

2026/2027 Community Needs Assessment and Community Action Plan

Northern California Indian Development
Council, Inc



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Introduction

The Department of Community Services and Development (CSD) has developed the 2026/2027 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. CSD requests agencies submit a completed CAP, including a CNA, to CSD on or before **June 30, 2025**. Changes from the previous template are detailed below in the “What’s New for 2026/2027?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. A completed CAP template should not exceed 65 pages, excluding the appendices.

Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in Section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the Federal CSBG Programmatic Assurances.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies’ CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and program performance improvement. A list of the applicable State Assurances is provided in this template. CSBG agencies should review these assurances and confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the State Assurances.

Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138](#) dated January 26, 2015, CSBG agencies will comply with the Organizational Standards. A list of Organizational Standards that are met by an accepted CAP, including a CNA, are found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New for 2026/2027?

Due Date. The due date for your agency's 2026/2027 CAP is June 30, 2025. However, earlier submission of the CSBG Network's CAPs will allow CSD more time to review and incorporate agency information in the CSBG State Plan and Application. CSD, therefore, requests that agencies submit their CAPs on or before May 31, 2025.

ROMA Certification Requirement. CSD requires that agencies have the capacity to provide their own ROMA, or comparable system, certification for your agency's 2026/2027 CAP. Certification can be provided by agency staff who have the required training or in partnership with a consultant or another agency.

Federal CSBG Programmatic and State Assurances Certification. In previous templates, the federal and state assurances were certified by signature on the Cover Page and by checking the box(es) in both federal and state assurances sections. In the 2026/2027 template, CSD has clarified the language above the signature block on the Cover Page and done away with the check boxes. Board chairs and executive directors will certify compliance with the assurances by signature only. However, the Federal CSBG Programmatic Assurances and the State Assurances language remain part of the 2026/2027 template.

Other Modifications. The title page of the template has been modified to include your agency's name and logo. Please use this space to brand your agency's CAP accordingly. CSD has also added references to the phases of the ROMA Cycle i.e. assessment, planning, implementation, achievement of results, and evaluation throughout the 2026/2027 template. Additionally, there are a few new questions, minor changes to old questions, and a reordering of some questions.

Checklist

- ☒ **Cover Page**
- ☒ **Public Hearing Report**

Part I: Community Needs Assessment Summary

- ☒ **Narrative**
- ☒ **Results**

Part II: Community Action Plan

- ☒ **Vision and Mission Statements**
- ☒ **Causes and Conditions of Poverty**
- ☒ **Tripartite Board of Directors**
- ☒ **Service Delivery System**
- ☒ **Linkages and Funding Coordination**
- ☒ **Monitoring**
- ☒ **ROMA Application**
- ☒ **Federal CSBG Programmatic Assurances**
- ☒ **State Assurances**
- ☒ **Organizational Standards**

Part III: Appendices

- ☒ **Notice of Public Hearing**
- ☒ **Low-Income Testimony and Agency's Response**
- ☒ **Community Needs Assessment**

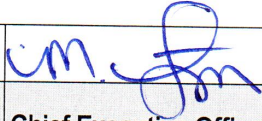
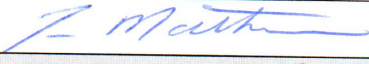
Cover Page

Agency Name:	Northern California Indian Development Council, Inc
Name of CAP Contact:	Aubrey Richeson
Title:	Planner/Data Analyst
Phone:	707-445-8451
Email:	aubrey@ncidc.org

Date Most Recent CNA was Completed: (Organizational Standard 3.1)	6/30/2025
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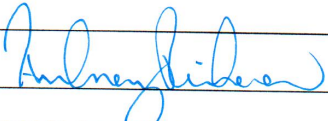
Board and Agency Certification

The undersigned hereby certifies that this agency will comply with the Federal CSBG Programmatic Assurances (CSBG Act Section 676(b)) and California State Assurances (Government Code Sections 12747(a), 12760, and 12768) for services and programs provided under the 2026/2027 Community Needs Assessment and Community Action Plan. The undersigned governing body accepts the completed Community Needs Assessment. (Organizational Standard 3.5)

Name:		Name:	
Title:	Chief Executive Officer	Title:	Board Chair
Date:	6/27/2025	Date:	6/27/2025

ROMA Certification

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan document the continuous use of the Results Oriented Management and Accountability (ROMA) system or comparable system (assessment, planning, implementation, achievement of results, and evaluation). (CSBG Act 676(b)(12), Organizational Standard 4.3)

Name:	
ROMA Title:	ROMA Implementer
Date:	6/30/2025

CSD Use Only

Dates CAP		Accepted By
Received	Accepted	

Public Hearing(s)

California Government Code Section 12747(b)-(d)

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. Testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP.

Guidelines

Notice of Public Hearing

1. Notice of the public hearing should be published at least 10 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice should include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 10 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP should be made available for public review and inspection approximately 30 days prior to the public hearing. The draft CAP may be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing in Part III: Appendices as Appendix A.

Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) must be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period should be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B in Part III: Appendices.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

Additional Guidance

For the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model based on community need at the time of the hearing.

Public Hearing Report

Date(s) the Notice(s) of Public Hearing(s) was/were published	5/26/25
Date Public Comment Period opened	5/26/25
Date Public Comment Period closed	6/26/25
Date(s) of Public Hearing(s)	6/26/25
Location(s) of Public Hearing(s)	Zoom and 241 F St, Eureka, CA 95501
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	NCIDC website, social media, and multiple newspapers
Number of attendees at the Public Hearing(s)	2

Part I: Community Needs Assessment Summary

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

Helpful Resources

A community needs assessment provides a comprehensive “picture” of the needs in your service area(s). Resources are available to guide agencies through this process.

- CSD-lead training – “Community Needs Assessment: Common Pitfalls and Best Practices” on Tuesday, September 10, 2024, at 1:00 pm. [Registration is required](#). The training will be recorded and posted on the Local Agencies Portal after the event.
- Examples of CNAs, timelines, and other resources are on the [Local Agencies Portal](#).
- [Community Action Guide to Comprehensive Community Needs Assessments](#) published by the National Association for State Community Service Programs (NASCS).
- [Community Needs Assessment Tool](#) designed by the National Community Action Partnership (NCAP).
- National and state quantitative data sets. See links below.

Narrative

CSBG Act Section 676(b)(9)

Organizational Standards 2.2, 3.3

ROMA – Assessment

Based on your agency's most recent CNA, please respond to the questions below.

1. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

NCIDC serves American Indian people in 57 counties of the state, not including Los Angeles.

2. Indicate from which sources your agency collected and analyzed quantitative data for its most recent CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets

- ☒ Census Bureau
- ☐ Bureau of Labor Statistics
- ☒ Department of Housing & Urban Development
- ☒ Department of Health & Human Services
- ☐ National Low-Income Housing Coalition
- ☐ National Equity Atlas
- ☒ National Center for Education Statistics
- ☒ Academic data resources
- ☒ Other online data resources
- ☐ Other

Local Data Sets

- ☐ Local crime statistics
- ☒ High school graduation rate
- ☒ School district school readiness
- ☐ Local employers
- ☒ Local labor market
- ☒ Childcare providers
- ☒ Public benefits usage
- ☒ County Public Health Department
- ☒ Other

California State Data Sets

- ☒ Employment Development Department
- ☒ Department of Education
- ☒ Department of Public Health
- ☐ Attorney General
- ☒ Department of Finance
- ☒ Other

Surveys

- ☒ Clients
- ☒ Partners and other service providers
- ☒ General public
- ☒ Staff
- ☒ Board members
- ☐ Private sector
- ☐ Public sector
- ☐ Educational Institutions
- ☐ Other

Agency Data Sets

- ☒ Client demographics
- ☒ Service data
- ☒ CSBG Annual Report
- ☒ Client satisfaction data
- ☐ Other

3. Indicate the approaches your agency took to gather qualitative data for its most recent CNA.
(Check all that apply.) (Organizational Standard 3.3)

Surveys

- ☒ Clients
- ☐ Partners and other service providers
- ☒ General public
- ☐ Staff
- ☐ Board members
- ☐ Private sector
- ☐ Public sector
- ☐ Educational institutions

Interviews

- ☒ Local leaders
- ☐ Elected officials
- ☒ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients

Focus Groups

- ☒ Local leaders
- ☒ Elected officials
- ☐ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☒ Clients
- ☒ Staff

☐ **Community Forums**☐ **Asset Mapping**☒ **Other**

4. Confirm that your agency collected and analyzed information from each of the five community sectors below as part of the assessment of needs and resources in your service area(s). Your agency must demonstrate that all sectors were included in the needs assessment by checking each box below; a response for each sector is required. (CSBG Act Section 676(b)(9), Organizational Standard 2.2)

Community Sectors

☒ Community-based organizations

NCIDC gathered information on substance abuse and prevention, education, labor market information, mental health and assistance programs, child care, crime, and health data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

☒ Faith-based organizations

NCIDC gathered information on culture and mental health data. NCIDC pulled qualitative data from this sector in order to have a deeper understanding of the possible connections between the quantitative data collected and the possible underlying reasons for the observed trends.

☒ Private sector (local utility companies, charitable organizations, local food banks)

NCIDC gathered information on employment, education, mental health, and crime data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas. NCIDC also pulled qualitative data from this sector in order to have a deeper understanding of the possible connections between the quantitative data collected and the possible underlying reasons for the observed trends.

☒ Public sector (social services departments, state agencies)

NCIDC gathered information on population demographics, labor market information, substance abuse data, mental health and assistance programs, health data, child care, education, crime, and housing data. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

☒ Educational institutions (local school districts, colleges)

NCIDC gathered information on health data, education, and labor market information. NCIDC observed trends over time in the data and compared the data for the American Indian population to other populations as well as comparing the data for our service area with other geographic areas.

Results

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

Organizational Standards 4.2

State Plan Summary and Section 14.1a

ROMA – Planning

Based on your agency's most recent CNA, please complete Table 1: Needs Table and Table 2: Priority Ranking Table.

Table 1: Needs Table					
Needs Identified	Level (C/F)	Agency Mission (Y/N)	Currently Addressing (Y/N)	If not currently addressing, why?	Agency Priority (Y/N)
Low-income Native American people lack sufficient skills, experience, and education levels to obtain living wage employment	F	Y	Y	Choose an item.	Y
Low-income Native American people lack the income to cover their basic needs in the case of an emergency	F	Y	Y	Choose an item.	Y
Low-income Native American people lack educational support to achieve academic and vocational success	F	Y	Y	Choose an item.	Y
Low-income Native American people lack savings to cover their housing costs in the case of an emergency	F	Y	Y	Choose an item.	Y
Native American people lack protective factors to help support substance use prevention and recovery.	F	Y	Y	Choose an item.	Y
Native American communities have more children than there are available childcare slots.	C	Y	N	Need met by local partner.	N
Native American communities lack accessible, affordable cultural activities	C	Y	Y	Choose an item.	Y
Culture supports resilience in Native American people	F	Y	Y	Choose an item.	Y
Native American people experience food insecurity	F	Y	Y	Choose an item.	Y
Native American people experience negative health outcomes	F	Y	Y	Choose an item.	Y
Native American people experience negative mental health outcomes	F	Y	Y	Choose an item.	Y
Native American people have been marginalized in decision-making	F	Y	Y	Choose an item.	Y
				Choose an item.	

Needs Identified: Enter each need identified in your agency's most recent CNA. Ideally, agencies should use ROMA needs statement language in Table 1. ROMA needs statements are complete sentences that identify the need. For example, "Individuals lack living wage jobs" or "Families lack access to affordable housing" are needs statements. Whereas "Employment" or "Housing" are not. Add row(s) if additional space is needed.

Level (C/F): Identify whether the need is a community level (C) or a family level (F) need. If the need is a community level need, the need impacts the geographical region directly. If the need is a family level need, it will impact individuals/families directly.

Agency Mission (Y/N): Indicate if the identified need aligns with your agency's mission.

Currently Addressing (Y/N): Indicate if your agency is addressing the identified need.

If not currently addressing, why?: If your agency is not addressing the identified need, please select a response from the dropdown menu.

Agency Priority: Indicate if the identified need is an agency priority.

Table 2: Priority Ranking Table

	Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category
1.	Low-income Native American people lack sufficient skills, experience, and education levels to obtain living wage employment	WIOA/CSBG and Tribal employment and training services provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 600 clients will receive these services each year.	FNPI 1/ SRV 1
2.	Low-income Native American people lack the income to cover their basic needs in the case of an emergency	CSBG emergency services provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 15,000 clients will receive these services each year.	FNPI 4h/ SRV 4i-l, FNPI 5/ SRV 5, SRV 7n
3.	Low-income Native American people lack educational support to achieve academic and vocational success	Adult Education services including vocational training, post-secondary educational training, and GED services provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Child and Youth Education programs such as State Indian Education Centers, Tribal Education programs, and cultural education activities provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 16,000 clients will receive these services each year.	FNPI 2/SRV 2
4.	Low-income Native American people lack savings to cover their housing costs in the case of an emergency	Housing services including providing access to safe temporary shelter as well as prevention of eviction and foreclosure provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 1,500 clients will receive these services each year.	FNPI 4/ SRV 4
5.	Native American people lack protective factors to help support substance use prevention and recovery.	Substance use counseling and prevention services provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 7,049 clients will receive these services each year.	FNPI 2/SRV 2, FNPI 5/ SRV 5

6.	Native American communities lack accessible, affordable cultural activities	Cultural activities provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 5,500 clients will receive these services each year.	SRV 5
7.	Culture supports resilience in Native American people	Cultural activities and ceremonies held by other groups supported by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 5,500 clients will receive these services each year.	SRV 5
8.	Native American people experience food insecurity	Food cards and boxes provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 2,100 clients will receive these services each year.	FNPI 5Z/ SRV 5ii, SRV 5jj
9.	Native American people experience negative health outcomes	Health and Wellness programs such as tobacco prevention/cessation services, food/nutrition programs, and physical health programs provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Programs for Elders and disabled individuals that assist with maintaining an independent living situation provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 13,000 clients will receive these services each year.	FNPI 5/ SRV 5, SRV 6
10.	Native American people experience negative mental health outcomes	Wellness programs such mental health programs and parenting/caregiver skill development provided by both on and off reservation providers as part of the California American Indian Statewide CSBG Network. Numbers highly vary between years. We estimate that approximately 5,500 clients will receive these services each year.	FNPI 5/ SRV 5, SRV 6
11.	Native American people have been marginalized in decision-making	American Indian low-income people will participate in formal community organizations, government, boards & council, as well as volunteering in anti-poverty community initiatives. Numbers highly vary between years. We estimate that approximately 30 clients will receive these services each year.	FNPI 6/ SRV 6

Agency Priorities: Rank the needs identified as a priority in Table 1: Needs Table according to your agency's planned priorities. Ideally, agencies should use ROMA needs statement language. Insert row(s) if additional space is needed.

Description of programs, services, activities: Briefly describe the program, services, or activities that your agency will provide to address the need. Including the number of clients who are expected to achieve the indicator in a specified timeframe.

Indicator/Service Category: List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported on in Modules 3 and 4 of the CSBG Annual Report.

Part II: Community Action Plan

CSBG Act Section 676(b)(11)

California Government Code Sections 12745(e), 12747(a)

California Code of Regulations Sections 100651 and 100655

Vision and Mission Statements

ROMA – Planning

1. Provide your agency's Vision Statement.

We envision Indigenous people succeeding in all aspects of life; balancing work, family, spirituality, community, wellness and cultural pride.

2. Provide your agency's Mission Statement.

NCIDC will strive to provide culturally-appropriate services needed by American Indian people to achieve self-determination in economics, employment, education, culture, wellness and community involvement as well as to conserve and preserve historic and archeological heritage.

Causes and Conditions of Poverty

Organizational Standards 1.1, 1.2, 3.2, 3.4

ROMA – Planning

1. Describe the key findings of your analysis of information collected directly from low-income individuals to better understand their needs. (Organizational Standards 1.1, 1.2)

The needs assessment contained quotes and anecdotes from sources that are knowledgeable about Native American communities, both researchers and community members. Staff particularly focused on collecting qualitative data across Native American communities in our primary service area, as statistics do not fully represent the differences and similarities of this population. As a part of this effort, staff conducted four focus groups/public workshops in four different counties on different topics. The following were identified as primary community needs: Housing; Cultural/Spiritual/Ceremonial Activities; Education and Job Training; Adequate Employment Opportunities; Access to Mental Healthcare; Access to Rehabilitation Services (Drug + Alcohol); Youth Support; Transportation; Access to Technology; Childcare + Elder Care; and General Assistance.

Staff separated CNA survey results from low-income respondents to the last three community surveys in order to analyze any answers specific to that group of people. The following are highlights of the responses by low-income survey respondents in 2023, as compared to non-low-income respondents. To start, low-income survey respondents consistently considered spiritual, ceremonial, and cultural activities more important than non-low-income respondents. Low-income respondents indicated that the following circumstances were barriers to employment. The top three barriers by both groups were: lack of jobs paying a living wage; lack of jobs providing pay increases or opportunities for advancement over time; and lack of jobs with benefits. The following circumstances were considered significantly higher barriers to low-income respondents compared to non-low-income respondents. The circumstances were: lack of a college education, lack of childcare, mental health difficulties, lack of housing, and lack of electricity at home. Low-income respondents also indicated that it is more difficult for them to get mental health care when they need it.

2. Describe your agency's assessment findings specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area(s). (Organizational Standard 3.2)

As a limited purpose agency, NCIDC serves American Indian, Alaskan Native, and Native Hawaiian (AIAN) people. However, the State of California has designated all Reservations and Rancherias in California, as "designated pockets of poverty", and this population has higher rates of poverty in general than most other ethnicities. Even off-Reservation, they also generally have lower incomes than any other racial group.

Native American women are more impoverished than men, and they go missing at greater rates than any other groups. They are also at higher risk for domestic violence and sexual assault. Native American women have higher rent burdens. Native American men have the lowest life expectancy of any group, and a lower human development index score than women.

The AIAN age groups in California with the highest poverty rates are 15-17, followed by 0-5, and 6-

14.

3. “Causes of poverty” are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of your needs assessment data, describe the causes of poverty in your agency’s service area(s). (Organizational Standard 3.4)

Tribal communities and Reservations/Rancherias are frequently rural. NCIDC’s primary service area is also made up of counties that are especially isolated and rural. This creates a series of obstacles for low-income communities. Many unincorporated areas have an inadequate labor demand, both in quantity and variety. There are few training and educational resources outside of county hubs. An intergenerational distrust of state educational institutions, combined with discrimination, a lack of cultural sensitivity in school systems, and numerous other obstacles as presented in the needs assessment, deter academic success in Native students. Lower high school graduation rates and poor testing shows that Native American youth are often not given the skills required for quality employment or postsecondary education. Many Native American families still live off of the land and limit their engagement with commercial markets. Finally, Native American communities experience many impacts on mental health such as intergenerational trauma, and these impacts can make every effort toward self-sufficiency exponentially more difficult.

4. “Conditions of poverty” are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of your needs assessment data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

American Indian people overall experience high rates of substance abuse and communities in the service area have high rates of crime which make it more difficult to escape poverty, both for those involved and for those indirectly affected. A lack of quality, affordable housing has created instances of overcrowding and poor living conditions. American Indian people also face significant rates of chronic illnesses. Despite a high need, all of the counties in the service area have a severe lack of childcare providers.

5. Describe your agency’s data and findings obtained through the collecting, analyzing, and reporting of customer satisfaction data.

The agency maintains a feedback/comment box at our Eureka, CA office, where the clients and the public can leave feedback on an ongoing basis. The agency also has an active presence on both Facebook and Twitter and receives feedback via these Social Media streams. A service-area wide, on-line customer satisfaction survey is incorporated into each CAP and community needs assessment. 214 previous clients responded to the survey in 2023. On a scale of very dissatisfied to very satisfied, on average, clients were satisfied with the Office accessibility (location), Wait time when being helped, Friendliness of staff, Helpfulness of staff, and Amount of assistance they were provided. When asked about one thing they would change about the services they received from their local NCIDC office, the overwhelming answer was nothing. 14% of respondents answered that they would like more outreach done about services, and the same percentage marked that they would like a greater variety of services made available.

Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b), 676(b)(10)

Organizational Standards 1.1. 3.5

ROMA – Evaluation

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10), Organizational Standard 1.1)

The State of California has designated all Reservations and Rancherias in California, as "designated pockets of poverty."

The NCIDC bylaws detail the NCIDC membership application process for Tribes and tribal non-profit agencies, and the democratic process for selection of board members from the general membership. The NCIDC board is elected from the nominated delegates of the following member organizations:

Blue Lake Rancheria	Elk Valley Rancheria
Indian Action Council	Karuk Tribe
Nor-El-Muk Band of Wintu Indians	Quartz Valley Indian Reservation
Tolowa Dee-ni' Nation	Trinidad Rancheria
Tsnungwe Council	United Indian Health Services
Wintu Educational & Cultural Council of Northern California	
Wiyot Tribe	Yurok Tribe

Each of the member entities listed represents a Tribal Government, or a Tribal nonprofit entity such as a Tribal Indian Health Service provider operating a federally qualified health clinic serving low-income native people or a State of California funded Indian Education provider serving eligible native youth. As such, their community representatives are all delegates of "one or more community organization(s) composed predominantly of and representing low-income people" meeting the tripartite standards for selection and inclusion of low-income representatives.

If a low-income individual, community organization, religious organization, or representative of low-income individuals considers its organization or low-income individuals to be inadequately represented on NCIDC's board, they may attend the NCIDC annual membership meeting which is open to the public. At this meeting, the individual may address representatives of the membership with any and all issues they have regarding inadequate representation. If they would like a new

member to join, NCIDC maintains detailed procedures for how Tribes or Tribal organizations may join the membership in our bylaws. If the applicant fulfills the requirements, they will be added as a member with no contest.

2. Describe your process for communicating with and receiving formal approval from your agency board of the Community Needs Assessment (Organizational Standard 3.5).

NCIDC invites all of our board members to our public hearing where we review the results of the community needs assessment in-depth. The draft needs assessment is made available to the board at the same time as the public. Staff also review the results with the board again during a board meeting where we request formal approval through a vote on the community action plan and community needs assessment so we can submit it.

Service Delivery System

CSBG Act Section 676(b)(3)(A)

State Plan 14.3a

ROMA - Implementation

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3a)

NCIDC assesses the obstacles and barriers to self-sufficiency for each client. Where necessary, emergency or supportive services may be offered, funded by a variety of programs such as CSBG, WIOA, LIHEAP, etc., to enable the family to transition to employment and self-sufficiency. Some services are provided on a referral basis such as drug and alcohol, or other health-related services. Clients with barriers to securing and maintaining housing are referred to Tribal Housing or Public Housing and Section 8 Rental Assistance programs.

The specific process involves a number of steps. Clients are asked during their initial and subsequent appointments with case managers if there are any problems that endanger their continued employment or job search. Each problem is addressed and solutions are discussed and a plan is put into place. The plan might include support for tools or equipment needed to maintain employment, to start a new job, or to secure employment. Uniforms, boots, bus passes, child care support, temporary housing, or emergency food are all part of what is available to assure that each client has equal opportunity to pursue and retain employment.

NCIDC's policy is to first exhaust all possible external resources by referring clients to partner agencies and organizations, including the Tribes. NCIDC supports the client by acknowledging that the barrier exists and could put their current or prospective job in jeopardy.

At times, a client just needs to be heard. Discussing a problem on the job can help them come up with solutions that keep them employed and solve the problem at the same time. In regard to services available within NCIDC, the clients are initially asked to complete an online intake form that automatically adjusts based on their requested assistance. Once we receive the intake, assessment procedures are coordinated through each county office, and services are designed to meet the specific needs of each client. NCIDC uses an integrated intake and assessment process that evaluates the client's needs and develops a service plan to meet their specific circumstances.

Following the intake, assessment, and service plan development process the client information is transmitted to a central, online, confidential Management Information System where all information is reviewed and cross referenced to assure eligibility, appropriate service plan development, and non-duplication of client services. NCIDC provides direct services as well as subcontracting with other Tribal agencies and partnering with Tribes across the state.

NCIDC delivers services directly as well as through subcontractors who are Tribes and WIOA section 166 agencies in other parts of the state. This way, local agencies who are the most familiar with their communities, and have a strong relationship with them, are able to provide services.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part II: Causes and Conditions of Poverty, Question 2 will inform your service delivery and strategies in the coming two years?

As a limited purpose agency, NCIDC serves American Indian, Alaskan Native, and Native Hawaiian people. NCIDC and our Tribal network offer a variety of services and program targeted to different genders and age groups in order to ensure that we are meeting the needs of all low-income Native people. If there is a particular group that is identified as being especially impoverished and we find that we are not offering sufficient targeted services, we adjust our strategies accordingly. This happens at multiple levels of decision-making. Tribes and subcontracting agencies are given the freedom to identify those of greatest need and determine the services that best serve those needs in their particular areas. NCIDC does this at our regional level for our primary service area, and again for the network as a whole to ensure that we are serving impoverished Native people across California in the best way that we can. Our network already primarily serves Women as a result of that being the group most likely to apply for services. This will likely continue for the next two years. Programs serving children are offered throughout the network and will continue for the next two years as well.

Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); 676(b)(3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747(a), 12760

Organizational Standards 2.1

State Plan 9.3b, 9.4b, 9.5, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(9); Organizational Standard 2.1; State Plan 14.1c)

NCIDC refer clients to, and coordinates with, numerous other programs. NCIDC is active in consultation and advocacy with local school boards, charter schools, higher education agencies, Tribal social and educational service programs, and a variety of similar agencies. Direct relationships are maintained with Tribal TANF programs for coordination of programs for low-income families. NCIDC will work closely with its network of non-profit partners, Tribes, and Tribal organizations providing human and social services. Through coordination of the services and resources, the NCIDC will strive to achieve a family self-sufficiency outcome for each client. NCIDC also works in partnership with a number of religious, charitable, and community organizations. This includes working actively with Traditional Native Leaders, Dance Owners, Healers, and other honored Elders within the American Indian communities we serve. In addition, we work closely with the Salvation Army, Saint Vincent DePaul, and other religious-based charities that serve the low-income populations in our communities.

We work with a large network of partner agencies to supplement and enhance emergency food services and to maximize helping the greatest number with limited financial resources. We supplement Tribal senior meals delivery programs with CSBG funding by providing funds for the transportation required to deliver meals to a county outside of the normal service area.

As an integral partner in each One-Stop delivery system in our service areas, NCIDC coordinates client services provided by local Workforce Development Boards and other program operators. NCIDC maintains representatives on, and actively participates in, the Humboldt Workforce Development Board.

NCIDC received a Low-Income Home Energy Assistance Program (LIHEAP) grant from the Federal Government last year to assist 48 California Tribes. Each Tribe enacts an authorizing resolution indicating that their funding will be administered through the NCIDC. Tribes who utilize the services of the NCIDC avoid much of the administrative burden of the LIHEAP program, while still having a mechanism to provide this valuable service to their membership in a timely fashion. As a fraud prevention measure and assurance that funds are utilized for those clients truly in need, we have partnered with other organizations and agencies to assure that each client is only served through one organization.

NCIDC staff also participate in economic development coalitions that encompass all types of social service agencies in order to understand the development efforts in each area, ensure current knowledge of local resources, and maintain partnerships for referrals. One example is the Community Economic Resiliency Fund across NCIDC's four-county service area, with members such as the North Coast SBDC, the Humboldt County Economic Development Department, and Humboldt County's One-Stop Job Center.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(3)(C), Organizational Standard 2.1, State Plan 9.7)

NCIDC developed Memorandums of Understanding with Humboldt County Workforce Development Board, Del Norte County DHHS, Del Norte County School District, Humboldt County Office of Education, nearly all of the individual school districts in Humboldt County, United Indian Health Service, Yurok Tribe Education and Social Services Department, Karuk Tribal Housing Authority, Siskiyou County Office of Education, Siskiyou County Partnerships (a county-wide email group), Smith River Rancheria Culture Department, and numerous other tribes throughout California.

MOUs have been designed to incorporate cross-referral mechanisms, development of an electronic infrastructure, co-location of staff from partner agencies, shared performance credit, joint marketing and informational materials, and clear policies regarding shared use of space and materials to foster greater integration of services. In addition, coordination of services will be enhanced through the development of a local area approach to training and technical assistance.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), California Government Code 12760)

All of our programs follow specific guidelines and we only serve eligible individuals. Staff table at various employment and education events throughout the four-county area, and we promote these events regularly on our website and social media accounts. Regional managers regularly meet with local Tribal and other agencies to coordinate and refine our services and ensure we are targeting individuals in need. Staff participate in the above-mentioned community partnerships to prevent service duplication.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (CSBG Act Section 676(b)(3)(C))

NCIDC staff participate in various funding platforms and newsletters in order to stay up-to-date on leverage opportunities as well as free training/workshops to increase organizational capacity. NCIDC has received more than 4 million dollars from 13 foundations over the last several years and we continue to develop and strengthen those partnerships. We also pursue other federal and state funding opportunities that support our mission as they arise. NCIDC has been successful in

regularly obtaining the following federal and state grants over the years: National Dislocated Worker Grants, Workforce Innovation and Opportunity Act, California American Indian Rapid Response, Low-Income Home Energy Assistance Program and Low-Income Home Water Assistance Program, and American Indian Education Center funding.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747(a))

The NCIDC would work with the community, Tribes, local governments and other partners within our service area to review all of our services and reduce services in areas of lesser impact and lower priority as established by the community needs assessment process. This might entail shutting down field office operations and centralizing all services in fewer locations, as well as reductions in staffing, services provided, and outreach activities. Any significant reductions would be coordinated with all partners to minimize the negative impact and maximize the use of remaining resources to meet the greatest needs.

The NCIDC's service area covers four counties that have a total of 14,045.20 square miles of land. In the state of California there are approximately 217 people per square mile, the average of the four counties is 18.5 people per square mile. Reduced funding to the NCIDC's service area would have a profound effect on Native Americans living in these remote locations. Transportation would be the most challenging barrier to reaching services.

6. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

NCIDC will maintain enrollment in 2024/2025 in the WIOA, Supplemental Youth Services Program (SYSP). SYSP provides a variety of training and job experiences for Indian youth throughout the service area. In addition, we sponsor a variety of special events and activities that actively involve youth in working with positive role models.

The Northern California Indian Development Council Youth division was developed to support Native American students in education, and mental health and wellness through support, training, collaboration and visibility. The vision and mission of our programs, which include the Del Norte Indian Education Center, Da'luk Youth Program and the Indigenous Education Advocacy program are to support and collaborate with youth to advance educational and behavioral health equity for Indigenous people in Humboldt and Del Norte counties. The project will help combat disparities in outcomes facing Native students; support Indigenous leaders in implementing their visions of educational and health justice, including the creation of school and community climates that respect and honor Native students, traditions and communities; and building self-advocacy capacity within Tribal communities to conduct policy, systems, and environmental change at the grassroots level.

The Del Norte Indian Education Center which is an in-school and after-school program, funded by the State of California Department of Education and it provides services to children and their families and explores academic and cultural opportunities for personal and family growth. Services of the Education Center include: cultural classes; a tobacco education program, parenting classes, a resource library; advocacy services; social service referrals; community center for workshops and meetings; assist with GED and adult vocational training as needed; liaison between native community and public schools; as well as academic and other appropriate assistance for students, parents, school staff and community members, and access to computers, career and academic counseling.

7. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

NCIDC actively partners with local Tribes, Indian and Indian-serving organizations, local and regional community-based organizations, and local governments focused on serving youth and coordinate with these agencies in an informal coalition working toward improving youth outcomes and experiences. When we, or our partner agencies, identify a need of American Indian or local youth that is not being addressed, NCIDC steps forward to see what can be done and is always open to filling that need in whatever capacity we are able. We have supported recent grant applications by other agencies to provide youth programs in a variety of ways and prioritize collaboration. NCIDC has been instrumental in the creation of three new community youth programs, the Da'luk Youth program, the Indigenous Education Advocate program, and the Voices from the Center program.

The Da'luk Native Youth program aims to promote healing through culturally rooted lessons, to develop social/emotional competency, and to support training and development of youth advocates on policy, systems, and environmental change to prevent substance use, while promoting positive cultural identity and tribal wellness among middle and high school Native American students in Humboldt County. In collaboration with traditional cultural bearers, the Da'luk Youth Program will cultivate healthy life outcomes for Native youth to flourish into future leaders and be self-sufficient. The purpose of the program is to provide Native American youth, ages 12–18, the tools and skills they need to make positive contributions to their communities and reach their potential. Focusing on social and emotional capacity building, as well as enriching youths' leadership skills, the Da'luk Youth Program participants will have opportunities to work with program staff, traditional cultural bearers, community leaders, and peers to identify local policies and effect change. Through culturally-informed afterschool and occasional weekend activities, grounded in evidence-based practice, Native American youth will be able to build the skills necessary to be leaders in their communities, with the ability to raise awareness to issues that are central to their lives, to encourage communities to address

the systemic and structural inequities that shape living conditions and experiences, and to aid in changing institutional policies, practices, to make a better future for all.

The Indigenous Education Advocate (IEA) is a new position created by NCIDC, with the support of the American Civil Liberties Union Foundation of Northern California (ACLU-NC), to advance educational equity for Native American students in Del Norte and Humboldt Counties and adjacent tribal lands to help them get the most out of their education and find quality employment later in life. The IEA conducts know-your-rights trainings, leadership development, and capacity-building for direct service providers, and will lead systems-level change by building coalitions and leading advocacy work in targeted school districts. The IEA also directly assists families whose children require Individual Education Plans and/or 504 plans in communicating with the schools and getting the accommodations that they require so the students can be successful.

The youth outreach and leadership components of the Youth Division have been designed to develop a movement of Native youth leaders grounded in healing, wellness, culture and community, that are skilled with the community organizing tools to make policy and systems changes to improve the conditions impacting them and their communities, who connected to strong organizations and aligned around a shared vision of Indigenous Justice in California.

8. Describe your agency's coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

NCIDC will integrate, coordinate and ensure non-duplication of its employment and training services through continued participation in the local Workforce Development delivery system in each county within our service area. As an integral partner in each One-Stop delivery system in our service areas, NCIDC will continue to coordinate client services provided by local Workforce Development Boards and other program operators. NCIDC maintains representatives on, and actively participates in, local Workforce Development Boards.

NCIDC and all of our subcontractors are WIOA Section 166 providers. We chose to have this overlap to ensure that employment and training activities can be coordinated across different funding sources.

9. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

NCIDC provides a variety of emergency assistance services to meet the needs of the communities we serve, including vouchers for emergency food. We work with a large network of partner agencies to supplement and enhance emergency food services and to leverage our limited resources. We supplement Tribal senior meals delivery programs with CSBG funding by providing funds for the transportation required to deliver meals to a county outside of the

normal service area. In response to the devastating fires, storms, floods, earthquakes, and pandemic, NCIDC partnered with foundations such as the Humboldt Area Foundation to provide emergency financial assistance to victims and Tribes struggling to recover from the impacts and serve their community. This includes providing food cards and assisting clients with obtaining basic eating utensils and cooking ware so they are able to prepare their own meals.

10. Is your agency a dual (CSBG and LIHEAP) service provider?

☒ Yes

☐ No

11. For dual agencies:

Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6), State Plan 9.5)

For all other agencies:

Describe how your agency coordinates services with your local LIHEAP service provider?

NCIDC received a Low-Income Home Energy Assistance Program (LIHEAP) grant from the Federal Government last year to assist 48 California Tribes. Each Tribe enacts an authorizing resolution indicating that their funding will be administered through the NCIDC. Tribes who utilize the services of the NCIDC avoid much of the administrative burden of the LIHEAP program, while still having a mechanism to provide this valuable service to their membership in a timely fashion. NCIDC is in constant communication with the Tribal communities in our service area due to the nature of our Board and our partnership with Tribal entities. As such, we are able to ensure that each Tribal community has a LIHEAP program available for those who need it, and we are able to provide that program if they do not. We also partner with local agencies as a fraud prevention measure and assurance that funds are utilized for those clients truly in need.

12. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

As stated above, the Indian Education Center, WIOA Program, Tobacco Use Education Program, and the NCIDC service referral network, are all innovative community and neighborhood-based programs and initiatives that share the goal of strengthening families and encouraging effective parenting.

NCIDC maintains strong partnerships with local Tribal and governmental agencies. We are often a part of the planning process for new community initiatives and offer assistance in the form of

technical and development support, referrals and connections to relevant local agencies, and funding through our micro-grants. Similar to our work experience program through WIOA – SYSP, NCIDC also works to leverage funding and resources from various programs that we provide in order to accomplish community goals and increase benefits to the communities. The Gathering of Native Americans events facilitated by NCIDC resulted from our partnership with local Tribal organizations and a statewide foundation and will give community members, parents, and families a safe space to acknowledge the effects of historical trauma, while honoring cultural values, and developing a vision of success; build quality and authentic relationships for effective work; and focus on interconnectedness, the sacredness of the inner spirit, balance, and the responsibility to be life-long learners. This has evolved from community-identified needs and requests for support in health and wellness. NCIDC continues to prioritize youth and community-led initiatives where youth are encouraged to work with their family members and are provided with cultural learning opportunities hosted by local Tribal elders. These activities can contribute to higher self-confidence and stronger family relationships.

13. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

Prior to serving a client, NCIDC ensures that the client is also enrolled in all applicable public assistance programs, such as SNAP and TANF. If there are any services or support that a client needs that NCIDC is unable to provide, case managers will refer the clients to other applicable programs. If NCIDC is unable to cover the full cost of a service, the client is given the responsibility (with support from their case manager) to come up with a solution and determine whether another source, other than NCIDC, can assist them. This improves clients' knowledge of resources and their ability to obtain the assistance they need. Each step in the process places more and more of the responsibility on the client, who learns how to properly handle issues, look for solutions, plan ahead, and access the necessary resources. Our agency participates in partnerships throughout our service area in order to refer clients to the appropriate programs and coordinate services with other agencies the most effectively.

Monitoring

ROMA – Planning, Evaluation

1. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, issuance of formal monitoring reports, and emergency monitoring procedures.

NCIDC monitors its subcontractors both through desk reviews and on-site reviews. A simplified version of the CSD monitoring tool is used to conduct these reviews to allow for the direct and immediate application of CAP goals and requirements to their programs. We require copies of approved minutes and approved audits from all subcontractors. In addition, all non-Tribal government subcontractors provide monthly reporting to NCIDC. Tribal contracts are on a one-hundred percent reimbursement basis with all source documentation maintained and monitored at NCIDC. As per Subpart C, Article 8 of the NCIDC subcontractor agreement, “In the event that NCIDC determines that Subcontractor is not in compliance with material or other legal requirements of this Agreement, NCIDC shall provide Subcontractor with observations, recommendations, and/or findings of noncompliance in writing, along with specific action plans for correcting the noncompliance. All noncompliance findings must be resolved by the mutually agreed upon corrective action timeframe.” This process involves emailing all relevant staff and the CEO of the out-of-compliance subcontractor and scheduling a meeting to review the findings and recommendations. An action plan is created with the subcontractor to ensure that the plan is feasible while also addressing the findings. After the plan is established, NCIDC staff will check in on at least a quarterly basis, depending upon the timeline of the action plan, to ensure that the subcontractor has the resources and the support necessary to accomplish the plan. Upon the reaching the agreed upon end date of the action plan, NCIDC management will review the progress of the subcontractor, and set a meeting to discuss either closing out the plan, or establishing additional steps as necessary. If the subcontractor remains out of compliance and NCIDC has made multiple attempts to work with them on a corrective action plan to no avail, NCIDC will make a determination on more serious steps, including potentially ending our subcontracting relationship. This determination will be provided to the subcontractor in writing.

NCIDC has an IT disaster recovery plan to ensure that staff can continue agency operations during an emergency, or restart operations as soon as possible if the circumstances force us to close. If one or more subcontractors experience a disaster or emergency, we will maintain frequent and ongoing communication until the disaster/emergency has ended. This may be through emails, phone calls, or texts. If the subcontractor(s) will be continuing services during the disaster/emergency, we will establish a plan to ensure that all required documentation is still being collected. Once the disaster/emergency has ended, NCIDC will meet with the subcontractor(s) to review the services provided and the reimbursement request to ensure all legal and programmatic requirements were followed.

ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

ROMA – Planning, Evaluation



1. Describe how your agency will evaluate the effectiveness of its programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

The structure of our Governing Council keeps us abreast of the current issues in the communities we serve. Our Board members represent, and originate from, these communities and thus have a vested interest and actively monitor areas of concern. Additionally, management staff participate on social service boards, committees, and coalitions. The opportunity to learn about what is happening, as it relates to the AI/AN population, is constantly available. One example is that this year NCIDC participated in a county-wide coalition of Tribal organizations and local governments focused around youth services, education, and employment.

NCIDC utilizes a system of program management that provides for systematic assessment of program performance in relation to the Community Action service plan and performance standards contained therein. NCIDC utilizes an automated system that provides accurate and timely management information on an as-needed basis; therefore, planned versus actual performance can be checked at any desired time or interval. NCIDC utilizes the online CSBG database, Engage, to automatically track individual and family characteristics and services, and automatically generate the information required for the all characteristics report as well the various modules of the FNPI reports. Engage is designed to generate monthly, semi-annual, and annual updates for review and analysis of overall program performance by the Council and staff. Further, it is designed to generate the semi-annual and annual Program and Financial Services reports for submission to the State of California, Department of Community Services and Development (CSD).

The planned versus actual updates are reviewed by administrative and program staff to determine whether program goals are being met. In instances when planned versus actual differs substantially, corrective action plans are developed and implemented to bring the program back into line with established client activity and performance standard goals.

The management information generated from prior year's programs is utilized by NCIDC as a

definitive basis for planning subsequent year's comprehensive annual plans. Such base information establishes parameters from which the future activities and service delivery mechanisms are planned and developed. Consequently, previous year's management information is a critical element of the NCIDC's planning system.

2. Select one need from Table 2: Priority Ranking Table and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. (Organizational Standard 4.2)

Need: Native American people lack the skills, education, and experience necessary to gain living wage employment.

NCIDC and our network address this need primarily through our Workforce Innovation and Opportunity Act programs, where we offer career and training services to help unemployed, under-employed, and low-income Native American people obtain living wage employment. We monitor progress on the program by tracking the number of clients served and the types of services provided, as well as the amount spent per client. The program is evaluated by tracking the employment and training outcomes of each client, as well as the number of clients served. Employment and training outcomes are tracked by following up with clients to obtain details regarding employment placements, certificates, and other related outcomes. NCIDC management and our council review outcomes, and adjust program strategies as necessary to ensure that we are accomplishing our goals.

Optional

3. Select one community level need from Table 2: Priority Ranking Table or your agency's most recent Community Needs Assessment and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

Federal CSBG Programmatic Assurances

CSBG Act Section 676(b)

Use of CSBG Funds Supporting Local Activities

676(b)(1)(A): The state will assure “that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

- a. to remove obstacles and solve problems that block the achievement of self- sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
- b. to secure and retain meaningful employment;
- c. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
- d. to make better use of available income;
- e. to obtain and maintain adequate housing and a suitable living environment;
- f. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
- g. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
- h. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
-
- i. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
- ii. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

Needs of Youth

676(b)(1)(B) The state will assure “that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

- I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
- II. after-school childcare programs.

Coordination of Other Programs

676(b)(1)(C) The state will assure “that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

Eligible Entity Service Delivery System

676(b)(3)(A) Eligible entities will describe “the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

Eligible Entity Linkages – Approach to Filling Service Gaps

676(b)(3)(B) Eligible entities will describe “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations.”

Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources

676(b)(3)(C) Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”

Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility

676(b)(3)(D) Eligible entities will describe “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”

Eligible Entity Emergency Food and Nutrition Services

676(b)(4) An assurance “that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”

State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities

676(b)(5) An assurance “that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

State Coordination/Linkages and Low-income Home Energy Assistance

676(b)(6) “[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

Community Organizations

676(b)(9) An assurance “that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

Eligible Entity Tripartite Board Representation

676(b)(10) “[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) “[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs.”

State and Eligible Entity Performance Measurement: ROMA or Alternate System

676(b)(12) “[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

Fiscal Controls, Audits, and Withholding

678D(a)(1)(B) An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

State Assurances

California Government Code Sections 12747(a), 12760, 12768

For CAA, MSFW, NAI, and LPA Agencies

[California Government Code § 12747\(a\)](#): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

For MSFW Agencies Only

[California Government Code § 12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

Organizational Standards

Category One: Consumer Input and Involvement

Standard 1.1 The organization/department demonstrates low-income individuals' participation in its activities.

Standard 1.2 The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

Category Two: Community Engagement

Standard 2.1 The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

Standard 2.2 The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

Category Three: Community Assessment

Standard 3.1 (Private) Organization conducted a community assessment and issued a report within the past 3 years.

Standard 3.1 (Public) The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

Standard 3.2 As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

Standard 3.3 The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

Standard 3.4 The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

Standard 3.5 The governing board or tripartite board/advisory body formally accepts the completed community assessment.

Category Four: Organizational Leadership

Standard 4.2 The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

Standard 4.3 The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

Part III: Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing, the Low-Income Testimony and the Agency's Response document, and a copy of the most recent community needs assessment as appendices A, B, and C, respectively. Other appendices as necessary are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Notice of Public Hearing) or separated by divider sheets and submitted with the CAP.

Document Title	Appendix Location
Notices of Public Hearing	A
Low-Income Testimony and Agency's Response	B
NCIDC Income Eligibility	C
2023 Community Needs Assessment	D
2023 Adult Community Needs Assessment Survey Results	E
2023 NCIDC Focus Group Results	F
Blank 2023 Adult Community Needs Assessment Survey	G
CSD Flexibility Request	H

Facebook Post:



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JUN 23 2025

AFFIDAVIT OF PUBLICATION

NCIDC Eureka



Country Media Inc. - Del Norte County
PO Box 277, Crescent City, CA 95531

STATE OF CALIFORNIA, COUNTY OF DEL NORTE

I, **Shawn Hedgecorth**, I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the printer of Del Norte Triplicate, a weekly newspaper of general circulation, printed and published in the City of Crescent City, County of Del Norte, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of Del Norte, State of California, under the date of July 25, 1952, case number 4818; that the notice of which the annexed is a printed copy (set in type not smaller than nonpareil), has been published and not in any supplement thereof on the following dates, to-wit

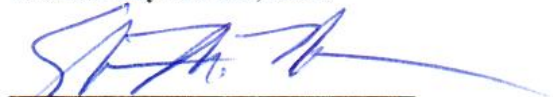
Account Name: **Northern California Indian Development Council**

Legal Description: **Notice of Public Hearing**

Ad #: **414621**

Published: **6/18/2025**

I certify (or declare) under penalty of perjury that the foregoing is true and correct. Dated at Crescent City, California, this **18th day of June, 2025**.


Signature

Public Hearing

Northern California Indian Development Council, Inc (NCIDC) will hold a Public Hearing on the 2026-27 Community Action Plan for the Community Services Block Grant, where we discuss our plan to offer services for the next two years.

Date: **June 26th, 2025 12-1:30 PM**

Hearing location: 241 F St, Eureka, CA and over Zoom

Registration Required at publichearing.ncidc.org.

Copies of the plan are available online at ncidc.org/cap

6/18/2025, Triplicate, 414621

North Coast Journal Affidavit:

North Coast Journal Inc.
310 F Street
Eureka, CA 95501
(707)442-1400

This space is for the County Clerk's Filing Stamp

PROOF OF PUBLICATION
(2015.5 C.C.P.)

