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MISSING AND MURDERED INDIGENOUS WOMEN-RELATIVES TASK FORCE

THREE YEAR STRATEGIC PLAN

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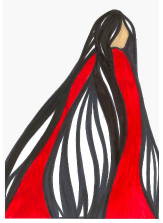
Since time immemorial Indigenous Nations designed and instituted multifaceted societies that promoted health, safety, and inclusion. Children and youth were treated as "sacred and cherished" beings, elders were cared for with respect and compassion, women were held in the highest esteem as the life givers, matriarchs, and backbone of the Nation, men were the protectors and providers guaranteeing the future of the generations of those yet to be born.

Indigenous Nation's philosophy, values, ceremonies, social, economic, and political structures revolved around the natural world, living in balance with our mother-the earth, and the nurturing of relationships between adults and children/youth, male and female, instilling the distinct and important roles and responsibilities of everyone within the Nation.

In the 500 years of colonization the harmony and balance of Indigenous Nations were toppled and replaced with a western colonial system of governance and socio-economic structures resulting in forced removal from traditional homelands, criminalization of spirituality and traditional languages, poverty, boarding schools, intergenerational trauma, removal of Indigenous children and youth from their homes and communities, and disproportionate contact with the criminal justice system. The devasting impact of the Europeans and Settlers on the way of life for Indigenous people was ***forever changed*** and the roots of Missing and Murdered of Indigenous Women-Relatives were born.



A NATION IS NOT CONQUERED UNTIL THE HEARTS OF ITS WOMEN ARE ON THE GROUND

– WORDS FROM A TRADITIONAL CHEYENNE SONG.

The Missing and Murdered Indigenous Women (MMIW) Task Force was created in September 2019 through unanimous bipartisan support from the Minnesota Legislature and was coordinated by the Minnesota Department of Public Safety (DPS), Office of Justice Programs (OJP). On behalf of DPS and the MMIW Task Force, ***Wilder Research***, an independent research unit of the Amherst H. Wilder Foundation conducted extensive research, including reviewing published articles, summarizing laws and policies, accessing relevant data points from state data systems, interviewing experts, and hearing public feedback during several open public comment sessions. The Task Force met quarterly from September 2019 to December 2020 to hear presentations on key aspects of the systems that are involved in the MMIW injustice and deliberated extensively in subcommittees focused on systems, data, and community resources and drafted recommendations for the mandates contained within the MMIW Task Force Report submitted to the Minnesota Legislature in December 2021.

Contained within the MMIW report to the Minnesota Legislature are twenty mandates that are targeted to reduce and end violence against Indigenous women, girls, and Two Spirit people in Minnesota. The twenty mandates serve as the framework for the ***Missing and Murdered Indigenous Women-Relatives Three-Year Strategic Plan***, the strategic planning document is intended to guide the communication, planning, implementation, data collection, evaluation, and sustainability efforts for systematic and community changes within Minnesota state government and community agencies, institutions, social service agencies, public and private schools, industries, and within all communities in Minnesota.

The MMIW Task Force was also directed by the Minnesota Legislature to develop a MMIWR Implementation Plan by June 2021. The MMIWR Steering Committee and contracted consultant, with the expertise of the full MMIWR Task Force, developed the three-year strategic plan.

STRATEGIC PLANNING

Indigenous Nations have intrinsic expertise in developing and implementing complex and effective environmental, scientific, social, and community structural strategic plans for the promotion of health, wellness, protection, safety, resiliency, and sustainability of its people, resources, and homelands.

Today strategic planning is the cornerstone of every common interest and initiative within a community. Without strategic planning, the community will never know where it is going - much less know if it ever got there. A vital concept of strategic planning is an understanding that for the community to flourish, everyone needs to work together to ensure community goals are met.

Developing a strategic plan requires forethought and organization to determine a course of action that will produce and achieve positive results of an organization, program, initiative, or community. The purpose and intent of the ***Missing and Murdered Indigenous Women-Relatives Three-Year Strategic Plan*** is to follow the wisdom of Indigenous peoples for the development of a well-organized structured pathway toward the recommended mandates contained in the ***MMIW Report to the Minnesota Legislature*** in December 2020 to be realized within the next six years.

STRUCTURAL COMPONENTS CONTAINED WITHIN THE MMIWR STRATEGIC PLAN:

Vision Mission

- The overarching **Vision** and **Mission** of the MMIWR strategic plan will reflect and guide staff, partners, community members

Governing Structure

- Oversight of MMIWR office staff and consultants
- Compostion of state and community agencies for the MMIWR advisory group
- Oversignt of volunteers and other contributors to the MMIWR strategic plan

Communication Plan

- Weekly, bi-weekly, monthly exchanges of information on the successes, challenges, goals, objectives, work plans of the MMIWR office (internally and externally).

Community Voice

- Statewide urban, rural, and Tribal communities inclusion in the work of the MMIR Office and the implementation of the MMIWR Strategic Plan
- Representation of those most impacted by MMIWR violence

Partnerships

- Diverse statewide partnerships to ensure impact and sustainability of MMIWR Office and implementation of the MMIWR strategic plan

Logic Model

- Will communicate the underlying theroy about the MMIWR issues, solutions, and resources needed to move forward the solutions recommended in the MMIWR report and strategic plan.

Data Collection Evaluation

- Solid field data collection plan and analysis will guide MMIWR strategic planning priorities each year and leverage/apply resources where they are needed most. Collected data will guide year 2 and 3 implementation. Will measure implementation impact and increase efficiency.

Goals & Objectives

- SMART Goals: Specific, Measurable, Acheivable, Realatable, Time Bound to ensure the mandate within the 2020 MMIW Report are realized
- Objectives will define the strategies to attain the identified goals within the MMIWR Three Year Strategic Plan

Sustainability

- MMIWR Sustainability plan will be driven by community, those most impacted by MMIWR violence and experts.

MMIWR VISION

Reduce and end violence against Indigenous women and all Indigenous relatives in Minnesota.

MMIWR MISSION

The development and implementation of systemic legislative and transformative social justice policies paired with the application of sufficient resources, programs, and services that will foster safety, equity, healing, civil and human rights of Indigenous peoples and communities in Minnesota.

