

TRANSFORMING COMMUNITIES THROUGH YAWA'

**Community Giving
Impact Summary**

2019

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WHY WE GIVE

San Manuel Band of Mission Indians Chairwoman Lynn Valbuena



For the San Manuel Band of Mission Indians, all that we are as a native people grows from our cultural roots that run deep here in San Bernardino County, which includes our Serrano¹ ancestral homeland.

A bedrock cultural concept passed down through generations since our creation is **Yawa'**, which is a Serrano term meaning "to act on one's beliefs." It is a cornerstone of how San Manuel conducts its affairs and outreach programs in the Inland Empire and across Indian Country.

In recent years, Yawa' has become known to the wider community through our philanthropic giving. However, for much of our modern history our people experienced Yawa' from others through periods of hardship on the reservation. We saw this in the early 20th century when Dr. Lyra George from Loma Linda Health would journey to the reservation by horseback to help deliver babies. We saw it in the '60s when San Bernardino Mayor Al C. Ballard worked with our elders to help repair the pump to our only source of drinking water. There is no question we have seen first-hand how Yawa' heals and creates a stronger community.

These acts of human kindness we experienced from our neighbors together with our sacred values and beliefs has led San Manuel to carry on a cycle of cooperation that improves the region for everyone.

¹ The Serrano are an indigenous people of California.

To follow this Call of Yawa', our Tribe established the charitable giving program to focus strategically on four key areas that we believe contribute to the quality of life for our community and region-at-large.

The first area of focus is **Health** – a community must be physically and mentally fit in order to grow and contribute to the well-being of the region.

The second area of focus is **Education** – expanding and strengthening minds will grow future community leaders, open doors to opportunity and bring prosperity.

The third area of focus is **Economic and Community Development** – a community thrives when there are strategic investments in safety, housing, employment and infrastructure projects.

The fourth area of focus is **Special Projects** which encompasses environmental, arts, native language revitalization, nonprofit capacity building and disaster response. These projects preserve native cultures, increase awareness and benefit the spirit of thriving Native American communities across the country as well as our local region.

At the center of our strategic philanthropy is a belief that giving goes beyond simply providing benefits “in the now.” Instead, our giving enables partner organizations to effectively leverage their resources today so that they can create real, long-term changes for the people they serve.

Our charitable giving program is led professionally by Program Officers with expertise in each program area who provide guidance to grant applicants and recipients and support collaborative work in the field. This team also serves another critical function: providing deep knowledge of current issues in their respective program areas to ensure that grant funds are used effectively and achieve positive impact for youth, families and our broader community.

This Community Giving Impact Report takes a closer look at some of San Manuel's grant recipients in each key area of giving and the incredible work they are doing to create a brighter future for everyone in the Inland Empire and in Indian Country. We are so pleased to share these successes and hope their stories move you to follow your own Call of Yawa'.



TRANSFORMING LIVES ACROSS THE INLAND EMPIRE

THE COMMUNITY NEED:

The Inland Empire unemployment rate currently at 3.7 percent, is higher than the national average; around 20 percent of residents live below the poverty line. Individuals who face barriers to employment include:

At-risk youth

Veterans

Persons with physical and mental disabilities

Individuals with a history of incarceration

The challenge is clear: How do we turn around high unemployment among a portion of the population who is unable to re-enter the workforce?

While most know Goodwill as a source for secondhand clothes and household items, the nonprofit's core mission is actually to "Transform Lives through the Power of Work." Every day they assist vulnerable individuals on a journey to reach their full potential.

At the center of their work is a holistic approach to connect job seekers to employers.

EXPANDED CAPACITY

While many residents of our region have benefitted from the economic recovery of the last decade, many members of vulnerable sub-groups need additional tools and resources to find employment and contribute to their families and communities. The Tribe's funding supports the Goodwill Career Resources Center, which is now open Monday through Friday.

Cruz walked into the employee entrance of the Hilton Garden Inn in Victorville early one Monday morning. He greeted his fellow employees and finished his coffee before starting his day as a Banquet Assistant in the hotel's conference center.

