

Beyond Land Acknowledgment: Action Planning Worksheet

Native Governance Center

The action planning approach: The action plan will fill the same role as a land acknowledgment for your team. It'll demonstrate your commitment to Indigenous people and include much of the same information as a traditional land acknowledgment. The main difference between the action planning approach and a traditional land acknowledgment? Action plans focus on concrete steps and impact; they also include mechanisms for accountability. Writing an action plan is a great way to avoid optical allyship.

Step 1: Do a self-assessment.

Before creating an action plan to support Indigenous people and nations, however, it's important to analyze what you're already doing. Are any of your current behaviors causing harm to Indian Country? If so, it's possible to change your habits to prevent future damage.

For any of these prompts, if you're not sure what they mean or if they apply to you, do some research before answering.

- A. **Are you appropriating Native culture?** (Possible research topic: cultural appropriation)

- B. **Are you voting against Indian Country?** (Possible research questions: What issues are important to the Native nations near you? Does your candidate have a platform on Indigenous issues? Can you identify any news articles mentioning that person's interaction with Native nations?)

- C. **In the workplace, are you failing to research and hire Native vendors/contractors/creatives?** (Possible research topics: Your organization's vendor policy, Native artists in your area, Native businesses in your area, etc.)

- D. **Are you adventuring responsibly by respecting sovereignty and sacred sites?** (Possible research topic: Native Governance Center's Sovereignty and Outdoor Spaces guide, history of desecration of sacred sites by non-Native outdoor recreators)

Step 2: Do a resource assessment.

What resources can you or the larger communities + organizations you are a part of provide to support Indigenous people and nations?

Sample assessment prompts:

- A. Can you set aside **money** each month for a recurring donation to an Indigenous organization?

- B. Do you have **time** to show up to an Indigenous-led protest or help create a voluntary land tax program in your area?

- C. Do you have **land** that you want to return to Indigenous people, either now or in the future?

- D. Do you have **tickets, admission, tuition, or entry fees** that you can give away to Indigenous people?

Step 3: Research what's happening in your area and how you can help.

Sample research questions:

- A. What is the Indigenous history of the land I occupy? Can I find any Indigenous place names for locations or landmarks in my area?

- B. What Native nation is located closest to me? How do I pronounce the nation's name? What projects is the nation working on? Who are their elected leaders?

- C. What Native-led organizations and nonprofits operate in my area?

- D. Are there Native-led demonstrations happening near me to protest Treaty Rights violations or projects threatening Native lands and lifeways?

Step 4: Write your action steps.

Look for alignment between your assessments and your research. Write specific, measurable action steps that reflect this alignment.

Example: You indicated during your resource assessment that you have time to show up to an Indigenous-led protest movement. And during your research, you discovered that community members are currently convening to protest the installation of a new pipeline on Indigenous land. Use this alignment to create an action step. For example, "I will attend the upcoming pipeline demonstration at the state capitol and attend at least three other related events per year."

A. Action Step 1:

B. Action Step 2:

C. Action Step 3:

D. Action Step 4:

E. Action Step 5:

Step 5: Release your action plan and build in reflection and accountability check-ins.

How will you tell others about your action plan?

How often will you check your progress on completing your action steps?

How will you stay accountable?

When you do check your progress, ask yourself: How many of your action steps have you completed? What have been the biggest barriers to carrying out your plan? Are you making any life changes that will make it difficult to continue executing your plan as written? Do you need to adjust your plan?

Additional Resources:

- Beyond Land Acknowledgment Guide: <https://nativegov.org/resources/beyond-land-acknowledgment-a-guide/>
- Beyond Land Acknowledgment Event Recording: <https://nativegov.org/resources/beyond-land-acknowledgment-event-recording/>
- Beyond Land Acknowledgment Animated Explainer: <https://nativegov.org/resources/beyond-land-acknowledgment-explainer-video/>
- Land acknowledgments are often an empty gesture, some Indigenous people say: <https://www.cnn.com/2021/11/22/us/native-americans-land-acknowledgments-cec/index.html>
- Voluntary Land Taxes: <https://nativegov.org/news/voluntary-land-taxes/>
- A Self-Assessment: <https://nativegov.org/news/a-self-assessment/>