

# Application for Funding – Cover Page

## Applicant

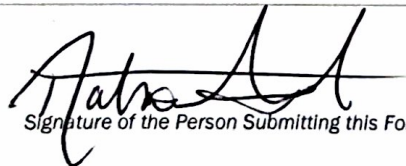
Business Name or Individual	Natasha Gourd	Street Address Including City, State, and ZIP Code	1102 N 5th St Bismarck, ND 58502
Contact Person	Natasha Gourd	Title	Consultant
Phone	7014256799	Email	natashajgourd@outlook.com
Authorized Representative	Mikelan Belgarde	Title	Consultant
Phone	7019537676	Email	mikalenbelgarde@gmail.com
Federal Employer Tax Id #	41-2554344	Unique Entity Identifier #	NA
Dates of Active Registration in System for Award Management	NA		

Total Amount of Funding Request 80,000

Total Hours of Service 1800

Project Period December 1, 2025-September 30, 2027

Signature

  
Signature of the Person Submitting this Form

Name

Natasha Gourd

Name of the Person Submitting this Form (print)

Date of Signature

11/12/2025

## **Restoring Balance: Advancing Culturally Grounded Prevention and Diversion for BIPOC Youth in North Dakota**

### **Consultant: Natasha Gourd**

Location: Bismarck, North Dakota

Role: Independent Consultant

### **Data & Evaluation Partner: Mikelan Belgarde**

Location: Fargo, North Dakota

Role: Independent Consultant

## **1. Organizational Background and Experience**

For over a decade, I have worked across education, juvenile justice, and tribal governance systems to build pathways of accountability and healing rooted in Indigenous values. I currently lead North Dakota's Restorative Practices Council and serve as Director of Educational Strategies at Consensus Council—an interagency initiative bringing restorative justice implementation to over 30 schools statewide—and have supported the creation of Indigenous-informed peacemaking systems within tribal courts, including the Wodakota Traditional Court and Nakicizinpi Peacemaking. I also served for five years on the Bismarck Public Schools Indigenous Parent Committee as the Vice-President, where we collaborated with district leadership to establish the first Indigenous Education Department in North Dakota schools. This effort ensured Indigenous voices were centered in curriculum, policy, and leadership decisions affecting Native students and families. Additionally, I have facilitated a statewide anti-human trafficking campaign in collaboration with Indigenous committees and community organizations, addressing the intersections of exploitation, missing and murdered Indigenous relatives (MMIR), and systems inequity. These experiences have deepened my ability to bridge cultural understanding and mobilize collective action across education, justice, and public health systems. My background combines community facilitation, juvenile diversion design, and policy strategy development. I have led youth-focused engagement and culturally aligned service models for Indigenous youth. My work bridges systems through culturally credible relationships and lived experience in both tribal and state structures.

Relevant expertise includes:

- Juvenile justice diversion and prevention program design
- Indigenous and restorative justice frameworks
- Cross-system strategic planning and policy facilitation
- Evaluation of community-based intervention systems
- BIPOC youth and family engagement grounded in cultural dignity

## **2. Approach and Methodology**

### **Community Engagement**

I will facilitate listening and design circles with Indigenous and BIPOC youth, families, and service providers in Burleigh County to define what justice

prevention means in their own language and lived context. Through story-based data gathering, peer-led interviews, and participatory mapping, we will identify systemic barriers such as transportation, trust, and service mismatch. All engagement will be guided by cultural credibility, collaborating with respected community leaders and elders to ensure protocols honor Indigenous ways of gathering and truth-telling.

**Stakeholder Collaboration**

I will convene system partners (schools, law enforcement, social services, probation, and juvenile court) in facilitated sessions to align prevention efforts. A Community-Systems Working Group will co-design pilot ideas, review data trends, and translate findings into practical recommendations. Regular collaboration with the Cass County consultant will ensure statewide consistency and knowledge sharing.

**Data and Systems Analysis**

A systems thinking framework will guide identification of decision points that lead to overrepresentation (e.g., school discipline policies, referral pathways, and service access). Gap and barrier analyses will highlight inequities in current prevention services with emphasis on cultural relevance, accessibility, and funding sustainability. Existing diversion and prevention programs will be evaluated through a cultural equity lens and paired with measures that track youth outcomes beyond recidivism.