It was just another typical work day, and for that, Cruz gave a silent prayer of thanks. Only six months prior he was out of work and running out of options, then his probation officer told him about Goodwill of Southern California.



Additionally, our grant helped ensure the following programs would be available to all those who need them:

Inland Empire Regional Initiative Social Enterprise (IE RISE)

Provides career services for reentry, homeless and disconnected youth

Second Chance Mobile Fire Crew

Offers hands-on experience in firefighting for veterans and the formerly incarcerated.

Transitional Youth Program

For homeless youth in need of housing, education assistance or finding work

Integrated Training

Assisting those in need of English as a second language or adult basic education

Without Goodwill's help, people like Cruz might not be able to reclaim their lives.



MEET CRUZ

After being in prison for 17 years, Cruz found himself back in society trying to adjust to civilian life. He wanted nothing more than to make a fresh start with his family but wasn't sure where to begin. Fortunately, one day Cruz found himself inside Goodwill's Career Center looking for guidance.

For former felons, a criminal history and gap in work history is often a big deterrent for employers. Goodwill was able to introduce Cruz to employer partner Hilton Garden Inn in Victorville. The interview turned into full-time employment and Cruz made such a positive impact that the hotel returned to Goodwill to ask for more employee referrals!

Cruz has risen through the ranks to become a leader at his workplace. He gives back to the community by speaking with inmates and probationers about life after prison and the resources that are available to help change their futures.



GOODWILL IS JUST ONE PART OF THE SOLUTION

For the best chance at addressing homelessness and unemployment, Goodwill leads work with other nonprofits and service providers to ensure a continuum of care for their clients.



REGIONAL SUCCESS BY THE NUMBERS



\$30,295,702
Annual Economic Impact



Over **\$60 MILLION** total wage gain for job seekers placed in employment (2017)



1,222 PEOPLE were placed in jobs in 2018



5,695 CLIENTS served in the Inland Empire



256 JOB SEEKERS participated in work experience programs



1,245 CLIENTS participated in job-training programs



1,345 CLIENTS received professional certificates



114 CLIENTS advanced to higher education



40,000 PEOPLE helped annually

RESTORING DIGNITY

THE COMMUNITY NEED:

In 2017, the San Bernardino Homeless Count and Subpopulation Survey found there were 1,866 homeless individuals throughout the county. The survey also identified the following:

45%

have been homeless for a year or more

34%

abused alcohol and/or drugs

26%

experienced mental illness

Most individuals

experiencing homelessness reported a loss of job, unemployment or alcohol/drug use as the condition that led to their current state of homelessness

In 2018, homelessness in the county increased by 13.5 percent for a total of 2,118 people¹.

There is a clear connection between homelessness and poverty. People facing emergencies or who find themselves unable to pay for basic needs such as food, childcare or health care will likely end up homeless if they do not receive structured support.

Since the mid-1980s, the Catholic Charismatic Renewal Center, led by Father Michael Barry, has inspired Mary's Mercy Center to address homelessness in San Bernardino. They began by providing food and money to pay utility bills for community members in need. With the help of 300 volunteers and community partners, Mary's Mercy Center has expanded their services to offer medical and dental screenings, clothing distribution, shower facilities, food bag distribution and housing.

¹ San Bernardino County, 2018 Homeless Count and Subpopulation Survey Final Report (Mar. 2018)



MARY'S MERCY CENTER PROGRAMS

Mary's Table

Food pantry that offers hot meals six days a week to anyone in need, 8,000 meals are served each month.

Veronica's Home of Mercy

Divided between Veronica's Home of Mercy I and II, this serves as residential housing for pregnant women and their children.

Casa Merced

Casa Merced I, II and III are single family residential homes reserved for women who have completed the Veronica's Home program.

Mary's Village

A comprehensive program and transitional living facility for homeless men, scheduled to open in 2020.



PARTNERSHIP

San Manuel has partnered with Mary's Mercy Center since 2004 and provided more than \$8 million in grants. During the recession, many food pantries and services for homeless populations throughout the City of San Bernardino were forced to close. However, because of San Manuel's commitment, Mary's Mercy Center was able to keep their doors open.

"San Manuel is making life better for people who have lost hope for life itself."

