

## NOW: STRENGTHS

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### LANGUAGE

- Immersion programs.
- Kaehkonawapataeq Charter School; opportunity to connect w/youth.
- Expanding “Language” learning.
- MenominiYou – increase access to language.
- Menominee language signage in the community.
- Collaboration.
- Reconnecting with the land through language learning and land-based activities.

### FOREST AND AGRICULTURE PROGRAMS

- We still have our forest.
- Forest Educational Use Ordinance (e.g., schools visiting sugar camps).
- Agricultural food system movement.
- Cultural food programming.

### SPECIAL GROUPS

- Kekiwak Elder Group.
- Wetohkatikamek Center w/Menominee visual representation.

### HISTORY, TRADITIONS, AND TRADITIONAL PRACTICES

- How to gather and process medicines.
- Videos on traditional practices w/Menominee, Language (e.g., Conservation).
- Abundance of culture activity & communication teachings (e.g., moccasins & games).
- We are all innately connected and like-minded.
- Gatherings; Eating together.
- Culture camps.
- Bringing back traditional games & crafts.
- We can do/bring our culture back.
- Innately connected to each other and the land.
- Repatriation ceremony: it is happening for us.
- In times of need families help each other.
- Menominee history.

## NOW: WEAKNESSES

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### LOSS OF LANGUAGE, ORAL HISTORY, AND KNOWLEDGE BEARERS

- Missing a generation who doesn’t speak.
- Inclusion of all knowledge bearers.
- Minimal knowledge of the Menominee ceremony.
- Loss of oral history.
- Westernized court system (blood quantum/jurisdiction).
- Fear of not having resources to move home.
- Hard to fit language and culture learning into a day w/today’s society.

### ACCESS TO RESOURCES

- Burial benefit is limited to the individual; can’t transfer to a family member.
- Lack of transportation/access for all to participate.
- Early childhood teacher availability/retention @ immersion nests.
- Lack of awareness of programs.
- Clarification: Quantum restricts access.

## FUTURE: OPPORTUNITIES

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### LANGUAGE AND EDUCATION

- Lunchtime language sessions.
- Children’s Books in Menominee Language.
- Cultural naming of the buildings.
- Incorporate language and culture into the services depts provide - Programs provided to the community are based on Western models of priorities, values, family dynamics, etc.
- Language camp seasonal – Tie into seasons.
- Update curriculum.
- Educational leave for taking Menominee Language classes.
- We are knowledgeable about our history. We could be teaching a lot of it in schools.

## FUTURE: OPPORTUNITIES (continued)

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### PRESERVING HISTORY, CULTURE, CEREMONIES, AND TRADITIONS

- Reaching out to elders; inviting them in for stories.
- Celebrating elders/people coming home.
- Teach children how to share historical knowledge through storytelling.
- Youth projects on oral history/interviews.
- Youth coming of age ceremonies; naming ceremonies.
- Coming of age ceremony – Young men and women – Ceremonies aren't happening – We need to identify huge milestones in our child's life.
- Bring the elders and youth together to learn from each other and give them exposure to our culture, and mentoring programs. Pull more youth into these programs to get involved. Provide support for the drug epidemic. Starting community groups that do these activities in smaller sizes. Grassroots/community groups mean less liability and more flexibility than having the Tribe do it.
  - Menominee You is not stifled by the regulations etc.
- Document and history.
- Land-based activity/programming.
- Sharing knowledge.
- Explore enrollment options (e.g., family inclusion).
- Cultural restorative justice (peacemaking court).
- Cultural burial service.
- Inventory of cultural resources at the Tribe.
- Museum exhibits w/language teachings.
- App for the TPR.
- Traditional practices w/new babies, parents, and grandparents.
- The time of the Newborn – Mother is not supposed to be separated. Short Maternity leave for both parents. We should have a month of the newborn.
- Wild rice revitalization.
- Monday morning prayers – As a tribe should start doing.
- Healing Gatherings – Positive feelings from the community, seeing leadership participate.
- Seasons – Traditional activities during the seasons on the Calendar, (Healing games, maple sugar, sturgeon, birch basket time, etc. – Tribe creates a calendar and provides paid time off to participate in these traditional activities. Allows for healing in the community.
- Culturally based programming – AODA, Child/Family, Justice System – Our culture doesn't fit in the Western models and how do we make that better?
- Push through decolonization throughout the country and with different cultures – creating more interest in our culture.
- Cultural leave time – sovereignty in our daily lives.
- Expand maternity leave options to families (e.g., telework) to access/use.
- Media – Own ability to create media (books, etc.)
- Communication Plan – Provide more opportunities for off-reservation relatives. Do a better job of keeping them connected to the programming and resources.
- Online resources – Web portal dedicated to cultural resources.
- Grant opportunities and planning.
- Flexible hours.