STATE OF CALIFORNIA }
County of Humboldt } SS

I am a citizen of the United States and a resident of the County aforesaid. I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the publisher of the North Coast Journal, a newspaper of general circulation, printed and published weekly in the County of Humboldt, and which newspaper has been adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of Humboldt, State of California, under the date of Feb. 17 2000, Case Number CV 000010. That the notice of which the annexed is a printed copy (set in a type not smaller than nonpareil), has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

all in the year

6/19

2025

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated at Eureka, California,

/s/ Marka Boyd
Signature

6/19/2025

PUBLIC HEARING
Northern California Indian Development Council, Inc (NCIDC) will hold

a Public Hearing on the 2026-27 Community Action Plan for the Community Services Block Grant, where we discuss our plan to offer services for the next two years.

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Hearing location: 241 F St, Eureka, CA and over Zoom

Registration Required at:

publichearing.ncidc.org

Copies of the plan are available online at ncidc.org/cap

6/19 (25-259)

PROOF OF PUBLICATION

Siskiyou Daily News Affidavit:

LOCALiQ

Mount Shasta Herald
Siskiyou Daily News
Daily Press | The Record

PO Box 631437 Cincinnati, OH 45263-1437

AFFIDAVIT OF PUBLICATION

Northern California Indian Dev
241 F ST
Eureka CA 95501

STATE OF CALIFORNIA, COUNTY OF SISKIYOU

The Siskiyou Daily News/Mount Shasta Area News (Dunsmuir News, Weed Press, and Mount Shasta Herald) is a newspaper of general circulation, published in the City of Mount Shasta, in said County and State, and has been such a newspaper during the times hereinafter mentioned; and personal knowledge of the facts herein state that the notice hereto annexed was Published in said newspapers in the issue:

06/11/2025, 06/18/2025

Sworn to and subscribed before on 06/18/2025



Legal Clerk


Notary, State of WI, County of Brown

8.25.26

My commission expires

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MARIAH VERHAGEN
Notary Public
State of Wisconsin

Public Hearing



Northern California Indian Development Council, Inc (NCIDC) will hold a public hearing on the 2026-27 Community Action Plan for the Community Services Block Grant, where we will discuss our plan to offer services over the next two years.

**Date: June 26th, 2025
12-1:30 PM**

Hearing location: 241 F St,
Eureka, CA and over Zoom
Registration Required at
publichearing.ncidc.org
Copies of the plan are avail-
able online at ncidc.org/cap
June 11, 18 2025
LYRK0311657

Affidavit of Publication

No.

{ Northern California Indian Development
241 F Street
{ Eureka, CA 95501

STATE OF CALIFORNIA
SS.
COUNTY OF TRINITY

Wayne R. Agner of the said County, being duly sworn, deposes and says:

That he is and at all times herein mentioned was a citizen of the United States, over the age of twenty-one years and that he is not a party to, nor interested in the above entitled matter;

That he is the publisher of The Trinity Journal, a newspaper of general circulation published in the Town of Weaverville, County of Trinity, and which newspaper at all times herein mentioned had and still has a bona fide subscription list of paying subscribers, and which newspaper has been established, printed and published at regular intervals in the said Town of Weaverville, County of Trinity, for a period exceeding one year next preceding the date of publication of the notice hereinafter referred to; and which newspaper is not devoted to nor published for the interests, entertainment or instruction of a particular class, profession, trade, calling, race, or denomination, or any number of same; that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

June 11, 18, 25, 2025

I hereby certify under penalty of perjury that the foregoing is true and correct. Executed at Weaverville, California, on the 25th day of June 2025.

Wayne R. Agner
WAYNE R. AGNER
Publisher

AFFIDAVIT OF PUBLICATION OF

PUBLIC NOTICE
"Notice of 2026-27 Community Action Plan"

BY TRINITY JOURNAL

*please see
attachment*

PUBLIC NOTICE

Public Hearing
Northern California Indian Development Council, Inc (NCIDC) will hold a Public Hearing on the 2026-27 Community Action Plan for the Community Services Block Grant, where we discuss our plan to offer services for the next two years.

Date: June 26th, 2025 12-1:30 PM

Hearing location: 241 F St, Eureka, CA and over Zoom
Registration Required at publichearing.ncidc.org.

Copies of the plan are available online at ncidc.org/cap

Appendix B: Low-Income Testimony and Agency's Response

There were two attendees at the CAP public hearing. The attendees did not have any questions or comments.

Appendix C: Income Eligibility

Income Eligibility

This element in Northern California Indian Development Council's (NCIDC) planning and administration of the Community Service Block Grant program is important for the Community Action Plan, but does not have an appropriate place for discussion within the plan template. As such, we are including it here.

It is an unfortunate reality that Community Service Block Grants (CSBG) funds cannot keep up with the need in the community. We have more applicants and requests per applicant than we can accommodate with our existing budget. In order to ensure that funds are directed toward those most in need, NCIDC has established a network-wide income eligibility restriction. Although there are times that the U.S. Congress and the state of California have allowed the income eligibility maximum to rise to 200% of the Federal Poverty Level, NCIDC has determined that our network will retain a consistent maximum eligibility level of 125%. This ensures that the lowest income populations are prioritized. In addition, this policy prevents the additional administrative costs, confusion, and distrust from our communities that can be created because of NCIDC intermittently changing the maximum income eligibility for the program based on new regulations.

Appendix D: 2023 Community Needs Assessment

NORTHERN CALIFORNIA INDIAN DEVELOPMENT COUNCIL, Inc

2023 COMMUNITY NEEDS ASSESSMENT

Introduction

The Northern California Indian Development Council, Inc (NCIDC), with the support of the California Community Economic Development Association (CCEDA) and the James Irvine Foundation, completed a thorough Community Needs Assessment focusing on the needs of American Indian, Alaskan Native, and Native Hawaiian people throughout NCIDC's four-county primary service area and the state of California. The primary service area constitutes Del Norte, Humboldt, Siskiyou, and Trinity County. The report includes data on a broad range of areas including employment, education, housing, and health. The community needs assessment will serve to inform NCIDC's 2024-2025 Community Action Plan.

The Community Needs Assessment (CNA) along with the Community Action Plan (CAP) is developed under statutory requirements of The Department of Community Services and Development (CSD). This requirement guides organizations who receive Community Services Block Grant (CSBG) funding. CSBG is designed to provide a range of services to assist low-income families and individuals attain the skills, knowledge, and motivation necessary to achieve self-sufficiency.

The assessment included youth and adult focus groups, secondary research, and adult and youth surveys. NCIDC distributed four statewide Native community needs assessment surveys online and on paper in 2019, 2021, and 2023 which incorporated questions on a variety of topics. Three were designed for adults and the one in 2023 was designed for youth and young adults. In 2019, there were 332 completed surveys, 288 completed surveys in 2021, and 437 completed surveys in 2023. Humboldt, Del Norte, and Siskiyou Counties maintained the highest numbers of respondents across all three surveys. NCIDC conducted interviews with stakeholder leaders who had congruent perspectives to the focus groups. Three focus groups and one workshop were conducted throughout NCIDC's service area during the month of April 2023. The structure, questions and feedback differed between each group. The following areas of concern were voiced as primary community needs:

- | | |
|--|-------------------------------------|
| ● Housing | ● Access to Rehabilitation Services |
| ● Cultural/Spiritual/Ceremonial Activities | ● Youth Support |
| ● Education and Job Training | ● Transportation |
| ● Adequate Employment Opportunities | ● Access to Technology |
| ● Access to Mental Healthcare | ● Childcare & Elder Care |
| | ● General Assistance |

About Northern California Indian Development Council

The NCIDC provides programs and services including:

- Education
- Employment and training services
- Disaster assistance
- Food and nutrition assistance
- Housing and utility assistance
- Transportation assistance
- Childcare
- Traditional and cultural activities
- Health and wellness
- Community development and enhancement programs
- Substance use disorder prevention/recovery
- Leadership development and advocacy
- Historical Restoration

NCIDC is governed by a tripartite board of directors composed of representatives from the public sector, private sector, and agency client segments. The agency has an annual budget of \$6.47 million and a staff of twenty-five people.

In 2022, NCIDC served 29,743 Native Americans across the State of California. 3609 Individuals and 3499 households provided demographic information. NCIDC almost entirely serves American Indian, Alaskan Native, and Native Hawaiian people.

Purpose of the Report

Aside from meeting the regulatory requirements of The Department of Community Services and Development, the Community Needs Assessment is intended to examine the needs of the communities served by NCIDC to assure that resources are being directed at critical needs. Community Action Agencies funded by CSD utilize **Results Oriented Management and Accountability (ROMA)** to guide its actions. Principles of ROMA include:

- Develop and implement processes to identify, measure, and record improvements in the condition of people with low-incomes and the communities in which they live that result from deployment of CSBG funds.
- Use information about outcomes, or results, to determine overall effectiveness, inform annual and long-range planning, and promote new funding and community partnership activities.

The Community Needs Assessment precedes and informs the Community Action Plan.

Research

Geography

The NCIDC primary service area consists of the counties of Del Norte, Humboldt, Siskiyou, and Trinity counties where a broad range of services have been delivered since the creation of NCIDC. These rural counties contain large swaths of land covered in national and state parks, few incorporated cities, and many remote areas. Several institutions that substantially impact the area are the two colleges located in Humboldt County, CalPoly Humboldt and College of the Redwoods, as well as California's only supermax state prison located in Del Norte County.

This large service region is known for its mountainous and isolated conditions, along with poor communications and transportation infrastructures. For example, the entire Yurok, Hoopa and Karuk Reservations are situated along the Klamath and Trinity Rivers, where transportation routes are narrow and at risk, especially during wet months, when the average annual rainfall can reach over fifty inches and cause significant erosion and road closures. This in particular can cause problems for the labor force. In 2019 in the major tribal areas of the four counties, the mean travel time to work was 19.6 minutes.¹ This transportation issue is further complicated by the lack of public transportation in these areas. These same regions are also isolated by not having reliable phone and internet services. More remote sections of the service area do not even have electrical service.

Focus group participants throughout NCIDC's service area were asked about barriers to accessing various needs. Among Humboldt County workshop participants, the second most common barrier to both holding a job (18.8% of participants) and accessing traditional foods (18.3% of participants) was transportation. Trinity County focus group participants also stressed that transportation was a barrier when it came to getting and holding a job. Vehicle maintenance, distance and corresponding fuel costs, lack of public transportation, and dangerous road conditions were discussed as major barriers to being able to work in the area.



¹ Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

The Indian cultural presence remains throughout the state today, with 109 tribal nations present in thirty-four of California's 58 counties. The map depicts recognized tribal lands and reservations in 2011.

Population

When Europeans arrived in the late 18th century, California's native population was close to 300,000 people. The population plummeted over the 19th century through a combination of violence at the hands of white settlers and the spread of foreign disease.

Partly because of this history, California's native community is the smallest among all major ethnic groups. In the most recent census 1.7% of California respondents, or approximately 663,493 people, identified as Native American.² (This category includes Native Alaskans but excludes Native Hawaiians.) Prior to European settlement, California's native population represented as much as 13% of the entire North American Indigenous population.² It is important to note that members of Indigenous communities challenge the accuracy of census data. Significant portions of the Indigenous community, as much as 70%, identify as multi-racial. By some estimates, this results in as much as 50% underreporting of the size of the Native American population. "A Portrait of California 2021-2022" estimates the Native American population to comprise 4% of the total population of California, rather than the 1.7% cited by the U.S. Census Bureau.³

California has the most Tribes as well as the highest volume of Native American residents with an estimated total of 762,733.⁴ The three California Tribes with the greatest member enrollments are Yurok (6,202⁵), Karuk (3,751 Enrolled Tribal Members and 5,000 descendents)⁶, and Hoopa (3,393⁷), and all three are located in the NCIDC service area.

The eleven other Tribes that are located in the service area are: Bear River Band of Rohnerville Rancheria, Big Lagoon Rancheria, Blue Lake Rancheria, Elk Valley Rancheria, Nor-El-Muk, Quartz Valley Indian Reservation, Resighini Tribe, Tolowa Dee-Ni' Nation, Tsnungwe, Trinidad Rancheria, and Wiyot Tribe.

The Native American percentage of population is much greater in the primary service area of NCIDC. The top 5 counties with the highest percentage of American Indian and

² McGhee, E. (2022) California's Native American Community. Public Policy Institute of California (PPIC).

³ Lewis, K. (2021) A Portrait of California 2021–2022: Human Development and Housing Justice. Measure of America of the Social Science Research Council.

⁴ Asante-Muhammad D., Kamra E., Sanchez C., Ramirez K. & Tec R. (February 2022). Racial Wealth Snapshot: Native Americans. National Community Reinvestment Coalition.

⁵ Alvarado A. Yurok Tribe Membership. May 2018. Yurok Tribe Enrollment Department

⁶ Karuk Tribe. (2020). Tribal Government Profile and Summary.

⁷ Colegrove L. Hoopa Valley Tribe Membership. May 2018. Hoopa Valley Tribe Enrollment Department

Alaska Native (AIAN) people are Del Norte County (11.1%), Humboldt County (8.7%), Siskiyou County (7.9%), Alpine County (33.7%), and Inyo County (13%).⁸

AIAN Californians are the racial/ethnic group most likely to live in rural areas: 15.1%. Despite this, 84.9% of AIANs live in urban areas. The highest percentage of AIAN communities are in Northern and Eastern California.⁸

Income

The overall economic well-being of the Native American population remains generally worse than that of other ethnicities almost everywhere, and is particularly worse for Native Americans in Tribal areas than for Native Americans living in other parts of the country.⁹ All fourteen Reservations/Rancherias in the service area are designated as “pockets of poverty” by California Department of Community Services and Development. Despite the overall well-being improving steadily, there are still areas where Native Americans poverty rates reach as high as 49.8%.¹⁰ In 2021, the Del Norte median household income was \$53,280, Humboldt County was \$53,350, Siskiyou County was \$49,857, and Trinity County was \$42,206.¹¹ The California median household income is more than 1.5 times each county, at \$84,097.¹¹ However, the median household income for each of the counties except Trinity County in the service area increased since 2019.¹¹ The average living wage for the four-county area is \$29,037 for a single adult and \$38,064 for an adult in a two-parent household with one child where both parents are working.¹² The median household income for each county is above the living wage for two adults with one child as calculated by MIT.

The overall poverty rate decreased in 2021 to 19.1% in Humboldt and 16.8% in Siskiyou, but it increased to 21.4% in Del Norte and 19.1% in Trinity Counties. At the state level, the 2021 poverty rate was 12.3%.¹¹ Native Americans have the highest poverty rate in California at approximately 18.4% (and 1 in 4 children in poverty).¹¹

According to the 2021 ACS 1-year estimates, for American Indian and Alaskan Native people alone in California, AIAN women were more impoverished than men by almost 3%.¹³ The respondents among all three NCIDC surveys were overwhelmingly female, with 74% female respondents in 2019; 79% female respondents in 2021; and 79%

⁸ Hedrick, V., Castro, C., Ringewald, C., Ortega, R., Risling Baldy, C., Speed, S., Supahan, T., & Violet Leal, M. (2021). *We the Resilient: Stories and Data from American Indians & Alaska Natives in California*. The California Native Vote Project.

⁹ Pindus, N. (2017, January). *Housing Needs of American Indians and Alaska Natives in Tribal Areas: A Report From the Assessment of American Indian, Alaska Native, and Native Hawaiian Housing Needs Executive Summary*

¹⁰ Weaver R. 2021 U.S. Census & E.D.D. L.M.I. Tribal Area Data. EDD Labor Market Information Department

¹¹ U.S. Census Bureau Quickfacts. 2022. <https://www.census.gov/quickfacts/fact/table/US/PST045222>

¹² Small area income and poverty estimates: 2019(US Census Bureau).

¹³ U.S. Census Bureau, 2021 American Community Survey 1-Year Estimates

female respondents in 2023. In 2022, NCIDC served over 29,000 individuals, and 3,609 of those provided demographic information. Of the 3,609 individuals, 40% of these Individuals were Female; 18% were Male; and 42% either did not report their Gender, or their Gender was unknown.

The AIAN age groups in California with the highest poverty rates are 15-17, followed by 0-5, and 6-14.¹³ Across the three surveys, the highest number of respondents reported being between 25-44 years of age. The percentage of respondents represented in this age group has remained approximately 39% since 2019. The age group with the second-highest number of respondents was as follows across the three surveys: In 2019, the second-most common respondent age group was 55-69; the second-most common respondent age group in 2021 and 2023 was 45-54 years of age. Of the 3609 individuals that were served and who provided demographics in 2022, the vast majority were between the ages of 25-44 (29%). The second largest category of individuals served was between the ages of 65-74 (19%).

AIAN Californians had the lowest rate of food security among racial/ethnic groups between 2011 and 2019. Only half (50.8%) of AIAN people were food secure.⁸ Del Norte County has the 3rd highest food insecurity rate (16.4%) in CA, behind Trinity (16.5%) and Siskiyou (16.9%).¹⁴

Financial help with bills, food, and other basic needs was the second most chosen community need among workshop participants in Humboldt County, and third among Del Norte County focus group participants.

In the 2019 adult NCIDC needs assessment survey, 46.55% of families needed help with food access. In 2021, 59.3% of families needed help with food assistance. In the 2023 NCIDC youth community needs assessment survey, 39% of respondents went to bed hungry in the last month and 30% had days in the last month when their family didn't have enough food to eat or enough money to buy food. When asked what services people needed in the last year and whether they were able to obtain help for them, the top three needs that people needed but didn't obtain help for in the 2019 and 2021 surveys were auto repairs, home repairs, followed by fuel or utility payments. The top need by far that people needed and obtained help for was medical care, at 40% in 2019 and 38% in 2021.

Employment

After a significant increase in unemployment due in part to the COVID-19 pandemic, unemployment rates are gradually beginning to reflect numbers pre-pandemic. The April

¹⁴ Yurok Tribe. (2021). Klamath Promise Neighborhood: A River of Opportunities. Promise Neighborhood Grant Program, Proposal to the U.S. Department of Education.

2023 unemployment rates for the general population in the NCIDC four-county services areas were: 4.2% in Humboldt, 5.3% in Del Norte, 6.3% in Siskiyou, and 6% in Trinity. In comparison, California's unemployment rate was 4.6%.¹⁵ According to the 2021 American Community Survey 1-year estimate, the unemployment rate for American Indian/Alaskan Native people in California was 9.8%, which was 1.8% higher than White people, and the second highest unemployment rate after African American people.¹³ It is likely that unemployment rates for Reservations and Tribal Trusts in the service area are even more severe. It is also important to note that national surveys from such rural, dispersed communities can under-represent the true circumstances. Prior to COVID-19, some Tribal staff estimated on-reservation Native population unemployment rate as significantly higher, with rates in excess of 60%¹⁶ for reservations such as the Hoopa Reservation.

Statewide, AIAN people had the second lowest employment to population ratio among racial/ethnic groups. AIAN officials and managers numbered at 42.4 per 1,000 AIAN people in California, while the state average is 55.5 per 1,000 Californians, and 84.2 per 1,000 white workers.⁸ In all four counties, the three industry categories with the highest levels of employment are "government", "educational and health services," and "trade, transportation, and utilities", although "leisure and hospitality" ties in third in Trinity County. Low-income, rural areas like these tend to have basic services as the largest market. This trend is reflected in Tribal employment as well. A full 46% of the people living on Reservations or Tribal land in the service area in 2019 were in government employment.¹

The seven casinos in Humboldt and Del Norte County and other Tribal organizations have significant impacts as well. The industries that benefit most from these contributions are other local government enterprises and the hotel and motel industry: in 2019 tribal businesses in the area supported 226 and 200 jobs, respectively, and accounted for \$52.1 million and \$17.4 million in output, respectively.¹⁷ It remains to be seen what kind of economic damage has been done as a result of the aforementioned reduction in the leisure and hospitality industry which heavily impacted Tribal enterprises.

More than 50% of respondents to the 2023 adult NCIDC community needs assessment survey reported that the following challenges were either somewhat of a barrier or a major barrier: lack of a college education; health difficulties lack of jobs paying living

¹⁵ Local Area Profile. (2023). Employment Development Department, State of California. Accessed May 9, 2023.

¹⁶ Cardoca P. Hoopa Valley Tribe Unemployment. May 2018. Hoopa Valley TERO Employee

¹⁷ Owens, P., Whittaker, A., Kabisch-Herzog, A., Hernandez, K., Miguel, C., Moreau, N., & Scholl, L. (2019). Del Norte County Economic & Demographic Profile(Rep.). Authors from Center for Economic Development at CSU, Chico

wages; lack of jobs providing pay increases or opportunities for advancement; lack of jobs with benefits; and lack of a home computer.

Trinity County focus group respondents stressed that there is a lack of high-paying jobs in the area, but that specialized training would be helpful in competing for those jobs with out-of-area applicants. Participants suggested free training including wildland fire, firefighter II, hazmat, fire camp, basic work skills for minors, interview, entrepreneur, natural resources, CPR and first aid training. Participants in the Siskiyou County focus group expressed a desire for job training and opportunities in business, natural resources and work on the land for Native youth and/or for those who do not have a college degree. Several social determinants of Indigenous people's health and well-being are tied to the land through connection with spirituality, food, medicines, and social relationships.¹⁸

Participants in both Trinity and Humboldt County focus groups referred to mental health, transportation, internet access, substance use, lack of child care, limited well-paying options, and the general costs of applying for work as major barriers in finding a job.

Education

The public education system was never intended to benefit Native American students or Tribal communities and remains highly flawed to this day. For generations, hundreds of thousands of Native American children were abducted from their families, communities, and Tribes by government agents and sent to boarding schools, often hundreds of miles away from home. Education was used as a tool for cultural genocide and forced assimilation. As a result of these and countless other oppressive governmental policies and practices intended to erase Indigenous peoples, history, identity, and culture, Indigenous children and communities face historical and intergenerational trauma.¹⁹

According to the ACLU report, Indigenous students also experienced a number of overwhelming systemic barriers that can lead to student alienation and disengagement from school. These barriers include, a lack of culturally relevant and responsive curriculum; the invisibility of Native American contributions to society and inaccurate depictions of history; the overuse of disciplinary practices;²⁰ failure to provide school-based student supports, including culturally relevant school-based mental health

¹⁸ Ray, L., Burnett, K., Cameron, A., Joseph, S., LeBlanc, J., Parker, B., Recollet, A., & Sergerie, C. (2019). Examining Indigenous Food Sovereignty as a Conceptual Framework for Health in Two Urban Communities in Northern Ontario, Canada.

¹⁹ Brendan C. Lindsay, *Murder State: California's Native American Genocide, 1846–1873* Lincoln and London, 346 University of Nebraska Press (2015)

²⁰ Letter from A.C.L.U., Nat. Cent. For Youth Law, & Cal. Indian Legal Services to U.S. Dep't of Educ. Office for Civ. Rights (Dec. 18, 2013)

professionals and programs;²¹ and bullying and racially hostile school environments.

Among all racial/ethnic groups, AIAN students are the most likely to be chronically absent in California. 21.8% of AIAN students are chronically absent compared to 12.1% of overall California students and 4.3% of Asian students.⁸ Chronically absent students are more at risk of poor performance in school, behavioral issues, falling behind and dropping out of school. Consequently, there is a large achievement gap between American Indian students and their peers. Only 38.3% of AIAN third graders in California scored proficient or better in math, while the California population had a 50.2% proficiency rate. Only 36.9% of AIAN third graders in California scored proficient or better in English Language Arts, while the overall California rate is 48.5%.⁸ The 2021 high school graduation rate for Native American students was 73% as compared to 87.4% for all California students.²² Twenty percent of Native Americans hold a bachelor's degree,²³ as compared to 35.2% for the entire population of California.¹¹ It is well established that suspensions also predict higher risks for dropping out and juvenile justice involvement. While the overall number of suspensions has gone down significantly since 2012, there is still a racial imbalance that needs to be addressed. Native Americans students in California lose significantly more instruction days due to suspension than any other race besides African Americans.²⁴ In 2021, AIAN students in California had a 7.5% suspension rate as compared to 3.5% of all students statewide. American Indian and Alaska Native students were the only ethnic/racial group in California to see an increase in suspension rates.⁸ This is a particularly concerning combination because, according to the New York Times, "Underachievement and limited emotional support at school can contribute to a number of negative outcomes for Native youths — even suicide."²⁵

Siskiyou County focus group participants expressed a concern regarding the lack of educational support available to Native youth. Respondents shared that more college courses and/or college prep and access to college scholarships would give Native youth more opportunities for educational success. When asked about Native community needs in Humboldt County, 6.7% of workshop participants said they wanted help getting through school.

²¹ J. Luke Wood et al., *From Boarding Schools to Suspension Boards: Suspensions and Expulsions of Native American Students in California Public Schools*, C.C.E.A.L. & S.N.A.H.E.C. (Dec. 2019).

²² *4 Year Graduation Rates by Student Group*. (2021). California Department of Education.

²³ *Native American Students in Higher Education*. (2022). Postsecondary National Policy Institute.

²⁴ Losen, D. J., & Martin, K. (2018, September 19). *The Unequal Impact of Suspension on the Opportunity to Learn in California: What the 2016-17 Rates Tell Us About Progress*(Issue brief).

²⁵ Green, E. L., & Waldman, A. (2018, December 28). 'I Feel Invisible': Native Students Languish in Public Schools. *The New York Times*.

When asked about their reactions to learning about Native people in class, high school student participants in Del Norte County felt that there was untruthful and/or no information about Native people in school. The school's only Native American teacher facilitated the space for this focus group and expressed a need for more AIAN representation in schools and leadership. In California, there are only five AIAN teachers and staff members per 100 AIAN students, while there are more than twice as many white teachers and staff per 100 white students.⁸

In the 2023 NCIDC youth community needs assessment survey, 54% of respondents experienced bullying at their school at least once in the last year and 48% experienced cyberbullying. 46% were unfairly treated or discriminated against based on race and 65% heard or experienced racial stereotyping. 71% of parents/guardians who completed the 2023 NCIDC adult community needs assessment survey indicated that they needed IEPs, 504s, and/or advocates to assist their children in school.

Health and Social/Behavior

During the first two years following the onset of the COVID-19 pandemic, the incidence of suicide declined state-wide in California. However, Black, Hispanic, Asian, and AI/AN Californians all experienced an increase in suicide and/or firearm suicide in at least one of the years following the onset of the pandemic.²⁶ The communities most burdened by the health, economic, and social crises of 2020 and 2021 already faced disproportionate threats to their health as a result of systemic racism and other systems of marginalization that concentrate greater risk factors associated with suicide (e.g., poverty, unemployment, mass incarceration, fewer protective factors, quality education, economic development, and culturally competent mental healthcare).²⁶ Suicide rates in California for all racial groups from 2017-2019 was the among the highest in Northern California counties. The highest rate in the state was in Trinity County at 37.3 suicides per 100,000. Humboldt and Siskiyou counties also fell in the highest bracket of suicides (18-37.3 per 100,000 people). The suicide rate was 12.5 per 100,000 for AIAN people in California during the same time period. AIAN people have the second highest suicide rates behind white people. The California average is 10.7 per 100,000.²⁷

According to the Center for Disease Control and Prevention, in 2018 4.5% Native Americans across the country experience serious psychological distress which is more

²⁶ Lund, J.J., Tomsich, E., Schleimer, J.P. et al. (2023). Changes in Suicide in California from 2017 to 2021: A Population-based Study. *Inj. Epidemiol.* 10, 19.

²⁷ Holt, W. (July 2022). *Mental Health in California Almanac, 2022: Waiting for Care*. California Health Care Foundation.

often than every other ethnicity and the rate of the general population, 3.9%.²⁸ This nearly tripled in 2019 to 11.6% for Native American people, less than the 12.7% rate experienced by white people.²⁹ With the ongoing shortage of mental health providers in rural areas, especially Tribal areas, and that COVID-19 forced people to isolate, telehealth became more important than ever. 6.8% of AIAN adults in California have serious mental illness (SMI), the highest rate of all ethnic groups. The California average is 3.9%.²⁷ Dr. Blythe George from the Yurok Tribe stated, “The sad truth is that the criminal justice system is often the only means for mental health intervention locally, where we have only a small mental health hospital with limited capacity and no facility prepared to treat dual diagnosis patients.”³⁰

Substance use disorders are another prevalent concern for tribal communities. Some of the highest rates of opioid overdose deaths were in northern California counties, including Humboldt and Trinity counties. In California in 2019, AIAN people had the highest rates of alcohol-induced deaths, drug-induced deaths, and opioid-induced deaths out of any ethnic group. AIAN people’s alcohol-induced deaths were (34.3 per 100,000), more than two times white people (14/100,000). AIAN people’s drug-induced deaths were 39.2/100,000, as compared to Latinx (28.3/100,000) and white people (23.2/100,000). AIAN people’s opioid death rate was 15.7/100,000, as compared to white people (12.6/100,000) and Black people (12.3/100,000).³¹ In response to the fentanyl and xylazine crisis, the Yurok Tribal Council issued an emergency declaration on and nearby the Yurok Reservation as of May 12, 2023. Since 2003, there has been at least a 290% increase in opioid overdose deaths in Humboldt County alone. Despite this declaration and Tribal distribution of Narcan kits, resources are limited. The Yurok Reservation is extremely remote and the potential one-to-three-hour drive to an emergency call is a huge barrier in responding to overdoses fast enough.³²

The Human Development Index (HDI) is one method used to measure human development by ranking societies based on the degree to which people are able to live long and healthy lives, have access to knowledge, and enjoy a decent standard of living. The scores for Native American Californians declined between 2009 and 2019. Since 2000, the HDI score for Native Americans has declined by 22.5%, the sharpest

²⁸ Villarroel MA, Blackwell DL, Jen A. Tables of Summary Health Statistics for U.S. Adults: 2018 National Health Interview Survey. National Center for Health Statistics. 2019.

²⁹ SAMHSA, 2020. Results from the 2019 National Survey on Drug Use and Health: Mental Health Detailed Tables. Table 10.43B

³⁰ Greenson, T. (October 13, 2022). The Value of an Indigenous Life: Yurok Tribe’s MMIP Symposium Focuses on Action, Solutions. North Coast Journal.

³¹ Valentine, A & Brassil, M., Aurrera Health Group. (January 2022). Substance Use in California Almanac, 2022: Prevalence and Treatment. California Health Care Foundation.

³² Yurok Tribe. (May 2023). Yurok Tribe Declares Emergency in Response to Surge in Fentanyl Overdoses. Yurok Tribe News.

drop by any group. Native American HDI score is 3.66, the lowest of all major ethnic groups. They also have the lowest life expectancy. Native American women have an HDI score of 4.06, compared to men's 3.30, the lowest of any race/gender combination. Humboldt, Del Norte, and Siskiyou Counties all have HDI scores of 4.7-5.36 (the highest in the state is 9.51). Trinity, Shasta, and Tehama Counties have HDI score 3.01-4.69, the lowest range of scores.³³

The average premature death rate for our four-county area is almost twice the state rate.³³ In 2019 in California, 18.2% of American Indian or Alaskan Native people did not engage in any leisure-time exercise.³⁴ This proportion is comparable to other ethnicities and less than Non-Hispanic Black people and Hispanic people. 28.1% of American Indian or Alaskan Native People achieved at least 150 minutes a week of moderate-intensity aerobic physical activity or 75 minutes a week of vigorous-intensity aerobic physical activity and engaged in muscle-strengthening activities on 2 or more days a week. This is higher than all other racial categories except for 2 or more races and the "Other" category.³⁴

The westernization of Native people has had a profound effect on culture and health, especially around nutrition. In the past two generations, obesity has become a leading health concern for American Indian people and a causal relationship with other serious diseases, including diabetes.³⁵ Native Americans have higher rates of asthma (22.2%), diabetes (10.4%), and low birth weight (8.2%) than the general population.⁸ The prevalence of obesity of California American Indian people in 2019 was 29%. In comparison, 33.8% of Hispanic people were obese and the overall obesity rate for California was 26.1%.³⁶ Native adolescents were 30 percent more likely than non-Hispanic whites to be obese.³⁷ Children suffer the greatest consequences as they are developing serious illnesses at very early ages, with dire consequences as adults.³⁸³⁹

COVID-19 cases among AIAN persons in the United States was 3.5 times that among white persons, and mortality was reported at nearly twice the rate of non-Hispanic white

³³ University of Wisconsin Population Health Institute. (2021). 2021 County Health Rankings. County Health Rankings & Roadmaps.

³⁴ Centers for Disease Control and Prevention. National Center for Chronic Disease Prevention and Health Promotion, Division of Nutrition, Physical Activity, and Obesity. Data, Trend and Maps [online]. [accessed Jun 19, 2021].

³⁵ Story, M., Evans, M., Fabsitz, R., Clay, T., Holy Rock, B., Broussard, B. "The Epidemic of Obesity in American Indian Communities and the Need for Childhood Obesity-Prevention Programs" American Journal of Clinical Nutrition

³⁶ KFF analysis of the Centers for Disease Control and Prevention (CDC)'s 2019 Behavioral Risk Factor Surveillance System (BRFSS).

³⁷ Center for Native American Youth, "Generation Indigenous: The State of Native Youth 2018," State of Native Youth Report, Washington, D.C., Center for Native American Youth at The Aspen Institute, November 2018.

³⁸ North American Association for the Study of Obesity (NAASO) (2007), National Nutrition Summit Position Paper

³⁹ California Indian Education, "Governor Schwarzenegger signs California Calorie-count Menu Law, 9/30/05

persons. Mortality rates for AIANs aged 20-29 was 10.5 times greater, 11.6 times greater for those ages 30-39, and 8.2 times greater for those ages 40-49.⁸ In 2020, AIAN people were 1.8 times more likely to contract COVID-19, four times more likely to be hospitalized, and 2.6 times more likely to die from COVID-19 when compared to white, non-Hispanic persons.⁴⁰

Research suggests that the cultural trauma, discrimination, and dispossession Native American communities have experienced at the hands of the U.S. government continue to influence their health and well-being today. IHS (Indian Health Service) is an agency of the U.S. Department of Health and Human Services and provides health care to members of federally recognized tribes throughout California. It is perpetually underfunded, restricting services offered and with staff shortages.³ The AIAN rate (81.8%) of people in California who have a doctor's office or clinic to go to is 6.9% lower than the equivalent white rate (88.7%). Overall in California, the rate is 84.1%.⁸

The pandemic has made Indigenous systems of care and healing, such as ceremony and cultural practices, even more challenging to access for survivors and families, even as the violence increases and the mental health impacts of quarantining (which can be triggering for survivors who were trapped in their homes by an abuser) take their toll. There is little research on how the recent international increase in violence has impacted tribal and Indigenous communities. The lack of accurate data impedes all agencies and tribal nations' abilities to design, provide, and get funding for effective programs/anticipate the needs of peoples.⁴⁰

Native American/Indigenous peoples have known for generations that health is embedded in their cultures. This means for Native/Indigenous peoples, that culture is a determinant of health, and that loss of culture is a risk factor; whereas strengthening, reconnecting or reclaiming is protective on multiple levels. Increases in Native/Indigenous culture is associated with better well-being. Higher levels of cultural connectedness are linked to higher levels of hope and satisfaction with life and lower levels of depression.⁴¹ California Reducing Disparities Project's report on improving behavioral health among Native American people in California highlights the importance of a holistic approach to both mental health and substance abuse, voicing a need in Native communities for cultural practices such as talking circles and traditional healers.⁴²

⁴⁰ Sovereign Bodies Institute. (2022). They Failed to Protect Me: Enhancing Response to and Surveillance of Domestic & Intimate Partner Violence and Missing and Murdered Indigenous Women, Girls, and Two Spirit People of California During the COVID-19 Pandemic.

⁴¹ Masotti, P., Dennem, J., Bañuelos, K. et al. (2023) The Culture is Prevention Project: measuring cultural connectedness and providing evidence that culture is a social determinant of health for Native Americans.

⁴² Native Vision: A Focus on Improving Behavioral Health Wellness for California Native Americans. (2012). California Reducing Disparities Project, Native American Strategic Planning Workgroup Report.

Participants in Humboldt and Siskiyou Counties expressed a concern for their community's mental health and a lack of services, listing more mental health services as a top community need. In Humboldt County, participants most commonly listed mental health and a broken spirit as the biggest barriers to having and holding a job.

Participants in all four counties in NCIDC's service area expressed a community need for cultural/spiritual/ceremonial activities and/or dances. Native youth participants in Del Norte County listed this as the second highest community need in their area. Humboldt County workshop respondents most often said they liked or loved the dances, language, cultural revitalization and community-oriented aspects of their Tribe(s).

Humboldt and Trinity County focus groups both included drug and alcohol abuse as a barrier in community members getting and retaining a job. Humboldt County workshop respondents chose a sober living community as the third most helpful potential additional housing alternative in their Tribal community. Del Norte high school students and Siskiyou focus group participants also described substance abuse as a big concern in their areas.

In both the 2023 NCIDC youth and adult needs assessment surveys, when asked what they thought the most common mental health issues were in their communities, the top three selections were stress, anxiety, and depression. In the 2023 NCIDC adult needs assessment survey, 63% of respondents indicated that it was difficult or sometimes difficult to get healthcare, and 69% of respondents (excluding N/A responses) indicated the same for mental health care.

Miscellaneous

Child Care

It is a struggle for the child care system to adequately meet the needs of rural areas. Despite a clear need, the number of child care slots in licensed child care centers and licensed family child care homes decreased notably in each of the counties between 2014 and 2019, with a few exceptions.⁴³ According to the Siskiyou Child Care Center, SAFE programs at elementary schools and the infant/toddler care provided elsewhere are almost always full.⁴⁴ "One problem with child care availability is that there are certain areas that have no licensed care available," said the Resource and Referral Coordinator at the Siskiyou Child Care Council.⁴⁴ "Another issue for families is that care is not available when parents need it," they continued; "Most care facilities only operate Monday through Friday, and only between the hours of 7:30 am and 5:30 pm., and

⁴³ 2019 California Child Care Portfolio(Rep.), California Child Care Resource and Referral. (2021, June 1).

⁴⁴ Watters, L. (2019, May 17). Child Care System Needs. personal.

many parents work nights and weekends”.⁴⁴ In 2019, the median family income for each of the four counties in NCIDC’s service area was below the eligibility requirements to receive child care subsidies.⁴³

Both Trinity and Humboldt County focus groups listed a lack of child care as one core barrier to community members getting and keeping a job. Siskiyou County respondents also expressed a need for child care, particularly in Orleans, CA as one participant said there is currently not a single licensed child care provider. Many families throughout NCIDC’s service area qualify for subsidized child care services, but there are not enough facilities in these rural areas for families to access them. This is a reflection of disparities statewide: there are less licensed ECE (early childhood educator) seats available in communities where AIAN children live throughout the state, leaving these children ages 0-5 with less access than the average California child.⁸

In the 2023 NCIDC adult community needs assessment survey, 46% of respondents indicated that lack of child care or before/after school care was either somewhat a barrier or a major barrier to getting or maintaining employment.

Access to Internet

Access to the internet is another challenge in rural areas. California AIAN households have 5.9% less access to high-speed internet than the total population rate, with a 67.9% access rate. The overall California rate is 73.8%.⁸ Just more than half of Native Americans living on reservations across the United States had broadband.⁴⁵ As a local comparison, 100% of Klamath in Del Norte County is unserved in broadband/high speed internet. The nearest region with Broadband Wireline service is located in Crescent City, which is over 30 mins by car.¹⁴ Internet access disparities within Native communities are not just a basic issue of not having internet within homes, but also an issue of infrastructure, education models, public safety, economic development, and health. For example, there have been virtual Tribal council meetings over the pandemic, and virtual medical appointments are the new norm.⁴⁵

Trinity County participants expressed access to affordable high speed internet as a major barrier to getting and holding a job. For some, the combination of limited access to transportation and internet makes neither working from home nor on site feasible. When asked what they would like to see change in their community, 7.6% of Humboldt County workshop respondents wished that high speed internet would be available for their entire community.

⁴⁵ Center for Native American Youth. (2022). Center Us: The State of Native Youth Report 2022. Aspen Institute.

In the 2023 NCIDC adult community needs assessment survey, 50% of respondents indicated that lack of access to the internet was either somewhat a barrier or a major barrier to getting or maintaining employment.

Civic Engagement

AIAN people in California are both less likely to be a political candidate and less likely to vote, according to “We the Resilient.” There were three AIAN elected officials (compared to 805 White elected officials) out of over 750,000 AIAN Californians at state and county levels in the year 2019. Even though AIAN people make up 1.9% of the California population, only .26/100,000 AIAN people are elected officials. The California average rate of elected officials of the same race is 2.6 people per 100,000, and the rate among white elected officials in California is 4.63/100,000. Native American candidates are also disproportionate to population size: there were .03 AIAN candidates per 100,000 AIAN Californians versus 1.18 white candidates per 100,000 white Californians in 2018.⁸

AIAN voting registration in California is 3.7% lower than the overall California registration rate. AIAN voters were nearly 10% less likely to vote in the 2012 and 2016 presidential elections than white voters in California. An overall lack of statewide infrastructure or campaign to reach out to Native voters historically has contributed to this lack of civic engagement. The California Native Vote Project (CNVP) was formed in 2016 and has been advocating for Native voters, but finding reliable data and effective grassroots organization amongst a dispersed population has been a challenge. When asked why they had never voted before, older Native American voters explained that no one had ever asked them or talked to them about voting, and they did not feel that their vote mattered or made a difference. Moving forward, increasing civic engagement amongst the California AIAN population requires bringing people together through leadership development, policy advocacy, and youth and community organizing.⁸

Youth focus group participants in Del Norte County showed an overall interest when asked if they would advocate and represent their peers in a leadership role, if given guidance and not alone. When asked if they think about the future of the world as a whole, 72% of the 2023 NCIDC youth needs assessment survey respondents indicated that they thought about it half the time, most of the time, or always. In the 2023 NCIDC adult community needs assessment survey, 95% of respondents thought there should be more training and/or opportunities for future leaders and volunteers in their Tribal community.

Community

According to 2019 data from the Public Policy Institute of California, the crime rates per 1,000 residents (including both violent and property crimes) for each county are: 33.7 for Del Norte, 34.0 for Humboldt, 18.3 for Siskiyou, and 21.9 for Trinity. California as a whole had a crime rate of 27.4. It is notable that Trinity County had the second highest number of specifically violent crimes per 1,000 residents.⁴⁶

Missing and Murdered Indigenous Women, Girls & Two Spirit

"I think the reason that Native women may go missing at higher rates than other groups of people is very similar to the reason that they are at higher risk for domestic violence and sexual assault," said Sarah Deer, a University of Kansas professor, member of the Muscogee (Creek) Nation and author of a book on sexual violence in Indian Country. "The legal system is simply not functioning properly (to prevent) these types of things from happening."⁴⁷ In California, AIAN civilians are more likely to be injured in law enforcement incidents (3.2%) than the population as a whole (2.1%).⁸ Murder is the third leading cause of death nationally for AIAN women.⁴⁵ In California, four out of five AIAN women have experienced violence in their lifetime, more than half have experienced physical violence at the hands of an intimate partner, more than half have experienced sexual violence, and AIAN women are almost two times more likely to experience rape than white women. More than one in four AIAN men in California have experienced sexual violence, approximately two in five have experienced physical violence perpetrated by an intimate partner, and one in five have experienced stalking. Indigenous LGBTQ2 California women reported an 85% rate of sexual violence and 78% rate of assault. Over half of Indigenous LGBTQ2 youth in California experience physical violence due to their sexual orientation or gender identity, and Indigenous LGBTQ2 people experience the highest rate of hate violence of any group.⁴⁰

In 2018, several California cities were cited as having a high number of missing and murdered indigenous women, girls, and two-spirit (MMIWG2) cases, including Eureka, Redding, San Francisco, Sacramento, Bakersfield, and San Diego. As of January 2021, there were 174 MMIWG2 cases in California, not including cases where the missing person was located safe. Overall, between identifier errors, lack of clear communication from law enforcement, and lack of thorough inspections, there is poor data and ineffective, ill-informed public health and law enforcement that fails to protect Indigenous people from violence.⁴⁰

⁴⁶ Lofstrom, M., & Martin, B. (2018, October). Crime Rates in California(Rep.). Retrieved June 1, 2019, from Public Policy Institute of California website: <https://www.ppic.org/data-set/crime-rates-in-california/>

⁴⁷ Hudetz, M. (2018, September 5). Despite past reforms, American Women Still Facing High Rates Of Crime. AP News.

Although none of the focus group questions directly addressed violence or MMIWG2, one question in the Humboldt County workshop received a relevant response. When asked to choose from a pre-set list of seven additional housing alternatives that would be most helpful in one's Tribal community, one participant wrote down another option, "Domestic Violence Shelter (DV)," which received several (5.8%) votes.

Conversely, only 33% of respondents of the 2023 adult community needs assessment survey indicated that they had been a victim of a non-violent crime, and only 20% indicated that they had been the victim of a violent crime. However, the survey may not be reaching the vulnerable populations experiencing the circumstances discussed above.

Native Youth

Native American children and youth face extensive challenges. Today, Native American children enter the child welfare system at a rate that is 2.7 times their representation in the population, the highest of any racial group. In Del Norte County, Native children end up in foster care at hugely disproportionate rates- they account for 35-40% of children in Del Norte County foster care, while Native people make up only 6.4% of the population.⁴⁸ Once there, those children experience disproportionately poor outcomes. Native youth are also often more likely to be referred to the juvenile justice system, arrested, or placed in secure confinement than the white population.⁴¹

As a countermeasure to the number of Native youth in state and federal justice systems, the Indian Law and Order Commission decided to focus on implementing healing and wellness courts in tribal communities. Healing and wellness courts are tribal adaptations of drug courts. There are now four healing and wellness courts in operation in the NCIDC service area, focusing on traditional healing and other supports for youth, rather than nearly automatic diversion into systems of incarceration.³⁷

The rate of young people ages 16 to 24 who are not working or enrolled in school is a crucial measure of how prepared young people are for college, careers, and flourishing adulthoods. In 2019, 18.4% of Native American youth in California were disconnected, as compared to 10.3% of California youth overall. Research shows that youth disconnection can have long-term impacts: adults who did not experience disconnection during these critical years earn \$31,000 more annually, are 45% more likely to own a home, and are 52% more likely to report being in good or excellent health than adults who were disconnected in early adulthood.³

⁴⁸ Yurok Tribe. (July 2022). To' Kee Skuy' Soo Ney-wo-chek' I Will See You Again in a Good Way: Missing & Murdered Indigenous Women, Girls & Two Spirit People of Northern California Year 3 Progress Report.

Siskiyou County focus group participants voiced concern when it comes to youth disconnection, specifically regarding poor school performance, high probation rates, and inequitable access to healthy opportunities among Native youth. Respondents desired more youth programs including family-inclusive cultural workshops and ceremonies in an effort to support mental health and instill self value instead of harmful behaviors such as abusing drugs and alcohol.