- Father Michael Barry, Mary's Mercy Center Founder

Grant funding from the Tribe completed the building of Veronica's Home of Mercy. Named after the first woman to stay in the facility, Veronica's Home has provided refuge for more than 300 women and 509 children over the past decade. The program offers drug and alcohol counseling, childcare, transportation, life skills, and works with local institutions to provide more than 15 programs and vocational courses.

In 2018, San Manuel donated \$7.3 million toward the development of Mary's Village, the first homeless transitional center for men in San Bernardino. Mary's Village will be a four-phase program that will provide short-term transitional housing, vocational education, job training, comprehensive case management and other customized services to change the path of homeless men from homelessness to self-sufficiency.

VERONICA'S HOME OF MERCY

At the young age of 24, "Sarah," a mother of two daughters and pregnant with a third, found herself in a downward spiral after the death of her father. She became dependent on drugs and alcohol, which led to a car accident where she was arrested and lost custody of her children.

Homeless and pregnant with nowhere to go, she turned to Veronica's Home of Mercy and found a solid foundation to build a better life for herself and her family. There, she completed the nine-month outpatient drug program and participated in parenting, coping skills, domestic violence and other classes.

She gave birth to her third child and was reunited with her two daughters at Veronica's Home. With the help of their staff, she earned her GED and obtained a degree in medical assisting from Concorde Career College. She now resides at Casa Merced with her family and is working in the medical field.

LOCAL IMPACT

While Mary's Mercy Center serves the entire county, it is located in San Bernardino, which accounts for 40 percent of the county's homeless population with 32 percent of its residents living below the poverty line².

32% ↓
San Bernardino residents living
POVERTY

² United States Census Bureau (2017)

REGIONAL SUCCESS BY THE NUMBERS



1,600 EMERGENCY FOOD BAGS given away each month



Approximately **300 WOMEN** and **509 CHILDREN** have completed the Veronica's Home programs



90 INDIVIDUALS transitioned from homelessness to self-sufficiency annually

SINCE 2016, MARY'S MERCY CENTER HAS:



Served over **226,000 PLATES** of **FOOD**



Provided free medical screening for over **2,300 INDIVIDUALS**



Distributed over **24,000 BAGS OF GROCERIES** and **7,000 HYGIENE KITS**



Provided diapers, wipes, formula for **1,500 INFANTS**



CREATING A POSITIVE FUTURE FOR YOUTH ONE LIFE AT A TIME

THE COMMUNITY NEED:

Every 10 seconds a child abuse case is reported¹ across the nation and every day five children die as a result of abuse².

More than 9,500 children are in the Inland Empire foster care system. Each year 800 foster youth "age out" of the system at 18 without any transitional living assistance³ and many end up homeless.

Olive Crest serves 1,300 people annually from infancy to age 21 in San Bernardino and Riverside counties.

Dr. Donald Verleur and his wife Lois founded Olive Crest in 1973 after taking in four teenage girls who had suffered abuse. For more than 45 years, Olive Crest has worked with children and families to break the cycle of abuse and neglect and support pathways to safety and independence.

RESTORING LIVES THROUGH...



¹ Childhelp (2018)

² Children's Bureau, *Child Maltreatment 2014* (2014)

³ KidsData.org (2015)

PARTNERSHIP

San Manuel has partnered with Olive Crest since 2004 funding programs like The Ranch residential group home, as well as transitional housing for foster youth who have aged-out of the foster care system.

Located in Perris, California, The Ranch serves as a residential group home for adolescents ages 12 to 18. Many of these youth have experienced abuse and neglect in their homes and have spent many years cycling in and out of the child welfare system. This trauma can lead to negative behavior often resulting in trouble with the law. Olive Crest serves youth with non-violent offenses, many of whom have been recently released from juvenile detention centers. At The Ranch they can receive live-in therapy and other support systems so they can get on-track and gain the skills necessary to live a responsible adult life.

Most recently, San Manuel provided \$100,000 in support and made it possible for 54 youth to live and receive services at The Ranch.

Olive Crest also provides support for youth who must leave The Ranch and live on their own. Young adults between the ages of 18 to 21 who have aged-out of the foster care system are provided with housing, case workers, life coaches and programs that will help them achieve stability and long-term independence.