MMIW TASK FORCE REPORT & CALL TO ACTION

Contained within the MMIW Task Force Report submitted to the Minnesota Legislature in December 2020 was a "Call to Action" with twenty mandates that are organized to respond to the Minnesota Legislature's five requirements:

Requirement #1: *Examine systemic causes behind violence that Indigenous women and girls experience, including patterns and underlying factors that explain why disproportionately high levels of violence occur against Indigenous women and girls, including underlying historical, social, economic, institutional, and cultural factors which may contribute to the violence.*

proposed Mandate 1: With tribal consultation, create an MMIW Office to hold the MN Legislature and state agencies accountable for implementing the mandates in this report and develop ongoing recommendations to address the MMIW injustice; facilitate further research; evaluate progress toward implementation and impact of MMIW-related efforts; facilitate technical assistance for local and tribal law enforcement agencies during active MMIW cases; conduct and report on the results of case reviews for select MMIW cases; review sentencing guidelines for MMIW-related crimes; coordinate these efforts with MMIW stakeholders, tribes, and organizations from urban and statewide American Indian communities; and work with relevant DPS divisions to maintain communication and coordinate, as relevant, with federal and state efforts.

Mandate 2: Ensure adequate funding and resources are made available to implement these recommendations.

Mandate 3: Address systemic racism in all systems that interact with Indigenous women and girls (education, health care, housing, child welfare, law enforcement, criminal justice, etc.) by hiring more Indigenous staff, by providing training and education to reduce bias among professionals working in these systems, and by demanding accountability to eliminating bias.

Requirement #2: *Examine appropriate methods for tracking and collecting data on violence against Indigenous women and girls, including data on missing and murdered Indigenous women and girls.*

Mandate 4: Focus on eliminating poverty and meeting basic needs of Indigenous women, girls, and Two Spirit people, and their communities, both in greater Minnesota and urban areas.

Mandate 5: The MMIW Office or another entity should produce an annual MMIW report and dashboard that will use data from state data systems to provide an overview of the MMIW injustice, to track how the issue changes over time, and to see how the MMIW statistics change relative to various programs, initiatives, and systemic changes.

Mandate 6: Ensure state and federal technical assistance and support is provided so tribes have access to and can fully participate in all relevant data system.

Requirement #3: *Report on policies and institutions such as policing, child welfare, coroner practices, and other governmental practices that impact violence against Indigenous women and girls and the investigation and prosecution of crimes of gender violence against Indigenous people.*

Mandate 7: Support tribes to exercise their sovereignty and increase their jurisdictional authority to investigate, prosecute, and sentence perpetrators of violence against Indigenous women and girls.

Mandate 8: Coordinate with legislators, tribes, and the National Congress of American Indians to advocate for the U.S. Congress to sign the 2020 Violence Against Women Act (VAWA) and to strengthen tribes' use of VAWA funds.

Mandate 9: Extend Safe Harbor law to all trafficking victims (not just youth aged 24 and younger).

Mandate 10: Increase personnel and state resources dedicated to addressing the MMIW injustice, including the American Indian Human Trafficking Child Welfare Liaison and the Ombudsperson for American Indian Families.

Mandate 11: Provide more training and resources to professionals, especially in Indian Country and greater Minnesota, to conduct effective investigations of MMIW-related cases and to ensure all current guidelines and best-practice recommendations are being followed consistently.

Mandate 12: Ensure that all MMIW-related deaths receive an autopsy and are investigated by a coroner or medical examiner.

Mandate 13: Strengthen the trauma-informed and victim-centered response of law enforcement, courts, and the health care system to Indigenous survivors of sexual assault, trafficking, and violence.

Mandate 14: Address the harm that the child welfare system has done to Indigenous families and communities by making reforms and providing guidance and training to staff of local and tribal child welfare agencies accordingly.

Requirement #4: *Report on measures necessary to address and reduce violence against Indigenous women and girls.*

Mandate 15: Provide education on healthy relationships and consent to all students in Minnesota's K-12 schools and tribal schools. The curriculum should be age appropriate, culturally responsive, trauma-informed, and include topics such as inappropriate sexual contact, intimate partner violence, and trafficking and sexual exploitation.

Mandate 16: Draw on existing Indigenous community organizations to increase awareness of MMIW issues and specific MMIW cases among the public.

Mandate 17: Prevent and reduce the harms of trafficking, sexual exploitation, and normalized violence for Indigenous women and girls who are involved in the child welfare system and/or the criminal justice system since they are at most risk of becoming MMIW.

Requirement #5: *Examine measures to help victims, victims' families, and victims' communities prevent and heal from violence that occurs against Indigenous women and girls.*

Mandate 18: Require sex trafficking awareness training and targeted prevention to Indian Country, areas where extractive industries such as oil and mining camps are located, and casinos and hotels; partner with and hold companies accountable.

Mandate 19: Ensure that any initiatives, programs, and decisions related to the MMIW injustice are informed by Indigenous women and girls, especially those who have lived experiences with violence and exploitation.

Mandate 20: Promote healing of perpetrators, survivors, relatives, and communities by supporting culturally responsive, community-led efforts.

MMIWR OFFICE GOVERNANCE STRUCTURE

Strong trees, strong people, strong culture.

The sun, the leaves, the branches, the flowers, the seeds, the water, and the bark are all parts of governance. The trunk of the big, tall tree is an elder passing on knowledge and wisdom. The bark covers the trunk and holds it together.

The branches are networks. The yellow leaves are the old people who need to be looked after. The seedlings in the waterhole are the young people listening to and learning from the elders, who are watching and supporting them. The sun is looking to see who is going to be a strong leader in both the Indigenous and non-Indigenous communities. This system provides strong governance—everything's inter-connected, allowing the tree to provide good fruit."

~ SHARING GOVERNANCE SUCCESS WORKSHOPS" ALBERTA CANADA ~ 2014.

The MMIW Task Force conducted several discussions in March and April 2021 on the governance of the MMIWR Office and arrived at consensus during the May 2021 Task Force meeting to endorse the proposed MMIWR Office being located within the Minnesota Department of Public Safety, Office of Justice Program with an MMIWR Advisory Circle established to guide and support the MMIWR staff with implementing the **MMIWR Three Year Strategic Plan**.

The MMIW Task Force has furthered recommended that the composition of the proposed MMIWR Advisory Circle be comprised of: 1) members of the current MMIW Task Force that have the desire and the availability to continue in a position to advise and guide the MMIWR Office 2) additional representatives of MN state agencies 3) additional representatives from each of the 11 federally recognized tribes 4) additional representatives from Native organizations that provide advocacy and support services in the areas of domestic violence, sexual assault, sex trafficking, human traffick-

ing for Indigenous women, men, youth, and Two Spirit individuals 5) representatives of those most impacted by the MMIWR injustice in Minnesota.