Food Sovereignty

Food sovereignty is the right of peoples to develop and control their own food systems. Achieving food sovereignty addresses food insecurity, but goes beyond this by managing a food system that prioritizes sustainability, nutritional and social health, cultural appropriateness and political relevance to one's community.⁴⁹ Indigenous food sovereignty not only acknowledges a community's autonomy but also their responsibility to the health and longevity of the land and resources that are part of their food system, according to traditional practices and beliefs.⁵⁰ Traditional food practices such as hunting, fishing and foraging are not simply fulfilling nutritional needs, but emotional, mental and spiritual health for Indigenous peoples as well. Native communities' cultural, identity, and ceremonial health, the well-being of the land, and social structure are directly linked to Native foods.⁵¹

Diet related illnesses, including diabetes, obesity, heart disease, tuberculosis, hypertension, kidney disease and stroke, are linked to a loss of traditional foods amongst Native American communities. This shift in diet is not just responsible for physical health ailments; food also plays a central role in cultural connection and identity. The loss of access to traditional food paired with severe socio-economic stress among many Karuk families, for example, contributes to alcohol abuse, violence, suicide and other harmful behaviors. Traditional food practices are described as the "social glue" that helps define roles, maintain a sense of purpose and identity, and provide a framework for sharing values in community. Knowledge and skills of traditional food practices are also cultural capital in a trade and sustenance economy, and sharing of this knowledge brings people together. The loss of access to traditional foods also takes a toll on mental health.⁵²

⁴⁹ King S, McFarland A, Vogelzang J. (September 2021) Food Sovereignty and Sustainability Mid-Pandemic: How Michigan's Experience of Covid-19 Highlights Chasms in the Food System. Agric Human Values.

⁵⁰ Blue Bird Jernigan V, Maudrie TL, Nikolaus CJ, Benally T, Johnson S, Teague T, Mayes M, Jacob T and Taniguchi T. (2021) Food Sovereignty Indicators for Indigenous Community Capacity Building and Health. Front. Sustain. Food Syst.

⁵¹ Sowerwine, J., Mucioki M., Sarna, D., and Hillman, L. 2019. Reframing food security by and for Native American communities: A case study among Tribes in the Klamath River Basin of Oregon and California, Food Security

⁵² Norgaard, Kari Marie. (2005) The Effects of Altered Diet on the Health of the Karuk People. Federal Energy Regulatory Commission Docket # P-2082

Survey findings in the Klamath River Basin contribute to the growing literature on the value and importance of Native food systems in revitalizing culture and restoring community health and well-being among Native American communities, as well as sovereignty over their food systems. According to a 2016 study conducted by the Karuk Tribe and the University of California at Berkeley, the Klamath Basin Food System Assessment, the biggest obstacles to achieving food sovereignty are rules regarding land use, lack of availability of native foods, and degradation of native food habitats.⁵³ The same study found that for members of the Karuk Tribe, Yurok Tribe, Hoopa Tribe, and Klamath Tribes:

- 72.44% of respondents rarely or never had the access they desired to Native foods throughout the year.
- 44.91% of respondents said they got a portion of their food from hunting, gathering, or fishing.
- 47.72% of respondents said they got a portion of their food from a home garden or orchard.
- Collectively respondents prioritized local grocery stores, fishing and eeling in local rivers, and a tribal farm or orchard as sources of food they wanted more of in their community.
- 53.99% of respondents used some form of food assistance and 16.25% of respondents said they used food assistance because Native foods were not available.
- 43.86% of respondents grew or raised their own food at home.
- 99.56% of respondents desired access to more Native foods.⁵¹

Salmon is central to the culture of many Tribes in the northwest. Since European settlement, changes in land management including overfishing, damming, flow diversion and various land use practices have led to a significant decrease in salmon populations.⁵¹ Although there are plans to undam the Klamath River in efforts to support the revival of salmon populations, river flows are still being diverted below mandated minimums required to preserve at-risk salmon stocks by the Bureau of Reclamation as recently as February 2023.⁵⁴

According to a Karuk Tribal member and cultural resource manager, “There’s not enough fish to go around and this is not only a nutritional issue, but more importantly, it really abbreviates our culture. The fishery is the icon of our religion. My perspective, everything we do on the landscape, everything we do in the way of our ceremonies, the

⁵³ Karuk Tribe Department of Natural Resources, Megan Mucioki, and Jennifer Sowerwine. (2016) Klamath Basin Food System Assessment: Karuk Tribe Data. Karuk Tribe and University of California at Berkeley.

⁵⁴ Yurok Tribe and Ridges to Riffles. Yurok Tribe and Fishermen Sue to Protect Klamath Salmon. EarthJustice, March 27 2023.

bottom is all about the fish. Our ceremonies are pretty much based on the salmon run. All the management activities on the landscape - fire provides better water, provides nutrient cycling, it provides all these benefits from the landscape that goes into the water to provide a healthy fishery, and that hasn't happened for 150 years. That has had a devastating impact on our culture by way of the fish."⁵¹ A community member elaborates on another contributing factor to food challenges in 2015, "A barrier was the illegalization of cultural burns. That was a big barrier to food. The land's all overgrown now, so a lot of things we can't access or isn't growing. It creates (conditions for spread of) disease and stuff. We're just starting to take control of that by doing prescribed burns and allowing those seeds to flourish again."⁵¹

When asked what cultural workshops they would like to see most in their area, Humboldt County participants' most common answer was traditional food preparation and cooking classes (18.5%). Including other traditional food-related workshop suggestions (hunting, fishing, and farming/growing vegetables), over a quarter (27.8%) of respondents wanted to learn more traditional food practices. When asked what their biggest barrier to accessing traditional foods was, the most common answer was a lack of knowledge, education or skill set. A few Siskiyou County focus group participants also expressed that there were not enough families who had knowledge about traditional food practices to pass on within the community, and that working long days left little time to access and prepare these foods themselves.

Housing

In 2019, 32.1% of Native Americans faced a high housing burden (when someone spends 30% of their income on mortgage payments, property taxes, and other housing costs). 53.4% of all California renters faced high rent burdens (when a renter spends 30% or more of their income on rent), in comparison to 63% of Native American women and 46.7% of Native American men faced high rent burdens.³ Rent-burden rates are 2.6% higher for AIAN households (58.%) than for all CA households (55.9%), leaving AIAN households with less income after. Rates of low-quality housing (lack of available kitchen, plumbing and heat) are higher in areas with more AIAN Californians (5%) than in areas with more white Californians (2.8%). The overall California rate is 4.6%.⁸

Nearly all tribes receive Native American Housing Assistance and Self-Determination Act funding annually, but the grants are typically small (~\$50,000) and are often used for housing rehab and maintenance activities. Tribes can also apply for Indian Community Development Block Grant (ICDBG) awards, but these funds are highly competitive.⁵⁵ The Hoopa Valley Housing Authority and the Karuk Tribe Housing

⁵⁵ California Department of Housing and Community Development, Division of Housing Policy. (2018, February). California's Housing Future: Challenges and Opportunities Final Statewide Housing Assessment 2025.

Authority received multi-million dollar Indian Housing Block Grants in 2020 to help construct new housing units for low-income families living in Tribal communities.⁵⁶

During the 2019-2020 school year, 4.8% of AIAN (Non-Hispanic AIAN alone) students reported homelessness, which is above the 3.3% rate for all students.⁸ Homelessness in Indian Country cannot be, and has not been, counted in the same way that it is in the general population. The lack of housing in general and the lack of affordable housing specifically increase the incidence of crowding. Indians, generally, are less likely to be found sleeping under bridges as homeless people may in other segments of the population. Relatives, extended family, and community members take in homeless individuals and families. Although this is a good solution to living on the streets, it does contribute to overcrowding. According to the US Department of Housing, very few of the heads of overcrowded Native American households (19%) said they would ask these people to leave, but the vast majority (80%) of the people involved would like to get a place of their own if they could.⁹ Nationally, in tribal areas, 14.7% of homes are overcrowded, compared to 5.7% of homes in general in the US.⁵⁷

Participants in focus groups and workshops in Del Norte, Humboldt, Siskiyou and Trinity counties unanimously agreed that access to housing was the biggest need in their area. Housing limitations mentioned included a lack of affordable options, a lack of transitional or second chance housing, not enough homes, land use limitations, and effects of natural disasters such as wildfire. When asked what kind of additional alternative housing would be most helpful in their Tribal community, Humboldt County workshop participants' first choice was assisted living for elders (24%), followed by tiny houses with central services (20.5%) and sober living communities (15.2%).

Participants in Trinity County said that workers had to commute from other places due to a lack of affordable housing locally, while participants in Siskiyou County mentioned sharing their home with family members long-term due to a lack of housing- or, on the contrary, not being able to house family members due to housing authority rules. Across the country, there are much higher rates of overcrowding in homes on Tribal land than in homes in general.⁵⁷

Less than 10%, and frequently less than 5%, of NCIDC adult needs assessment respondents indicated the place where they slept changed regularly, that the main place they slept was not meant for people to sleep long-term, that they lived in a temporary housing shelter, or that they couch-surfed because they could not get permanent housing. Notably, all but the temporary shelter question dropped in from 2019 to 2021, then had an uptick from 2021 to 2023. These results are likely due to COVID-19

⁵⁶ U.S. Department of Housing and Urban Development. (2021, April 12). HUD Awards More Than \$90 Million for Affordable Housing in Tribal Communities

⁵⁷ National American Indian Housing Council, Indian Housing Fact Sheet.

emergency housing efforts, but may have also been affected by the population the survey reached. In 2019, 35% of families that responded to the NCIDC adult needs assessment survey needed rent or mortgage assistance in the last year. In 2021, this number jumped to 40%.

Community Resources

A partial list of community resources targeted at the Native American community:

Child Care & Development Fund (CCDF): Assists low-income families in accessing quality childcare for children when the parents work or participate in educational or training programs.

Tribal Employment Rights Ordinance (TERO): Requires that all employers engaged in business on reservations give preference to qualified Indians in all aspects of employment, contracting, and all other business or economic development activities. Often supplies work attire, tools, and covers Union fees.

Department of the Interior:

Bureau of Indian Affairs (BIA): Provides services directly or through contracts, grants or compacts to Federally recognized tribes. Includes assistance in self-determination services, transportation, Tribal government services, workforce development, genealogy, and human services. Programs include the following:

Financial Assistance and Social Services (FASS): direct funding and activities related to general, child, burial, emergency, and adult care assistance as well as social services.

Housing Improvement Program (HID): repair, renovation, replacement, and new housing grant program for low-income applicants.

Living Languages Grant Program (LLGP): Helping Tribes preserve their Native languages.

National Tribal Broadband Grant (NTBG): Establishing and expanding broadband access in Native Communities.

Tribal Management/Development Program (TMDP): Support of Tribal fish and game management programs on Indian reservations.

Department of Health and Human Services:

Indian Health Service (IHS): Provides federal health services for American Indians and Alaska Natives and provides funds for tribal and urban Indian health programs.

Administration for Native Americans (Administration for Children & Families):

Works with Tribal nations and Indigenous communities to improve the economic and social well-being of children and families. Services include protecting Native American languages, reducing family poverty, protecting, and promoting healthy children and preventing human trafficking.

Native Employment Works (NEW): Provides work-related activities to support job readiness, job placement, and job retention for designated Native American service populations and service areas.

Tribal Temporary Assistance to Needy Families (TANF): Provides cash aid and supportive services to eligible needy children and families.

Child Care and Development Fund (CCDF): Provides financial assistance to low-income families to access childcare so they can work or attend job training or educational programs.

Department of Justice:

Office of Justice Programs (OJP): Provides federal leadership, grants, training, technical assistance, and other resources. Its six program offices support state and local crime-fighting efforts, fund victims' services programs, help communities manage sex offenders, address the needs of youth in the system and children in danger, and provide vital research and data.

Office on Violence Against Women (OVW): Works towards reducing domestic violence, dating violence, sexual assault, and stalking by strengthening services to victims and holding offenders accountable for their actions. Includes programs such as the Tribal Governments Program, the Tribal Coalitions Program, the Tribal Sexual Assault Services Program, and the Tribal Jurisdiction Program.

Community Oriented Policing Services: Grant funding for Tribes, Alaska Native villages, and Tribal consortia to expand community policing of law enforcement in Tribal Nations, hire or re-hire career law enforcement offices and Village Public Safety Officers, and procure basic equipment and training to assist in the initiation or enhancement of Tribal community policing efforts.

Department of Housing and Urban Development (HUD): Provides housing grant and loan programs for Native Americans, including Native veterans (Tribal HUD-VASH) and Native Hawaiians.

Indian Housing Block Grant (IHBG): Funds housing development, assistance to housing developed under the Indian Housing Program, housing services, crime prevention and safety.

Section 184 Indian Home Loan Guarantee Program: Provides government backing for mortgages for Native American families and tribes.

Tribal Housing Authority Programs: Including services such as First-Time Homebuyer Loans, Down Payment Assistance Grants, Mortgage Relief Grants, Student Rent Vouchers, Elder Rent Vouchers, and Temporary Rent Vouchers, Home Replacement Grants, Home Rehabilitation & Weatherization Grants and Loans, and Home Improvement Loans.

Department of Labor:

Workforce Innovation and Opportunity Act (WIOA) Section 166: Provides employment and training services to unemployed and low-income Native Americans, Alaska Natives and Native Hawaiians.

Department of Agriculture (USDA):

National Institute of Food and Agriculture (NIFA): Supports 1890 and 1862 Land-Grants who provide informal, community-based learning on reservations. These include youth development such as 4-H, Native Farmer and Rancher Productivity and Management, and Native Community Development (workforce, food system, conservation, nutrition, language and ecological knowledge development and preservation).

Food Distribution Program on Indian Reservations (FDPIR): Run by the Food and Nutrition Service (FNS), provides monthly packages of healthy food to income-eligible households living on Indian reservations, and to American Indian households residing in approved areas near reservations.

Following is a list of support programs for the public including the Native American community:

BenefitsCal: Connects people with services in their county, such as Medi-Cal, Calfresh, and California Opportunity and Responsibility to Kids (CalWORKs)

Community Action Agencies: Organizations that help people help themselves in achieving self-sufficiency, including services such as: education, energy assistance, emergency assistance, food programs, self-reliance programs, and youth services.

Human Services:

- California Area Agencies on Aging
- California Child Care Resource and Referral Network
- California Partnership to End Domestic Violence (CPEDV)
- Child Support Services
- County Welfare Directors Association of California (CWDA)
- First 5 California

Food Assistance:

- California Association of Food Banks
- Supplemental Nutrition Assistance Program (SNAP)
- Women, Infants and Children (WIC) Program

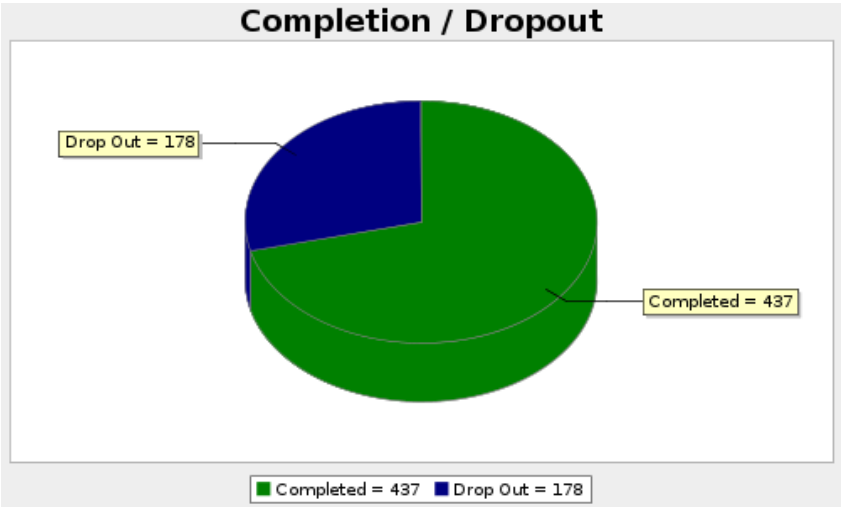
Housing and Utilities Assistance:

- California Mortgage Relief
- California Arrearage Payment Program (CAPP)
- Department of Community Services and Development
- Low Income Home Energy and Water Assistance Program (LIHEAP/LIHWAP)
- Relief for Energy Assistance Through Community Help (REACH)

2023 NCIDC Adult Community Needs Assessment Survey

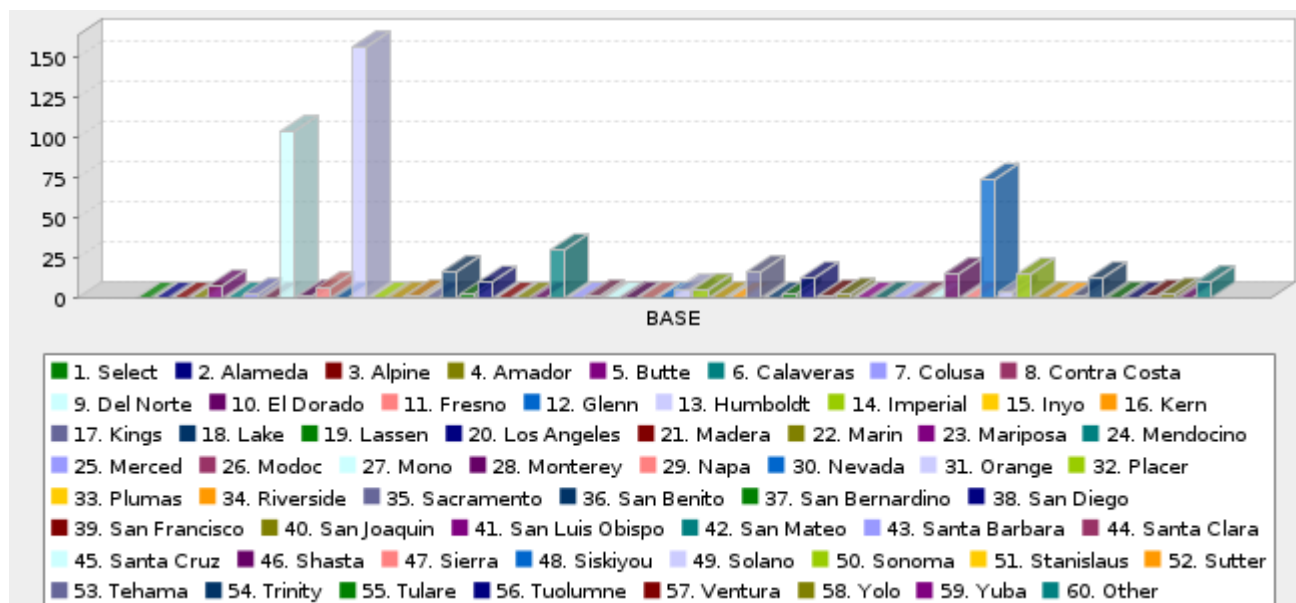
Open-ended questions have been removed to preserve anonymity

Survey Overview



Viewed	Started	Completed	Completion Rate	Drop Outs (After Starting)	Average Time to Complete Survey
1950	615	437	71.06%	178	11 minutes

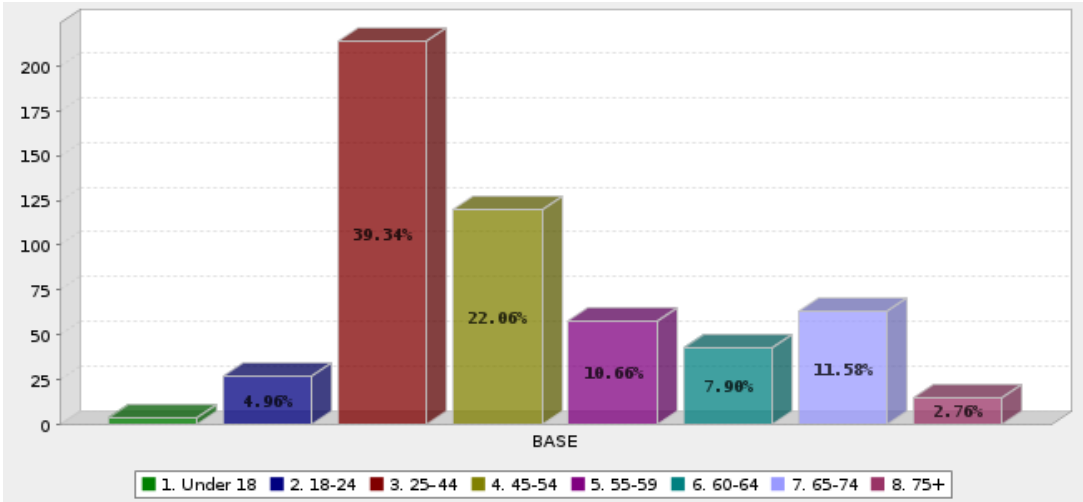
Q1. What county do you live in? This survey is targeted to California Native American communities, so California counties are listed in the drop-down menu.



	Answer	Count	Percent
1.	Select	0	0.00%
2.	Alameda	0	0.00%
3.	Alpine	0	0.00%
4.	Amador	0	0.00%
5.	Butte	8	1.46%
6.	Calaveras	0	0.00%
7.	Colusa	3	0.55%
8.	Contra Costa	1	0.18%
9.	Del Norte	104	19.01%
10.	El Dorado	2	0.37%
11.	Fresno	7	1.28%
12.	Glenn	1	0.18%
13.	Humboldt	157	28.70%
14.	Imperial	0	0.00%
15.	Inyo	1	0.18%
16.	Kern	2	0.37%
17.	Kings	0	0.00%
18.	Lake	17	3.11%
19.	Lassen	3	0.55%
20.	Los Angeles	10	1.83%
21.	Madera	0	0.00%
22.	Marin	0	0.00%

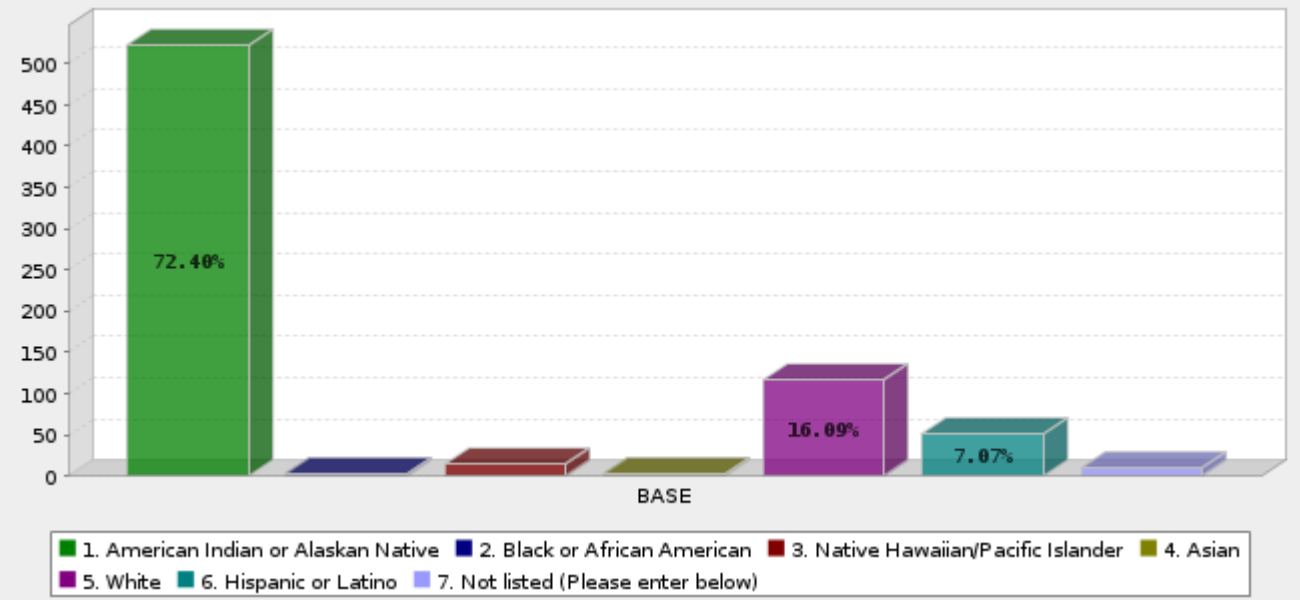
23.	Mariposa	1	0.18%
24.	Mendocino	30	5.48%
25.	Merced	0	0.00%
26.	Modoc	2	0.37%
27.	Mono	0	0.00%
28.	Monterey	1	0.18%
29.	Napa	1	0.18%
30.	Nevada	0	0.00%
31.	Orange	5	0.91%
32.	Placer	6	1.10%
33.	Plumas	1	0.18%
34.	Riverside	0	0.00%
35.	Sacramento	17	3.11%
36.	San Benito	0	0.00%
37.	San Bernardino	3	0.55%
38.	San Diego	13	2.38%
39.	San Francisco	2	0.37%
40.	San Joaquin	3	0.55%
41.	San Luis Obispo	0	0.00%
42.	San Mateo	1	0.18%
43.	Santa Barbara	0	0.00%
44.	Santa Clara	1	0.18%
45.	Santa Cruz	0	0.00%
46.	Shasta	16	2.93%
47.	Sierra	0	0.00%
48.	Siskiyou	74	13.53%
49.	Solano	4	0.73%
50.	Sonoma	15	2.74%
51.	Stanislaus	1	0.18%
52.	Sutter	0	0.00%
53.	Tehama	2	0.37%
54.	Trinity	13	2.38%
55.	Tulare	1	0.18%
56.	Tuolumne	1	0.18%
57.	Ventura	2	0.37%
58.	Yolo	3	0.55%
59.	Yuba	1	0.18%
60.	Other	11	2.01%
	Total	547	100%
Mean : 25.031	Confidence Interval @ 95% : [23.612 - 26.451]	Standard Deviation : 16.938	Standard Error : 0.724

Q4. What is your age group? This survey is designed for adults. If you are under 18, please switch to NCIDC's youth survey at youthsurvey.ncidc.org.



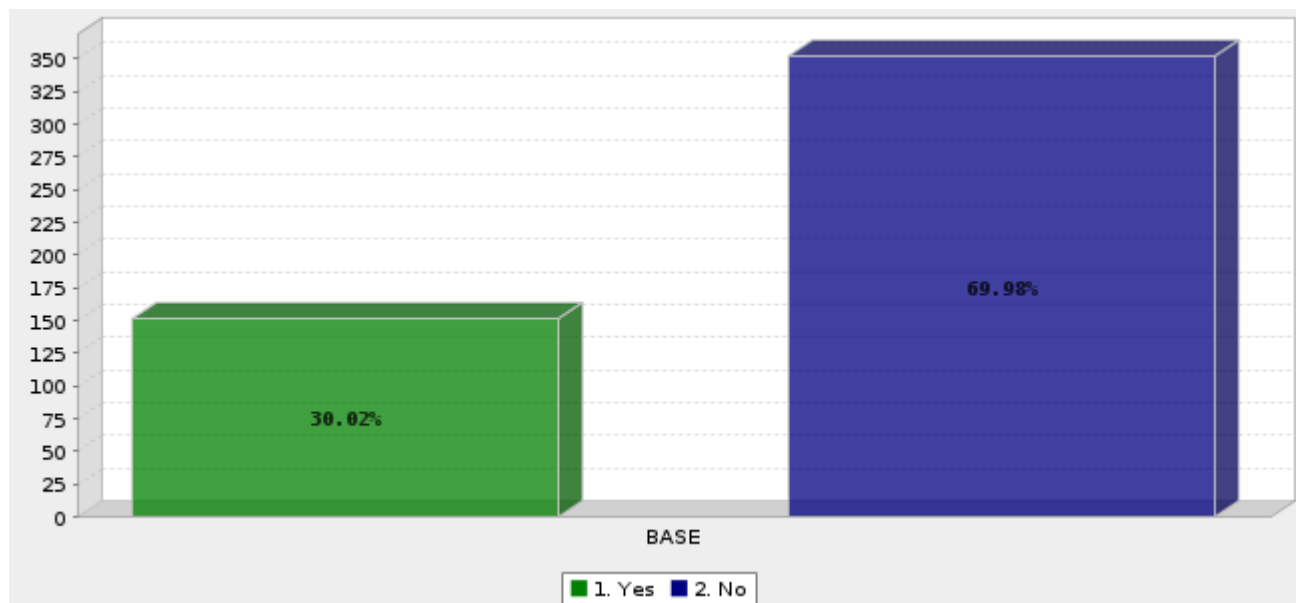
	Answer	Count	Percent
1.	Under 18	4	0.74%
2.	18-24	27	4.96%
3.	25-44	214	39.34%
4.	45-54	120	22.06%
5.	55-59	58	10.66%
6.	60-64	43	7.90%
7.	65-74	63	11.58%
8.	75+	15	2.76%
	Total	544	100%
Mean : 4.208Confidence Interval @ 95% : [4.074 - 4.341]Standard Deviation : 1.589Standard Error : 0.068			

Q5. What is your race/ethnicity? Please select all that apply.



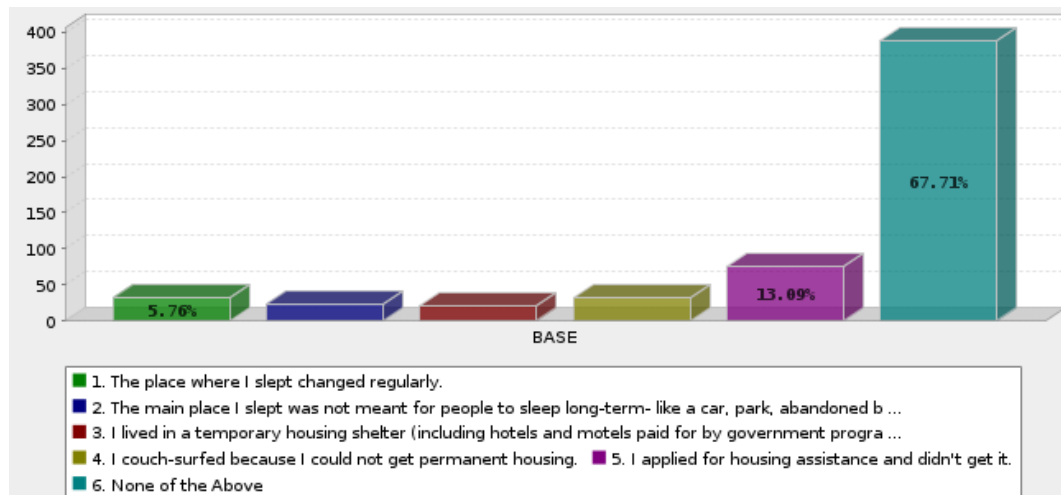
	Answer	Count	Percent
	1. American Indian or Alaskan Native	522	72.40%
	2. Black or African American	4	0.55%
	3. Native Hawaiian/Pacific Islander	14	1.94%
	4. Asian	4	0.55%
	5. White	116	16.09%
	6. Hispanic or Latino	51	7.07%
	7. Not listed (Please enter below)	10	1.39%
	Total	721	100%
Mean : 2.141Confidence Interval @ 95% : [2.001 - 2.281]Standard Deviation : 1.918Standard Error : 0.071			

Q7. Do you live on a Reservation/Rancheria or Indian trust land?



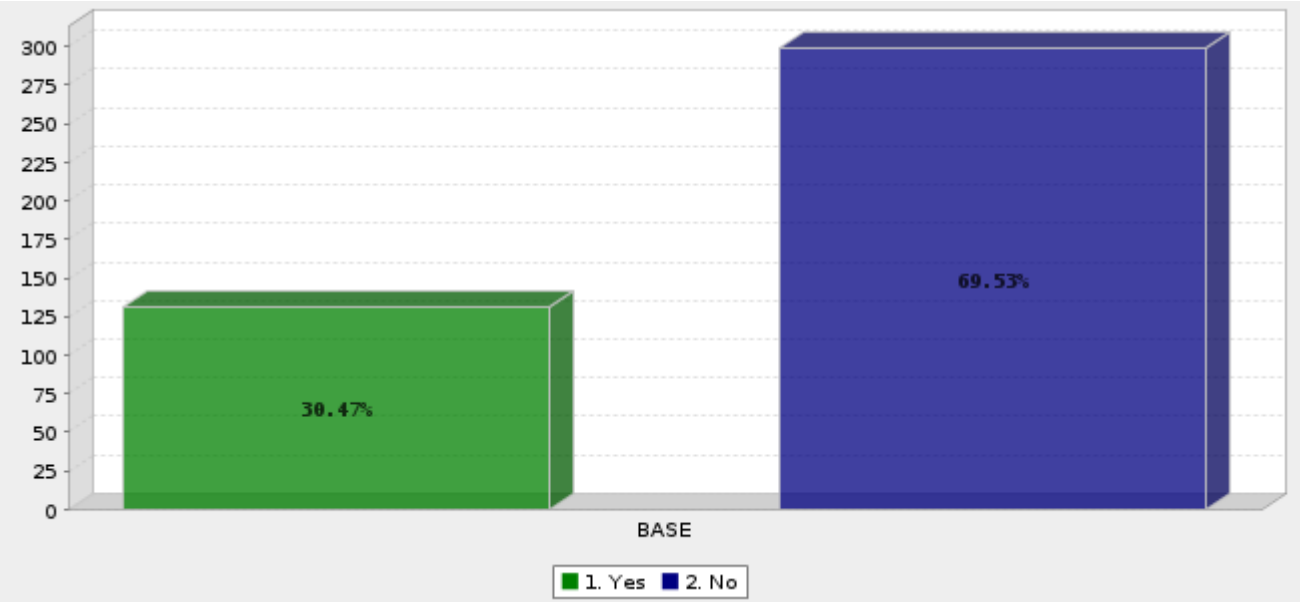
	Answer	Count	Percent
1.	Yes	151	30.02%
2.	No	352	69.98%
	Total	503	100%
Mean : 1.700 Confidence Interval @ 95% : [1.660 - 1.740] Standard Deviation : 0.459 Standard Error : 0.020			

**Q19. Have you experienced any of these situations in the last year?
Mark all that apply.**



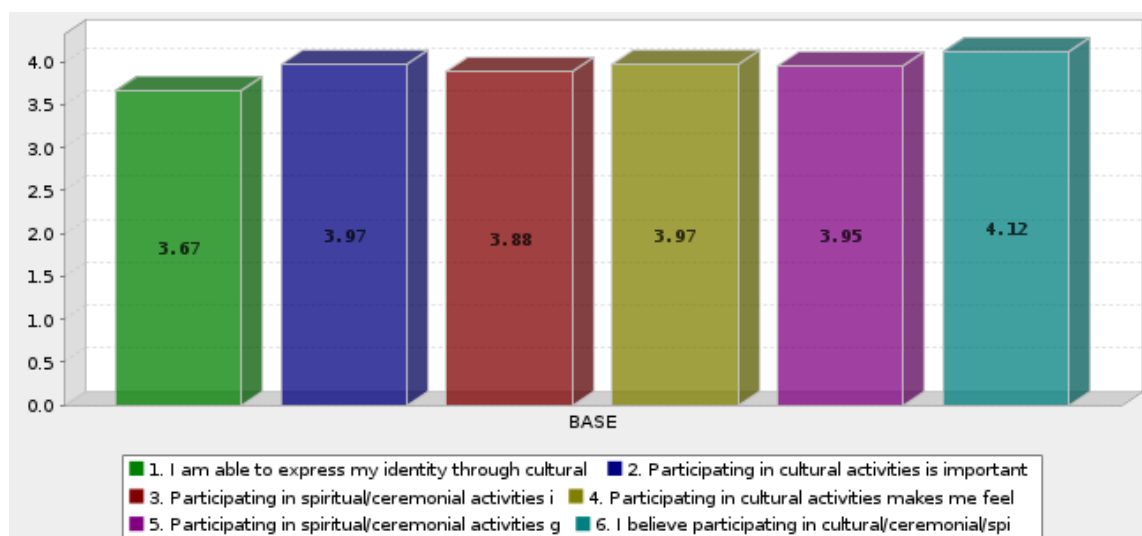
	Answer		Count	Percent
	1.	The place where I slept changed regularly.	33	5.76%
	2.	The main place I slept was not meant for people to sleep long-term- like a car, park, abandoned building, bus or train station, airport, or camping ground.	24	4.19%
	3.	I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)	21	3.66%
	4.	I couch-surfed because I could not get permanent housing.	32	5.58%
	5.	I applied for housing assistance and didnt get it.	75	13.09%
	6.	None of the Above	388	67.71%
	Total		573	100%
Mean : 5.192	Confidence Interval @ 95% : [5.072 - 5.312]		Standard Deviation : 1.465	Standard Error : 0.061

Q38. Has your home been damaged due to weather, fires, earthquakes, or other recent disasters?



	Answer	Count	Percent
1.	Yes	131	30.47%
2.	No	299	69.53%
	Total	430	100%
Mean : 1.695Confidence Interval @ 95% : [1.652 - 1.739]Standard Deviation : 0.461Standard Error : 0.022			

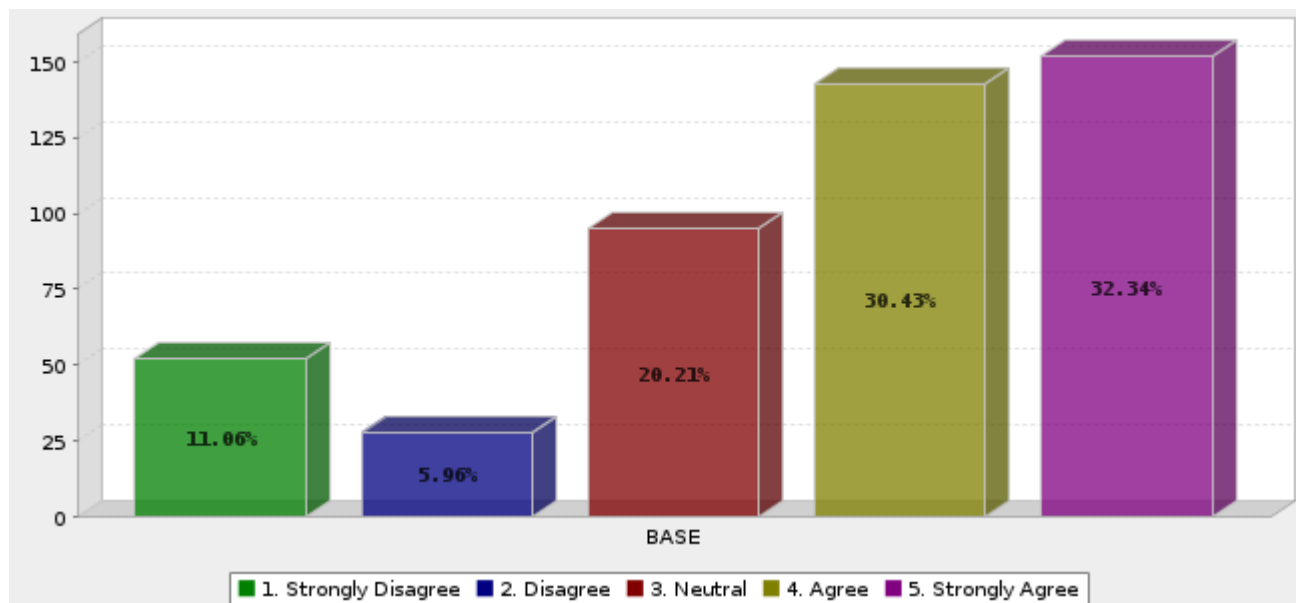
Q23. Please rate how strongly you agree or disagree with these statements.



Q23. Overall Matrix Scorecard : Please rate how strongly you agree or disagree with these statements.

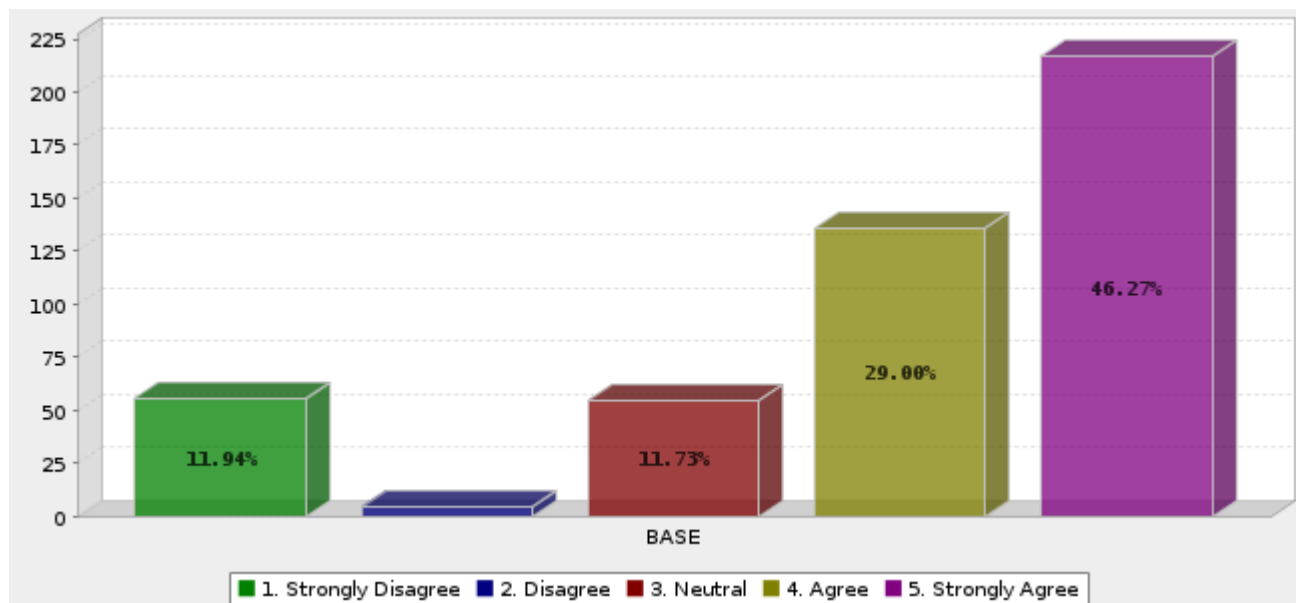
Question	Count	Score
1. I am able to express my identity through <u>cultural</u> activities.	470	3.670
2. Participating in <u>cultural</u> activities is important to me.	469	3.966
3. Participating in <u>spiritual/ceremonial</u> activities is important to me.	470	3.881
4. Participating in <u>cultural</u> activities makes me feel like I belong in a community.	469	3.966
5. Participating in <u>spiritual/ceremonial</u> activities gives me comfort.	470	3.949
6. <i>I believe participating in <u>cultural/ceremonial/spiritual</u> activities is important for youth development.</i>	472	4.125
Average		3.926

Q23. I am able to express my identity through cultural activities.



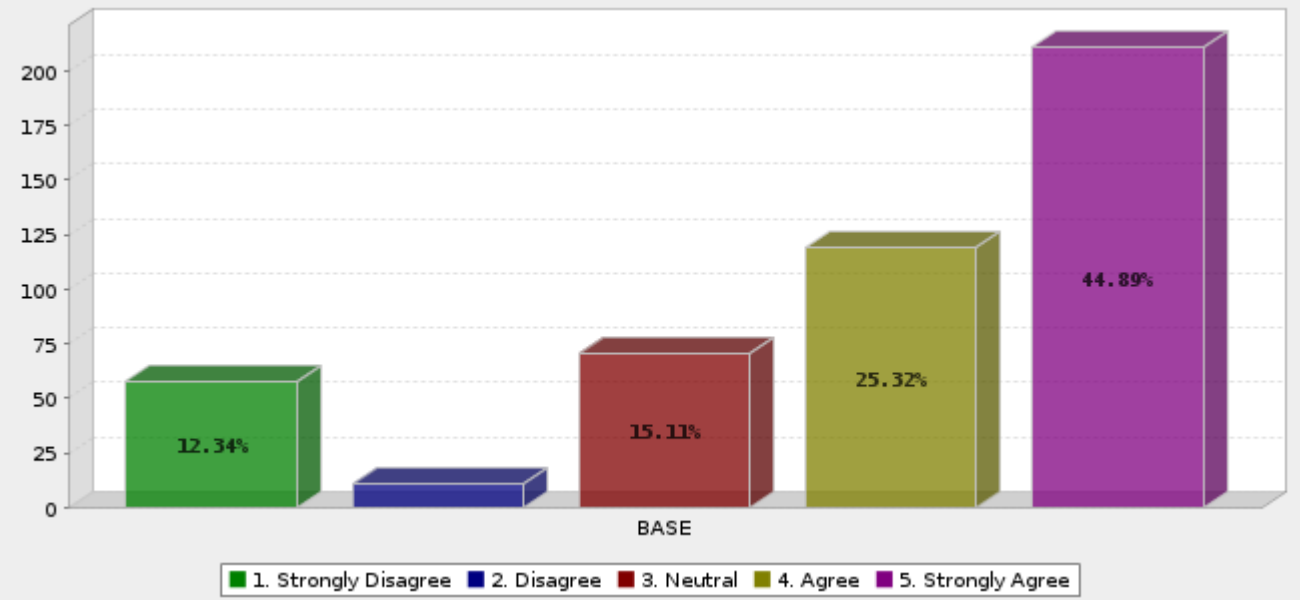
	Answer	Count	Percent
1.	Strongly Disagree	52	11.06%
2.	Disagree	28	5.96%
3.	Neutral	95	20.21%
4.	Agree	143	30.43%
5.	Strongly Agree	152	32.34%
	Total	470	100%
Mean : 3.670 Confidence Interval @ 95% : [3.554 - 3.786] Standard Deviation : 1.286 Standard Error : 0.059			

Q23. Participating in cultural activities is important to me.



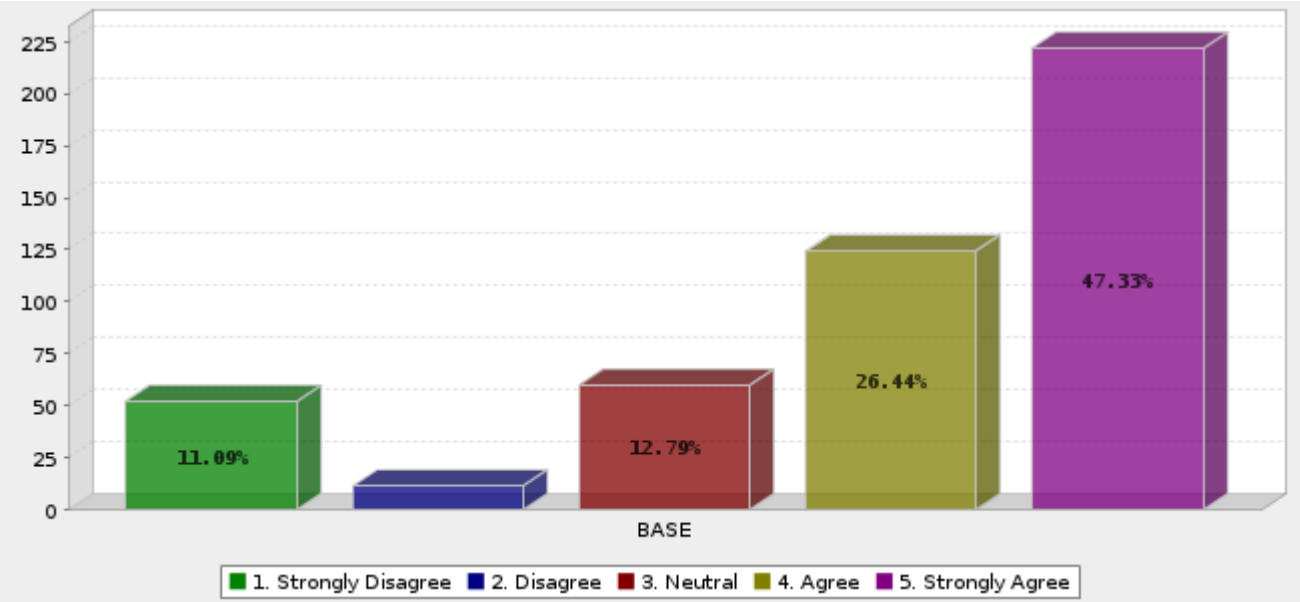
	Answer	Count	Percent
1.	Strongly Disagree	56	11.94%
2.	Disagree	5	1.07%
3.	Neutral	55	11.73%
4.	Agree	136	29.00%
5.	Strongly Agree	217	46.27%
	Total	469	100%
Mean : 3.966 Confidence Interval @ 95% : [3.848 - 4.084] Standard Deviation : 1.304 Standard Error : 0.060			

Q23. Participating in spiritual/ceremonial activities is important to me.



