

1. Project Justification

- *What need, problem, or challenge will your project address relating to the goals and objectives of this grant program as articulated in Section A2 and the project category you have chosen? How was it identified? Describe any assessment that led you to identify this need, problem, or challenge as a priority for your organization.*

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

The most recent enrollment figures indicate that the current tribal enrollment is 6,794. An estimated 3,826 Tribal members live on the reservation (Source: Chippewa Cree Tribe Enrollment Office). The population is divided relatively evenly among men and women. The resident population of the Tribe is growing rapidly. English is our primary language. However, although in rapid decline, Rocky Boy's Indian Reservation is the only reservation in the United States that speaks Cree. This language makes our people a unique group with a distinctive set of cultural traditions and beliefs.

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

The Reservation's rural location and geographic, topographic, and climatic conditions create physical and social isolation. Furthermore, the condition and availability of basic physical and educational/social infrastructures are insufficient to meet our current and future needs. The Rocky Boy's Indian Reservation has an unemployment rate of 11.8%, as compared to 3.8% for the state of Montana and 6.0% for the United States (Montana Department of Labor and Industry, March 2021).

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

Stone Child College (**SCC**), the local tribal college, was created to address issues related to the aforementioned needs. It was chartered by the Chippewa Cree Business Committee (Tribal Council) on May 17, 1984 to deliver post-secondary education in our community. With the vision of making our dreams happen with academic excellence, culture, and commitment, **SCC**'s mission is *“to deliver post-secondary educational opportunities through degrees, certificates and continuing education. **SCC** stresses the importance of preserving the Chippewa Cree language, culture and history. **SCC** will promote transfer students, professionally prepared and career-ready individuals.”* The campus is centrally located between Rocky Boy Agency and Box Elder, the two major communities on the reservation. **SCC** houses the Stone Child College/Rocky Boy Community Library, our only public library. The establishment of this library was necessary for the preservation and maintenance of the Chippewa Cree language, culture, and history, and for educational training of our community. **SCC** was chosen as the most viable host institution for the Rocky Boy Community Library, because of its location and administrators' commitment to literacy. This library will serve as the **Community Library Project (CLP)** site.

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

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

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

The project will address a need for a central community gathering place that has a focus on literacy and education. The library is the only place on the reservation that offers evening activities on a regular basis. Additionally, the community library is the only library on the Reservation. Many community members don't have the resources to travel to the next closest library in Havre, approximately 60 miles round trip. This programming is different than what we have previously offered, because in the past, we haven't had the resources to offer expanded community programming, purchase technology, or the hiring of an Archive Assistant. We will focus on **educational programming** as our project category.

- *Who will benefit from your project? Be specific by identifying particular age groups, community members with particular needs, and/or other types of target audiences.*

The project-specific community needs, as set forth by the above profile and further identified through strategic planning, include community awareness, cultural competence, and education. First, our poor economic conditions have heightened our need to share critical information efficiently. The **CLP** addresses this need by providing a more accessible community gathering space with current technology and access to cultural archival materials. Second, we are at risk for losing the Cree language (a 2018 survey indicated over 90% are not fluent in Cree) and much of our cultural knowledge. The **CLP** addresses this need by providing a physical place for cultural programming and archives. Third, educated community members are needed to fill professional tribal positions and to improve economic development in our community. However, low college completion rates significantly reduce the number of qualified candidates. The **CLP** addresses this issue by providing access to and support of reading, research, studying, and social support for those interested in and/or are attending school.

The **CLP** purpose is to create measurable changes in knowledge, skills, attitudes, and behaviors of community members, as related to community awareness, computer competencies, and increased library visits. To accomplish this, the **CLP** will: 1) Expand services for learning and access to information and educational resources in a variety of formats for individuals of all ages to support individuals' needs for education, lifelong learning, workforce development, and digital literacy skills and 2) Continue to provide library services that give all users access to information through local, state, regional, national, and international collaborations and networks.

The **CLP** will provide library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds; to individuals with disabilities; and to individuals with limited functional literacy or information

gathering skills on Rocky Boy's Indian Reservation. Specifically, library and information services will be provided to persons having difficulty using a library and to underserved rural communities. This includes children (from birth through age 17) from families with incomes below the poverty line (as defined by the Office of Management and Budget and revised annually in accordance with section 9902(2) of title 42). There will be a specific focus on youth and elders concerning language and culture-based resources and young adults concerning labor force educational services. All groups will be supported by the proposed programming advancements.

The library is open to all community members and is centrally located on the Reservation. Specifically, it is seven miles from Box Elder, MT and six miles from the Rocky Boy Agency (the two population centers on the reservation). As a public library, it provides our community members with information related to the Chippewa Cree culture, history, customs, and the Chippewa and Cree languages, as well as containing general holdings and information. We are also an academic library which provides learning resources and services to fulfill the information needs associated with the research and academic endeavors of students and faculty.

