



IMLS FINAL PERFORMANCE REPORT FORM
For Projects with Award Dates between October 1, 2015 and September 30, 2018
(i.e., award number ends in -16, -17, or -18)

Please consult the IMLS Final Performance Report Instructions when filling out this form.

1. Federal agency and organization element to which report is submitted: Institute of Museum and Library Services		2. Federal award or other identifying number assigned by federal agency: RE-00-19-0095-19		Page 1	of 6 Pages
				3a. D-U-N-S® number: 965961605	
				3b. EIN/TIN: 27-3853278	
4. Recipient organization (name and complete address, including ZIP+4/postal code): Association of Tribal Archives, Libraries, and Museums				5. Recipient identifying or account number:	
6a. Award period of performance start date (MM/DD/YYYY): 08/22/2019	6b. Award period of performance end date (MM/DD/YYYY): 01/31/2020	7. Reporting period end date (MM/DD/YYYY): 01/31/2020			
8. Project URLs, if any: www.atalm.org				9. Report frequency: <input type="checkbox"/> annual <input type="checkbox"/> semi-annual <input checked="" type="checkbox"/> final <input type="checkbox"/> other If other, describe:	
10. Other attachments? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Contact the appropriate IMLS program office to receive instructions for transmitting additional attachments.					
11a. Name and title of Project Director: Melissa Brodt, Director of Programs		11b. Telephone (area code, number, extension): 405-401-9657			
		11c. Email address: melissa@atalm.org			
12. Certification: By submitting this report I certify to the best of my knowledge and belief that this information is correct and complete for performance of activities for the purposes set forth in the award documents.					
13a. Signature of Authorized Certifying Official: <i>Susan Feller</i>		13b. Date report submitted (MM/DD/YYYY): January 27, 2020			
13c. Name and title of Authorized Certifying Official: Susan Feller, President and CEO		13d. Telephone (area code, number, extension): 405-401-8293			
		13e. Email address: president@atalm.org			

Burden Estimate and Request for Public Comments: Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Institute of Museum and Library Services, 955 L'Enfant Plaza North, SW, Suite 4000, Washington, DC 20024-2135.

The purpose of the Final Performance Report is to provide a record of grant-funded project accomplishments at the conclusion of the grant. IMLS uses these narratives to report to Congress and the Office of Management and Budget about the agency’s progress on addressing its strategic goals. If you have questions concerning the final performance reporting requirements, you may address them to the Program Officer assigned to your grant and whose name and contact information appears in your Official Award Notification. IMLS may share Final Performance Reports with grantees, potential grantees, and the general public to further the mission of the agency and the development of museum and library services. Reports may be disseminated in a variety of ways and formats, including online.

14. Recipient Organization: Association of Tribal Archives, Libraries, and Museums

15. Project Title: Sustaining and Advancing Indigenous Cultures: A Continuing Education Project for Tribal Archives, Libraries, and Museums

16. Project Summary: As part of the 2019 International Conference of Indigenous Archives, Libraries, and Museums, the Association of Tribal Archives, Libraries, and Museums (ATALM) provided culturally relevant training opportunities targeted to the professional development needs of current and emerging staff of indigenous archives, libraries, and museums, as well as staff of organizations serving indigenous audiences or holding indigenous collections. Training included hands-on workshops, site visits, field trips, poster presentations, discussion forums, and 130 sessions on case studies, best practices, and topics of interest to the field. The activities supported the “Lifelong Learning” project category in that they provided training programs, services, and partnerships focused on developing the professional skills and expertise of indigenous staff of cultural institutions.

