why. If you saw me drumming with my mom and daughter, there are three different reasons. My mom was circular, and I was linear but because my mom was pushing us to use circular, we made it safe for them to show up there. The story is “the why” we all show up to dance, but our motivations are totally different. Working across generations it is so important to consider these things. Call out the source – western ways of thinking didn't allow us to examine things, but COVID-19 gave us that pause so that we can examine these things. That's what needs to be highlighted – the why.
- How do we make that space comfortable so we can share out our thoughts and feelings – and share out wider so we can scaffold it for safe conversations with people that don't understand this. I want most of all to be productive.

4 – Remembering the Past

What is it?

- People being isolated by capitalism
- Colonization, extraction and exploitation, patriarchy and capitalism
- Struggling to relearn our languages and cultural ways of knowing in our community, Alaska Native community
- Narrow and ridged definitions of ways of being, ostracization, shaming other ways of being that don't fit the main mold, all which tie into and are informed by colonization, patriarchy, capitalism, all of what's been shared so far.
- Abuse of power and control
- Isolation is really important for me, I think about these super isolated pockets, whether my home, me and my home, my neighborhood, my community outside my immediate neighbors, and that's just in Juneau, and grows from there, how isolated our experiences are. It's so not the norm for me to know what is intimately happening across the city, it's a social norm to assume and judge, shame and demonize people who are in a or presenting different things. I don't know what that reality is. The certain reality who has power and control, so I think about how we can structure the way we live in a way we do know more intimately the experiences of our community in this context
- Capitalism alienates us physically and from each other, our relationships become transactional and that is just deadening to our souls, it kills empathy
- The pandemic is showing all these unjust things still happening amongst peoples of color and the financial hierarchy of people. For example, the people with health insurance, retirement accounts, with connections to higher levels of groups, with connections to just

about anything in the capitalistic world, have a better chance of being able to like take the train to the next city, fly on the jet, than someone that is rooted into a place that is their home, place of family, that have lived there for thousands of years, have a different connection to those ideas of separating ourselves. But then it kind of happens anyways because of financial status, the things we've done to get degrees, all those things to maintain a structure

- As we were discussing eco systems and planning, this is the one most system oriented, most policy based. This is the one AWARE and HTL haven't been able to really get into this, and I have experience in this and think it is most important. HTL is so grounded in personal transformation, and it's all key, but to advocate for the changes we need will be that much more balanced and key to moving. I want to bring this aspect to our work as a new direction
- Open process of HTL, exploratory in relaunch and now getting to that point of brewing clarity and momentum and be more outward
- We haven't been in the advocacy work, legislative offices, we haven't done this work yet, it's a coalition focus now
- That's part of it, we've been developing the warps, to decide what shape it's going to take, will it be a hat, an earring, leggings, trying to find the presentation or the pattern in which we want to show and work with in this world we are talking about – capitalism, patriarchy – we are working out of grants, other systems where funds are received from other places for something to run a program and which direction will that take us to?

What supports it/keeps it in place:

- I think we all are, still thinking about it. We are all trying to be better people in helping our neighbors but also making life for our families. What is the priority of being? Sometimes what I do or say is not going to work with my place I'm in right now. Sometimes I won't say something because I know where it might take me to. The type of what is it, or what supports it, I think it's some of these things from our own personal lives. We have to make it a priority. I remember wanting to move along, but I'm steeped in my retirement plan and couldn't pull out of that. You have to make a choice for your family, community and further. I think the choices we have to be aware of in our community is how to structure and build and build structure. Like the youth were talking about foundations. Sometimes we can't rebuild something or add to it. Or subtract from it. Or go around it.
- History keeps it in place, history in our main school systems and whose histories are centered. Do we teach war, violence and conquest? Does AK history start when white people showed up in our history books? The way we teach history is big for me. I also think these are connected, but may be not immediately, in my own navigation of what to do with my life. I think about things that keep me personally tied to the system. I think about promoting as a society, always going to college, accrues debt, indebted to society to pay that debt, by the time I repay it, I'm 45 years old and now too old or afraid to make a big change. The validation of me arriving at this job to get to and then I'm asked to make it meaningful to myself when it has no meaning to me beyond I've spent the time since I was six years old to accrue this information to get to this place,

- We become complicit trying to meet our basic needs. People who get into these positions, the system incentivizes sociopaths, the system doesn't measure health, wellbeing, sustainability, only profits are measured, extraction and exploitation and siphoning everything up. It's an inherently unstable system. So top heavy
- I think there are many structures that keep the paradigm in place, one of them is how our communities are built and designed so that capitalist mindset is being reinforced. Streets with cars, you park and shop. People live separately but indigenous communities were designed for people to come together and share, we need to build differently, living differently, more public spaces, share more resources

What needs to change:

- We need to redesign how we live together
- Mental health being a priority for student in schools, self-worth being an important thing to foster. Extraction and the ways systems encourage us to be complicit by strengthening the system, how a person's time is valued and how they are valued is how efficient they are with their labor. We can see and hear people and their experience, and they are worthy, no matter where they are coming from, and value is not tied to labor. Its tied to this new vision
- I was thinking about how we work together to make the systems of retirement, of education, of those things that entice us to do more not just for me but try to make it a better place of connecting. I like some of the words, being good relatives, though sometimes we have to look beyond just me. Go to the government and say free college education, free medical care, some type of counseling after the pandemic, whether its trauma or mental health issues that =come up
- Revolutionary mothering is a book to help us maybe with a path, a method?
- Recognize all the unpaid labor
- Fallacy of white supremacy needs to be on this list to change
- We cannot not do this

GROUP Breakout 2: The Future We Want: - What is the future paradigm that we want? (Name it out, call it out, describe it. What changed to allow that future paradigm to come true?)

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

- You know what you want already and where you want to go.
- What does it look for everyone to have access and privilege? I think a less competitive narrative. Replacement as opposed to a resolution. Lifting up a non-competitive narrative.

Asset based conversations vs. deficit based. Talk about resilience as replacement to what's in place right now.

- People are searching right now – we have to offer something on the menu for wellness. Offer a menu of choices – replacement messaging. Opportunity, replacement framework. Assets based framework, collective framework.
- What would support that? Warm invitation again and again to be a part of something that is built in kindness and strength. Not just going on the twitter and blasting. Not about entertainment. Changing engagement.
- Lack the time and resources. So many layers of society in there. Provide tools and examples of what it might look like.
- Trying to reach the people who aren't participating. People don't have time to work on the topic.
- One of the things the pandemic has done is that this is inequitable. There shouldn't be people who have three jobs just to make rent.
- Inequity in health care that can be revealed. The real story. It's not the answer to give them immediate relief. Break the silence.
- Policy level is where I can keep seeing solutions. Personal level – work with people on the coalition. At this grass-roots level, it's hard to think about changing. Hard time imagining it.
- How wellness and wellbeing is journey – it is not a single point. Life is a series of events. We want our children and grands to have a skillset. Future – Opportunities for youth and adults to be able to talk about a journey of a lifetime. For that story to be changed – when we look at challenging movements – look at is opportunities to learn.
- Example – I could have a death in the family at the same time someone who has a baby. We could normalize the human experience by holding both experiences together. That would maybe shift how we feel about Elders and that non-competitive [nature]
- Workshops. We have to create space to talk about this. There are some amazing stories out there.
- A lot of times there are people we want to help – people are just too busy. It's hard to get involved.
- Homelessness.
- Provide support to help people get there. Bring in the resources that will help. Help them get there. It would be magical if you could get people working, even just three people. It does happen.
- We may have to go to a place rather than having people coming to you. Have someone share their story.
- Even within every family – generations before her – shoulders of women who have transformed.
- It may be somebody else's story they haven't been told. If I'm telling my story about my life – it's a story of resilience – and people acknowledging that. Or a story of someone who has made.
- Transformation to a safer place.
- Mentoring – doesn't always have to be between a youth and adult. Peer support program. Generations of families.

2 – Existing Relationships

What is it?

- Education system – a paradigm that acknowledges children of all ages as FULL HUMANS. They are full humans from the beginning. Deserve to be treated as whole humans. This plays out in consent teaching. This would dismantle so many oppressive structures if we could properly teach this.
- Rooted in indigenous knowledge – we have already had these structures in place
- Rooms reflect the community – wherever decisions are made. And equitable places to share during the process throughout.

What supports it? What keeps it in place?