The MMIWR Office approved by the MN Legislature in June 2021 will be a part of the DPS Office of Justice Programs. The proposed MMIWR Office will be a part of the DPS Office of Justice Programs. The Director of the MMIWR Office would coordinate and support the work of the MMIWR Advisory Circle and all other related decision-making structures and processes of the MMIWR Office as well as supervise the MMIWR staff with the implementation of the priority goals and objectives contained within the MMIWR Three Year Strategic Plan which supports and fosters the achievement the **2020 MMIW Task Force Report mandates.**

The MMIWR office will establish an MMIWR Advisory Circle with MMIW Task Force members who expressed interest in serving and with additional community, individuals most impacted by MMIWR violence, Tribal representatives, and other MN agency representatives.

Task Assigned to: MMIWR Office Director and Tribal Liaison, DPS

Timeline: MMIWR Advisory Circle formed, and first meeting convened no later than December 2021

COMMUNICATION

A communication plan is critical to the implementation of the MMIWR three-year strategic plan. The goals and objectives of the strategic plan rely upon the input and commitment of a wide range of individuals, organizations, and agencies who need to be involved and informed in the implementation process from its earliest stages to the generation of results.

Building an effective, well defined communication plan takes time, creativity, and the capacity to employ communication approaches in a variety of media and community marketing platforms. The staff of the MMIWR office and the MMIWR Advisory Circle will develop an annual communication plan encompassing the following areas:

Stakeholder Group	Objectives	Message Content	Delivery Method/Venue	By When Frequency
MMIWR Staff				
MMIWR Advisory Circle				
Survivors and Families of MMIWR				
MN Dakota and Ojibwe Communities				
MN State Agencies				
MN American Indian Domestic Violence, Sexual Assault, Sex/Human Trafficking Organization				
MN Legislature				

The MMIWR staff will work with the MMIWR Advisory Circle to develop the MMIWR Communication Plan by January 2022.

Task Assigned to: MMIWR Office Director, staff, and Tribal Liaison, DPS

COMMUNITY VOICE

Community can be defined in many ways, *but when simplified down to its most important element, community is all about connection. Community is not just an entity or a group of people, it's a feeling. It's feeling connected to others, feeling accepted for who you are and feeling supported.*

~ STEPHANIE GILBERT, EXECUTIVE DIRECTOR OF MINDFULPATH, INC.

As Indigenous people we know there is power in having connection within our communities, that "connection" can and will continue to germinate the pillars of Indigenous values, lifeways, culture, and being a "good relative" the pillars that will lead to the end of MMIWR violence in MN communities.

The Department of Public Safety, Office of Justice Programs and the MMIW Task Force has been steadfast in its commitment to the inclusion of community voice from throughout the state of MN by making open to the public all 2019 and 2021 MMIW Task Force meetings. The Department of Public Safety Tribal Liaison scheduled formal consultation meetings with Dakota and Ojibwe leaders and Tribal program staff to discuss the MMIW layered systemic issues related to the "Missing and Murdered Indigenous Women (MMIW) injustice" which has resulted in a disproportionate share of violence and exploitation that Indigenous women, girls, and two spirit people experience in Minnesota.

In response to this epidemic of violence in Minnesota, the MN Murdered and Missing Indigenous Women community movements, organizations, and networks has drawn much-needed attention from law enforcement, legislators, and the public on the MMIW issues. The mission of the proposed MMIWR Office is to continue to work with ***all MMIWR groups*** to further scaffold momentum to: 1) establish and strengthen collaboration among the impacted MMIWR community members, local and Tribal governments, private and non-profit agencies that will lead to the realization, *the development, and implementation of systemic legislative and transformative social justice policies and services to bring to fruition the reduction and end violence against Indigenous women, girls, Two Spirit, and other relatives that are impacted by violence, sex and human trafficking.*

The MMIWR staff and the Tribal Liaison for the Department of Public Safety will weave and lift community voice throughout all activities related to the goals and objectives contained within the MMIWR Three Year Strategic Plan.

PARTNERSHIPS

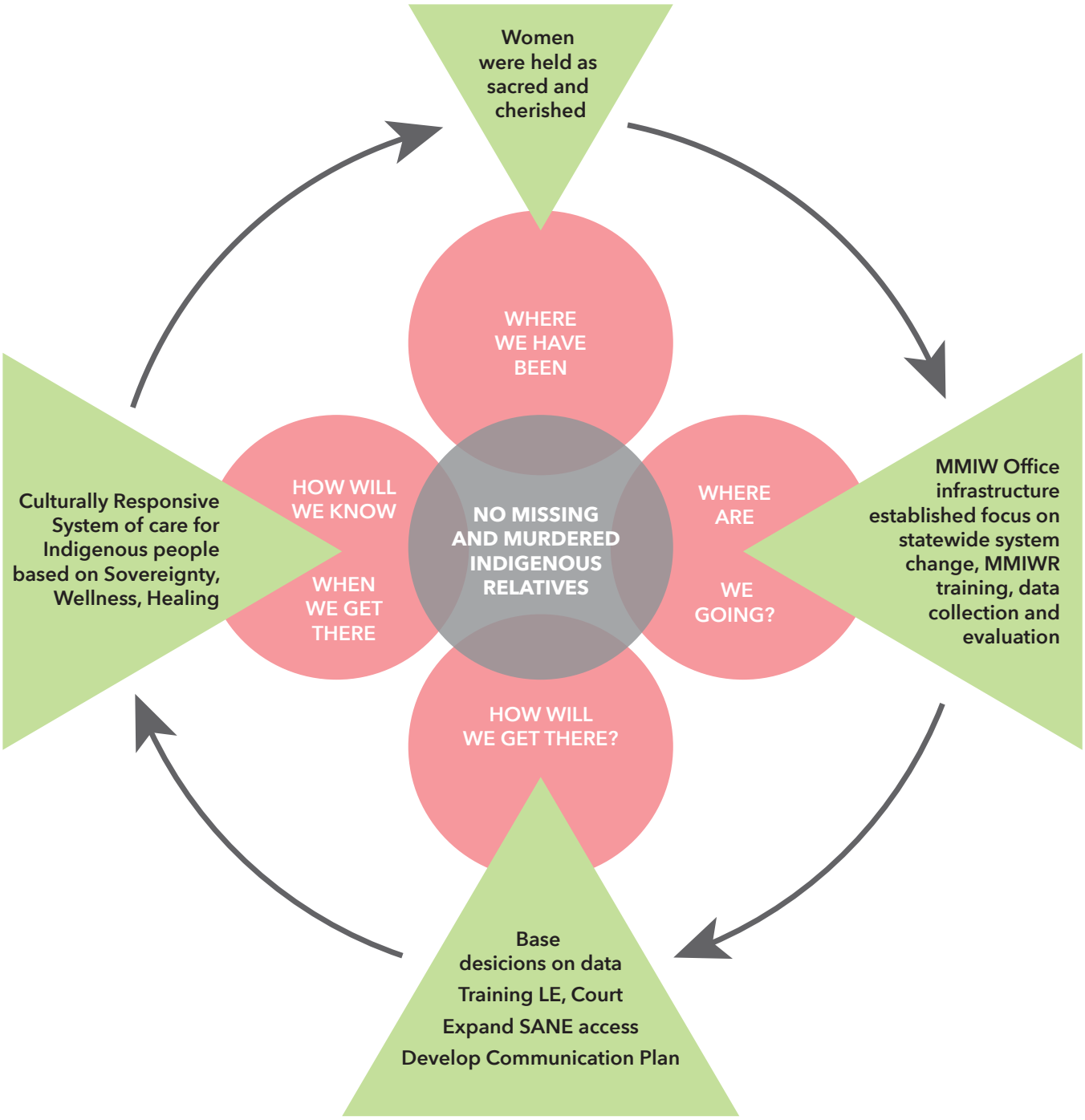
Humankind has not woven the web of life; *we are but one thread within it. Whatever we do to the web we do to ourselves. All of life is bound together. All living things connect .*

