

CMPI Strategic Plan 2022



COMUNIDAD MAYA
PIXAN  IXIM

REINFORCING OUR ROOTS, LIVING OUR MAYA HERITAGE

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Introduction

For Maya and Indigenous peoples, the global pandemic and loss of life due to COVID-19 has emphasized what our traditional knowledge keepers have always known: we are all connected and the survival of all peoples and living things depends on us to honor our relationships and shared stewardship of the earth, land, water, air, and natural resources we share. The current global pandemic is a harsh reminder that climate change, global warming, water contamination, soil erosion, destructive extractive practices, and other unhealthy practices employed in resource management cannot be contained and will impact us all negatively because we are interrelated in a fundamental and elemental way. Therefore, we must act together, collaboratively to protect a future for all our children and all life on our shared planet.

Comunidad Maya Pixan Ixim (“CMPI”), will be a strategic ally in local, national, and global efforts to proactively prevent threats to our wellbeing and natural resources that cause destructive social inequities, food insecurity, health disparities and threaten peace and life on earth. We are uniquely prepared to lead these efforts because we hold valuable knowledge of Maya sciences and conceptual understandings of time, agricultural sciences, medicines, and social organization that are finally being recognized by leaders within medicine, regenerative agriculture, human rights law, academia, and other fields. CMPI holds key knowledge critical to building an equitable world for all peoples and generations to come. We seek to engage further with broad groups of stakeholders interested in working and learning with us, we have developed strategic plans informed by our own advanced scientific, spiritual, and political knowledge, best practices, and the recommendations of leading Indigenous institutions, academic institutions, and industry leaders.

Accordingly, we propose that CMPI will: (1) reinforce leadership, management, technical and adaptive capacity. (2) CMPI will adopt an evidence-based process representing 30 years of research by the Harvard Project on American Indian Economic Development (HPAIED) and the Native Nations Institute (NNI) of the University of Arizona to make CMPI arts, health, education, human rights, and regenerative agriculture evidence-based programs.

Our Mission

Comunidad Maya Pixan Ixim (CMPI)'s mission is to improve the health and well-being of Mayan people through community development strategies in Omaha, NE, in the U.S., and Q'anjob'al Maya territory consistent with the Q'anjob'al Maya system of social organization and the United Nations Declaration on the Rights of Indigenous Peoples.

Our Vision

We envision that the Maya Community in Nebraska, the U.S., and Q'anjob'al Maya Territory will flourish and contribute to the cultural, economic, and social prosperity of the wider society.

Our Values

Respect for Mother Earth and the Universe, Respect for all Cultures, Nations and Faith Traditions, Partnerships based on the Principle of Equity and Synergy, United Nations Declaration on the Rights of Indigenous Peoples.

Our Strategic Priorities

Maya Arts and Culture, Maya Health Initiative, Maya Human Rights, Maya Education, Maya Earth Based Economic Development

CMPI Capacity Building Themes and Objectives

Connect the Dots, Topic # 4 Non-Profit Capacity Building - Omaha Community Foundation

https://omahafoundation.org/wp-content/uploads/2011/02/OCF_Connect-the-Dots-04-NCB.pdf

Leadership Capacity – The ability of CMPI’s leaders to inspire, innovate and decide direction to best achieve our mission. This includes creating a vision, prioritizing the workflow, and making correct decisions.

Secure multi year salary for Co-Executive Directors	CMPI Board-Fundraising Team	2022
Board Development Consulting (See Harvard Project)	Governance Committee	2022
In Person CMPI Board Yearly Retreat	Facilitated by CMPI Co-EDs	2023

Management Capacity – The ability to effectively and efficiently use organizational resources to carry out the functions of CMPI as a 501©(3) nonprofit organization. This includes human resources and employment decisions, policy development, budget management, fiscal integrity, operations, & systems management.

