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PERFORMANCE CONSULTING

Culturally Responsive, Indigenous, and Equitable Evaluation

Resource List

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Contents

Introduction

Bowman Performance Consulting (BPC) is a welcoming and intersectional space where contributions from the seen and unseen are important aspects of our seven directions and seven generations work. Who we are on the inside is what we bring in a good and respectful way as we aspire to be Good Relatives in academia, education, community contexts, or any spaces we are invited into. Our intention is that when we arrive, we are there as healthy partners, are of good mind and spirit, and are present, mindful, and open and act in humble and appreciative ways as we work in service of others. Our service is grounded in origin stories and using the wisdom of our Ancestors to restore balance as we walk together in this world. BPC values and honors the timeless Indigenous knowledge and experiences of generations before us, those that walk with us now, and those that are yet to be born. This knowledge and our sacred responsibilities are given to us by traditionalists and elders of our various communities as we uniquely express into the world what is in our Good Medicine bundle and what we learn through ceremonies, culture, and language and apply every day in practice. Our traditional foundation gives us roots to the past, present, and future so it is with this Indigenous traditional framing that we offer a living document (not exhaustive) of resources that speak to us as humans and our work on behalf of the seen and unseen, human and non-human relatives on Mother Earth.

Given this quick overview of BPC's core philosophy and values, we frame the resources in this document as helpful guideposts to more inquiry, more fire in your own sacred work, and more healing on the pathway you are on or that you are bringing your families, communities, and professional networks on. Culturally Responsive Evaluation (CRE), Culturally Responsive Indigenous Evaluation (CRIE), and Culturally Responsive and Equitable Evaluation (CREE) as Good Relatives are all contemporary terms created in response to one source: colonization. Through CRE, CRIE, CREE, and other anti-racist, social and human justice, and equity resources and activities, we strive to stand in the place and be the visible voices to represent places, topics, and spaces (physical, literary, virtual, mind, heart, etc.) that our Ancestors cannot. Tribal sovereignty is a unique aspect of more than 1,204 federally or state recognized Native Nations on Turtle Island (North America), and many more Indigenous communities exist that we honor as well as they find ways to restore their treaty, legal, and political rights on a global scale (see also United Nations Permanent Forum on Indigenous Issues for information and current activities).

BPCs staff and families represent generations of the few of the Indigenous survivors of colonization, and therefore, BPC will not be quiet or still about our liberation and survivance from the oppressors and the settlers who benefit from colonization to this very day. You can read more about BPC's Emancipation from Colonization Declaration, and we ask you to join us on this journey. Please feel free to reach out anytime to share resources or active fellowship by e-mailing: info@bpcwi.com. This document is posted on BPC's website here: https://www.bpcwi.com/scholarship (scroll to the bottom of the page to download). We offer this document with cultural and academic humility and with a decolonized valuing in that it is free. We are caretakers of this knowledge, not owners of it. Niiloona wulalohkehna (we all do good work), so welcome to the BPC academic lodge and go out there and Be the Good Medicine! Anushiik, Waapalaneexkweew (AKA Nicky Bowman).

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CRE/CRIE/CREE Resource Links

- Alaska Evaluation Network: https://www.facebook.com/Alaska.Evaluation.Network/

- American Evaluation Association: https://www.eval.org/; AEA's Cultural Competence Statement: https://www.eval.org/About/Competencies-Standards/Cutural-Competence-Statement; and AEA's Indigenous Peoples in Evaluation Topical Interest Group (IPE TIG): http://comm.eval.org/aeaipetig/home

- Australian Evaluation Society: https://www.facebook.com/evalsociety/

- Better Evaluation's Equity Resources: https://www.betterevaluation.org/en/search/site/equity

- Canadian Evaluation Society: https://www.facebook.com/ces.sce/

- Center for Culturally Responsive Evaluation and Assessment: https://crea.education.illinois.edu/home

- Collaborative Research Center for American Indian Health Trainings & Resources: https://www.crcaih.org/atr.html

    o CRCAIH Tribal IRB Toolkit: https://www.crcaih.org/irb-toolkit.html

- EvalPartner's EvalIndigenous Global Task Force: https://www.evalpartners.org/evalindigenous/about

- EvalPartners Selected Resources on Equity in Evaluation (very intersectional offerings here): https://www.evalpartners.org/library/selected-books

- EvalIndigenous You Tube Page: https://www.youtube.com/channel/UC-6faO1A5rHTHmZiqgdAtWw/videos. Selected videos below but as of September 2019 there are over 25 video testimonies (and growing) from Indigenous evaluators around the world!

    o EvalIndigenous Task Force Video (Larry Bremner): https://www.youtube.com/watch?v=i4V_G9NeygE&t=1s

    o EvalIndigenous Task Force Video (Nicole Bowman): https://www.youtube.com/watch?v=izwrq8qEK9E&t=14s

    o EvalIndigneous Task Force Video (Carolee Dodge-Francis): https://www.youtube.com/watch?v=g1W7zcFzqxA

    o EvalIndigenous Task Force Video (John Njovu):
    o https://www.youtube.com/watch?v=s9Cn5s-drPs&t=48s

    o EvalIndigenous Video (Mark Parman):
    o https://www.youtube.com/watch?v=kz1NtfrXkac&t=3s (Part I) and https://www.youtube.com/watch?v=4gD3w3kNpQE&t=8s (Part II)

    o EvalIndigenous Task Force Video (Serge Eric Yakeu Djiam): https://www.youtube.com/watch?v=_aGR9lrHdKw&t=75s

- Equitable Evaluation Initiative website: https://www.equitableeval.org/

- Equitable Evaluation Framework/work process/equity and philanthropy: https://drive.google.com/file/d/1RBWoWVduMvh4S68qdmPLN3WPEyPWQwOS/view,

