



ASSOCIATION ON AMERICAN INDIAN AFFAIRS

Protecting Sovereignty • Preserving Culture
Educating Youth • Building Capacity

REPATRIATION TRAINER OPENINGS (UP TO 5 TRAINERS)

APPLY ON OR BEFORE NOVEMBER 12, 2024

POSITION

Repatriation Trainer

- Become an expert in NAGPRA and repatriation and train others!
- This is a learning and training experience in which a stipend of \$8,000 will be provided.
- No location - the position is completely virtual except for the in-person training.
- Travel and other expenses related to travel will be paid for or reimbursed.
- Start date is January 5, 2025 and the trainer can expect to spend about 10 hours per week over one year, with some weeks being more time intensive and other weeks that may have little effort required.
- Time frame for this effort is likely one year, and may be extended with additional grant funds to provide additional training.

ABOUT US

The Association on American Indian Affairs, also known as the Association, is the oldest non-profit serving Native Country protecting sovereignty, preserving culture, educating youth and building capacity. The Association was formed in 1922 to change the destructive path of federal policy from assimilation, termination, and allotment, to sovereignty, self-determination and self-sufficiency.

Have you heard about the Indian Reorganization Act - the Alaska Native Claims Settlement Act - the Indian Child Welfare Act - the Native American Graves Protection and Repatriation Act? What about the oldest Native graduate and undergraduate scholarship program or our Native youth summer camp grants or our Annual Repatriation Conference? What about Tribal Museums Day or Red Hoop Talk? Then you know the work of the Association. Many Native Nation leaders tell us that if it wasn't for the longstanding, ongoing work of the Association, that sovereignty and self-determination may not exist today.

Throughout our more than 100-year history, the Association has provided national advocacy on watershed issues that support sovereignty and culture, while working at a grassroots level with Native Nations to support the implementation of programs that make real change. The Association's office is virtual - located wherever we need to be in Native Country.

The Association is governed by an all-Native Board of Directors and CEO. The Association is a membership organization and any individual - Native or non-Native - can be a member of the Association if they agree with our vision, mission, and goals. Our Board of Directors and membership provide oversight and governance to the Association. The Association acknowledges the 574 Native Nations recognized by the U.S. Department of the Interior, and other Tribes, Bands and Communities that have retained their inherent sovereignty despite the acts of genocide, assimilation, and removal perpetrated by colonization and U.S. actions.

Every step we take on this Turtle Island is the land and mother of those Native Peoples and we walk forward together and with respect for those that have gone before us.

VISION, MISSION, GOALS & CORE VALUES

Our **vision** is to create a world where diverse Native cultures and values are lived, protected and respected.

Our **mission** is to lead the grassroots fight to protect Native Cultural Sovereignty.

Our **goals** are to protect sovereignty, preserve culture, educate youth and build capacity.

Our **values** include *Fortitude*: We are brave, courageous and resilient warriors for our cause. *Capability*: We possess knowledge, expertise, and passion to achieve our vision, mission and goals. *Accountability*: We are accountable to Native Nations and Peoples, our members, donors, and one another. *Advocacy*: We use our hearts, guts, brains, ears, and voices for change, healing, and education.

THREE PROGRAMS AREAS

Each of our three program areas has several initiatives.

A. Cultural Sovereignty

This training and learning experience is an initiative under the Cultural Sovereignty Program and is part of the development of comprehensive curriculum for in-person and online asynchronous training to support NAGPRA and repatriation of Ancestors and cultural items.

Cultural Sovereignty means simply returning control over the things that make us who we are as Native Peoples. Over the course of history, colonial powers have forcibly removed us from our homelands, looted our graves and sacred places, outlawed our languages and religions, and kidnapped our children. The Association's Cultural Sovereignty program works to develop infrastructure - such as federal, state and Native Nation laws and policies that will support the return of our stolen lands, Ancestors, religious practices, languages, identity, and bringing home our children who died at boarding schools. In addition, the Association develops training, strategies and technical support to build capacity within Native Nations, and work to change perspectives of those who wish to hold onto our culture without free, prior and informed consent.

B. Next Generations

The Next Generations Program promotes strong, resilient youth, families and Nations through advocacy, education, cultural connections, healing and wellbeing. Next Generations initiatives include protection of the Indian Child Welfare Act, adoption investigation project, Native Youth Summer Camp Grants and the developing National Native Youth Summer Camp program, Native Youth Justice, and scholarships for Native undergraduate and graduate students. A new initiative is being developed to interrupt cycles of intergenerational trauma with resilience and holistic personal and organizational wellbeing strategies.

C. Become an Ally

The Association on American Indian Affairs has over 100 years of providing meaningful public education on issues that affect Native Country. The Association believes that a society that understands Native Peoples, their sovereign Nations and diverse cultures will make better decisions about the environment, the economy, education, healthcare, and how we can all exist together on one planet. The Becoming an Ally program is about building relationships that will support allyship, education and accountability for our world and each other.

This program utilizes our various social media platforms to deliver public education, create productive dialogue, and encourage action from our supporters about Native Nation issues. Becoming an Ally is our public affairs and communication arm that works to lift Native Country by sharing information about our program successes and how you can help support our vision, mission, goals and values.

