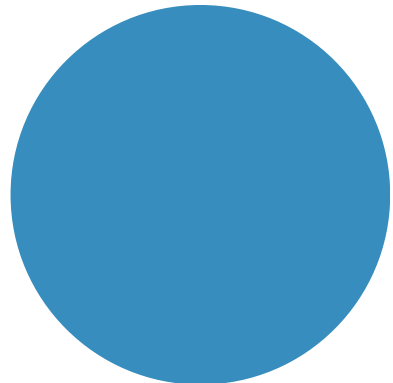
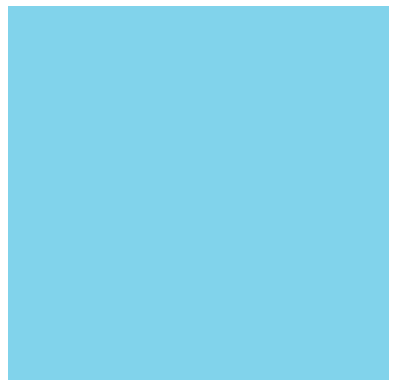
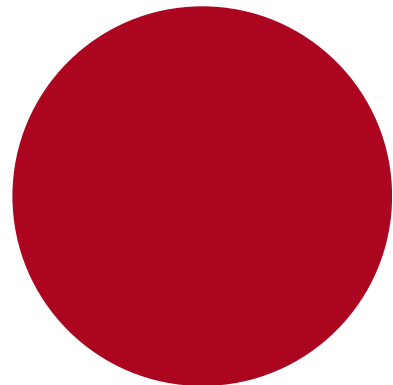
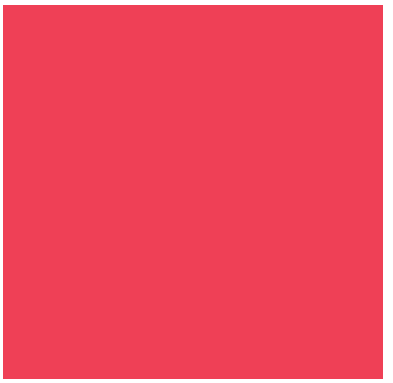
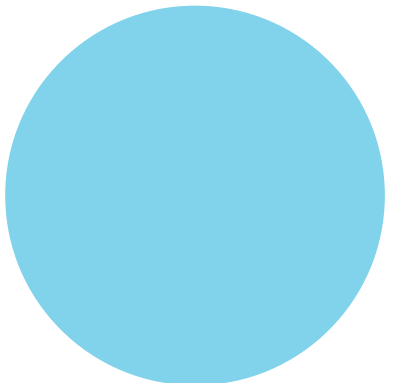