- Having these same conversations built in as required training for those who uphold the law like police, teachers – they need to be grounded in these core concepts across the board
- We're here to call each other UP, not out or in. Want a world where we are in close relationship with each other to the point where we can trust when we are called up.

What changed?

- Mindset shift has occurred. Find a way to teach teachers to reimagine what their role is so they see themselves as mentors in LIFE and not just teaching them MATH or getting them to graduate. They should see themselves as people who play a critical role of building our youth holistically.
- More people involved in community visioning
- We spread relational practice across every level
- Teachers have good relationships with the students and have buy in to determine curriculum
- Getting stuck in “why this and this” can't happen. Really need TRUE outreach to the people affected by the policies. Haven't seen much of that.
- The people who benefit from the system are also very skilled in working the system. So, we need a system where people are familiar with working it. We need a system that was designed by US. True community involvement. Collective voice.

3 – Learning and Unlearning

- The fruits of our labors – the young generation needs to hear why it is important to hear how we got here. In the future – our education system has the true story of how we got here, and our families have the conversations and stories that acknowledge the why of how we got here. Celebrating her for being a warrior and celebrating our youth for stepping out and being their full selves. That paradigm shift from “oh we are going to learn Tlingit” to “why we are going to learn Tlingit” and the “why.” That why is the paradigm shift. We are the ones who benefit from this.

- That motivation from the why – that introduces the thought of world views. We can appreciate the why. If we understand the why, we don't have people coming in with opposition to that. If we understand the why then we see the bigger picture
- The paradigm shift that I want to move towards – I struggle with being an American and the colonial belittling of wisdom that whatever is decided is wisdom which is generally the adult male group of people. If we can get our community – our society – to shift from “I know what's best” to opening up to the perspectives and knowledge of others with an openness and a listening to and learning from one another. We all have wisdom and if we can cross those existing relationships to be able to learn from one another we could grow so much more. That's my pie in the sky. What would change is a curiosity – perhaps a childlike curiosity that takes away the “us and them” – just being able to get to a place where I am curious about and want to hear about others' perspectives.
- So shifting who determines what we value – shifting from the colonial linear mindset over to the cultural, circular perspective of who determines what we value and everyone hearing that space of sharing perspectives and in the future we have created more space for our families to hear each other and information gap
- I was thinking about the paradigm – a lot of our young people were talking about decolonizing and what they were really doing was speaking to what they need to do and not what we need to do. Elders shouldn't have to be put in those situations. I have been decolonizing for a very long time and I have worked on the hurts that I and my families have gone through. We shouldn't look at everyone through the same lens, it's about our own personal healing in terms of this world that we live in and there will be a change coming. We are doing tremendous things even before this all started and I'm looking forward to what will be said and the knowledge that will be shared. The world needs to hear what you young people have to say.
- It's been a really hard two weeks – we need to make sure we are protecting our youth and they feel like they're not being silenced. Having protection put into place – it comes down to accountability.

4 – Remembering the Past

FUTURE PARADIGM

- The way that cities are structured, restructuring so we are more communally involved from moment I wake up to the moment I sleep
- My vision is a connected community of care, a community of people who take care of each other and share resources. We get there by being less dependent on capitalism. Change the living structures, streets and living structures. Rather than private spaces, public spaces are more central to our living, more events bringing us together. Less isolation, less alienation.
- I'm thinking of Lingit clan houses, five families multi-generational, sharing resources with each other and neighboring communities. I think we can get back to that, and modeling it on indigenous models not on western capitalism
- Capitalism is pushing us there, none of us can afford living in isolation anymore.

- Someone said something about people sleeping on streets, how this reflects the wellbeing of the whole community. In the world we envision, we don't allow that kind of hunger, and hardship. We care for each other in a different way. Organizations have different roles. Less gaps in the spectrum of services so folks are able to be safe and take care of themselves, with love and support they need, no shame or moral layering that gets placed on folks
- Education of our children has dramatically changed and will continue to change. Mass structures of buildings to maintain in our villages, because of the price of energy and such, there's always that fear of being cut due to population size, fear of not having the resources tech wise, hard to come by, finding ways to look at educating our children involving and including families for part of the year, instead of just always being away from our families, and since we are dreaming, some of the work force can take a break and be with their children and live and work together, to understand the value of their families to themselves and with one another. Education really needs help and we need to pay attention to it, especially in our communities,
- Speak truth to power, to people causing harm, to have power

What keeps it in place?

- What are the things we want to see happen in our lives, wellness, learning, safety, whatever they are- who helps contribute to that? What does it look like? Such as in education? In the learning context, we operate from the opposite premise right now. Its dictated right now what learning will look like, roles that support it to legitimize it. What keeps it in place is all the things determine what learning is and looks like, and who is part of it.
- We need to get folks voted in to do these changes. Instead of just accepting the budget as presented. Hopefully to look at qualified people in our communities to begin with, in our families, who can speak up about what they think a budget might do, how it will change? I can't pay for the education of my community, but I can get someone in who will talk for us and will look at a budget for us somehow
- Hopefully through this pandemic, hard to say out loud, the oil companies are on their knees at this moment, transition to a caring economy, unpaid labor of women and others put in to caring for each other – this is centered, the actually work of life. Dismantle 'white supremacy' so not just some people get to be cared for, but we all do
- Allow planet to heal, and things to settle down, focus on caring economy, put real leadership in place to achieve this not just extraction and exploitation
- Practice revolutionary mothering, love by any means necessary to get there
- Bike, run, small things like these bugs can bring down these systems, like this virus has
- Groups, we can share like this

What changed to make this possible?

- A process I guess, get folks in leadership who are experiencing the direct effects of capitalism, the fallacy of white supremacy, patriarchy
- White men need to listen, and to advocate for these changes, and speak to other white men about these systems, this is how we personally do this. How we get there is listening,

recognizing where power lies and responding to and being led by people who are not in that patriarchy/'white supremacy'

- What would it take to feel like you could throw your body in front of a vehicle to stop it from running over your child, and be able to do this for all other people too? What changed so this could happen?
- When I look at different places I worked, and what type of support is given to folks of money, and how they are given credit for giving money, tax credits etc., maybe we need to think about that system too. What might improve it more, than just giving them credits for that, when they have billions of dollars, maybe looking at so we can suggest the policy switch
- We love the things we take care of; care comes first then love. Get folks to care for each other in a small way, share food, share resources, little things gradually increase the degree to which the community shares and shares space

Report Backs from All Groups - Future Paradigm:

- Group 1 – Personal growth and transformation is not always accessible to people such as those working two jobs or who are homeless. It's a privilege to reflect on ones' life. **We need to break the silence on resilience;** there are so many stories and changing the language around survival and accomplishment is by removing it from the competitive model. How beautiful would it be if we elevated peer support? The mentoring dyad doesn't always have to be an adult with a younger person. Mentoring is key. We help each other all the time. Put more flesh on the collective.
- Group 2 – Move from an ethnocentric place to really valuing and holding onto worldviews and appreciating it. We have a system that tells us what our values are – this keeps us stuck. I think that when we were determining the change – how it will be – **the change is still in making spaces for that work to allow where we can have safe places and it is ok to speak.**
- Group 3 – **A system and education system that recognizes children as whole people from the beginning.** We get there through the power of the collective. Can't just have one or two voices on the school board. We need the collective to show up at meetings.
- Group 4 – Remembering the past – **Mobilize a sense of urgency for those in positions of power (push people to be more concrete)**

Host Reflections: The elephant story – how do you eat an elephant? One bite at a time? We don't have elephants in Alaska. But we have whales, and its eaten with the whole community taking part, in sharing and involving our community. That is how we will accomplish this work, with everyone taking part.

Scavenger Hunt – Activity Break, participants chose one or more of activities:

- Find three objects outside, representing goals/hopes/intentions you have for HTL.
- Vision board for HTL (doesn't need to be extensive), encompassing how you want to see the work implemented this year.
- Take a photo of something you feel represents HTL (values, mission, pillars, etc.) and send it in for a photo collage.

- Write a short poem about the work of HTL you'd be willing to share – can be about why you feel the work is important, or how you'd like to see the work implemented.

