Cedar Blankets Pilot Site Implementation Plan

Background:

Hello Cedar Blankets Pilot Sites:

So now the work begins – are you excited?

Here are our Next Steps in this amazing Journey

1. **Review Background Information**
   a) Literature Review
   b) Literature Review Executive Summary
   c) Service Delivery Model
   d) PIP Annex B: Results Framework

2. **Develop Implementation Plans**
   a. Consultation with pilot sites (see discussion guide below)
   b. Book 2 meetings with EDs, Managers and Programs leads
      a. Meeting 1 – introduce Implementation Plan and review process
      b. Meeting 2 – draft Implementation Plan
   c. Draft implementation plan based on consultation identifying key short-, medium-, and long-term outcomes

3. **Training – supported online**
   a. Increasing Access
   b. Cedar Blankets Service Delivery Model

4. **Training – face to face**
   c. Individual and Program training eg. Allyship, Decolonization etc.

5. **Communications Plan**

6. **Implementation at each pilot site**

7. **Evaluation (ongoing)**

Implementation Plan (IP)

Here is where we individualize the Cedar Blankets project to fit your unique circumstances.

There are 7 aspects to the Cedar Blankets project.
- ➢ Education & Awareness
- ➢ Indigenizing Ourselves, our Practices and our Programs
- ➢ Cultural Humility
- ➢ How to be Allies
- ➢ Community Engagement
- ➢ Shifting Landscapes and Unique Considerations e.g. relationships with larger community, political environment
- ➢ Policies and procedure changes

Cedar Blankets as a service delivery model was designed to be flexible and organic so be prepared to re-visit and amend the Implementation Plan often during the project life.   The project delivery may be affected by internal changes such as growth of staff team or changes to the program or the organization or by external changes such as changes to governments.

In order to guide our initial conversations here are some overall considerations we will think and talk about while we tailor the project implementation plan to your unique agency and community.

1. Please describe where you see your **organization** currently in responding to Indigenous women and who have experienced violence?

 Here are some specific areas you might want to think about
1. Organizational readiness
     i. Commitment to Anti-Violence programming and growth
     ii. Commitment to Increasing Culturally Safe Indigenous practices
     iii. Internal Resources including financial priorities

2. Bias and Privilege and Allyship
     i. Does the organizational culture reflect readiness for growth in this area
     ii. If you could rate on a scale of 1 (best) to 5 (needs work) where would you say your organization is at in terms of understanding Privilege and Allyship
     iii. What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

3. Cultural Safety and Humility
   i. Does the organizational culture reflect readiness for growth in this area
   ii. If you could rate on a scale of 1 (best) to 5 (needs work) where would you say your organization is at in terms of understanding Privilege and Allyship
   iii. What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

4. Indigenization
   i. Does the organizational culture reflect readiness for growth in this area
   ii. If you could rate on a scale of 1 (best) to 5 (needs work) where would you say your organization is at in terms of understanding the process of Indigenization
   iv. What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

5. Staff recruitment and support
   i. Does the organizational culture reflect readiness for growth in this area
   ii. If you could rate on a scale of 1 (best) to 5 (needs work) where would you say your organization is at in terms of understanding how to best recruit and support Indigenous staff
   iv. What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

6. Policies and Practices
   i. Does the organizational culture reflect readiness for growth in this area
   ii. How has your organization demonstrated a commitment to adopting Culturally safe policies and practices
   iii. How has your organization demonstrated a commitment to seeking Indigenous women's input into service delivery
   iv. What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

7. Community Relations and Engagement
    i.   Does the organizational culture reflect readiness for growth in this area
    ii.   If you could rate on a scale of 1 (best) to 5 (needs work) where would you say your organization is at in terms of understanding how to best engage the local or surrounding Indigenous communities
    ii.   How has your organization demonstrated a commitment to seeking Indigenous women's input into service delivery
    iii.   What concrete steps has the organization taken to promote growth in this area eg. education and training, committee work

Area of Project : Staff Readiness

2. Please describe where you see your **Program Staff** currently in responding to Indigenous women and who have experienced violence?

 Please feel free to use the questions from Organizational Readiness as a guide for your discussion - You can ask yourselves and each of your team members to take stock of where you may be as individual service providers in the following areas:
     Openness to change
     Decolonization
     Bias and Privilege
     Allyship
     Cultural Humility
     Position of work self vs community self

Program readiness
     Time for Training
     Method of Training
     Skills based learning
     Previous Indigenous training?
     Evaluation Plan – Who it goes to ie. BOD or Leadership
                    Create resident Survey – who needs approval
                    Accredited Organizations? – does it align with standards/special permissions

Community Engagement

        Local Indigenous Community

        Ongoing regional issues

        Traditional Teachings

        Geographic Territory

        Family Systems

        Distinction based Training

Where are we at?

        As individual service providers

        As a program

        As an organization

        As members of a community

Where are we going?

        What is our overall vision of our program in terms of providing safe spaces and places for Indigenous families - create a picture for the future

        How do we reposition ourselves as allies and community members?

How do we get there?

        What are the steps we can take to walk towards that picture of the future?

        What are the steps we must take to walk towards that future picture?

        What steps can I take personally and as a staff member?

        What are some practical tools for implementing this training?

        Who else is involved?

        Who are the people who can contribute to this project?

        Do we need approvals and/or P&P alignment?

Next Steps:

We will go over these questions at the initial consultation meeting. You will then go away to your pilot sites to identify what components will be necessary for your implementation plan and how best to prioritize them. We will then meet again in about a month and draft the initial IP and create a work plan.

Implementation Plan Consultation (IP)

Planned Action	Detailed actions	Who is responsible and timeline		Projected Outcomes
Policy and Procedure Review	Forward copies of P & P to allison@bcsth.ca	Pilot Site Organization	BCSTH to receive by April 28th	
	P & Ps will be secured in confidential drop box	Allison		CB staff will review for potential IP considerations
IP initial consultation meeting	Attended by ED, Program Manager, Staff Leads & CB staff Purpose of this meeting is to review IP guide, questions, and identify next steps.	Executive Director (ED) Program Manager (PM) Staff Leads (SL)	TBD	Pilot Sites & CB Staff will have an initial review of IP Guide and questions for consideration PS and CB staff will create workplan for moving forward
	Set initial meeting – Cori will forward a doodle poll to each pilot site	Cori	April 20th	
	Respond to Doodle Poll	ED, PM and SL	Poll Responses set by April 28th	CB staff will confirm each pilot sites meeting dates
	PS will receive Literature Reviews and Service Delivery Model and the Results Framework document	Cori	April 20th	
		SL, PM, and ED	By IP mtg Date determined by poll	PS will have background understanding of project