**3. Deliverables and Timeline**

Quarter	Key Activities	Deliverables
Q1	Launch partnerships, establish advisory group, conduct preliminary mapping of diversion services	Partnership MOUs, engagement plan
Q2/Q3	Conduct youth/family focus groups, stakeholder interviews	Summary of findings and initial themes
Q3/Q4	Facilitate strategic planning sessions with BIPOC community and system partners	Draft recommendations and pilot ideas
Q4/Q5	Develop written Action Plan with policy, practice, and funding recommendations	Draft Action Plan for SAG review
Q5–Q6	Present findings to SAG and partners; pilot 1–2	Implementation briefs, progress report

	community prevention strategies	
Q7–Q8	Evaluate outcomes, refine recommendations, and develop sustainability roadmap	Final report and presentation to SAG

#### **4. Capacity and Staffing**

Lead Consultant: Natasha Gourd

Collaborators (as needed):

- Mikalen Belgarde

Mikalen Belgarde – Data and Evaluation Partner

Mikalen grew up on the Turtle Mountain Band of Chippewa Indians (TMBCI) reservation and later relocated to Fargo, ND, to pursue higher education at North Dakota State University (NDSU). He earned a B.S. in Criminal Justice with a minor in Human Development and Family Science in 2020, and in May 2022, he completed a Master of Public Health in Community Health Sciences with a certificate in American Indian Public Health. He is currently a Ph.D. candidate in Indigenous Health at the University of North Dakota.

Mikalen’s research and professional experience span Indigenous health, social and cultural drivers of health, and tribally driven evaluation. His areas of focus include community-based and tribally led research, addressing historical trauma and Adverse Childhood Experiences (ACEs), Murdered and Missing Indigenous Relatives (MMIR) prevention, Tribal sovereignty and self-determination, and Indigenous evaluation frameworks that use Indigenous knowledge as verification for data validity. As Data and Evaluation Partner, he will guide data integrity, cultural metrics, and equity-focused evaluation throughout this project.

Together, we bring complementary experience in restorative and Indigenous justice, evaluation, and systems transformation. Our shared commitment ensures that the action plan will be informed by authentic community voice, grounded in cultural credibility, and aligned with best practices for BIPOC youth and families across North Dakota. All collaborators have established relationships with BIPOC communities and North Dakota system partners

## 5. Budget Overview

	Budget Narrative		TOTAL PROJECT COST
1. Participant Stipends	BIPOC community will be compensated for their time contributing to survey's and focus groups.	\$5000.00	\$5000.00
2. Materials & Supplies	Project materials & supplies to support accessible community engagement, including IT/software and cloud support. Interviews will be transcribed and securely stored by ethical research standards and data protection.	\$4000.00	\$4000.00
6. Travel	Mileage/lodging for to convene meetings and conduct interviews.	\$4500.00	\$4500.00
9. Lead Facilitator	Will oversee the project and conduct coordination, analysis, writing, and community engagement.	27.5 hrs/monthly x 24 months x \$81.25/hr	\$47,000.00
10. Data Support & Evaluation Partner	The Data Support Specialist will conduct grounded data analysis, evaluation and reporting support.	11.5 hrs/month x 24 months x \$81.25/hr	\$19,500.00
	TOTAL PROJECT BUDGET		\$80,000.00

## 6. Summary Impact

This project centers Indigenous and BIPOC knowledge in reshaping prevention systems—not as add-ons, but as architects of solutions. By grounding the SAG's strategy in culturally rooted engagement, it aims to reduce disparities, build trust, and strengthen youth-serving systems through a unified community approach. The plan aligns with the 2025–2027 SAG Strategic and Reducing Racial & Ethnic

Disparities Plans and contributes directly to policy, practice, and funding innovation statewide.

# Budget Summary

**Applicant:** Natasha Gourd

**Project Period:** December 1, 2025- September 30, 2027

	<b>Grant Request</b>	<b>Match</b>	<b>Total</b>
<b>Budget Categories:</b>			
Personnel	47,000.00	-	47,000.00
Fringe Benefits	-	-	-
Travel	4,500.00	-	4,500.00
Supplies	4,000.00	-	4,000.00
Subaward/Contractual	19,500.00	-	19,500.00
Other Direct Costs	5,000.00	-	5,000.00
Indirect Costs	-	-	-
<b>Total Grant Funds</b>	<b>80,000.00</b>	<b>-</b>	<b>80,000.00</b>

# Budget Detail Worksheet and Narrative

**Applicant:** Natasha Gourd

**Project Period:** December 1, 2025- September 30, 2027

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant	Grant Request	Match	Total
			Allocation %			
Consultant	Natasha Gourd	23,500	100	\$47,000		\$47,000
<b>Total Personnel Costs</b>				\$47,000	\$0	\$47,000

