

Knowledge Gatherers & Caretakers

A Research Guidance Document for MMIW/R



Prepared for the Data Subcommittee, Missing and Murdered Indigenous Women / Relatives (MMIW/R) of Wisconsin

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Background and Purpose

The Missing/Murdered Indigenous Women and Relatives (MMIW/R) in Wisconsin is charged with helping to fight the abduction, homicide, violence, and trafficking of Indigenous women and relatives in Wisconsin. The MMIW/R in Wisconsin was formed in July of 2020 and held its first quarterly task force meeting in December 2020. The MMIW/R has four subcommittees: Data, Family Impact, Legal/Policy, and Systems. These subcommittees meet monthly to carry out the objectives and issues with which they are charged.

In November 2021, the [Improve Group](#) (IG) was hired as the prime contractor to provide research and technical assistance support to MMIW/R in Wisconsin. IG hired [Bowman Performance Consulting](#) (BPC), a certified woman- and Native American-owned scientific consulting firm, to support the work of MMIW/R. BPC has a team of three scientists who are assigned to MMIW/R: Dr. Nicole Bowman (Lunaape/Mohican), Dr. Jeremy Braithwaite, and Dr. Linda Warner (Comanche). BPC has worked in partnership with the WI Task Force MMIW/R Data Subcommittee to help co-create this MMIW/R document. A full list of the WI Task Force MMIW/R Data Subcommittee members can be found in Appendix 1.

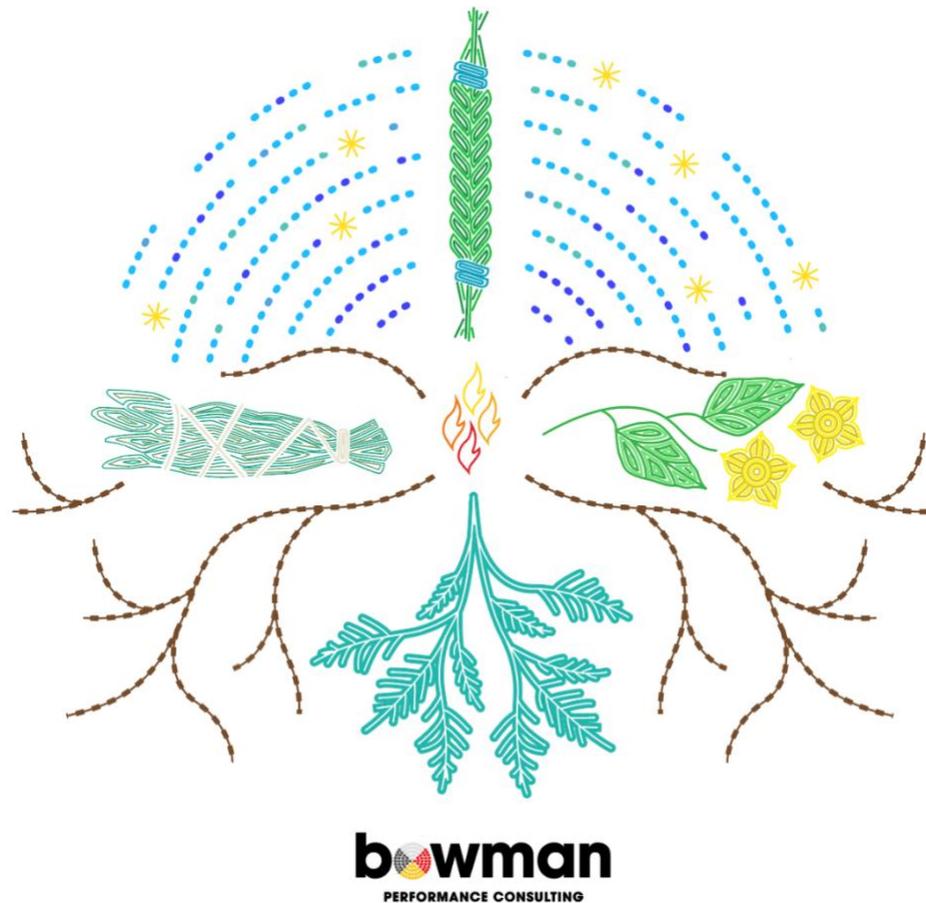
The intention of this document is to be a research guide that Tribal Nations and their trusted partners can utilize for supporting MMIW/R activities being carried out in Wisconsin. It may be used by MMIW/R and their partners in whatever way they deem appropriate to help guide their programming, research, evaluation, policy, and other capacity building efforts at the local, state, Tribal, or federal level. This document provides resources, ideas, and actionable strategies for the next 12 to 24+ months as MMIW/R continues in Wisconsin. It was created as part of BPC's research support work under the MMIW/R of Wisconsin data subcommittee in accordance with their objective: to identify root causes and explore issues of data collection, data storage, and utilizing practices of data sovereignty. This document also has applicability to the other MMIW/R subcommittees and the Wisconsin MMIW/R Task Force itself. As good relatives to MMIW/R, Indigenous peoples, and Tribal Nations, BPC strives to make research and evaluation good medicine.