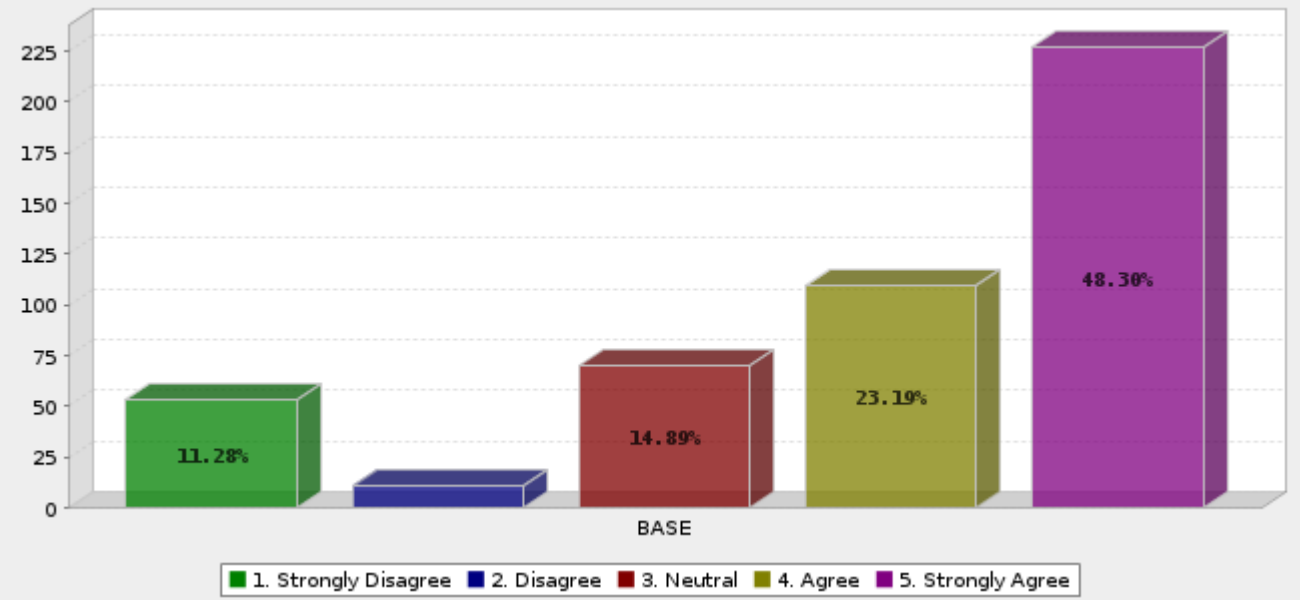
	Answer	Count	Percent
1.	Strongly Disagree	58	12.34%
2.	Disagree	11	2.34%
3.	Neutral	71	15.11%
4.	Agree	119	25.32%
5.	Strongly Agree	211	44.89%
	Total	470	100%
Mean : 3.881 Confidence Interval @ 95% : [3.760 - 4.002] Standard Deviation : 1.339 Standard Error : 0.062			

Q23. Participating in cultural activities makes me feel like I belong in a community.



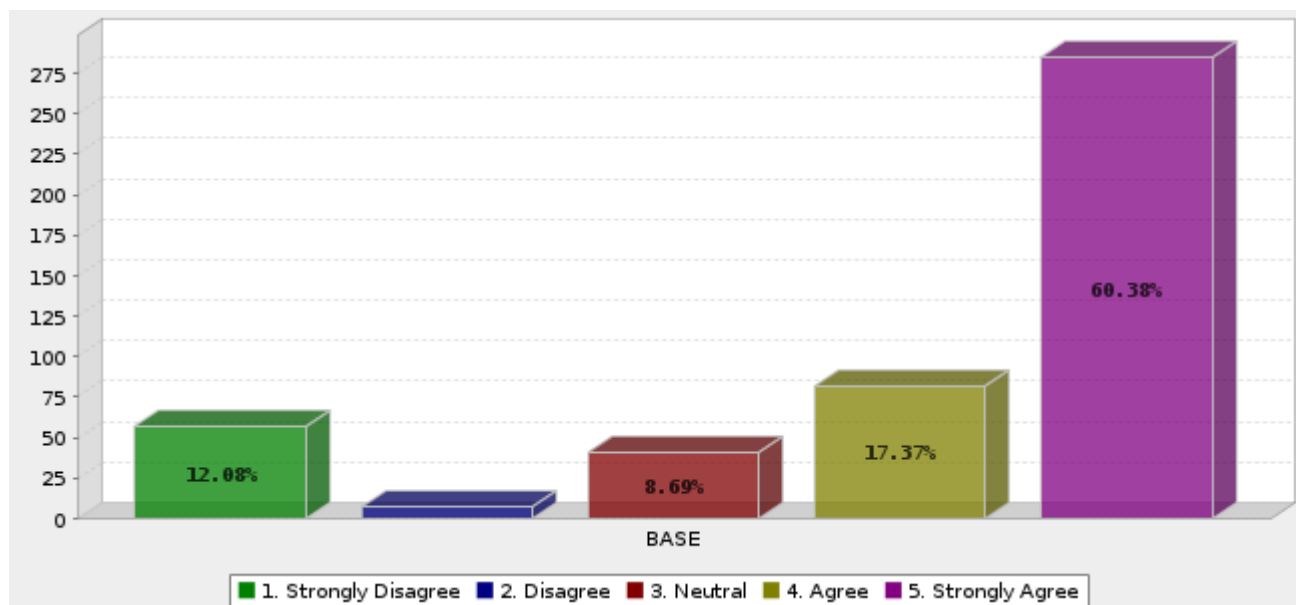
	Answer	Count	Percent
	1. Strongly Disagree	52	11.09%
	2. Disagree	11	2.35%
	3. Neutral	60	12.79%
	4. Agree	124	26.44%
	5. Strongly Agree	222	47.33%
	Total	469	100%
Mean : 3.966Confidence Interval @ 95% : [3.848 - 4.084]Standard Deviation : 1.302Standard Error : 0.060			

Q23. Participating in spiritual/ceremonial activities gives me comfort.



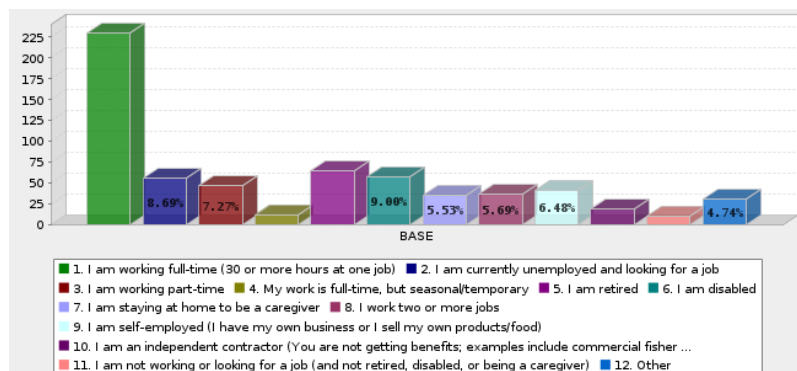
	Answer	Count	Percent
	1. Strongly Disagree	53	11.28%
	2. Disagree	11	2.34%
	3. Neutral	70	14.89%
	4. Agree	109	23.19%
	5. Strongly Agree	227	48.30%
	Total	470	100%
Mean : 3.949Confidence Interval @ 95% : [3.830 - 4.068]Standard Deviation : 1.320Standard Error : 0.061			

Q23. I believe participating in cultural/ceremonial/spiritual activities is important for youth development.



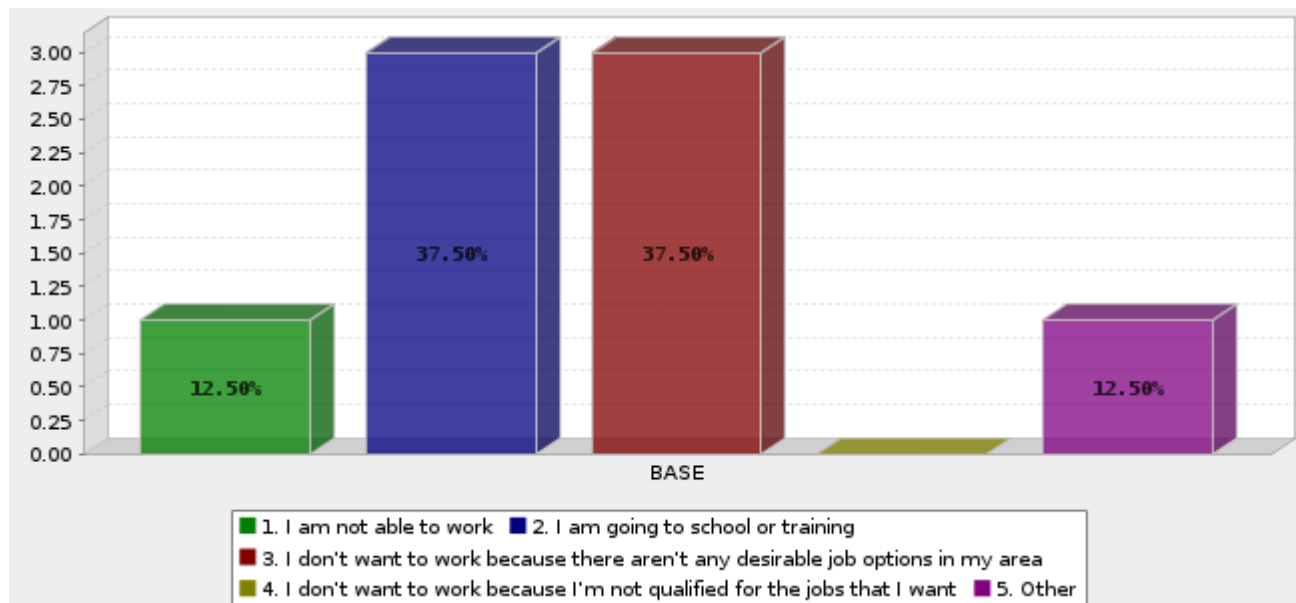
	Answer	Count	Percent
1.	Strongly Disagree	57	12.08%
2.	Disagree	7	1.48%
3.	Neutral	41	8.69%
4.	Agree	82	17.37%
5.	Strongly Agree	285	60.38%
	Total	472	100%
Mean : 4.125 Confidence Interval @ 95% : [4.003 - 4.247] Standard Deviation : 1.351 Standard Error : 0.062			

Q26. Please select everything that applies to your employment status.



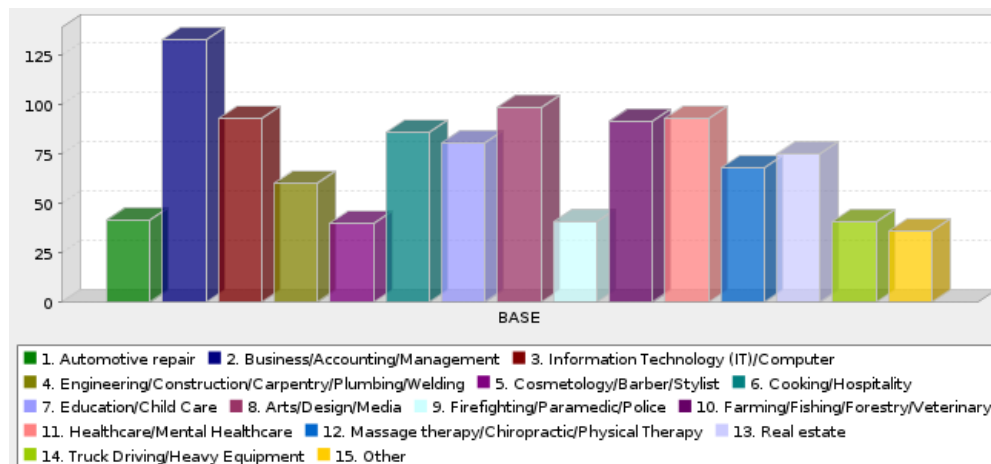
	Answer	Count	Percent
1.	I am working full-time (30 or more hours at one job)	229	36.18%
2.	I am currently unemployed and looking for a job	55	8.69%
3.	I am working part-time	46	7.27%
4.	My work is full-time, but seasonal/temporary	12	1.90%
5.	I am retired	64	10.11%
6.	I am disabled	57	9.00%
7.	I am staying at home to be a caregiver	35	5.53%
8.	I work two or more jobs	36	5.69%
9.	I am self-employed (I have my own business or I sell my own products/food)	41	6.48%
10.	I am an independent contractor (You are not getting benefits; examples include commercial fisherman, Uber drivers and other app-based workers, and consultants)	18	2.84%
11.	I am not working or looking for a job (and not retired, disabled, or being a caregiver)	10	1.58%
12.	Other	30	4.74%
	Total	633	100%
Mean : 4.327	Confidence Interval @ 95% : [4.058 - 4.596]	Standard Deviation : 3.451	Standard Error : 0.137

Q42. If you are not working or looking for a job, please circle your current situation so we can better understand the non-working population.



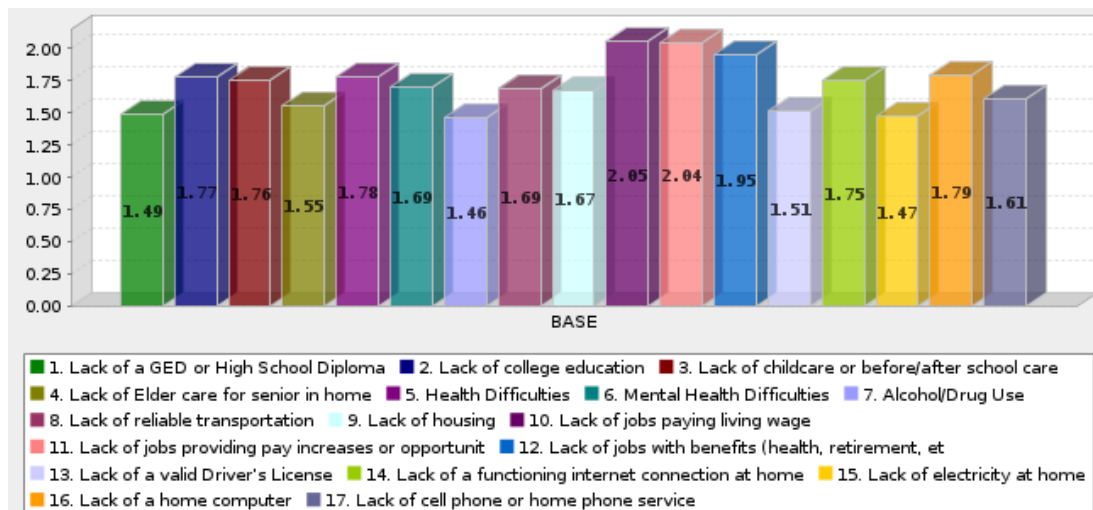
	Answer	Count	Percent
1.	I am not able to work	1	12.50%
2.	I am going to school or training	3	37.50%
3.	I don't want to work because there aren't any desirable job options in my area	3	37.50%
4.	I don't want to work because I'm not qualified for the jobs that I want	0	0.00%
5.	Other	1	12.50%
	Total	8	100%
Mean : 2.625	Confidence Interval @ 95% : [1.802 - 3.448]	Standard Deviation : 1.188	Standard Error : 0.420

Q67. Would you be interested in participating in training to learn vocational skills? Please select any that you might be interested in, and/or write in any that are not included.



	Answer	Count	Percent
1.	Automotive repair	42	3.89%
2.	Business/Accounting/Management	133	12.31%
3.	Information Technology (IT)/Computer	93	8.61%
4.	Engineering/Construction/Carpentry/Plumbing/Welding	60	5.56%
5.	Cosmetology/Barber/Stylist	40	3.70%
6.	Cooking/Hospitality	86	7.96%
7.	Education/Child Care	81	7.50%
8.	Arts/Design/Media	99	9.17%
9.	Firefighting/Paramedic/Police	41	3.80%
10.	Farming/Fishing/Forestry/Veterinary	92	8.52%
11.	Healthcare/Mental Healthcare	93	8.61%
12.	Massage therapy/Chiropractic/Physical Therapy	68	6.30%
13.	Real estate	75	6.94%
14.	Truck Driving/Heavy Equipment	41	3.80%
15.	Other	36	3.33%
	Total	1080	100%
Mean : 7.518 Confidence Interval @ 95% : [7.273 - 7.762] Standard Deviation : 4.097 Standard Error : 0.125			

Q31. Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household.

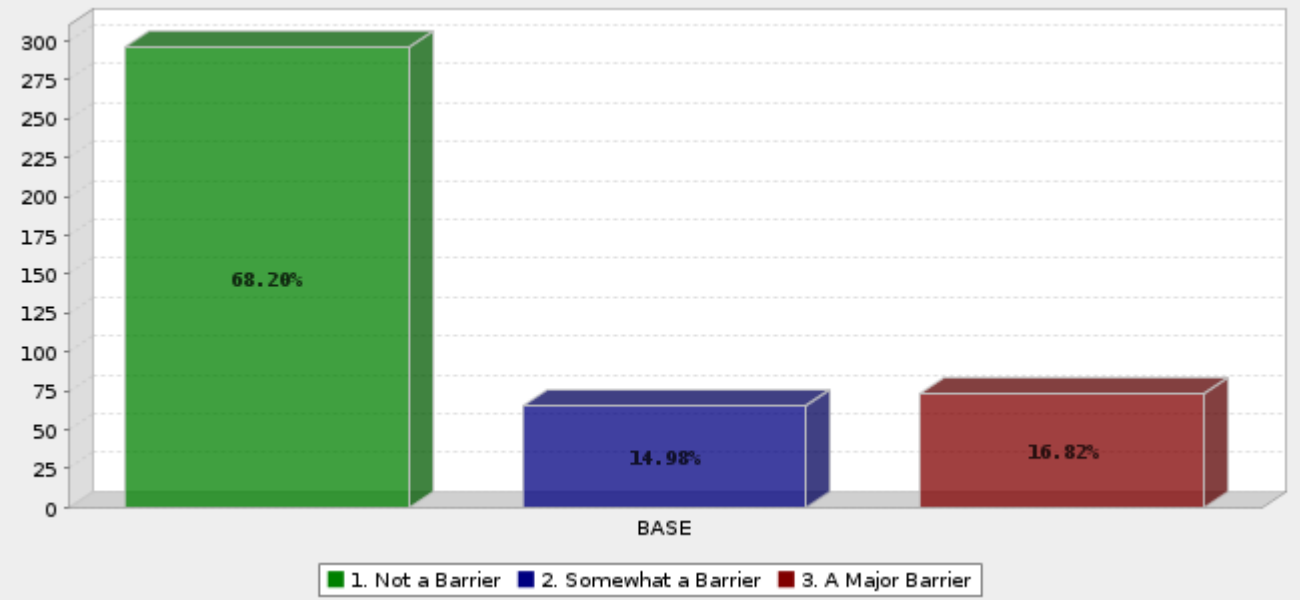


Q31. Overall Matrix Scorecard : Please rate each of the following barriers to getting or holding a job by checking how strongly you agree or disagree that this is a problem in your household.

Question	Count	Score
1. Lack of a GED or High School Diploma	434	1.486
2. Lack of college education	418	1.773
3. Lack of childcare or before/after school care	425	1.755
4. Lack of Elder care for senior in home	417	1.552
5. Health Difficulties	426	1.779
6. Mental Health Difficulties	416	1.695
7. Alcohol/Drug Use	425	1.464
8. Lack of reliable transportation	419	1.690
9. Lack of housing	426	1.667
10. Lack of jobs paying living wage	419	2.050
11. Lack of jobs providing pay increases or opportunities for advancement over time	423	2.043
12. Lack of jobs with benefits (health, retirement, etc.)	419	1.952
13. Lack of a valid Driver's License	422	1.507
14. Lack of a functioning internet connection at home	418	1.746
15. Lack of electricity at home	422	1.469
16. Lack of a home computer	419	1.788
17. Lack of cell phone or home phone service	425	1.607
Average		1.707

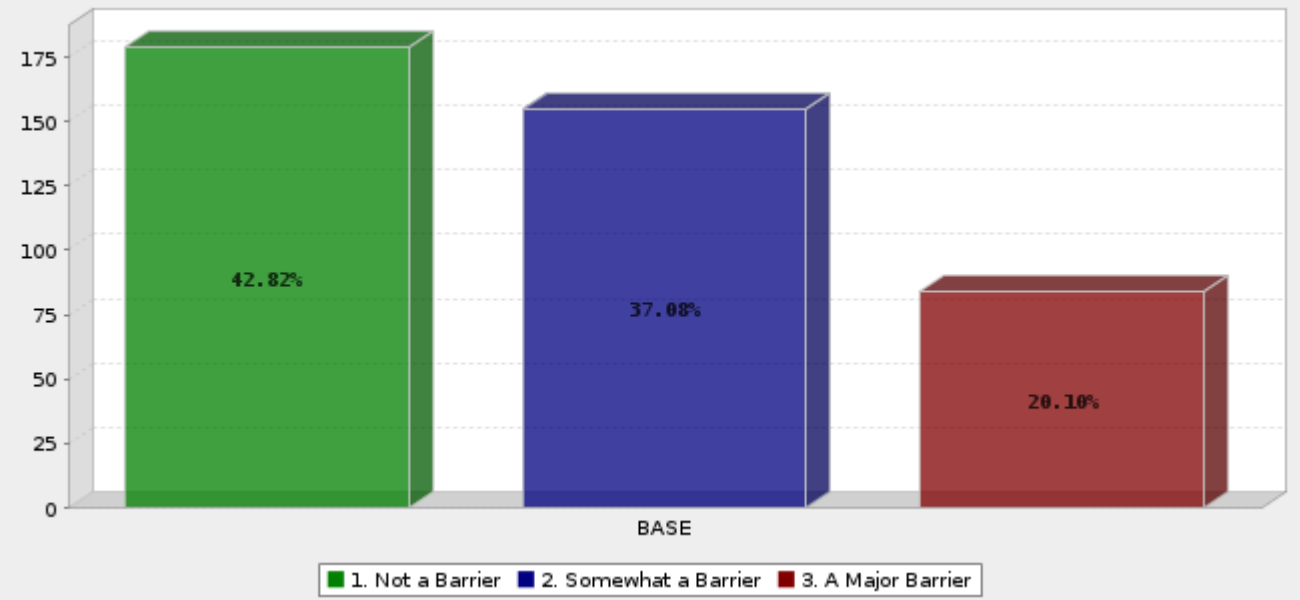
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Q31. Lack of a GED or High School Diploma



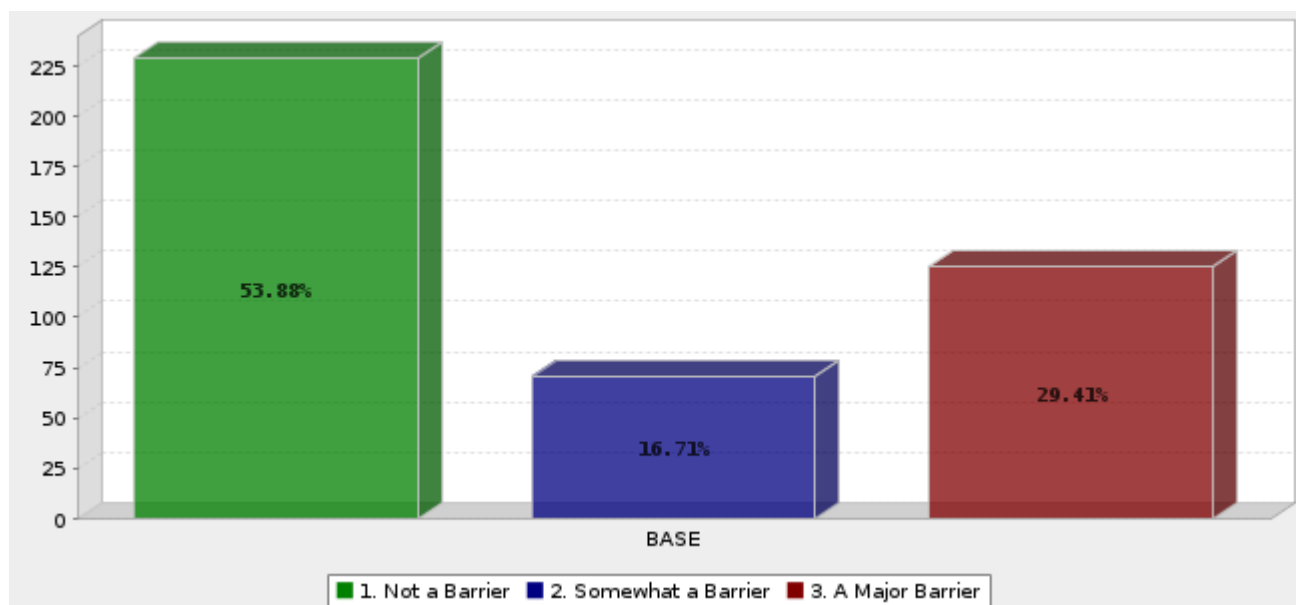
	Answer	Count	Percent
	1. Not a Barrier	296	68.20%
	2. Somewhat a Barrier	65	14.98%
	3. A Major Barrier	73	16.82%
	Total	434	100%
Mean : 1.486Confidence Interval @ 95% : [1.414 - 1.558]Standard Deviation : 0.767Standard Error : 0.037			

Q31. Lack of college education



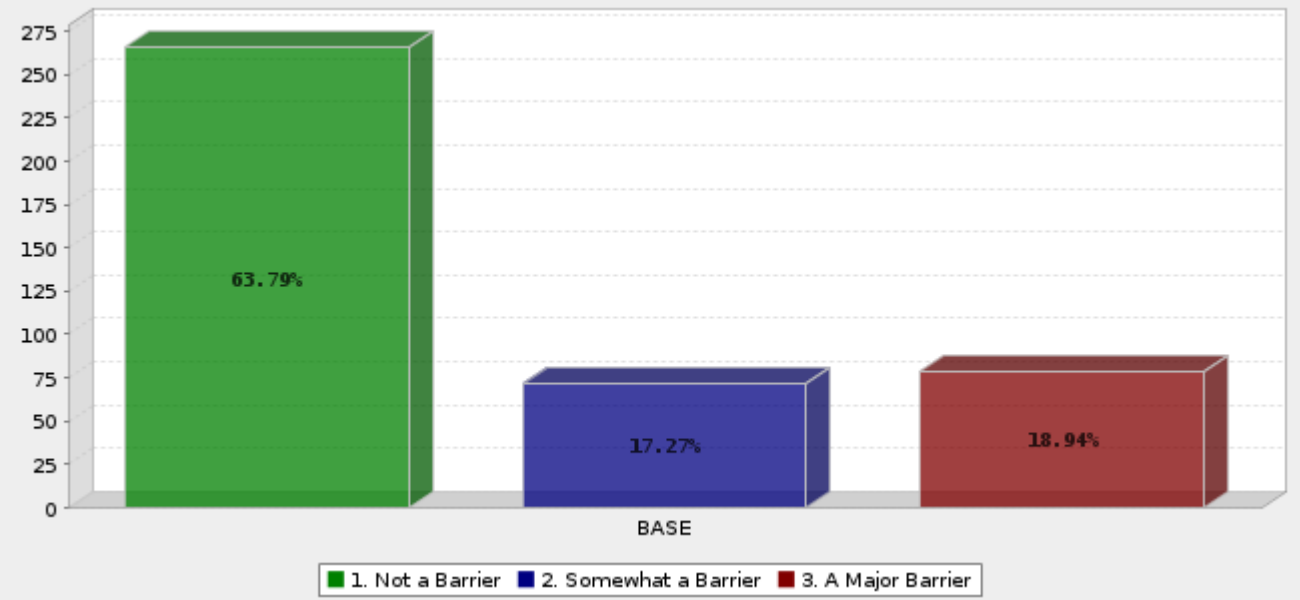
	Answer	Count	Percent
	1. Not a Barrier	179	42.82%
	2. Somewhat a Barrier	155	37.08%
	3. A Major Barrier	84	20.10%
	Total	418	100%
Mean : 1.773Confidence Interval @ 95% : [1.700 - 1.846]Standard Deviation : 0.761Standard Error : 0.037			

Q31. Lack of childcare or before/after school care



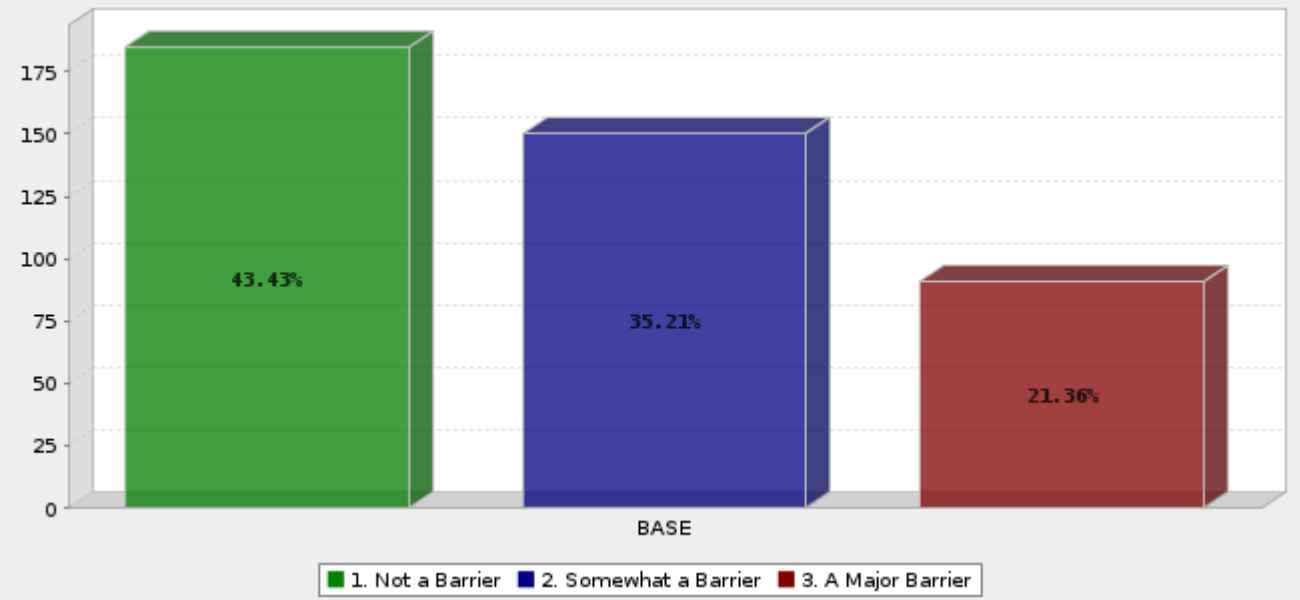
	Answer	Count	Percent
1.	Not a Barrier	229	53.88%
2.	Somewhat a Barrier	71	16.71%
3.	A Major Barrier	125	29.41%
	Total	425	100%
Mean : 1.755 Confidence Interval @ 95% : [1.672 - 1.839] Standard Deviation : 0.880 Standard Error : 0.043			

Q31. Lack of Elder care for senior in home



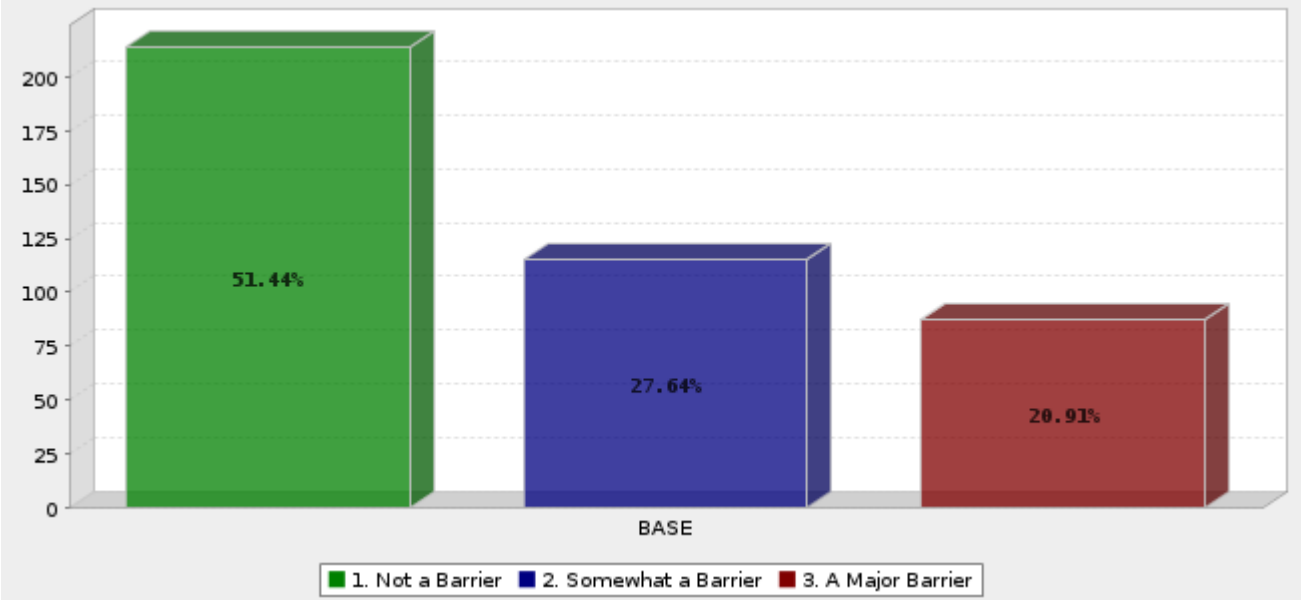
	Answer	Count	Percent
	1. Not a Barrier	266	63.79%
	2. Somewhat a Barrier	72	17.27%
	3. A Major Barrier	79	18.94%
	Total	417	100%
Mean : 1.552Confidence Interval @ 95% : [1.476 - 1.628]Standard Deviation : 0.792Standard Error : 0.039			

Q31. Health Difficulties



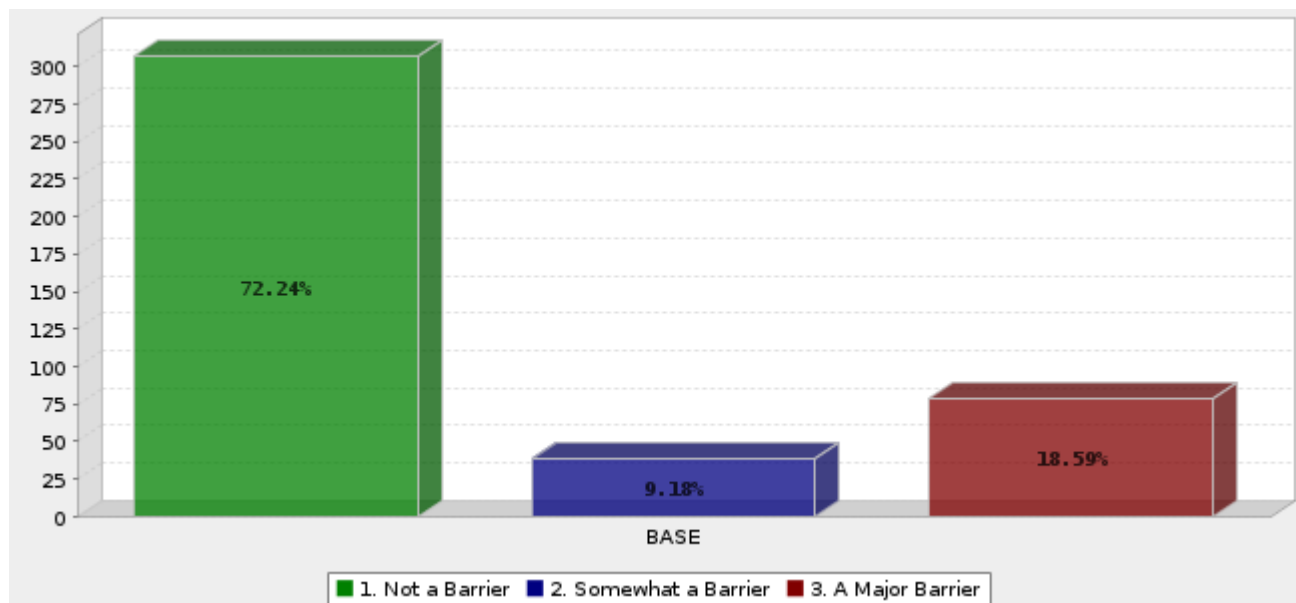
	Answer	Count	Percent
	1. Not a Barrier	185	43.43%
	2. Somewhat a Barrier	150	35.21%
	3. A Major Barrier	91	21.36%
	Total	426	100%
Mean : 1.779Confidence Interval @ 95% : [1.706 - 1.853]Standard Deviation : 0.775Standard Error : 0.038			

Q31. Mental Health Difficulties



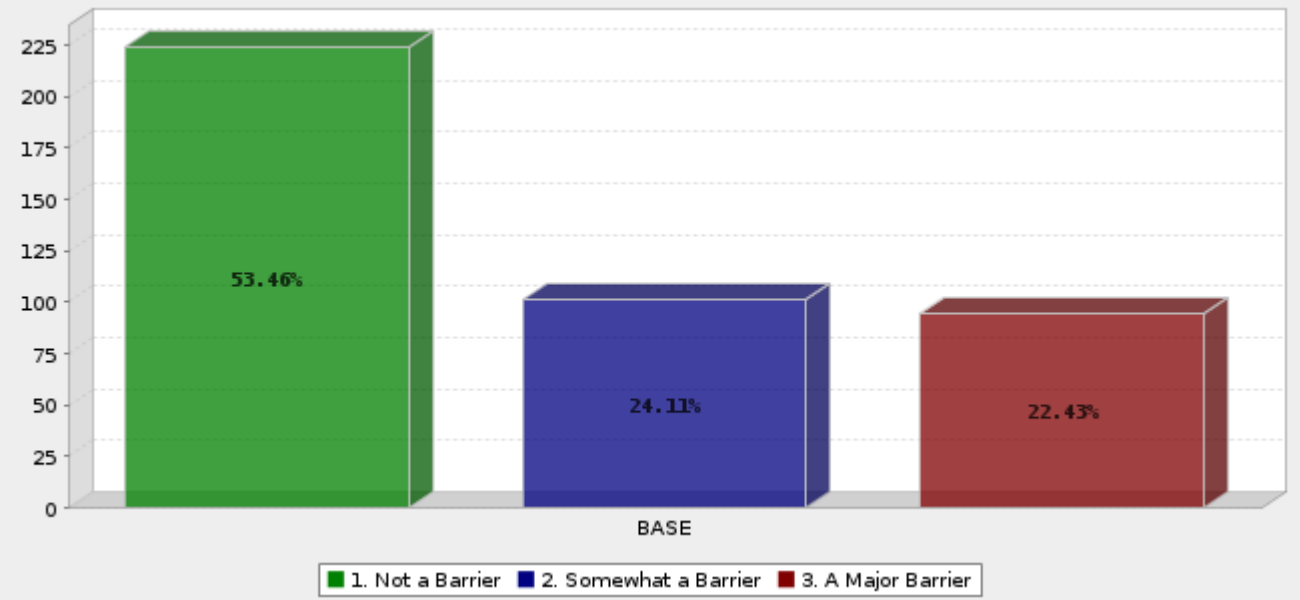
	Answer	Count	Percent
	1. Not a Barrier	214	51.44%
	2. Somewhat a Barrier	115	27.64%
	3. A Major Barrier	87	20.91%
	Total	416	100%
Mean : 1.695Confidence Interval @ 95% : [1.618 - 1.771]Standard Deviation : 0.795Standard Error : 0.039			

Q31. Alcohol/Drug Use



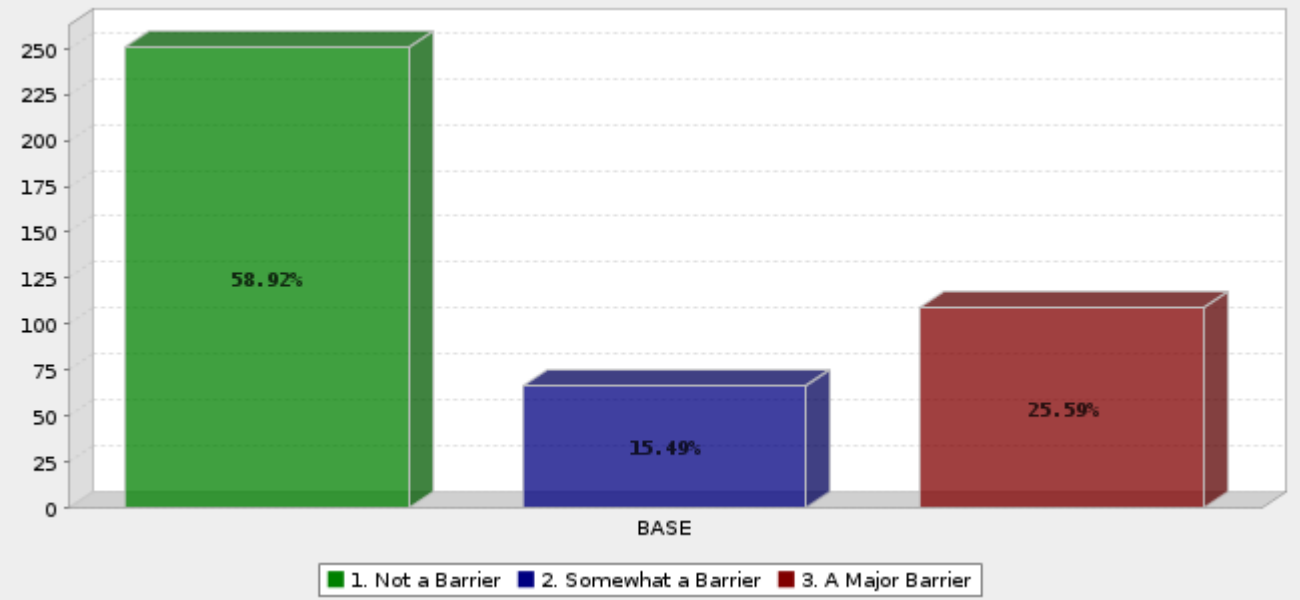
	Answer	Count	Percent
1.	Not a Barrier	307	72.24%
2.	Somewhat a Barrier	39	9.18%
3.	A Major Barrier	79	18.59%
	Total	425	100%
Mean : 1.464 Confidence Interval @ 95% : [1.389 - 1.539] Standard Deviation : 0.789 Standard Error : 0.038			

Q31. Lack of reliable transportation



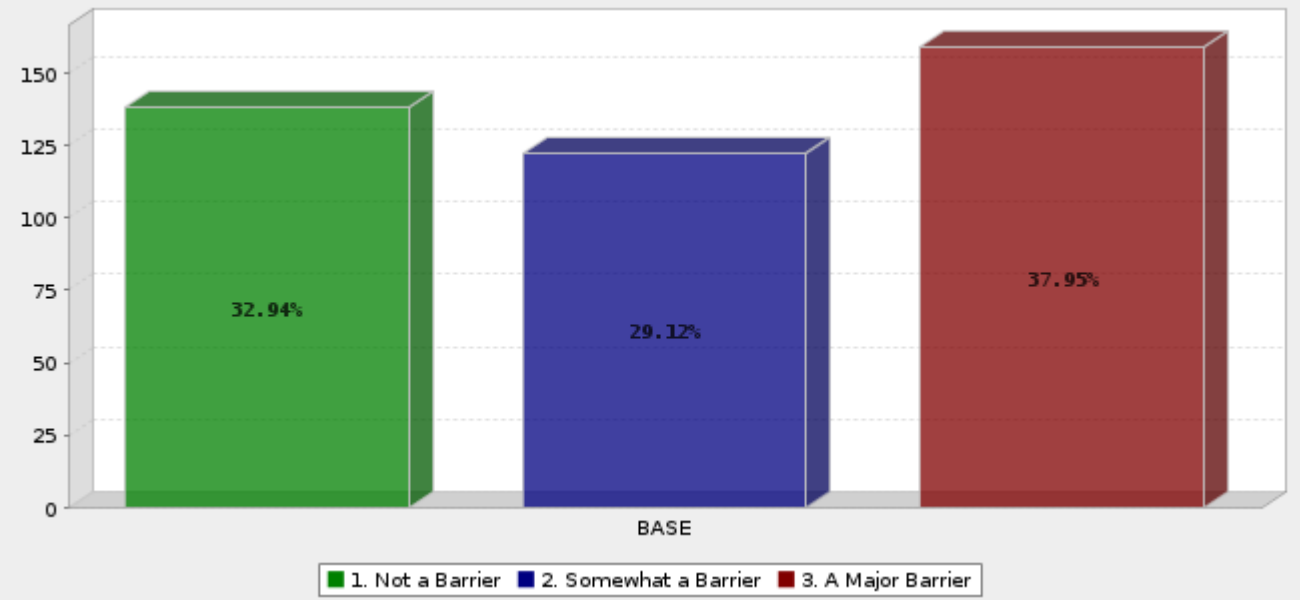
	Answer	Count	Percent
	1. Not a Barrier	224	53.46%
	2. Somewhat a Barrier	101	24.11%
	3. A Major Barrier	94	22.43%
	Total	419	100%
Mean : 1.690Confidence Interval @ 95% : [1.612 - 1.768]Standard Deviation : 0.815Standard Error : 0.040			

Q31. Lack of housing



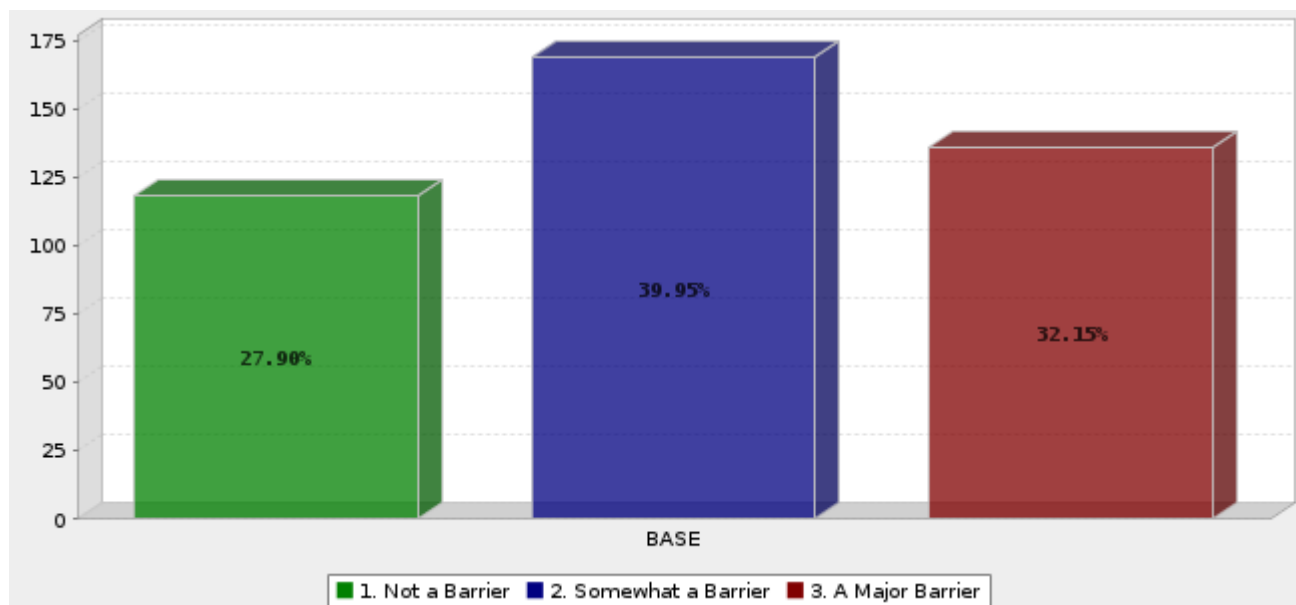
	Answer	Count	Percent
	1. Not a Barrier	251	58.92%
	2. Somewhat a Barrier	66	15.49%
	3. A Major Barrier	109	25.59%
	Total	426	100%
Mean : 1.667Confidence Interval @ 95% : [1.585 - 1.748]Standard Deviation : 0.858Standard Error : 0.042			

Q31. Lack of jobs paying living wage



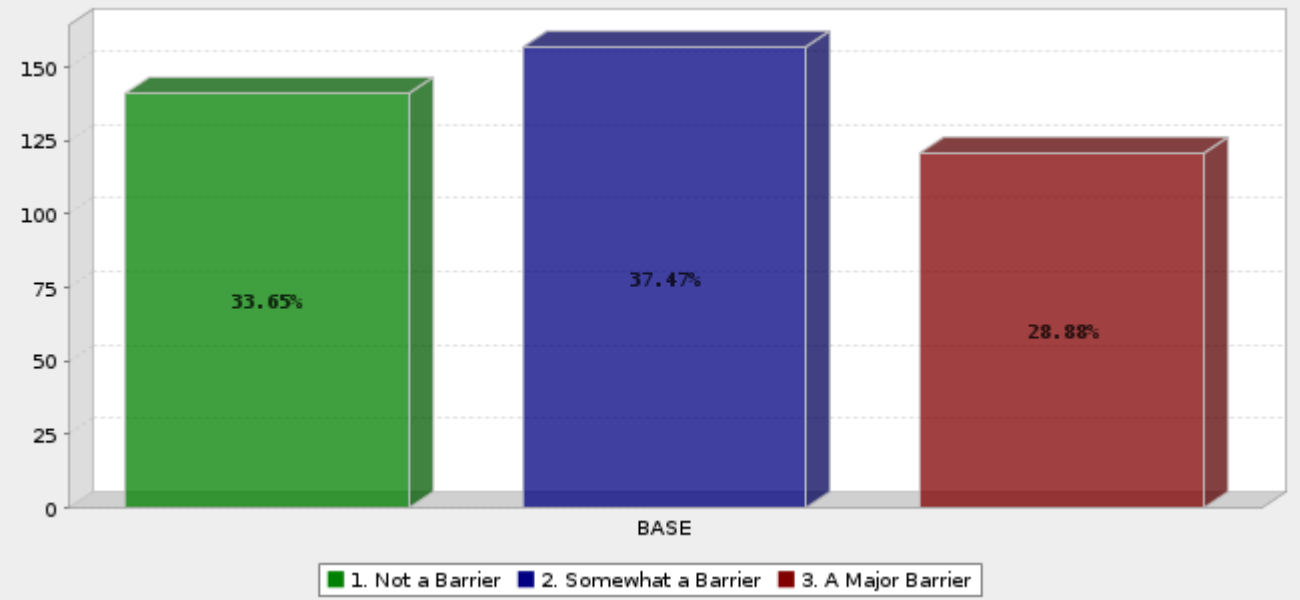
	Answer	Count	Percent
	1. Not a Barrier	138	32.94%
	2. Somewhat a Barrier	122	29.12%
	3. A Major Barrier	159	37.95%
	Total	419	100%
Mean : 2.050Confidence Interval @ 95% : [1.970 - 2.131]Standard Deviation : 0.841Standard Error : 0.041			

Q31. Lack of jobs providing pay increases or opportunities for advancement over time



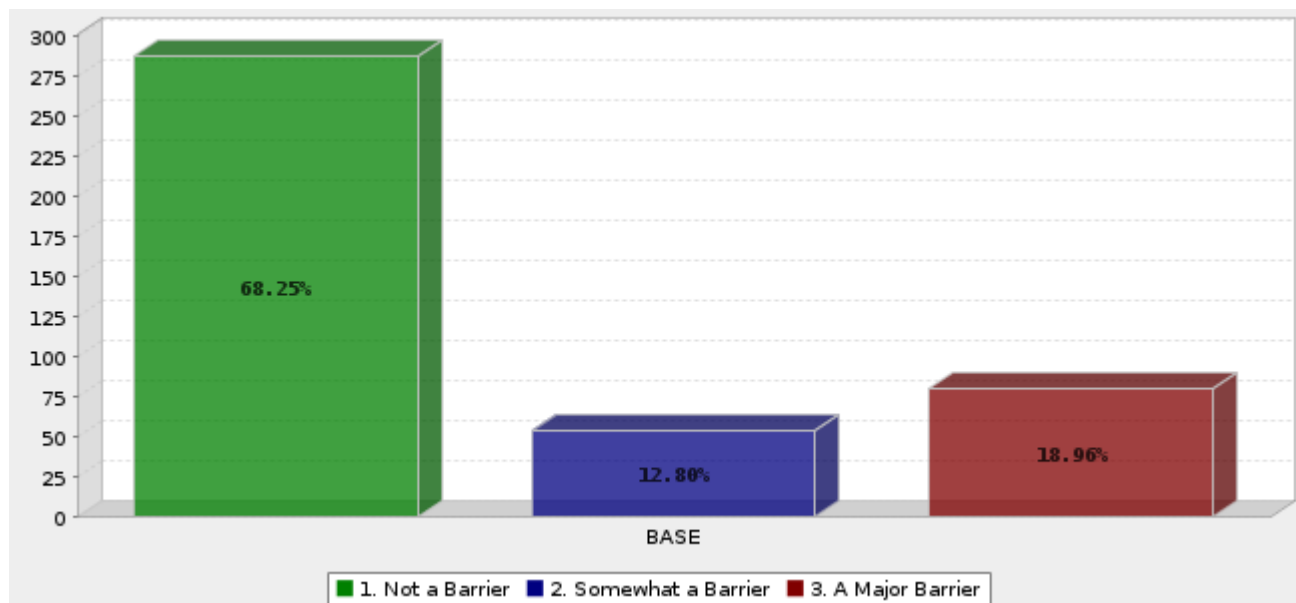
	Answer	Count	Percent
1.	Not a Barrier	118	27.90%
2.	Somewhat a Barrier	169	39.95%
3.	A Major Barrier	136	32.15%
	Total	423	100%
Mean : 2.043 Confidence Interval @ 95% : [1.969 - 2.116] Standard Deviation : 0.775 Standard Error : 0.038			

Q31. Lack of jobs with benefits (health, retirement, etc.)



