

The Indigenous HR Approach at NDN Collective

Oweesta Capital Access Conference

6 / 29 / 2022



Session Background

- Human Resources (HR) is both an art and a science. At NDN Collective we take this one step further and build our Indigenous truths and culture into our entire human resources approach.
- This is because most, if not all, HR products and services weren't developed for an Indigenous organization. This type of HR was created by corporate bureaucrats and often is top-down and disconnected from our Indigenous cultures, making it difficult for staff across our organization to resonate with and follow.
- We have, therefore, made a conscious choice to create an Indigenous HR approach at NDN Collective. All of the policies and practices described below are our attempt to create policies and procedures that support and celebrate our staff in alignment with our diverse Indigenous cultures and lived experiences.
- This approach is a work-in-progress, true to our shared value at NDN Collective to remain open to changes that can create ever greater alignment with our Indigeneity. As such, this session is a snapshot of a moment-in-time.



Session Flow

In this session, participants will:

- Learn how to use an Indigenous approach in designing an effective Human Resources program
- Discover best practices and legal compliance to achieve results
- Learn about culturally-grounded leadership development
- Explore ways to confront lateral violence through traditional and spiritual techniques



About NDN Collective

- NDN Collective is an Indigenous-led nonprofit organization based in Rapid City, SD.
- We recognize that our Indigenous Peoples have the creativity, innovation, and determination to build healthy, resilient futures; defend our homelands and rights; develop model regenerative Nations; and decolonize and heal our communities and families.
- As stated in the prophecy of the Eagle and the Condor, we have arrived at a time for tremendous transformation and unity between the Indigenous Peoples of the North and Indigenous Peoples of the South;
- A time for the Eagle and Condor to fly together and create an entire new level of possibility and consciousness for our peoples, planet, and all living things.



About NDN Collective, cont.

We focus on three primary, interconnected goals:

1. Increase philanthropic and capital investment into Indigenous-led organizations, communities, people, tribes, and movements working to create a world that is just and equitable for all people and the planet.
2. Improve the capacity and skills of Indigenous-led organizations, communities, people, tribes, and movements to create sustainable outcomes.
3. Advance the rights of Indigenous Peoples through unified organizing, agenda-setting, activism, and political actions.



About NDN Collective, cont.

1. Increase philanthropic and capital investment into Indigenous-led organizations, communities, people, tribes, and movements working to create a world that is just and equitable for all people and the planet.

Funders and investors have either ignored Indigenous communities or failed to fund them in ways that prioritize Indigenous leadership and self-determination. New and increased investment is required, and Indigenous-led entities should be in full control of how resources are leveraged within our communities.



About NDN Collective, cont.

2. Improve the capacity and skills of Indigenous-led organizations, communities, people, tribes, and movements to create sustainable outcomes.

To better utilize new and increased investment, Indigenous communities will need to enhance and grow our abilities to most effectively use these new resources. Training, leadership development, and education initiatives to strengthen our people and our organizations will all need to be deployed.



About NDN Collective, cont.

3. Advance the rights of Indigenous Peoples through unified organizing, agenda-setting, activism, and political actions.

In order for increased investment and enhanced capacity to render real results for Indigenous communities, the context for our work must be transformed. Indigenous Peoples face severe limits on our abilities to flourish and self-determine as a result of legal and political oppressive and colonial strategies designed to keep us down that we must change.

A unified agenda and new wave of political activism are required to realize and leverage our collective power and shift this narrative to create a decolonized future where our people, planet, and all living things can prosper.

About Me

I'm a descendant of Eastern Band Cherokee, Mississippi Choctaw and Black Peoples. I'm the Managing Director of NDN Fund, the lending and investing arm of NDN Collective. NDN Fund, an emerging Native Community Development Financial Institution (CDFI) provides integrated capital solutions and capacity for Native Nations, Indigenous changemakers, community developers, and enterprises. Prior to my role at NDN Fund, I was NDN Collective's Vice President and created the Human Resources approach we will focus on today.





About You

Let's hear about you now.

Please put in the chat who you are and what brings you to the session today.

- What are you hoping to learn?
- What are some of the HR questions you have?
- What are some of your HR struggles?

I will try to address as many of these as I can today!

How to use an Indigenous approach in designing an effective Human Resources program

ADDIE:

Assess

Design

Develop

Implement

Evaluate

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Assess Your Team's Needs:

- Annual Diversity Survey

- Weekly HR Office Hours – one-on-one

- Virtual Café – group

- Affinity Groups

- Performance Reviews (60 days, semi-annually and annually)

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Design your HR Program (where our Indigenous values get applied):

- Compensation

 - Ben & Jerry's Rule: highest paid cannot earn more than 5x the lowest paid

 - GSA Rates and bands posted for Transparency

- Benefits for geographic diversity but SD HQ

- BIPOC Holidays

- Virtual Office, even before pandemic

- Culture & Learning Working Group

- Guide for Supervisors New to Supervision

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Design your HR Program (where our Indigenous values get applied):

- Bereavement Leave of up to 7 days, unlimited
- Ceremony Leave built into PTO (160 hours/year)
- Expanded Family Medical Leave Act, up to 12 weeks Paid Time Off
- Parental Leave of up to 6 weeks Paid Time Off
- Emergency Assistance

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Develop your HR Program:

Use your professional tools,
Society for Human Resource Management,
www.SHRM.org

Native American HR Association (NAHRA), www.na-hra.org

wealth of great HR books, just ask Kim

Get creative, what did you wish you had at other jobs or even now?

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Implement your HR Program:

- Recruitment & Hiring

- Benefits Enrollment

- Culture & Learning Training

 - Optional Skills Building

 - Mandatory Public Education

- Performance Reviews

- Wellness/Healing Justice

- Celebrations

- Grievances

- Discipline

- Farewell

How to use an Indigenous approach in designing an effective Human Resources program, cont.

Evaluate your HR Program:

- Annual Diversity Survey

- Weekly HR Office Hours – one-on-one

- Virtual Café – group

- Affinity Groups

- Performance Reviews (semi-annually and annually)

Best practices and legal compliance to achieve results

Society for Human Resource Management (SHRM) HR Professional Certification Program

Voya 401K, Safe Harbor Match

Paychex/Other Third Party “PEO”, Professional Employer Organization, an outsourcing company that offers HR services.

Makes it possible for a small organization to have state of the industry HR without the need for an inhouse HR team. Ensures compliance.

Best practices and legal compliance to achieve results, cont.

How we use Paychex:

Benefits

100% Paid Medical/Dental/Vision/Life

Insurance for whole family

Add-on Employee Choice & Paid Insurance

Employee Assistance Program

Payroll

Time Tracking

Handbook

Federally Compliant Policies

State Compliant Policies

NDN Custom Indigenous Policies

Culturally-grounded leadership development

Art of Leadership, based on Akaya Windwood's Leadership Development Training, developed for the NDN Collective staff and delivered by Indigenous trainers

Leadership Circles, developed for the NDN Collective staff

Professional development curated for individual staff with their supervisor by the Director of People Culture and Belonging

Ways to confront lateral violence

Healing Justice-informed workplace:

- Healing Justice mandatory all staff trainings with expert

- Healing Justice one-on-one sessions with expert

- Follow up resources

When necessary, interventions to reverse lateral violence

- Trusted traditional and spiritual healers

- Safe spaces

- Follow up resources



Q & A

“Ask Me Anything”

THANK YOU