- Hawaii Pacific Evaluation: https://h-pea.org/event-2823854

- Indigenous Evaluation Models (US Department of Health & Human Services, Administration for Native Americans Program Office): https://www.youtube.com/watch?v=EousrydpdyY

- National Congress of American Indians Policy Research Center: http://www.ncai.org/prc

- National Center for Truth and Reconciliation in Canada (University of Manitoba): https://nctr.ca/map.php

- Native Nation Building (University of Arizona): https://nni.arizona.edu/

- Maori Evaluators: https://www.facebook.com/MaTeRae/

- New Zealand Evaluation Society (ANZEA): http://www.anzea.org.nz/

- The American Declaration on the Rights of Indigenous Peoples (ADRIP): https://www.oas.org/en/sare/documents/DecAmIND.pdf

- US Indigenous Data Sovereignty Network: http://usindigenousdata.arizona.edu/

- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP): http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

- A Vision for Indigenous Evaluation (New Zealand/Maori): https://www.youtube.com/watch?v=H6LXD3RjqLU

Tribal Sovereignty, Indigenous Data Sovereignty, and Other Critical Indigenous Resources

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Equity, Critical Theory, and Anti-Racist Resources

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Equity and Anti-Racist Evaluation and Technical Assistance Links

- Anne Casey Equity/Evaluation/Anti-Racist Frameworks for Organizations: Race Equity and Inclusion Action Guide for Organizations: https://www.aecf.org/resources/race-equity-and-inclusion-action-guide/

- Anti-Racist Organizational Development Continuum Framework: https://philanos.org/resources/Documents/Conference%202020/Pre-Read%20PDFs/Continuum_AntiRacist.pdf, http://communitywise.net/aroc/

- Building a Multi-ethnic, Inclusive and Anti-racist Organization: https://www.racialequitytools.org/resources/act/strategies/organizational-change-process

- Center for Effective Philanthropy has many resources on diversity, equity, and inclusion: https://cep.org/resources/publications/

- Community Wise Anti-Racist Organizational Change Toolkit: http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools_web.pdf and appendix http://communitywise.net/wp-content/uploads/2017/10/AROC-Resources-and-Tools-Appendix_printable.pdf; http://communitywise.net/wp-content/uploads/2017/10/Organizational-Racism-Self-Assessment.pdf

- Dismantling Structural Racism (by Grassroots Policy Project: https://grassrootspolicy.org/wp-content/uploads/2017/03/GPP_RacePowerandPolicy.pdf

- Emergence Collective has many resources on anti-racism, equity, and decolonization in evaluation and other spaces: https://www.emergencecollective.org/blog-1

- NEW 2019 Deeper tools/resources: http://communitywise.net/wp-content/uploads/2019/04/AROC-Deeper-Change-Toolkit_print.pdf

- Org Dev & Assessment tool (Catholic Volunteer Network): https://catholicvolunteernetwork.org/wp-content/uploads/2019/02/Anti-Racist-Organizational-Development-and-Assesment-Tool-Western-States-Center.pdf

- Protocol for Culturally Responsive Organizations (Center to Advance Racial Equity, Portland State University, 2014): http://www.oregoncampuscompact.org/uploads/1/3/0/4/13042698/integrated_protocol_-_dec_2014_1.pdf

- Self-assessment for Organizations regarding Race: https://racc.org/wp-content/uploads/buildingblocks/foundation/Race%20Matters%20Organizational%20Self-Assessment.pdf

- Racial Equity Tools Organizational Change Process and Tools: https://www.racialequitytools.org/act/strategies/organizational-change-processes

- Resolutions Northwest: https://resolutionsnorthwest.org/

- White dominant culture/characteristics – use for self-assessment, policy/org development, and transformational work systemically: https://resolutionsnorthwest.org/wp-content/uploads/2018/08/White-Supremacy-Culture-with-updated-citation.pdf

- White Dominant Culture and Pivoting to Something Different (a self-assessment worksheet): https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf

Funding Sources for Racial and Equity Work Resource Links

- Anne Casey Foundation: https://www.aecf.org/about/grant-making/

- Center for Evaluation Innovation/Evaluation Roundtable (Foundation Leaders Network funding innovative and impactful studies, TA, development work, etc.): https://www.evaluationinnovation.org/evaluation-roundtable/

- Change Philanthropy: https://changephilanthropy.org/

- Equitable Evaluation works with funders, practitioners, and thought leaders (five-year initial investment) to use evaluation as a tool for equity and transformative change. https://www.equitableeval.org/investment-partners

- Lumina Foundation: https://www.luminafoundation.org/

- Native Americans in Philanthropy (NPO bringing funders and Native communities and First Nations together to invest in a better today and tomorrow): https://nativephilanthropy.org/

- NoVo Foundation: https://novofoundation.org/radicalhope/

- Philanthropic Initiative for Racial Equity: https://racialequity.org.

- Race to Lead (An Initiative of Building Movement Project's) Racial Equity in Philanthropy Fund: https://racetolead.org/looking-inward-the-new-fund-seeking-racial-equity-in-the-nonprofit-sector/.
    - A list of the 2018 inaugural Racial Equity in Philanthropy (REP) grantees (N=19) is here: https://borealisphilanthropy.org/borealis-philanthropy-launches-fund-to-advance-racial-equity-in-philanthropy/

- The Philanthropic Initiative's Resources list for Racial Equity in Philanthropy: https://www.tpi.org/resources/racial-equity-resources-for-philanthropy

- WK Kellogg Foundation: https://www.wkkf.org/

- Wallace Foundation: https://www.wallacefoundation.org/about-wallace/pages/funding-guidelines.aspx