

Systems Alignment Innovation Hub Communities Leading Systems Alignment Research

Part II


**August 14, 2024
12-1:15pm ET**



A portrait of LaMont Green, a Black man with a grey beard and a short, spiky haircut, smiling. He is wearing a light-colored button-down shirt. The background is a blurred green foliage.

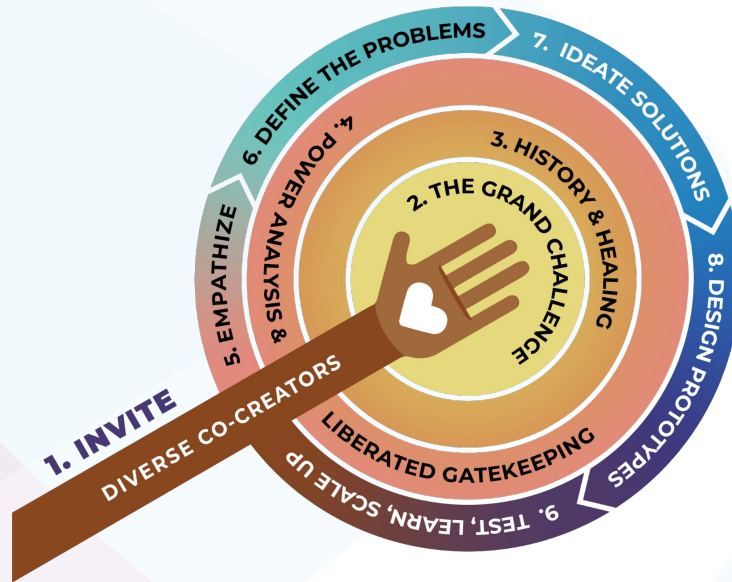
LaMont Green, DSW
(he/him/his)
SAIH Director
Director of Diversity, Equity , & Inclusion, TAC

Welcome

A portrait of Lori Pampilo Harris, a woman with long, dark hair, smiling. She is wearing a dark top. The background is a blurred green foliage.

Lori Pampilo Harris
(she/her/o'ia)
Indigenous Expert
Wayfinder Consulting

Equity Centered Community Design



Always start with

1. **Inviting Diverse Co-Creators**
2. Identify the Grand Challenge
3. Understand History & Healing
4. Conduct Power Analysis & Liberated Gatekeeping
5. Building Empathy

Then Incorporate

1. Define the Problem
2. Ideate Solutions
3. Design Prototypes
4. Test, Learn & Scale Up

Decolonizing Framework

A Path for Healing and Transformation

Decolonization is the process of undoing colonizing practices. This means confronting and challenging the colonizing practices that have upheld and influenced systems that create injustice, inequities, disparities and chains of poverty.

Decolonization is about the cultural, psychological, and economic freedom towards self-determination towards how we solve community problems. It emphasizes the need for equity, justice, and the inclusion of diverse voices in decision-making processes, ensuring that solutions are culturally relevant and sustainable.

Indigenization is the act of making something **more native, more local**; transformation of some service, idea, etc. **to suit a local culture, your local community**. It brings the strategies, research, actions, problem solving to the local community level, not within a stuffy board room or city hall.

Power, dominance and control are rebalanced and returned to the community, and other ways of knowing and doing are perceived, presented, and practiced as equal to Western ways of knowing and doing.



