

The Navajo Nation

Justice Strategic Planning

An Application for Funding Under FY 2020 Edward Byrne Memorial
Justice Assistance Grant (JAG) Program (REVISED 9/30/21)

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9/30/2021

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Abstract

Applicant(s): The Judicial Branch of the Navajo Nation

Title: Justice Strategic Planning

Amount requested: \$159,585

The Navajo Nation proposes to collect data, manage data and analyze data that is collected about violent crimes committed on the reservation. A Statistical Data Analyst will be hired to be housed at the Division of Public Safety – Information Management Section. Justice planning, utilizing the data, will be used for justice planning to revise our Diné Action Plan. The Peacemaking Program will work to foster healthy discussions of healing with victims and survivors of missing and murdered persons and will support the development of a toolkit for missing persons.

Statement of the Problem

Data Analysis:

It is the mission of the Navajo Nation Information Management Section (IMS) to “Amass and gate keep accurate, complete and current information for agencies to utilize in the safeguard of life and property.” The IMS has the responsibility to collect data from all police district reports regarding all incidents and criminal activities investigated by police officers and criminal investigators. In addition, they are vested with the responsibility to report this data, timely and accurately, to criminal justice agencies requesting for the information.

The data maintained by the IMS is rich and full of information for other agencies to interpret and utilize. The Navajo Nation is not able to utilize the information for its own planning and use without the personnel to analyze the data for criminal justice, budgetary and legislative planning.

Annually, the IMS submits the Uniform Crime Report to the Federal Bureau of Investigation. The IMS observes the crime data increasing from year to year without any analysis of the data that is captured. This proposal aims to remedy this problem.

Justice Strategic Planning:

The Navajo Nation criminal justice community last conducted a community assessment five (05) years ago where our communities identified, by consensus, that violence, substance abuse and violence were the biggest issues facing our Nation. From this initial assessment in Fall 2015, strategic planning work began on a tribal action plan that became known as the Diné Action Plan. A whole lot of work was produced by hundreds of individuals who came together to plan solutions for these problems in their communities.

In the finalization stages of the plan, opposing opinions emerged about the inclusion of a sacred Diné story of the Monster Slayer. A solution is proposed in this narrative to address the impasse between the different traditional practitioner associations and organizations. The solution proposed will help move the Diné Action Plan forward.

In addition, all three branches of the government saw changes in leadership and priorities while most direct service providers have maintained the course of addressing violence, substance abuse and suicide. Service providers have made progress with the solutions that were identified in the Diné Action Plan.

With the lapse in time since the Nation last planned strategies and solutions to the 3 Monsters, the Navajo Nation is in the position to once again bring its people together to revise our plans to address violence, substance abuse and suicide in our communities. In the words of a respected Native elder, “it is our responsibility to prevent future traumas”.

Additionally, in the last 5 years, the epidemic of Missing and Murdered Diné Relatives (MMDR) has come to the forefront of priorities for the Navajo Nation.

Missing and Murdered Diné Relatives:

The Missing and Murdered Diné Relatives (MMDR) and the Sovereign Bodies Institute (SBI), relying on community data, report that 164 missing Navajo persons have been documented from 1951 to 2019. Of these cases, it is reported that 38% of these cases are missing persons cases and 62% are murder cases. According to reports, 41% of these cases occurred on the Navajo Nation, 10% occurred off the Navajo Nation and 49% of these cases occurred in urban communities.

The MMDR report that the average age of a missing relative is 31, while 22% of the cases involve a young girl under the age of 18.

In 2018, the Navajo Nation reported missing persons call-for-service only data that there were 33 missing persons reported with 106 “juvenile runaways”; however, the data stops there. There is no data that demonstrates how each of the calls for service resolved or were possibly adjudicated. There is no analysis of the data that was completed by the Navajo Nation.

The MMDR reports the deep contrast between what our communities report and what the Navajo Nation reports. The Navajo Nation is proposing to address this data gap with personnel and collaborative efforts to strategize on solutions to the violence that plagues our people and our communities.

Project Design and Implementation

Goal 1. The Navajo Nation will collect, manage and analyze data from the community, law enforcement and the courts for the purposes of making data-driven decisions about strategies to reduce violence in our communities.

Objective 1: JAG funding would allow the tribe to complete a community assessment to begin work on revising and updating our Dine Action Plan. A planning team will be created using members from the various components of the justice community, including leadership. Planning activities will be completed virtually, initially, until public health conditions deem it safe to have in-person planning activities.

Objective 2: Additionally, the Navajo Nation proposes a Crime Data Analyst Position. The crime data analyst position will be housed under the Information Management Section of the Division of Public Safety. The proposed Crime Data Analyst position will validate the data that is collected, manage the data and manipulate the data to report on emerging patterns and trends in the criminogenic activity of the Navajo Nation.