OLIVE CREST STATISTICS:

OLIVE CREST has a
99% placement
stability ratio
(youth who stay in
the agency's care)
compared to a **74%**
national average.

99.8% of children
in OLIVE CREST'S care are
risk-free, as measured
by the number of serious
incident reports filed.

91% of the children
will successfully
discharge from OLIVE
CREST to a permanent
placement, compared
to a **73%** national
average.

MEET KEVIN



Kevin came to The Ranch when he was 14. He was on probation, spoke little to no English and struggled academically with a 0.8 GPA.

While at the group home, he would only interact with bilingual staff when necessary and spent the majority of his time planning how he might escape the facility.

The staff at Olive Crest worked to make Kevin feel welcome with love and firm expectations. Eventually, Kevin welcomed the support and opportunities that Olive Crest had to offer. He graduated high school with a 3.3 GPA and now speaks fluent English.

Once he aged out of the home at 18, he became one of the original seven residents sponsored by San Manuel to live in transitional housing. He went on to attend Riverside Community College and eventually earned a degree in business. By the time Kevin was 22, he had the skills to work as a live-in Residential Peer Specialist to young adults in the program.

FOSTER CARE STATISTICS



400,000 YOUTH are in the child welfare system nationwide



65% of **FOSTER YOUTH** have no home after aging-out



36% of **CALIFORNIA FOSTER YOUTH** (one-third) become homeless within 18 months of emancipation



ONE in **FOUR** become incarcerated within two years of emancipation



40% of **PEOPLE** in homeless shelters were formerly in foster care



40% are on **PUBLIC ASSISTANCE** within 2-4 years of emancipation



51% are **UNEMPLOYED** within 2-4 years of emancipation



Only **3%** receive a **BACHELOR'S DEGREE**



50% of all **FEMALE FOSTER YOUTH** will become pregnant by age 19



IMPROVING NATIVE HEALTH IN THE INLAND EMPIRE

THE COMMUNITY NEED:

Historically, Native Americans have suffered lower health status as compared with other Americans. Lack of access to quality healthcare is a primary driver of lower health status. To address the healthcare challenges, San Manuel established a partnership with Riverside San Bernardino County Indian Health, Inc. to increase capacity and achieve better health outcomes throughout the Native Community.

TACKLING ACCESS TO HEALTHCARE FOR REGIONAL NATIVE AMERICANS

Lack of access to quality healthcare hits close to home for San Manuel. From its humble beginnings, the Tribe faced very difficult living conditions on the reservation. All too often, the Tribe relied on the generosity, compassion and respect for life from others in order to receive much needed medical services.

The spirit of Yawa' guides the Tribe to help Native Americans in the region to access quality healthcare. Riverside San Bernardino County Indian Health Inc., is making a difference.

HELPING IE NATIVE AMERICANS FOR 50 YEARS



OPENED in 1968



17,000 registered patients



Over 100,000 PATIENT visits last year



Approaching 25 MILLION total visits

8 LOCATIONS throughout the Inland Empire



- San Manuel Indian Health Clinic – Grand Terrace
- Anza Outreach Office – Anza
- Morongo Indian Health Clinic – Banning
- Barstow CHR Office – Barstow
- Soboba Indian Health Clinic – San Jacinto
- Palm Springs CHR Office – Palm Springs
- Pechanga Indian Health Clinic – Temecula
- Torres-Martinez Health Clinic – Thermal

At its core, the Indian health organization and its consortium of nine regional tribes advocate for quality healthcare services that honor spiritual and cultural values. There is a keen focus to address health issues that Native Americans face such as diabetes care, mental health and addictions.

Primary support for the organization comes from the consortium member Tribes and from the Indian Health Service (IHS), an agency within the Department of Health and Human Services responsible for providing federal health services to American Indians and Alaskan Natives.