THE UNIVERSITY OF ARIZONA
NATIVE FORGE

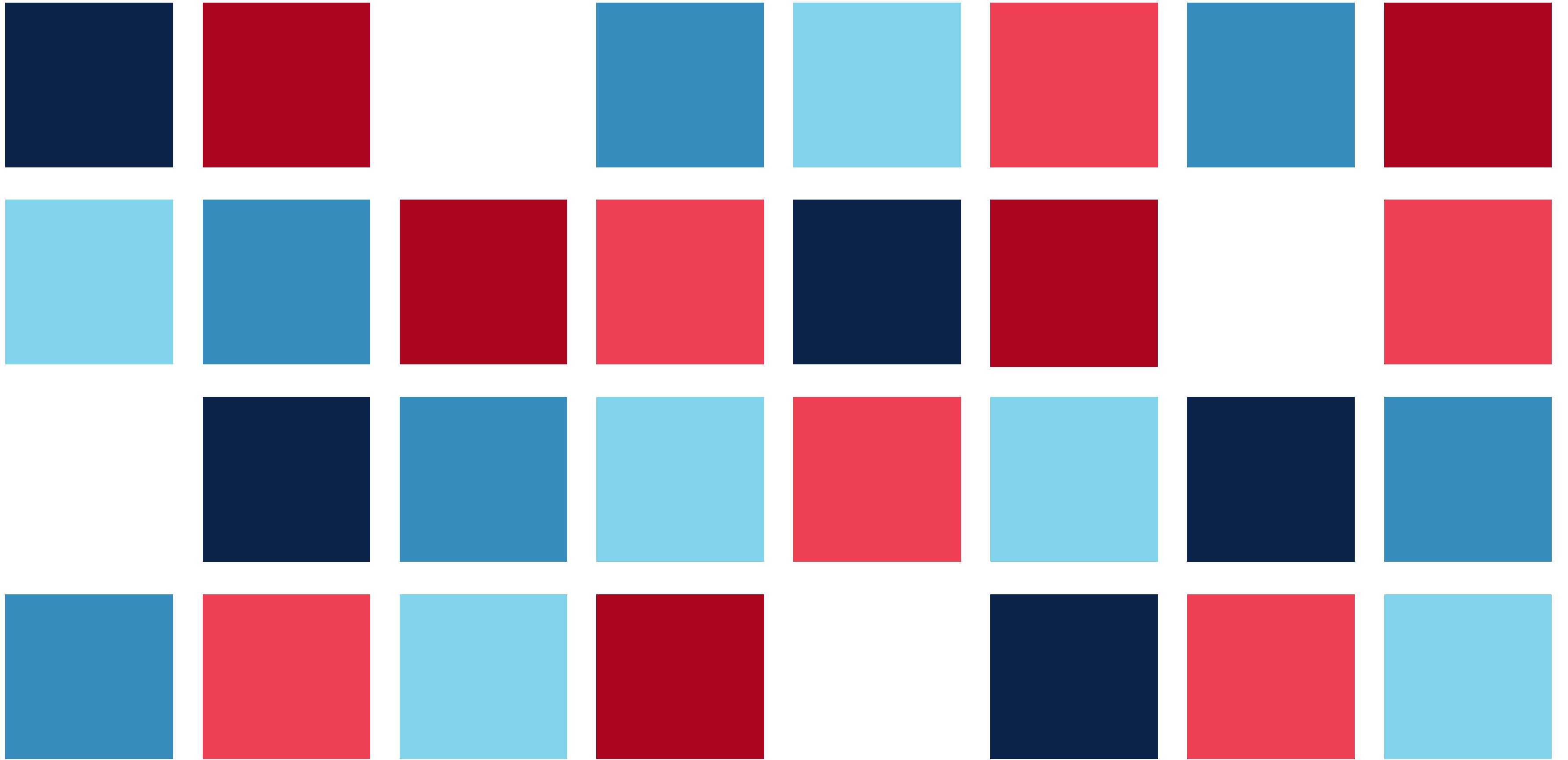


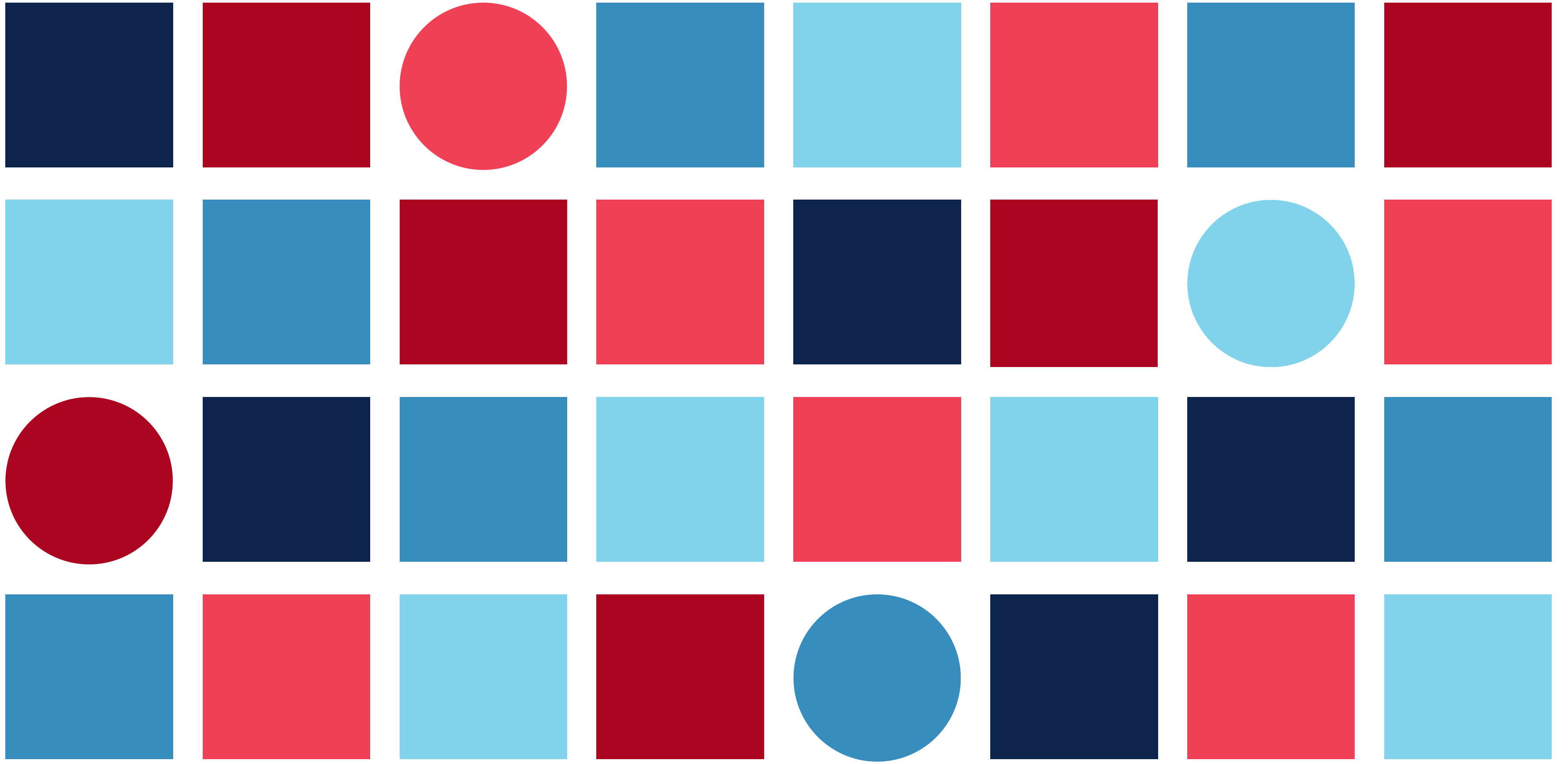


LAND ACKNOWLEDGMENT

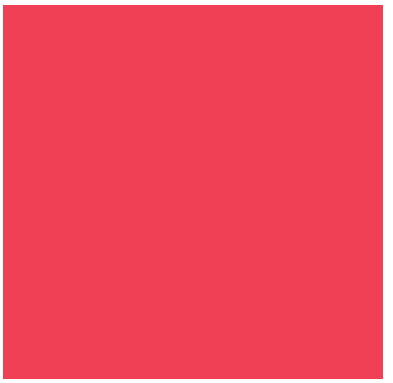
We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized Tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.