~ CHIEF JOSEPH

The expanded partnerships contained in the MMIWR three-year strategic plan will be clearly conceptualized to fully draw upon on the strengths, wisdom, values, and experiences of the Tribal and non-Tribal communities, state agencies, non-profits, individuals, and community organization partners in MN. The finite goal of the partnerships contained in the MMIWR three-year strategic plan will aid to create sustainable public and private partnerships and a multistakeholder community that will serve as a primary foundation of support for the MMIWR office.

A concentrated element of the MMIWR three-year strategic plan is the promotion and coordination of Tribal, state, and federal collaborations to that coupled with the MMIWR partnerships will ensure the systemic and community change necessary to set forth long term solutions to decimate MMIWR injustice in Minnesota. The components of the MMIWR partnerships will be centered on ***Leadership, Aligned Vision, Shared Responsibilities and Accountability all Framed in Community Culture and Values.***

Logic Model


Women were held as sacred and cherished
WHERE WE HAVE BEEN
MMIW Office infrastructure established focus on statewide system change, MMIWR training, data collection and evaluation
WHERE ARE
WE GOING?
HOW WILL WE GET THERE?
Base desicions on data
Training LE, Court
Expand SANE access
Develop Communication Plan
Culturally Responsive System of care for Indigenous people based on Sovereignty, Wellness, Healing
HOW WILL WE KNOW
WHEN WE GET THERE
NO MISSING AND MURDERED INDIGENOUS RELATIVES

MMIWR DATA COLLECTION AND EVALUATION PLAN:

The importance of collecting performance measure data cannot be overstated. While meeting the expectations of the Department of Public Safety - Office of Justice Programs is certainly one goal, equally as important is the role this data will serve to assist the MMIWR staff in monitoring the successful completion of the project. The data collected will provide formative guidance, allowing for a deeper understanding of this project's outcomes. All feedback will be utilized to increase the quality and standards of the MMIWR work plans. The staff of the MMIWR Office will develop a **Continuous Quality Improvement Implementation Checklist (CQIIC)** for system and policy mandates, goals, and objectives which will serve as the framework for the data collection and evaluation plan. The CQIIC will examine specific root causes of challenges in moving forward the MMIWR goals and objectives, analyze objective aggregate data to identify improvements needed in organizational structure and functions. The framework for the CQIIC will be based on the following 9 step process: 1) Completed Resource Assessment and Priority Needs Filter tool 2) Logic Model and SMART Desired Outcomes tool 3) Completed Program Fit Assessment tool 4) Completed Capacity Assessment tool 5) Completed Work Plan tool 6) Culturally Appropriate Programs Checklist 7)Completed Process Evaluation showing successes and challenges of MMIWR strategic plan 8) Summaries of staff and participant satisfaction surveys 9) Outcome Evaluation and data summary from fidelity monitoring.

MMIW TASK FORCE REPORT MANDATE 1: WITH TRIBAL CONSULTATION, CREATE MISSING AND MURDERED INDIGENOUS WOMEN -RELATIVES (MMIWR) OFFICE

Goal 1: By July 30, 2021, begin the process to launch the Missing and Murdered Indigenous Women-Relatives (MMIWR) Office to be housed within the MN Department of Public Safety, Office of Justice Programs.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 1a. Establishment of MMIWR Advisory Circle	• Establishment of MMIWR Advisory Circle • Identify and outreach to previous MMIW Task Force members that are willing to serve on the MMIWR Advisory Circle • Identify additional Indigenous organizations and community members to serve on the MMIWR Advisory Circle, ensuring those most impacted are represented. • Identify additional state agency representatives • Develop MMIWR Advisory Circle "Roles and Responsibilities" document • Develop monthly MMIWR Advisory Circle meeting calendar	Tribal Liaison, Department of Public Safety (DPS) Executive Director, Department of Public Safety Office of Justice Programs (ED, DPS-OJP)
Objective 1b: Hire MMIWR staff	• Develop MMIWR 3-year budget • Develop MMIWR staffing profile & job descriptions, advertise positions • Screen applicants, schedule interviews, hire staff • Design in-service training for new MMIWR staff • Develop weekly MMIWR staff meeting calendar • Develop bi-weekly meeting schedule with ED, DPS- OJP & Tribal Liaison, DPS	Tribal Liaison, DPS Executive Director, DPS -OJP

Objective 1c. Develop MMIWR communication plan	• Develop and implement communication strategies to:
	  • Announce the MMIWR Office, staff and Advisory Circle members
	  • Share MMIWR year one & two priority goals and objectives Advisory Circle members
	  • Convene statewide quarterly meetings on the work of the MMIWR Office
	  • Expand MMIWR partnerships to ensure representation of those most impacted
	  • Conduct awareness campaigns for the general public about what sex trafficking is (to combat stereotypes and negative assumptions about victims)
		MMIWR Director
		
		MMIWR Staff
		
		Tribal Liaison, DPS
		
		MMIWR Advisory Circle

Objective 1d. Update key MMIWR Stakeholders/Partners Document	• Develop quarterly meeting calendar with key members of the MN Legislature • Attend Minnesota Indian Affairs (MAIC) Council quarterly meetings	MMIWR Director MMIWR Staff Legislative Director, DPS MMIWR Advisory Circle MAIC Staff and Tribal Representatives

MMIW TASK FORCE MANDATE 2: ENSURE ADEQUATE FUNDING AND RESOURCES ARE MADE AVAILABLE TO IMPLEMENT THESE RECOMMENDATIONS

Goal 2: In Year One, a Funding Plan to Support the MMIWR Office Staffing and Related Expenses Will be Created