<u>General Operation Support Staff:</u> 1 Director of Operations, 1 Administrative Assistant, 1 Community Advocate, 1 Part time Media Specialist	CMPI, Executive Directorship Office	2022
<u>Human Rights Program Support Staff:</u> 1 Immigration Attorney in Omaha, 2 Paralegal Assistants, 1 Community Advocate, 1 Maya Health Specialist, 3 Case Managers and/or Maya DOJ Accredited Reps	CMPI Co-Executive Directorship Office	2022
<u>Program Directors:</u> 1 Maya Arts and Culture, 1 Maya Health Initiative, 1 Maya Education	CMPI Co-Executive Directorship Office	2024

Adaptive Capacity – The ability to assess and respond to changes both external and internal to the organization. This includes evaluation, planning, and collaboration with appropriate stakeholders and board members.

Hire CMPI Institutional Review Board (IRB) to	CMPI Co-Executive	2023
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<p>1) Create an ethics board to facilitate multi-institutional and interdisciplinary research.</p> <p>2) elevate CMPI grassroots programs to evidence-based by designing, developing, and implementing leading edge approaches to impact and program evaluation.</p>	<p>Directorship Office</p>	
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Technical Capacity – The ability to deliver programs, products, and services. This includes program oversight, technology, fundraising, facilities & maintenance, and legal compliance.

<p>Purchase the building that houses the current Maya Community Center as it is home to much of CMPI's Arts & Culture, Health, Education, Human Rights, and Earth based Economic Development Programs.</p>	<p>CMPI Board, and Fundraising Committee</p>	<p>2022</p>
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CMPI Programs Themes and Objectives

Fiscal Years 2022 to 2025:

Maya Arts and Culture Program: Heal our common humanity and enrich the cultural fabric of our local, national, and global family by sharing Maya visual and performing arts at the Maya Community Center in the south Omaha historical district and through CMPI Internet based Radio and Television programming.

Literature, Calendar and Ceremonies studies	Spiritual Authority	Weekly
Maya New Year Festival	CMPI and Maya Government	Every 260 days
Maya Music School	Maya Music Teacher	ongoing

Maya Health Initiative: The mission of this initiative is to promote health in accordance with the article 24 of the United Nations Declaration on the Rights of Indigenous Peoples which states: *Indigenous peoples have the right to their traditional medicines and to maintain their health practices, including the conservation of their vital medicinal plants, animals and minerals. Indigenous individuals also have the right to access, without any discrimination, to all social and health services.*

The Maya Health Assessment Study	CMPI led, multi-institutional and interdisciplinary approach	ongoing
Advancement of Maya Medicine	CMPI and Maya Government	ongoing
Monthly Health Promotion Initiative	CMPI and Maya Community Health Collaborative	monthly
Indigenous Peoples Health Fair	MCHC and CMPI	annually
Maya Health Project in Maya Territory	CMPI, CURA, Maya Government	annually

Maya Education Program: To promote higher education among Maya Youth and job readiness education among Maya adults who have migrated from Maya territory. English language and civics lessons for Maya peoples preparing to apply for U.S. citizenship.

Maya Youth Mentoring Program	CMPI and MCHC	biweekly
Basic Adult Education Program for	CMPI	daily

employment readiness		
Maya Academic Achievement Council for promotion of higher education	CMPI, NICE and OPS's Office of Equity and Diversity	ongoing

Maya Human Rights Program (“MHRP”): Enshrine, elevate, and protect the United Nations Declaration on the Rights of Indigenous Peoples (“DRIP”). According to DRIP, Article 43 the rights that “constitute the minimum standards for the survival, dignity ,and well-being of the indigenous peoples of the world.” The UNDRIP protects collective rights that may not be addressed in other human rights charters that emphasize individual rights, and it also safeguards the individual rights of Indigenous people.