Share backs from the group

- Art project: what we're hoping for, what we're dreaming about, and how we want it to be implemented. My hope is to be able to contribute. To implement it – really like the idea of the community sharing the whale. "I eek axaheen! (I believe in you.) You're a smart cookie." Example is community initiative to send letters to kids. Implement work so it's not overly taxing to anyone, but doable as a community.
- Love what she presented, "I eek axaheen." Helps me believe in myself too. Elders putting hand on chin and lifting them up
- Feeling of the sunlight that reflects on the water. Magical. Lean in and be close. It feels so good and healing and magic
- Idea of a garden tending and sharing... so many people have contributed to it. Hang on little fava bean...stalk broke and it's hanging by the thread – It's still growing. I think about all of the work we're doing and sometimes things seem broken. But we keep going and keep growing.
- Mask (simple way to care for each other), broken tool (let's make new tools), rock (the land is our guide)
- Devil's club. Metaphor for medicine and healing. Spring is also a metaphor for energy and rejuvenation
- FAI, Elder quote, Creator provides for you - just need to know where to look; pinecone, dandelion. (Harvest dandelion roots in the fall time)
- Created a city event in Evanston. Google doc, with pictures and links to check out. Transformational. You guys are my *beloved* community now. I want to recognize that.
- Three objects encompassing how you want the work implemented. 1 – Zine. How to be an activist. Just because you can't magically fix everything doesn't mean you don't have power. 2 – Courage to Change. Al Anon book. Represents importance of staying connected to the people we do this work for. 3 – Shell. Represents place-based knowledge and place-based activism. Whole world perspective is counterproductive sometimes. Juneau feels more doable. Also represents spiritual goals/self-care.
- Fossil rock we found – cockle shell on it. Sometimes our ways of life create a place and time for something to happen. Where the pressures take care of creating that impact on something or someone. Sometimes when we take care of things this old – it had to be 1000s years old. When we take care of things that are important to us or finding ways to take care of it so we can share it for another 10,000 years – we want these things to be with us. They share with us a time period of things that happened to them. We are trying to find each of these little lines.
- Haiku. Something like picture new systems
- Devil's club. New shoots. People finding their own path. Love how persistent it is. It is extremely hard to get rid of. We are just like devil's club laying on the floor. We are laying foundations for the healing process that will continue to spread roots, allowing new shoots.

- Been painting all day. Painting what has come up for me. Wisdom and brilliance within us that are tamped down by systems and crap. We're finding our ways to reach up through the junk to be in the forest together.

Day 1 Closing: Thank you, Reflection Question/Homework

Homework - Reflect and be ready to share: Where do you want to get your hands blistered?

What part of the work are you most interested in? What are you most passionate about?

DAY 2 - NOTES

Reflections from Scavenger Hunt (those who didn't go on Day 1) -- Circle in a circle. We asked everyone else to listen and take notes on insights that resonated with you to send to us.

- Fiddle head opening up. Some are unfolding, coming to be. Beautiful!
- Four pillars. Love is Love. Kusaxan áyá Kusaxan áyá. We show up for different reasons. But we all come from different places, but we stand together. Create a space that allows me to listen to understand.
- New moon meditation. Share the sentiment of rebirth in this moment. Picture – of apple trees. Apple tree is still alive – leaves. Power of new life. Unpacking – white lady doing her own dirty laundry. Sleeping bag – campaign around homelessness – talk about trauma, violence. Make concrete change and move forward.
- Tree trunk – ecosystems of change. I think a lot about ecosystems. Animals, plants that rely on each other and how we are all connected. If you are focusing on endangered animals – you're really focused on environment. When you think about helping teens – think about their ecosystems.
- Vision board on candle (virgin of Guadalupe). Reconciled forced religion and spirituality. How I want to see the work. I was trying to do some work. It stressed me out. When we are being so busy and trying to get things done. Reminded me that this was supposed to be slow-down moment for me. When we focus on ourselves – we will help. Saving, sleep, wellness, pick-me-up, revolutionize, recovery, I love me, bloom, ideas, timeless – all things I'm trying to focus on for myself. It will branch out to others. We shouldn't forget and we should definitely make time for ourselves.
- People put their smudging material in abalone shell. She put a clam shell in her abalone shell. Healing that can happen when we harvest from the land. This time to see the gaps and misses – smudging with purifying – letting that smoke fill in those gaps with sweetness or cleansing. (The shells we have around us all over in SE are really beautiful. Bringing that medicine in use).

Insights from Group about reflections (popcorn-style)

- Fiddlehead unfolding, a symbol of HTL. Nutrient rich. Hope.
- Intentionality – Ixsaxan
- Homelessness – intersectional issue
- Reconciling forced religion and freedom of spirituality
- Beautiful candle story – decorated outside in stickers as reminders of self-love
- Healing that happens when you harvest from the land, take time to let the smoke from smudging fill in the gaps

One Word Reflection on what you want to get out of today. We asked participants to describe what you want to leave the day with. Putting your intentions out there is powerful.

- Action
- Approach
- Hope
- Waves
- Completion
- Movement
- Plan
- Path

- Direction
- Healing
- Peacefulness
- Measurable
- Frame
- Clarity
- Collaboration
- Focus
- Rejuvenation
- Math
- Connection
- Strategy
- Function
- #SocialChange
- Direction

One-on-One Discussions –We asked each pair to discuss what area of work each of them really wanted to sink their teeth into, then to help each other identify where it fits into the ecosystem of change.

- 1 – Personal Growth & Transformation
- 2 – Existing Relationships
- 3 – Learning and Unlearning
- 4 – Remembering the Past

Popcorn Sharing – Reflections from one-on-ones

- Felt good to connect with one person – gift to find a way my passions fit into the work. It was asked in commitment with my heart. Made me feel better for more blisters. Connected to work. Increased clarity. Electricity
- It was amazing to figure out and dial in where our work is at. Bring in different experiences and world views. Appreciated the different insight and seeing how many different talents it takes to accomplish things.
- Enjoyed the 1 on 1. Pillars – place in branch were branch starts to come off. Shape of branch following around it. Place where you have to strip. Reached that little notch – starts to make a straighter strip of cedar bark. Hard to get around the little notch to sort out which way we’re going to go. Solving the ongoing lifeways of problems. That’s the way I was thinking about it as we were talking.
- Feeling emotional. Thankful about the work we’re doing. Opportunity to reflect was just what I needed. Thanks for paring me with partner.
- Had a good one on one discussing relationships and healing. Connecting with family in the pandemic. I feel like I’m being real. I’m not going to worry about someone might not like what I have to share. That’s all false feelings that we have as people to feel insecure. Excited to move forward

Which Pillar are you in? (sent to host)

1 – Personal Growth & Transformation: Ben, Koot Xheech, Renee, Ty, AnaVera

- LGBTQ+ Youth Support/Empowerment
- I feel most compelled to help with representation. Telling people's stories, helping people to feel comfortable sharing their own stories, in photographs, writing, media.
- Healing
- Event Organizing/ nurturing people (food sovereignty)
- Working with men in direct and extended families to promote accountability and care in relationships

2 – Existing in Relationship and Working across Generations: Natalie, Ati, Leona, David, Becky, Della

- Ecosystem connector/activator
- Education
- Creating space for Filipinx spirituality & healing and building community
- Healing through relationships
- Create spaces for healing, healers, regulation/transformational justice
- Building community connectedness

3 – Learning and Unlearning: Lisa, Danielle, Leah, Angela L., Tina

- Developing learning approaches that build relationships and allyship among somewhat resistant groups
- Developing learning approaches that build relationships and allyship among somewhat resistant groups
- Address educational inequities by supporting and empowering teachers and school administrators
- Communications at the community level to drive cultural change toward systemic change – racism, men’s work and increasing Juneau’s understanding of systemic oppression
- Family engagement – SEL skill building

4 – Remembering the Past to Build a Collective Future: Steph, Kolene, Lori

- I’m called to remember the past to build a collective
- Families, students and communities in defining the agenda for their schools and communities
- Equity in education

Future’s Visioning –2070 – Describe the world around you: what does it look like? During this activity, the prompt was: “The year is 2070 -- all your hard work has paid off, and your vision for transformation has taken hold. Use the lens of HTL and your pillar.”