OBJECTIVES	TASKS	ASSIGNED TO
Objective 2a. Develop three-year budget for the MMIWR Office	• Develop a three-year budget for MMIWR Office based on current funding received • Conduct an analysis of funding gaps in relationship to the MMIWR mandates and three-year strategic plan	MMIWR Director ED, DPS-OJP MMIWR Advisory Circle

MMIW TASK FORCE MANDATE 3: ADDRESS SYSTEMIC RACISM IN ALL SYSTEMS THAT INTERACT WITH INDIGENOUS WOMEN, GIRLS, AND TWO-SPIRIT PEOPLE

Goal 3: Provide Training on MMIWR Injustice to Reduce Bias Among Professionals Working in MN State Agencies and Systems by 2023

OBJECTIVES	TASKS	ASSIGNED TO
Objective 3a. Coordinate with the Minnesota County Attorneys Association and MN Law Enforcement agencies to	• Identify POCs for county/state LE, prosecutors, judges • Schedule meetings with POCs to explore interest in partnership and resources to institute MMIWR trainings • Develop three-year MMIWR training plan for the Twin Cities, Bemidji, Duluth, and Moorhead (Based on available resources)	MMIWR Director MMIWR staff MMIWR Advisory Circle

ensure MMIWR is a required topic of coordinated training for prosecutors and judges	• Conduct trainings • Collect data on number of individuals trained from LE, county/state prosecutors, and judges	MMIWR community organizations and other partners
Objective 3b. Coordinate with the Minnesota Legislature and the Peace Officer Standards and Training (POST) Board to change law enforcement officer licensing requirements to include training on MMIWR	• Research MN legislative process to initiate steps for policy change to LE officer licensing requirements • Identify MN legislators who would support policy change related to MMIWR trainings • Incorporate legislative outreach into statewide MMIWR communication strategy	MMIWR Director Tribal Liaison, DPS Legislative Director, DPS MMIWR staff MMIWR Advisory Circle MMIWR community organizations and other partners
Objective 3c. Coordinate with Law Enforcement programs in colleges and universities in Minnesota to add MMIWR to curriculum	• Identify key MN State Colleges Law Enforcement POC • Schedule meetings with POCs to explore interest in partnership and resources to institute MMIWR trainings • Develop three-year MMIWR training plan and implement trainings • Collect data on number of individuals trained from LE programs in colleges and universities	MMIWR Director MMIWR staff MMIWR Advisory Circle MMIWR community organizations and other partners

MMIW TASK FORCE MANDATE 4: FOCUS ON ELIMINATING POVERTY AND MEETING BASIC NEEDS OF INDIGENOUS WOMEN, GIRLS, TWO-SPIRIT PEOPLE, AND THEIR COMMUNITIES IN GREATER MINNESOTA AND URBAN AREAS

Goal 4: In 2022 and 2023, Collect and Expand Baseline Data Targeting Impacts of Poverty on Indigenous Women, Girls, and Two-Spirit People in MN

OBJECTIVES	TASKS	ASSIGNED TO
Objective 4a. Develop county by county data collection plan re: poverty impacts on Indigenous women, girls, and Two- Spirit people in MN	• Identify staff in DPS to guide MMIWR staff in collecting baseline data • Prioritize urban, rural, Tribal communities where new data collection efforts need to occur in years 1-3 • Analyze data • Develop report for MMIWR Advisory Board	MMIWR Director ED, DPS-OJP MMIWR Advisory Circle MN agency staff TBD consultant TBD interns
Objective 4b. Develop communication plan to disseminate data findings	• Meet with DPS communication staff to develop communication plan & dissemination of communication plan	MMIWR Director ED, DPS-OJP Tribal Liaison, DPS Communication staff, DPS MMIWR Advisory Circle
Objective 4c. Meet with stakeholders, MIAC, Tribal organizations, and Tribal communities to share data	• Plan and coordinate meetings • Develop recommendations from meetings convened • Share recommendations with MMIWR Advisory Board to determine next steps	MMIWR Director MMIWR staff ED, DPS-OJP Tribal Liaison, DPS Communication staff, DPS MMIWR Advisory Circle MIAC

MMIW TASK FORCE MANDATE 5: THE MMIWR OFFICE OR ANOTHER ENTITY SHOULD PRODUCE AN ANNUAL MMIW REPORT AND DASHBOARD

Goal 5: The MMIWR Office will produce an Annual Report for 2022 and 2023

OBJECTIVES	TASKS	ASSIGNED TO
Objective 5a: Progress on accomplishments, challenges, and revisions to the MMIWR strategic plan will be tracked and reported	• Maintain files on all MMIWR meetings with Advisory Circle, staff, DPS, MN Legislature, Tribes, Partners, and Stakeholders • Develop content outline for MMIWR annual report • Disseminate MMIWR annual report in January 2023 and 2024	MMIWR Director MMIWR staff ED, DPS-OJP Tribal Liaison, DPS Communication staff, DPS MMIWR Advisory Circle
Objective 5b: Research MMIWR office capabilities to produce a MMIWR Dashboard	• MMIWR staff will work with MN state agency staff to identify key tasks and resources needed to create a MMIWR MMIWR Data Dashboard in year three	MMIWR Director MMIWR staff ED, DPS-OJP Tribal Liaison, DPS Communication staff, DPS MMIWR Advisory Circle
Objective 5c: Create a MMIWR Dashboard	• MMIWR staff and MN state agency staff will develop a workplan that will result in the launch the MMIWR Dashboard	MMIWR Director MMIWR staff ED, DPS-OJP Tribal Liaison, DPS Communication staff, DPS MMIWR Advisory Circle

MMIWR TASK FORCE MANDATE 6: ENSURE STATE AND F EDERAL TECHNICAL ASSISTANCE SUPPORT IS PROVIDED SO TRIBES HAVE ACCESS TO AND CAN FULLY PARTICIPATE IN ALL RELEVANT DATA SYSTEMS

Goal 6: Identify and address the challenges created by the MN Data Privacy Act in relation to local and Tribal law enforcement agencies sharing data to effectively investigate MMIWR cases within the next three years