SAN MANUEL PARTNERSHIP | TRANSFORMING HEALTH SERVICES

In 2013, Riverside San Bernardino County Indian Health received a \$2 million grant from San Manuel for facility improvements and to relocate its San Bernardino clinic to a larger building in Grand Terrace. Since moving to the new location, annual patient visits at the San Manuel Indian Health Clinic have increased by 10 percent, and new offerings now include:

Medical and dental exam rooms

X-ray and mammogram services

Optometry exam room

Wound care in association with diabetes treatment

The new wound care program has saved at least a dozen patients from amputations.

ACTIVE PARTNERS

The San Manuel partnership with Riverside San Bernardino County Indian Health goes beyond funding and has evolved to include Tribal citizens serving as board members, who provide a critical cultural perspective to guide the organization's governance.

SERVING NATIVE AMERICANS OF THE HIGH DESERT

One great area of need in recent years has been to increase services in the underserved High Desert region. The Barstow Indian Health Clinic offered limited medical and public health nursing services, which meant that thousands of eligible patients had to travel up to 100 miles round-trip to the San Manuel Indian Health Clinic in Grand Terrace, posing a significant challenge for anyone facing health issues with limited resources.

With the help of a \$2 million grant from San Manuel in 2016, the Barstow Indian Health Clinic was upgraded to offer medical, dental, eye care, lab and behavioral health services. Results include:

150 percent increase in daily patient visits

42% reduction in patient transport to Grand Terrace facilities from the High Desert

Modernized system for electronic health records

Improved patient and staff morale

PATIENT TESTIMONIALS

“Keep up with the great work and excellent customer service. The staff has a great way of making patients feel comfortable, and it’s easy for me to talk about issues.”

- Patient, San Manuel Indian Health Clinic

“They are great listeners and great with offering information and resources.”

- Patient, Barstow Indian Health Clinic

“The process was efficient and they offered awesome services.”

- Patient, San Manuel Indian Health Clinic



IMPROVING GRADUATION RATES WITH STEM

THE COMMUNITY NEED:

In the mid-2000s, a shift in California high school graduation requirements made Algebra I and the completion of at least two years of math mandatory.

During this time in San Bernardino County, about 50 percent of students struggled to pass their math courses. Simultaneously, there was an increase in demand for qualified employees with skills in Science, Technology, Engineering and Mathematics (STEM). If this disparity among education and workforce preparation was left unaddressed, youth in the region would not have the opportunity to find skilled jobs and the economic vitality of the region would be negatively impacted.

To help meet this challenge and better prepare our students for the workforce, the San Bernardino County Superintendent of Schools introduced STEM-based solutions.

“Our scholars are feeling lucky to attend our school, and that has not happened in a long time.”
 - Phelan Elementary School Principal

INVESTING IN OUR FUTURE

The stated mission of the San Bernardino County Superintendent of Schools is to “Transform Lives through Education”. To support both graduation and future employability of students in STEM-related fields, the Superintendent of Schools created the Alliance for Education initiative to increase early student exposure to STEM. They began by connecting business and industry with high school classrooms and enabling schools to launch targeted STEM curriculum, events and pathways in cooperation with these partners.

In order to launch STEM pathways across the county, the Alliance for Education sought a strategic partner that shared this vision of success for the region. In 2011, the San Manuel Band of Mission Indians provided seed funding to launch the project in support of area youth.

¹ California Assessment of Student Performance and Progress (2018)

TACKLING THE PROBLEM EARLY

Providing students the materials to immerse themselves in hands-on learning began to make all the difference. Among the high schools that received funding for STEM programs, graduation rates increased across the board. Barstow High School was the most improved at a 25 percent increase since 2009.

Success of the high school programming prompted the Alliance for Education, with support from San Manuel, to invest in the expansion of the STEM programming to elementary and middle schools. This year, the San Bernardino County Superintendent of Schools is set to fund STEM programs in 12 elementary schools across the County.

CREATING A STRONG REGIONAL NETWORK

Providing San Bernardino County schools with financial support for STEM initiatives has given educators the ability to develop and replicate successful programs to meet the needs of local schools. One example of this successful partnership is the Foothill Knolls STEM Academy of Innovation in Upland, which has become a STEM education model for other schools in the region. The school provides mentorship and has opened its campus doors for other schools that are working toward becoming more STEM focused.

