



ALASKA
NATIVE
HERITAGE
CENTER

2023-2028 Responsibility Plan

VISION

Thriving Alaska Native peoples and cultures are respected and valued.

MISSION

Alaska Native Heritage Center preserves and strengthens the traditions, languages, and arts of Alaska's Native Peoples through statewide collaboration, celebration, and education.

VALUES

Through this Responsibility Plan, ANHC operationalizes the Ten Universal Alaska Native Values.

OUR FOUNDATION

This strategic plan is a call to the responsibility that ANHC has to our community. We honor the path paved before us while establishing our path forward. ANHC's path forward will be grounded in Alaska Native Ways of Living and traditions passed down from generation to generation that were gifted to us through our Ancestors by our Creator. This plan provides us with a roadmap to pave our way forward.

ALASKA NATIVE WAYS OF LIVING: A 10,000-YEAR APPROACH OF OBSERVING, PRACTICING, DOING, SHARING, AND PRESERVING



ALASKA NATIVE WORLDVIEW

ANHC's Responsibility Plan is further informed by an Alaska Native Worldview, a collection of attitudes, values, stories, values, and beliefs that inform our thoughts and actions and are expressed through ethics, spirituality, culture, beliefs, and traditions. An Alaska Native Worldview takes a holistic view of cultural well-being from birth to Ancestor and speaks to the traditional values that honor our land, resources, culture, and ways of life. The guiding principle of an Alaska Native Worldview is interdependence, that all living things are connected, and that we depend upon one another for survival. Connection to Creator, land, culture, traditional ways of life, and all living things are integral to existing, consistent with sustainability, and grounded in our thriving cultures. These principles guide our diverse communities' values, teachings, beliefs, and practices.

PURPOSE

Through this Responsibility plan, we seek to achieve individual and community Cultural Well-being.

AUDIENCE: We place the Alaska Native community at the forefront of our 2023-2028 Responsibility plan, for we were born from and exist for our community members.

STRATEGIES

ANHC's Responsibility Plan goals are grounded in four core pillars or berry buckets: Alaska Native Place, Growth, Connectedness, and Resourcefulness. Within each berry bucket, we identify and define strategic goals that will guide our path forward over the next five years and set the stage for growth 10,000 years in the making.



1. ALASKA NATIVE PLACE: Our footprint in the physical & digital realm
2. ALASKA NATIVE GROWTH: Growth of programs, outreach, statewide
3. ALASKA NATIVE CONNECTEDNESS: Education, training, social enterprise
4. ALASKA NATIVE RESOURCEFULNESS: Internal operations, board & staff, development, funding



FOUR BERRY BUCKETS: ANHC's Core Pillars



ALASKA NATIVE PLACE:
Our footprint in the
physical & digital realm



**ALASKA NATIVE
CONNECTEDNESS:**
Education, training,
social enterprise



ALASKA NATIVE GROWTH:
Growth of programs,
outreach, statewide



**ALASKA NATIVE
RESOURCEFULNESS:**
Internal operations,
board & staff,
development, funding





ALASKA NATIVE PLACE

Goal 1: Conduct an ANHC Campus Feasibility Plan, which will evaluate options for the development of ANHC's property, including but not limited to the Hall of Cultures, collection and exhibit space indigenized redesign, Future of Lake Tiulana, Traditional Healing Garden, Dena'ina Exhibit, Administrative office expansion, Long Term Facility Maintenance Plan, and Leveraging a Landmark Designation.

Goal 2: Strategically infuse technology into program delivery and expand ANHC's digital footprint, including but not limited to Library and archive digitization, Intellectual property, audio tours, website and social media engagement, augmented reality/virtual reality, and Disability Justice

Goal 3: Define ANHC's position in Alaska's Cultural Tourism landscape to ensure Alaska Native people have a voice in the tourism industry.

ALASKA NATIVE GROWTH

Goal 1: Work in partnership with our community to define what Cultural Well-being means and incorporate its philosophy into all ANHC governance and programming levels.

Goal 2: From birth to Ancestor, design new opportunities to connect our youth to elders across the state to exchange cultural knowledge, traditions, and Alaska Native Ways of Living to connect community members to their own identity.

Goal 3: Grow opportunities in Indigenous leadership to support the development cultural competencies of Alaska Native Leaders across Our community and develop a plan for internal leadership growth and succession planning.

Goal 4: Build capacity in our Cultural Advisory Committee, including membership and design of a meaningful charter that helps to infuse their voice into ANHC's cultural programming to ensure the voice of our community is reflected in our work.



ALASKA NATIVE CONNECTEDNESS

Goal 1: Redefine ANHC's competitive advantage in the new landscape of Alaska's cultural centers, museums, and cultural tourism entities to identify the lvalu (sinew) that is ANHC's value proposition. ANHC will conduct a community needs assessment, launch a platform that serves as the premier landing page for Alaska Native Language Resources, and deepen relationships with key stakeholders in the cultural heritage sector to expand programs and partnerships grounded in reciprocity.

Goal 2: Grow capacity for ANHC culture bearers to grow in their own culture to build a robust network of Alaska Native Ambassadors. Expand Internship, Apprenticeship, and Ambassador opportunities within ANHC and in partnership with other organizations to strengthen cultural well-being, identity, and connectedness.

Goal 3: Become the premiere location in Anchorage where people can engage in ceremony, such as potlaches, first dances, and celebrations of life.

Goal 4: Design a Collaborative Funding Strategy that vets funding opportunities aligned with our Mission and in the spirit of our values and which onboards new funding streams into the organization effectively.

Goal 5: Build opportunities for engagement of Alaska Native artists. We will evaluate art across the organization to determine where gaps in representation may lie, develop an artist registry to collect information and resources on the artist community.

Goal 6: Centralize ANHC Impact Data to clearly set baseline metrics for impact and strategically utilize data to forge future goal setting.

ALASKA NATIVE RESOURCEFULNESS

Goal 1: Conduct capacity building for the board of directors, including representation, board giving, charters for committees, and recruitment processes.

Goal 2: Explore opportunities Statewide for business development to increase unrestricted funding streams.

Goal 3: Create an Annual Development Communications Plan to guide those efforts.

Goal 4: Create a robust multi-year Grants Strategy to ensure organizational sustainability and responsible growth, including indirect shortfall, private foundations, and public grants.

Goal 5: Launch a statewide cultural programming audit to identify gaps and inform ANHC programming moving forward. Work in partnership with our community to identify areas to serve as a connector across Alaska Native Communities statewide.



ANHC's Responsibility Plan is a living document that serves as a roadmap for our work. Our commitment to the Alaska Native community will be assessed by measuring our progress towards accomplishing the goals and objectives outlined in the Responsibility Plan. After five years, ANHC will use the deliverables and outcomes to shape the development of a new five-year plan, allowing us to sustain our responsibility to the Alaska Native community.