United Indians of All Tribes Native Veterans Program



**UNITED INDIANS
OF ALL TRIBES FOUNDATION**

*Research-in-Progress Webinar
August 14, 2024
12:00 pm EST*



Land Acknowledgment

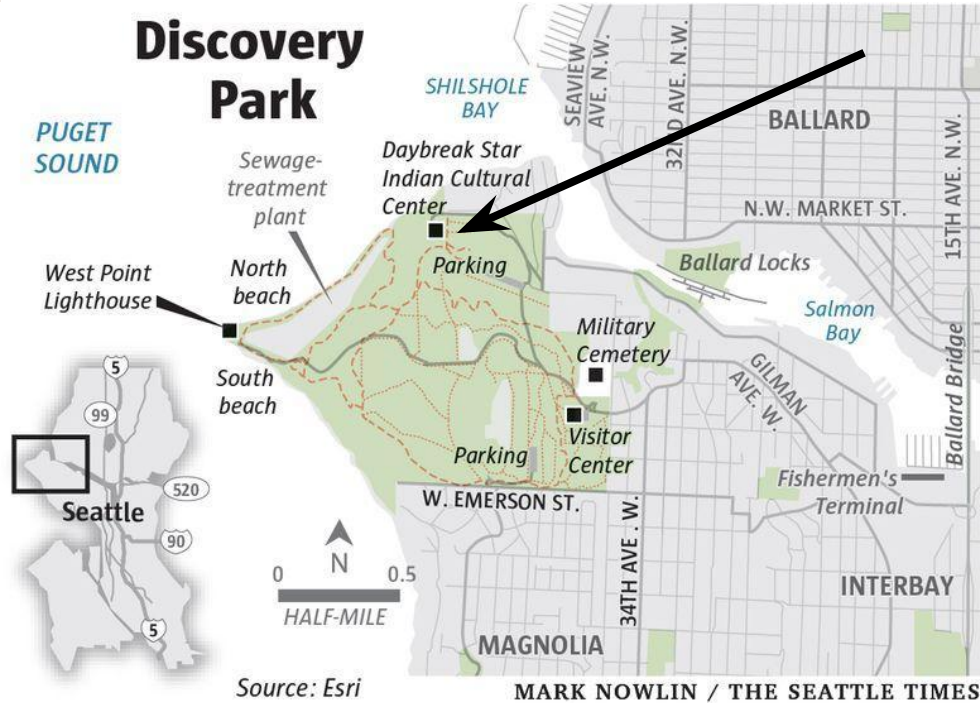
We acknowledge that we are on the ancestral lands of the Coast Salish peoples, whose people have stewarded these lands and waters since time immemorial.

As we engage in our work and services, we remember the resilience and strength of Indigenous communities.

We are committed to uplifting voices, culture and history of Native peoples and fostering relationships that support the ongoing presence and contributions to this region.

We express our deepest respect and appreciation to the traditional caretakers of these lands and waters.

Land Acknowledgment



Presenters



Mike Tulee
Yakama Nation

Executive Director

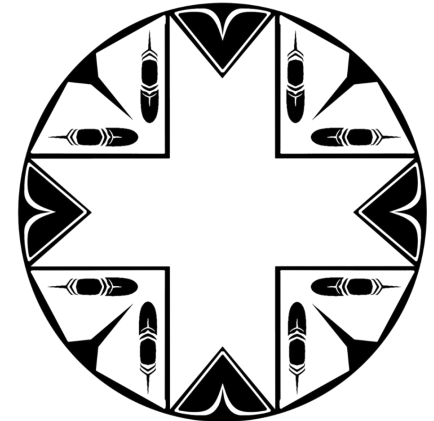
US Air Force veteran
- E-4 Sergeant, Vehicle Mechanic



Ben Bryer (He/Him)

Research Coordinator

Ashkenazi Jewish heritage



History

At dawn on May 8, 1970, 100 Indigenous activists invaded and occupied Fort Lawton in Seattle to reclaim the land “in the name of all American Indians by the right of discovery.”

The protestors were armed with “sandwiches, sleeping bags, and cooking utensils.”

Military Police forcefully broke up camp and arrested protestors. Activists set up camp outside Fort gates for 4 weeks.

Through negotiations and Congressional intervention, the activists won the right to develop an Indian cultural center.

The **Daybreak Star Indian Cultural Center** opened in 1977.



*"Then as I stood there, two men were coming from the east, head first like arrows flying, and between them rose the **daybreak star**. They came and gave a herb to me and said: "With this on earth you shall undertake anything and do it." It was the daybreak star herb, the herb of understanding, and they told me to drop it on the earth. I saw it falling far, and when it struck the earth it rooted and grew and flowered, four blossoms on one stem, a blue, a white, a scarlet, and a yellow; and the rays from these streamed upward to the heavens so that all creatures saw it and in no place was there darkness."*

— Nicholas Black Elk (Oglala Lakota)
(b. 1863- d. 1950)



Our mission is to provide educational, cultural and social services that reconnect Indigenous people in the Puget Sound region to their heritage by strengthening their sense of belonging and significance as Native people.

Our vision is to be a social service provider, community center, and cultural home for urban Indians.