Objective 3: The Peacemaking Program proposes to host discussions of healing for victims and survivors of the missing and murdered. The healing work will include the completion of a toolkit for these individuals. The toolkit will be a resource guide that includes instructions on how to help search for missing relatives.

Project Goals, Objectives and Timeline

Months	Project Goals	Related Objectives	Activities	Expected Completion Month	Person Responsible
3	NN will collect, manage and analyze data	1. Complete a Community Assessment	a. Inform stakeholders and community that the NN will be revising the DAP b. Develop community planning forums c. Formulate MOUs with Diné College to assist with the community assessment	6	NNJB Grants Administrator Legislative Leadership DPS - IMS
3		2. Hire a Crime Data Analyst	a. Classify the position. b. Advertise the position c. Interview and hire for position d. Procure supplies and equipment for the new position.	6	IMS – Program Supervisor
12	NN	3. Peacemaking Healing Roundtables	a. PMP will convene healing associations for a discussion about the inclusion of the “Monster Slayer Story” in the Diné Action Plan. b. PMP will support and host healing discussions for victims and survivors of the missing and murdered. c. Support work of completing a toolkit of information for victims and survivors of missing and murdered relatives	36	Peacemaking Program Coordinator NNJB Grants Administrator MMDR representatives

Capabilities and Competencies

The Navajo Nation Judicial Branch will be the lead tribal agency responsible for the grant. The Judicial Branch management team is comprised of the Chief Justice who heads the entire Judicial Branch that includes the Special Projects office. The Special Projects office is supervised by a Director who supervises all the district Court Administrators and the entire staff of the Administrative Office of the Courts (AOC). AOC is comprised of a Human Resources, Fiscal and Information Technology offices. The AOC staff is funded through Navajo general funds. There will be no organizational change. The AOC Management team will ensure adequate fiscal oversight, oversight of implementation/work plans, and strategic direction. The team will ensure that the strategic direction of the project is aligned with the grant while incorporating the Navajo Nation's vision and mission.

The MMDR will work with the Peacemaking Program as they facilitate healing discussions and the development of a toolkit of information for victims and survivors of missing and murdered individuals. The MMDR was established in by the work of 24th Navajo Nation Council Delegate Amber K. Crotty. Their organization is an interdisciplinary group of volunteers who come together to plan and develop meaningful work to help victims and survivors of missing and murdered relatives. The organization is working to obtain non-profit status.

A project planning team will be the overall primary advisory committee for project, and will receive updates from various members of the management teams on a monthly basis. The planning team will provide leadership for the project. Coordinators will be assigned various tasks within the project. The training and technical assistance provider and the Coordinators will also provide updates to the steering committee. The planning team will be comprised of justice system service providers.

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Grant funds are deposited in a Navajo Nation account. All expenses will be on a reimbursement basis via submission of Navajo Nation expense forms. The Division of Finance issues checks, including payroll, and maintains the accounting system (FMIS) for all government operations which reconciles accounting records monthly. The Office of Contracts and Grants sets up the initial accounts in FMIS and performs routine maintenance of those accounts. The Contract Accounting Section will perform the electronic draw down of funds and submits the financial reports to funding agencies. The AOC Grant Administrator will be responsible for preparing the narrative reports to the grantor, as required.

Justice System Stakeholders	Representation	Role
Judicial Branch	Supreme Court, Administrative Office of the Courts, 10 Judicial Districts, Judges, Probation officers, Peacemaker Liaisons; Staff Attorneys, Court Administrators, Office Tech, Chief Probation Officers	<ul style="list-style-type: none"> ❖ Primary program and fiscal managers of the Judicial Branch ❖ Will make up Management Team for Project ❖ Primary grant reporting and administration responsibility
Missing and Murdered Diné Relatives organization	24 th Navajo Nation Council Delegate Amber Crotty, Victims and survivors, public health representatives, advocates	<ul style="list-style-type: none"> ❖ Advocacy for victims and survivors ❖ Capacity building for victims and survivors ❖ Facilitate planning work to reduce violence
Navajo Nation Council Sexual Assault Prevention Subcommittee	Subcommittee of the Navajo Nation Council	<ul style="list-style-type: none"> ❖ Legislative body that can recommend changes to the law or introduce new laws
MMDR Victims and Survivors	Community members who are victims and/or survivors of violence on the Navajo Nation	<ul style="list-style-type: none"> ❖ Advocates for those who are voiceless ❖ Momentum for change and legislation
Office of the President & Vice-President	Executive Branch departments and programs	<ul style="list-style-type: none"> ❖ Decision makers ❖ Direction and Leadership for Executive Branch departments and programs
Division of Public Safety	Local Law Enforcement and Corrections	<ul style="list-style-type: none"> ❖ Apprehension, Investigation and referral of cases to Prosecutor
Navajo Nation Office of the Prosecutor	All 10 Districts: Senior Prosecutors, Juvenile Presenting Officers and Staff	<ul style="list-style-type: none"> ❖ Files cases or pre-trial Diversion
Navajo Dept of Corrections	Navajo Nation Corrections Department (adult jail)	<ul style="list-style-type: none"> ❖ Detention facilities
Law & Order Committee	Navajo Nation Council	<ul style="list-style-type: none"> ❖ Legislative Authority
Health Systems – PL 93-638 Programs and Indian Health Services	Federal and Tribal Health Systems (Albuquerque Area, Navajo Area; Utah Navajo); Navajo Dept. Behavioral Health Services	<ul style="list-style-type: none"> ❖ Health care providers ❖ Adult Substance Abuse and mental health services ❖ Takes referrals from court for counseling, assessments, domestic violence; strategic planning
General Public	Representation of all 110 chapter communities	<ul style="list-style-type: none"> ❖ Justice consumer input and advocates