*Personnel Narrative:*  
 The Lead Consultant will be responsible for directing all activities related to the development and implementation of the SAG Action Plan addressing the overrepresentation of BIPOC youth in North Dakota’s juvenile justice system. Duties include leading project coordination, community engagement, facilitation of strategic planning sessions, collaboration with public and private agencies, and preparation of all deliverables and progress reports required under the contract.  
 The consultant will devote an average of 27.5 hours per month (approximately 240 hours annually) to this project at a rate of \$81.25 per hour, consistent with the federally approved maximum daily rate. This level of effort equates to an annualized compensation of \$23,500 and a total of \$47,000 over the 24-month project period.  
 The Lead Consultant brings over a decade of experience in education, juvenile justice, and Indigenous governance systems, including statewide leadership of restorative practices implementation and the development of Indigenous-informed diversion frameworks in partnership with tribal and state entities. This expertise ensures cultural credibility, strategic alignment, and fidelity to both community and federal objectives.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant	Grant Request	Match	Total
			Allocation %			
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<b>Total Fringe Benefits</b>				\$0	\$0	\$0

*Fringe Benefits Narrative:*

Travel			Total Grant Period		
Purpose	Location	Expense Type (Hotel/Mileage/Per Diem)	Grant Request	Match	Total
Meetings/Interviews	Bismarck	Hotel/Mileage/Per Diem	\$4,500		\$4,500
Total Travel Costs			\$4,500	\$0	\$4,500

*Travel Costs Narrative:*  
Mileage, lodging and Per Diem for consultants to convene meetings and conduct interviews.

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
Materials/Supplies			\$4,000		\$4,000
Total Supply Costs			\$4,000	\$0	\$4,000

*Supply Costs Narrative:*  
Project materials & supplies to support accessible community engagement, including IT/software and cloud support. Interviews will be transcribed and securely stored by ethical research standards and data protection.

Subawards/Contracts		Total Grant Period		
		Grant Request	Match	Total
Description/Purpose	Computation			
Data and Evaluation Partner	11.5 hrs/month x 21 x \$81.25 hr	\$19,500		\$19,500
<b>Total Subaward/Contractual Costs</b>		<b>\$19,500</b>	<b>\$0</b>	<b>\$19,500</b>

**Subaward/Contractual Costs Narrative:**

Will support all data analysis, evaluation, and reporting components of the Action Plan. Responsibilities include developing data collection protocols, conducting culturally grounded evaluation of community-based prevention services, analyzing system-level gaps and outcomes, and assisting in the development of performance measures that reflect Indigenous and BIPOC youth experiences. The subcontractor will provide 11.5 hours of service per month at \$81.25 per hour, totaling \$19,500 over the 24-month project period.

Other Direct Costs		Total Grant Period		
		Grant Request	Match	Total
Type	Computation			
Participant Incentive	\$50 per participant in focus groups, and listening sessions.	\$5,000		\$5,000
<b>Total Other Direct Costs</b>		<b>\$5,000</b>	<b>\$0</b>	<b>\$5,000</b>

**Other Direct Costs Narrative:**

To provide modest stipends or gift card incentives to community members who voluntarily participate in focus groups, community forums, and listening sessions related to the project's evaluation and planning activities. These sessions are critical for gathering BIPOC and Indigenous community perspectives, strengthening community-based prevention strategies, and ensuring equitable participation from those directly impacted by the justice system. Participant incentives are allowable under 2 CFR 200.456 and DOJ's Grants Financial Guide as a reasonable program cost when they are necessary to encourage participation and are not considered compensation for services rendered. The proposed incentives will acknowledge participant's time and contributions to project planning and data collection. Incentives will not exceed a reasonable per-person amount and will be documented with participant sign-in sheets or equivalent tracking to ensure accountability.

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
Total Indirect Costs			\$0	\$0	\$0

*Indirect Cost Narrative:*

# Natasha Gourd

P.O. Box 715, Bismarck, ND 58502 PH: 701.425.6799 [natashajgourd@outlook.com](mailto:natashajgourd@outlook.com)

## **Professional Summary**

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As a strategic leader committed to transformative education and justice reform, I bring over a decade of experience advancing culturally responsive, trauma-informed, and Indigenous-centered frameworks across public systems. I currently serve as the Director of Education Strategies at Consensus Council, where I lead statewide implementation of restorative practices, oversee the North Dakota Restorative Practices Council (RPC), and drive collaborative policy reform efforts aimed at achieving educational justice.

My work bridges systems-level policy and on-the-ground practice. I specialize in designing school-based restorative frameworks, cultivating partnerships across school districts and communities, and delivering impactful professional development for educators. I've led grant strategy and development for multi-year initiatives and continuously champion a vision where equity, belonging, and healing guide every aspect of our work.

