



NICWA

National Indian Child Welfare Association
Protecting Our Children • Preserving Our Culture

NICWA 2018–2023 Strategic Plan

In the next five years, NICWA's goal is to strengthen our current and future service to Indian Country by becoming more stable, efficient, capable, and productive. NICWA's core services to advocate for the rights of children and strengthen tribal capacity to protect children and serve families will result in community-level outcomes to improve the well-being of children and youth and support healthy communities.

The five goals below focus NICWA's time, attention, and resources on organization-wide, interrelated strategies that will help drive change in our organization and support systems change in tribal communities in a consistent, meaningful, and measurable way.

Accomplishing these goals will position NICWA to scale up our core work in our subsequent five-year plan.

1. NICWA will relentlessly advocate for the rights of Native children and empower and support Native communities to promote healthy families and thriving children.
 2. Building on our identity as a culturally based organization, NICWA will effectively serve tribal communities by honing our competitive edge through ongoing targeted and organization-wide training, recruitment and retention of talented staff, robustly managing our work, maximizing our use of appropriate technology, and becoming more efficient in our work processes overall.
 3. NICWA will strategically collaborate with aligned partners, tighten our focus on where we can have the greatest impact on the well-being of Native children and families, and intentionally help other organizations and people build the capacity to take on work that is outside of our focus area.
 4. NICWA will refine core ongoing areas of work and, through an established culture of philanthropy and effective infrastructure, secure a consistent funding mix and broad set of aligned funders. We will communicate effectively about our work to key audiences.
 5. NICWA will deploy data effectively, internally and externally, to support informed decision-making, robust knowledge management and sharing, and vigorous advocacy.
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Approved unanimously by the NICWA board of directors on March 22, 2018.