Become an Ally and our public education work includes all of our programs and initiatives, as well as the Association's 100 years of history, our Indian Affairs journal that has been published since the 1930's, our internships, fellowships, and volunteer programs, Murdered and Missing Indigenous Relatives, Red Hoop Talk podcast, among other public education initiatives.

WHAT IT'S LIKE TO WORK WITH US

As cultural sovereignty protectors for Native Nations, we understand the importance of our vision and fostering a workplace where each member feels respected, valued, heard, and empowered to make a difference. In a virtual environment, opportunities for communication and team engagement must be proactively planned, and every team member participates in weekly Team meetings and individual check-ins to develop relationships within the organization and with their supervisor. The Association has weekly virtual social gatherings to support relationship building and offers travel for in-person work sessions at different times of the year.

We are a small and reliable team of advocates - every role has an important part to play in our advocacy. We cultivate an environment where passion ignites action, where every person is empowered to speak truth with compassion and skill, to grow as an advocate, to learn from mistakes, and to challenge and encourage others to do the same. Open and transparent communication is not just encouraged, it is a vital cornerstone of our virtual workplace.

TRAINER SCOPE OF WORK

Fully review the information below to understand the responsibilities for this learning and training experience:

INTRODUCTION. The Association on American Indian Affairs is seeking individuals that wish to develop themselves as experts under the Native American Graves Protection and Repatriation Act as follows:

- Obtain expertise through "train-the-trainer" experiences with curriculum development and subject matter experts;
- Develop assets for online and in-person curriculum on NAGPRA; and
- Serve as an expert and trainer for regional in-person trainings about NAGPRA.

This initiative aims to develop a network of NAGPRA experts and trainers with the necessary knowledge and skills to effectively deliver training on NAGPRA using curriculum developed by the Association.

NAGPRA provides a process for museums and federal agencies to return Native cultural items and Ancestors. To ensure the effective implementation of NAGPRA, it is crucial to have trained professionals who can disseminate accurate and comprehensive information to practitioners. In addition, this training seeks to establish a repatriation standard of practice that is in line with legal compliance with NAGPRA, as well as provides best practices for consultation, collaboration and relationship building.

First, the selected trainers will receive in-depth and comprehensive training on the curriculum developed by the Association. Through this training the selected trainers will themselves become experts on NAGPRA and the NAGPRA related topics covered in the curriculum. During this process it will be the responsibility of the selected trainers to help us identify holes or shortcomings in the curriculum to ensure it is approachable and comprehensive for individuals at any level of engagement with NAGPRA. The expectation for the train-the-trainer process is that the selected trainers will be able to work with our curriculum development team, but also spend time working independently to ensure expertise of the content.

Second, it will be the responsibility of the selected trainers to conduct research to add regional specificity to the curriculum based on the regions selected for the in-person trainings.

Third, the selected trainers will develop assets to support the in-person and online curriculum.

Finally, the selected trainers will then use their expertise to conduct the training at the in-person regional trainings. The selected trainers will be compensated both for the time spent undergoing training, developing assets, as well as conducting the regional trainings. The selected trainers will be reimbursed for their travel and accommodations for the regional trainings.

SCOPE OF WORK. The selected trainers will:

1. Complete the Curriculum Training:
 - Undergo a comprehensive training program on the NAGPRA curriculum developed by the Association.
 - Demonstrate proficiency in the curriculum through practical exercises.
 - Work with the Association's team of subject matter experts to develop resources and assets for the online and in-person curriculum and training.
 - Provide feedback on the effectiveness of the curriculum to enhance the trainers understanding of and confidence with NAGPRA.
2. Participate in the development of assets such as templates, videos, audio and other information to be used in the online training of the curriculum.
3. Work with subject matter experts to build regional specificity into the Association's curriculum.
4. Provide Regional In-Person Training for at least 2 in-person regional trainings using the provided curriculum and resources, and work with the Association's subject matter experts to address feedback for the curriculum from the in-person training attendees.

QUALIFICATIONS

Applicants must have the following qualifications and express them in the application:

- ⇒ A working knowledge of and experience with NAGPRA, however we are not looking for individuals who believe themselves to be an expert on NAGPRA - the goal is for the individual to develop themselves and their expertise.
- ⇒ Proof of strong communication and presentation skills.
- ⇒ Showing of capability to work collaboratively, communicate clearly, and provide constructive feedback to all levels of experts.
- ⇒ Self-motivated, self-disciplined, and self-directed.
- ⇒ Experience in providing training or educational program delivery is helpful but not required.
- ⇒ Experience working with Native Nations is desirable.

HOW TO APPLY

To apply for this contract, email your resume or CV, letter of interest, and writing sample to general@Indian-Affairs.org. Your application should feature how your skills and expertise align with the effort to be provided in the Scope of Work. The writing sample should be no more than 5 pages, be 100% drafted by you, and should have a sentence to describe where the writing sample came from and when it was written. **Deadline to apply is Tuesday, November 12, 2024 at 5:00 pm ET.**

The Association values strong research, writing and editing skills for this contract and your application should reflect that. Please provide a brief introduction of yourself and interest in the position, including a description of previous training or education program delivery and other skills relevant to the Scope of Work.

LEARN MORE ABOUT THE ASSOCIATION

Review our website and social media to better understand our work and what drives the organization. Check out our website at Indian-Affairs.org, and look for links to our social media at the bottom of our website.