Overview of the Seven Directions Framework

The Seven Directions Framework ([Bowman, 2019](#)) is conceptually shown in Figure 1 below. The framework is part of a broader culturally responsive and Indigenous framing and empowering movement as Indigenous scholars refine and reclaim our ways for conducting research and evaluation studies that involve Tribal Nations, Indigenous communities, and Indigenous people ([Bowman et al, 2015](#); [Waapalaneexkweew/Bowman-Farrell, 2018](#); [Waapalaneexkweek & Dodge-Francis, 2018](#); [Bowman, 2019](#); [Clarke et al., 2021](#); [UIHI, 2021](#); [UIHI, 2022](#)). More recently this movement has been applied to Indigenous-led research and evaluation programs. This includes people who are serving Native Americans in their experience and also in their roles supporting survivors of violence or as survivors themselves ([Braithwaite/Tribal Law and Policy Institute, 2021](#), [UIHI, 2022](#); [Native American Center for Excellence, n.d.](#); [American Indian Cancer Society, 2022](#)) and with legal, policy, and cultural requirements for inclusion of Indigenous sovereignty and enforcement of Indigenous data protections in research and evaluation studies ([United Nations, 2004](#); [Australian National University, 2016](#); [Carroll et al., 2019](#); [Carroll et al., 2020](#); [University of Toronto, Indigenous Studies, 2022](#); [Tribal Nations Indigenous Governance Center, 2022](#); [Miami](#)

[nayri Wingara, 2022](#); [IWGIA, 2022](#); [Native Nations Institute/The University of Arizona, 2022](#)). The MMIW/R research guidance document uses this framing, provides examples, and offers relevant resources based on the seven directions: east, south, west, north, earthward, skyward, and inward. Additional information and details about the Seven Directions Framework are available from Dr. Nicole Bowman at nicky@bpcwi.com.

Figure 1: Seven Directions Conceptual Framework



Research Guidance From a Seven Directions Perspective

For each of the seven directions below, the BPC team invites the WI Task Force MMIW/R Data Subcommittee to reflect on the descriptions, examples, applications, and resources for future consideration. The information is framed in a culturally responsive way and is meant to be flexible so each Tribal Nation, Indigenous community, and Tribal organization can consider how to make MMIW/R research and evaluation studies their own. BPC recognizes, respects, and celebrates the wisdom of each Indigenous being that is connected to the MMIW/R movement. We offer these pieces of guidance as part of the broader and deeper discussions that the warriors, scholars, and families of MMIW/R have been having for decades. It is our intention to be good relatives and bring good medicine to research and evaluation studies that are by, for, and with Indigenous peoples

as we collectively uphold and protect the sacredness and sovereignty of Tribal Nations and MMIW/R victims and survivors.