17. Activities

Activities Proposed in Your Application	Activities Completed during the Award Period of Performance	Explanation of Any Variance
Recruitment of 2019 National Planning Council	A 40-member National Planning Council and 15-member Local Planning Committee were recruited. Council members included individuals from California based tribes and national archive, library, and museum experts.	
2019 International Conference of Indigenous Archives, Libraries, and Museums Programming and Conference Attendance	<p>The 2019 program included 4 fieldtrips, 14 preconference workshops, 130 concurrent sessions, 17 posters, 22 round table presentations, an opening ceremony, an awards luncheon, an honoring luncheon, and a closing ceremony. There were two evening events.</p> <p>Attendance at preconference tours, workshops, and special events was 1,084 and attendance at the conference was 984. Forty-one states were represented, as well as Canada, New Zealand, and South Africa. More than 170 sovereign Native Nations were represented.</p> <p>The following Cultural Tours were offered:</p> <ul style="list-style-type: none"> • Fieldtrip to the Pechanga Cultural Resources Department and the Great Oak Tree • Okkiwun: Preserving and Surveying Natural and Cultural Sites (visit to traditional Payomkawichum and Chuilla homelands) • Fieldtrip to the Sherman Indian Museum and National Archives at Riverside 	

	<ul style="list-style-type: none"> • Fieldtrip to the San Diego Archaeological Center/Barona Cultural Center & Museum <p>The following Preconference Workshops were offered:</p> <ul style="list-style-type: none"> • “Collecting and Preserving Oral Histories of Native Veterans” presented by the Library of Congress • “Locating and Using Native American Archival Collections in Federal Repositories” presented by the Library of Congress, National Museum of the American Indian, National Anthropological Archives, and the National Archives and Records Administration • “Indigenous Intellectual Property: Developing Tools and Strategies” and “Providing Culturally Appropriate Digital Access to Indigenous Cultural Collections” sponsored by the Sustainable Heritage Network • “Two Ways to Learn a Language: Master-Apprentice Method and Learning from Documentation” presented by the Advocates for Indigenous California Language Survival • “The Community Archiving Workshop: Audio-Visual Collections Care and Management” • “Photograph Preservation, Selection, and Digitization Planning”. • “Master Planning for Language Preservation and Use” • “Starting and Maintaining a Low Cost/High Impact Little Free Library” • “International Repatriation: Research, Experiences, and Coming Home” • “Creating Virtual Field Trips to Indigenous Landscapes in Google Earth” • “Learning Through Play: An Engaging and Effective Way of Teaching About Culture” 	
Recording of Training	<p>To extend training opportunities beyond the conference, ATALM records sessions and makes them freely available through the Sustainable Heritage Network (https://www.sustainableheritagenetwork.org/community/association-tribal-archives-libraries-and-museums). Since 2014, the collection has grown to over 500 recordings which have been viewed over 49,111 times. The sessions include hands-on tutorials in collections care, audio recordings of panel sessions, and specially produced studio recordings of high-value sessions. To date, SHN has produced 32 recordings from the 2019 conference which are now available at its website. The collection will grow as more recordings are edited. SHN is prioritizing recordings that correspond with the Continuing Education Certificates offered by ATALM.</p>	
Professional Development Certificate Program	<p>In 2019, ATALM offered eight Continuing Education Certificate Programs. The purpose of the certificate programs is to enable participants to document that they have engaged in a series of concentrated learning programs that improved tangible skills. The certificates are offered at no charge. Participants must attend 18 hours</p>	<p>ATALM anticipated that approximately 100 individuals would enroll in the 2019 Certificate</p>