## **Work History**

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### **Director of Educational Strategies, Consensus Council, Bismarck, ND 6/25-present**

As a senior leadership role, the Director of Education Strategies provides strategic oversight and direction for restorative practices across educational systems. This position leads the statewide North Dakota Restorative Practices Council (RPC), shaping its operations, partnerships, and long-term vision. Key responsibilities include advancing culturally responsive and trauma-informed policy recommendations, developing and managing grants, and guiding implementation efforts across schools and communities. Additionally, the role involves stewarding organizational learning and culture at Consensus Council and overseeing the design and delivery of public training sessions. Serving as a critical bridge between policy and practice, this position ensures statewide alignment with equity-driven restorative frameworks.

### **Restorative Practices Council Coordinator, Consensus Council, Bismarck, ND 6/24-6/25**

Coordinated the founding and development of the North Dakota Restorative Practices Council (NDRPC) to advance restorative justice initiatives. Engaged BIPOC voices in developing strategies and practice standards for culturally responsive restorative practices. Facilitated meetings and oversaw the implementation of initiatives to improve academic engagement and social outcomes for youth and communities. Coordinated the founding and development of the North Dakota Restorative Practices Council (NDRPC) to advance restorative justice initiatives. Engaged BIPOC voices in developing strategies and practice standards for culturally responsive restorative practices. Facilitated meetings and oversaw the implementation of initiatives to improve academic engagement and social outcomes for youth and communities.

### **Leadership for Education Equity Public Policy Fellow, SDEEC, Bismarck, ND 9/24-5/25**

Collaborated with the South Dakota Education Equity Coalition to develop and implement policy and advocacy projects promoting indigenous education equity within the organization's mission. Participated in cohort-based training and networking events to enhance leadership and technical skills. Contributed to significant projects that advanced equity goals, adding value to the host organization's mission.

### **Peacemaking Court Lead Development Consultant/Peacemaker, Prairie Island Indian Community, MN. 04/22-present**

Developed strategies for organizing, implementing, and facilitating an Indigenous model for peacemaking. Collaboration with Tribal Court Judges and attorneys for peacemaking code development, stakeholder recruitment, peacemaking basics training to the community, and provided information relative to court implementation. Serving as an alternative peacemaker.

**Native Business Development Coordinator, Strengthen ND, Bismarck, ND 09/22-9/23**

- Provided one-on-one and small group technical assistance for Native owned businesses, Native startups, and Native led nonprofit organizations.
- Facilitated group business technical assistance events on each of North Dakota's reservations.
- Provided cultural competency to state, federal, and tribal economic development agencies.

**Executive Director, Indigenous Education Coalition, Bismarck, ND 01/22-8/22**

- Developed key partnerships with educational stakeholders throughout North Dakota.
- Provided leadership for the organization and built capacity with educational facilities throughout the state.
- Coordinated all aspects of training and development of training materials intended to increase full faith implementation of the education bill SB 2304.

**Program Coordinator, First Nations Women's Alliance, Bismarck, ND 07/21-01/22**

- Development of an Anti-Human Trafficking Campaign to Native American Populations of cities and reservations in North Dakota.
- Recruited attendees to campaign events, developed campaign material, and facilitated group events.
- Coordinated stakeholder groups involved in the anti-human trafficking campaign.

**Grant Writer/Planner, Spirit Lake Tribe, Fort Totten, ND 09/15-12/17**

- Responsible for finding funding opportunities for the tribe. Drafted and submitted grant proposals.
- Provided planning support to the tribe, including short-term and long-term program development.
- Established the Spirit Lake Tribal Tourism Department.

**Traditional Court Director, Wodakota: Traditional Court Fort Totten, ND 04/13-09/15**

- Researched, developed protocols and procedures for an Indigenous Peacemaking System.
- Recruited peacemakers, implemented and coordinated meetings to pursue Peacemaking within the Court System.
- Drafted and submitted grant proposals for funding of the diversionary court.

**Independent Consultant 12/15-present**

- Restorative Justice & Peacemaking Training – Guided the design and implementation of culturally grounded peacemaking and restorative justice practices.
- Cultural Advising – Served as a cultural advisor to ensure Indigenous traditions and values were centered in program development.
- Nonprofit Development – Delivered technical assistance on organizational growth, governance, and sustainability strategies.
- Education Strategies – Supported schools and communities in integrating restorative approaches into educational systems.