Eastern Direction: Including Cultural Content and Community Context

The eastern direction educates us on the importance of being a good relative and gives information about uses of culture, language, cultural ceremonies and traditional protocols, and any other information related to cultural content. The eastern direction provides the cultural, spiritual, and ethical connections, value, and significance to support the research, evaluation, or other project activity/initiative. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin), we were reminded of the eastern direction in the following ways:

- Use of language and culture during MMIW/R subcommittee, executive committee, and quarterly task force meetings.
- Digital and print materials created by MMIW/R members contain cultural content, are historically accurate from a Tribal perspective, and are representative of intergenerational and diverse Indigenous voices.
- Visual and digital artwork for MMIW/R includes symbols, logos, and traditional graphic designs that are applicable to the Tribal communities in Wisconsin and the Great Lakes region.
- Traditional Indigenous ethics and protocols are upheld during MMIW/R events, meetings, and other activities (e.g., praying, allowing families and elders to speak first, being humble and asking for guidance, and not recording private cultural ceremonies meant for healing and spiritual support).

Given this direction and MMIW/R information, we offer the following guidance:

1. Develop ethical protocols and guidelines generally ([Metis Research Center, 2022](#)) and/or for MMIW/R specifically that explicitly document what your Tribal Nation and MMIW/R families expect with regard to culturally responsive ethics when working with non-Tribal partners (12 months).
2. Create a document (if not already available) to help you utilize the theories and cultural practices of your community's Indigenous ways of knowing, being, and doing. One way to do this is through a cultural orientation handbook ([SAMHSA Culture Card, 2009](#)) or toolkit ([Council of Yukon First Nations, 2011](#)). This can be shared with partners for “Native 101” instruction as it applies to orienting outsiders to your community context and MMIW/R efforts at a local/grassroots level (12–24 months).

3. Increase awareness of cultural resources available for providing trauma-informed services created by Indigenous people ([ACF, 2022](#)) and/or develop Indigenous trauma-informed toolkits and strategies ([New York State Coalition Against Domestic Violence, 2022](#)) for building local capacities of staff, volunteers, and partners who are providing direct support and services to MMIW/R families (24–36 months).
4. Utilize visual, print, and digital media to tell the MMIW/R narrative in ways that reflect the perspectives of families, communities, and Tribal Nations. This is an intentional and effective media, educational, and policy strategy ([Urban Indian Health Institute, 2022](#)) to create public awareness, support, and advocacy for MMIW/R (ongoing).



Southern Direction: Developing Policy, Infrastructure, and Resources

The southern direction educates us on the importance of good mind and good thinking. This is where treaties, theories, and ethical, legal, and practical cognitive models and operational frameworks give roots to our work as we conceptualize and design it. This direction often shows the supportive infrastructures, policies, and resources (Native and non-Native) that are built to support the research, evaluation, or other project activity/initiative. Legal, political, and practical designs and expressions of Tribal sovereignty are also shared in this direction. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the southern direction in the following ways:

- States continue to modify legislation with MMIW/R emphasis; we continue to monitor both state and federal initiatives/policies. The legal subcommittee noted the formation of a Joint Commission on Reducing Violent Crime Against Indians.
- Tribal governments' responses to MMIW/R vary widely.
- Structural racism and bias in the justice system impacts operational framework development.
- The jurisdictional maze governing investigation and prosecution of crimes in Indian Country results in unequal treatment of MMIW cases. The legal subcommittee reviewed prosecutorial trends and practices relating to crimes of gender violence against Indigenous peoples.

Given this direction and MMIW/R information, we offer the following guidance:

1. Monitor and interact with key legislators on specific language in proposed legislation and update your legal strategies ([Long & Hollands, 2014](#)) for MMIW/R (ongoing).

2. Monitor legislative initiatives from other states with high populations of American Indian/Alaska Native peoples (ongoing), including those states that are ahead of the curve on MMIW/R, to gain insights from state/Tribal partnerships ([Wilder, 2022](#)).
3. Initiate regular communication schedules for updates on current legislation and opportunities to testify (ongoing).
4. Provide training available to law enforcement personnel on strategies for working with families of MMIW/R victimization. Unique training is in development for MMIW/R in Wisconsin via the MMIW/R Task Force and [Waking Women's Healing Institute](#), so partake in these activities, even if using a pilot curriculum to advance stronger culturally responsive training in Wisconsin before a final and standardized curriculum is adopted and published (12–18 months).