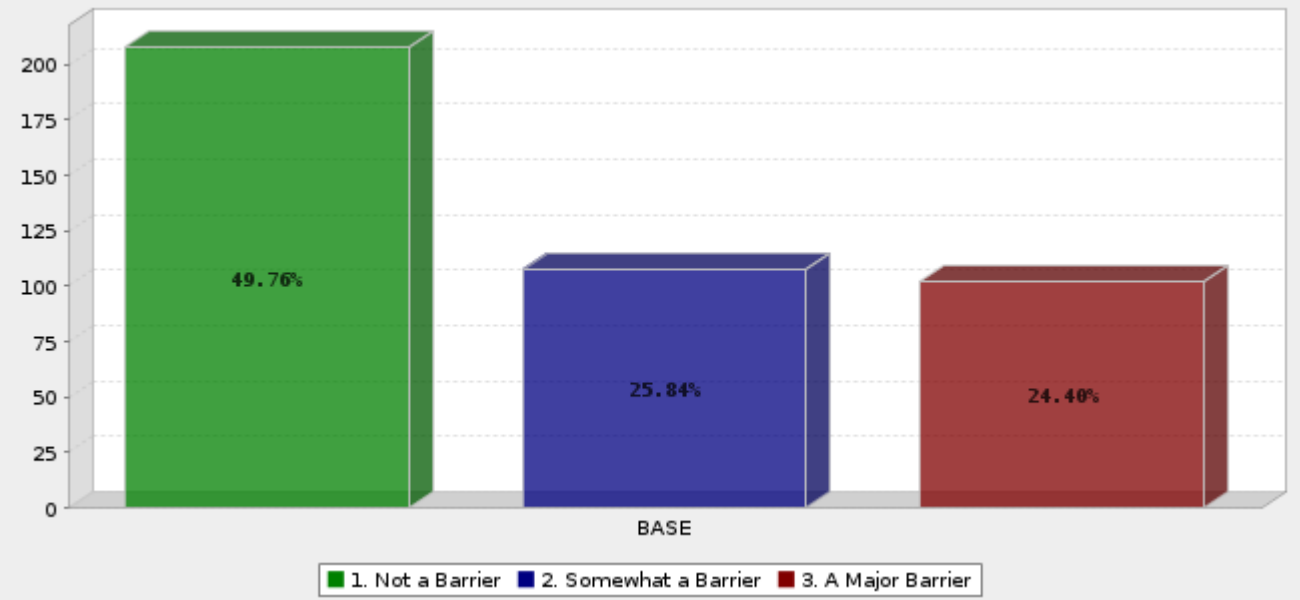
	Answer	Count	Percent
1.	Not a Barrier	141	33.65%
2.	Somewhat a Barrier	157	37.47%
3.	A Major Barrier	121	28.88%
	Total	419	100%
Mean : 1.952Confidence Interval @ 95% : [1.877 - 2.028]Standard Deviation : 0.790Standard Error : 0.039			

Q31. Lack of a valid Driver's License



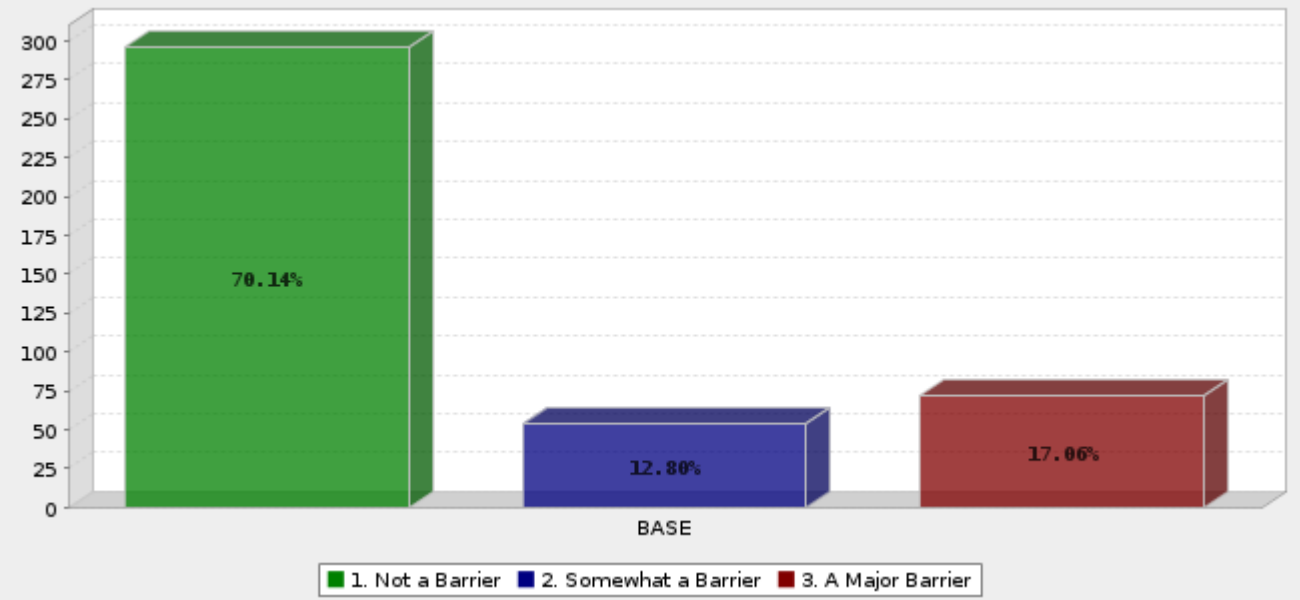
	Answer	Count	Percent
1.	Not a Barrier	288	68.25%
2.	Somewhat a Barrier	54	12.80%
3.	A Major Barrier	80	18.96%
	Total	422	100%
Mean : 1.507 Confidence Interval @ 95% : [1.431 - 1.583] Standard Deviation : 0.794 Standard Error : 0.039			

Q31. Lack of a functioning internet connection at home



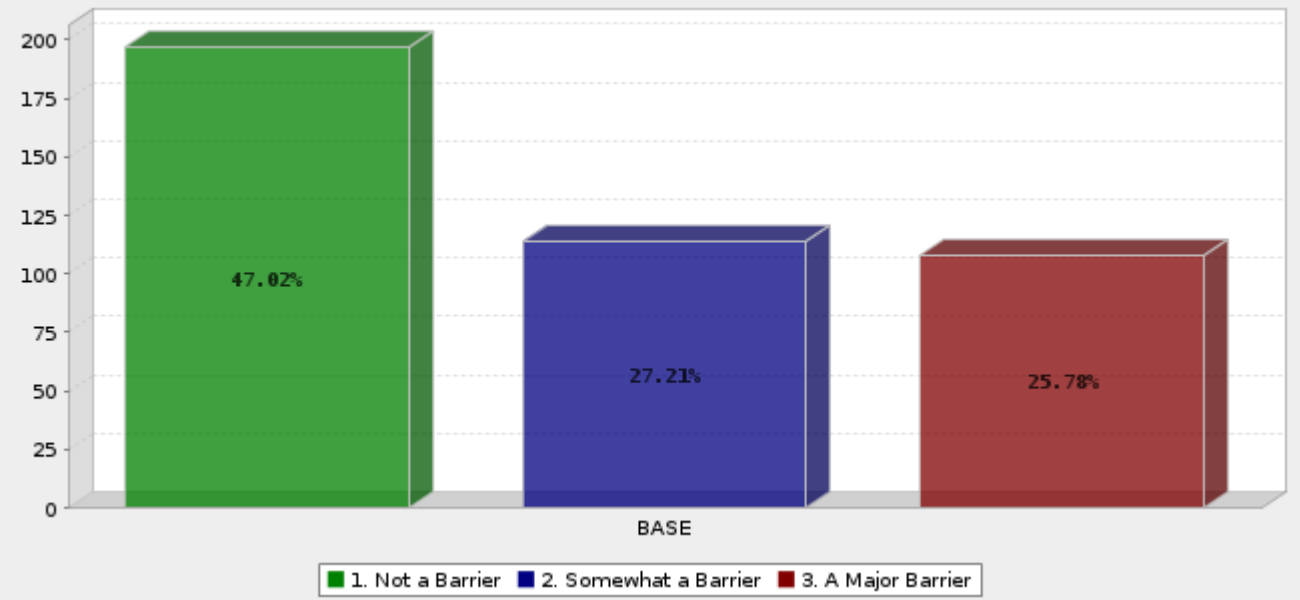
	Answer	Count	Percent
	1. Not a Barrier	208	49.76%
	2. Somewhat a Barrier	108	25.84%
	3. A Major Barrier	102	24.40%
	Total	418	100%
Mean : 1.746Confidence Interval @ 95% : [1.667 - 1.825]Standard Deviation : 0.824Standard Error : 0.040			

Q31. Lack of electricity at home



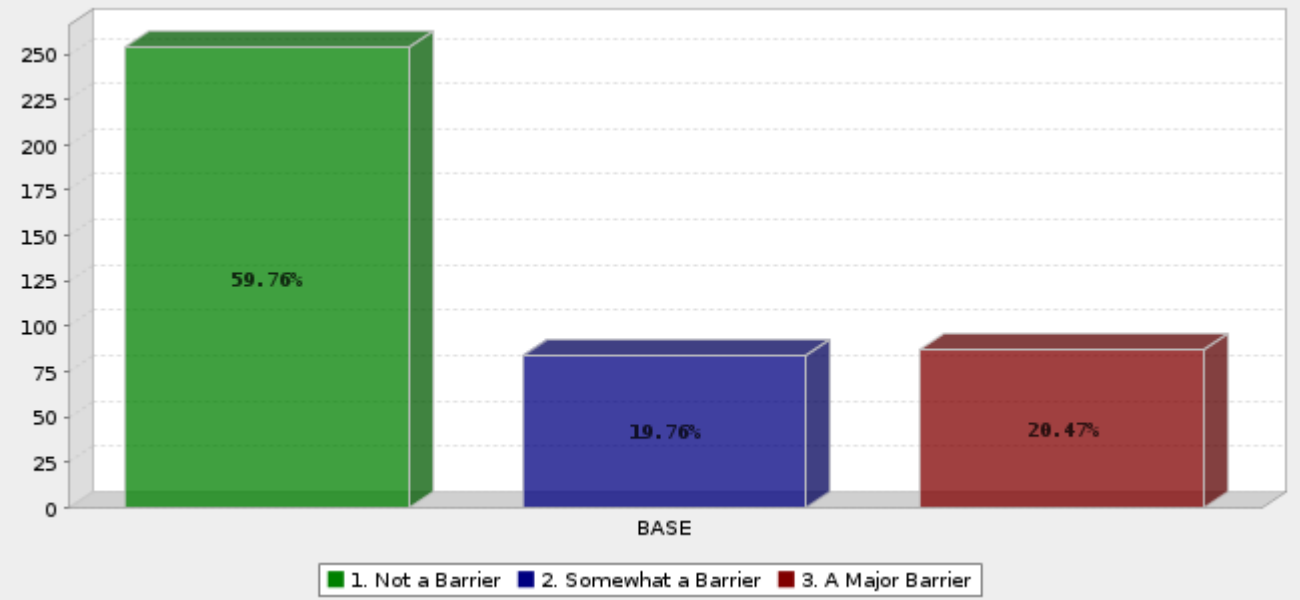
	Answer	Count	Percent
	1. Not a Barrier	296	70.14%
	2. Somewhat a Barrier	54	12.80%
	3. A Major Barrier	72	17.06%
	Total	422	100%
Mean : 1.469Confidence Interval @ 95% : [1.396 - 1.543]Standard Deviation : 0.769Standard Error : 0.037			

Q31. Lack of a home computer



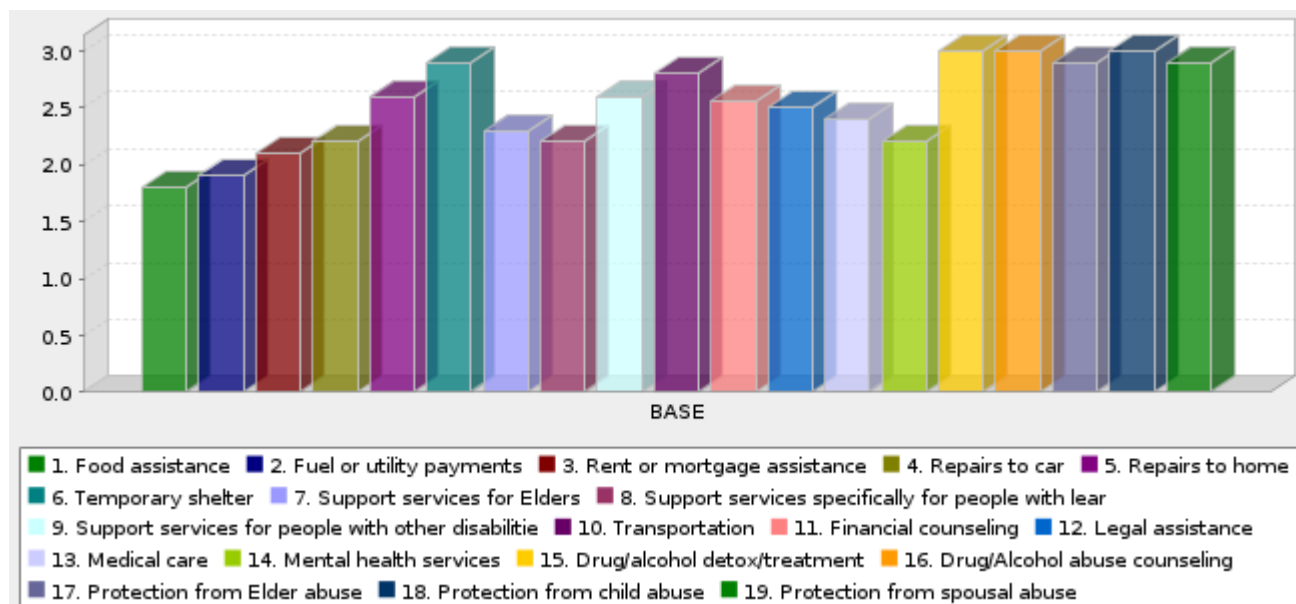
	Answer	Count	Percent
	1. Not a Barrier	197	47.02%
	2. Somewhat a Barrier	114	27.21%
	3. A Major Barrier	108	25.78%
	Total	419	100%
Mean : 1.788Confidence Interval @ 95% : [1.708 - 1.867]Standard Deviation : 0.827Standard Error : 0.040			

Q31. Lack of cell phone or home phone service



	Answer	Count	Percent
	1. Not a Barrier	254	59.76%
	2. Somewhat a Barrier	84	19.76%
	3. A Major Barrier	87	20.47%
	Total	425	100%
Mean : 1.607Confidence Interval @ 95% : [1.530 - 1.684]Standard Deviation : 0.806Standard Error : 0.039			

Q32. Check any emergency assistance that your family needed in the last year, and whether you received the help you needed. For example, if you needed food access assistance in the last year and received help, then you would check the first box, if you did not receive help you would check the second box, and if you did not need help you would check the third box.

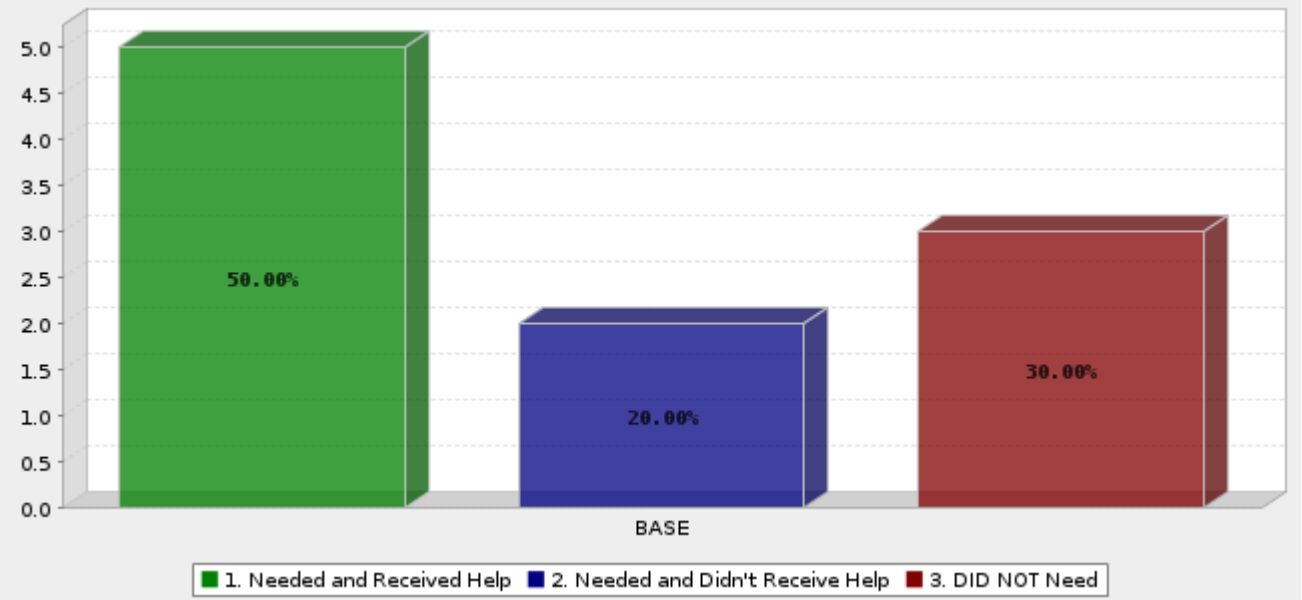


Q32. Overall Matrix Scorecard : Check any emergency assistance that your family needed in the last year, and whether you received the help you needed. For example, if you needed food access assistance in the last year and received help, then you would check the first box, if you did not receive help you would check the second box, and if you did not need help you would check the third box.

Question	Count	Score	
1. Food assistance	10	1.800	
2. Fuel or utility payments	10	1.900	
3. Rent or mortgage assistance	10	2.100	
4. Repairs to car	10	2.200	
5. Repairs to home	10	2.600	
6. Temporary shelter	10	2.900	
7. Support services for Elders	10	2.300	
8. Support services specifically for people with learning disabilities (such as IEP/504)	10	2.200	
9. Support services for people with other disabilities	10	2.600	
10. Transportation	10	2.800	
11. Financial counseling	9	2.556	
12. Legal assistance	10	2.500	
13. Medical care	10	2.400	

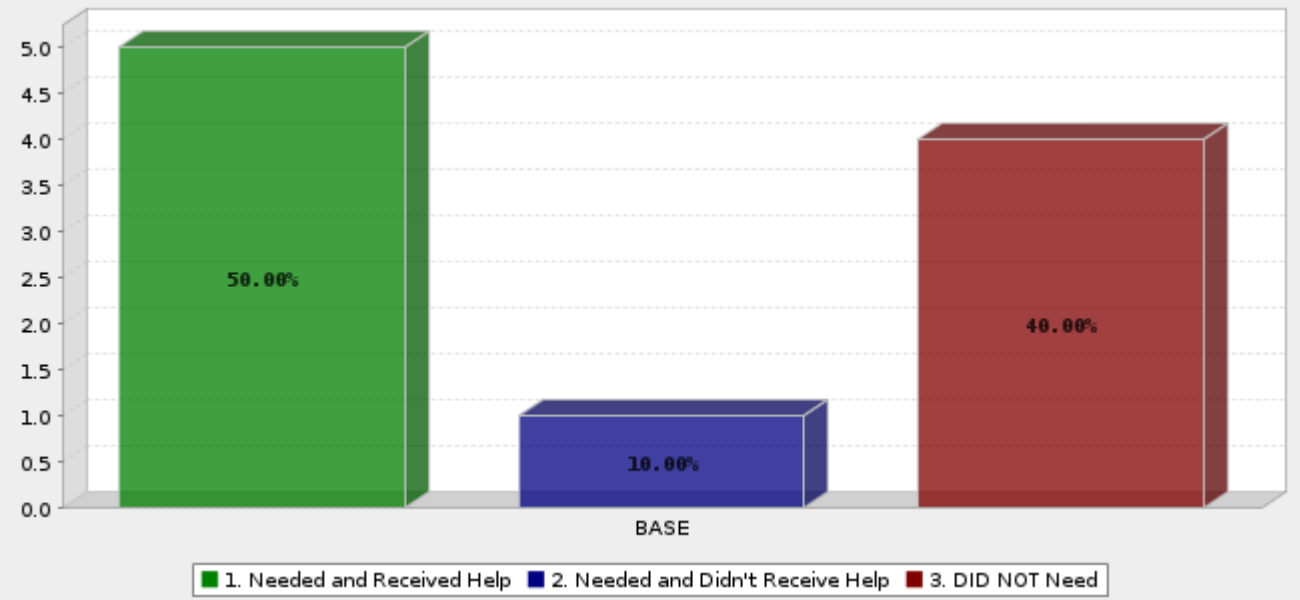
14.	Mental health services	10	2.200	
15.	Drug/alcohol detox/treatment	10	3.000	
16.	Drug/Alcohol abuse counseling	10	3.000	
17.	Protection from Elder abuse	10	2.900	
18.	Protection from child abuse	10	3.000	
19.	Protection from spousal abuse	10	2.900	
Average			2.519	

Q32. Food assistance



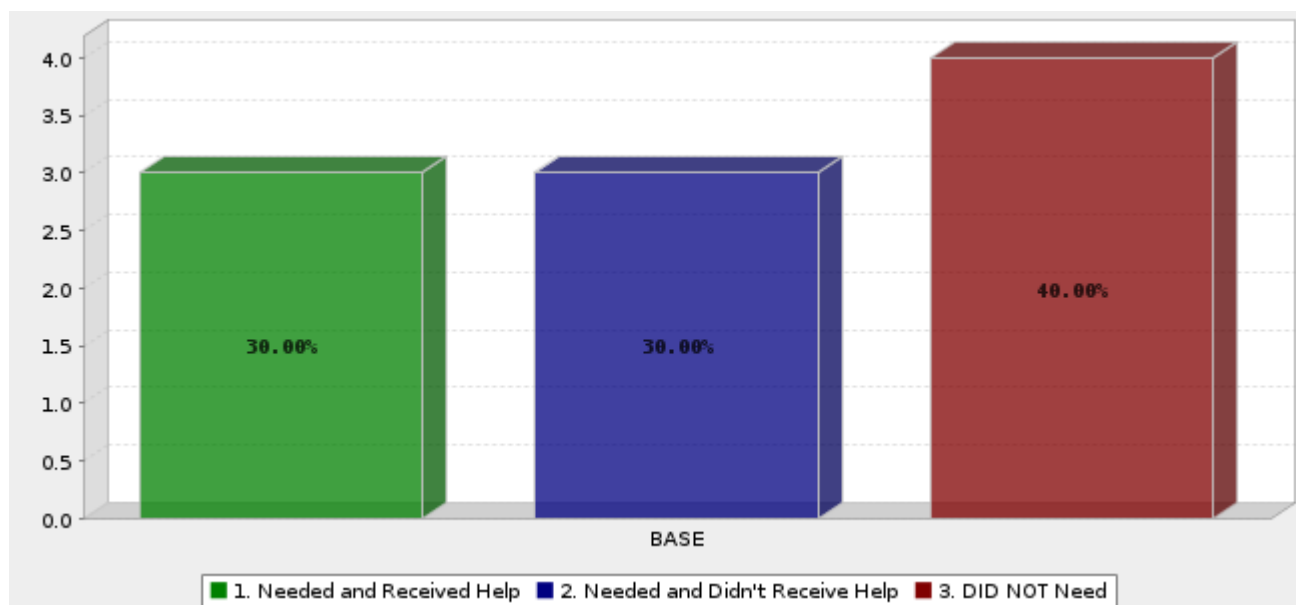
	Answer	Count	Percent
1.	Needed and Received Help	5	50.00%
2.	Needed and Didn't Receive Help	2	20.00%
3.	DID NOT Need	3	30.00%
	Total	10	100%
Mean : 1.800Confidence Interval @ 95% : [1.230 - 2.370]Standard Deviation : 0.919Standard Error : 0.291			

Q32. Fuel or utility payments



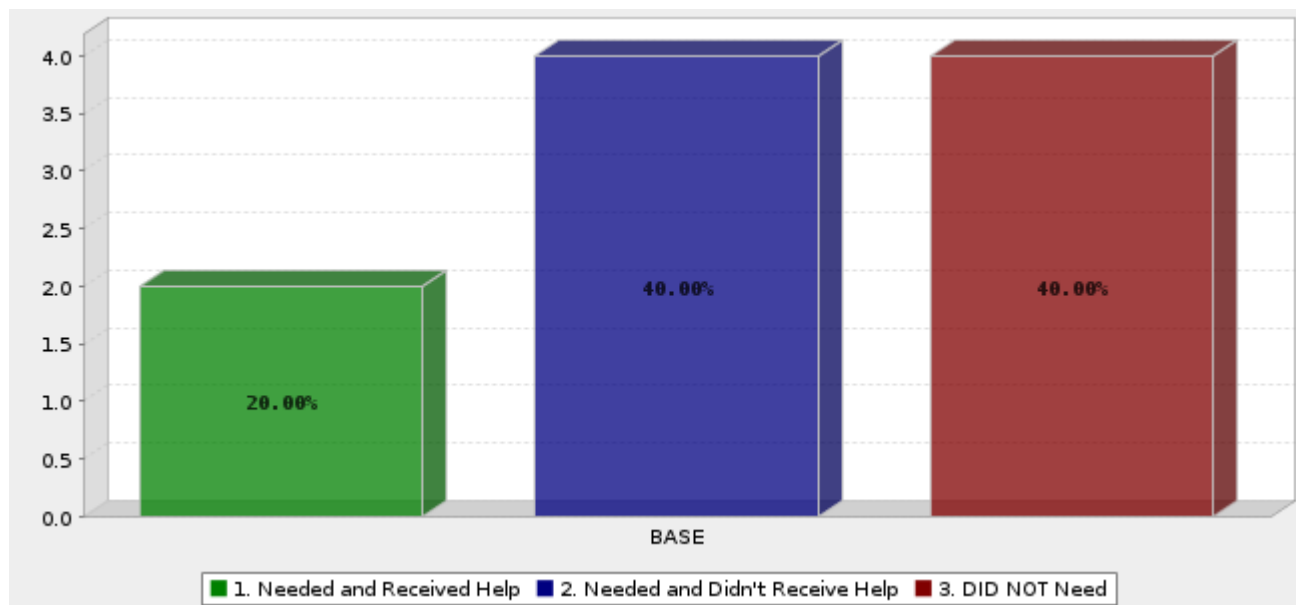
	Answer	Count	Percent
	1. Needed and Received Help	5	50.00%
	2. Needed and Didn't Receive Help	1	10.00%
	3. DID NOT Need	4	40.00%
	Total	10	100%
Mean : 1.900Confidence Interval @ 95% : [1.284 - 2.516]Standard Deviation : 0.994Standard Error : 0.314			

Q32. Rent or mortgage assistance



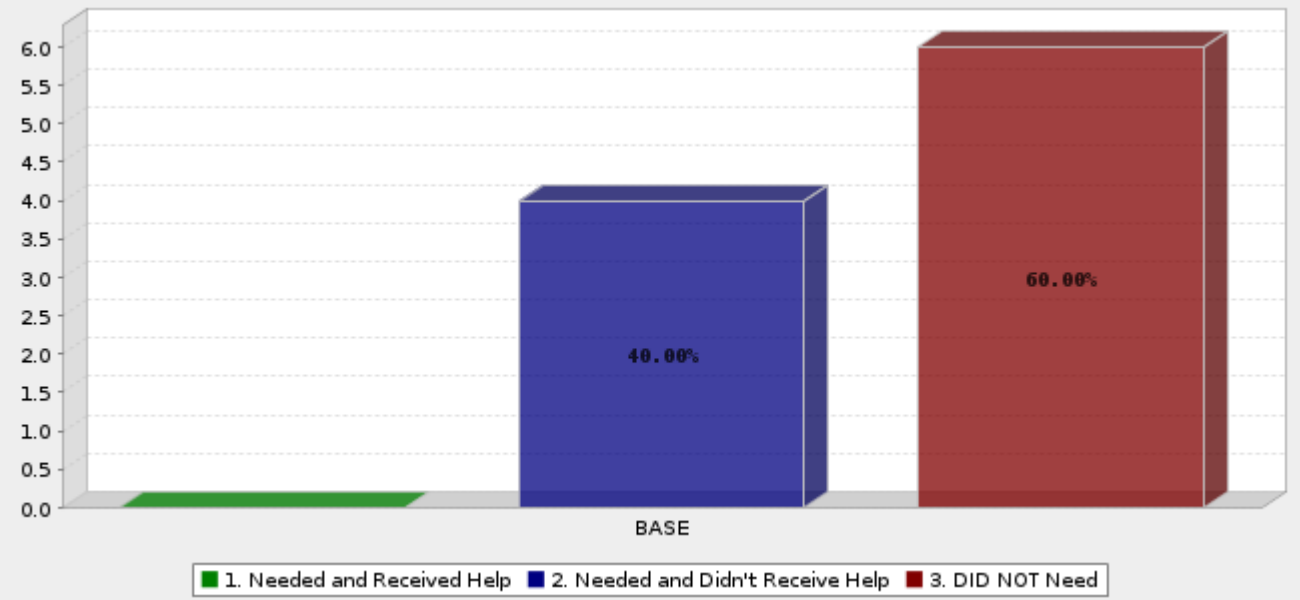
	Answer	Count	Percent
1.	Needed and Received Help	3	30.00%
2.	Needed and Didn't Receive Help	3	30.00%
3.	DID NOT Need	4	40.00%
	Total	10	100%
Mean : 2.100 Confidence Interval @ 95% : [1.557 - 2.643] Standard Deviation : 0.876 Standard Error : 0.277			

Q32. Repairs to car



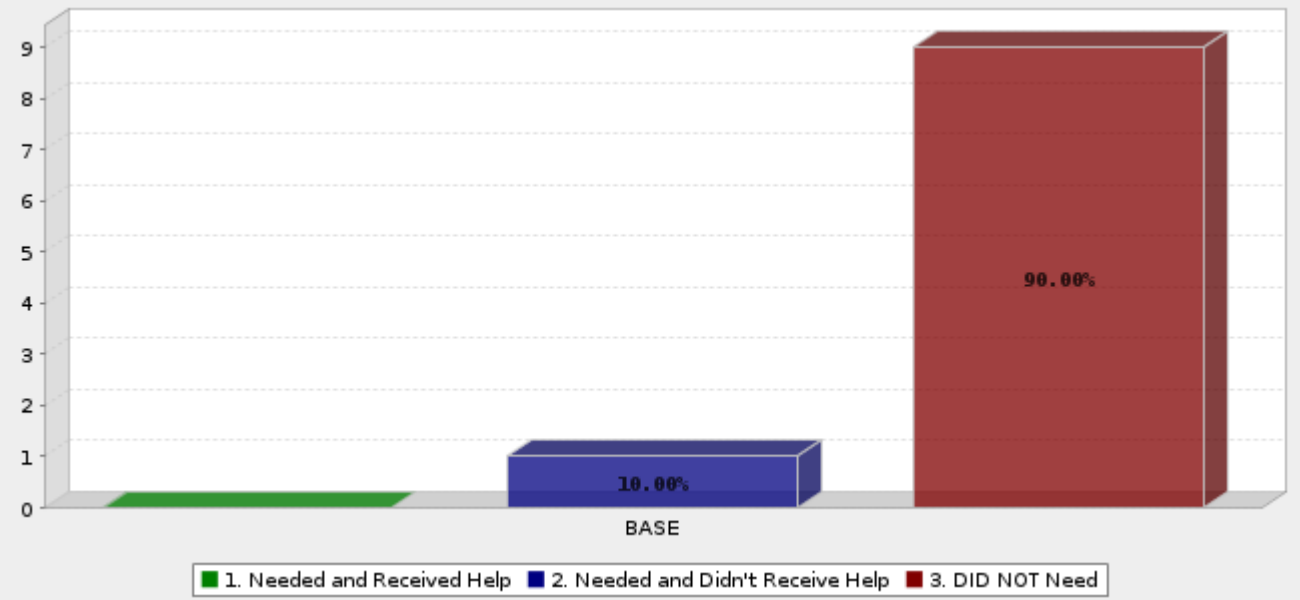
	Answer	Count	Percent
1.	Needed and Received Help	2	20.00%
2.	Needed and Didn't Receive Help	4	40.00%
3.	DID NOT Need	4	40.00%
	Total	10	100%
Mean : 2.200 Confidence Interval @ 95% : [1.711 - 2.689] Standard Deviation : 0.789 Standard Error : 0.249			

Q32. Repairs to home



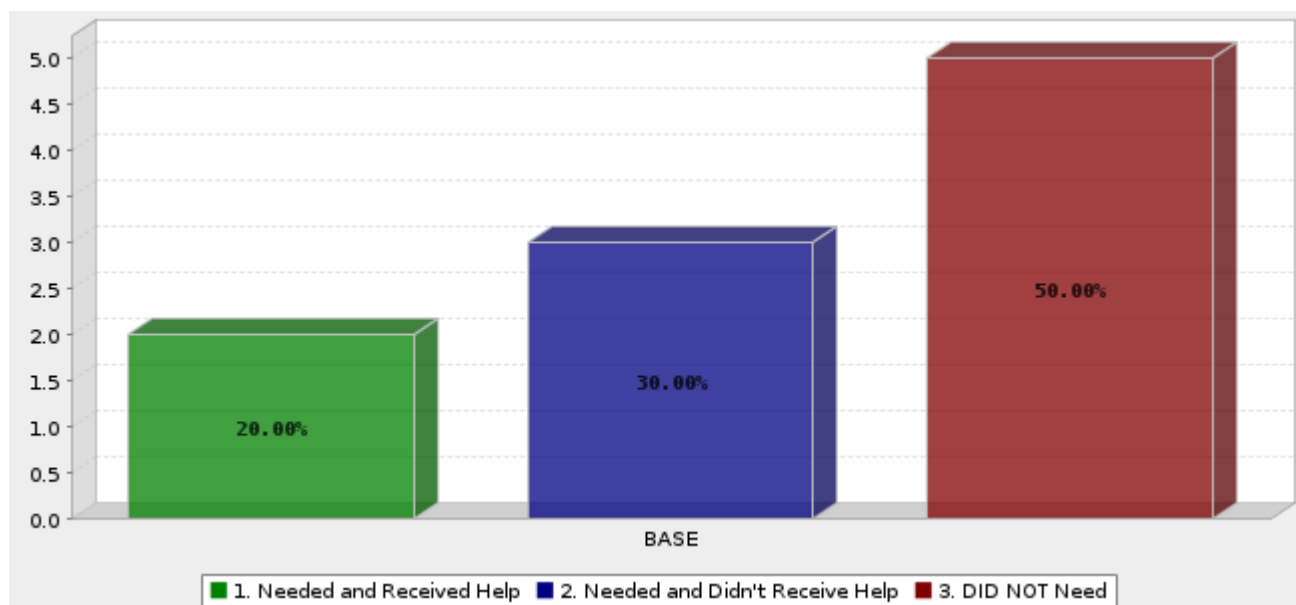
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	4	40.00%
	3. DID NOT Need	6	60.00%
	Total	10	100%
Mean : 2.600Confidence Interval @ 95% : [2.280 - 2.920]Standard Deviation : 0.516Standard Error : 0.163			

Q32. Temporary shelter



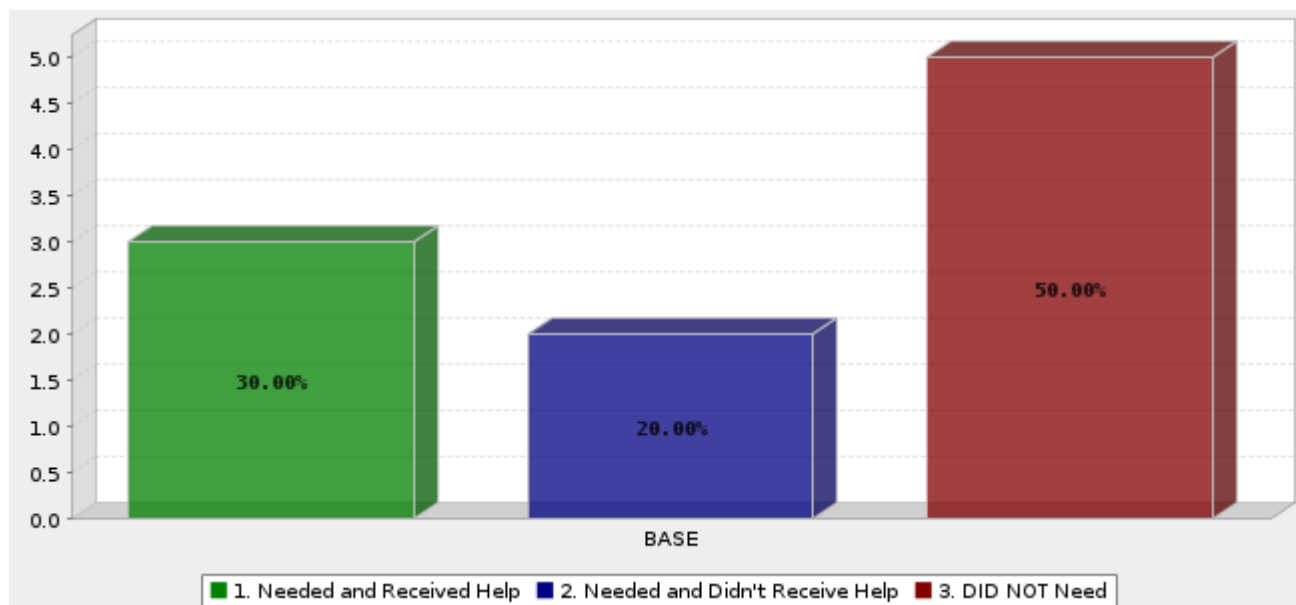
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	1	10.00%
	3. DID NOT Need	9	90.00%
	Total	10	100%
Mean : 2.900Confidence Interval @ 95% : [2.704 - 3.096]Standard Deviation : 0.316Standard Error : 0.100			

Q32. Support services for Elders



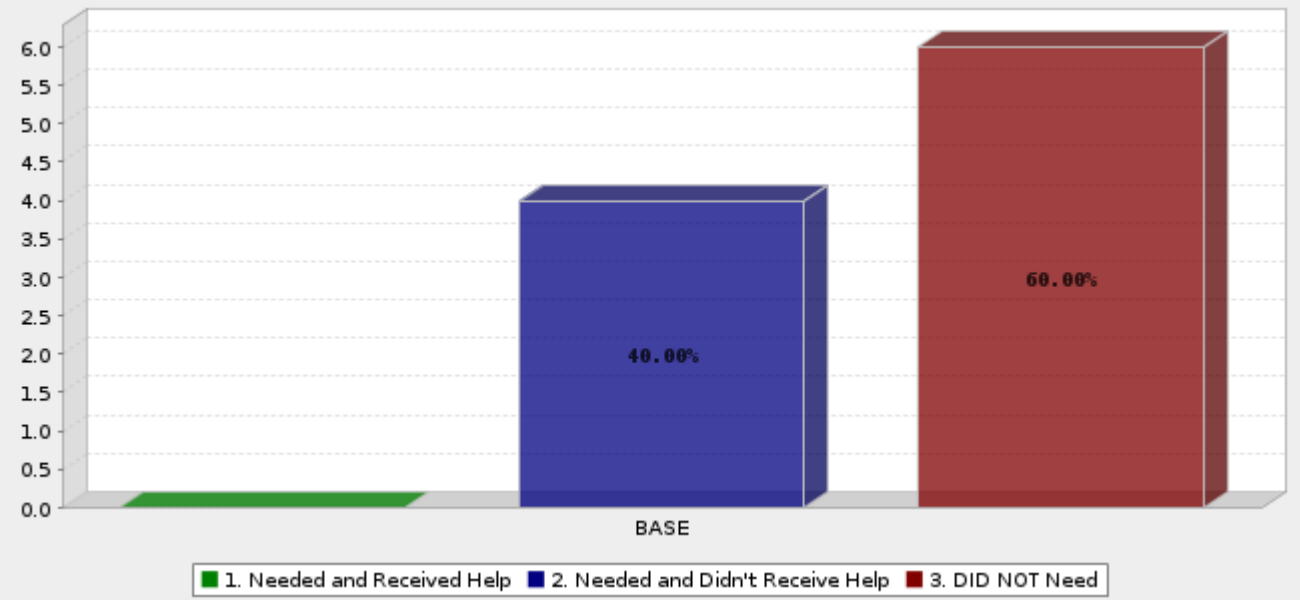
	Answer	Count	Percent
1.	Needed and Received Help	2	20.00%
2.	Needed and Didn't Receive Help	3	30.00%
3.	DID NOT Need	5	50.00%
	Total	10	100%
Mean : 2.300 Confidence Interval @ 95% : [1.790 - 2.810] Standard Deviation : 0.823 Standard Error : 0.260			