**Education & Certifications**

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University of Mary <i>Business Administration (Graduation date 12/25)</i>	2019-2025
Center for Restorative Justice & Peacemaking <i>Restorative Facilitation Training</i>	2024
Acosta Institute <i>Healing Centered Education</i>	2025
George Washington University <i>Professional Certificate in Cultural Heritage Tourism</i>	2017
Native Nations Institute: <i>Nation Rebuilding &amp; Justice Systems</i>	2016
National Judicial College: <i>Court Development &amp; Court Management</i>	2014-2015

## **Activities**

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- Native American Rights Fund- Indigenous Peacemaking Advisory Committee 2015-Present
- North Dakota Native Vote- Board Member-Vice Chair 2022-2025
- Western Organization of Resource Councils-Board Member 2025
- BPS Indigenous Parent Committee-Vice-President 2019-2024
- North Dakota Native Tourism Alliance-Secretary/Treasurer 2016-2019
- Bush Foundation Native Nation Rebuilder 2018-2020

## **Professional Presentations**

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- *“Utilizing Cultural Values Within Our Courts”*
  - American Indian Justice Conference, Reno, Nevada, May 2023
- *“What You Need to Know about Education Bill SB 2304”*
  - North Dakota Association of Superintendents Conference, Bismarck, ND, September 2021
- *“North Dakota Anti-Human Trafficking Campaign”*,
  - Statewide 5 Reservations/ 5 Cities, North Dakota 2020
- *“A Cultural Experience”*
  - Native American Development Center Event, Bismarck, ND, September 2017
- *“ND Native Tourism Alliance Cultural Tourism”*
  - Tribal Leadership Summit Bismarck, ND September 2017
- *“Modernizing Victim Services: Native American Perspective”*
  - CAWS North Dakota Alliance to End Partner Abuse, Bismarck, ND January 2017
- *“Promoting Traditional & Restorative Principles to Strengthen Safety, Justice and Healing”*
  - 15th Annual National Indian Nations Conference for Justice, Morongo, CA, December 2016
- *“Traditional Dispute Resolution is Naturally Suited to Uphold Indigenous Rights”*
  - National Tribal Judicial & Court Personnel Conference Morongo, CA October 2016



# Mikalen Belgarde, PhD(c), MPH

Citizen of the Turtle Mountain Band of Chippewa Indians

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## PROFILE

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Mikalen Belgarde is an enrolled citizen of the Turtle Mountain Band of Chippewa Indians from Belcourt, North Dakota. He is a Ph.D. candidate in Indigenous Health at the University of North Dakota and is working on completing his dissertation. As a public health professional and research methodologist, Mr. Belgarde partners with Tribal Nations, Tribal leaders, and Tribal-serving organizations to advance health equity and uphold Tribal sovereignty through Indigenous-centered approaches. His efforts focus on integrating Indigenous knowledge systems into public health practice, strengthening community-led partnerships, and supporting data-informed decision-making.

## CONTACT

📞 701-953-7676

✉️ mikalenbelgarde@gmail.com

📍 1809 29<sup>th</sup> St. Cir. S  
Moorhead, MN 56560

## EDUCATION

**Anticipated Graduation Date:**  
May 2026

**University of North Dakota**

- Indigenous Health Ph.D.

**May 2022**

**North Dakota State University**

- Master of Public Health
- Specialization in Community Health Sciences
- Certificate in American Indian Public Health

**May 2020**

**North Dakota State University**

- Bachelor of Science in Criminal Justice
- Minor in Human Development and Family Sciences

## SKILLS

- Managing Multiple Projects
- Building Networks and Facilitating Tribal and Institutional Partnerships
- Community Outreach and Engagement
- Team Leadership and Management
- Planning and Facilitation of Meetings, Events, Trainings, and Workshops
- Project Reporting and Documentation
- Grant Writing
- Indigenous Frameworks and Evaluation
- Strong and Effective Communication
- Time Management
- Solution-Oriented Problem Solving

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## WORK EXPERIENCE

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**Education Project Manager**

**May 2022 - Present**

American Indian Public Health Resource Center  
North Dakota State University, Fargo, ND

- Facilitated and maintained meaningful partnerships with Tribal, urban, and local government partners, TCUs, Elders, community members, youth, and public health leaders to advance culturally grounded public health initiatives.
- Collaborated with Tribal and urban partners across the Great Plains to identify and address barriers in services, promote health equity, and implement community-informed strategies.
- Coordinated and facilitated online and in-person meetings, workshops, trainings, and curricula delivery for diverse audiences, ensuring accessibility and cultural relevance.
- Developed and disseminated health education materials, including social media content, flyers, infographics, and brochures, tailored to community needs and research findings.
- Concurrently oversaw multiple public health, education, and research projects, integrating community-driven and data-informed approaches to guide project design and implementation.
- Collected, analyzed, and disseminated Tribally-owned data to support evaluation, research, and evidence-based decision-making.
- Prepared timely written and oral reports for partners and funders, documenting program outcomes, research findings, and community impact.
- Provided strategic planning, program evaluation, and grant writing support to sustain and expand public health initiatives.
- Provided a continuous learning environment by integrating emerging public health research, Indigenous knowledge, and best practices into program development.