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

- Every child has a home and feels seen. Gender is not a thing. Youth that feel like they can speak up for themselves. See adults who are able to listen. I see all of that happening through PG&T. See people evaluating themselves, take care of themselves, each other and

- Working with me to support healing and accountability. I see men being able to take accountability for harm caused and being able to hear when someone tells them they caused harm. Men would be able to hear this and take it into consideration and use that for personal growth. For men to see and name their own trauma and way they were harmed by patriarchy and capitalism. For men to be able to hear about pain and process it. Consider the role we played in it, causing it. So many men who haven't experienced trauma – but if I can name the effects of how I was harmed with smaller things and how it grew. Men being able to listen (able, willing, wanting) to understand. Masculinity – identify as a man – being hungry for those conversations.
- Had a conversation with grandmother 5-8 years before she passed away. I so wish I could live another 80 years. So many changes over her lifetime. Technology, social growth and social change. In 50 years – drastically different world. 50 years creates a lot of time for change. Struggle with this thought. I see racism as an ugly thing that our society sees. Isms are starting to be seen as ugly by society. Racism and sexism are called out by society. We see it as unacceptable. That's not what we allow in society. Oppressions that happen b/c of racism b/c of colonialism.
- I'm able to see that these things can all be tied together. A lot of things can happen by removing the gender norms of what is and is not acceptable. Not just for men and non-binary, but also in the other marginalized communities. We all fall prey to gender norms. Sharing of men's emotions. Hits all cultures and communities. 2070 future – everyone is on the same playing field. Negative things are being called out right away b/c we've cumulatively joined forces. Not a matter of just being in own groups. Everyone has the same mentality of what is wrong. Intersections at play – everyone feels the same as everyone else.
- Representation – want it to be normal to see fat bodies on artwork. Marginalized people in all of the other spaces that they are not in right now. Film with lead characters – who are Asian. TV – same sex couples. It's already the norm that everyone is being represented.
- Interesting thought – how steeped we are in those norms – the black man and the dog always die first. New norms created, when we don't feel so abnormal.
- Intersection – Ecosystem of gender norms. Things can fall into place. Doable. Appreciate the connection between our work.
- Non-normativity – perpetrated by people in power. People who identify as men have a tough time talking about this stuff. Non-normativity is less than right now.
- Being in these spaces – How can we fight these norms. Balance that. You may have to deal with white male fragility. How do you teach these men who are feeling hurt are still in this position of privilege? Changes the dynamic for the rest of the group. So complex.
- White fragility – worry about – aspect of fragility – comfort in their privilege. I don't want to give up my privilege. I don't want to give my power.
- Equity – inmates are intentionally trying to get infected so they can infect others. White supremacy lives in the jails just like anywhere else. White fragility. Challenging conversations you have in the locker room.
- Community organizing and nurturing people. Food sovereignty. No plastic usage. Organic and equitable. Kids grow up learning how to grow their own food. Healthy nutrients in your

body – you know the whole process. We will no longer need toxins in our bodies. Focusing on independence when people grow their own foods, focus on whole foods, connection to the land and Ancestors. Provide an area if they don't have to teach them. Inner cities – who don't have access to fruits and vegetables (food desert).

- Changing your diet – fall more in a category of feeding your body (vs. looking a certain way).
- What we make accessible to food. A lot of privilege comes with fruits and vegetables. Costs more. Single moms don't have as much access. What are we feeding our bodies with? People who don't have access to equitable foods – also don't have access to other things.
- Investment in school. School system that has some sort of food sovereignty.

2 - Existing Relationships

- Abundant herring eggs, lots of seal grease, fish came back,
- Equity and centering humanity are just a way of being – it's the default. Our role is only ensuring history doesn't repeat itself.
- Interdependence is the default and accepted as necessary
- Schools are places that lift up the whole child
- Schools are healing environments that center community healing and the whole child
- All staff, administrators, school bus drivers, etc. are on board with this vision of supporting the whole child
- Our schools have caught up to what we have always known – and what science has now confirmed – in terms of best practices with raising children and nurturing them to be their strongest selves
- We can have conversations around supporting children without triggering defensiveness
- Teachers are able to proactively bring their own values in as whole people and take personal accountability when our actions don't align with our values
- Decolonization – rooting out what doesn't work and rooting what does work
- Schools reflect the community and the community is part of the curriculum development – everyone is seen, and everyone is represented
- In the community – everyone has the resources they need, from food, shelter, healthcare, etc. so they can grow and be healthy
- Prison systems have become archaic and drug & alcohol dependency and homelessness are rare – these are symptoms of people not being in a healthy place
- Self-care is an everyday part of life, and we don't feel guilt over it
- A paradigm shift has taken place and we aren't expected to be super women
- We live in a society centered on a caring economy – that values the work of caring and not just extraction/profit
- More women in executive/political leadership!
- Life moves slower – we pause and take care of what's most important
- We have collectively recognized the need to grow around and through the limitations of our current systems (as opposed to 'burning it down')

3 – Learning and Unlearning

- I'm dreaming, I'm reading about the 2020 pandemic through the eyes of the youth at the time, the adults and Elders worldwide
- It's safe enough in this world for people to be embodied – people are in their bodies and they are healed and are in a place of knowing how worthy and precious and powerful they are, all people are equal and that celebration of worthy lifted love. Our community is blooming, free of violence, safe and loving
- I see a real shift from where we are now to a celebration of childhood. So vibrant that all youth have an exceptional experience of growth and support. It really would be the whole village working together to experience this network of childhood.
- By 2070 I may be an Ancestor that would be looking at the world and probably feeling pretty content for all the work that we did in time immemorial. Just looking at what is being done here in Juneau – just looking at Juneau – there is a fairness, we don't discriminate against color or gender, people aren't seeing class. Everyone is one class, no one is rich or poor and everyone is still living off of the land. People are sharing, using natural medicine, there are more naturopathic doctors than regular doctors. Medicine people have come back to share their medicines. Children are safe. Women are safe. There are no prisons, I am happy with the work that Ati and David are doing. It will only continue to get better. That is what our Indigenous spiritual people believe, what is happening now will only continue to make things better. The world will still be here because people care about the environment and each other. I'm looking at Juneau and the world as being such a good place because of the hard work that a handful of people chose to do.
- My vision is similar, I see a united community that shares resources, is equitable and living off the land. People are walking, biking, using our public spaces. We are growing our own food and there is free college and free healthcare for everyone.
- There are many fewer systems to navigate, it is a collective space
- The systems that do exist work for the people that they were designed for which is all people. The systems deeply meet the needs of the whole human. I'm seeing the bravery of the people using their whole hearts and speaking their whole truths, and I see the grace and understanding that are at the forefronts so that people can navigate the hurt and harm. There are accountability and people know what to do when others are hurt. People are safe, we are ensuring safety by reducing violence.
- I'm listening to new technology that is deciphering words in our Native languages. I turn it off and realize that my house, my families are speaking Tlingit and Haida and Tsimshian – they are all kind of in a place of love and kindness and sharing because the anger, guilt and shame has been washed away. Learning the language is easy because the guilt and shame is gone, and I am happy to hear them speak
- I see color and people dancing outside, I smell food, good food and the freshness. I don't want to see cars. The moment that you walk outside and hear the sound of laughter, people's voices and languages. People are in tune with nature and even when it rains, people don't have a negative reaction. The existence of people showing up and how they look and are doing what feels right, young people are not questioning, they are excited and interested about others and it is accessible. There is less harm. When there is harm, we

know what to do. Things that we are envisioning now is that those negative thoughts and inclinations do not come up. Incarceration and those oppressive systems do not exist and would not even be an idea. Shift in people's minds. We would remember but not do it anymore. The youth and the kids and future generations would draw from the beauty.

- There would be more shared spaces, the community shares spaces for gatherings and it is open to everyone.
- I am reading a book of Alaska Natives from the 1600s to 2070
- The ocean is blue and plastic no longer exists. There is balance in what is out there with our trees and our Indigenous peoples have taught everyone what balance is.

4 – Remembering the Past

2070

- Solidarity Power Fist
- Our whole campus feels inclusive and safe – campus reflects students we serve, beautiful rainbows, beautiful Filipino community, Latinx community, and foundation is Native – lots of T/H and Tsimshian, see our languages all over our campus, faculty and staff are immersed in place based education – know the history and the struggle of our peoples, and they are all making time to heal, they know how to meet a student where they are at and support them, our faculty and staff are healed and help others heal
- All educational spaces are like that, could be true for all - I could see it and imagine it happening and being true
- Families are much more partners and part of the whole learning experience from early years, to university, its more driven by families. Our policy reflects this, day to day practices reflect that, decision makers look different, they are more representative of the communities they are serving and the students and families. We really understood how to work within our systems and across collectively and collaboratively, seamlessly, though folks are healed, things will happen so folks can get what they need. We'll be able to do that; it won't be a burden to do that across systems it will be seamless. Kids and families are getting on the path they want and are able to do that.
- Families as partners in education, I think about how our education system was built to not let our kids be best they could be or to just pass tests, so in 2070, no more standardized tests, kids and families determine what is best for their learning, they have control over that. They learn how to speak their languages, centering home, harvesting for the family, conflict resolution, talking about feelings, because this is important for them all to learn, they learn what interests them. There are certain things folks learn, but how they learn it could be determined by their path, learning their passion and fosters their curiosity
- There has to be some training and learning component that school staff knows how to build relationships. Relationships are at the center of that. They understand the difference and how to create deep and meaningful partnership and linked to outcomes, learning, linked. It's easier to contrast now – lots of random activities that we say engages families, but we don't know for sure so in 2070 they are partners in reaching their families goals. There's also some accountability structure for that to meet those expectations. It's not thought of

as an extra, there is a concurrent path for students, families and learning, in a way that is personalized. Links to person and place and all of that.