Org Representation

- Indigenous Board of Directors
- ~81% Staff are People of Color



Program Advisory Board

- 8 Native Veterans
 - 6 Men, 2 Women
- Coastal, Alaskan, and Plains tribes
- Leaders in our community
- Marines, Army, Air Force, Navy
- Vietnam, Gulf, Iraq, Afghanistan wars



United Indians Staff

- Ben Bryer
 - Research Coordinator
- Audrey Powers
 - Director / Homelessness Prevention, Benefits Navigation and Native Veterans Programs
- Jenna Gearhart
 - Community Services Division Director
- Mike Tulee (Yakama Nation)
 - Executive Director

Native Veteran Info

- Native Americans serve in Armed Forces at 5x national average
- Higher % female American Indian / Alaska Native servicemembers compared to general military population
- Disproportionately serve in violent combat
 - Compounding trauma from military service + colonization and genocide of Indigenous people
- 2,500 vets in King County (Seattle) who identify as AI/AN alone or in combination with another race
 - Most served in Vietnam war era
- In general, veterans living in urban areas have better health outcomes than veterans living in rural areas
 - However, Native veterans living in urban areas do not experience health advantages compared to Native veterans living in rural areas



To co-develop a systems alignment strategy with Native veterans and medical, public health, and social service providers to address systemic racism and improve culturally-grounded, trauma-informed, and racially equitable care coordination for Native veterans in the Puget Sound region

The Problem(s)

Mental Health

- 2x rate of **PTSD and suicidal ideation** than Non-Hispanic White vets
- High rates of **alcohol, opioid and substance use** dependency

Physical Health

- More likely to experience a service-connected **disability or injury**
- More likely to experience **chronic disease**

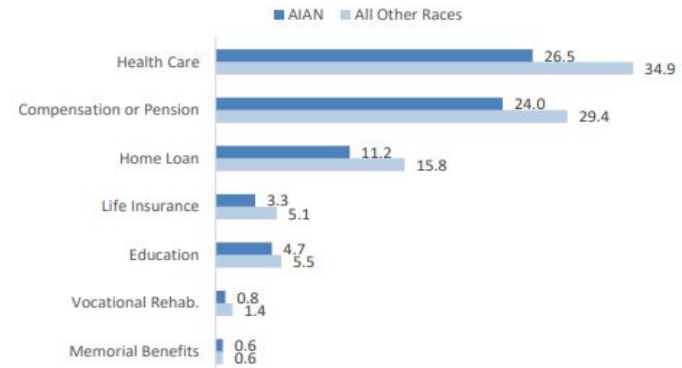
Housing

- Overrepresented in rates of **housing instability and homelessness** among all veterans

Health Care

- 2x higher odds of being **uninsured** than Non-Hispanic White vets
- More likely to **forego or delay care** due to difficulty in accessing appointments or financial barriers
- **Racial Misclassification** as “more than one race” or “other”
- Lack of **traditional healing services** at VA facilities

Figure 10: VA Benefits Utilization by Program - Veterans only
(in percent)