OBJECTIVES	TASKS	ASSIGNED TO
Objective 6a. In collaboration with MIAC, develop needs assessment to identify data gaps and communication challenges related to MMIWR case information – re: lack of information being shared with Tribes	• Meet with MIAC staff to secure partnership to create needs assessment focusing on the lack of information Tribes have access to regarding MMIWR cases • Develop MMIWR Data Sharing Needs Assessment • Secure approval from MIAC and MMIWR Advisory Circle representatives • Disseminate needs assessment to the 11 MN Tribal law enforcement agencies	Tribal Liaison, DPS MMIWR Director MMIWR staff TBD MMIWR consultant MIAC Director & staff MIAC Tribal Representatives MMIWR Advisory Circle
Objective 6b. Disseminate data from the needs assessment with MN Tribal law enforcement agencies and MN state agencies	• Analyze data from needs assessment and draft summary report • Summit summary report to MIAC AND MMIWR Advisory Circle for review and approval to disseminate to MN law enforcement and MN state agencies	Tribal Liaison, DPS MMIWR Director MMIWR staff

Objective 6c. Create Training and Technical Assistance (TTA) Resource Guide for MN Tribal law enforcement	• Work with MN state & Federal agencies to collect information on TTA available to MN Tribes – re: building capacity to collect and analyze data pertinent to MMIWR cases	Tribal Liaison, DPS MMIWR Director MMIWR staff TBD MMIWR consultant

MMIW TASK FORCE MANDATE 7: SUPPORT TRIBES TO EXERCISE THEIR SOVEREIGNTY AND INCREASE THEIR JURISDICTIONAL AUTHORITY TO INVESTIGATE, PROSECUTE, AND SENTENCE PERPETRATORS OF VIOLENCE AGAINST INDIGENOUS WOMEN, GIRLS, AND TWO-SPIRIT PEOPLE

Goal 7: In 2022, the MN Department of Public Safety will consult with each tribe individually to determine whether joint powers agreements are still serving tribes' needs; Work to strengthen agreements where they are still desired by tribes and counties and dismantle the agreements where they are not.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 7a. MN Department of Public Safety and the MMIWR Office will plan and coordinate a consultation process with MN Tribes	• MN DPS & MMIWR Office will convene a planning meeting to create draft consultation framework • Meet with MIAC staff to discuss draft framework for consultation with the 11 Tribes in MN re: joint powers agreements	ED, DPS-OJP MMIWR Director and staff Tribal Liaison MIAC Director and staff
Objective 7b. Convene Tribal consultation sessions with 11 Tribes in MN -re: joint powers agreements	• Plan and coordinate Tribal Consultation sessions with 11 Tribes in MN	ED, DPS-OJP MMIWR Director MMIWR staff Tribal Liaison, DPS MIAC Director and staff
Objective 7c. Write a report with recommendations based on the consultation sessions with 11 Tribes in MN – re: joint powers of agreements	• Analyze notes and recordings for the consultation sessions • Organize and outline information from the consultation sessions • Write report for review and approval by DPS and MMIWR Advisory Circle • Disseminate report	MMIWR Director MMIWR staff Tribal Liaison, DPS ED, DPS-OJP MMIWR Advisory Circle

MMIW TASK FORCE MANDATE 8: COORDINATE WITH LEGISLATORS, TRIBES, AND THE NATIONAL CONGRESS OF AMERICAN INDIANS TO ADVOCATE FOR THE U.S. CONGRESS TO SIGN THE 2020 VIOLENCE AGAINST WOMEN ACT (VAWA) AND TO STRENGTHEN TRIBES' USE OF VAWA FUNDS

Goal 8: Provide Training and Technical Assistance to the 11 Tribes in MN to support efforts to expand VAWA jurisdiction and make accessible to all Tribes who are interested.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 8a. Coordination and collaboration between MN DPS and Tribal organizations to provide TTA to 11 MN Tribes on VAWA	• Outreach to 11 MN Tribes to access TTA needs re: VAWA • Identify TTA resources • Draft a two-year TTA plan to build the capacity of each of the 11 Tribes on VAWA	MN DPS staff Tribal Liaison, DPS MMIWR Office Staff MMIWR organization partners MIAC MN Tribal reps
Objective 8b. Implement data collection and evaluation plan re: VAWA TTA plan	• Create framework for TTA data collection and evaluation • Assess and summarize data • Draft quarterly reports • Disseminate reports	MN DPS staff Tribal Liaison, DPS MMIWR Office Staff MMIWR organization partners TBD DPS consultant MN Tribal reps

MMIW TASK FORCE MANDATE 9: EXTEND SAFE HARBOR LAW TO ALL TRAFFICKING VICTIMS (NOT JUST YOUTH AGES 24 AND YOUNGER)

Goal 9: Identify County/state resources that will support and sustain the creation of regional Indigenous-specific Safe Harbor Navigators to enhance existing Safe Harbor Navigator model

OBJECTIVES	TASKS	ASSIGNED TO
Objective 9a. Ensure Indigenous sex trafficking victims have the resources and services necessary to meet health and safety needs	• Convene meetings with regional Safe Harbor leadership/board to discuss the unmet needs of Indigenous survivors of sex trafficking • Follow up from meetings as needed.	MMIWR Director MMIWR staff MN Safe Harbor staff and board MMIWR Advisory Circle MMIWR partners
Objective 9b. Secure funding for the Regional Indigenous Safe Harbor Navigators	• Develop list of county/state partners to assist with identifying funding resources • Develop funding strategy for regional Safe Harbor Navigator positions	MMIWR Director MMIWR staff MN Safe Harbor staff and board MMIWR Advisory Circle MMIWR partners

MMIW TASK FORCE MANDATE 10: INCREASE PERSONNEL AND STATE RESOURCES DEDICATED TO ADDRESSING THE MMIW INJUSTICE

Goal 10: Harness and expand statewide support for the MMIWR Office to ensure expanded staffing and resources in order to move forward MMIW Task Force Mandates and MMIWR Strategic Plan

OBJECTIVES	TASKS	ASSIGNED TO
Objective 10a. Increase the 0.5 FTE American Indian Human Trafficking Child Welfare Liaison position within the Minnesota Department of Human Services to 1.0 FTE	• Outreach to ED of MN Department of Human Services Partners to brainstorm strategies and identify possible resources that would increase the AI Human Trafficking-Child Welfare Liaison position	ED DPS, OJP DHS Partners MMIWR Director Tribal Liaison, DPS
Objective 10b. Update MMIWR Partners and Stakeholders across MN on critical staffing and resources needed to move MMIW Mandates and MMIWR strategic plan forward	• Convene quarterly meetings with MIAC representatives • Convene quarterly meetings with the EDs of MN State agencies • Create quarterly MMIWR Newsletter • Create MMIWR Website	MMIWR Office Staff ED, DPS-OJP Tribal Liaison, DPS MIAC staff MMIWR Advisory Circle