- At elementary school using more real life hands on things to teach kids, as opposed to games and art assignments are nice but they know how to count in the woods, picking berries, doing math, like TLL program at Harborview, all kids learning weaving , no special program for a lottery system, but all kids can learn geometry through weaving for instance, and engaging families in those kinds of lessons, so examples are wide and varied as the kids are, learning what applies to their lives, families and cultures

2070 Pillar

- Elected officials are true members of the community, they don't rely on people coming to them, they are active enough in community to know what community needs. They are member of coalitions like this and are engaged in knowing what this means and what the community should be doing what it needs in relationships to the community
- Policy makers are inter-generational, young and Elders, they inform and share collaboratively
- There's a value of relationships and connection. Based on that decisions are being made that create benefit to the whole community as opposed to the economic benefit to a couple people. Decisions are being made for thriving community and thriving family looks like. The idea of equity is embedded in that decision-making and thinking.
- Leadership doesn't represent one language, culture, economic, gender group. There is richness in that.
- Political parties are no longer a thing. Policy makers are making decisions based on community. And this will be different for each, so it reflects communities which are not all the same.
- Our systems would be more interconnected so that we don't think about things as silos, separate, but we have a comprehensive and holistic approach. This is fundamental to how things operate now.

Future's Visioning - Breakout # 2 – Walk backwards in time from 2070 – Benchmark the big shifts that occurred that allowed your future to come true. What are the milestones and steps/actions that need to happen to allow that come to fruition?

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

2020 – Biannually for 10 years and it's a part of the culture

- Representation stuff – make it the norm for marginalized people to have artwork, gallery-walk centered. Becomes a norm. Seeing it often enough it becomes normal everywhere

2025

- Stop the hate crimes. Hate crimes are no longer acceptable. – When you engage in a hate crime – you are a bad person. When they do happen – they are far and few between. More people are on the same page with each other. No bystanders. Technology cell phones/go pro – A lot more activity is caught on film which helps it becomes less accessible. Citizen's arrest law. Tighten up the law so there are not loopholes.

2030 – 2050

- Physical violence. Prisons – not sure if that is the solution. People are held accountable in a different way. White supremacist. Home where you go through a re-learning process. In-patient focused on integrated – where people live there. You have to have a job to support family. They get support to focus on healing. Holistic restorative justice focus.
- Holistic restorative justice focus. - Powerful difference between those who have it and who don't. Holistic social justice
- Prison reform – letting people out who have been in there for a bunch of things that they shouldn't be in there for. There's a lot of disparity.
- Get rid of for-profit prisons
- Get rid of capitalism – becoming less and less useful.

Gender Norms

- Stop gender discrimination.
- Social shift that needs to happen – shift in acceptance – Education – supporting people in that direction. Broadening it out. Continuing supports and building. Educate middle school parents.
- Safe home for everyone. Kids are going through sex ed. Creating the norm for it. Speaking openly about it. Sex ed encompasses gender, non-binary. Move beyond the biological – stereotyped. Moves us away from these norms. Be good for everyone – everyone hears it. Kids learn it – it's normal. It's being talked about out loud. Bullying doesn't happen. Classes for parents. Our youth are more open to it. Sex ed is not taught. Alaska – law on our books that schools have to be teaching healthy relationships/sex ed. Not all of our schools are following it.
- Included in wellness – PE. Other aspects of education. Pop culture – movies and songs.

2030

- What food options we provide to each other and evaluating that.
- Mandatory gardens. Parks have fruit trees. Community gardens in all of our parks.

2 – Existing Relationships

- A healing process has taken place so that sweetness can fill in the gaps – so that we can continue to learn and teach
- Major shift in political representation in decision-making spaces (more women, POC, Indigenous peoples, LGBTQ, differently abled, etc.)

- Schools are adequately funded so needs can be properly met
- Efforts have taken place to connect families to their healing source (food sovereignty, relationships with the land, sources of spirituality, etc.). This ensures we take good care of our homelands and each other.
- True partnerships with families in schools
- We have shifted from punitive practices to restorative practices within our institutions (schools, prisons, etc.)
- Major policy shift – where families and communities can review and co-create curriculum before its used in schools
- Communications – people telling their own stories
- People have the tools needed to take personal accountability to pivot from perpetuating harm to repairing and nurturing
- People have a shared understanding of racism/gender inequality/systemic oppression – necessary prerequisite to the vision of transformation we want. Needs to be a cultural decision to center equity.
- Indigenous languages are not endangered anymore
- Approaches and curriculum have been developed to bring those in who are resistant to letting go of hurtful/harmful behavior, while also modeling respect for worldview – the grace and respect we all expect. Need to be centered in humanity to avoid defensiveness. Don't want to tip toe around white fragility, but don't want to beat people over the head either. Don't want to silence POC from being able to talk about it. How do we find good ways to talk about these issues?
- Universal childcare is a reality
- The way we fund our political system has dramatically shifted – i.e. Citizens United is successful
- “Revolutionary mothering – love by any means necessary” – path forward?

3 – Learning and Unlearning

- I love to write and imagine a world where language and learning is so important, we encourage people to look at history and reading and having reference, talking with people and encouraging people what and how they are doing in this pandemic, encouraging people to write and write about the history.
- We learn how to have healthy relationship with ourselves. We practice that. We brought that into our community. We brought those skills to each other. We created spaces where we practice accountability and repair. We created new systems/different systems that were made for all people
- There will be a collapse of individual organizations. Economically, there will be such pressure that we will have to merge and find shared impact. We will have a more collective view of community. There is no competition for resources or grants. Restructuring of definition – turning healthcare into a system that does not compete. We are rethinking what those parameters are.

- We look at others to see what kind of work they are doing. We look at allies to work together. The languages are learned together, and people are working on language. Curriculum is done strategically.
- The 7th generation has brought us here. People have changed the world – we made this change ourselves. Young brilliant people have made these changes because they feel safe to express who they are. Youth like who they are, they are empowered to make these decisions and they have the answer to create a better world. Youth led – letting young people know that they are safe and protected it is amazing – the 7th generation is that milestone.
- We came together as one community. We addressed the climate emergency by transforming transportation systems, housing and waste. Community living rather than single-family homes became the norm. Active transportation became the norm rather than driving. Growing and harvesting, fishing and hunting became our main food supply rather than depending on barges and factory farms. We organized our communities around public spaces where we could share resources and freely enjoy each other’s company. We passed legislation for free college and free health care for everyone.
- Starting at history to know where people are at. How do we want to express ourselves? Filipinx visionaries are connected. Barriers are broken down and the gaps have been bridged.