The library's mission is to function as an academic library for the College and as a public library for the Chippewa Cree Tribe's community members. As an academic library, it provides learning resources and services to support the mission of the College by fulfilling the information needs of students and faculty. As a public library, it meets the needs of the residents of the Rocky Boy's Indian Reservation relating to information, knowledge, education, cultural resources, and recreation. Furthermore, the library is developing archives to preserve materials relating to the history, heritage, language, and culture of the Chippewa Cree Tribe. The archives serve as a repository of important documents and publications and a source of inspiration and pride to the members of the Tribe both now and in the future.

The library has the following goals: 1) To encourage library use by providing a friendly environment and easy access to resources; 2) To improve library services by providing instruction in library and information use, expanding and renovating the library building, and expanding the collection of information, academic resources, and materials of general interest to meet the library service needs of Rocky Boy's Indian Reservation; 3) To continue providing computerized library operations and databases that benefit the patrons; 4) To develop an extensive Native American Collection with a strong emphasis on the history and culture of the Chippewa Cree Tribe; 5) To provide reference and research materials for students and faculty that support the curriculum and educational programs at Stone Child College; 6) To assist the students of the college in developing and applying college level research skills; 7) To promote resource sharing with other libraries in the northwestern part of the country and tribal college libraries in Montana: the interlibrary loan system is extensively utilized; 8) To develop a collection of audio/visual media and materials which will be available for instructional use in the college, area schools, and for educational purposes in tribal institutions; 9) To encourage and support the library staff in professional development and training; and 10) To make materials available representing a wide range of viewpoints in conformity with the American Library Association Bill of Rights.

The library hours and days of operation are 8:00 a.m. to 4:30 p.m. Monday through Thursday, and 8:00 a.m. through 3:00 p.m. on Friday. The week of midterms and finals, the library is open from 8:00 a.m. to 8:00 p.m. The staff includes one full time librarian and one full time library assistant. The average number of patrons that visit each month is 1,643. Additionally, the library holds community events which, in the last year, have drawn as few as 36 community members and as many as 404.

2. Project Work Plan

- *What specific activities will you carry out and in what sequence?*

The **CLP** is designed to improve community awareness, cultural competence, and education on the Rocky Boy's Indian Reservation. The learning outcomes enhanced by the project include: 1) increase in cultural knowledge as measured by an increase in the number of people visiting the library for cultural or language

purposes; 2) increase in number of guest speakers and authors as measured by lectures and community events; and 3) increase in cultural archival material available to community members as measured by the archival holdings and records accessed by Lyrasis Islandora (an online archival software platform). In 2020, we started using Lyrasis Islandora and have archived hundreds of documents and images. By renewing our subscription with Lyrasis Islandora and the addition of an Archive Assistant we will exceed previous efforts.

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

Objective One: *During the project period of September 1, 2021 through August 31, 2022, the CLP will increase public access to cultural archival materials, community records, and databases and research material.* The achievement of this objective will be evidenced by increasing access to archived materials, educational, and research materials.

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

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

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

Key activities to complete objective one are:

- ✓ Hire Digital Archiving Assistant;
- ✓ Renew our Lyrasis Islandora software subscription;
- ✓ Work with Lyrasis Islandora technical support to migrate scanned archive materials;
- ✓ Purchase interactive interpretive kiosks;
- ✓ Identify databases and periodicals which will be useful for the community to use;
- ✓ Sign up for and renew databases and periodicals;
- ✓ Project staff to categorize and identify archival materials;
- ✓ Scan (digitize) archival collections (that have not already been scanned);
- ✓ Prepare and deploy interactive interpretive kiosks; and
- ✓ Disseminate information to inform community members of archive collections and draw interest in what the community library has to offer.

The second objective of the **CLP** is *to increase community programming and cultural events and attract more community members into the library.* All staff will be involved in accomplishing this objective. The **CLP** will host twelve (12) Library Community Event Nights. If funded, we have tentatively planned the following events: Making pony bead Indian Corn, clay pots, sugar cone teepees, paper basket weaving, and clothespin dolls, importance of water to Native Cultures, Native American dwellings, holiday events, game nights, and literature themed nights. These nights will be open to all community members and will be a time to showcase the library and make sure all members know what the library has to offer. We will also hold five day-long workshops with local artist/craftsmen. These workshops will be more in depth than our community nights and will be open to up to 20 people (first to sign up). The last major community event is "Tell Your Story Project". Interviews will be

held with fifteen local artists to talk about how they became experts in their craft. Community members will have the opportunity to engage with the artists. Also, the artist's work will be shown during the event. Information about these events will be advertised at local schools and workplaces, as well as local media outlets such as the *SCC* Newsletter, social networking sites (including the library's, *SCC*'s, and the Tribe's Facebook pages), and the local radio station (KHEW). The intent of these events is to increase awareness of and frequency of access to the library and its vast resources. We have done community event nights in the past and they are always very popular with our patrons and get new community members into the library. During the summer, we will focus on children's programming and have one summer reading program.

