

THIS REPORT CONTAINS SOME UPDATES TO THE LANGUAGE PROGRAM STRATEGIC PLAN AS OF FEBRUARY 2019, BUT DOES NOT LIST ALL GOALS MET IN CALENDAR YEAR 2019. See the comments in the EPILOGUE of this document.

See the document titled **Strategic Planning Retreat Fond du Lac Reservation Three Year Plan for Language Program for 2018 – 2020**

To: Jeff Savage, Supervisor (Excerpt copied to Language Advisory Board web page on December 21, 2023.)

cc: Language Advisory Board, Rita Ojibway

Date: July 11, 2019

Subject: Monthly Report for Language Program
Submitted by Janis Fairbanks, Anishinaabemowin Coordinator

- **Department Overview**

Mission Statement:

Anishinaabeg Nagaajiwanaang gemaan bapashkominitigong honor our identity by preserving and revitalizing anishinaabemowin given to us by our creator. We take responsibility for our future by providing language learning and teaching opportunities under the guidance and umbrella of the Fond du Lac Language Program for the next seven generations.

Vision Statement:

From 2018 – 2020, the FDL language program will take responsibility for revitalizing and preserving Anishinaabemowin by...

- Saturating our space with Anishinaabemowin (media)
- Taking the lead on all Anishinabemowin initiatives within the community, specifically educating and advising FDL Divisions about Official Language status and implementation (community engagement)
- Creating a successful child-centered immersion space

History: The Fond du Lac Language Program formally began on January 12, 2015 when the first Anishinaabemowin Coordinator was identified and hired to build a language program for the Fond du Lac Reservation. The search was guided by the Language Advisory Board, consisting of 6 voting members and 1 Elder Advisor, which was incorporated on June 14, 2014 under Fond du Lac Ordinance #05/14 as amended under the name:

NAGAAJIWANAANG WAAKANAWENDANGIG ANISHINAABEMOWIN
("TRYING TO HELP TAKE CARE OF THE ANISHINAABE LANGUAGE FOR FOND DU LAC")
Subsequently the name changed to:

NAGAAJIWANAANG GENAWENDANGIG ANISHINAABEMOWIN
("THE ONES WHO TAKE CARE OF THE ANISHINAABE LANGUAGE AT FOND DU LAC")

The role of the Language Advisory Board is advisory capacity only with no supervisory authority or administrative duties over the language program. The seven original members of the Language

Advisory Board were: Wayne Dupuis, Thomas Howes, Jennifer Johnston, Victoria Reynolds, Tara Dupuis, Veronica Smith and Elder Advisor Amik Larry Smallwood.

The board has had some turnover since 2014, and the current Language Advisory Board members as of June 13, 2019 are: Dawn LaPrairie, Wayne Dupuis, Ralph Fairbanks Robert B. Peacock, PhD, Veronica Smith, one vacancy, and Elder Advisor Jacob “Sonny” Greensky.

The application to apply for the vacancy is on our Anishinaabemowin Web Page, and a notice was sent to be posted on the main web page 7/11/2019. Two applications have been received since the vacancy occurred in April, and the vacancy will be on the Agenda for the third quarterly July 16, 2019 Language Advisory Board meeting.

Fond du Lac Language Program Anishinaabemowin Coordinator, Janis A. Fairbanks, PhD reports to the Director of Fond du Lac Reservation Cultural Center & Museum, Jeff Savage. Program staff report to the Anishinaabemowin Coordinator. Language Program operations are temporarily at 111 Brevator Road. Construction on a separate language and culture building will start in mid-2019.

The language program should be shown on the organization chart as a branch of the FDL Museum and Cultural Center. Currently, the language program has five authorized personnel positions.

These consist of the Anishinaabemowin Coordinator, three (3) Language and Curriculum Specialists, (two filled and one vacant,) one (1) Administrative Assistant – Ojibwe Language. The language program is mission driven and follows an internal Language Program Strategic Plan. The first three-year strategic plan was created by the Anishinaabemowin Coordinator, and is re-visited annually by the Language Advisory Board and interested community stakeholders for updates.