Western Direction: Strengthening Implementation Fidelity and Supports

The western direction provides a way for us to do good work and take action as we implement what we've designed and intended to do. Many times, this direction gives us new understandings from testing, challenges, making mistakes, tinkering, and making modifications as we go along based on real life experiences. Lived experience, implementation, and praxis are key to any research, evaluation, or other project activity/initiative. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the western direction in the following ways:

- We continue to modify the strategies for incorporating personal testimony from survivors or families based on outreach by the family impact subcommittee to ensure that our efforts do not exacerbate their trauma.
- The task force committees engaged expertise from various outside organizations and agencies to inform the work and to broaden levels of communication; for example, the family subcommittee reached out to Mary Lyons, representing the State of Minnesota's Task Force, and Stg. Matt Wilson, Brown County detective in the Green Bay Police Department to discuss MMIW/R topics, including more culturally responsive interactions and supports to families.
- Strategies for awareness, prevention, and intercession rely on the personal commitment of individuals.
- Agencies and organizations, particularly across state boundaries, are protective of their data; this confounds data collection.

Given this direction and MMIW/R information, we offer the following guidance:

1. Discuss and document all the data collection strategies, instruments, and databases used by members (or currently being developed by members); store information in one place online so that it is readily available and housed on a trusted Tribal partner or Tribal Nation server (6–12 months).
2. Share recommendation #1 with other subcommittee leads and the executive committee. This would provide an opportunity to broaden the applicability of this research guidance to Wisconsin's MMIW/R so it is a consistent process, a safe place for storage, and a centralized way to continue to build on research and other data collection efforts. This avoids duplication of data activities that siloed efforts in the past (12–24+ months). See also the [Indigenous Women's Research Institute](#) at the University of Washington for templates and resources regarding MMIW/R research.
3. Analyze reporting strategies by cross-walking strategies on how law enforcement tracks cases, how law enforcement responds to cases, how media reports cases, and how social media reports cases. Understanding strategies for dissemination of information will allow for the development of policies and procedures that reduce the time from report to resolution (12–24 months).
4. Research geographic regions for the historical and social-cultural environment to determine opportunities for reduction of incidents; include research on the naturalization of violence in Tribal communities to determine opportunities for reduction of incidents (24–36 months).



Northern Direction: Building and Communicating an Evidence Base

The northern direction provides a way for us to be on a good journey as we envision a better future. In this direction, we synthesize information, take away lessons learned, and reflect on promising and best practices. We share and celebrate what has been working and can be replicated or scaled up. We are also encouraged to think about new areas to address with research, evaluation, other project initiatives, and programming in the future. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the northern direction in the following ways:

- Multiple social services agencies in Wisconsin provide skilled, trained advocacy to families in crisis (based on Family Impact Subcommittee Directory and database shared to data subcommittee).
- MMIW families are unfamiliar with opportunities for local assistance. The systems subcommittee noted that trust and communication between families and law enforcement agencies is critical.

- Best practices for Tribal people are best designed by tapping Tribal subject matter expertise (noteworthy efforts shared from Charlene Aqpiq Apok, Executive Director and Co-Founder of Data for Indigenous Justice; Abigail Echo-Hawk, Seattle Indian Health Board, and Amber Kanazbah Crotty, Missing and Murdered Dine Relatives Working Group).
- Culturally responsive Tribal-led efforts in healing reflect regional priorities.

Given this direction and MMIW/R information, we offer the following guidance:

1. Advocate to create a Wisconsin MMIW/R office with sufficient funding to support all activities and recommendations by the task force (6–12 months).
2. Design a comprehensive code system for data collection (12 months).
3. Collect data on both urban and rural incidents; urban incidents are underreported in national databases (ongoing).
4. Identify confounding institutional practices that contribute to miscommunication, misinformation, and faulty reporting (12–18 months).