Key activities to complete objective two are:

- ✓ Contact artists/craftsmen to visit the library for community nights;
- ✓ Schedule cultural community events to be held at the library;
- ✓ Disseminate information about community events to the community;
- ✓ Host twelve library community events, with at least six having a cultural education focus;
- ✓ Host five one-day long workshops with local craftsmen;
- ✓ Host Tell Your Story Project;
- ✓ Host summer reading program.

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

- *Who will plan, implement, and manage your project?*

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

The following staff will work together to implement, manage, and achieve the goals of the project: 1) **Mrs. Cory Sangrey-Billy, SCC President:** Ms. Sangrey-Billy is the *SCC* President and strongly supports all efforts of expanding the technological capacity of the college and the community. As technology continually changes, Mrs. Sangrey-Billy supports new and innovative ideas to stay current in society, including the use of iPads in classrooms, offering online classes, and providing more computer lab-based learning classes. She will contribute 5% of her time in-kind to the project to help with administrative duties. As President of the College, she administers many programs of similar size and scope and is well-prepared to administratively oversee the *CLP*. For a full overview of Ms. Sangrey-Billy's relevant experience, please see her attached resume; 2) **Joy Bridwell, Stone Child College/Rocky Boy Community Librarian:** Ms. Bridwell will contribute 25% of her time as Head Librarian to this project as an in-kind contribution. Her duties include: planning the acquisition, organization, maintenance, utilization and retention of materials and equipment in the library; supervising the library staff; developing work schedules, authorizing time sheets, leave and assignments; planning and implementing programs relating to the automation of the library operations; being responsible for resource sharing with the member libraries of Western Library Network; working closely with the Dean of Academics, Faculty/Advisors and Student Services Director; and documenting the circulation and inventories which are kept with an integrated library management system. Ms. Bridwell has served as the Librarian for six years. For the five years prior, she served as the Library Assistant, a role that has adequately prepared her for her role as Head Librarian. For further detail on her experience, please see her attached resume; 3) **Samantha Courchane, Library Assistant:** Samantha

Courchane will contribute 50% of her time as Library Assistant to the project. Her duties will include: cataloging, labeling and shelving books; ordering library supplies; supervising student worker(s); answering the phone; cataloging magazines and newspapers; helping patrons to find the materials they need; and serving as a mentor to library patrons. She will work closely with the Librarian to implement the proposed program. For further detail on her experience, please see her attached resume; and 4) **Archive Assistant (TBH)**: The to be hired candidate will serve as Archive Assistant at 50% FTE. Her/His duties will include but are not limited to: assisting in the creation of Metadata, assisting with exhibit preparation and installation, assist and support library staff in scanning historical archive documentation, maintains extensive number of historical materials and documents in an organized manner, and organizes and arranges archival and manuscript material in alphabetical, chronological, or other appropriate orders. In addition, she/he will work with the Head Librarian and Library Assistant in the implementation of project activities. For further details, please see the attached position description.

- *What time, financial, personnel, and other resources will you need to carry out the activities? Identify any partner and/or collaborator organizations that will contribute to your project and describe their roles.*

The **CLP** is designed to be a one year project utilizing project funds budgeted under this proposal. Personnel designated to carry out the project activities are the Head Librarian, Library Assistant, and a to be hired Archive Assistant. The **CLP** w formally partner with any other organizations; however, we have strong ties in the community and have informal partnerships with many tribal departments and organizations.

- *What are the risks to the project and how will you mitigate them?*

We don't expect any risks associated with the proposed project.

- *What data will you collect, how often, and from what source(s) in order to measure your performance in terms of effectiveness, quality, and timeliness (see Section A3)?*

To measure this project's progress, we will utilize monthly reports, sign in sheets, library patronage, number of events held, and purchased supplies and compare them against the schedule of completion. All data gathered and compiled will be used to ensure our project is effective, high quality and completed on time?

This data will be used by project staff to determine the impact the project is having on the community. During the project period program staff will meet to discuss and determine the scope of work for the evaluation, the results of which will be used for real time improvement.