## FUTURE: THREATS

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### LAND BASED THREATS

- EPA – Mining/extraction is happening.
- Lack of connection for off-reservation relatives.
- Shortage of people who “know” how to treat the land.
- Access to the land by non-members.
- Lack of respect for Mother Earth due to loss of connection.
- Mistreatment of the land.
- Over-regulation.
- Over-harvesting.
- EAB threatening black ash trees.
- Invasive species.

### THREATS TO CULTURE/SOVEREIGNTY

- Adoption of State ordinances without the inclusion of Menominee culture.
- Indian Child Welfare Act – Decision is coming this summer. We need to prepare for this.
- Data – We need to be careful and aware of our data sovereignty – Copyright infringement on our language.
- Erasure – Other tribes claiming they are the original inhabitants of the land and applying for casinos. We need to represent and assert ourselves.
- Not prioritizing the Menominee Language in our daily lives. Needs to be prioritized when it comes to funding.
  - Allow language warriors to work in departments rather than teaching and pay for them through the IDC budget.
- Loss of ceremonies.
- Providing for the needs of the Language Bearers – Elders and these people need more support and help. Our elders appreciate the help, visitation, respect, and care.
- Hold our community meetings more open and in a traditional fashion. There is so much talent on the reservation and we should utilize that because our

current leaders are often busy and are getting exhausted.

- Loss of wild rice on the reservation.
- Impact of historical trauma.
- Menominee Names – The community knows the process and allows everyone an opportunity.

### HEALTH AND JUSTICE THREATS

- Alcohol/Drugs/Addiction.
- Drug epidemic
- Pandemic/other catastrophic events; social anxiety due to “isolation”.
- Incarceration.
- Lack of access to spiritual knowledge for healing.

### SOCIETY THREATS

- Technology/gaming/social media – Utilize the positives in this area to create more productivity.
- Social media first – Our youth are disconnected from what’s really going on. No one is taking them outside to the land. They are connected to social media all the time.

### FINANCIAL THREATS

- Provide more incentives to keep people involved in programming/activities – Financial incentives etc.
- Funding.
- Incarceration and lack of access to spiritual knowledge and practices for healing.
- Accepting State/Federal funding = regulations.
- Funding for Language program - Teachers – Maintain our teachers.

### MEMBERSHIP THREATS

- Tribal recognition (blood quantum limits access).

### OTHER THREATS

- One person with a master’s degree in linguistics – We need more interest in pursuing that degree.
- State & Federal laws.
- Cultural appropriation.

## PASSIONS

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1. Researching “cultural” restorative Justice practices & “cultural” meeting practices in governance (e.g., consensus-based decision making); (e.g., honoring others, celebrating successes).
2. Addressing/healing from historical trauma.
3. Language use w/in tribal structure.
4. Developing access to “spiritual paths”.

## PRIORITIES

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1. Prioritize MLCC, Historic Preservation & Youth Services in the Tribal budget & incorporate them into the IDC budget as an organizational service.
2. Needs more staff @ historic preservation – capacity.
3. Connecting with elders for knowledge sharing, and documenting knowledge (preservation).
4. Celebrating Success – a positive environment.
5. Accessing knowledge carriers and “rippling” cultural knowledge through ENTIRE structure, expanding pockets of knowledge (e.g., prayers)
6. Impacts of climate change on food, medicine, natural resources.