4 – Remembering the Past

Milestones walking backwards:

- **A change in the way capitalism works** which allowed Families more time and involvement - families bills are covered without having to work more than necessary, families have financial ability to prioritize their children’s education. They have the time for that without parents having to work multiple jobs. We used this pandemic as a catalyst for a reframe.
 - We adapted the Hawaiian post-pandemic plan to Alaska
 - Connect with FAI to learn where that effort was at and how/if HTL wants to be part
 - Pre-colonial culturally based “economy;” we no longer center individuals but rather everyone “ecosystem”, aunties and uncles teach children, everyone has a place, everyone helps, right now not everyone has a position they can contribute to our community from.
 - Individualistic society is no longer, “get mine’ mentality is a thing of the past, there is a collective, inter-dependency, we all rely on each other – otherwise we couldn’t survive.
 - Post-2020 Pandemic, we invite your whole person including your identity as the norm. We are no longer competing, but we are bringing each other along
Different Step: We elected different leaders who created a different system (not based on money, ...); no longer partisan politics; elected officials vote with their community not with their party
 - HTL Partner with FAI
- **Family Sovereignty** – Our families understand what they need to do to help create an equitable education

- We took advantage of COVID-19 to reform education. Families to ensure they are the expert's they have the most influence, power is returned to the family in a way to help them. Families realize, I have the power to determine. Schools realize this too – we will help with this piece as well. Mindset has changed. They don't have to do all the things exactly this way but figure out how to achieve based on their families, placers, and cultures. Community is driving it; they are collectively meeting needs. There is a pivot.
- School districts hosted a huge gathering and interviewed families on what worked during the pandemic. From that we learned what wasn't working. And even though Native and marginalized (folks of color, families and identities) have been saying this, the pandemic helped everyone else finally see it – it was VISIBLE to everyone what systemic inequity really meant.
 - HTL with group members will co-host this work with the Tribe to start hosting this. We can get leaders together and identify what needed then invite the school district to talk about what worked and didn't work. We can help the school district shift. We invite colleagues through HTL to help draft invitation and set intention, we call folks together for this gathering through dinner or foods.
 - Ex: We brought cooking into Lingit language class to make kids want to come to class. Big shift. So after the pandemic, he is going to center this in his approach. Youth and families selected what foods they'd study. This is how you bring education to the family and have them decide what to focus on learning via the teacher's method and approach. And its recorded so they have access to it.
 - COVID-19 changes, how we have all changed. How homes and families have had to learn how to support and prioritize, families have had to learn how to prioritize student's time, so student gets access to what is needed. This is the perfect time really look at how we have all changed and adjusted our lives to this new normal. What struck me is our cultural values. Our whole house is founded on our cultural values. As an outcome, student is thriving in classes. Student is feeling and doing really well, maybe the information is hard but has parents when needs them and is thriving. Thinking about the bigger systems, maybe in 2070, school is not at 8am in the morning and not M-F, maybe school is more home school reflective in that students can move at own pace. Families can go and harvest, and so in 2070 reflects our cultural values and family values. Closest thing I can think of is home schooling, with parents, so schedules aren't rigid anymore. Education is not about memorizing; it's about living the experience.
 - How do we make food sovereignty beyond a class and more mainstream? Food sovereignty as it is right now is access issues, in this situation with what this group has put forward with restructuring capitalism, going back to cultural ways of knowing would naturally allow food sovereignty to be keystone once again; there are key challenges to this, large things as well as down to the specific classroom level. Rethinking about that – families with more access to good foods, rather than easy cereal bars, this ties into pay gaps and inequities, as they create their foods that reflect them. Food fairs the public are invited to try stuff. Every schools should have food sovereignty Fridays to learn from guests and

others on those foods, approaches. How can we use the systems in place to make the baby steps to educate people and equip them with tools they need to carry it out on their own? Gardening too? Hunting and fishing? How much food do people need? Our society is obese anyways. We have to not over fish or over harvest, how does climate change impact not to deplete or be greedy of resources. Remember our old ways while we remember and balance the way the world is changing. A balancing act.

- **We had to really understand human rights efforts in order to achieve Cultural safety and equity.** In 2070 our education reflects our cultural values, it also meant before we got to 2070, we had to learn how to make human rights central to how we worked
 - How families understand it and how they could work across systems to advance their power/agency/advocacy
 - How to understand Voting, registering to vote, etc.
 - Educate campus's and children's school administration understand where system wasn't working (wrong),
 - working closely with our Tribes will be the next step, in understanding sovereignty, speak from a place where our holistic ways are translated into linear language, so even if we are focused on community education equity, we have figured out how to translate our holistic approach to help our community understand where we have gaps and why it's important to shift to sovereignty.
 - Training via FAI in Juneau that gave us law insights (FAI and others with these collective legal frames to help teach this part), lessons, immersing us how to speak to be understood, removing the pain, but talking about the information. Break down laws and understand our power and how they protect us and if they are not, then how to change them. On our path, FAI came to Juneau and educated us on our power and our rights, and the law.
 - I'm usually stuck in trauma informed training, but when I'm hearing the others, this hits people in trenches but doesn't hit the people who are elected. I don't know how to go up to capitol, I don't know if I'm saying the right words that mean anything to our policy makers, so that in 2020 coming out of COVID-19, I've been to FAI's class learning how to say it tied to history and past decisions that were made, and we know how to speak policy and...
 - Universal basic income. Helps everyone contribute, they all have the ability now, a place to do so
 - National level – policy change. How can we empower people? On a national level, I feel helpless to think about it so start where we can:
 - Local pressure, build outward –
 - Removal of Student loan debt
- What governance structures can look like that could really work for the community.
 - Funding structures would have to change to encourage broader system collaboration. Or maybe it's not funding, and it's just will, I don't know.
 - I was thinking about what kind of policies we'd want to see. How funding is decided for public schools, but all of the standardized tests are linked somehow. I'd love for this not to be the case, for testing and funding to be de-coupled

- Class sizes need to be smaller, smaller classes for teachers
- Leadership represents community, no more hamster wheel of state and federal mandates/regulations
 - We've been working with different partners with folks across state. Things that they are navigating, food security, broadband, devices, internet connectivity, innovative teaching strategies, all these things we need to be thinking about anyways but during Pandemic exacerbates inequities, how do we coalesce around these key areas. These primary areas of inequity, we could come together and collaborate on these items.
 - Can we commit to all work together on addressing those things? Even going to the idea of education, how is teaching happening? Teachers are now having to adapt to distance. They are learning new skills and techniques for exploring learning. There are probably good practices they could do – as lesson learned that could be translated beyond this.

Group Share Outs – Key highlights from the discussion

- **Group 1** – Gender Norms – within that, racism and the world that men have to do to help our people heal.
- **Group 2** – Languages are alive, people dancing in the street, equity everywhere, – United equitable community. Sharing resources. Living off the land.
- **Group 3** – Our culture is 100% rooted in interdependence and inter-relationship, and our education system is rooted in nurturing the whole person. We got there by unlocking the million-dollar question – how do we get people in power to give up their power?
- **Group 4** – Education was our focus – 2070 has decision makers that are true members of the community and curriculum is truly individualized to what families need and what matters to them. Curriculum around students and families.

Future's Visioning - Breakout # 3 – Prompt: Map out the Actions Required to Achieve our Milestones.

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

Gender Norms

- Marriage Equity Laws – taxes. Get married of administration. Policy beyond administration. Law that goes beyond. Give me the same amount of tax breaks of when a man marries a woman. Normalized it. Take a few generations.
- Individual thought change – Education groups, talking circles, some where people can learn about gender norms. Ideally begin to change the understanding. Kids in school – easier

access point. Adults & trying to change systems of belief. How do we get adults who are not interested in this topic? People are forced to be interested in it. Adult Education.

- Think of the micro things that you can make. Representation.
- Day or week of celebrating LGBTQ and ourselves – starting younger – elementary school. Back it up so it’s normal to be whoever you are. White heterosexual isn’t the only norm. The norm is truly a rainbow of human beings. When we are younger, we know we’re different. Gender norms – if that is how our children are understanding who they are. Follow some laws. If you come to school as a cat – the school deals with what people says what there are. Move it up to higher grades – middle school & high school. Bring out who you hide.
- I’m starting to see more representation in positions of power and in the schools in real life – not just on tv. More representation for people in power.
- Shift that needs to happen – if you have a kid. Changing the narrative from silence that being and maintaining the standards to having the conversation not just embracing them for who they are – but having the convo to say, are you ready for this. It’s not always safe to be who you are. You have to be brave.
 - Shopping for Halloween costumes. “I know you are a fem person, but are you ready for this?” I’ll be there for you.
- Parenting classes – help parents changing the narratives at home. The first time we have the response – that’s the hardest.
 - Hard to get parents to show up.

Next 5-10 Years

- **Family and parental education - Broaden to family education** – equitable. Inundate society with education. Not just a one-hour class. Education campaigns – include classes too. Realize inequities and gaps. Representation – so many ways of being.
 - Holistic living and equitable wellness
- Our children will be the next set of role models.
- Expanding representation is a wise thing. Working to build that representation and exploring how we can hold up those who will say this is who I am.

Next Year

- Creating healing spaces for the people who are doing the work. And to those who the group is being done with (not for). Healing spaces that helps those of us who are doing it. Figuring out how to expand the healing spaces.