Earthward Direction: Grounding Through Indigenous Theories and Methods

The earthward direction provides us with a Mother Earth perspective and grounds us in all she represents. We strive to look beyond the human perspective into the wisdom of nature to our relatives in the air, water, and sky, to wind, fire, plants, and to animals or other relatives of the land, sky, and water. In this direction we consider historical contexts, oral and written history, and time immemorial Indigenous methods that can shape research, evaluation, theory, methods, policy, and practice. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the earthward direction in the following ways:

- The MMIW/R movement in Wisconsin is rooted through the use of Indigenous scholarship and theories as seen in this document and through Tribal government ordinances regarding MMIW/R.
- MMIW/R utilizes Indigenous methods and voices as seen on the family impact subcommittee testimonies both online and in person and formally through state or federal testimonies.
- MMIW/R Indigenous leadership is found through representation in elected positions as well as through visibility and participation on local, state, and national committees.

- Tribal Nations have MMIW/R procurement and partnership policies with the Wisconsin Department of Justice to protect Indigenous data and uphold Indigenous data sovereignty principles as a part of this collaborative work in 2020–2021.

Given this direction and MMIW/R information, we offer the following guidance:

1. Develop an informal but effective working definition of Indigenous Data Sovereignty ([Rainie et al., 2017](#)) that can be applied to MMIW/R at the subcommittee and/or task force level (3–6 months).
2. Create Tribal government ordinances and policies ([Tsosie, 2019](#)) regarding Indigenous data sovereignty that include protections for research, evaluation, and other data collection methods that impact your citizens and Tribal Nation ([Hiraldo et al., 2020](#)) (12–24 months).
3. Build Tribal workforce and volunteer capacity ([NCAI, 2018](#)) to use and implement MMIW/R data sovereignty policies. Work with each Tribal division, program, or project to build Tribal workforce capacity, processes, and procedures that can be implemented with consistency and accuracy and for equitable accountability (24–36 months).
4. Locate, invest in, and sustain long-term good relations partnerships with Tribal and non-Tribal collaborators, funders, and stakeholders who value, utilize, and defend Indigenous data sovereignty ([Bowman et al., 2021](#)). This may include identifying one or two data warriors from your community and/or who are employed to carry out important policy, research, and evaluation initiatives for MMIW/R (ongoing).



Skyward Direction: Honoring Our Ancestors and Future Generations

The skyward direction provides us with a cosmic perspective to remind us of our cultural teachings, our ancestors, and our future generations. We are invited to look beyond the logical and human perspective, into the wisdom of the cosmos, to our human and non-human relatives, and acknowledge spirits that are seen and unseen. This direction elevates us to our highest thinking, respects the metaphysical aspects of our being and experiences, and reminds us that we are part of a kinship with generations and cosmic relations before us and after us. We use seven generations thinking here in our research, evaluation, and other project initiatives to understand that what we do now will have impacts on our future. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the skyward direction in the following ways:

- Centering our individual selves as we begin this work is requisite.
- Our focus is forcefully grounded in the present tense because our outreach is designed to support current victims.

- Culture is medicine; by ensuring that our communities are supported by Tribal cultures, we can incorporate prevention-oriented decision-making strategies.
- Questions of colonialism and negotiation of racialized and gendered power imbalances pervade our work.

Given this direction and MMIW/R information, we offer the following guidance:

1. Research variables of interlocking violence against women—specifically, stalking, intimate partner violence, human trafficking, pornography, child abuse, and hate crimes. The ability to see these variables as connecting, rather than as discrete and separate, allows us to consider strategies for prevention more holistically (12–18 months).
2. Research designs for training of first responders, both family advocates and law enforcement (12–18 months).
3. Research cross-Tribal efforts to reduce domestic violence. Efforts that explore collaborations across Tribal communities ensure that intercultural traditions are reinforced (12–24 months).
4. Develop a long-term research strategy to ensure that relevant data is collected and archived for policy-making and for resource enhancement (12–24 months).