A strong community spirit has grown among the schools that have received these grants, so much so that they have created the Inland Empire STEM Leadership Network to share knowledge and best management practices with each other.

The partnership between the Alliance for Education and San Manuel, coupled with the strong collaboration among schools has contributed to increasing the county's high school graduation rate by nearly five percent over the last five years.

CHANGING A SCHOOL CULTURE

Before Phelan Elementary School began to implement STEM education and robotics on their campus, there was a challenge with student interest in math and science courses as well as extracurricular activities related to STEM.

It wasn't until the school received grant money to develop their own STEM programming that things began to change.

They hit the ground running by creating a campus Science, Technology, Engineering, Arts and Mathematics (STEAM) team and used the funding to purchase simple robots, robotic tables and makerspace storage areas to kickstart their program. The teachers and students became obsessed with the lab space that is used during their Saturday Academies and Wednesday morning STEAM Challenges.

Phelan Elementary has now partnered with the K-12 Alliance's Next Generation Science Standards (NGSS) and is working toward becoming a certified STEAM school.

REGIONAL SUCCESS BY THE NUMBERS



1,000 STUDENTS
in San Bernardino
County participate
each year in
special STEM events

3,000 STUDENTS
participated in
STEM courses
in 2018

78% of STUDENTS
in a STEM program
said using the
equipment made
them want to
go to class

NATIVE STUDENTS FIND EDUCATION INSPIRATION

THE COMMUNITY NEED:

Across the U.S., high school graduation rates among Native Americans is 65 percent - significantly lower than the national average of 75 percent. And while 28 percent of Americans overall hold a college degree, only 13 percent of Native Americans do¹.

To increase the high school graduation rate among Native American students and to better prepare them for college and work success, San Manuel teamed up with Sherman Indian High School and their Career Technical Education (CTE) Program.

The results have literally changed lives.

Grace Kewanimptewa (former Health Pathway student) received her Bachelor of Science in Nursing from Northern Arizona University.

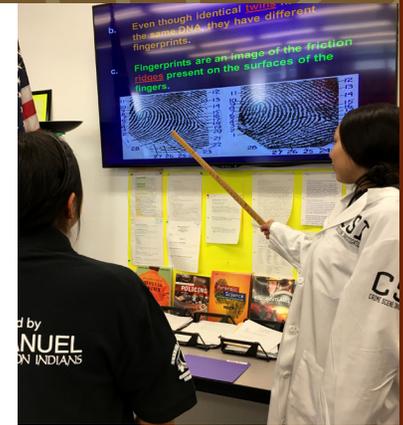
Isiah Thompson (former Construction Pathway student) graduated from the University of California, Irvine and is now Director of Inter-Tribal Sports.

Jaden Johnson is a current Culinary Pathway student working as a food service handler at Sherman Indian High School.

All of these students received the skills and confidence needed to pursue their career and education goals, thanks to the CTE Pathways Programs at Sherman Indian High School.

Sherman Indian High School is an off-reservation, federal boarding school for Native American students representing over 76 federally recognized Tribes across the United States. They provide their students a culturally-grounded education that cultivates confidence in Indigenous traditions and history, which in turn strengthens learning capabilities.

Many Sherman Indian High School students come from regions with economic challenges, limited education opportunities and few jobs.



¹ Partnership with Native Americans (2017)

SAN MANUEL PARTNERS TO BUILD STUDENT SKILLSETS

Through San Manuel's support of \$2.51 million, Sherman Indian High School launched five new CTE pathways in 2009. These programs were chosen to provide 21st century job skills in high-demand career areas.

Health Sciences

Computer Sciences

Construction

Public Service

Agriculture

Students feel connected through relevant coursework, stay in school and many are inspired to pursue higher education.

PROGRAM SUCCESSSES

Sherman Indian High School is positively impacting the Native community by empowering students to explore their interests and achieve their potential. The CTE Pathways programs continue to gain momentum and achieve incredible success.

Seven Pathway options

Eight community and business program partners

2,500 lives impacted by the programs since 2009

89% of students now enrolled in a CTE Pathway

The Automotive Pathways Program will be introduced in 2019

MEET TYRELL CLAWSON

"This was the best day of my life," were the first words out of Tyrell's mouth after a field trip scheduled as part of his Public Service Pathway.