Maya & Indigenous led legal services	CMPI Legal Advocacy Team	
Maya and Indigenous Family Reunification Projects	CMPI Maya Case Managers	
Development of Maya Sovereignty & Self-determination through building relationships with tribal nations in U.S. and Indigenous peoples globally	CMPI Co-EDs and MHRP team members	
Maya & Indigenous DEI Work	CMPI Legal Advocacy Team	
Maya led civic engagement in Omaha, the State of Nebraska, and nationally	CMPI Civic Engagement Team	ongoing
Maya led human rights law projects in Maya Territories	Co-EDs and Association of Maya Attorneys and Maya Ancestral authorities	ongoing

Maya Regeneration Project: Pilot Project for Maya Regenerative Agriculture and Agroforestry Program designed to create and deepen the roots of the displaced Maya Community in Nebraska and contribute to climate change, soil, water and human health.

Initial Assessment and Supporting Materials Informing Strategic Planning

Comunidad Maya Pixan Ixim (CMPI) has relied on multiple resources to develop this strategic plan. We have been informed by academic and scientific studies and papers, the work of federal Indian Law experts, human rights legal experts, nonprofit best practices developed by governmental and non-governmental entities, research institutions, stakeholders, and institutional partners. A preliminary non-exhaustive list is attached below.

In addition, we have consulted with Maya and Indigenous community members, leaders, elders, ancestral authorities, and other Indigenous stakeholders. Although many of these resources cannot be found in written form or cited in an academic format, this knowledge is exceptionally valuable. We have consulted with and been informed and guided by collective Indigenous knowledge and conceptual understandings that are shared with us through our authentic relationships to Maya and Indigenous peoples and nations. These conceptual understandings, worldviews, and ways of knowing and living exist within us as living Indigenous communities and nations and guide our praxis with integrity and promises to honor all our relations.

References

External Assessment Information

- Program Planning and Evaluation: A Backward Design Approach a Publication of the Omaha Community Foundation:
https://omahafoundation.org/wp-content/uploads/2019/02/OCF_PlanningEvaluation_Guide.pdf
- Connect the Dots, Topic # 4 Non-Profit Capacity Building -Omaha Community Foundation
https://omahafoundation.org/wp-content/uploads/2011/02/OCF_Connect-the-Dots-04-NCB.pdf
- United Nations Declaration on the Rights of Indigenous Peoples,
https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf
- Sovereignty and Nation-Building: The Development Challenge in Indian Country Today
<https://hpaied.org/sites/default/files/publications/PRS98-25.pdf> and
- Making Indigenous Self-Determination Work: What the Nation Building Principles and Three Case Studies from Chile Teach Us About Implementing Indigenous Human Rights
<https://digitalcommons.law.ou.edu/cgi/viewcontent.cgi?article=1002&context=air#:~:text=The%20five%20Nation%20Building%20principles,%3B%20and%20public%2Dspirited%20leadership>
- Economic Development on Indigenous Lands: Tribal Sovereignty and the Catholic Social Justice Tradition within the Tribal Economic Development Corporation Perry Worden et al.
https://drive.google.com/file/d/1uMvUSPZEGQGqK3tXlchfUVJ9pZG_wsliview?usp=sharing
- Maya Agroforestry. <https://www.youtube.com/watch?v=96rIEVptFwo>
- Conserving the American Tropics: Exploring the Cropscape of the Ancient Maya , Dr. Anabel Ford et al <https://www.technologystories.org/conserving-the-american-tropics/>
- Different Ways of Knowing and a Different Ways of Being: On a Path to Reawakening Legacy of the Maya Forest <https://www.mdpi.com/2571-9408/3/2/29>
- The Harvard Project on American Indian Economic Development, “Rebuilding Native Nations: Strategies for Governance and Development.” Edited by Miriam Jorgensen. The University of Arizona Press. 2007.
- Guatemala — Memory of Silence: Report of the Commission for Historical Clarification: Conclusions and Recommendations (F <https://www.fao.org/indigenous-peoples/unpfii-and-data/en/ebbruary> 1999). (1999). Die Friedens-Warte, 74(4), 511–547. <http://www.jstor.org/stable/23778631>
- Perdue, T., & Green, M. D. (1995). The Cherokee removal: A brief history with documents.
- Free, Prior and Informed Consent (FPIC), Food and Agriculture Organization of the United Nations, available at <https://www.fao.org/indigenous-peoples/our-pillars/fpic/en/>
- Multiple resources from the National Congress of the American Indian (NCAI), available at <https://www.ncai.org/policy-issues/tribal-governance/international-issues>