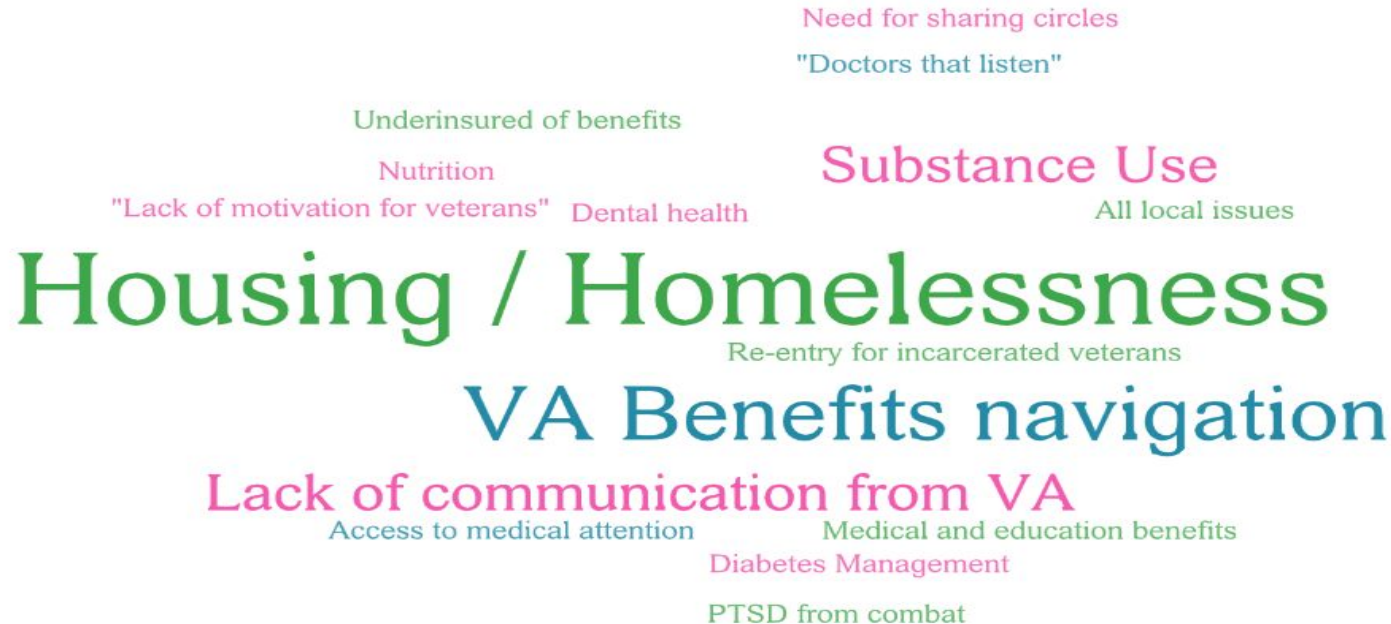


Source U.S. Veterans Eligibility Trends and Statistics, 2017.
Prepared by the National Center for Veterans Analysis and Statistics

<https://www.va.gov/vetdata/docs/SpecialReports/AIAN.pdf>

The Problem(s)

“What are the biggest health challenges that urban Native veterans face?”



Proposed System Partners

Medical System

- VA Puget Sound Health Care System
- Traditional Medicine Practitioners and Healers
- Veterans Benefits Administration
- Seattle Indian Health Board