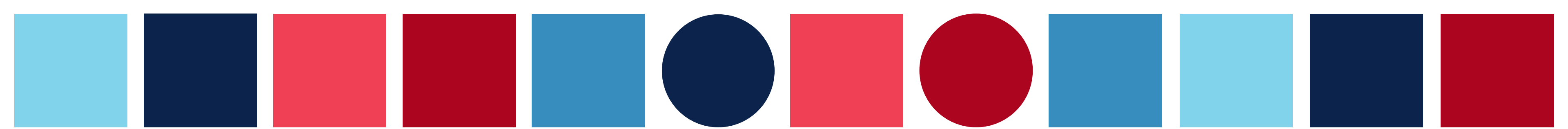












TRIBAL COMMUNITIES

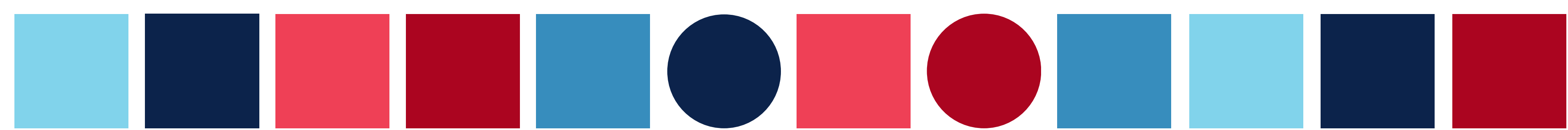


San Carlos Apache Tribe



**Fort Yuma Quechan
Tribe**





Meeting entrepreneurs where they are

- Geographically
- Culturally
- Professionally
- Personally

helps us learn to serve different dimensions of their wellness.

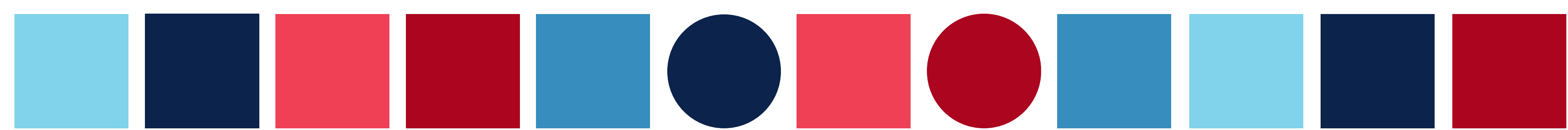
Physical
↓
Purpose

Mental
↓
Meaning

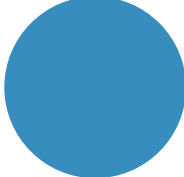
Emotional
↓
Belonging

Spiritual
↓
Hope





PROGRAM COMPONENTS

 Education

 Mentorship

 Resources

 Relationships

EDUCATION

- Monthly group sessions held on-site in the Tribal community for place-based learning and connection
- Special focus on the unique challenges facing Native entrepreneurs
- Custom-tailored workshops to meet community and individual needs



Quechan Business Development Center, Fort Yuma Quechan Tribe



MENTORSHIP

- Regular one-on-one check-ins with friendly and supportive mentors
- Help to identify and set small goals using SMART goals framework
- Guides entrepreneurs on their journeys of growth, not just achievement





RESOURCES

- Entrepreneurs have a formal relationship with the University
- Each participant receives a laptop and wifi hotspot to ease access to digital resources
- Access to programs and opportunities through rich network of resource partners





RELATIONSHIPS

- Connections are not limited to program mentors and staff
- The first year of the program is the beginning of a long-term relationship
- The goal: Close cohort relationships are the seeds for the grassroots entrepreneurial ecosystem





NATIVE FORGE CONFERENCE

- Annual conference for Native entrepreneurs, economic development officers, and other community members
- Hosted in Tucson in early November
- Private donors have historically provided travel support to Native FORGE participants





LESSON LEARNED CURRICULUM

Previous virtual, asynchronous modules were not meeting the entrepreneurs' needs.

- Too much content
- Technology challenges
- Not designed with the unique needs of Native entrepreneurs in mind





CULTURALLY RESPONSIVE CURRICULUM

We are developing a new, in-house curriculum to better facilitate learning. Each month will focus on a different aspect of entrepreneurship, and participants will create a tangible resource that they can immediately implement in their businesses.

- In-person delivery
- Incorporates research of Native education models, Tribal community values, and Indigenous Knowledge Systems.
- Indigenous expert guest speakers to share their experiences





LESSON LEARNED

ENTREPRENEUR SELECTION

Tribal nomination of entrepreneurs isn't always happening in a way that sets the entrepreneurs or the cohort up for success.