Tyrell Clawson came from the White Mountain Apache Tribe in Arizona to Sherman Indian High School as a freshman. Unsure of his future, he took a leap of faith by joining the Public Service Pathway Program his first year, allowing him to see firsthand the rewarding work done by firefighters, police officers, paramedics and other public safety professionals.

In his senior year, Tyrell got up-close-and-personal by participating in a ride-along with the San Bernardino County Sheriff's Department. Tyrell was so moved by his experience with the Public Service Pathway that he pursued his application to join the White Mountain Apache Fire Station and was recently hired as a firefighter.





DEVELOPING NATIVE LEADERS

THE COMMUNITY NEED

For too long, Native American people have remained one of the most socioeconomically disadvantaged groups in the country. From urban issues, education and housing to natural resource development and environmental protection, Native American communities understand their needs and opportunities best. They can lead change beginning at the policy level with tribal, city, state and federal governments.

San Manuel is committed to strengthening Indian Country through its philanthropy. The Tribe supports Americans for Indian Opportunity (AIO), an organization that empowers Indigenous leaders and catalyzes advocacy through a comprehensive cultural ambassador program.

SELF-ADVOCACY FOR THE RIGHTS OF INDIGENOUS PEOPLE

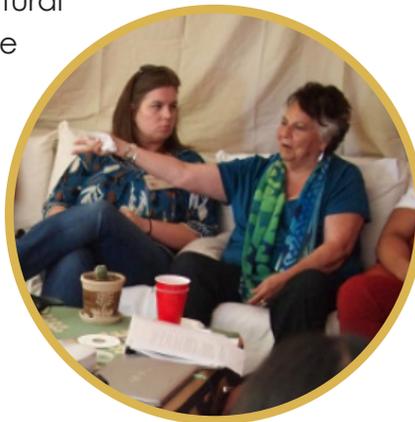
- Advances the cultural, political and economic rights of Indigenous people
- Draws upon traditional philosophies
- Fosters integrity-driven leadership
- Inspires community-based solutions

PREPARING THE NEXT GENERATION OF LEADERSHIP

The values and mission of AIO align directly with San Manuel's call of Yawa' to elevate the condition of Native American people, which is why San Manuel has supported AIO since 2009. San Manuel's support provided stability and consistency and enabled the organization to continue the Ambassador's Program and its critical work in Indian Country while allowing the organization to focus on expanding its donor base.

Over the span of this decade-long partnership, the Tribe has contributed \$315,000 to the core initiative of AIO: The Ambassador's Program, an Indigenous capacity-building and leadership development initiative. More than 184 Native American professionals representing over 100 Tribes have completed the program and strengthened their ability to improve the well-being and growth in their communities.

Ambassadors tap into their cultural roots on a deeper level, realize their inner strength and ultimately transform tribal communities at home and abroad. Through the work of AIO, leaders become grounded in their cultural identity and thereby understand how their cultural identity fits into the world. Leaders are more proactive, receptive and effective in their tribal governments and beyond.



AIO AMBASSADOR FOUR GATHERINGS

1. Gathering One – defining self in the context of family and Tribe/community (Albuquerque, New Mexico)

2. Gathering Two – being a global citizen through international Indigenous exchange of experience (international)

3. Gathering Three – understanding and influencing national policy-making and introduction to international affairs (Washington, D.C./New York City)

4. Gathering Four – overcoming barriers and applying new knowledge in the context of the ambassador's community (Tribal community)



MEET DUSTINA

Dustina, of the Sisseton Wahpeton Oyate Tribe of South Dakota, was enrolled in the AIO program, but not sure if she could make it to the group's Gathering Two in Washington, D.C. due to a terrible fear of heights and flying in a plane. Committed to being a part of AIO, Dustina worked with a therapist to gradually acclimate herself to high places by riding the elevator in the tallest building in her hometown. She was able to conquer that fear, and had the courage to travel to all subsequent AIO gatherings.