- United Nations, Human Rights, Office of the High Commissioner, States must act now to protect indigenous peoples during migration, available at <https://www.ohchr.org/en/NewsEvents/Pages/DisplayNews.aspx?NewsID=23429&LangID=E>
- Rights Literacy in the Context of Indigenous Migration, United Nations University, Centre for Policy Research, available at <https://cpr.unu.edu/publications/articles/rights-literacy-indigenous-migration.html>
- Latin America Working Group, The Unique Struggles of Indigenous Migrants, quoting CMPI Co-Executive Director, Luis Marcos: “Root Causes, Luis Marcos of Q’anjob’al Maya, Ambassador of the Akateko, Chuj, Popti, and Q’anjob’al Maya to the Omaha Nation, discussed the historical significance of the root causes of migration. Beyond the unspeakable atrocities forced upon indigenous groups, Marcos introduced the Doctrine of Discovery, a racist international legal construct that dehumanized indigenous peoples, and consequently, all of humanity. He explained that the doctrine was used by colonizers and newly built governments to claim indigenous land and acted as the racist foundation for the following centuries of indigenous abuse.” Available at <https://www.lawg.org/the-unique-struggles-of-indigenous-migrants/>

Internal Assessment Information

Core Competencies

- Maya Led Organization with profound understanding of Maya Aspirations
- Non-Profit Association of the Midlands Best Practice Member https://www.nonprofitam.org/page/GPS_Best_Practices
- Governance & Leadership: Three Committee Model <https://blueavocado.org/board-of-directors/boards-should-only-have-three-committees>
- Co-Executive Directorship Model <http://leadershiplearning.org/>
- CMPI Internet Based Radio and Television: <https://www.pixanixim.org/cmpi-radio.html>
- Multiple materials published by the Alliance For Justice and Bolder Advocacy, available at <https://bolderadvocacy.org/resource-library/>
- Start with the End in Mind: Program Planning and Evaluation: A Backward Design Approach, a Publication of the Omaha Community Foundation, available at https://omahafoundation.org/wp-content/uploads/2019/02/OCF_PlanningEvaluation_Guide.pdf
- Resources and coaching with Native Voices Rising and the Latinx Racial Equity Project

Other Internal Assessments

- Results of the Phase II of the Maya Health Assessment Study done in collaborative efforts with Creighton University’s Social and Cultural Studies and University of Nebraska Medical Center’s Center for Reducing Health Disparities, <https://docs.google.com/presentation/d/15-OrquOT9IR9Ky0kX-GIbAmFev9BRw8k8Uwj1jfZaF0/edit?usp=sharing>

- Results of the World Café style meeting with the Maya community conducted in Spring 2020 by Dr.Athena Ramos and Ellen Struve, CMPI Co-President, where among other things, the Maya community expressed desires to have its own building, implement environmental stewardship programs, advance Maya Medicine and have food security programs,
https://docs.google.com/document/d/1n4JNHoehtFJO-mwWMMK_XIPYIhLJD6mYsyFV51rqgCA/edit?usp=sharing
- Result of the Visioning session with Maya Community Leaders Maya Community Center, Omaha, NE; [Visioning session with Maya Community Leaders](#)
- Understanding the Rights of and Unique Challenges Faced by Indigenous Migrants, Immigrant Legal Resource Center (ILRC) & Comunidad Maya Pixan Ixim (CMPI), available at
<https://www.ilrc.org/understanding-rights-and-unique-challenges-faced-indigenous-migrants>