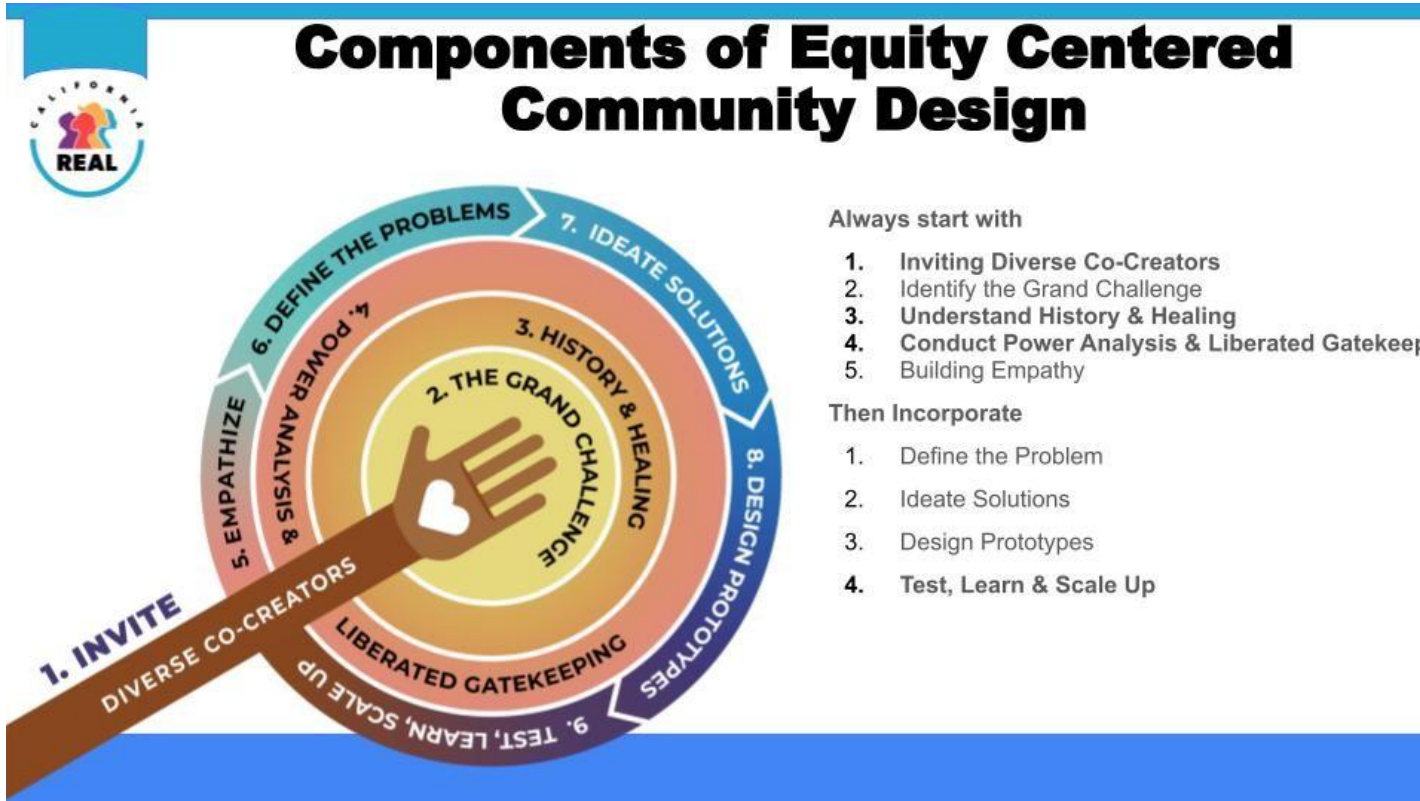
Public Health System

- Healthier Here
- Public Health Seattle King County
- WA Department of Health
- Healthcare for the Homeless Network

Social Services System

- United Indians
- Unkitawa
- Native Resource Hub
- King County Vets Program
- Chief Seattle Club
- FOB Hope
- Mother Nation

Equity Centered Community Design (ECCD)



Next Steps

- Stand up co-design team (Advisory Board + system partners)
- Choose Lushootseed name for our project
- Continue ECCD process to co-design pilot program for Native veterans
 - Surveys, story-sharing, talking circles, interviews with Native veterans and providers



Be an advocate for Indigenous people and Native veterans

- [Native Land Digital](#)
 - Native Land is an app to help map Indigenous territories, treaties, and languages
- [The Warrior Tradition](#)
 - Explore the complicated ways the culture and traditions of Native Americans have impacted their participation in the United States military
- [American Indian / Navajo Code Talkers](#)
 - Indigenous soldiers used their traditional language to transmit secret Allied messages in the Pacific theater of combat during World War II
- [A History of Military Service: Native Americans in the U.S. Military Yesterday and Today](#)
 - A brief history of the contributions of Indigenous U.S. service members over time
- [National Native American Veterans Memorial](#)
 - A touching tribute to Native veterans at the Smithsonian National Museum of the American Indian
- [Legacies of Service: Celebrating Native Americans](#)
 - Archive of stories of military service from Native veterans



Lived Experience Coalition



Survive to Thrive:

***Undoing Systemic Racism to Address and Eradicate Gun Violence
among Black, Brown, and Indigenous Young Men Experiencing Housing
Insecurity***

Strategies to Achieve Alignment, Collaboration and Synergy across Delivery and Financing Systems

*Research-in-Progress Webinar
August 14, 2024*

Survive to Thrive: Our Team



Brother Token *He/Him, Black/White/Native Cree*

Lived Experience of homelessness, Impacted by gun violence, Principal Investigator, Director of Survive 2 Thrive, The Black Panther Party WA Minister of Finance, Community Organizer

CJ Walker *He/Him, Black/ Mixed Race*

Lived Experience of homelessness, Impacted by gun violence, Director of Ending Youth Homelessness, Board member Y4Y, Community Organizer

Jozzy Rollins *He/Him, Black*

Lived Experience of homelessness, Impacted by gun violence, Community Organizer, and Artist

Marvin Futrell *He/Him, Native/African American*

Lived Experience of homelessness, Impacted by gun violence, LEC Director of Policy and Strategy, and Project Support

Rhonda Walker *She/They, White, Disabled*

Lived Experience of homelessness, Impacted by gun violence, Director of SW WA, Community Organizer, and Project Support