Q32. Support services specifically for people with learning disabilities (such as IEP/504)



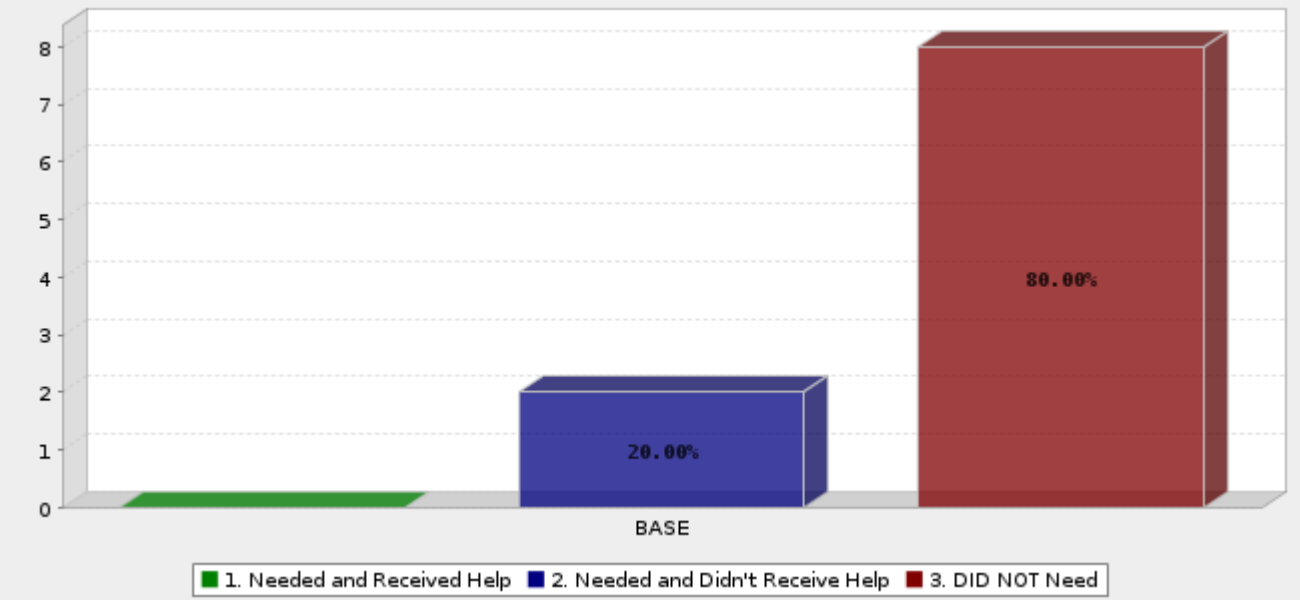
	Answer	Count	Percent
1.	Needed and Received Help	3	30.00%
2.	Needed and Didn't Receive Help	2	20.00%
3.	DID NOT Need	5	50.00%
	Total	10	100%
Mean : 2.200 Confidence Interval @ 95% : [1.630 - 2.770] Standard Deviation : 0.919 Standard Error : 0.291			

Q32. Support services for people with other disabilities



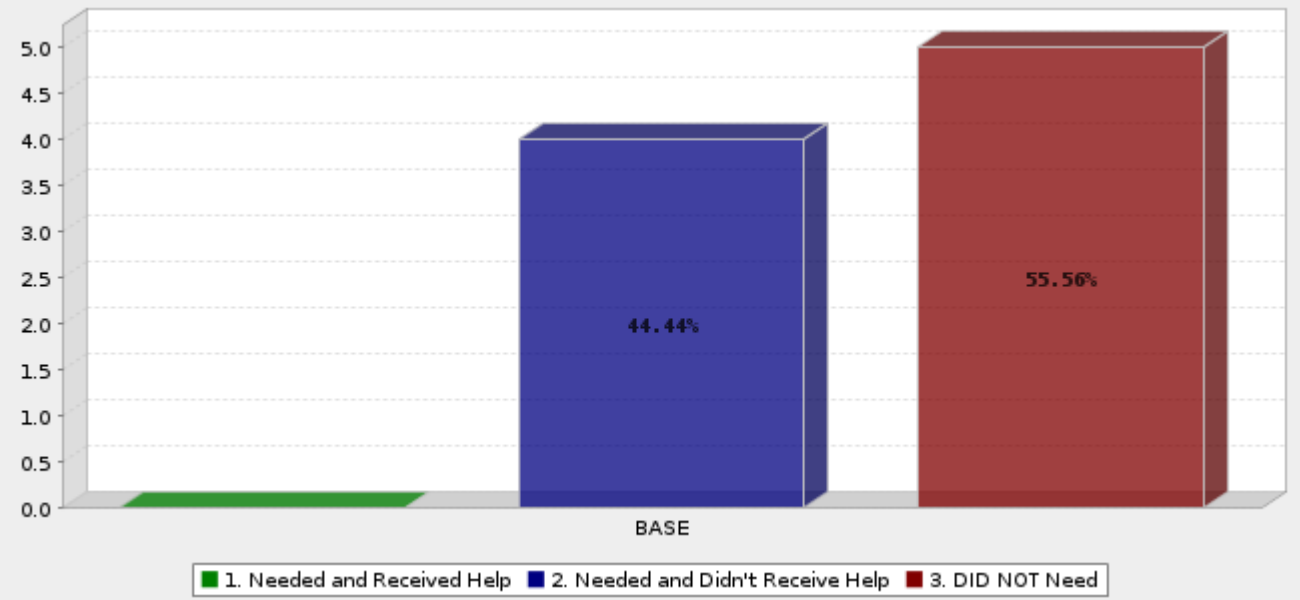
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	4	40.00%
	3. DID NOT Need	6	60.00%
	Total	10	100%
Mean : 2.600Confidence Interval @ 95% : [2.280 - 2.920]Standard Deviation : 0.516Standard Error : 0.163			

Q32. Transportation



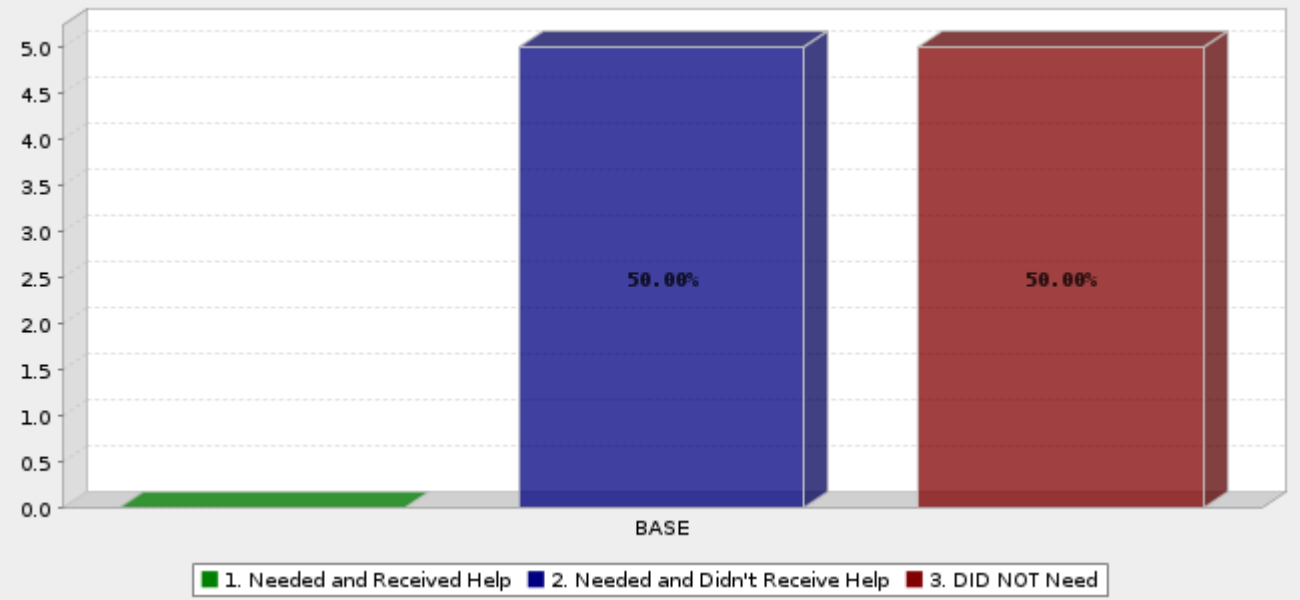
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	2	20.00%
	3. DID NOT Need	8	80.00%
	Total	10	100%
Mean : 2.800Confidence Interval @ 95% : [2.539 - 3.061]Standard Deviation : 0.422Standard Error : 0.133			

Q32. Financial counseling



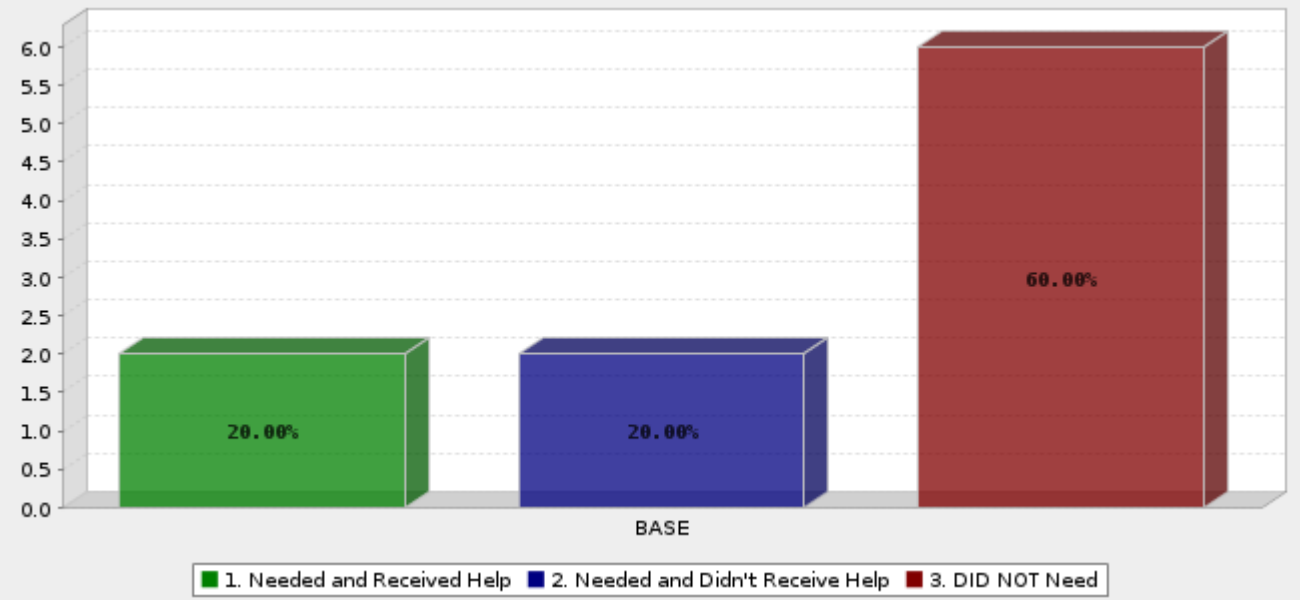
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	4	44.44%
	3. DID NOT Need	5	55.56%
	Total	9	100%
Mean : 2.556Confidence Interval @ 95% : [2.211 - 2.900]Standard Deviation : 0.527Standard Error : 0.176			

Q32. Legal assistance



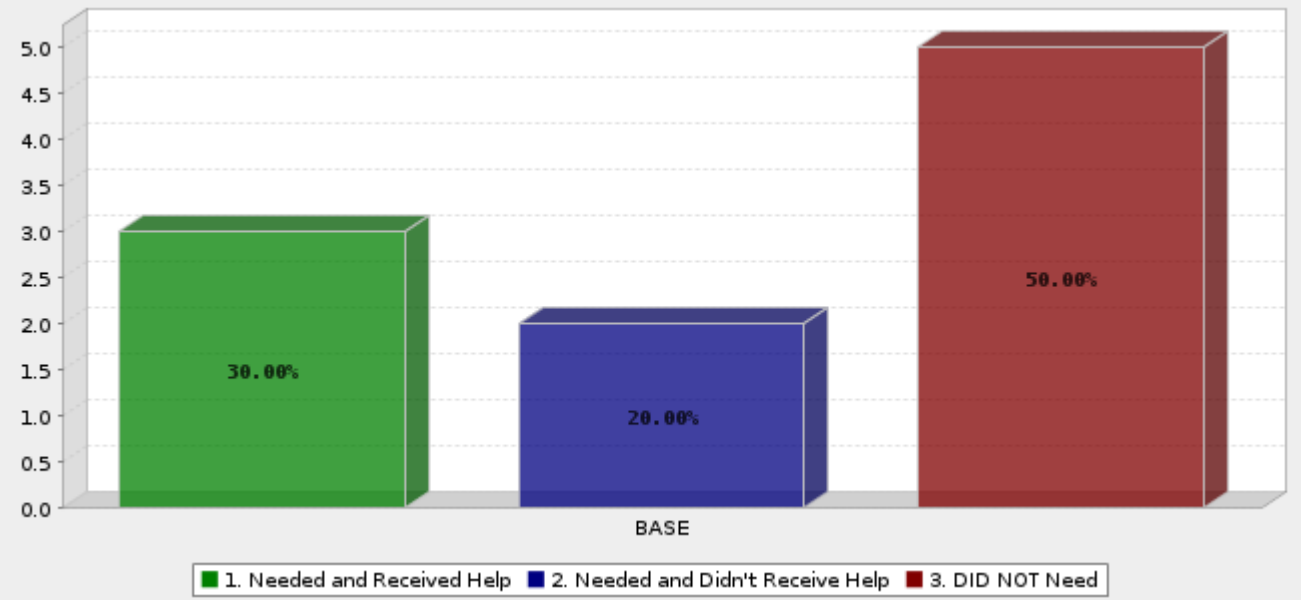
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	5	50.00%
	3. DID NOT Need	5	50.00%
	Total	10	100%
Mean : 2.500Confidence Interval @ 95% : [2.173 - 2.827]Standard Deviation : 0.527Standard Error : 0.167			

Q32. Medical care



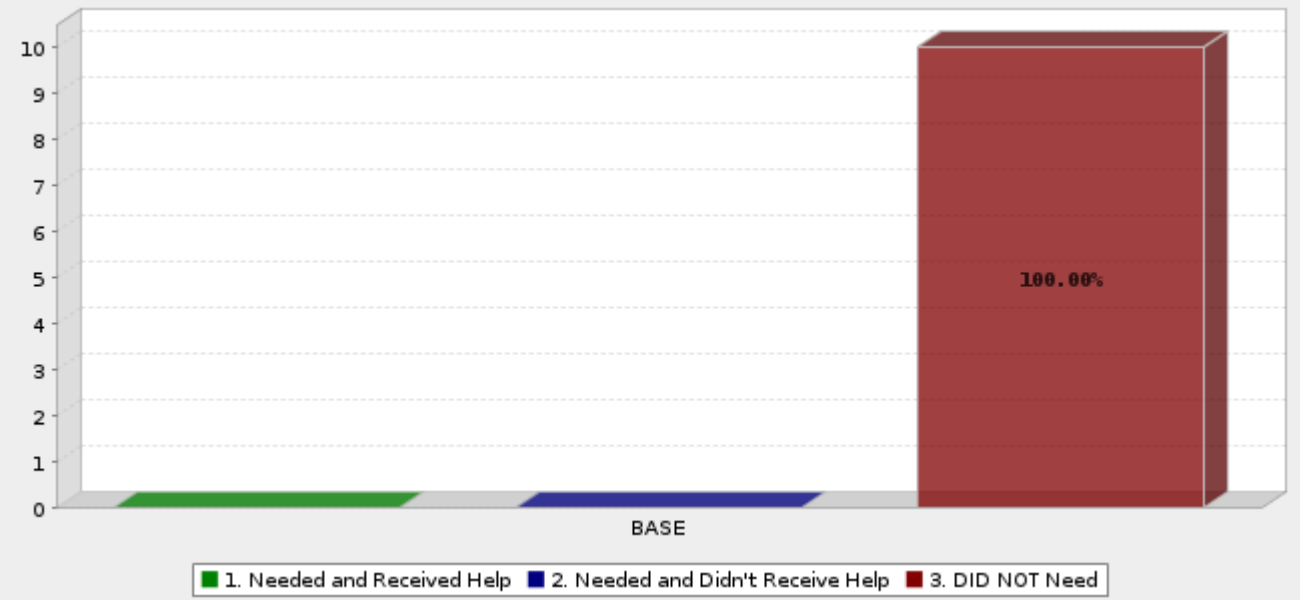
	Answer	Count	Percent
	1. Needed and Received Help	2	20.00%
	2. Needed and Didn't Receive Help	2	20.00%
	3. DID NOT Need	6	60.00%
	Total	10	100%
Mean : 2.400Confidence Interval @ 95% : [1.877 - 2.923]Standard Deviation : 0.843Standard Error : 0.267			

Q32. Mental health services



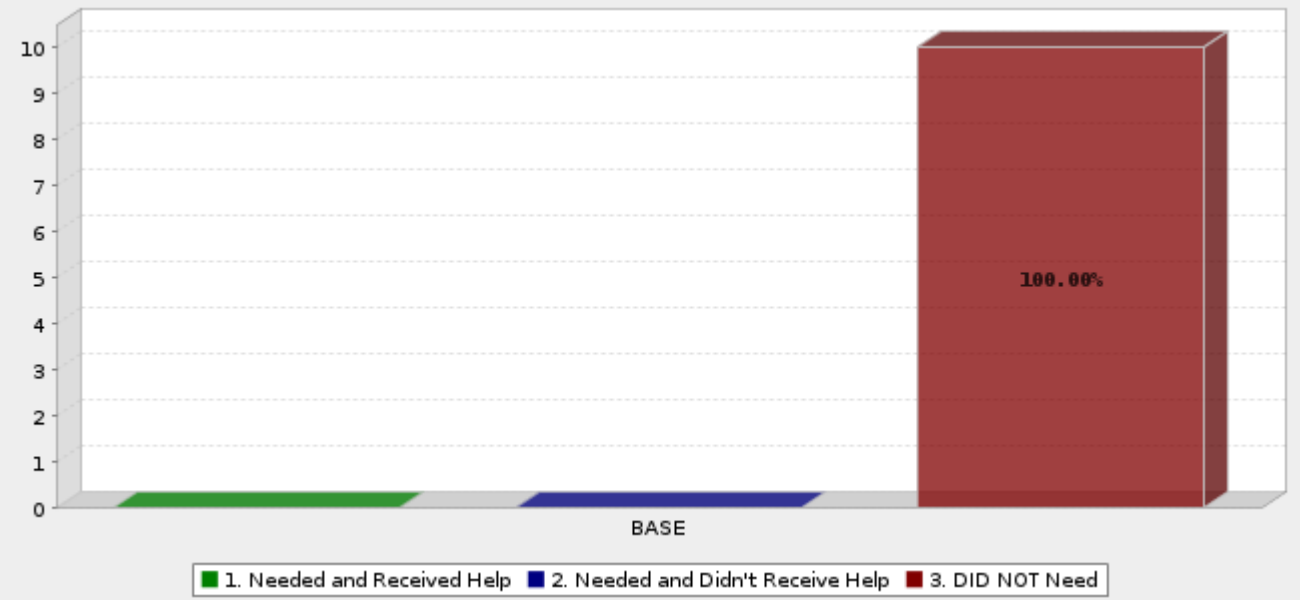
	Answer	Count	Percent
	1. Needed and Received Help	3	30.00%
	2. Needed and Didn't Receive Help	2	20.00%
	3. DID NOT Need	5	50.00%
	Total	10	100%
Mean : 2.200Confidence Interval @ 95% : [1.630 - 2.770]Standard Deviation : 0.919Standard Error : 0.291			

Q32. Drug/alcohol detox/treatment



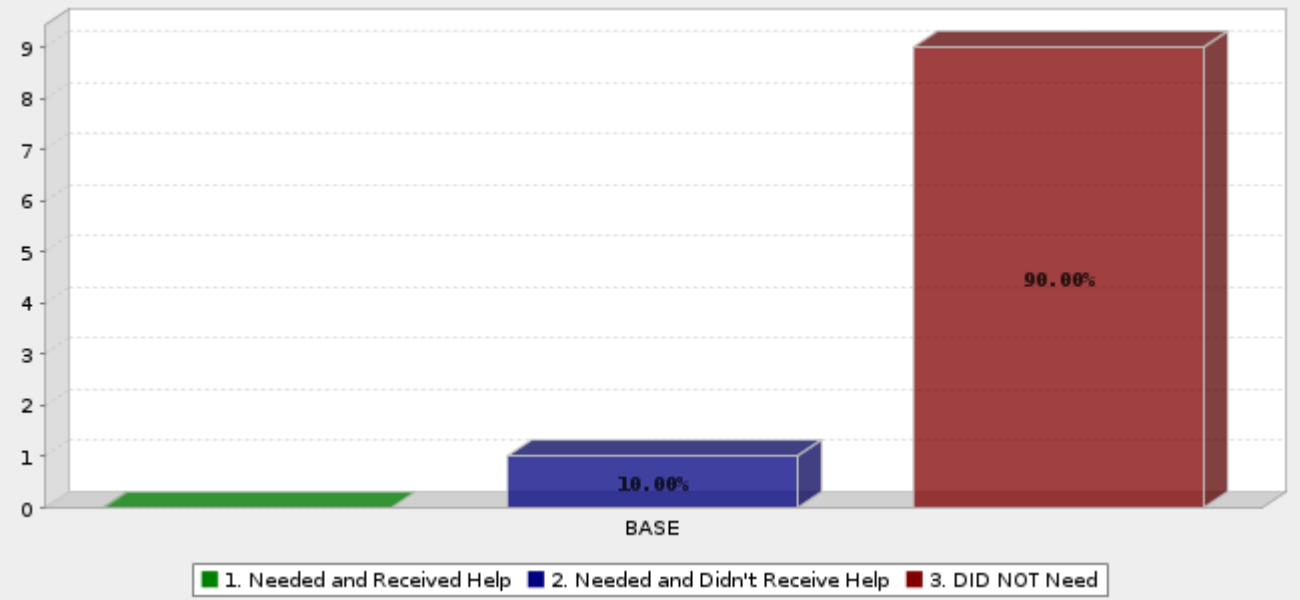
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	0	0.00%
	3. DID NOT Need	10	100.00%
	Total	10	100%
Mean : 3.000Confidence Interval @ 95% : [3.000 - 3.000]Standard Deviation : 0.000Standard Error : 0.000			

Q32. Drug/Alcohol abuse counseling



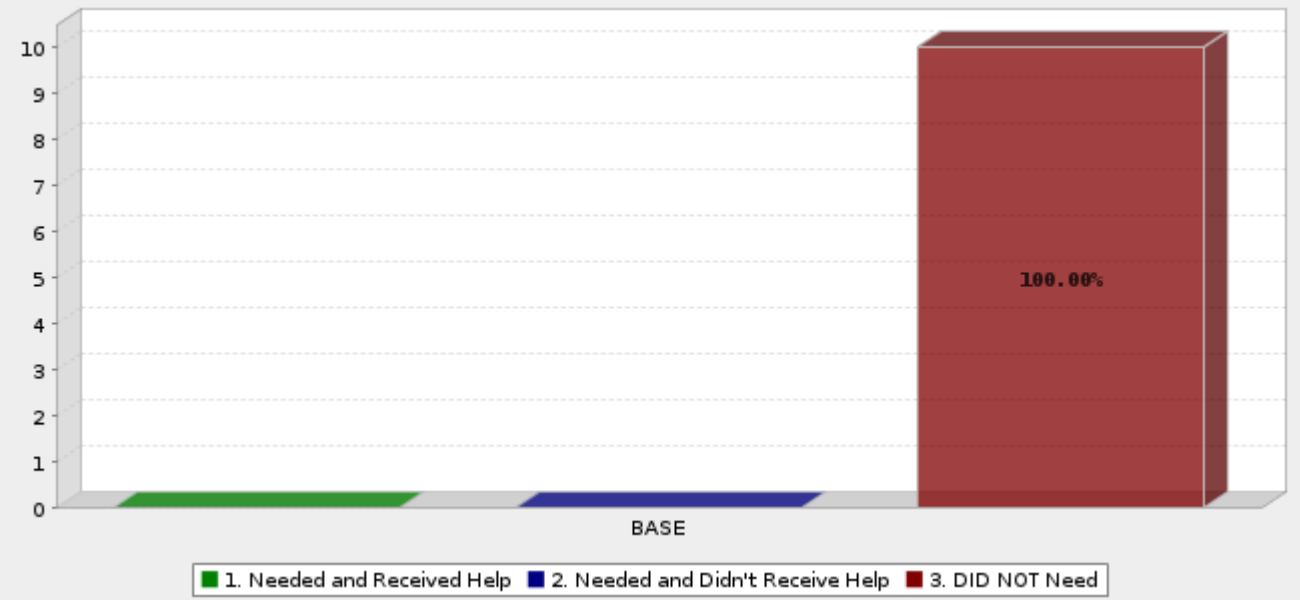
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	0	0.00%
	3. DID NOT Need	10	100.00%
	Total	10	100%
Mean : 3.000Confidence Interval @ 95% : [3.000 - 3.000]Standard Deviation : 0.000Standard Error : 0.000			

Q32. Protection from Elder abuse



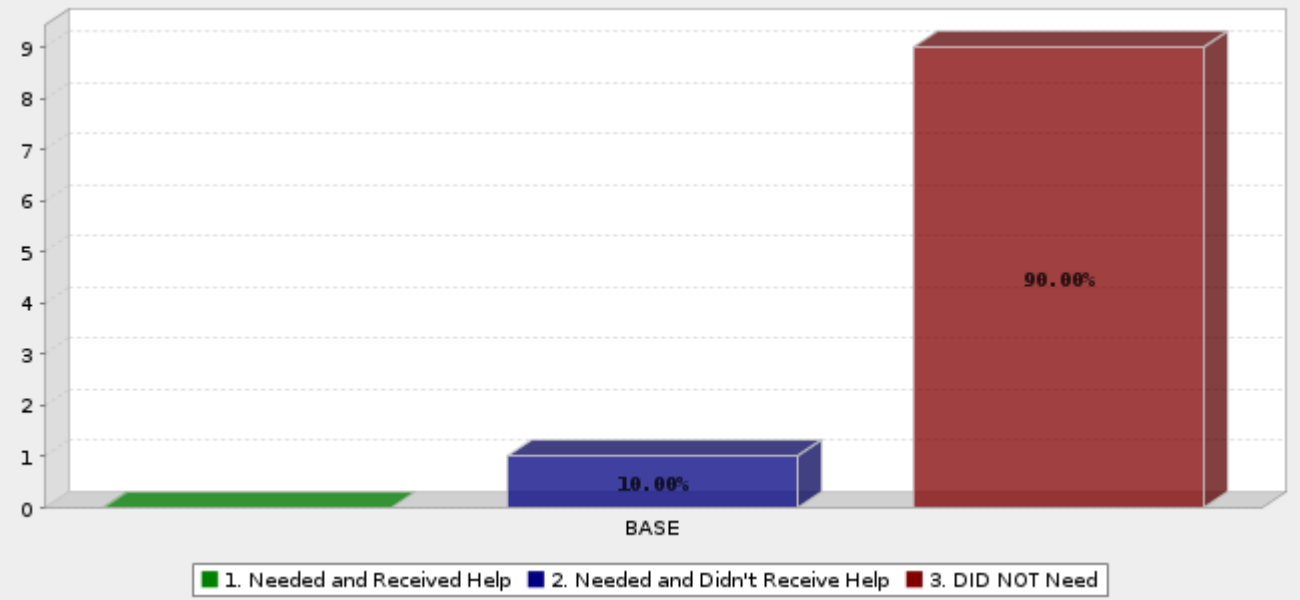
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	1	10.00%
	3. DID NOT Need	9	90.00%
	Total	10	100%
Mean : 2.900Confidence Interval @ 95% : [2.704 - 3.096]Standard Deviation : 0.316Standard Error : 0.100			

Q32. Protection from child abuse



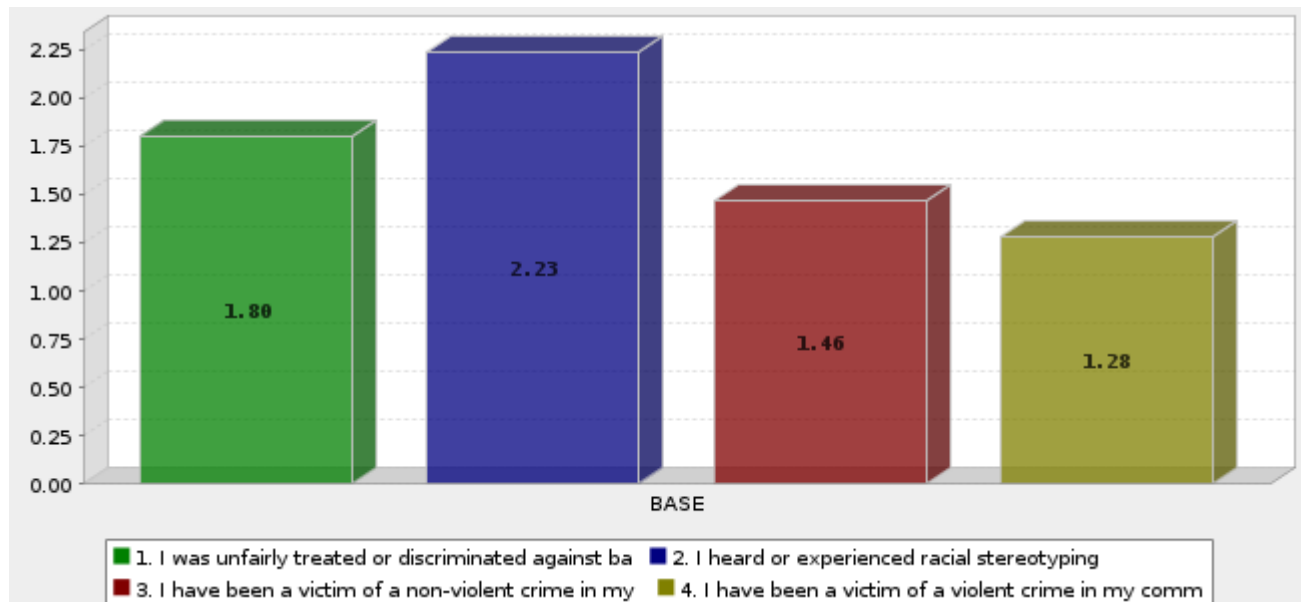
	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	0	0.00%
	3. DID NOT Need	10	100.00%
	Total	10	100%
Mean : 3.000Confidence Interval @ 95% : [3.000 - 3.000]Standard Deviation : 0.000Standard Error : 0.000			

Q32. Protection from spousal abuse



	Answer	Count	Percent
	1. Needed and Received Help	0	0.00%
	2. Needed and Didn't Receive Help	1	10.00%
	3. DID NOT Need	9	90.00%
	Total	10	100%
Mean : 2.900Confidence Interval @ 95% : [2.704 - 3.096]Standard Deviation : 0.316Standard Error : 0.100			

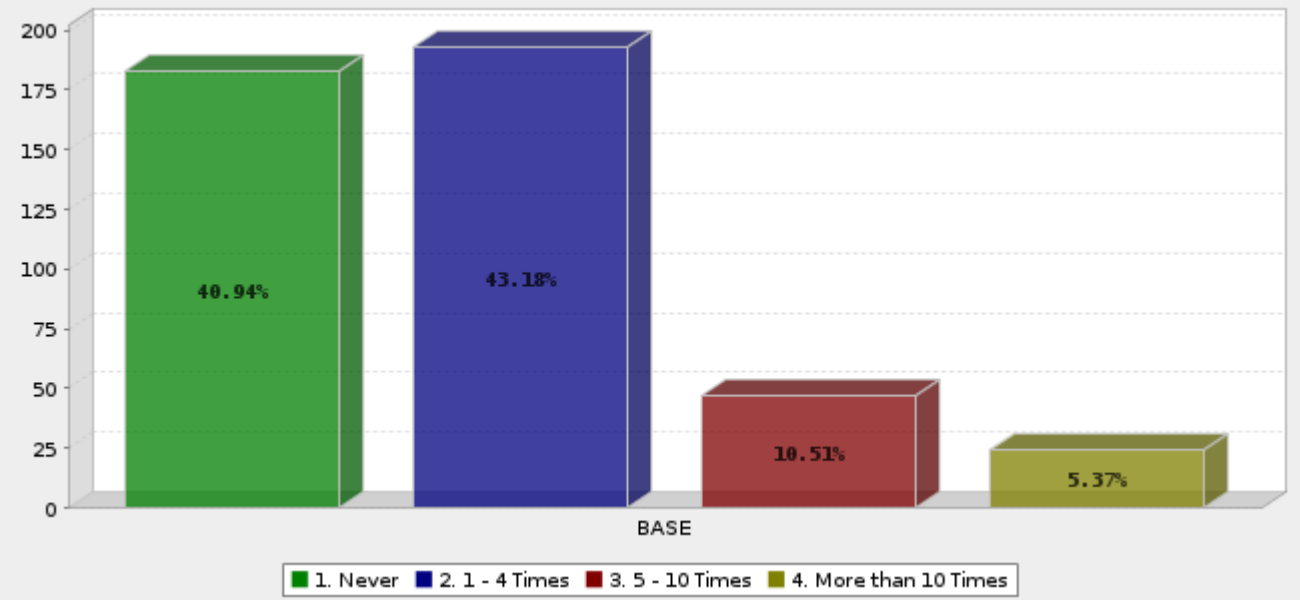
Q38. How frequently have these things happened to you in the last year?



Q38. Overall Matrix Scorecard : How frequently have these things happened to you in the last year?

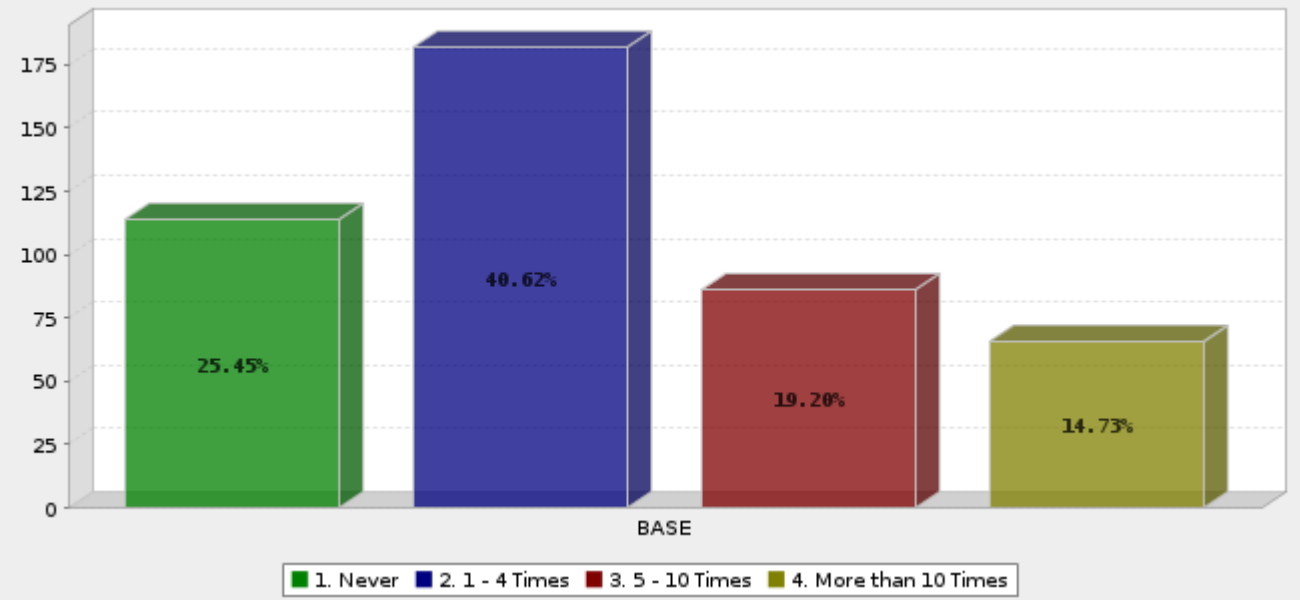
	Question	Count	Score	
1.	I was unfairly treated or discriminated against based on my race	447	1.803	
2.	I heard or experienced racial stereotyping	448	2.232	
3.	I have been a victim of a non-violent crime in my community	448	1.462	
4.	I have been a victim of a violent crime in my community	448	1.277	
Average			1.694	

Q38. I was unfairly treated or discriminated against based on my race



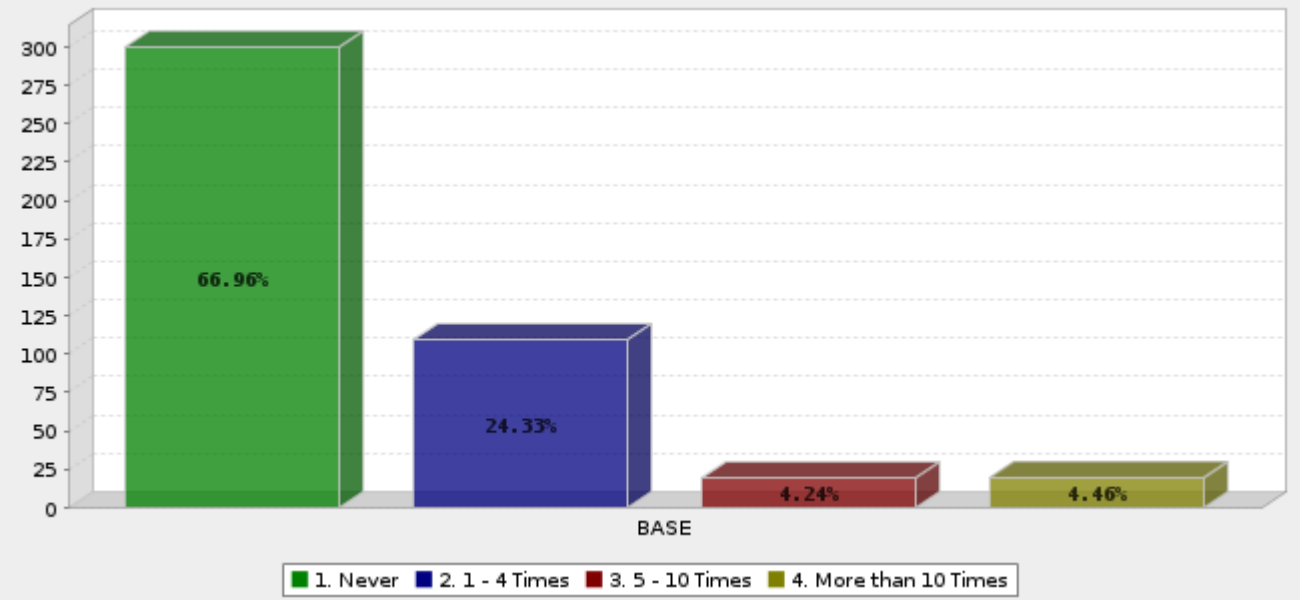
	Answer	Count	Percent
1.	Never	183	40.94%
2.	1 - 4 Times	193	43.18%
3.	5 - 10 Times	47	10.51%
4.	More than 10 Times	24	5.37%
	Total	447	100%
Mean : 1.803Confidence Interval @ 95% : [1.726 - 1.880]Standard Deviation : 0.832Standard Error : 0.039			

Q38. I heard or experienced racial stereotyping



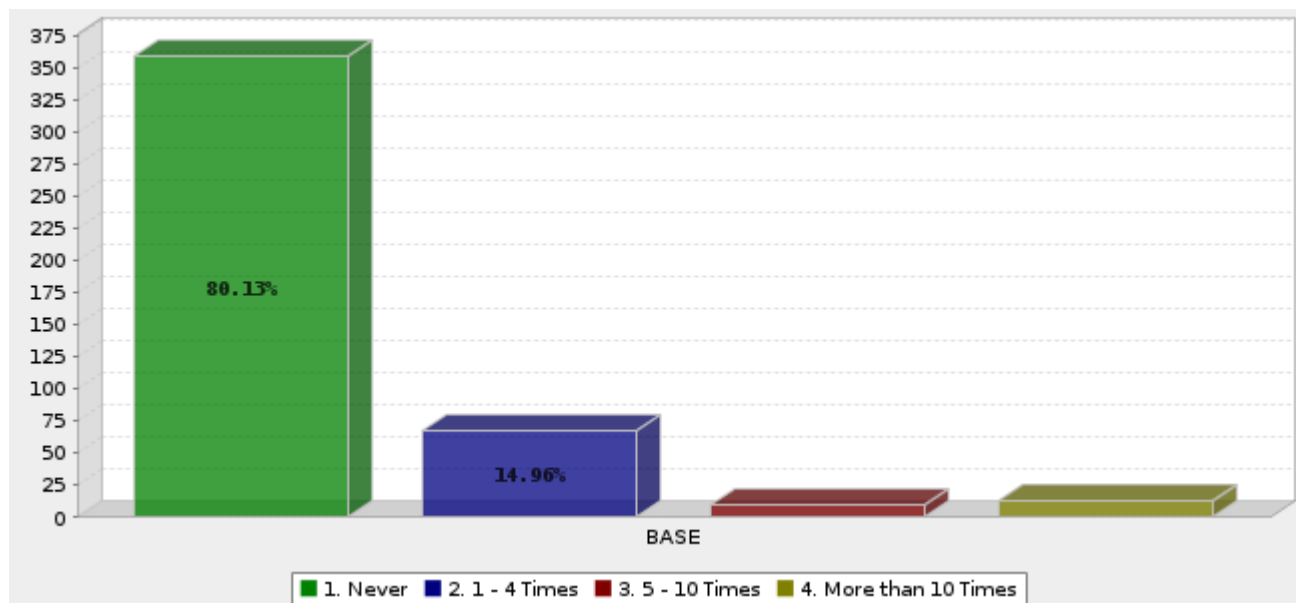
	Answer	Count	Percent
1.	Never	114	25.45%
2.	1 - 4 Times	182	40.62%
3.	5 - 10 Times	86	19.20%
4.	More than 10 Times	66	14.73%
	Total	448	100%
Mean : 2.232Confidence Interval @ 95% : [2.140 - 2.324]Standard Deviation : 0.992Standard Error : 0.047			

Q38. I have been a victim of a non-violent crime in my community



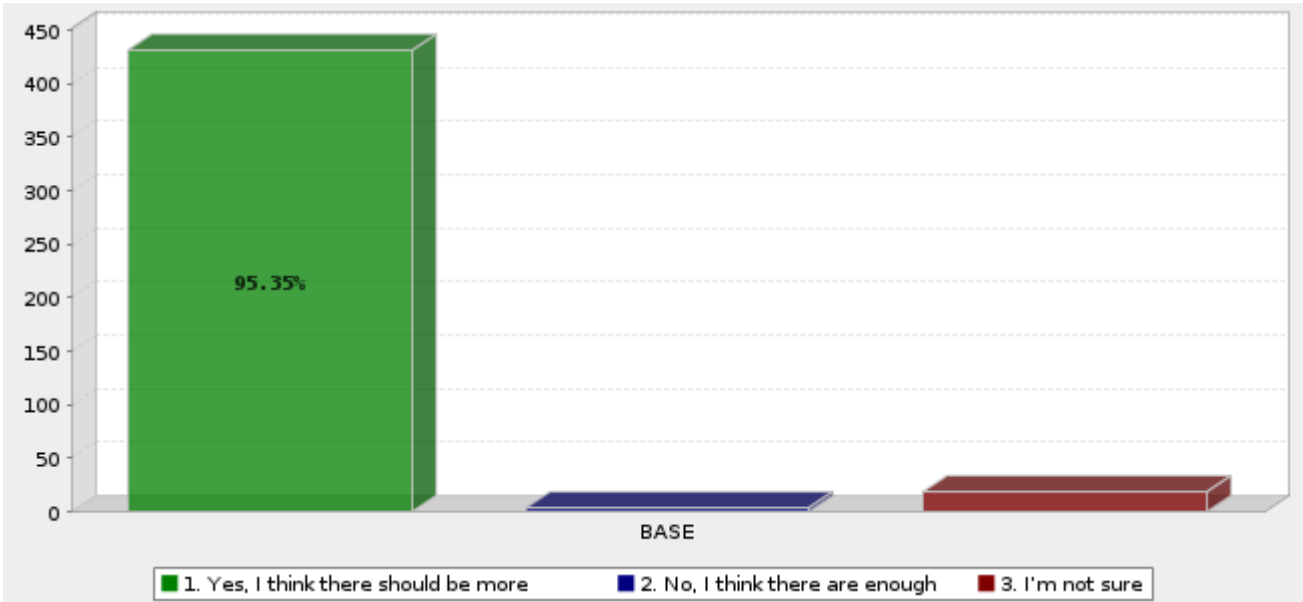
	Answer	Count	Percent
1.	Never	300	66.96%
2.	1 - 4 Times	109	24.33%
3.	5 - 10 Times	19	4.24%
4.	More than 10 Times	20	4.46%
	Total	448	100%
Mean : 1.462Confidence Interval @ 95% : [1.390 - 1.534]Standard Deviation : 0.776Standard Error : 0.037			

Q38. I have been a victim of a violent crime in my community



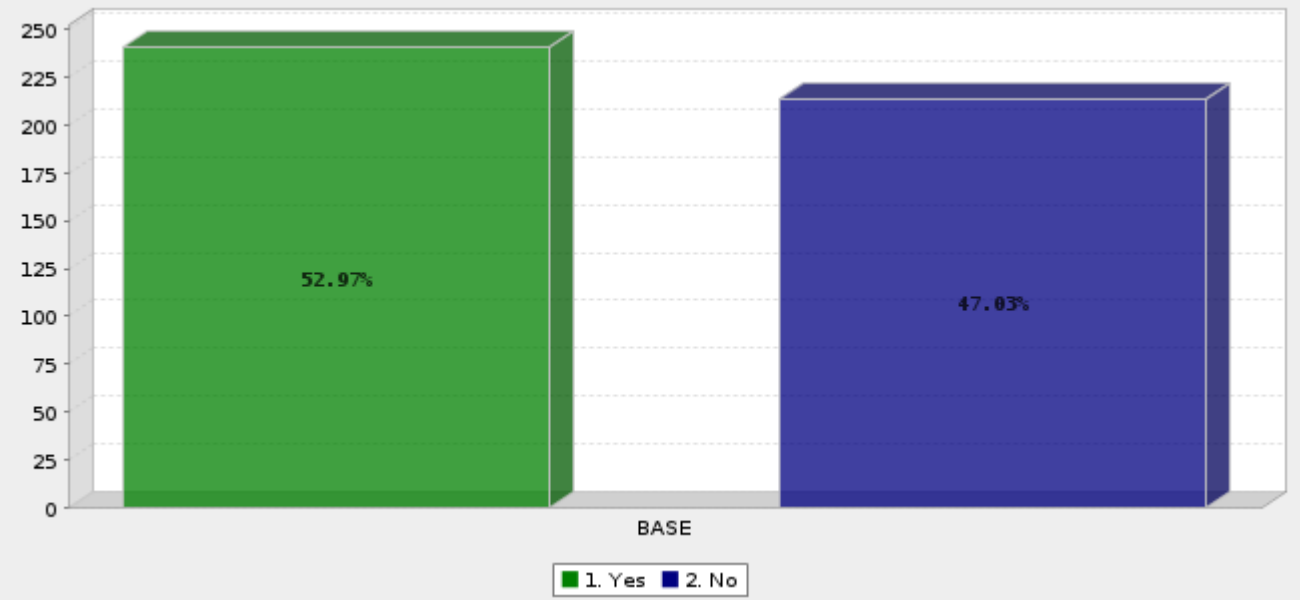
	Answer	Count	Percent
1.	Never	359	80.13%
2.	1 - 4 Times	67	14.96%
3.	5 - 10 Times	9	2.01%
4.	More than 10 Times	13	2.90%
	Total	448	100%
Mean : 1.277 Confidence Interval @ 95% : [1.217 - 1.336] Standard Deviation : 0.645 Standard Error : 0.030			

Q40. Do you think there should be more training and/or opportunities for future leaders and volunteers in your Tribal community?