Conquering a personal roadblock gave Dustina the confidence to tackle bigger public issues in her community. After the AIO program, she went on to become a true powerhouse in then Senator Barack Obama's first presidential election campaign, mobilizing Native American voters and increasing voter turnout. Dustina is now leading an alternative juvenile justice program in her community and, like so many other AIO ambassadors, remains involved in the organization as an alumnus.

INTERNATIONAL IMPACT OF AIO ALUMNI

Through the knowledge AIO alumni have gained, entire communities and tribes have been transformed: from tribal and village communities in the United States to Indigenous communities abroad. AIO's impact spans far beyond the individual and is shifting the contemporary reality for Indigenous people today.

Ultimately, the work of AIO ambassadors, alumni and supporters addresses current issues with Indigenous people at the tribal, city, state and federal levels, and creates lasting and impactful change in arts, culture and tribal communities.

1970

AIO founded by LaDonna Harris (Comanche) and other Native American activists

2003

National Urban Indian Family Coalition formed by AIO ambassador network, which builds supportive relationships in governments and institutions for the improvement of urban children and families

1993

AIO Ambassador Program created and first class completes the program

2016

Inaugural Indigenous Comic Con created by Lee Francis (Laguna Pueblo)



PRESERVING CULTURE THROUGH LANGUAGE

California is historically one of the most linguistically diverse regions in the world, with evidence of between 80 and 90 distinct Indigenous languages spoken here in the past two centuries¹. However, today many of these California Indian languages have either been lost or are close to disappearing with each passing generation. Loss of language is often followed by loss of culture for many Native people.

San Manuel is committed to preserving the cultures and traditions of Native Americans, and through its philanthropy supports Advocates for Indigenous California Language Survival (AICLS).

¹Source: University of California, Berkeley Department of Linguistics, Survey of California and Other Indian Languages (2019)

BREATH OF LIFE WORKSHOP

For more than 20 years, AICLS has partnered with the University of California, Berkeley to host a one-week Breath of Life Language Restoration Workshop for California Indians. Citizens of Indian tribes in California work with linguists, anthropologists and archivists to explore the University's archives of California Indian languages and materials and revive them into spoken word.



250 total participants since the beginning of the workshop



20 LANGUAGES represented annually

LANGUAGE IS LIFE

Language is Life is an annual statewide conference for those working to restore California Indigenous languages where attendees participate in workshops, presentations, demonstrations and more.



3,250 TOTAL PARTICIPANTS over the course of the program



SCHOLARSHIP funding from San Manuel for two-thirds of Language is Life participants

MASTER APPRENTICESHIP PROGRAM

Key to language preservation is the intergenerational transfer of language from elders to younger generations. Many Indigenous languages disappear forever when elder Tribal citizens pass away, creating urgency across many communities to ensure language transfer. The Master Apprenticeship Program (MAP) works to meet this challenge by connecting elder speakers of a language with younger Tribal citizens to work one on one to teach the language and support cultural preservation through language learning.



14 MASTER APPRENTICESHIP PROGRAMS completed



10 of these FULLY SUPPORTED by San Manuel

STATEWIDE IMPACT

Since 2012, San Manuel has strategically given \$119,000 to AICLS in a shared mission to revive the linguistic cultures of California Tribes. With this support, AICLS has expanded beyond Northern California and is now able to provide programs statewide.



STRENGTHENING FAMILY BONDS

Marie Wilcox, an elder of the Wukchumni Tribe is part of a five-generation family involved in the program, each of whom has completed an apprenticeship and become a master speaker. Without the AICLS program, she would be the last remaining speaker of the language, but instead, a newborn in her tribe will be learning Wukchumni as one of his or her first languages.



A NATIONAL MODEL FOR LANGUAGE REVIVAL

The model for language revival built by AICLS allows Indigenous people to address past injustices, create tighter-knit communities and networks, and emerge stronger and more in touch with cultural roots than before. These positive effects have been felt beyond California as the AICLS model has been replicated nationally.

University of Washington held Breath of Life workshops in 2003 and 2005

National Breath of Life Archival Institute for Indigenous Languages established at Miami University in 2011

University of Oklahoma held Breath of Life workshops in 2012 and 2014

University of British Columbia, Canada held Breath of Life workshop in 2015

2019

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