Courtney Love *She/Her, White*

Lived Experience of homeless, Impacted by gun violence, Director State and Local Advocacy, Community Organizer, and Project Support

Presenters and Survive to Thrive Leadership

S4A
Systems for Action



Brother Token

Principal Investigator (PI)

Director of Survive to Thrive



CJ Walker

Co-Principal Investigator (PI)

*Director of Youth
Homelessness*



Marvin Futrell

*Director of Policy and
Strategy*

LEC Mission Statement

The Lived Experience Coalition is a **diverse, multigenerational community** who are coming together to **lift each other up, heal individually and collectively, advocate for ourselves** and others, while advancing racial and social justice.

We work beyond oppressive structures by unifying our voices, speaking truth to power, and working together to dismantle multisystem barriers impacting people who are experiencing homelessness and involvement with the carceral-legal system, facing unmet behavioral health needs, and/or fleeing violence or emotional/psychological victimization.





Addressing gun violence fueled by housing insecurity and institutional racism through an effort led by Black, Brown, and Indigenous (BBI) young men who are bringing together public health, medical, social services, and carceral-legal systems to develop policy and programmatic innovations that returns power back to communities most impacted and promotes safety for those communities effectively.

Survive to Thrive Theory of Change

“We believe that those closest to the problem are also closest to the solutions but furthest from power and resources”

(JustLead WA)



When we meet the needs of our community, we reduce desperation and the crime that follows it as it relates to preventing gun violence for young Black, Brown, and Indigenous men, especially those experiencing housing insecurity.

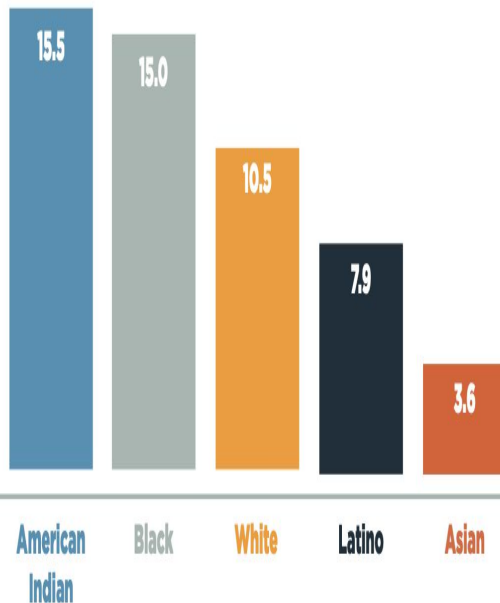
Demographics and Representation

Population Demographics

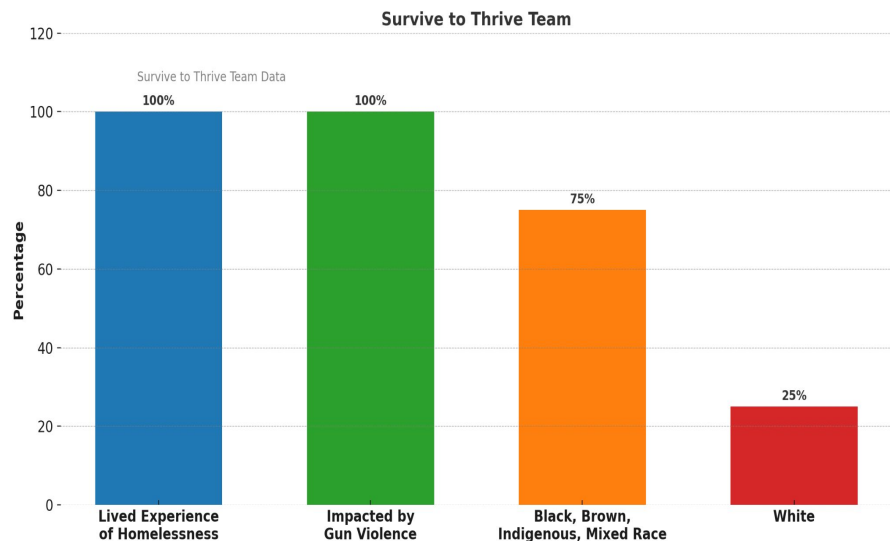
ALL FIREARM DEATHS
per 100,000 people in
Washington