Objective 10c. Update MN Legislature on the accomplishments, challenges, and any changes to the MMIWR strategic plan	• Develop a communication plan specifically for the MN Legislature	MMIWR Director ED, DPS-OJP Tribal Liaison, DPS Legislative Director, DPS MMIWR Advisory Circle

MMIW TASK FORCE MANDATE 11: PROVIDE MORE TRAINING AND RESOURCES TO PROFESSIONALS, ESPECIALLY IN INDIAN COUNTRY AND GREATER MINNESOTA, TO CONDUCT EFFECTIVE INVESTIGATIONS OF MMIW-RELATED CASES AND TO ENSURE ALL CURRENT GUIDELINES AND BEST-PRACTICE RECOMMENDATIONS ARE BEING FOLLOWED CONSISTENTLY

Goal 11: Provide training to all MN law enforcement agencies in the use of Forensic Experiential Trauma Interviewing (FETI)

OBJECTIVES	TASKS	ASSIGNED TO
Objective 11a. Identify MN law enforcement agencies who have expressed interest in being trained in FETI	• Develop a statewide survey for MN law enforcement agencies re: FETI training • Disseminate survey to MN law enforcement agencies • Analyze survey data regarding MN law enforcement readiness • Develop a training plan based on trainers, budget, and available resources • Identify FETI trainers • Launch FETI training plan • Collect all relevant training data	MMIWR Office Staff ED, DPS-OJP TBD FETI trainers MMIWR Advisory Circle MN Law Enforcement Agencies

MMIW TASK FORCE MANDATE 12: ENSURE THAT ALL MMIW-RELATED DEATHS RECEIVE AN AUTOPSY AND ARE INVESTIGATED BY A CORONER OR MEDICAL EXAMINER

Goal 12: Work in concert with the Department of Health to develop a mandatory protocol that will document if and why an agency declines to investigate or prosecute a MMIW-related case (a case involving an Indigenous woman, girl, or two-spirit person that involves violence, exploitation, and/or kidnapping)

OBJECTIVES	TASKS	ASSIGNED TO
Objective 12a. Collect statewide data on MMIWR cases where agencies have declined to investigate or prosecute cases	• Develop an RFP for (4) interns to assist with data collection and analysis • Interns will meet with MMIWR ED, representatives of Department of Health, and DPS Tribal Liaison to review findings • Present findings to MMIWR Advisory Circle and partners	MMIWR, Director MMIWR, staff ED, DPS-OJP Tribal Liaison, DPS Department of Health partners TBD interns
Objective 12b. Design MMIW research project that will focus on the identification of county/state agencies' policies and protocols that create barriers to MMIW investigation and prosecution	• Meet with designated representatives within the Department of Health to determine how to best design research project • Secure input from MMIW Advisory Circle	MMIWR, Director MMIWR, staff ED, DPS-OJP Tribal Liaison, DPS Department of Health partners TBD interns

MMIW TASK FORCE MANDATE 13: STRENGTHEN THE TRAUMA-INFORMED AND VICTIM-CENTERED RESPONSE OF LAW ENFORCEMENT, COURTS, AND THE HEALTH CARE SYSTEM TO INDIGENOUS SURVIVORS OF SEXUAL ASSAULT, TRAFFICKING, AND VIOLENCE

Goal 13: Create a catalogue of trauma informed/healing informed training resources

OBJECTIVES	TASKS	ASSIGNED TO
Objective 13a. Research local, regional, and national organizations that provide trauma informed/healing informed training	• Identify interns who can collect data on local, regional, and national organizations, universities, and independent consultants who provide trauma informed/healing informed trainings • Compile data and organize into a training catalogue • Submit to MMIWR staff for review and revisions • Submit to MMIWR Advisory Circle and partners for review and revisions • Disseminate document to Tribal/non-Tribal law enforcement, health care professionals, and courts	Volunteer interns MMIWR Staff MMIWR Advisory Circle MMIWR state agency partners Tribal Liaison, DPS
Objective 13b. Expand access to Sexual Assault Nurse Examiner (SANE)/forensic exams in tribal and rural areas; consider more regional partnerships across health systems and with tribes to expand access to nurses with this training and expertise	• Review and prioritize the recommendations made by MMIW Task Force policy and implementation workgroups related to Mandate 13 (during March – May 2021 Task Force meetings) • Implement recommendations based on staffing time and funding available	MMIWR Director MMIWR Staff State agency partners MN Tribal representatives MMIW Advisory Circle MMIWR community partners

MMIW TASK FORCE MANDATE 14: ADDRESS THE HARM THAT THE CHILD WELFARE SYSTEM HAS DONE TO INDIGENOUS FAMILIES AND COMMUNITIES

Goal 14: Ensure consistent implementation of the Indian Child Welfare Act (ICWA)

OBJECTIVES	TASKS	ASSIGNED TO
Objective 14a. Work with state agency partners to identify current challenges in implementing ICWA in MN	• Meet with state agency partners • Meet with community partners that provide advocacy, legal support and resources to Indigenous families • Convene meetings with Tribal ICWA staff • Collect data and write a summary report on findings • Share summary report with MMIWR Advisory Circle • Identify strategic steps that MMIWR Office can take to contribute to systemic change	MMIWR Director MMIWR Staff Tribal Liaison, DPS State agency partners MN Tribal representatives MMIW Advisory Circle MMIWR community partners

MMIW TASK FORCE MANDATE 15: PROVIDE EDUCATION ON HEALTHY RELATIONSHIPS AND CONSENT TO ALL STUDENTS IN MINNESOTA'S K-12 PUBLIC SCHOOLS AND TRIBAL SCHOOLS

Goal 15: Support legislation to require child sexual abuse prevention instruction in health classes, including child sex trafficking prevention.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 15a. Identify state agency partners and Tribal education partners and organizations that are working on this issue	• Form a MMIWR subcommittee of stakeholders to identify priority tasks related to Mandate 15 • Develop outcomes statement for Mandate 15 for review by the MMIWR Advisory Circle • Implement priority tasks based on staff availability and funding resources	MMIWR Director MMIWR Staff State agency partners MN Tribal representatives MMIW Advisory Circle MMIWR community partners
Objective 15b. Conduct literature review on existing curriculum	• Recruit college interns to conduct literature review on existing middle school and high school sexual abuse prevention curriculum • Create a literature review and report to be shared with MMIWR Advisory Circle • Create a subcommittee focusing on Mandate 15 and develop 2-year task plan to move Mandate 15 forward	MMIWR Director MMIWR Staff State agency partners MN Tribal representatives MMIWR community partners

MMIW TASK FORCE MANDATE 16: DRAW ON EXISTING INDIGENOUS COMMUNITY ORGANIZATIONS TO INCREASE AWARENESS OF MMIW ISSUES AND SPECIFIC MMIW CASES AMONG THE GENERAL PUBLIC