Inward Direction: Nurturing the Gifts and Responsibilities You (We) Carry

The inward direction reminds us of the innate wisdom that each of us carries. This inward direction is in our DNA and is with us based on lineage, traditional/oral knowledge and responsibilities, family or other history, and lived experiences. The inward direction may often need to be woken up, listened to, and trusted as part of our developmental journey as a human and should also be applied to our professional practices, programming, and initiatives. Ensuring each person’s voice and visibility in research, evaluation, and other project initiatives is critical to transformation and sustained success. During the 2021–2022 time that BPC spent with MMIW/R in Wisconsin, we were reminded of the inward direction in the following ways:

- Individuals are subject to both primary and secondary stress, trauma, and burnout as a result of the physical and emotional exhaustion of working with MMIW/R. The family impact subcommittee noted that removal from land, language, and kinship systems increases stress.
- Individuals require social support to mitigate stress, trauma, and burnout while working with MMIW/R families.

- Indigenous trauma is personal, pervasive, systemic, structural, and immobilizing; Tribal Nations are in crisis. The systems subcommittee noted that families are too grief-stricken initially to make some of the decisions required.
- The resiliency of Tribal Nations is based on relationships; individual capacity contributes to Tribal Nation building.

Given this direction and MMIW/R information, we offer the following guidance:

1. Provide support on best practices for individuals (task force members and advocates) who work directly with MMIW/R families (12 months).
2. Create opportunities for lay and professional advocates to share concerns and successes (ongoing).
3. Maintain systematic outreach to Tribal Nations to support their efforts (ongoing).
4. Continue to provide confidential, safe environments for sharing common experiences, resources for support, and knowledge gained as a result of being involved with MMIW/R (ongoing).

As part of the research guidance document, next we offer applied examples of MMIW/R efforts that happened in 2022. These activities were grassroots and Indigenous-led. They exemplify the spirit and incorporation of the seven directions framing. This good medicine work represents the ways that MMIW/R members carried out their responsibilities as Indigenous knowledge gatherers and caregivers.

MMIW/R: Applied Research Examples

WI Task Force MMIW/R Data Subcommittee Survey

In cooperation with the WI Task Force MMIW/R Data Subcommittee, MMIW/R Executive Committee, and the Wisconsin Department of Justice (DOJ), BPC co-created a data subcommittee baseline survey for Tribal Nations in Wisconsin in spring 2022 with 50 questions. The survey launched April 27 and closed May 23. Seven responses (partial and complete) were gathered, representing a 58.3% response rate. The purposes of the survey were to:

1. get a baseline understanding of Tribal Nations' programming, policies, and data capacities related to their efforts for MMIW/R.
2. understand what MMIW/R data is collected, utilized, and governed (protected).
3. make visible the resources and strengths Tribal Nations have for supporting MMIW/R-related data and programming.
4. document the gaps, challenges, and needs that Tribal Nations have so they can be better supported to carry out comprehensive and impactful MMIW/R programming.

Some of the key findings from this survey document that all Tribal Nations participating in the survey do collect MMIW/R data informally and formally. However, most respondents did not know exactly what data was collected, who collected data, and/or where data was stored for review and use. All Tribal respondents stated that they utilize cultural practices and have other supports and resources available to MMIW/R families. Data sovereignty ordinances and policies are not in place

with Tribes that responded to the survey. However, several respondents have ordinances and policies regarding research and human subject protections at the Tribal government and/or Tribal college level. MMIW/R data with Tribal respondents is not centralized, comprehensive, or shared with outside partners. However, all Tribal respondents noted that they have used state, federal, and other national Tribal databases available to them for MMIW/R research. Formal memoranda of understanding, legal agreements, and/or data governance and sharing agreements between Tribal and non-Tribal governments at the local, state, or federal level were reported as not existing or unknown by Tribal survey respondents. A copy of the survey instrument can be found in the appendix of this document.

MMIW/R Outreach and Engagement Directory

The purpose of this directory is to identify individual, organizations, Tribes, and agencies that are directly working with the MMIW/R Task Force. Entries were solicited from task force members and are updated as appropriate. The database includes specific entries for the following:

- Law Enforcement/Legal
- Non-profit Organizations
- Social Service Organizations
- Tribal Liaisons
- Tribal, State, and Federal Government
- MMIW Task Force Members
- Individual Families
- Advocates
- Media Contacts and News Articles

This directory is designed as a fluid document and will be updated on a regular basis. Eventually this directory should be transferred to and maintained on an Indigenous or Tribal Nation's server. For now, the Wisconsin MMIW/R Directory can be found online at: <https://docs.google.com/spreadsheets/d/1MruXwQniVy65lRWSTj8mJhbfjgbG1psFqmZE3SkjgkU/edit?usp=sharing>. Note: External users would need to get MMIW/R's permission to share this link outside of the MMIW/R WI Task Force.