CDC, UNDERLYING CAUSE OF
DEATH, FIVE-YEAR AVERAGE:
2015-2019

Deaths per 100,000 People



Staff Demographics and Representation



The Problem

Gun Violence

*In 2023, 6,192 children and teenagers were shot,
of which more than 1,600 died*

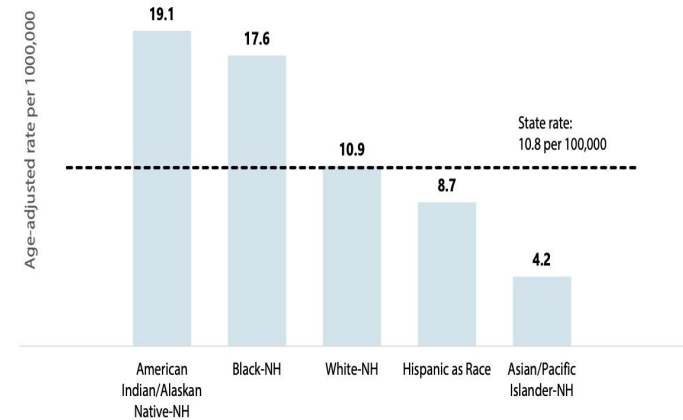
Black Americans:

- Young Black males (ages 15-34) are over **20 times more likely to die by gun homicide** than their white counterparts.
- **Nearly 50% of mass shootings occur in majority-Black census tracts**
- Black Americans account for **37-40% of the homeless population**.

Latino and Indigenous Americans:

- **2x as likely to die by gun violence** compared to white people.
- **Indigenous women are 3x more likely to be fatally shot by an intimate partner**
- **Latinos comprise 24% of the sheltered homeless population**
- **Indigenous Americans** represent 1.3% of the U.S. population but **3.4% of the sheltered homeless population**

All firearm deaths per 100,000 people in Washington, 2018-20



NH = Non-Hispanic

Data source: WA DOH Community Health Assessment Tool (CHAT)

The Problem

- The intergenerational trauma and destruction inflicted on BBI communities, especially targeting young men
- Disparities: over-representation of young, BBI men experiencing gun violence, incarceration, poverty, homelessness, etc
- Multi-system failure, including the school-to-prison and homelessness-to-prison pipeline
- Anti-Black-male bias
- Lack of culturally appropriate support within systems
- Youth and Young Adults homelessness increases risk of gun violence. 45% of unhoused young adults experience gun violence, and 17% engage in it

The Solution

Our project will use a Systems Alignment approach to prevent and reduce gun violence for young Black, Brown, and Indigenous men by :

- Creating a design team from most impacted community and various system partners
- Identifying and addressing the root causes of gun violence
- Reimagining the coordination of services and resources across systems
- Dismantling systemic racism within service systems
- Building capacity for collaboration among partners
- Our geographic area of focus will be in Washington State with particular attention to some if not all of the following affected counties: King, Pierce, Clark, Snohomish, Spokane, and/or Yakima counties





Medical System

- *Dustin Daniels*,
PeaceHealth
- Community Health
Clinics
- Bastyr University
- Washington State
Health Care
Authority

Social Services System

- *Mustafa Mohammed*
MBCHB , MHP , AAC,
Mental health
professional and clinician
Refugees Northwest
Counseling
- Washington State
Department of Social and
Health Services

Public Health System

- *Semone Andu*,
Seattle-King County
Public Health
- Health Care for the
Homeless Network
- Washington State
Department of Health



Our Ask

The solution to the problem is not just a project, it's a movement. A movement rooted in the principles of Equity- Centered Design and deeply committed to ensuring Diversity, Equity, and Inclusion. We ask that you take what you have learned today, utilize it and share it in communities most affected, in your own organizations, and in your own Life.

Visit us at: <https://wearelec.org/>

Questions?



SYSTEMS ALIGNMENT

SAIH

INNOVATION HUB



UNITED INDIANS
OF ALL TRIBES FOUNDATION



LIVED EXPERIENCE COALITION

Systems for Action is a National Program Office of the Robert Wood Johnson Foundation and a collaborative effort of the Colorado School of Public Health, administered by the University of Colorado Anschutz Medical Campus, Aurora, CO.



Robert Wood Johnson
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colorado school of
public health