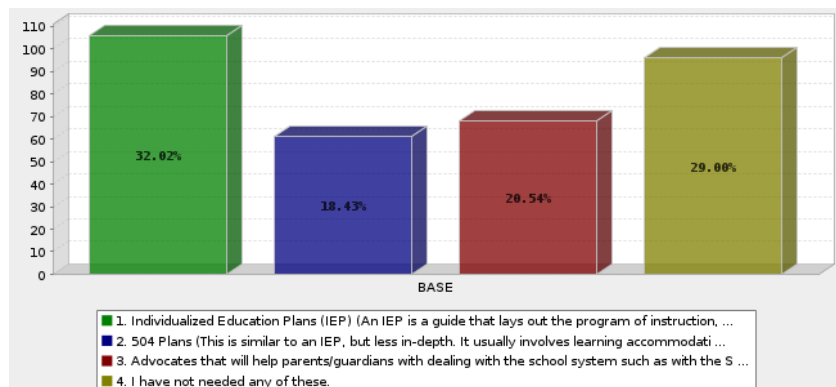
	Answer	Count	Percent
	1. Yes, I think there should be more	431	95.35%
	2. No, I think there are enough	3	0.66%
	3. I'm not sure	18	3.98%
	Total	452	100%
Mean : 1.086Confidence Interval @ 95% : [1.050 - 1.123]Standard Deviation : 0.399Standard Error : 0.019			

Q42. Are you caring for a child(ren)?



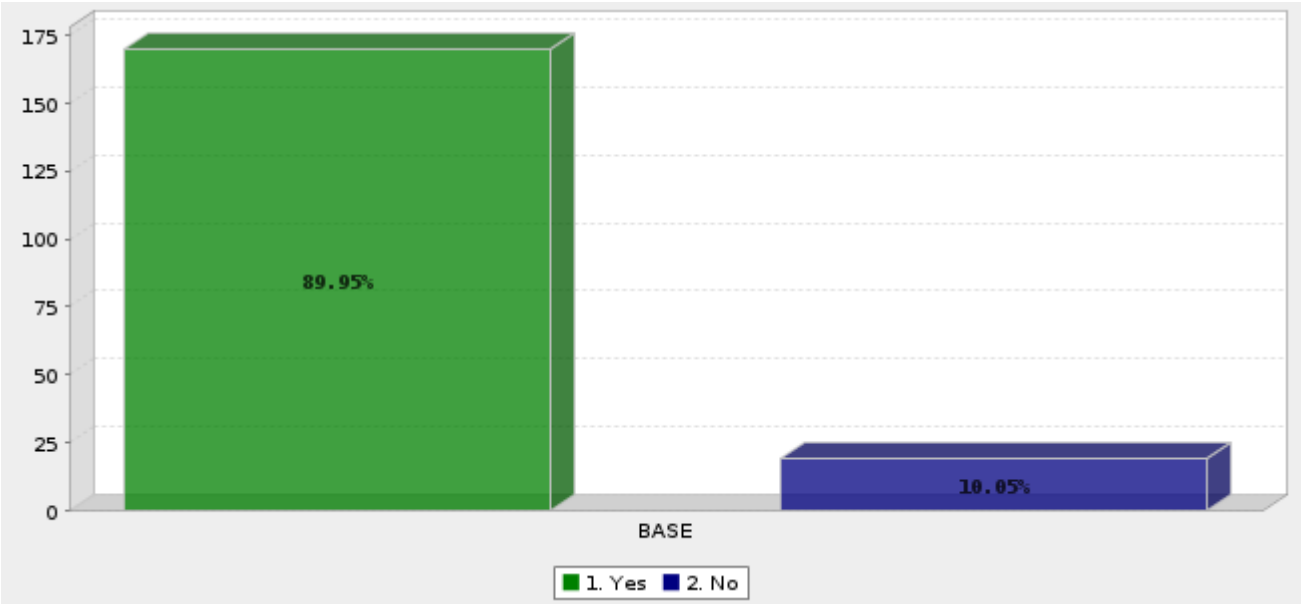
	Answer	Count	Percent
1.	Yes	241	52.97%
2.	No	214	47.03%
	Total	455	100%
Mean : 1.470Confidence Interval @ 95% : [1.424 - 1.516]Standard Deviation : 0.500Standard Error : 0.023			

Q42. Earlier in the survey you marked that you are the parent/guardian of a child. Have you needed educational support for your child(ren) with disabilities or facing school discipline? Please select any that apply.



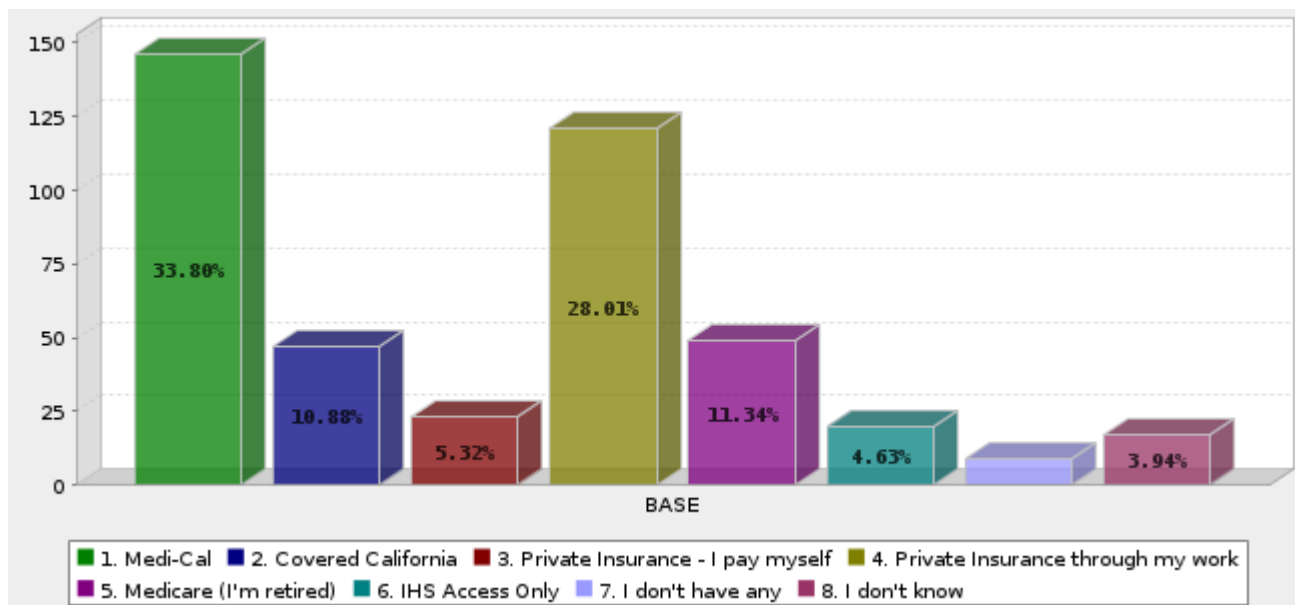
	Answer	Count	Percent
1.	Individualized Education Plans (IEP) (An IEP is a guide that lays out the program of instruction, supports, and services children need to make progress and thrive in school. Each program is designed to meet a student's unique needs. The term IEP is also used to refer to the written plan that spells out the specific types of help kids will get. Both the program and the written plan are covered by a federal special education law, or the Individuals Disability and Education Act.)	106	32.02%
2.	504 Plans (This is similar to an IEP, but less in-depth. It usually involves learning accommodations as opposed to entirely specialized education plans. A formal definition with differences between the two can be found at this link.)	61	18.43%
3.	Advocates that will help parents/guardians with dealing with the school system such as with the Student Study Team (SST) or the School Attendance Review Board (SARB).	68	20.54%
4.	I have not needed any of these.	96	29.00%
	Total	331	100%
Mean : 2.465	Confidence Interval @ 95% : [2.334 - 2.596]	Standard Deviation : 1.214	Standard Error : 0.067

Q43. If you are a parent/guardian of school-age children, do you regularly attend parent-teacher conferences and/or other school meetings and activities? Please select one.



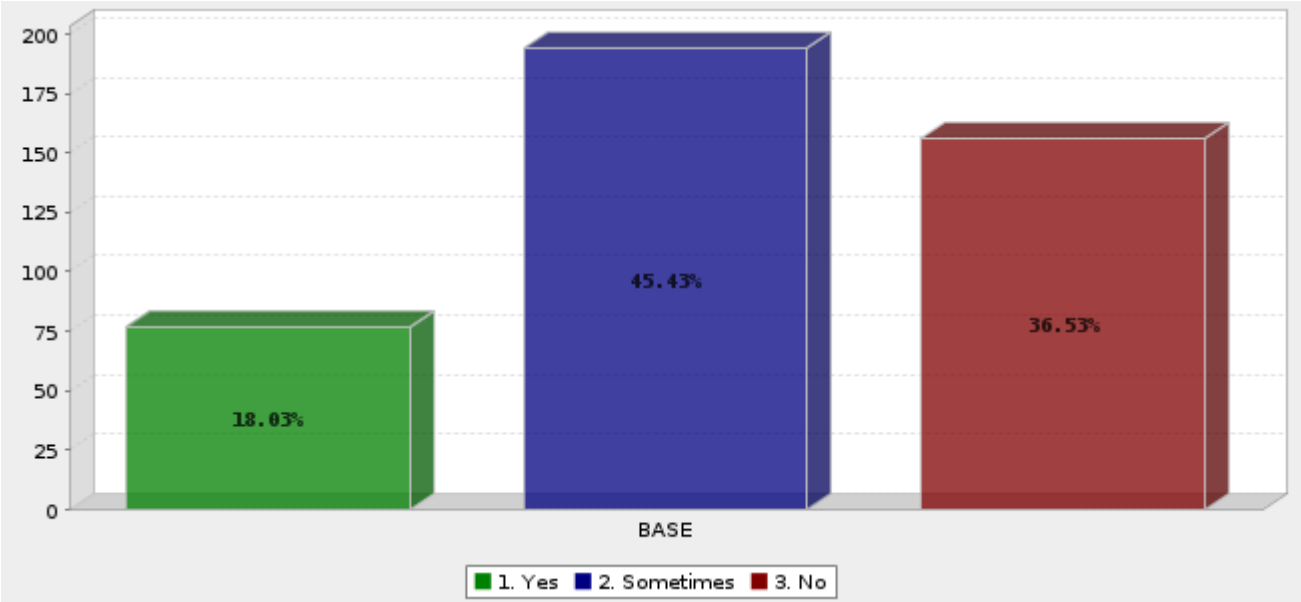
	Answer	Count	Percent
1.	Yes	170	89.95%
2.	No	19	10.05%
	Total	189	100%
Mean : 1.101Confidence Interval @ 95% : [1.058 - 1.144]Standard Deviation : 0.302Standard Error : 0.022			

Q46. What health care coverage do you have?



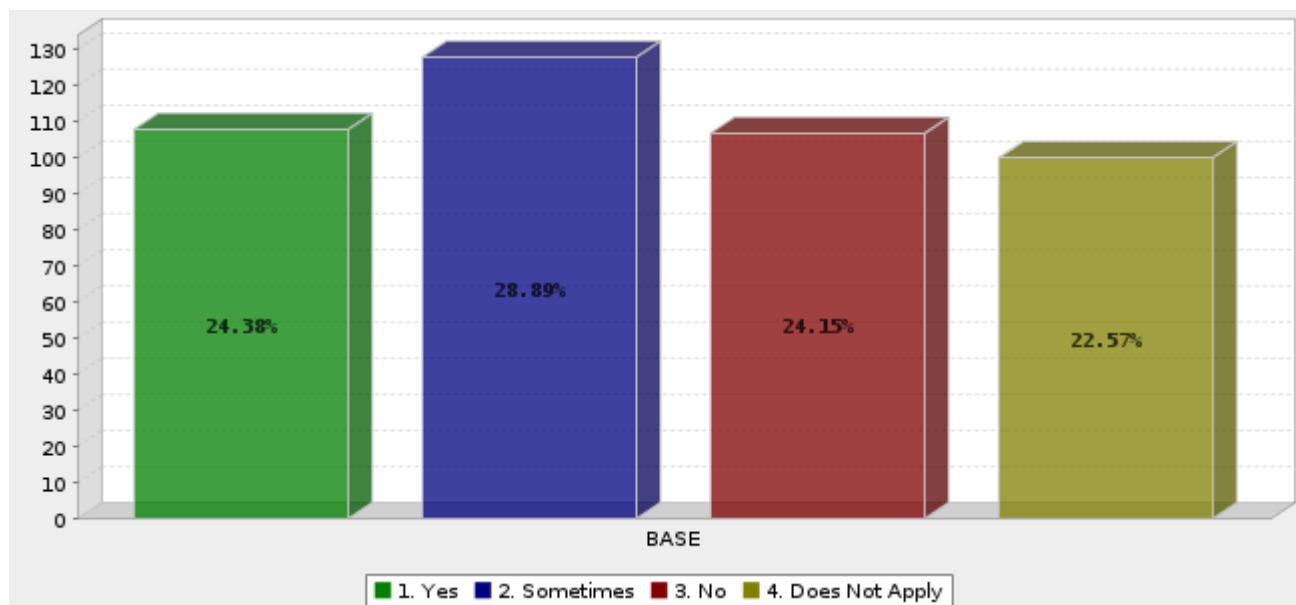
	Answer	Count	Percent
1.	Medi-Cal	146	33.80%
2.	Covered California	47	10.88%
3.	Private Insurance - I pay myself	23	5.32%
4.	Private Insurance through my work	121	28.01%
5.	Medicare (Im retired)	49	11.34%
6.	IHS Access Only	20	4.63%
7.	I dont have any	9	2.08%
8.	I dont know	17	3.94%
	Total	432	100%
Mean : 3.141 Confidence Interval @ 95% : [2.955 - 3.328] Standard Deviation : 1.979 Standard Error : 0.095			

Q47. Is it difficult for you to get health care when you need it? Please select one.



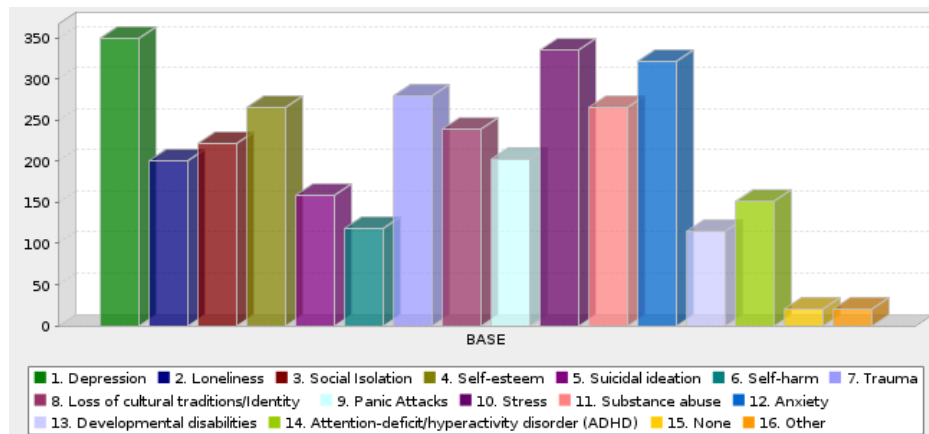
	Answer	Count	Percent
1.	Yes	77	18.03%
2.	Sometimes	194	45.43%
3.	No	156	36.53%
	Total	427	100%
Mean : 2.185Confidence Interval @ 95% : [2.117 - 2.253]Standard Deviation : 0.716Standard Error : 0.035			

Q47-C73. Is it difficult for you to get mental health care when you need it? Please select one.



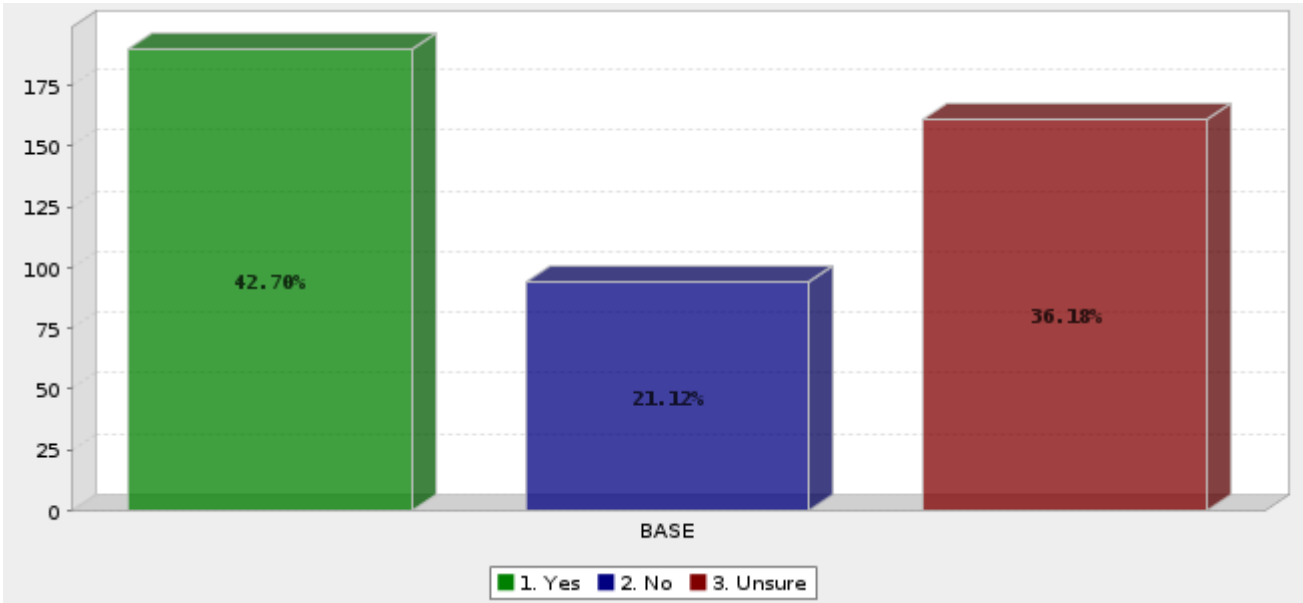
	Answer	Count	Percent
1.	Yes	108	24.38%
2.	Sometimes	128	28.89%
3.	No	107	24.15%
4.	Does Not Apply	100	22.57%
	Total	443	100%
Mean : 2.449 Confidence Interval @ 95% : [2.348 - 2.551] Standard Deviation : 1.090 Standard Error : 0.052			

Q42. We'd like to know what you think are the most common mental health issues in your community or family (including yourself). How would you describe the mental health concerns, difficulties, and/or needs?



	Answer	Count	Percent
1.	Depression	350	10.70%
2.	Loneliness	201	6.15%
3.	Social Isolation	222	6.79%
4.	Self-esteem	266	8.13%
5.	Suicidal ideation	159	4.86%
6.	Self-harm	119	3.64%
7.	Trauma	280	8.56%
8.	Loss of cultural traditions/Identity	239	7.31%
9.	Panic Attacks	203	6.21%
10.	Stress	335	10.24%
11.	Substance abuse	266	8.13%
12.	Anxiety	322	9.85%
13.	Developmental disabilities	115	3.52%
14.	Attention-deficit/hyperactivity disorder (ADHD)	151	4.62%
15.	None	21	0.64%
16.	Other	21	0.64%
	Total	3270	100%
Mean : 7.367 Confidence Interval @ 95% : [7.227 - 7.507] Standard Deviation : 4.096 Standard Error : 0.072			

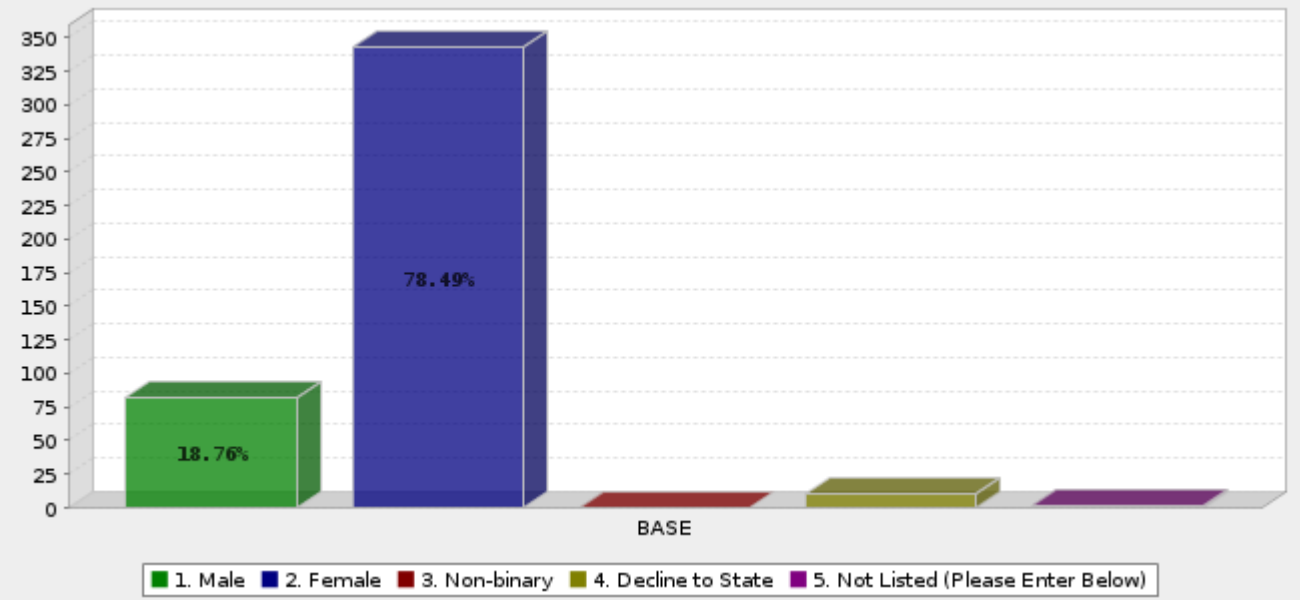
Q43. Are there Native American wellness opportunities available in your local area? Examples of wellness opportunities include Gathering Of Native Americans (GONA), Red Road, Talking Circles, and family/intergenerational support. Please select one.



	Answer	Count	Percent
1.	Yes	190	42.70%
2.	No	94	21.12%
3.	Unsure	161	36.18%
	Total	445	100%

Mean : 1.935Confidence Interval @ 95% : [1.852 - 2.017]Standard Deviation : 0.887Standard Error : 0.042

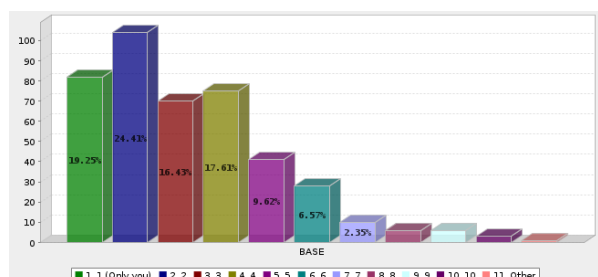
Q3. Gender? (self-identified)



	Answer	Count	Percent
	1. Male	82	18.76%
	2. Female	343	78.49%
	3. Non-binary	0	0.00%
	4. Decline to State	10	2.29%
	5. Not Listed (Please Enter Below)	2	0.46%
	Total	437	100%

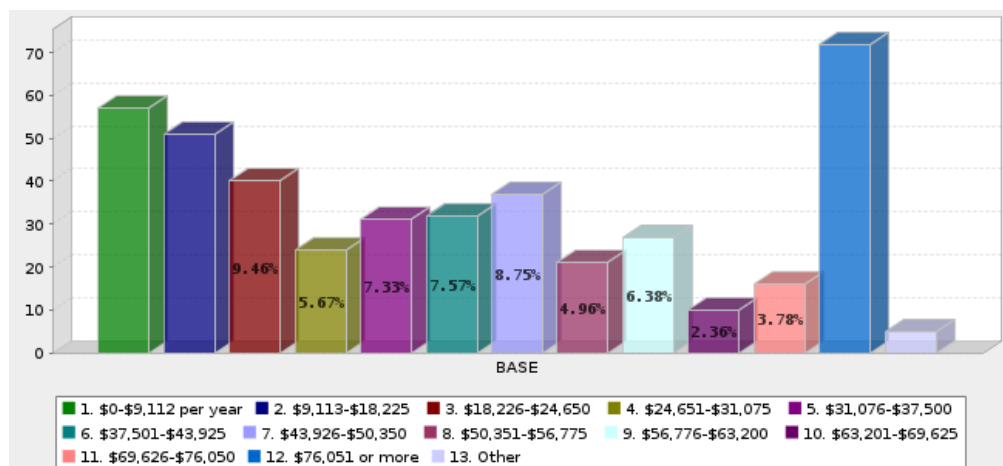
Mean : 1.872Confidence Interval @ 95% : [1.820 - 1.924]Standard Deviation : 0.552Standard Error : 0.026

Q18. Please select the number of people that are a part of your household, including yourself. Your household includes anyone that you live with and share your finances with (you help support them and/or they help support you), don't include anyone who rents a room or who are otherwise independent.



	Answer	Count	Percent
1.	1 (Only you)	82	19.25%
2.	2	104	24.41%
3.	3	70	16.43%
4.	4	75	17.61%
5.	5	41	9.62%
6.	6	28	6.57%
7.	7	10	2.35%
8.	8	6	1.41%
9.	9	6	1.41%
10.	10	3	0.70%
11.	Other	1	0.23%
	Total	426	100%
Mean : 3.254 Confidence Interval @ 95% : [3.067 - 3.440] Standard Deviation : 1.960 Standard Error : 0.095			

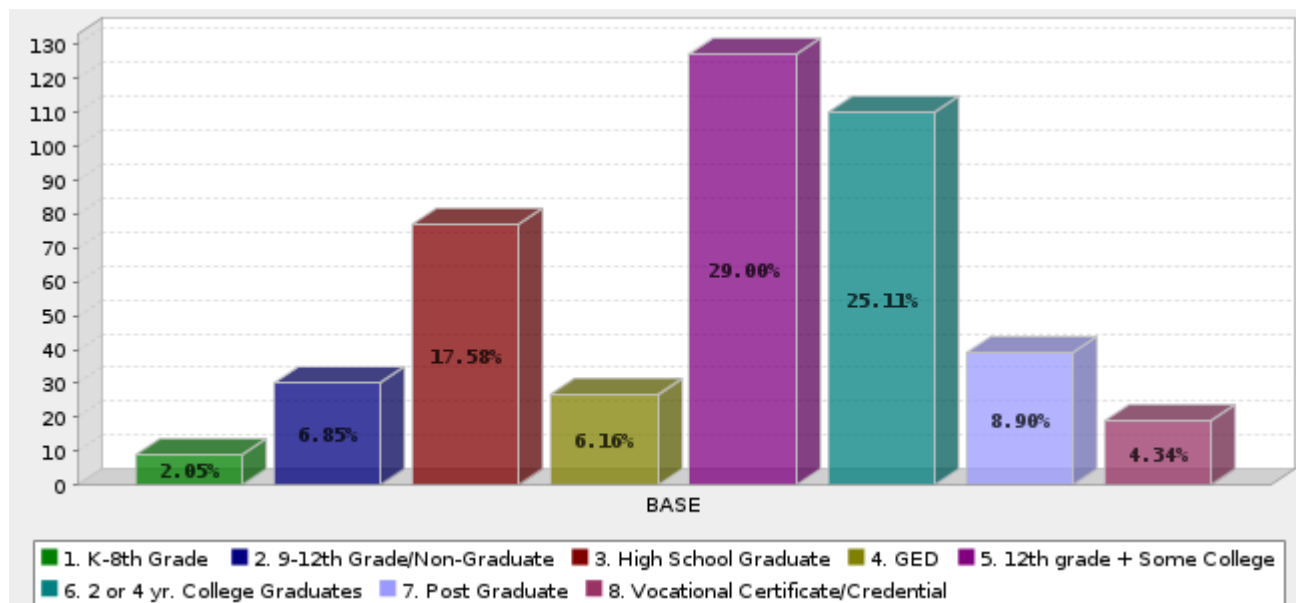
Q19. Please select the range that your annual household income falls under. Please consider the sum of your income and your household members' when you make the selection. Your household includes anyone that you live with and share your finances with (you help support them and/or they help support you), don't include anyone who rents a room or who are otherwise independent.



	Answer	Count	Percent
1.	\$0-\$9,112 per year	57	13.48%
2.	\$9,113-\$18,225	51	12.06%
3.	\$18,226-\$24,650	40	9.46%
4.	\$24,651-\$31,075	24	5.67%
5.	\$31,076-\$37,500	31	7.33%
6.	\$37,501-\$43,925	32	7.57%
7.	\$43,926-\$50,350	37	8.75%
8.	\$50,351-\$56,775	21	4.96%
9.	\$56,776-\$63,200	27	6.38%
10.	\$63,201-\$69,625	10	2.36%
11.	\$69,626-\$76,050	16	3.78%
12.	\$76,051 or more	72	17.02%
13.	Other	5	1.18%
	Total	423	100%

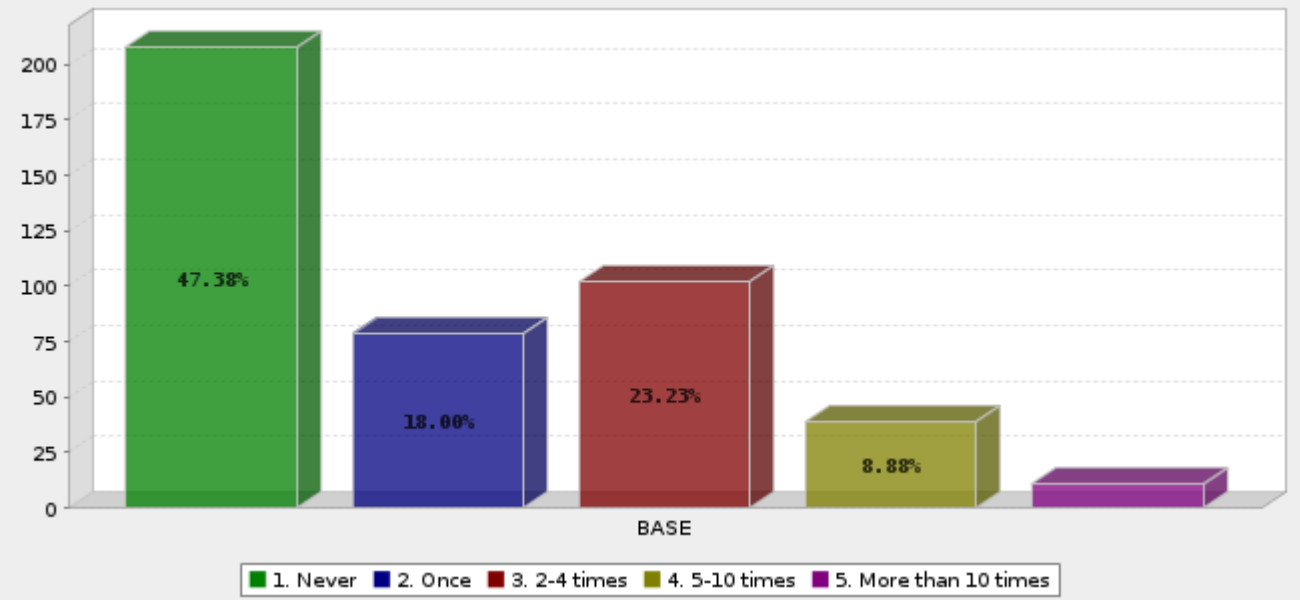
Mean : **6.139** Confidence Interval @ 95% : **[5.766 - 6.513]** Standard Deviation : **3.919** Standard Error : **0.191**

Q12. What is the highest grade level that you completed?



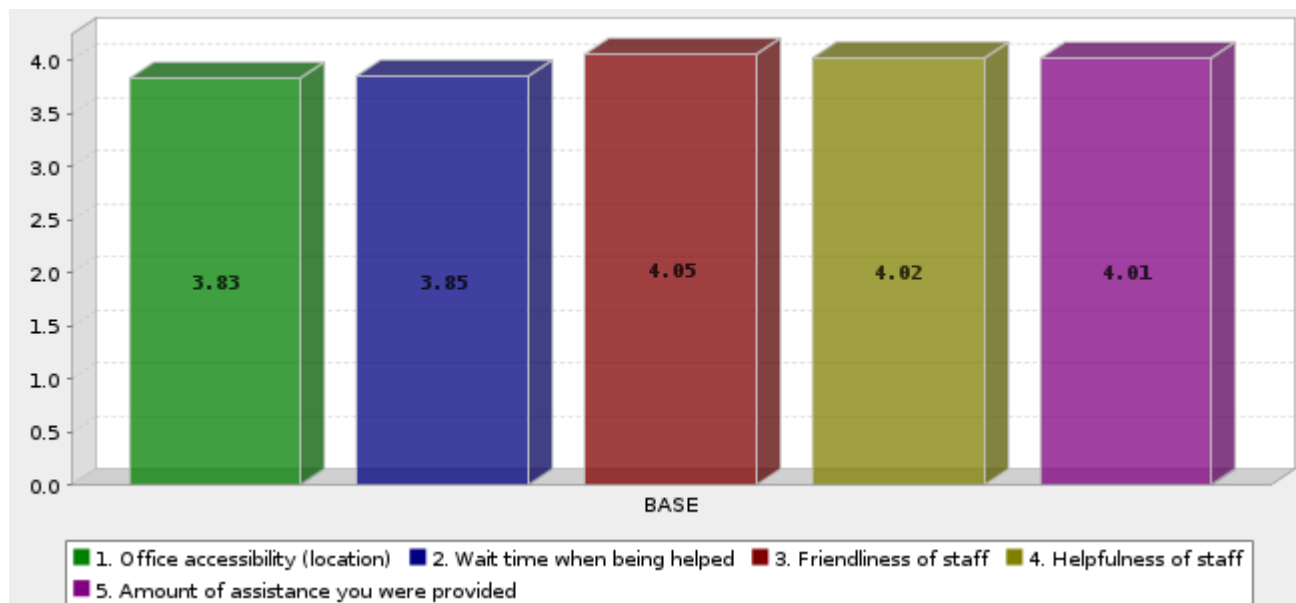
	Answer	Count	Percent
1.	K-8th Grade	9	2.05%
2.	9-12th Grade/Non-Graduate	30	6.85%
3.	High School Graduate	77	17.58%
4.	GED	27	6.16%
5.	12th grade + Some College	127	29.00%
6.	2 or 4 yr. College Graduates	110	25.11%
7.	Post Graduate	39	8.90%
8.	Vocational Certificate/Credential	19	4.34%
	Total	438	100%
Mean : 4.858 Confidence Interval @ 95% : [4.705 - 5.012] Standard Deviation : 1.641 Standard Error : 0.078			

Q58. Have you received services from NCIDC in the past?



	Answer	Count	Percent
1.	Never	208	47.38%
2.	Once	79	18.00%
3.	2-4 times	102	23.23%
4.	5-10 times	39	8.88%
5.	More than 10 times	11	2.51%
	Total	439	100%
Mean : 2.011Confidence Interval @ 95% : [1.905 - 2.118]Standard Deviation : 1.136Standard Error : 0.054			

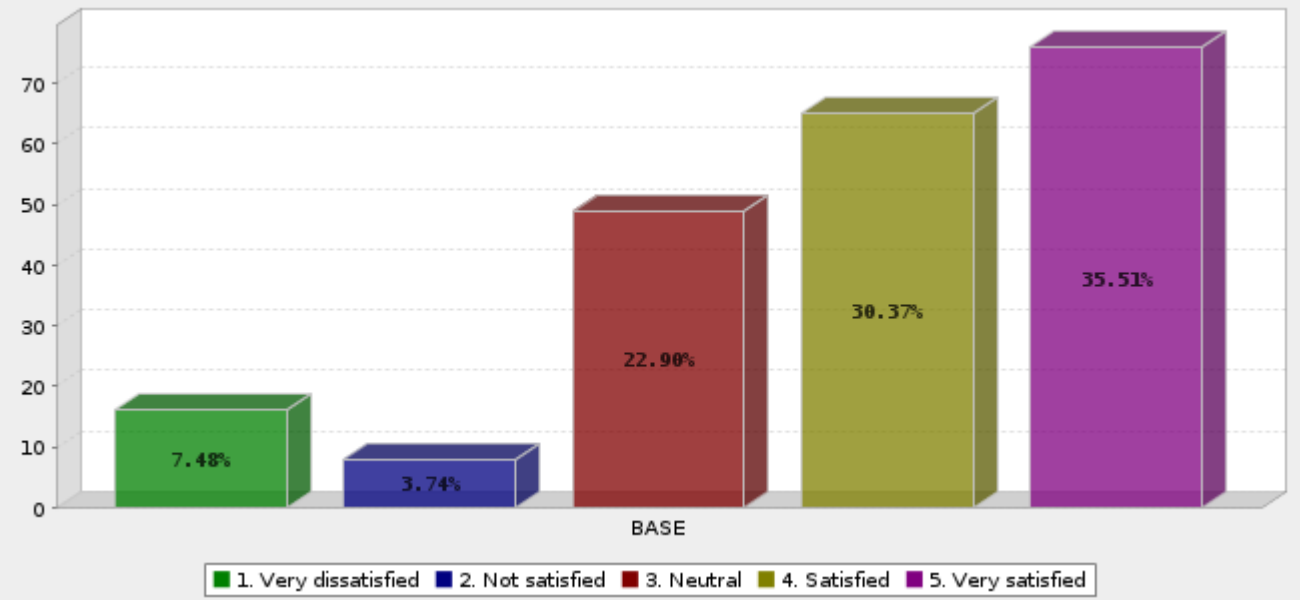
Q59. How satisfied are you with NCIDC's services?



Q59. Overall Matrix Scorecard : How satisfied are you with NCIDC's services?

Question	Count	Score	
1. Office accessibility (location)	214	3.827	
2. Wait time when being helped	189	3.852	
3. Friendliness of staff	210	4.052	
4. Helpfulness of staff	211	4.024	
5. Amount of assistance you were provided	214	4.014	
Average		3.954	

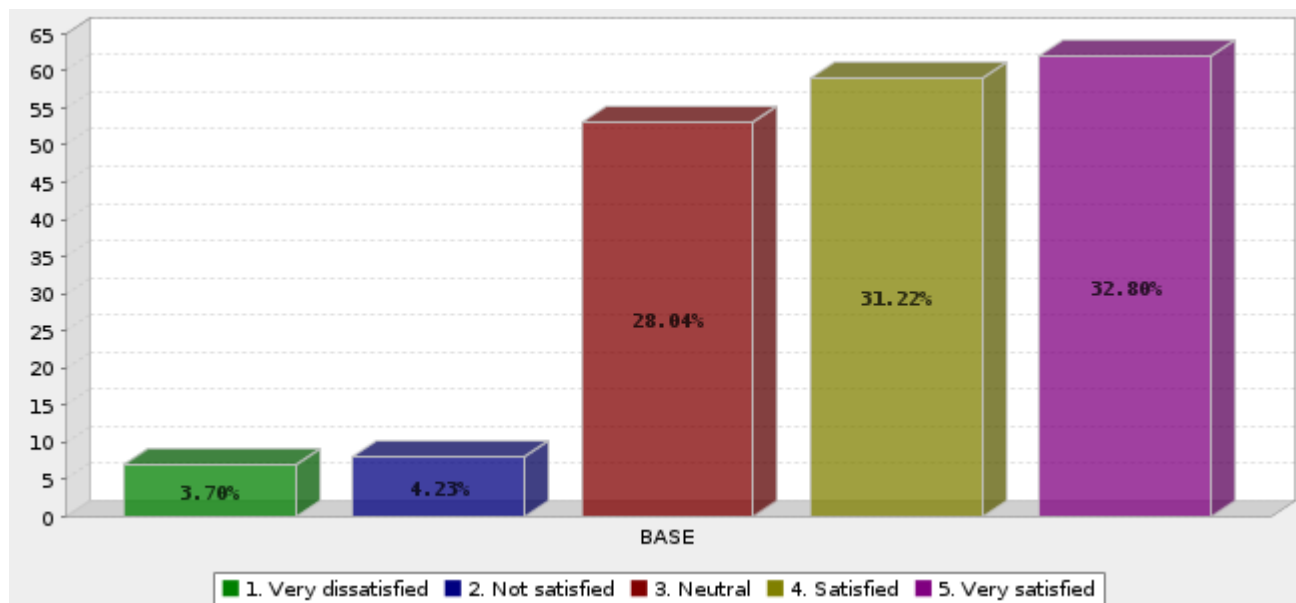
Q59. Office accessibility (location)



	Answer	Count	Percent
1.	Very dissatisfied	16	7.48%
2.	Not satisfied	8	3.74%
3.	Neutral	49	22.90%
4.	Satisfied	65	30.37%
5.	Very satisfied	76	35.51%
	Total	214	100%

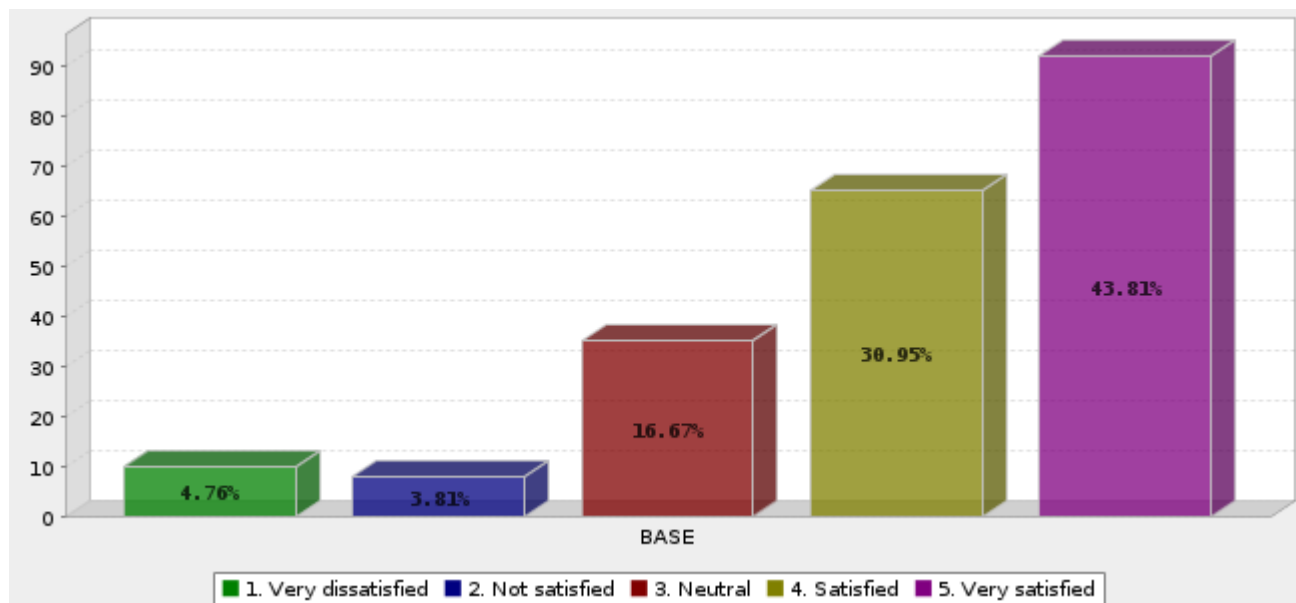
Mean : 3.827Confidence Interval @ 95% : [3.670 - 3.985]Standard Deviation : 1.176Standard Error : 0.080

Q59. Wait time when being helped



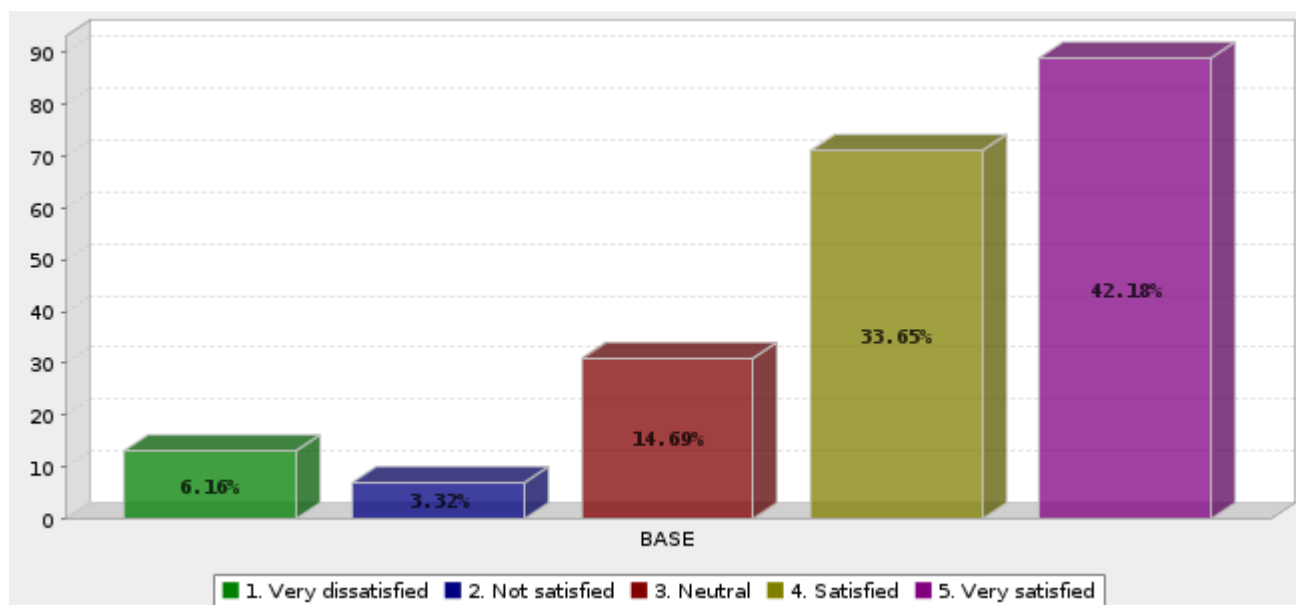
	Answer	Count	Percent
1.	Very dissatisfied	7	3.70%
2.	Not satisfied	8	4.23%
3.	Neutral	53	28.04%
4.	Satisfied	59	31.22%
5.	Very satisfied	62	32.80%
	Total	189	100%
Mean : 3.852 Confidence Interval @ 95% : [3.703 - 4.001] Standard Deviation : 1.046 Standard Error : 0.076			

Q59. Friendliness of staff



	Answer	Count	Percent
1.	Very dissatisfied	10	4.76%
2.	Not satisfied	8	3.81%
3.	Neutral	35	16.67%
4.	Satisfied	65	30.95%
5.	Very satisfied	92	43.81%
	Total	210	100%
Mean : 4.052 Confidence Interval @ 95% : [3.905 - 4.200] Standard Deviation : 1.090 Standard Error : 0.075			

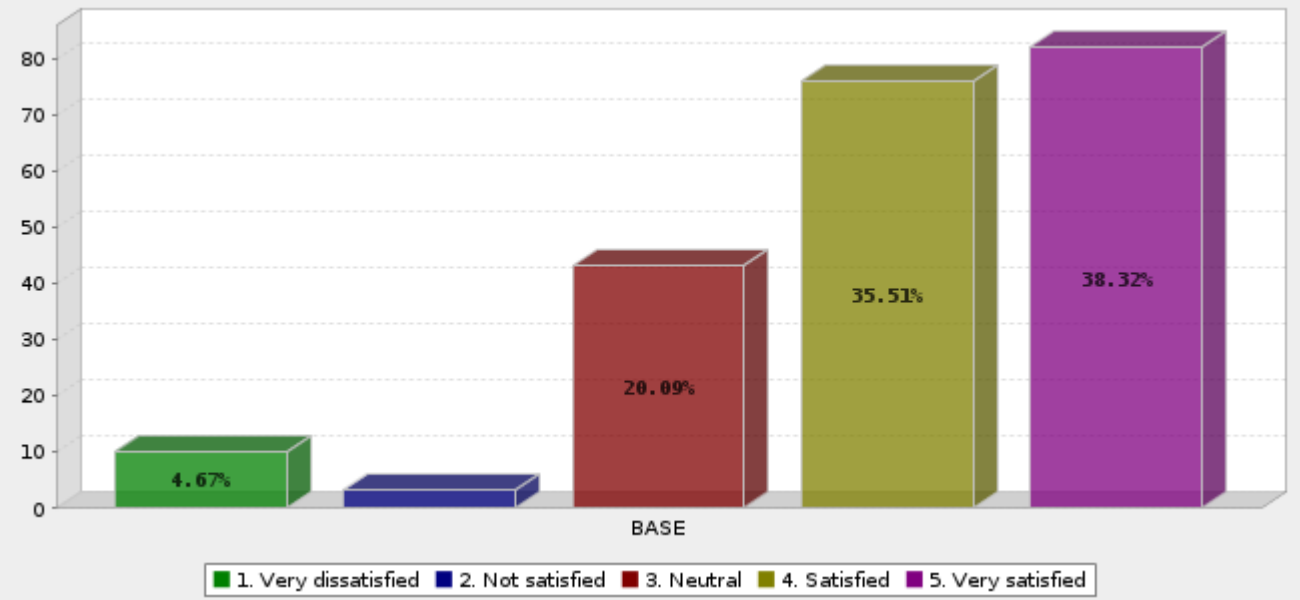
Q59. Helpfulness of staff



	Answer	Count	Percent
1.	Very dissatisfied	13	6.16%
2.	Not satisfied	7	3.32%
3.	Neutral	31	14.69%
4.	Satisfied	71	33.65%
5.	Very satisfied	89	42.18%
	Total	211	100%

Mean : **4.024** Confidence Interval @ 95% : **[3.872 - 4.175]** Standard Deviation : **1.123** Standard Error : **0.077**

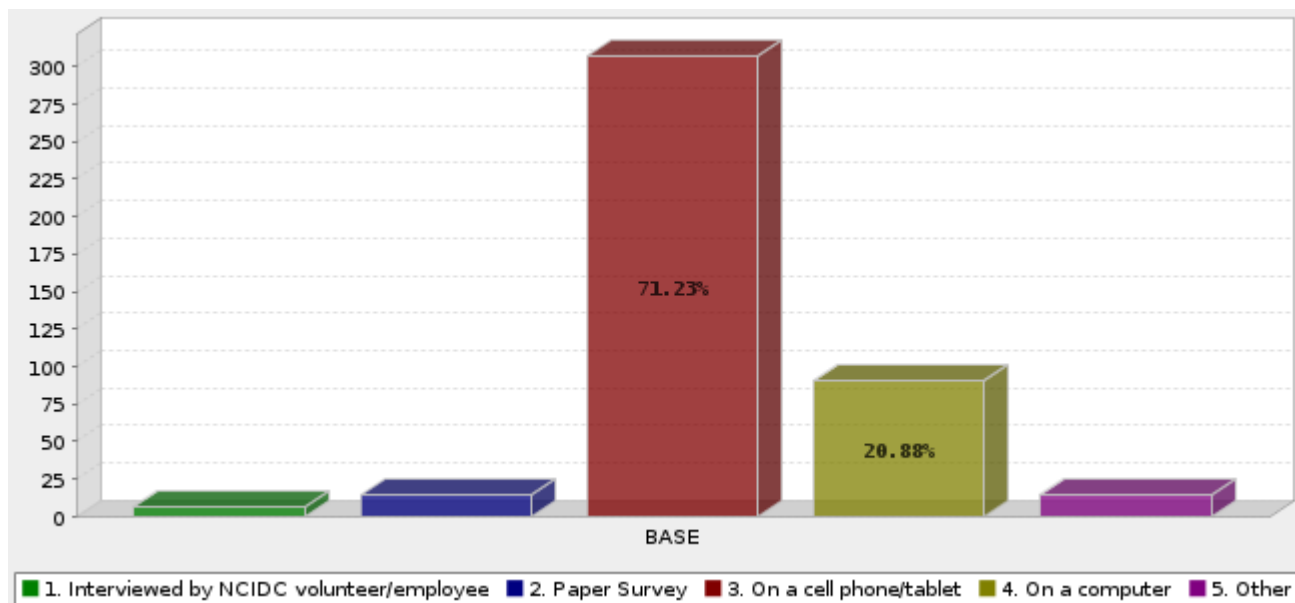
Q59. Amount of assistance you were provided



	Answer	Count	Percent
1.	Very dissatisfied	10	4.67%
2.	Not satisfied	3	1.40%
3.	Neutral	43	20.09%
4.	Satisfied	76	35.51%
5.	Very satisfied	82	38.32%
	Total	214	100%

Mean : 4.014Confidence Interval @ 95% : [3.876 - 4.152]Standard Deviation : 1.032Standard Error : 0.071

Q62. How did you answer this survey?