**Needs Assessment Intake Counselor - Part Time**

**May 2022 - Present**

Prairie St. Johns, Fargo, ND

- Facilitated and maintained strong, professional relationships with patients and multidisciplinary staff to support patient care and team collaboration.
- Conducted comprehensive mental health assessments and presented cases to psychiatrists for referral to inpatient and outpatient services.
- Engaged in shared decision-making with a highly skilled treatment team to develop individualized care plans.
- Ensured a safe environment for patients and staff, de-escalating individuals experiencing severe emotional distress.
- Reviewed medical records for direct transfer patients, including lab results, to verify medical clearance and determine appropriate care placement.
- Triage patients based on acuity, assigning them to appropriate floors or units.
- Recorded and maintained electronic medical records with accuracy and timeliness.
- Prioritized patient appointments and walk-ins, efficiently managing scheduling through Microsoft Outlook.
- Monitored patient vital signs and utilized CPR, First Aid, and hands-on certification to maintain medical stability.
- Practiced infection prevention and control, including proper use of personal protective equipment (PPE) for COVID-19 and other diseases.
- Maintained clear, professional communication with patients and staff to support continuity of care and positive clinical outcomes.

## **WORK EXPERIENCE CONT.**

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### **CDC Rape Prevention and Education Program Evaluation Student Intern**

**September 2023 - Present**

First Nations Women's Alliance - Hybrid/Visits to Tribal and Urban Communities in ND

- Facilitated and maintained collaborative relationships with First Nations Women's Alliance staff and North Dakota Tribal Nations to advance sexual violence prevention initiatives.
- Assessed organizational capacity to deliver sexual violence prevention services by collecting and analyzing qualitative and quantitative data from FNWA programs.
- Conducted research on best practices for sexual violence prevention among Indigenous communities to inform program design.
- Developed a Sexual Violence Primary Prevention Plan tailored to the needs of North Dakota Tribal Nations.
- Participated in the FY2024 CDC RPE Grant Writing Workshop and utilized office hours to enhance grant-writing expertise.
- Applied assessment findings and organizational documentation to write the FY2024 CDC RPE grant, successfully securing extended funding for the organization.

### **Indigenous Food Sovereignty Project Evaluator and Facilitator**

**July 2024 - Present**

Sustainable Food Lab - Hybrid/Visits to North Dakota Tribes

- Facilitated collaborative relationships with Sustainable Food Lab staff and Tribal partners from the Turtle Mountain Band of Chippewa Indians, Spirit Lake Nation, and Standing Rock Sioux Tribe to advance Indigenous food sovereignty initiatives.
- Conducted three comprehensive landscape analysis reports of Tribal food sovereignty practices, including crops, traditional methods, and agricultural approaches across all three Tribal Nations.
- Identified and engaged key stakeholders, including Tribal leaders, agricultural experts, community members, and local policymakers; evaluated resources such as land, funding, tools, and educational materials.
- Developed and delivered Cultural Sensitivity Training for project team members to ensure respectful and informed engagement with Tribal communities.
- Analyzed federal, state, and Tribal policies impacting food sovereignty; identified major challenges (e.g., climate change, land rights, economic constraints) and opportunities for development.
- Created a discussion guide and facilitated focus groups with Tribal leaders and Elders to validate findings and gather additional community insights.
- Analyzed qualitative and quantitative data and compiled a comprehensive final report with actionable recommendations to advance Tribal food sovereignty initiatives.
- Established feedback mechanisms to share preliminary findings with the communities and integrated their input into final reports and recommendations.

### **Indigenous Health Research Consultant**

**June 2025**

Buffalo Nations Grasslands Alliance - Rocky Boy Reservation, MT

- Co-designed the 3-day gathering agenda, handouts, presentations, and surveys in collaboration with BNGA staff and delegates.
- Reviewed background materials and participated in preparatory discussions to inform facilitation strategies and frameworks.
- Facilitated group transitions, site visits, and discussions to achieve all gathering goals, including on-site activities at Rocky Boy's Reservation.
- Conducted pre- and post-gathering consultations with BNGA staff to align facilitation approaches and gather feedback.
- Analyzed and summarized survey data to inform planning and report findings back to BNGA.
- Facilitated focused meetings during the gathering, including participant sessions and a post-gathering debrief with staff.