The language program is building a language program resource library, sending staff members to perform community services at events, and continues to grow each year, as do the services provided by program staff. The month of June was largely devoted to preparing and running the annual Kiwenz Ojibwe Language Camp, which ran June 13 – June 16, 2019 this year. The Anishinaabemowin Coordinator requires a monthly report from program staff, holds regular staff meetings, and creates opportunities for staff to attend professional development conferences and trainings. Staff ideas are incorporated into the services provided by the language program.

- **Accomplishments.**

- I. The month of June 14 – July 12 featured the annual and successful operation of the Kiwenz Ojibwe Immersion Language Camp. There were over 350 people in attendance at the two and a half day event; most registered for camp, occasional visitors and language program personnel did not formally register but were observed and/or required to attend camp. Ojibwe language was used in all cultural activities at camp as events unfolded. We had a surprise visit from Dan Ninham, who conducted lacrosse and other games for camp participants as a community service. His activities were popular and well-received.
- II. The language program also planned and implemented a summer immersion language table scheduled for June 4 through August 27, 2019. The immersion table attracted many new participants, indicating a need for immersion level gatherings. Marcus Ammesmaki is the Language & Curriculum Specialist who has been assigned to help with the Immersion Language Table, and it is through his outreach efforts that attendance is high, and consistently growing. For the first six sessions, attendance was 1) eight, 2) thirteen, 3) seven, 4) twelve, 5) eleven and, 6) ten. The average attendance is ten, with seven sessions

remaining. Total attendance equals sixty-one units of service in the immersion area within a six week time period.

- **Goals**

Short Term

1. A short term goal in the language program is to get more Ojibwe signage in different places on the reservation
 - a. Due to planning for Kiwenz Camp, grant close-out activities for two grants that end June 30, 2019, this goal will be held until the end of July for further pursuit.
2. Another short term goal is to have our language program operations consolidated into one location by the end of 2019, with all staff in one building and the necessary technological support system installed and operational.
 - a. The project to build the Language and Culture building was presented to the RBC on Tuesday, June 11, 2019 with an approval to go forward with the building project.
 - b. Final approval to build is pending receipt of a winning bid from a contractor, which is expected in July.

Long Term

1. A long term goal is to update the language program strategic plan to at least a three-year plan.
 - a. Each year, a strategic review is schedule with the community and the Language Advisory Board. The first one in 2019 was held February 19, 2019 at the Cloquet Community Center Classroom.
 - b. We will attend reservation strategic planning sessions to share our plans and incorporate them into the overall reservation strategic plan.

EPILOGUE:

This excerpt from the outgoing (retired August 9, 2019) Anishinaabemowin Coordinator's monthly report tells us that a review of the 2018 – 2020 Language Strategic Plan was completed in February 2019.

A review of the highlighted Strategic Plan document contains some but not all updates of goals accomplished in 2019.

For instance, see page 10 of the Strategic Plan, last item, image shown below, which has no update activity notes.

Create a successful child centered immersion space by Spring 2020

That is because the progress made in 2019 did not occur until Fall 2019 when the WAAZH Immersion School grant was approved and the child-centered immersion place did in fact happen in 2019, one year ahead of the forecast date of 2020. Current reviewers of the old strategic plan should update all other similar events that occurred but had not yet been reviewed in 2019 and 2020 to properly bring the progress of the plan forward.

You are encouraged to review the entire 2018 – 2020 Language Program Strategic Plan to see what the remaining items are that need further investigation. Are these still needed activities? If not, why not? If so, what are the activities and goals realized that have not yet been recorded? How can this document along with the Language Program Strategic Plan be compared and consulted to find remaining goals that are still needed that the community members still want?

Highlighted comments inserted by Janis Fairbanks, Language Advisory Board Chair, 12/21/23.

Posted at the request of the Language Advisory Board of Directors at the 12/20/23 meeting.