

**8:00 Check In and Breakfast Refreshments**

In attendance: Julie Roddy, Diana Cudeii, Mike Luna Rose Toehe, and Sharon Doctor

County Staff Present: Brooke Holiday and Areina Contreras

**9:00 Welcome & Retreat Overview- Julie Roddy, Chair**

Introduction of members and staff around the table.

Facilitator Introduction – Brooke Holiday

- Guidelines for the Day
  - Be respectful
  - Give input
  - Participation
  - Have fun
  - Be Open Minded
  - Keep in mind who we serve: BOS and the Indigenous Community
  - Positivity
- Team building Activity
  - Pair up
  - Design two questions to interview your partner
  - Come up with one word for each person you pair with
  - Then the group will see if they can guess what word matches with each person

**10:00 Break**

**10:15 IPAC Strategic Report 2022-2023 – Sharon**

Accomplishments, Outcomes, Challenges and Barriers

Goal 1: Improve IPAC infrastructure by completing 75% of the objective by June 30, 2023.

1. Improve membership by three (3) IPAC members by June 30, 2023

IPAC got 2 new members Cheyenne Grabiec and Linda Curley. Even though not the full 3 still successful for gaining participation.

2. Rotate Leadership responsibilities by creating at least one list to share responsibilities by December 31, 2022.

Not successfully executed. Need to implement and try to give directions to the group. More definition or explanation of the Chair and Vice-Chair roles.

3. By the end of 1<sup>st</sup> quarter, develop at least two (2) sub-committees to improve implementation. Assign 1-3 leaders for goals/deliverables tracking.

Mike does the Cultural Fair, the City and County events are clearly defined. Successful and in progress.

4. By the end of the 1<sup>st</sup> quarter, identify at least two (2) opportunities for capacity building of leaders with IPAC. (Professional development opportunities)

Rose secured 3 reserved spots for the indigenous commission for the City of Flagstaff.

Goal 2: By June 30, 2023, improve the visibility of IPAC with the Board of Supervisors (BOS) by implementing at least (2) objectives.

1. Present to the Board of Supervisors (BOS) at least one (1) time each year.

Not accomplished but will create a report or informal report to County Manager to report to the BOS.

2. By January 1, 2023 attend at least 1 BOS meeting per IPAC member and provide report.

Multiple IPAC members have attended BOS meeting, successful.

3. By January 1, 2023, attend at least 1 City Council meeting per IPAC member and provide report.

Multiple IPAC members have attended City meeting, successful.

4. By January 1, 2023, attend at least 1 Indigenous Commission meeting.

Have attended, Indigenous Commission meeting.

Goal 3: By June 30, 2023, improve community engagement by implementing 80% of objectives.

1. Provide or assist with at least fifteen (15) community engagement activities by June 30, 2023.

IPAC recorded 19 events from July 1-June 30.

2. Develop at least (1) list of partnerships and collaborations with IPAC by the end of 1<sup>st</sup> quarter.

There is not a list, but we do this by inviting organizations to our meetings to present. Developing a list is needed.

3. By June 30, 2023, schedule at least (1) meeting to review local community need assessments and identify areas of improvement.

IPAC invites community partners to meetings in an informal process. There is not a formal process for this outreach. Most of the time we have non-natives presenting is that part of advocating for greater good. As an indigenous group we could invite more indigenous people to help incorporate for the group.

4. By June 30, 2023 provide at least (1) report back to communities.

#### **10:45 SWOT Analysis Activity – Brooke**

Strengths, Weaknesses, Opportunities, and Threats

The group discusses each goal and identified Strengths, Weaknesses, Opportunities and Threats.

#### **12:00 Lunch Break**

#### **12:45 Planning for 2023-2024 – Brooke**

The group went through each objective and rated them for keeping, modifying or to count as a success and keep the same or to change.

##### **Feasibility conversation**

Brooke facilitated a overview of the Goals with the group participating in the conversation with keeping or modifying the objectives under each goal.

##### **Update goals and objectives**

The group kept the three main goals and modified them for the coming year.

Goal 1: Improve IPAC infrastructure by completing 75% of the objectives by June 30, 2024.

Goal 2: BY June 30, 2024, improve the visibility of IPAC with the Board of Supervisors (BOS) by implementing at least (2) objectives.

Goal 3: By June 30, 2024, improve community engagement by implementing 80% of objectives.

Updated Goal 1 Objective 2: Removal of this item as group wants to keep this as an expectation not a mandated list of rotation.

Updated Goal 1 Objective 3: Tri-Diversity Subcommittee just started and the Cultural Fair. More documentation. By the end of the year participate in at least one of the subcommittees for each member. Assign 1-3 leaders for goals/deliverables tracking.

Updated Goal 2 Objective 3 and 4: Modified to include inviting the BOS and City Council members to events or IPAC meetings.

New Goal 4: Advocate for indigenous issues and policies.

New Goal 4 Objective 1: Collect and report issues and concerns from the community and provide a recommendation.

Remove Goal 3 and Objective 3.

### **Break**

### **3:30 Action Plan Development – Brooke and Julie**

#### **Timelines, type of activities**

Group marked on each action steps to confirm if each step is feasible. The group took each activity and identified specific timelines. Group worked on focus areas for each activity and how to execute these and to see how to implement.

### **4:30 Closing**