### **Indigenous Health Research Consultant**

**September 2024**

Great Plains Tribal Leaders' Health Board - Rapid City, SD

- Conducted a literature review and environmental scan on current data, trends, resources, and resources reflecting the scope of mental health and substance use among Two-Spirit and LGBTQIA2S+ communities
- Utilized the findings to create a presentation and infographic to promote awareness, provide actionable data, and support public health prevention and outreach efforts.

### **Indigenous Health Research Consultant**

**July 2024**

National Network of Public Health Institutes - Telework

- Conducted an environmental scan of education, trainings, and workshops currently available for Funeral Directors on Racial Misclassification for the Strengthening Public Health Systems and Services through National Partnerships to Improve and Protect the Nation's Health project funded by the CDC
- Identified gaps and opportunities available for current professional development resources for Funeral Directors on Racial Misclassification
- Co-wrote a publication titled: Racial Misclassification of American Indian and Alaskan Natives on Death Certificates in the US

### **Graduate Assistant**

**January 2021 - May 2022**

NDSU CDC High Obesity Program - Hybrid/Fargo, ND

- Promoted and increased healthy food access and physical activity opportunities through Community-Cased Participatory Research and outreach through tribally-led initiatives with the Turtle Mountain Band of Chippewa Indians and Standing Rock Sioux Tribe tribal communities
- Collaborated with key partners and tribal leaders to create opportunities in the communities that supported healthy outcomes; the creation of bike paths, community beautification efforts, hydroponic towers, community gardens, seed exchange events, 5k runs, and similar initiatives
- Created infographics and newspaper ads, analyzed Facebook data, and planned community events

### **Graduate Assistant**

**August 2020 - January 2021**

NDSU Department of Public Health (DPH) - Hybrid/Fargo, ND

- Conducted an environmental scan of Maternal and Child Health public health certificate programs to assist the chair of the NDSU DPH in developing a Maternal and Child Health certificate program
- Created a comprehensive Excel spreadsheet of programs including classes, credits, context, and criteria of each program
- Contributed to developing an anti-racism action plan for the DPH
- Researched literature on mental health stigma in the workplace for a collaborative scoping review to be published by the department chair

## **WORK EXPERIENCE CONT.**

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### **NDSU Master of Public Health Summer Practicum Experience**

**May 2021 - July 2021**

North Dakota State University American Indian Public Health Resource Center - Fargo, ND

- Facilitated and maintained collaborative relationships with First Nations Women's Alliance staff and North Dakota Tribal Nations to advance sexual violence prevention initiatives.
- Assessed organizational capacity to deliver sexual violence prevention services by collecting and analyzing qualitative and quantitative data from FNWA programs.
- Conducted research on best practices for sexual violence prevention among Indigenous communities to inform program design.
- Developed a Sexual Violence Primary Prevention Plan tailored to the needs of North Dakota Tribal Nations.
- Participated in the FY2024 CDC RPE Grant Writing Workshop and utilized office hours to enhance grant-writing expertise.
- Applied assessment findings and organizational documentation to write the FY2024 CDC RPE grant, successfully securing extended funding for the organization.

### **Mental Health Technician**

**March 2020 - May 2022**

Prairie St. Johns - Fargo, ND

- Built and maintained meaningful relationships with patients and staff
- Specialized in child and adolescent mental health care
- Provided adult mental health services
- Provided care for COVID-19 patients
- Utilized personal protection equipment for COVID-19 and disease prevention
- Shared-decision making with a highly skilled treatment team
- Provided a safe environment for patients and staff
- De-escalated and helped patients who are under severe emotional distress
- Implemented behavioral therapy programming that outlined each patient's treatment plan
- Maintained clear, strong, and positive communication with patients and staff
- Provided documentation on patient behavior
- Knowledgeable on how to take and record patient vital signs
- CPR, First Aid, and hands-on certification to ensure medical stability

## **GRANT WRITING, EXPERIENCE, AND FUNDING AWARDS RECEIVED:**

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**Co-Grant Writer and Recipient** of the FY2025-2027 North Dakota Opioid Settlement Fund

**April 2025 - 2027**

(OSF) Grant funding received by the North Dakota State University ONE Program in partnership with the American Indian Public Health Resource Center. Total Award: \$500,000