	Answer	Count	Percent
	1. Interviewed by NCIDC volunteer/employee	6	1.39%
	2. Paper Survey	14	3.25%
	3. On a cell phone/tablet	307	71.23%
	4. On a computer	90	20.88%
	5. Other	14	3.25%
	Total	431	100%
Mean : 3.213 Confidence Interval @ 95% : [3.155 - 3.272] Standard Deviation : 0.618 Standard Error : 0.030			

2023 Northern California Indian Development Council, Inc Community Needs Focus Groups

Three focus groups and one workshop were conducted throughout NCIDC's service area during the month of April 2023. The structure, questions and feedback differed between each group. The following areas of concern were voiced as primary community needs:

- Housing
- Cultural/Spiritual/Ceremonial Activities
- Education and Job Training
- Adequate Employment Opportunities
- Access to Mental Healthcare
- Access to Rehabilitation Services (Drug + Alcohol)
- Youth Support
- Transportation
- Access to Technology
- Childcare + Elder Care
- General Assistance

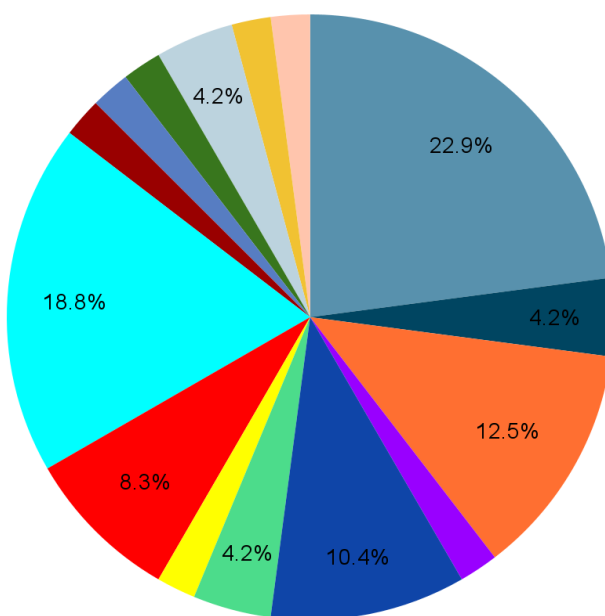
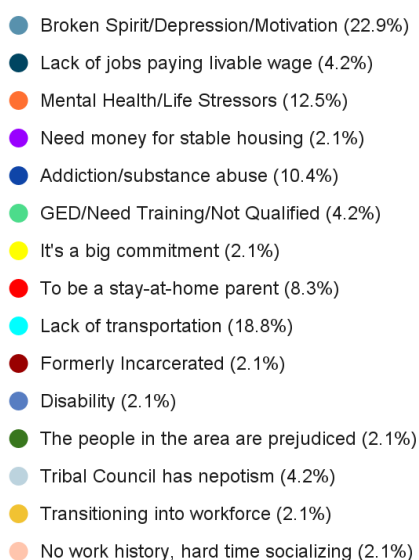
Humboldt County

A workshop was conducted at the California Indian Big Time & Social Gathering held at CalPoly Humboldt on April 8th, 2023. A mix of short answer and multiple choice questions were asked about community needs, posted on easel pads and answered anonymously. The following is a summary of the questions and recorded responses.

Short Answer Questions: Although these were free response questions, many participants either wrote the same thing or “voted” for others’ responses. The following charts reflect these “votes.”

1. If you are not working or looking for a job, or if you know someone who isn’t, please briefly tell us why.

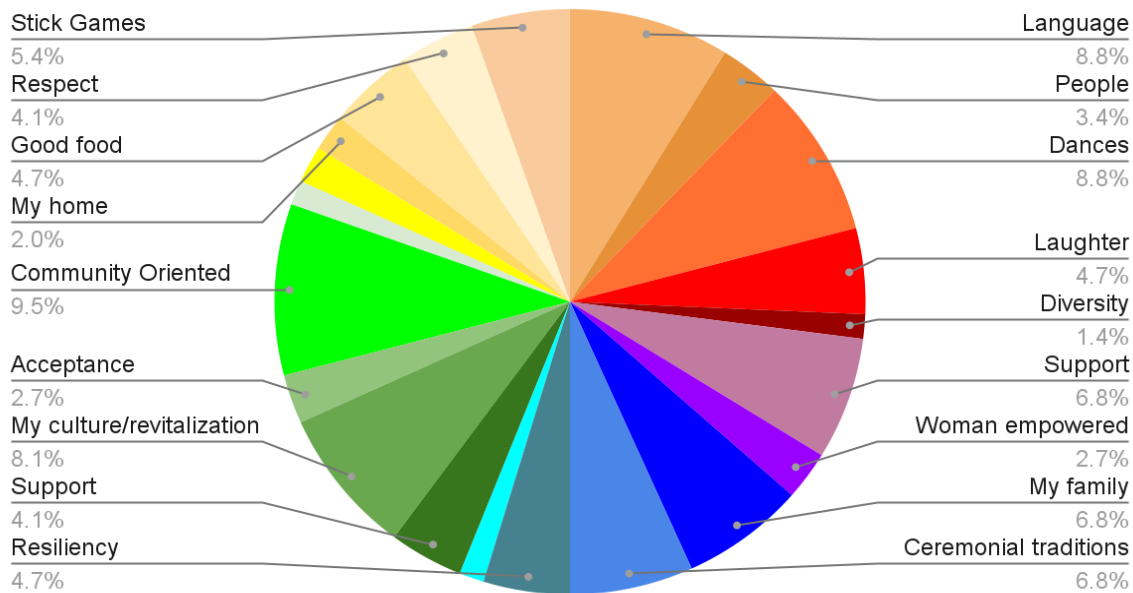
Reasons for Unemployment



The most common response regarding not working/looking for work was having a broken spirit, depression or lack of motivation (22.9%). The second most common response was lack of transportation (18.8%) and the third most common response was mental health and life stressors (12.5%). Broken spirit/depression/motivation and mental health/life stressors combined made up 35.4% percent of responses regarding why people are not working or looking for a job. Addiction and substance abuse (10.4%) and being a stay-at-home parent (8.3%) were also common responses.

2. What is something you love/like about your Tribe?

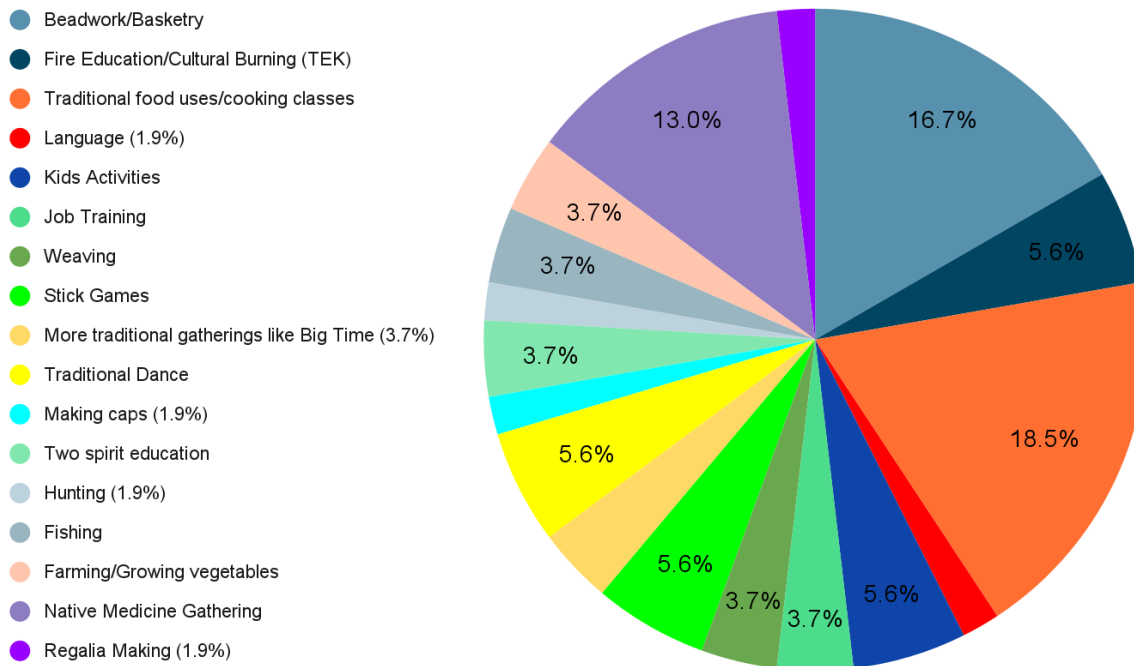
What do you like/love about your Tribe?



The most common response among participants was that they like/love that their Tribe(s) are community oriented (9.5%). People also like/love the language (8.8%), dances (8.8%) and (revitalization of) culture (8.1%). Other things respondents liked/loved about their Tribe(s) were ceremonial traditions (6.8%), participant's families (6.8%) and support from their Tribe(s) (6.8%).

3. What kind of cultural workshops would you like to see in your community?

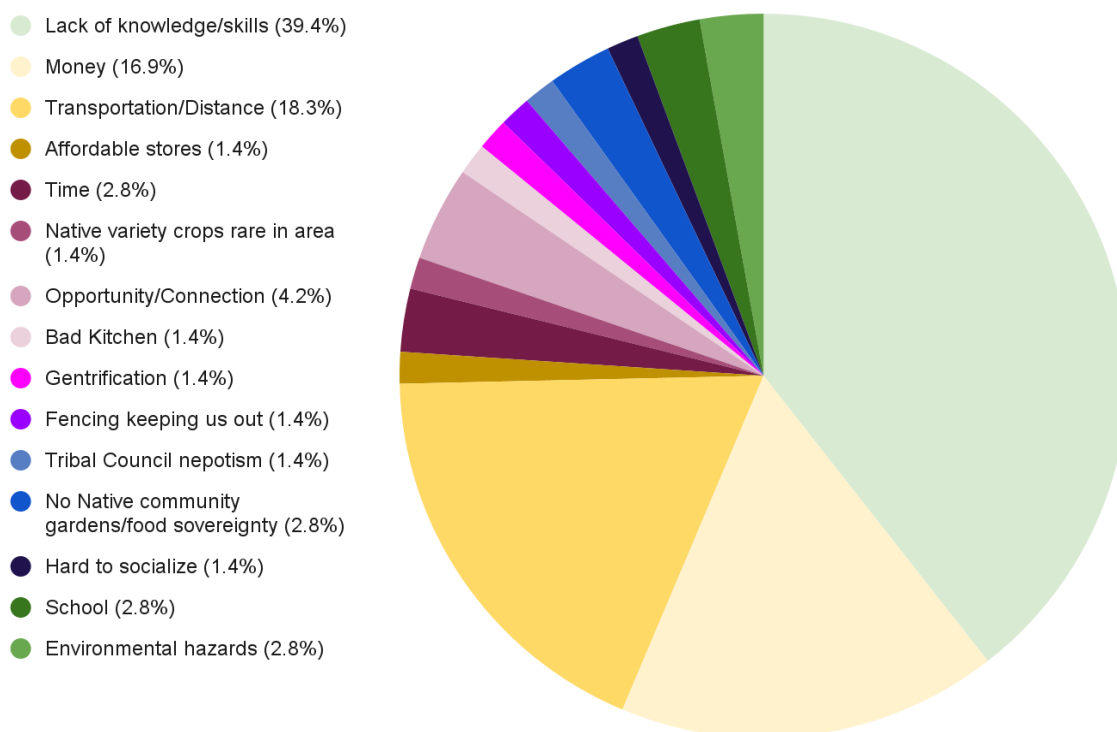
Cultural Workshop Preferences



The most common response for desired cultural workshops was traditional food preparation and cooking (18.5%). Participants also expressed interest in specific workshops that may fall under traditional food preparation, including fishing (3.7%), farming/growing food (3.7%), and hunting (1.9%). In total, all desired traditional food-related workshops combined (traditional food uses/cooking classes, hunting, fishing, and farming/growing vegetables) made up over a quarter (27.8%) of responses. The second most desired cultural workshop was in beadwork/basketry (16.7%) and the third was Native medicine gathering (13%). Other popular interests included kids activities (5.6%), traditional dances (5.6%), stick games (5.6%), and fire education/cultural burning (5.6%). A few participants also expressed a desire for job training, weaving workshops, Two Spirit education, and more traditional gatherings like Big Time.

4. What barriers, if any, prevent you from accessing traditional foods?

Barriers to Traditional Foods



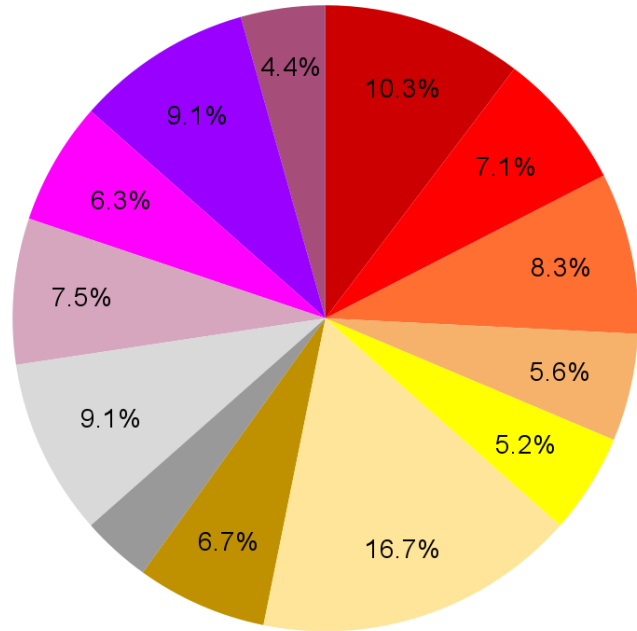
Most respondents said the biggest barrier to accessing traditional foods was a lack of knowledge or skills (39.4%). The second most common barrier was transportation limitations and/or distance from accessible traditional food sources (18.3%), and the third most common barrier was money (16.9%). These top three barriers made up a significant portion (74.6%) of participants' answers, meaning that the other twelve barriers were not nearly as common among participants. A few participants also referenced barriers to connection and opportunities within the community, an absence of community gardens and food sovereignty systems, a lack of time, and environmental hazards.

Multiple Choice Questions: The following questions provided a list of options for participants to choose from for each question. Participants were given stickers to respond to questions below.

1. Choose the top three things that you think are needed in your area. (Participants were given 13 options to choose from.)

Native Community Needs

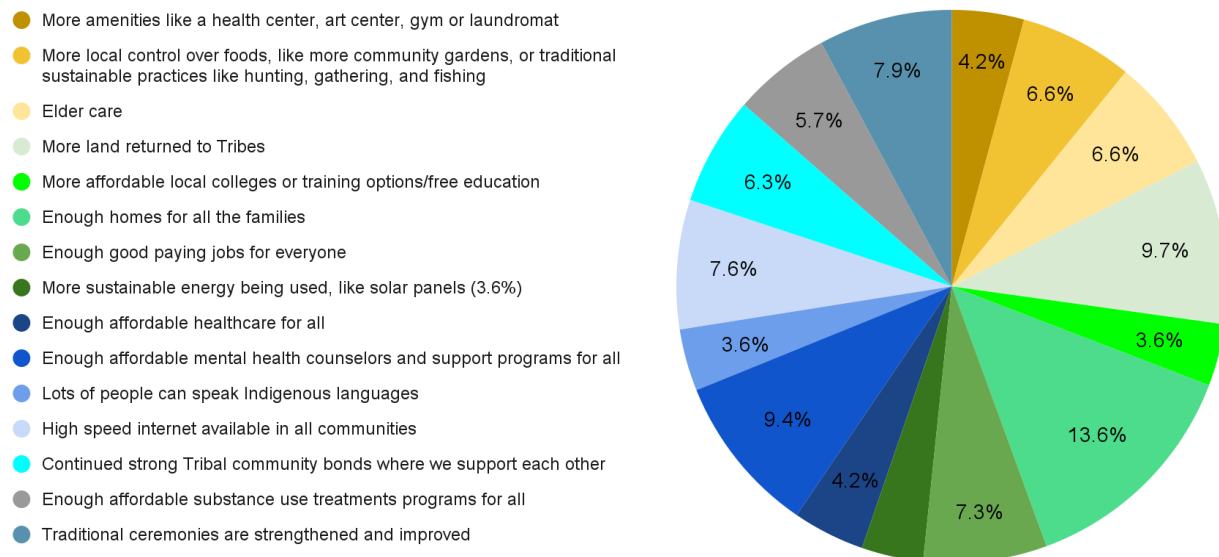
- Help paying their bills or buying basic things (food, clothes)
- More transportation options (bus routes/stops)
- More cultural/spiritual/ceremonial activities
- Cheaper and/or more healthcare options
- Cheaper and/or more counseling options
- More affordable housing
- Help getting through school, such as tutoring
- Support to go to college or get training (3.6%)
- More Tribal language education opportunities
- More affordable rehab/supports: drugs/alcohol
- Childcare for their kids
- Better job opportunities in the area
- More and/or better grocery stores



More affordable housing was the biggest need expressed by participants (16.7%). The second biggest need participants chose was help paying bills or buying basic things like food or clothes (10.3%). Other needs participants deemed a priority were better job opportunities in the area (9.1%), more Tribal language education opportunities (9.1%), more cultural/spiritual/ceremonial activities and/or dances (8.3%), and more affordable rehab or support options for drugs/alcohol (7.5%). The least needed item on the list was support to go to college or get training. There may be bias in the population sampled regarding college support, given this information was gathered on a university campus.

2. Which of these things, if any, do you wish would happen in your Tribal Community over the next few decades? Choose up to six. (Participants were given a list of 15 options to choose from.)

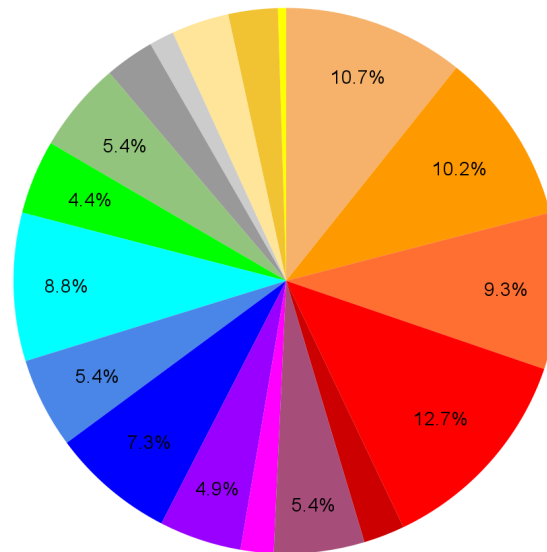
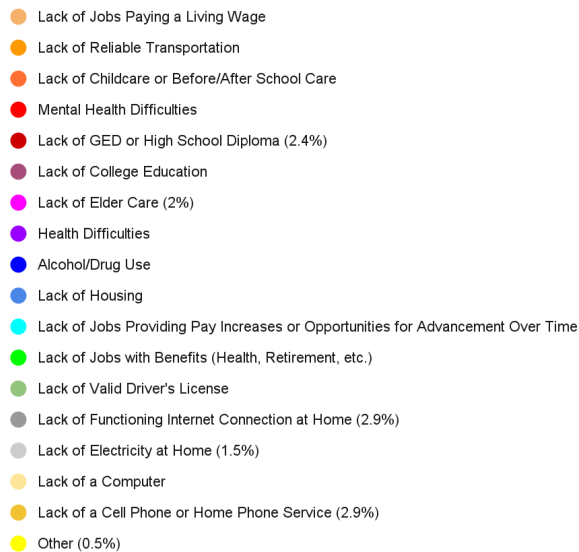
What do You Wish Would Happen in Your Tribal Community Over the Next Few Decades?



In summary, enough homes for all the families had the most votes (13.6%) as a long term hope for local Tribal communities, followed by more land returned to Tribes (9.7%) and enough affordable mental health counselors and support programs for all (9.4%). Participants also commonly desired strengthened/improved traditional ceremonies (7.9%), universal access to high speed internet (7.6%), and enough good paying jobs for everyone (7.3%). The least desired hopes expressed by participants were more sustainable energy being used like solar panels, lots of people can speak Indigenous languages and more affordable local colleges or training options/free education.

3. Choose your top three barriers to getting and/or holding a job. (Participants were given 18 options to choose from.)

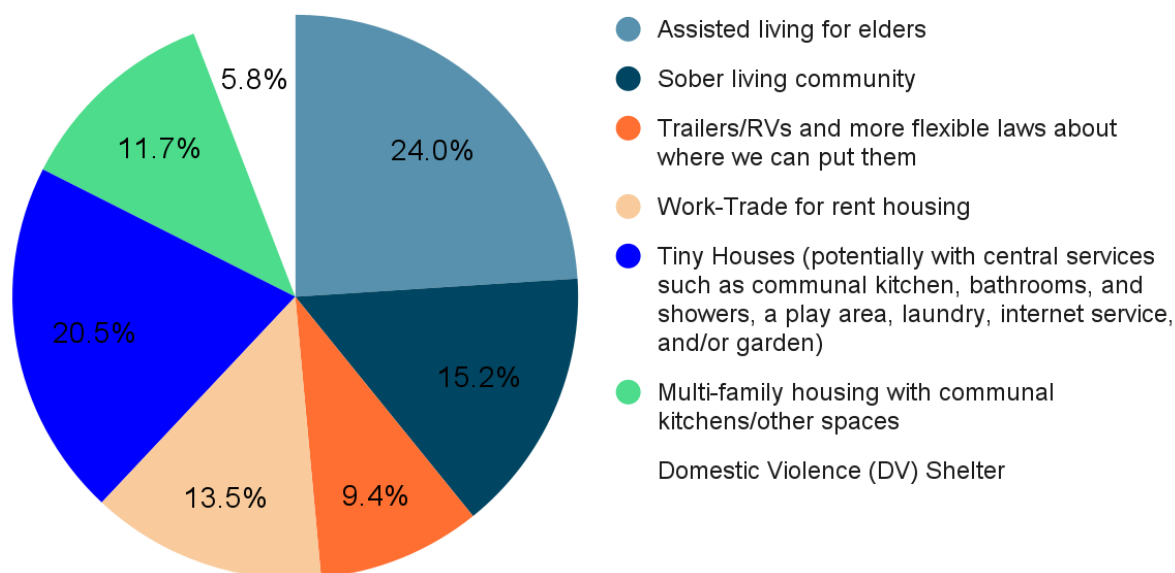
Barriers to Holding a Job



Mental health difficulties (12.7%) was participants' number one barrier to holding a job. A lack of jobs paying a living wage (10.7%), and a lack of reliable transportation (10.2%) were also top barriers among participants. Other common barriers were a lack of childcare or before/after school care (9.3%), a lack of jobs providing pay increases/opportunities for advancements over time (8.8%), and alcohol/drug use (7.3%). Lack of elder care, lack of electricity at home, and "other" were the least chosen barriers among participants.

4. Which additional housing alternatives do you think would be most helpful in your Tribal community? Choose up to two. (Participants were given a list of seven options, including “other.”)

Which additional housing alternatives do you think would be most helpful in your Tribal Community?



The most common choice for helpful additional housing alternatives in one's Tribal Community was assisted living facilities for elders, with nearly a quarter (24%) of participant votes. Tiny houses with central services (20.5%) and a sober living community (15.2%) were also commonly picked. Even though "DV (Domestic Violence) Shelter" was chosen least, it was added by a participant in the "other" category after several participants had already answered the question.

5. Would you be interested in healthy foods and food preparation workshops, or events around getting out and moving?

46 participants voted yes in response to this question.

There could be potential limits or bias in the group of people surveyed above. This event was hosted at a university, which means there could be more people present with access to education and/or transportation that may not be representative of the entire Native community.

Del Norte County

A focus group was conducted at Del Norte High School in Crescent City, on April 14, 2023. 14% of Del Norte High School's students are Native, including youth of Tolowa, Yurok, Wiyot and Hupa descent. Questions were asked in a circle of 25-28 Native youth, led by a Native teacher and three NCIDC staff. Students were asked about changes they would like to make in their school, learning about Native people in class, leadership opportunities, and community needs.

Regarding changes to the school, several participants asked for bigger and better facilities at their school, including hallways and classrooms, heating, sports facilities, bathrooms, lockers, improved food quality/options, and more safe places to hang out. Some respondents wanted a later school start time. Participants expressed feeling policed on campus, between drug dogs sniffing their backpacks and hall monitors timing them in the bathroom. They also wished they could bring backpacks inside the classroom (a response to school shootings), and have doors reattached on the bathrooms (a result of vaping indoors). Lastly, one participant wanted more field trips.

When asked about reactions to learning about Native people in class, many participants felt that there was inaccurate, untruthful, or no information about Native people in school. They felt that textbooks should be updated with the full truth, even if it is sensitive. The teacher also mentioned that there should be more Native people teaching in schools. Overall, they felt that both peers and faculty know little about Native people and that there should be more respect when teaching and talking about Native people.

Many participants were very interested in representing and advocating for their peers in a leadership role, if not alone then alongside others.

Participants were broken into four groups of 5-7 and were asked to choose three needs from a list of 13 that are most needed in their area. All four groups agree that more affordable housing was a top three need in their area. Three out of four groups felt there was a need for more cultural/spiritual/ceremonial activities. Two groups felt their community needs more support for paying bills. Finally, one group each chose more/better job options, more rehab facilities, and cheaper/more healthcare as important needs in their community. After reviewing each group's answers, the class collectively chose the top three needs for their area. The biggest need was more affordable housing, followed by more cultural/spiritual/ceremonial activities and lastly more support for paying bills.

Trinity County

A focus group was conducted in partnership with the California Tribal TANF Partnership (CTTP) at their office in Weaverville on April 19, 2023 to discuss Trinity County Native workforce needs. CTTP, the Nor Rel Muk Wintu Nation, and the Tsnungwe Tribe were all partners in this process, and pivotal in distributing the focus group information to recruit participants. There were ten participants; five in person and five on zoom. All but one participant was an adult.

When asked what barriers were experienced in getting or holding a job, participants expressed various transportation limitations, including a lack of public transportation, hazardous roads, and affordability of appropriate vehicles and fuel. Other barriers participants discussed were limited internet access and the financial burden of gear, licenses and identification proof, and specific training or certifications required for work. Focus group respondents also felt that addiction and/or history of substance abuse was a barrier for local employment. Participants expressed that Trinity County has unique challenges affecting

the workforce, including treacherous weather conditions year round, unreliable/unaffordable internet service and a general lack of affordable goods and services. This paired with not enough well-paying jobs or opportunities/resources to train and compete for specialized jobs is leaving participants feeling pushed out by out-of-county labor. Participants say that local unemployment might be high due to community members receiving other financial assistance and a lack of affordable childcare in the area. Although the focus group agrees that there are plenty of employment opportunities in Weaverville, many of these opportunities do not pay well or provide room for growth.

Participants expressed an interest in subsidized job training, including training for wildland firefighter type II, cultural monitoring, hazmat, fire camp, natural resources, interview skills, CPR and first aid, entrepreneur, and job training for minors who do not go straight into college.

Siskiyou County

I. Yreka: Focus Group

The focus group for Siskiyou County was held in partnership with the Karuk Tribe and the Kahtishraam Wellness Center in Yreka on April 29th, 2023. The Karuk Tribe and Kahtishraam Wellness Center staff were extremely helpful in distributing the focus group information to recruit participants. There were six in-person participants and one zoom participant. NCIDC staff also stopped at the Karuk Basket Weavers Gathering in Happy Camp the same day to ask attendees about Native community needs.

The focus group was asked about their concerns in general regarding community needs. Participants expressed a concern over having enough affordable housing, including second-chance housing and transitional housing for Native community members who have a history of substance abuse or a criminal record. Many participants mentioned a severe lack of mental healthcare for the entire community, as well as a lack of support for the houseless population in Yreka. Participants had concerns with public safety due to these gaps in services as well as a presence of prejudice in the area.

Focus group participants were collectively very concerned about the well-being of Native youth. Respondents felt there were inequitable opportunities for Native youth including a lack of healthy and cultural activities and a lack of educational support, and that there is a lack of a strong male presence in many families. Participant desires include more college courses and/or college prep in local high schools, access to college scholarships, opportunities for youth to work on Tribal land, more youth programs and cultural workshops for families, and ceremonies for youth as a way to instill value/morals in oneself and as a healthy outlet instead of drugs or alcohol.

When asked about access to traditional foods, a few participants did not have an interest in having more access. One participant described the biggest barrier as there being enough families who still know how to traditionally access this food and actively teach these practices to their children. Another participant expressed not having the time and energy outside of working to access and prepare traditional foods. The lack of resources to afford these foods or plant gardens was also mentioned.

Participants also expressed wanting more follow-up, in-person help and communication from NCIDC, as well as better advertisement of NCIDC's services and events. Other suggestions included a place to exhibit or sell handmade arts and crafts, partnering with other organizations for grant funding, and consistent bus routes between Tribal housing and the grocery store.

II. Happy Camp: Short Interviews

Participants at the Karuk Basket Weavers Gathering were asked at random about community needs. Most participants did not live in Happy Camp, but rather Yreka or Orleans. The following is a summary of responses.

A few people mentioned concerns around effects of wildfires, including physical health of community members and access to fire insurance and fire hardening one's home. Participants also shared that housing in Yreka, Happy Camp and Yreka was extremely limited (whether someone is a Tribal member or not), partially due to fire damage in Happy Camp and outside of Yreka the last few years.

Access to childcare, especially for children under 5 years, was a need mentioned by several participants. Orleans has no childcare option which, according to participants, has resulted in families having to leave the area to find help.

One participant suggested improving youth employment in the Hoopa, Weitchpec, Orleans and Happy Camp area, suggesting more training opportunities in natural resources as alternatives to leaving the area and getting a bachelor's degree. The participant felt there is discrimination in employment opportunities in this region. Another participant said they would like to see more work training opportunities, especially business training.

Lastly, one participant suggested a hygiene center where they could wash their clothes, use computers, and get free phone access locally.

APPENDIX G- Blank 2023 NCIDC Adult Community Needs Assessment Survey

This is the NCIDC adult survey, designed for **adults 18 and over**. We are asking you to complete this survey so we can better understand the needs of California Native American Communities. The information is used to determine the **funding** and **priorities** for services needed by Native people and communities for the **next several years**. This way, a variety of different programs can target their limited resources to where they have the **most impact**.

These programs include services for elders, youth, employment and training, energy assistance, emergency and disaster assistance, and a variety of other programs.

Hearing your voice will assist us in making sure we are **meeting real needs** in your tribe and community.

The survey should take less than 12 minutes to complete.

Your privacy is our number one concern.

Some of the questions are **personal** and **sensitive**, but all of your answers are **voluntary** and **anonymous**. Your answers will only be seen by staff from the NCIDC Eureka office. No one will know who completed this questionnaire. Your answers won't influence any services you receive from NCIDC or our partner agencies.

The survey period ends on April 1st, 2023.

NCIDC
241 F Street Eureka, CA 95501
(707) 445-8479
www.ncidc.org
info@ncidc.org
[Twitter](#) [Facebook](#) [Instagram](#)

Demographic Info

* What county do you live in? This survey is targeted to California Native American communities, so California counties are listed in the drop down menu.

Enter your zip code

What is your age group?

This survey is designed for adults. If you are under 18, please switch to NCIDC's youth survey at youthsurvey.ncidc.org.

- ☐ Under 18
- ☐ 18-24
- ☐ 25-44
- ☐ 45-54
- ☐ 55-59
- ☐ 60-64
- ☐ 65-74
- ☐ 75+

* What is your race/ethnicity? Please select all that apply.

- ☐ American Indian or Alaskan Native
- ☐ Black or African American
- ☐ Native Hawaiian/Pacific Islander
- ☐ Asian
- ☐ White
- ☐ Hispanic or Latino
- ☐ Not listed (Please enter below)

If you checked "American Indian or Alaskan Native", which Tribe(s) do you identify with?

Do you live on a Reservation/Rancheria or Indian trust land?

- ☐ Yes ☐ No

Housing

Have you experienced any of these situations in the last year? Mark all that apply.

- ☐ The place where I slept changed regularly.
- ☐ The main place I slept was not meant for people to sleep long-term- like a car, park, abandoned building, bus or train station, airport, or camping ground.
- ☐ I lived in a temporary housing shelter (including hotels and motels paid for by government programs/nonprofits, congregate shelters, and transitional housing)
- ☐ I couch-surfed because I could not get permanent housing.
- ☐ I applied for housing assistance and didn't get it.
- ☐ None of the Above

Has your home been damaged due to weather, fires, earthquakes, or other recent disasters?

- ☐ Yes ☐ No ☐ Does Not Apply

Arts & Culture

How does participating in community activities such as arts, sports, and culture affect your life?

Please rate how strongly you agree or disagree with these statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I am able to express my identity through cultural activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in cultural activities is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in spiritual/ceremonial activities is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in cultural activities makes me feel like I belong in a community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in spiritual/ceremonial activities gives me comfort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>I believe participating in cultural/ceremonial/spiritual activities is important for youth development.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employment

Please select everything that applies to your employment status.

- ☐ I am working full-time (30 or more hours at one job)
- ☐ I am currently unemployed and looking for a job
- ☐ I am working part-time
- ☐ My work is full-time, but seasonal/temporary

- ☐ I am retired
- ☐ I am disabled
- ☐ I am staying at home to be a caregiver
- ☐ I work two or more jobs
- ☐ I am self-employed (I have my own business or I sell my own products/food)
- ☐ I am an independent contractor (You are not getting benefits; examples include commercial fisherman, Uber drivers and other app-based workers, and consultants)
- ☐ I am not working or looking for a job (and not retired, disabled, or being a caregiver)
- ☐ Other

If you are not working or looking for a job, please circle your current situation so we can better understand the non-working population.

- ☐ I am not able to work
- ☐ I am going to school or training
- ☐ I don't want to work because there aren't any desirable job options in my area
- ☐ I don't want to work because I'm not qualified for the jobs that I want
- ☐ Other

Please list why

Would you be interested in participating in training to learn vocational skills? **Please select any that you might be interested in, and/or write in any that are not included.**

- ☐ Automotive repair
- ☐ Business/Accounting/Management

- ☐ Information Technology (IT)/Computer
- ☐ Engineering/Construction/Carpentry/Plumbing/Welding
- ☐ Cosmetology/Barber/Stylist
- ☐ Cooking/Hospitality
- ☐ Education/Child Care
- ☐ Arts/Design/Media
- ☐ Firefighting/Paramedic/Police
- ☐ Farming/Fishing/Forestry/Veterinary
- ☐ Healthcare/Mental Healthcare
- ☐ Massage therapy/Chiropractic/Physical Therapy
- ☐ Real estate
- ☐ Truck Driving/Heavy Equipment
- ☐ **Other**
- ☐ **I'm not interested in participating in training**

Please rate each of the following barriers to **getting or holding a job** by checking how strongly you agree or disagree that this is a problem in your household.

Not a Barrier

Somewhat a Barrier

A Major Barrier

1	Lack of a GED or High School Diploma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓	Lack of college education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Check any emergency assistance that your family needed in the last year, and whether you received the help you needed.

For example, if you needed food access assistance in the last year and received help, then you would check the first box, if you did not receive help you would check the second box, and if you did not need help you would check the third box.

	Needed and Received Help	Needed and Didn't Receive Help	DID NOT Need
1 Food assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 Fuel or utility payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Community

How frequently have these things happened to you in the last year?

	Never	1 - 4 Times	5 - 10 Times	More than 10 Times
I was unfairly treated or discriminated against based on my race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I heard or experienced racial stereotyping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been a victim of a non-violent crime in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been a victim of a violent crime in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you think there should be more training and/or opportunities for future leaders and volunteers

in your Tribal community?

- ☐ Yes, I think there should be more
- ☐ No, I think there are enough
- ☐ I'm not sure

Family

Are you caring for a child(ren)?

- ☐ Yes
- ☐ No

Earlier in the survey you marked that you are the parent/guardian of a child.

Have you needed educational support for your child(ren) with disabilities or facing school discipline? Please select any that apply.

- ☐ **Individualized Education Plans** (IEP) (An IEP is a guide that lays out the program of instruction, supports, and services children need to make progress and thrive in school. Each program is designed to meet a student's unique needs. The term IEP is also used to refer to the written plan that spells out the specific types of help kids will get. Both the program and the written plan are covered by a federal special education law, or the Individuals Disability and Education Act.)
- ☐ **504 Plans** (This is similar to an IEP, but less in-depth. It usually involves learning accommodations as opposed to entirely specialized education plans. A formal definition with differences between the two can be found at [this link](#).)
- ☐ Advocates that will help parents/guardians with dealing with the school system such as with the Student Study Team (SST) or the School Attendance Review Board (SARB).
- ☐ I have not needed any of these.

If you are a parent/guardian of school-age children, do you regularly attend parent-teacher conferences and/or other school meetings and activities? Please select one.

- ☐ Yes
- ☐ No
- ☐ Does Not Apply

Health

What health care coverage do you have?

- ☐ Medi-Cal
- ☐ Covered California
- ☐ Private Insurance - I pay myself
- ☐ Private Insurance through my work
- ☐ Medicare (I'm retired)
- ☐ IHS Access Only
- ☐ I don't have any
- ☐ I don't know

Is it difficult for you to get health care when you need it? Please select one.

- ☐ Yes
- ☐ Sometimes
- ☐ No
- ☐ Does Not Apply

Please briefly describe why.

Is it difficult for you to get mental health care when you need it? Please select one.

- ☐ Yes
- ☐ Sometimes
- ☐ No
- ☐ Does Not Apply

Please briefly describe why.

We'd like to know what you think are the most common mental health issues in your community or family (including yourself). How would you describe the mental health concerns, difficulties, and/or needs?

- ☐ Depression
- ☐ Loneliness
- ☐ Social Isolation
- ☐ Self-esteem
- ☐ Suicidal ideation
- ☐ Self-harm
- ☐ Trauma
- ☐ Loss of cultural traditions/Identity
- ☐ Panic Attacks
- ☐ Stress
- ☐ Substance abuse
- ☐ Anxiety
- ☐ Developmental disabilities
- ☐ Attention-deficit/hyperactivity disorder (ADHD)
- ☐ None
- ☐ Other

Are there Native American wellness opportunities available in your local area? Examples of wellness opportunities include Gathering Of Native Americans (GONA), Red Road, Talking Circles, and family/intergenerational support. Please select one.

- ☐ Yes ☐ No ☐ Unsure

Additional Information

Gender? (self identified)

- ☐ Male
- ☐ Female
- ☐ Non-binary
- ☐ Decline to State
- ☐ Not Listed (Please Enter Below)

Please select the number of people that are a part of your household, **including yourself**. Your household includes anyone that you live with and share your finances with (you help support them and/or they help support you), don't include anyone who rents a room or who are otherwise independent.

- ☐ 1 (Only you)
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ Other

Please select the range that your **annual household income** falls under. Please consider the sum of your income and your household members' when you make the selection.

Your household includes anyone that you live with and share your finances with (you help support them and/or they help support you), don't include anyone who rents a room or who are otherwise independent.

- ☐ \$0-\$9,112 per year
- ☐ \$9,113-\$18,225
- ☐ \$18,226-\$24,650
- ☐ \$24,651-\$31,075
- ☐ \$31,076-\$37,500
- ☐ \$37,501-\$43,925
- ☐ \$43,926-\$50,350
- ☐ \$50,351-\$56,775
- ☐ \$56,776-\$63,200
- ☐ \$63,201-\$69,625
- ☐ \$69,626-\$76,050
- ☐ \$76,051 or more
- ☐ Other

What is the highest grade level that you completed?

- ☐ K-8th Grade
- ☐ 9-12th Grade / Non-Graduate
- ☐ High School Graduate
- ☐ GED

- ☐ 12th grade + Some College
- ☐ 2 or 4 yr. College Graduates
- ☐ Post Graduate
- ☐ Vocational Certificate/Credential

Closing Questions

Have you received services from NCIDC in the past?

- ☐ Never
- ☐ Once
- ☐ 2-4 times
- ☐ 5-10 times
- ☐ More than 10 times

How satisfied are you with NCIDC's services?

	Very dissatisfied	Not satisfied	Neutral	Satisfied	Very satisfied	Not Sure
Office accessibility (location)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wait time when being helped	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friendliness of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helpfulness of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of assistance you were provided	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is one thing you would change about the services you received from your local NCIDC office?

How did you answer this survey?

- ☐ Interviewed by NCIDC volunteer/employee
- ☐ Paper Survey
- ☐ On a cell phone/tablet
- ☐ On a computer
- ☐ Other


If you have any other comments please enter them here:

Appendix H: CSD Flexibility Request

Flexibility Request

NCIDC’s American Indian CSBG network for California serves Indigenous people on- and off-reservation in 57 out of the 58 counties in the state. NCIDC’s member entities include 8 federally-recognized Tribes, we subcontract with two other Indian-serving agencies, and we act as a passthrough entity for over 100 Tribes across the state to receive their government-to-government allocations. This results in a complicated and time-intensive process to collect and combine the information required for service and outcome projections, and the annual report.

Due to the challenges that result from our unique structure, we ask that the California Department of Community Services and Development apply the public agency contract, deliverable, and reporting deadlines to all NCIDC contracts. We require the additional time to submit the annual report by 3/1 because of the sheer scale of the service area, variety of programs, and necessary meetings with subcontractors. The extra time provided by the public agency deadlines gives NCIDC the time needed to accurately and effectively collect the necessary data and documents for the state for the annual report and outcome projections, as well as the time needed to complete important planning and evaluation processes at such a large scale.

Signature 

Date _____

Madison Flynn
Chief Executive Officer, Northern California
Indian Development Council, Inc

Signature 

Date July 11, 2025

Wilmer Brown, Jr.
Branch Chief, Community Services Branch