Budget

A. Personnel		
Position	Computation	Cost
<i>Crime Data Analyst</i>	<i>1 position @ \$26.44/hour x 2088 hours = \$55,206.72</i>	<i>\$55,206.72</i>
A Statistical Data Analyst position is being added to the Division of Public Safety – Information Management Section. The position will support data collection and management and will work to analyze data for the Navajo Nation to use in planning its justice activities and strategies.		
		TOTAL: \$55,206.72
B. Fringe		
Position	Computation	Cost
<i>Crime Data Analyst</i>	<i>\$55,206.72 x 43.38%</i>	<i>\$23,948.68</i>
FY 2022 Fringe benefits are calculated at 43.38 %: FICA 7.65%; Unemployment Taxes 1.83%; Annual Leave .70%; Group Insurance 16.70%; Retirement 14.50%; 401K Plan 2.0%. Fringe is calculated for one (01) Statistical Research Analyst at 2088 hours, or one year of employment.		
		TOTAL: \$23,948.68
PERSONNEL + FRINGE TOTAL: \$79,155.40		
C. Travel		
Item	Computation	Cost
<i>Lodging</i>	<i>20 staff x \$134/night x 4 nights = \$10,720</i>	<i>\$10,720.00</i>
2 planning events for the Diné Action Plan is being budgeted. Lodging is budgeted for 30 staff from the various public safety partners to plan strategies for violence on the Navajo Nation.		
		TOTAL: \$10,720
D. Equipment		
Item	Computation	Cost
<i>NIBRS Compliance - Software</i>	<i>\$13,581 per software x 1 each = \$13,581</i>	<i>\$13,581</i>
The Navajo Nation Integrated Justice Information Sharing Project will work with its justice partners in the identification and procurement of software necessary for data collection, management and analysis toward the purpose of NIBRS compliance.		
		TOTAL: \$13,581

E. Supplies		
Item	Computation	Cost
<i>Office Equipment</i>	$\$1000 \times 1 \text{ order} = \1000	<i>\$1,000.00</i>
<i>Printer/Scanner</i>	$\$500 \times 1 = \500	<i>\$500.00</i>
<i>Statistical Software</i>	$\$3000 \text{ each} \times 1 = \3000	<i>\$3,000.00</i>
<i>Laptop or PC</i>	$\$2500 \text{ per unit} \times 1 \text{ unit} =$ $\$2500$	<i>\$2,500.00</i>
Supplies include items that are needed for the new Statistical Data Analyst position that will be created to analyze crime data for the Navajo Nation. The position will be positioned at the Division of Public Safety - Information Management Section. The position is new so will need office furniture and office equipment that includes, but is not limited to a printer/scanner, laptop, software and telephone.		
		TOTAL: \$7,000.00
F. Contractual		
Item	Computation	Cost
<i>Consultant Fee</i>	$\$650/\text{day} \times 6 \text{ days of planning}$ $= \$3900$	<i>\$6,574.00</i>
<i>Consultant Travel</i>	$\$134/\text{night} \times 8 \text{ total nights} =$ $\$1,072$ $\$64 \text{ per diem/day} \times 8 \text{ total}$ $\text{days} = \$512$ $0.575/\text{mile} \times 473.91 \text{ miles} \times 4$ $\text{trips} = \$1,090$	
The consultant will help the Navajo Nation Peacemaking Program with facilitating the discussions, focusing on healing while planning the missing persons toolkit and training of the chapter communities, victims and survivors on the toolkit. 6 days of work is estimated with associated consultant expenses.		
		TOTAL: \$6,574
G. Other		
Item	Computation	Cost
<i>Printing</i>	$2000 \text{ copies} \times \$5.00/\text{copy} =$ $\$10,000$	<i>\$10,000.00</i>
<i>A/V</i>	$\$1000/\text{event} \times 4 \text{ events} =$ $\$4000$	<i>\$4,000.00</i>
<i>Meeting Room</i>	$\$500/\text{room} \times 3 \text{ rooms} \times 4$ $\text{events} = \$6000$	<i>\$6,000.00</i>
<i>Training</i>	$\$3000/\text{training} \times 1 \text{ person} \times 2$ $\text{trainings} = \$6000$	<i>\$6,000.00</i>
<i>Workers Comp</i>	$\$55,206.72/100 \times 0.72 =$ $\$397.49$	<i>\$397.49</i>