2 – Existing Relationships

Milestones (feel free to add more or edit)	Actions – Steps needed to make milestones happen	Who
A healing process has taken place so that sweetness can fill in the gaps – so that we can continue to learn and teach		

<p>Major shift in political representation in decision-making spaces (more women, POC, indigenous peoples, LGBTQ, differently abled, etc.)</p>		
<p>Schools are adequately funded so needs can be properly met</p>		
<p>Efforts have taken place to connect families to their healing source (food sovereignty, relationships with the land, sources of spirituality, etc.). This ensures we take good care of our homelands and each other.</p>		
<p>True partnerships and engagement with families in schools (not just “involvement” – i.e. telling families when they can be involved and on what terms).</p>	<p>--Train teachers and school staff on foundational concepts like white privilege, guilt, white fragility so that interactions with families are not hurtful (school district series) (HTL Coalition)</p> <p>--Have teachers meet with families, don't expect parents to always go to the schools</p> <p>Invite teachers to cultural events</p> <p>--Celebration, EP Hall Celebration so they can see families in a different environment and develop real relationships, this can help them build an understanding for our rich cultures</p> <p>--Develop ways to break down separation between teachers and families – centered on genuine relationships to build trust</p> <p>--Schools should honor this importance and give teachers more time to build time with families</p> <p>--Reward teachers for participating in community efforts – develop a policy on this</p> <p>--Make personal invitations to teachers to participate in cultural events</p> <p>-- Engage with PTA, Site Councils, Tribal Leadership, Families/Parents and have a visioning conversation about how to</p>	<p>Leah – youth programming aspects, relationship development</p> <p>Lisa – Professional Learning Circle, STEPS. Helping with convening who needs to come together.</p> <p>Danielle – Communications pieces, defining the why</p> <p>Tina – helping with bringing people together</p>

	build deep community between community and school	
We have shifted from punitive practices to restorative practices within our institutions (schools, prisons, etc.)		
Major policy shift – where families and communities can review and co-create curriculum before its used in schools	Build critical relationships with teachers/educators to make co-development/co-creation possible Define what co-development looks like Create incentives and pathways for parents and extended family to be involved more in school meetings (access to childcare)	Steph – experience with building relationships this way
Communications – people telling their own stories	Share difficult truths and stories (around racism, gender violence, etc.) to build shared understanding around what these concepts even mean	Danielle – communications across issues
People have the tools needed to take personal accountability to pivot from perpetuating harm to repairing and nurturing	Develop ways to help those connect their actions with their values and recognize when actions are not in alignment Develop ways for educators to engage in this work → Perhaps trainings provided by members within HTL to help define values and go through this process By-product of this work may be to build momentum for systemic change when there is disconnect between personal values and values of system/institution (i.e. when a teacher’s values conflict with the education system’s policies).	
People have a shared understanding of racism/gender inequality/systemic oppression – necessary prerequisite to the vision of transformation we want. Needs to be a cultural decision to center equity.	Pick a target group (teachers, etc.) Define learning environment Define equitable delivery systems Develop curriculum Develop strategies for handling clashing world views Develop ways to connect on shared values to keep us at the table in times of conflict	

	<p>Strategy: Passive learning is also a way people can learn without triggering defensiveness.</p> <p>Research strategies that others have used to approach these conversations in a good way</p>	
Indigenous languages are not endangered anymore		
<p>Approaches and curriculum have been developed to bring those in who are resistant to letting go of hurtful/harmful behavior, while also modeling respect for worldview – the grace and respect we all expect. Need to be centered in humanity to avoid defensiveness. Don't want to tip toe around white fragility, but don't want to beat people over the head either. Don't want to silence POC from being able to talk about it. How do we find good ways to talk about these issues?</p>		
Universal childcare is a reality		
The way we fund our political system has dramatically shifted – i.e. Citizens United is successful		
“Revolutionary mothering – love by any means necessary” – path forward?		
Schools are community centers (2070 vision): Families become deeply involved in shaping the tone and tenor and delivery of education	“Change can't happen within the school system, it has to happen within the community.”	
Schools are trauma-engaged across the board		
We have utilized the pandemic to radically transform how families are involved in	Engage community in non-academic areas as well	

education so this becomes the norm		
------------------------------------	--	--

3 – Learning and Unlearning

Our Motto: “Our Lifeways feed us – just like the whale” – Della Cheney

We passed legislation for free college and free health care for everyone

1. Building skills on how to testify and write
2. Become legislators and write bills
3. *Invite legislators in and let them know what we are thinking about (doable)*

Healthcare systems are restructured and do not compete

1. Universal Healthcare
2. Expanding the definition of healthcare to include mental health
3. Understanding of what we have currently and highlighting what is not working
4. Receiving care in one place – making it accessible and keeping it open to specialties
5. Equitable services
6. Provide opportunities for place-based and natural healing, harvesting, etc...

Youth led – letting young people know that they are safe and protected – the 7th generation is that milestone

1. The adults need to come together to be unified under that one goal
2. More information – empower our youth with knowledge
3. Physical and tangible rites of passage through ceremony that is marked on their hearts, soul and mind

The languages are learned together, and people are working on language - Curriculum is done strategically – Della

1. Taking an inventory of work that is being done towards that goal and supporting/uplifting those doers. Letting them know that we know what they are doing
2. Communicating that out to our communities

Barriers are broken down and the gaps have been bridged - David

1. First knowing what those gaps are – filling those gaps with sage and healing so goodness can fill that space
2. Highlighting “we” conversations as opposed to “me” conversations

Coming together as one community – Natalie, Ati, David, Della, Leona, Becky

1. Community house – gathering spaces
2. Smaller group spaces and larger joint spaces

Facilitate frameworks that mobilize connection – Ati

1. Transformative justice frameworks – which will support increasing connection
2. Learning and uplifting each other’s gifts and skills and connections

3. Using guidelines and agreements for the group

Healing – Ati, Della, Leona

1. Finding resources that are available right now – online resources
2. Yoga/dips/ways of seeing people from different communities
3. Considering all types of healing – art, devils club, songs, dance, movement
4. Look to each other for healing first before going to doctor
5. Ensuring the historical trauma and truth is understood
6. Knowing the history of our places
7. Acknowledging those healing spaces – finding them and honoring them
8. Inviting a healer into our group to visit and to share ways of knowing
9. Heal our lost loved ones through Ku.eex' – thank them and let the lost one move on to where they need to go - Leona
10. Honoring and respecting the people we came from

4 – Remembering the Past

(combined with the previous notes from the group)

Future's Visioning - Breakout #4– Cross Pollination & Group Share backs

Participants visited other groups, heard how each group interpreted the prompt, listened to their insight and shared their own thoughts.

1 – Personal Growth & Transformation

2 – Existing Relationships

3 – Learning and Unlearning

4 – Remembering the Past

1 – Personal Growth & Transformation

Cross Pollination

- How do we have these conversations with power to give up power without silencing people with stories and triggering fragility. Liked the public calling out hate crimes and it is not tolerable.
- Hidden – healthy relationship with ourselves. Understand what our values are and if we're upholding these values. Two-way street – without having a relationship.
- All of these four ecosystems are intertwined. We had similar conversations. Slowing down and backing up to go to the very basics of relationship. Cyclical – we can't do any of the bodies of work without all of the bodies of work.
- Capitalism – no room for it in the future. Prioritizing education. Appreciate that we talked about systemic support in the future of the reform of prisons.
- When people abuse – they are caught and tried – that they have a place to go where they can work on reform and healing. Our system is set up on shame – you can never come back from shame and you will always be outed. Appreciate the convo we had. Home that's dedicated to. Less recidivism.

- Lots of transfer. Strong threads of reforming convos around justice and education. Celebration of who we are as a community. Both are necessary for the road ahead. You can't have a revolution without – at the same time to feel safe and whole. You have to hold both of those in a meaningful process.
- I have the ability right now to say – remember the past to build the collective. Look at what I change right now. Support students and community. Post COVID-19. I've definitely changes

More Ideas After Cross Pollination

- Passing legislation against hate crimes
- Goals – Support – Having voter turnout goals too. If we're going to continue with this system. Equitable ways of voting. National voter turnout – handwriting letters. Youth – they should be so stoked with they turn 18.
- Hard to narrow it down. I don't fully understand how to put all of the pieces together.
- Discuss health (food) in school
- Empower youth
- We agree 100% and how do we support one another.
- Struggling – what makes me be okay with that. We're all working on it together. We're all going to be able to keep moving forward
- Culturally moving from independence to interdependence. We're social animals and we need each other. Healthier, happier people.
- Make sure we are all moving together in a pack like form.

What makes you excited?