Goal 16: The MMIWR Office will recruit representatives from Indigenous community organizations statewide to be part of the MMIWR Advisory Circle in an effort to increase the voice of MMIWR victims and MMIWR awareness.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 16a. Develop a statewide Indigenous community organization recruitment plan	• Identify Indigenous community organizations statewide who are key stakeholders in MMIWR injustice • Outreach to share MMIW Report and MMIWR strategic plan • Survey interest level and availability to contribute by becoming a partner and/or	MMIWR Advisory Circle member MMIWR Director MMIWR Staff MMIWR Advisory Circle
Objective 16b. Secure MMIWR agreement to expand number of Indigenous community representatives on MMIWR Advisory Circle	• Discuss the expansion of the MMIWR Advisory Circle with MMIWR Advisory Circle members • Arrive at consensus on expansion #s and geographical areas new members will represent • Implement recruitment plan • Seat new members to the MMIWR Advisory Board	MMIWR Director MMIWR Staff MMIWR Advisory Circle

MMIW TASK FORCE MANDATE 17: PREVENT AND REDUCE THE HARMS OF TRAFFICKING, SEXUAL EXPLOITATION, AND NORMALIZED VIOLENCE FOR INDIGENOUS WOMEN AND GIRLS WHO ARE INVOLVED IN THE CHILD WELFARE SYSTEM AND/OR THE CRIMINAL JUSTICE SYSTEM

Goal 17: By 2023 a MN interagency and community workgroup will be formed to research systemic issues impacting Indigenous Women, Girls, and LGBTQ2S relatives involved with Child Welfare and the Criminal Justice System

OBJECTIVES	TASKS	ASSIGNED TO
Objective 17a. MMIWR staff and Advisory Circle will develop approach and plan to advance MMIW Mandate 17	• Explore options to garner state agency and Indigenous organizations and community input to formulate strategies to move Mandate 17 forward • Identify additional resources to move Mandate 17 forward • Identify MN statues and policy changes to move Mandate 17 forward	MMIWR Director MMIWR Staff MN state agency partners MMIWR community partners Legislative Director, DPS MMIWR Advisory Circle Those most impacted: Formerly incarcerated and those who have been involved with Child Welfare agencies

MMIW MANDATE 18: REQUIRE SEX TRAFFICKING AWARENESS TRAINING AND TARGETED PREVENTION ACROSS INDIAN COUNTRY IN AREAS WHERE EXTRACTIVE INDUSTRIES SUCH AS OIL AND MINING CAMPS ARE LOCATED, AND CASINOS AND HOTELS

Goal 18: Conduct extensive research to identify all areas in MN in/near Tribal communities where extractive industries and casinos/hotels are operating to better inform the development of a comprehensive training plan

OBJECTIVES	TASKS	ASSIGNED TO
Objective 18a. Develop baseline date on geographical areas in the state where extractive industries and casinos/hotels are operating	• Recruit interns to conduct research • Analyze findings and share with MMIWR Advisory Circle • Identify resources that will support moving Mandate 18 forward • Develop and implement key tasks to move Mandate 18 forward • Develop additional goals under Mandate 18 based on the data findings	MMIWR Director MMIWR Staff ED, DPS-OJP MN state agency partners MMIWR community partners Volunteer interns

MMIW TASK FORCE MANDATE 19: ENSURE THAT ANY INITIATIVES, PROGRAMS, AND DECISIONS RELATED TO THE MMIW INJUSTICE ARE INFORMED BY INDIGENOUS WOMEN, GIRLS, AND TWO-SPIRIT PEOPLE, ESPECIALLY THOSE WHO HAVE LIVED EXPERIENCES OF VIOLENCE AND EXPLOITATION

Goal 19: The MMIWR Office, Advisory Circle, and agency and community partners will adopt and model values and practices for inclusion of those most impacted by the MMIWR injustice.

OBJECTIVES	TASKS	ASSIGNED TO
Objective 19a. On a quarterly basis the MMIWR Office will convene virtual meetings with those most impacted to share progress of the MMIW Mandates, MMIWR strategic plan, and will create a place and space for their input into the work	• Plan and coordinate quarterly virtual meetings with those most impacted by MMIWR injustice • Identify pathways for those most impacted by MMIWR to contribute their expertise and voice	MMIWR Director MMIWR Staff ED, DPS-OJP MN state agency partners MMIWR community partners

MMIW TASK FORCE MANDATE 20: PROMOTE HEALING OF PERPETRATORS, SURVIVORS, RELATIVES, AND COMMUNITIES BY SUPPORTING CULTURALLY RESPONSIVE, COMMUNITY-LED EFFORTS

Goal 20: Create a workgroup of Tribal community and state agency partners to collect all pertinent data related to Mandate 20 in order to better inform the objectives, work and intended outcomes

OBJECTIVES	TASKS	ASSIGNED TO
Objective 20a. Identify individuals who have the time and expertise to participate in a workgroup to move MMIW Mandate 20 forward	• Outreach to MMIW community partners, agency partners, community members, and cultural/spiritual advisors to garner support • Plan and coordinate 3 virtual community discussions • Review notes and organize information shared to inform next steps and resources to move MMIW Mandate 20 forward	MMIWR Director MMIWR Staff DPS Tribal Liaison MN state agency partners MMIWR community partners
Objective 20b. Convene a series of virtual community discussions on MMIW Mandate 20		

Missing and Murdered Indigenous Women-Relatives Task Force

Thank you to MMIW Chair Kunesh and Vice Chair Matthews in leading and facilitating four additional MMIW Task Force meetings between March 2021 and June 2021 to gather the experience and insight from the MMIW Task Force to inform the implementation plan. Thank you to Chair Kunesh, Vice Chair Matthews, and Task Force members Sheila Lamb, Kim Mammedaty, and Denise Prescott for serving on the MMIW Task Force Steering Committee to help inform and establish priorities for the last phase of the MMIW Task Force work. Most importantly, thank you to Stephanie Autumn, consultant and facilitator for the MMIW Task Force, for leading the final phase of the MMIW Task Force work to develop this implementation plan in response to the findings of the 2020 Missing and Murdered Indigenous Women Task Force Report to the Minnesota Legislature. The resulting Implementation Plan is a comprehensive working document that will be instrumental in launching Minnesota's new Missing and Murdered Indigenous Relatives Office ensuring that this work continues into the future.

A heartfelt thank you to Smart Set, Minneapolis MN, for sharing your talents, expertise, and time dedicated to the layout and design of the MMIW-R 3-Year Strategic Plan document!