<i>General Liab</i>	$\$79155.40/100 \times 0.25 =$ $\$197.89$	$\$197.89$
Printing of the missing persons toolkit for communities, victims and families is budgeted for. Audio visual expenses are budgeted for Diné Action Planning events and missing persons toolkit workdays. Training costs are covered for the Statistical Research Analyst position to obtain NIBRS and crime statistics analyst trainings. Workers Compensation and General Liability has been budgeted for the one personnel position that is proposed.		
		TOTAL: \$26,595

H. Indirect Costs		
Description	Computation	Cost
Indirect Costs will be booked at 18.7% (FY 2020 approved rate),but charged up to 10% Admin Cap	$\$159,585 \times 10\% = \$15,958$	\$15,959
		TOTAL: \$15,959
Budget Summary		
Budget Category		Amount
A. Personnel		\$55,207
B. Fringe		\$23,949
C. Travel		\$10,720
D. Equipment		\$13,581
E. Supplies		\$7,000
F. Contractual		\$6,574
G. Other		\$26,595
Total Direct Costs		\$143,626
A. Indirect Costs		\$15,959
	TOTAL PROJECT COSTS	\$159,585

Budget Narrative

A. PERSONNEL

A Statistical Data Analyst position is being added to the Division of Public Safety – Information Management Section for a period of one year or 2088 hours. The position will support data collection and management and will work to analyze data for the Navajo Nation to use in planning its justice activities and strategies. The position is budgeted at \$55,207. This rate is the FY 2022 rate of pay.

B. FRINGE

FY 2022 Fringe benefits are calculated at 43.38 %: FICA 7.65%; Unemployment Taxes 1.83%; Annual Leave .70%; Group Insurance 15.70%; Retirement 14.50%; 401K Plan 2.0%. Fringe is calculated for one (01) Statistical Research Analyst at 2088 hours, or one year of employment at \$23,949.

D. EQUIPMENT

The Navajo Nation Integrated Justice Information Sharing Project will work with its justice partners in the identification and procurement of software necessary for data collection, management and analysis toward the purpose of NIBRS compliance. The software is budgeted at \$13,581.

E. SUPPLIES

Supplies include items that are needed for the new Statistical Data Analyst position that will be created to analyze crime data for the Navajo Nation. The position will be positioned at the Division of Public Safety - Information Management Section. The position is new so will need

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office furniture (\$1,000) and office equipment that includes, but is not limited to a printer/scanner (\$500), laptop (\$2500) and software (\$3000). Total budgeted for supplies is \$7,000.

F. CONTRACTUAL

The consultant will help the Navajo Nation Peacemaking Program with facilitating the discussions, focusing on healing while planning the missing persons toolkit and training of the chapter communities, victims and survivors on the toolkit. 6 days of work is estimated with associated consultant expenses at \$650 per day with travel expenses estimated at \$2,674 (Lodging: 8 nights x \$134 = \$1072, Per Diem: 8 days x \$64 = \$512 and POV Mileage: \$0.575 x 1895.64 miles = \$1,090).

G. OTHER

Printing of the missing persons toolkit for communities, victims and families is budgeted for (\$10,000). Audio visual expenses are budgeted for Diné Action Planning events and missing persons toolkit workdays (\$4,000). Meeting rooms for Diné Action Planning and missing persons toolkit work is budgeted for 6 total days of work (\$6000). Training costs are covered for the Statistical Research Analyst position to obtain NIBRS and crime statistics analyst trainings (\$6,000). Workers Compensation (\$397.49) and General Liability (\$197.89) has been budgeted for the one personnel position that is proposed. \$26,595 is proposed for the Other cost category.

INDIRECT COSTS

Indirect Costs will be booked at 18.7% (FY 2020 approved rate), but charged up to 10% Admin Cap (\$15,959).

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TOTAL PROGRAM COSTS

The total direct costs are \$143,626. Indirect costs are \$15,959. We are requesting federal assistance of \$159,585.