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

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

2. Project Results

- *What are your project's intended results and how will they address the need, problem, or challenge you have identified in the Project Justification?*

As described above, the goal for the program is to enhance the available library services to all community members. This project will specifically benefit our community members by: a) promoting and strengthening community member's knowledge and appreciation of traditional heritage and culture; b) enhancing learning though innovative technology; c) awakening interest in libraries and their resources in our youngest community

members; and d) supporting personal growth. Overall, these efforts will directly address the unique social, economic, cultural, and educational needs of our Native community members.

- *How will the knowledge, skills, behaviors, capabilities, and/or attitudes of the intended audience change as a result of your project?*

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

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

The proposed project will benefit the community members. First, the basic services the library provides will increase education and literacy. It also provides a safe meeting space and an area to develop and enhance the love of books. The next closest library is located 30 miles away and many community members don't have resources to travel to visit. Next, the proposed program will increase cultural awareness and competency. We plan on focusing on cultural programming, such as moccasin making, ribbon skirt and shirt crafting, storytelling, and native plants. This will provide our community members a place to increase their cultural knowledge and build a sense of pride.

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

- *What data will you collect and report to measure your project's success?*

The Librarian will measure progress towards achieving goals by compiling monthly reports and tracking all progress the grant makes with the schedule of completion. This will ensure that the project is on track to complete goals on time. We will base our actions and measure impact based on monthly reports, program records, patron counts, surveys, and library services. All of this data is objective and can be relied upon to measure impact or base actions.

- *What tangible products will result from your project?*

Two interactive interpretive kiosks will be purchased, programmed, loaded with culturally relevant content and deployed to allow community members to explore and comprehend the Chippewa Cree culture at their own pace in an effort to create a richer, deeper personal experience. By taking advantage of technology, we aim to encourage the community to attend cultural spaces more regularly, especially because the options provided by technology are endless, and visitors should be able to make the most of the digital experience. The kiosks will be located within the library and in Kenewash Hall (the main hall on the **SCC** campus). We will also hold 12 community events, five one-day long workshops, expand our databases, and maintain our periodicals.

- *How will you sustain the benefit(s) of your project?*

Project sustainability is a primary consideration of our organization. This project's objectives are designed to be completed or self-sustaining by the end of the project period. We have created the following long-term sustainability strategies: 1) **SCC** and **CCT** will assume project responsibility beyond the funding period. This includes providing social and political support and resources so that the library can continue to contribute to and support the services offered; 2) Beyond the funding period, **SCC** and **CCT** will leverage this program's proven track record to generate funding from national, regional, and local agencies and foundations to expand and share

this valuable community resource and 3) To ensure this project's quality and functionality, it includes the modification of delivery strategies based upon qualitative and quantitative evaluations, as set forth above. The project will have sustainable, on-going benefits for our community. These efforts will result in improvements in library visits and use, interest in and access to cultural/language knowledge, diversification in digital media use, increased community awareness of important issues, and increased satisfaction with library facilities. They will address our community awareness, cultural competence, and education needs – thereby, preserving the strength and integrity of our community for future generations.

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

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

Timeframe	Goal(s)	Activities	Completion	Responsible
Month 1	1-2	Negotiate and finalize grant award.	Month 2	CP, HL
Month 1	1-2	Advertise for, interview, and hire AA.	Month 2	CP, HL, PO, BD
Month 1	1-2	Orientate all project staff to programmatic design, including purpose, goals, activities, and expected results.	Month 2	CP, HL, LA, AA
Months 1-2	1	Purchase and renew software, databases, periodicals, and interactive interpretive kiosks.	Month 2	HL, LA
Months 1-12	1-2	Maintain collection of memberships and consortia for community use.	Month 12	HL, LA, AA
Month 2-12	1	Migrate archive materials to Lyrasis Islandora. Program, upload content to, and deploy interactive interpretive kiosks.	Month 12	HL, LA, AA
Month 2-12	1-2	Create print ads and radio advertisements for the community newsletter and KHEW radio station.	Month 12	HL, LA
Months 1-12	2	Hold Library Community Event Nights for all community members, at least six will have a cultural focus.	Month 12	HL, LA
Months 6-7	2	Coordinate with Native artists to visit the community library for Tell Your Story Project.		
Months 8-12	2	Host Tell Your Story Project and workshops with local craftsmen.	Month 10	HL, LA
Month 1-12	1-2	Travel to IMLS Designated ATALM Conference and Montana Library Association Conference.	Month 12	HL, LA
Months 2-12	1-2	Formative internal evaluations and monitoring.	Month 12; Ongoing	CP, HL, LA
Month 2-12	1-2	All required performance and financial reports will be developed and submitted on time and in good order.	Month 12; Ongoing	CP, HL, LA
Month 1-12	1-2	All documentation required to close out the grant will be submitted on time and in good order.	Month 12	CP HL, LA