- I am feeling overwhelmed with a broad sense of connection. When we start narrowing it down. We're picking and choosing what we're starting with. It gets hard.
- Subcultures – different levels. There are people who have all of the access to all of the peoples.
- Next year – people be safer
- Healing spaces – safe spaces and educational spaces. Pulling a part these spaces. Basic things for our passions.

What will you do?

- **AnaVera** – I want to take pictures. Showcase friends in the community. Tell the stories of marginalized people. I want people to start feeling unashamed. Write people's stories.
- **Ty** – Existing LGBTQ – existing – build it into something stronger and more holistic. Put more energy into that and build it something to where kids would want to show up to. Make it something that could be very holistic – legislature. Kids need to show up – feel comfortable to show up. Diving into the stigma – why kids aren't showing up. Is it as simple as transportation?
- **Kóot Xheech** – Ask youth why something is not working for them. Constantly check in and make sure you're including them in ways for the programs are meant for them. Certain

systems don't value youth voices as much. Have youth advisors representing. Added barrier to youth – parents and shame and trying to figure out things out for themselves at that age.

- **Renee/Tl'aagunk** – Incentives prizes and food. Kids keep coming back for them. Over time the focus changes to wanting to continue relationships built. Non-committal of interest to the current program.
- Steps – Juneau – a good feel for shared resources.
- Culture Camp idea - We need to have a party – Culture Camp for that. I would so enjoy that. If you could attend that kind of camp. IT will just be a woke worships – hit on all the important stuff. Hair cutting space. Queer kids – hurdle to getting an LGBTQ. IG booth. Incentives. Costumes night – Expression. Grab bags incentives – beeswax wraps, grab bag – reusable totes. Speaker forum.
- **Ben** (ideas for him since he had to go) – Men's work has a lot to learn from gender-non-conformed people. Envision a dialogue between men and people dealing with gender. We can deal with white male fragility. With discussing stuff in a health and wellness stuff. Gender roles and how that hurts everyone. Speaker forum.
- Healthy relationships with our self are also important. Literally – everything ties together. Being able to be your true self. Be your true, authentic self. I love that idea. If you're hungry, you can't even be your true authentic self.
- In a direct way with the things we want to do – we'll know we are all supporting each other.

2 – Existing Relationships

Cross Pollination Portion: Group 3 (Ben, Danielle, Della, Renee)

- Group 2 -- **Della** – fleshing out milestones, defining actions – who are your allies? What groups are you part of? What's your expertise?
- Group 1 – Breaking down gender norms, addressing men's issues, including this more in school curriculum, sex ed should be a norm across the board, sex ed should include more gender education, get parents involved in conversations around gender norms. Parenting classes, adult education classes around gender. Develop messaging around consent – delivering straight to parents. Deliver tools and practices to help parents support their children in expressing who they are, strengthening them for the ugliness they may face. Desire to help parents give an honest assessment to kids about the system we live in.
 - **Danielle:** Gender norms could be part of our learning and unlearning. Communications tools.
 - **Della** – Develop ceremonies around rites of passage to help youth especially unlearn discriminatory ways of being and bring in better ways of being

3 – Learning and Unlearning

After break:

- The ecosystem after the 2nd ecosystem
- **Ati** – what is the milestone related to that practice
- How do we train folks to think deeply about how that community is and showing up for that community?

4 – Remembering the Past

Re-grouping after cross pollination:

- Existing in relationships group – a celebration of 2070 vision, because so much of their talk was around building a community of care and inter-connected, event where people and communities across Juneau are all together. Group 1 was also talking about celebrating different identities, showing up as whole self.
- Group 1 – Talked about ending all the isms. No longer racism by 2070. Society would call it out and no longer tolerate it. Prison reform, so people who are abusive, that there would be homes for them to go to help them heal, not fall back into recidivism, falling back into abuse patterns. Was amazing to hear how radical and not radical that is. My thought was right now, pre-COVID-19/post-COVID-19 that I am already planning to change. There will be systemic changes I will be advocating personally. Learning about my students in crisis. Using it as my platform to advocate for change. Using post-COVID-19 as a catalyst for change, then coming out and advocating for it.

Group Share outs - Aha! Moments from Cross Pollination

- Our Elders are really smart and helpful. They give clarity and gratitude.
- This cross pollination helped me see how much alignment we have as a group – just like our Hosts said
- Conversation continued effortlessly despite changing groups
- Really highlighted the importance of having health relationships with ourselves *first* to do this work
- She can see how we are on the same page, but we come from different areas. I saw how we are all in the same vision. Alignment.
- It was clear to see – effortlessly continued the convo even in a different group. Avenues to get to different goals.
- Connection of relationship – healthy relationship with ourselves. Personal growth and teaching and unlearning – taking care of ourselves can't be overrated. Looking at it from the position of pre- and post-COVID-19.

Group Share outs – Please share the area you are most excited about from our discussions/action planning.

- This visioning process has helped affirm my direction and the work I'm doing, and I feel that I am on the right track, thankful for this time together
- Excited about a culture camp inclusive of multiple identities – LGBTQ spectrum, for example
- Excited to take advantage of a class Harvard is offering to help learn how to nurture people
- Excited that the work I've been doing in other circles fits in with this work – alignment!
- Felt like a river was flowing through my body by the end – overwhelmed and in awe of the work we had done
- Excited to put in hard work to bring Koo.eex' to life
- Excited to create healing spaces for us to get rejuvenated and keep doing this work
- It takes community to build community

- Just let us know when you are taking steps/action – and we can support you along the way

Popcorn Share Outs

- In alignment with my personal goals
- Inclusive Culture Camp for LGBTQ – ideas. Education classes – Harvard class – basic cooking chemistry. Expanding
- Excited about some things – how they relate. Also found more people to joined.
- River was flowing through my body with everything we accomplished. Overwhelmed with emotions
- Koo.eex' ceremony
- Drug into the work. I came and didn't know what I was doing. I got ANDORE trained. I didn't realize I was on this rollercoaster ride. I never felt like I was being intentional about what I was doing. Now that I see how things work – I see I have some intentional work to do. 2 days – reinforced what I've seen in this work. I'm going to be creating healing spaces who are doing this work.
- If not me, then who. If not now, then when? I've gotten some training wheels. Before this meeting, I wasn't sure how where I fit in. I'm putting myself out there.
- It takes community to build community. I think what thrills me that I've worked with an amazing group. Excited to have these convos that land somewhere. Making that connect to the relationships have to have to happen before the conversations that can happen. What is the intention? When can they stand alone? Different partners and talents. Work with educators to understand the equity. Bringing families together with the school district. How it all mends
- I felt like we were all over the place, but we all agreed. We were hopeful for everyone's individual passion. If anyone is staking the step forward – I'd love to be there to help.

Six Word Stories on How You Will Carry the Work Forward

- Step in deeper, take good care.
- Worthy of humanity. Reflections on community.
- Not going back. Seeing, going forward.
- Broadening circle, learning and unlearning together
- Ma'am, I can sit by myself.
- Our healing journey through supportive connection
- Build the tables, send the invitations
- Take the next step without fear
- Be you. The rest will follow.
- I'll do this just for Yuhan
- Definitions are my friend and yours
- Collaborate, plan and bring Juneau together
- Meet, greet, respect, celebrate together
- Making way for courageous truth telling
- Milestones, actions, Who. Our first steps.
- Power in relationships, not systemic oppressions.

- Empower some, they will empower others.
- Learning new things heals generations. Activate.
- Connected we are strong. Community Grows.
- Ocean dipping, cleaning spirit, strengthening work.
- Uplifting stories told for true transformation.

Closing Messages from Hosts

- Many parts are greater than the whole and you have the exponential ability to put all of this into action
- The world needs your brilliance, your boldness. We hold ourselves back sometimes. Complete boldness – they are not waiting for perfect conditions.
- Think about the big work you're doing and centering on the things that you love. "Love each other enough. Throw yourself in front of the bus to protect your children."
- Thank you for engaging on a new process, we know how exhausting zoom can be and we really want to acknowledge that you stuck it through, and your hard work made something really beautiful. Two days – long on Zoom, plus weather.
- Have hard conversations - Maybe there's a truth that needs to be heard. When you lead with love, you never stand alone. Have conversations from a values-based place.
- I feel lifted up and filled up from my time with you all. I don't always feel that way after two days with a group. I'm so grateful we all get to navigate this hard work together.
- We can all count on each other to show up and bring our hearts in to this work and thank you all for giving everything you've given over the past two days.

Closing Song

Leona – closed out with a trade song. Pride song to show off new regalia and robes.