**Co-Grant Writer and Recipient** of the FY2024-2027 Trust Public Land Forested Community

**Nov. 2024 - 2027**

Schoolyards Funding received by Turtle Mountain Elementary School. Total Award: \$500,000

**Lead Grant Writer, Program Evaluator, and Recipient** of the CDC-RFA-CE-24-0120: Rape

**March 2024 - 2028**

Prevention and Education: Enhancing Capacity for Sexual Violence Prevention among Tribal Sexual Assault Coalitions in partnership with the lead organization: First Nations Women's Alliance (North Dakota's Tribal sexual assault and domestic violence coalition) Total Award per year: \$90,000

**Program Evaluator** for the CDC-RFA-CE-23-0006 Rape Prevention and Education: Assessing Coalition Capacity to Advance Primary Prevention in partnership with the lead organization: First Nations Women's Alliance (North Dakota's tribal sexual assault and domestic violence coalition) Total Award: \$74,100

**Sept. 2023 - July 2024**

**Co-Grant Writer and Recipient** of the FY2023-2026 U.S. Department of Agriculture Indigenous

**June 2023 - 2026**

Food Sovereignty Initiative grant funding received by the NDSU American Indian Public Health Resource Center in partnership with the USDA Office of Tribal Relations and Tribal Nations across the U.S. Total Award per year: \$1,000,000

**Lead Grant Writer and Recipient** of the FY 2023 Planning and Developing Infrastructure to

**Jan. 2023 - Present**

Promote the Mental Health of Children, Youth, and Families in American Indian/Alaska Native Communities in partnership with the lead organization: Turtle Mountain Outreach (Turtle Mountain Band of Chippewa Indians' Tribal youth suicide prevention program) Total Award per year: \$350,000

**Co-Program Evaluator and Graduate Assistant** for the

**Jan. 2021 - May 2022**

CDC-RFA-DP18-1809: High Obesity Program grant received and implemented by the following partners: Standing Rock Sioux Tribe, Turtle Mountain Band of Chippewa Indians, North Dakota State University (NDSU) Department of Public Health, NDSU Extension, and Prevent Child Abuse North Dakota. Total Award per year: Approximately \$600,000 - \$1,000,000

## **OFFICES HELD AND MEMBERSHIPS**

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<b>Cultivator's Collective Committee Member - National Network of Public Health Institutes</b>	<b>July 2025 - Present</b>
<b>Dakota Geriatrics Committee Member - University of North Dakota</b>	<b>Nov. 2024 - Present</b>
<b>Turtle Mountain Public Health Advisory Committee Member - Turtle Mountain College</b>	<b>Nov. 2024 - Present</b>
<b>Continuous Sabbatical Fellow - Reclaiming Our Own Time</b>	<b>Sept. 2024 - Present</b>
<b>Treasurer - UND Indigenous Health Scholars Association (IHSA)</b>	<b>August 2024 - Present</b>
<b>Changemaker - First Nations Women's Alliance</b>	<b>June 2024 - Present</b>
<b>Board of Directors Vice President - Turtle Mountain Mikinaak Ode Shelter</b>	<b>Jan. 2024 - Present</b>
<b>NDSU Public Health Seminar Series Committee Member</b>	<b>May 2023 - Present</b>
<b>National Indian Health Board Member</b>	<b>August 2022 - Present</b>
<b>American Public Health Association Member</b>	<b>August 2022 - Present</b>
<b>Board Member - Turtle Mountain Two-Spirit Society</b>	<b>June 2022 - Present</b>
<b>Turtle Mountain Healthy Living Coalition (TMHLC) Member</b>	<b>August 2021 - Present</b>
<b>Communications Committee Lead - TMHLC</b>	<b>August 2021 - May 2022</b>
<b>Anti-Racism Action Plan Committee - NDSU Dept. of Public Health</b>	<b>August 2020 - May 2022</b>
<b>Member - American Indian Science and Engineering Society (AISES)</b>	<b>Aug. 2015 - May 2019</b>
<b>Treasurer - NDSU AISES Student Chapter</b>	<b>Aug. 2015 - May 2019</b>

## Professional References

The following individuals can provide professional references regarding project leadership, implementation experience, and collaborative capacity.

<b>Name</b>	<b>Title / Organization</b>	<b>Email</b>
<b>Ann Crews Melton</b>	Executive Director, Consensus Council	amelton@agree.org
<b>Dr. Cheryl Kary</b>	Executive Director, Sacred Pipe Resource Center	cheryl@sacredpipe.net
<b>Dr. Melissa Spelchen</b>	Healthy Youth Community and Social Service Specialist, Central Regional Education Association	melissa.spelchen@k12.nd.us