

## **DIW Mission, Vision and Strategic Plan 2020-2025**

**DIW Mission:** To support and strengthen urban American Indian people through culturally-based education, traditional healing approaches, and leadership development. We achieve this by focusing on community and delivering programs and services directly or in partnership with other organizations.

**DIW Vision:** American Indian communities that build upon inherent strengths and create safe, healthy, and nurturing environments in which everyone thrives.

### **Strategic Plan:**

#### **Goal Area A: Programs and Services**

**Goal One:** Expand and build on our culturally based services to families, youth, and the community.

**Strategy:** Add creative arts component to Youth Leadership Development Program. Target visual arts, music, and creative writing.

**Strategy:** Identify new or additional spiritual leaders located on the Metropolitan area that are available to consult for spiritual services. Create a resource list for staff of the Division of Indian Work to consult.

**Strategy:** Implement programs and services to address needs of men.

**Strategy:** Implement financial literacy programs.

**Goal Two:** Incorporate mental health services into existing programs and expand mental health services to the broader community.

**Strategy:** Assess specific mental health needs, starting with youth, in the American Indian community. Identify what assessments have already been done and partner with other youth serving organizations, clinic and health boards to complete assessments.

**Strategy:** Partner with a mental health counselor and/ or clinic to hold office hours at DIW to address the needs identified in the assessment. Develop a plan to expand the mental health services beyond existing DIW programs and into the broader community; consider partnerships.

**Strategy:** Develop programs to address the opioid and chemical dependency crisis.

**Goal Three: Develop programs to promote physical health & wellbeing.**

**Strategy:** Establish a physical education component to DIW programming. Explore possibilities of sport clubs, walking clubs, competitive events, and outings in partnership with other American Indian agencies and groups such as TC Lacrosse and KweStrong.

**Strategy:** Maximize new kitchen and food prep space. Explore plan to allow for Native cooking on site to benefit clients and the broader community. Develop an income stream.

**Goal Area B: People – Staff and Board**

**Goal Four: Improve staff recruitment and retention.**

**Strategy:** Develop compensation plan to address market inequities.

**Strategy:** Provide at least quarterly staff self-care opportunities.

**Goal Five: Strengthen the Board.**

**Strategy:** Develop and implement a plan for Board recruitment to maintain a strong Board of at least 12 members with staggered terms.

**Strategy:** Implement officer positions and appropriate committee structures (such as Nominating, Development, Finance, and Executive).

**Goal Area C: Financial**

**Goal Six: Strengthen Finances.**

**Strategy:** Continue to build operating reserves to support innovation, fuel growth, manage risks, build fund-raising capacity, and sustain long-term financial stability and sustainability.

**Strategy:** Implement at least one social enterprise.

**Strategy:** Diversify revenue to include fee-for-service, county contracts, state funding, etc.

**Strategy:** Develop partnership with other appropriate agencies to have a strong legislative and advocacy presence for the urban American Indian community.

**Goal Area D: Growth**

**Goal Seven: Plan for the future.**

**Strategy:** Explore rebranding to include changing the name of the agency and related programs.

**Strategy:** Develop a marketing and communications plan to include social media.