	<p>of training offered at the conference, followed by six hours of webinars or online training. To receive a Certificate, participants must submit a formal statement of the courses they attended and the skills they gained.</p> <p>Professional Development Certificates were available in the following areas:</p> <ul style="list-style-type: none"> • Archives Development and Management • Collections Care • Community Outreach • Exhibit Design and Development • Historic Preservation and Repatriation • Language Preservation and Revitalization • Library Services and Programs • Oral History <p>More information on the professional development certificate programs is available at http://atalm.formstack.com/forms/professionaldevcertificate_2019</p>	<p>Program. Enrollment exceeded expectations with 161 individuals participating in the program.</p>
<p>Scholarship Program</p>	<p>The majority of grant funds, \$95,000, was used to fund scholarships for staff members of Native cultural institutions, students enrolled in library and museum programs, and staff of non-tribal museums working with Native collections. The scholarships enabled people from smaller, less well-funded indigenous communities to participate in the unique and culturally relevant training offered by ATALM. Scholarship recipients report that 75% could not attend without support, while 79% report receiving a scholarship helped them leverage additional funds from their organizations.</p> <p>Following a national promotional campaign, 299 applications were received. The scholarship application is available at http://atalm.formstack.com/forms/2019_scholarship</p> <p>The eligible applications were evaluated by a national Scholarship Review Committee consisting of experts in the fields of tribal archives, libraries, review and score the applications.</p> <p>ATALM awarded \$95,000 to 219 scholars with funding ranging from \$375 for basic registration and up to \$1,000 for registration, lodging, and a travel stipend.</p>	<p>The number of applications typically received is 280. This year ATALM received 299 applications.</p> <p>ATALM anticipated that 200 scholarships would be awarded this year and were pleased to increase the number of funded scholars to 219.</p>
<p>Mentorships</p>	<p>To help emerging Native people build a network of support, ATALM sponsors a Mentorship program that connects emerging professionals with experienced people who can provide career advice. There are gatherings for the mentorship program throughout the conference, including at meals and special events. More information on the Mentorship program is available at http://atalm.formstack.com/forms/atalmmentorship2019</p>	

	<p>This year, 143 mentees were matched to 57 mentors.</p> <p>The program continues to evolve each year. For 2020, the Mentorship committee is considering converting the program to a Young Professionals Group with more after hours networking opportunities.</p>	
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18. Changes

Type of Change	Description	Date of Approval (if applicable)
There were no changes in staffing or program scope as related to the training programs. All stated objectives were exceeded.		

19. Results

a. Agency-Level Goals

- Learning
- Community
- Content and Collections

For **Learning** and **Community** projects

Performance Measure Statement	Survey Respondent	No. of Survey Participants	No. Total Responses	No. Responses Per Answer Option					No. Non Responses
				Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	
I learned new tangible skills as a result of my participation.	Program participant	390	356	0	0	1.4	22.75	75.87	34
My interest in indigenous cultural programs increased as a result of my participation.	Program Participant	390	360	0	0	.28	12.78	86.94	30
I will apply what I learned as a result of my participation.	Program Participant	390	365	0	0	.55	16.44	83.01	25
My enthusiasm for work or studies was renewed as a result of my participation.	Program Participant	390	361	0	0	.55	9.14	90.30	28
I learned about successful projects that can be replicated in my community as a result of my participation	Program Participant	390	361	0	0	.28	10.80	88.92	28
I expanded by professional network as a result of my participation.	Program Participant	390	362	0	0	.83	17.68	81.90	27

For **Content and Collections** projects, proceed directly to Question 19b.

b. Program and Project-Level Results (for All Projects)

Intended Result(s)	Actual Result(s)	Explanation of Any Variance

20. Lessons Learned

Following each conference, ATALM conducts a thorough evaluation of the training. It asks participants to suggest improvements. While the majority of the responses just offer positive reinforcement, the ones that offer critical observations capture our attention. For the most part, people want an additional day of learning. Others want the sessions live streamed or made available via recordings. Some want more hands-on labs and expressed concern that the existing labs are overcrowded. While we try not to be overly influenced by individual observations, we have learned that we need to promote the availability of recordings more, investigate live streaming opportunities, and consider extending the conference to three days.

21. Next Steps

ATALM will continue to develop the professional skills of those entrusted to preserve and advance indigenous cultures. It has scheduled the 2020 International Conference of Indigenous Archives, Libraries, and Museums to take place in Washington, DC at the Renaissance Downtown Hotel from November 30-December 2. The dates coincide with the opening of the National Native Veterans Memorial at the National Museum of the American Indian. It is our sincere hope that IMLS will again partner with us to help continue the valuable training. We are awaiting word on the possible extension of the current Cooperative Agreement which expires on January 30, 2020.

While recordings from previous training events are available on the Sustainable Heritage Network website, we plan to repackage the recordings into curated resources available on the ATALM website. The resources will be organized in accordance with the Professional Development Certificates offered. We believe this will help learners more easily find the information.

22. Appendices

None. Please follow the links provided to access related documents.