- Entrepreneurs who have busy work and home lives do not have the time and energy to fully participate.
- Entrepreneurs are sometimes not informed about their responsibilities
- Entrepreneurs who have the best ideas are not necessarily the most motivated.





NOMINATION GUIDELINES

We have developed a set of guidelines, which include the following attributes, which we have found to be hallmarks of successful Native FORGE participants:

- **Available** Does the nominee have the time and energy to fully participate in program activities?
- **Motivated** Is the nominee passionate about taking their growth to the next level?
- **Proactive** Does the nominee seek information and make progress outside formal meetings?
- **Prosocial** Does the nominee get along and collaborate well with their peers?
- **Disciplined** Is the nominee able to set goals and focus on them, however large or small?
- **Determined** Is the nominee able to push through challenges without giving up?
- **Coachable** Is the nominee open to changing course when presented with new information?



LESSON LEARNED

COMMUNITY ENGAGEMENT

Tribal community engagement is an ongoing, aspirational challenge. Engaging the community beyond the program participants is important to the work of establishing and enhancing authentic entrepreneurial ecosystems.

- Elders and Tribal leaders
- Families
- Youth





CONSULTATION PERIOD

Tribal leaders, traditional knowledge holders, and others will be engaged in a formal consultation process to ensure that we can:

- Tailor our education offerings to unique Tribal values, goals, challenges, and desired outcomes
- Incorporate Tribal economic development processes and cultural components, such as language
- Begin weaving bridges of understanding and discovering ways to best collaborate



TRIBAL DATA COLLECTION

<https://naair.arizona.edu/az-tribal-research-policies>



NATIVE PEOPLES OF ARIZONA
COMPREHENSIVE MAP OF ARIZONA INDIAN RESERVATIONS

SOURCES:
American Indian Tribes and Communities in Arizona
http://www.apa.gov/regional/az/tribes/tribes/ARI1100040_2p.pdf
Arizona Tribal Lands and Reservations
http://www.apa.gov/regional/az/tribes/tribes/ARI1100040_2p.pdf



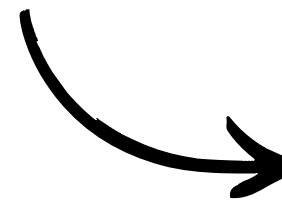
MARKETING & RESPONSE

- Applications are limited to the 22 federally recognized Tribes in Arizona
- Personal connections fuel application submissions
- Entrepreneurs are nominated by the Tribe
- Native FORGE serves one Tribal community per year



PROGRAM TEAM

Rafael Tapia
Lead Mentor



Aleshia Howell
Senior Program
Coordinator

Tina Gargus



Levi Esquerra



Claudia Nelson



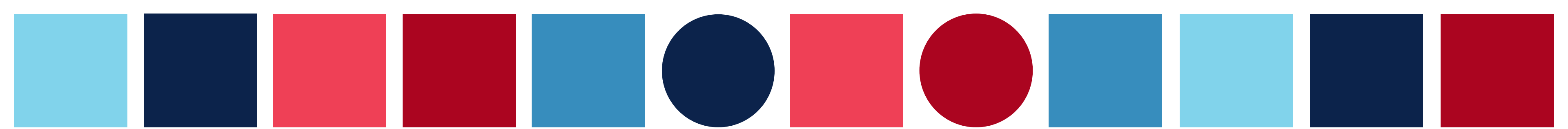
Dr. Kelly Smith



ADMINISTRATIVE UPDATE

5 Year Grant amount:	\$500,000
Annual allocation to grant:	\$100,000

Draw down is behind schedule. The first two years of the program were a time of intense learning for program staff, and we have operated very lean. We are moving into Year 3 equipped to expand the program in meaningful ways, such as updating our curriculum, engaging expert guest speakers, and facilitating tailored workshops.



Q&A