WI Task Force MMIW/R Systems Subcommittee: Mural Boards and Activities

Throughout the winter and spring months of 2022, the systems subcommittee had many conversations about past and ongoing incidents of MMIW/R throughout the state. Several task force members were directly involved in the response to these incidents. In late April 2022, the systems subcommittee co-chairs expressed concern that while valuable information was being exchanged in meetings pertaining to the strengths and barriers to MMIW/R response, there were no mechanisms in place (apart from meeting notes) for capturing these insights and analyzing them in a way that could lend to system improvements in MMIW/R investigation and response. We utilized [MURAL](#), a virtual brainstorming collaboration platform that allowed the systems subcommittee work to be more synchronous and effective in facilitating discussions, harnessing unique experiences and opinions, and developing innovative policy solutions to improving MMIW/R response.

This work began at the May systems subcommittee meeting, where committee members were introduced to MURAL. They received basic training on how to navigate and contribute to the brainstorming space. The Mural board contained a series of participatory exercises. The first exercise involved mapping the current MMIW/R system response. Subcommittee members were asked to brainstorm all the people, groups, organizations, and other partners involved (no matter how proximally or distally) to MMIW/R incident response. In the next part of the exercise, subcommittee members were asked to consider how close (or how far) these people, groups, organizations, or other partners are in terms of their coordination with the family that has been impacted by the MMIW/R incident. Mural board #1 is included in the appendix. The second exercise involved a critical review of three MMIW/R incidents that have occurred in the past few years in Wisconsin and evaluating actions that positively supported the incident response, as well as resources that were mobilized to support the impacted family. Mural board #2 is included in the appendix. The final activity involved identification of challenges and barriers that impacted the systems response. Mural board #3 is included in the appendix. Note: The quality of the images in the appendix for Mural boards is distorted if you enlarge them too much. For a high-resolution copy of the Mural boards please contact the WI Task Force MMIW/R Systems Subcommittee.

Conclusion

An intentionally designed network of MMIW/R research partners that systemically and comprehensively address the root causes of MMIW/R in Wisconsin is needed. MMIW/R research and support needs to have full and formal legislative and state support as well as through other programs and resources. MMIW/R programming and research should also be a dedicated agency within a state office with research support capacities, partners, and funders that can address the complex issues that MMIW/R families, Tribal Nations, and Indigenous communities face daily.

This MMIW/R research work must be done by, for, and with Tribal Nations and Indigenous families so that the cultural protocols, community ethics, human rights, and sovereign rights of Tribes are upheld. Non-Tribal partners must come to MMIW/R research activities with scientific and cultural skills, competencies, and lived experiences that go beyond doing no harm and extend to being a good relative. That is the least non-Tribal partners can do given the trauma that MMIW/R families and support agencies are currently living.

At the Tribal government level, a strategic research initiative should be developed across Tribal Nations in Wisconsin so that at a program level, Tribes can develop workforce and research capacities for strengthening MMIW/R efforts. And because MMIW/R happens on and off the Tribal Nation, cities that statistically and practically are the closest to the MMIW/R crisis should also be considered as research partners. Tribal Nations and Indigenous agencies addressing MMIW/R through research and programming efforts should reach out to other Tribes and Native agencies that are doing this work. Not only will it be effective, but it will be healing and learning together.

In summary, MMIW/R research is very complex. MMIW/R research, evaluation, and policy studies would require a long-term (5–10 years), comprehensively and culturally designed, and equitably resourced commitment for this multi-jurisdictional ([Bowman, 2018](#)) and nation-to-nation effort ([Bowman, 2020](#)). In the short term, we hope this this guide has fulfilled our intention and offers concrete strategies and accessible resources for MMIW/R leaders and supporters to utilize in the future.

Appendix

1. Data Subcommittee Members and Key Partners

The list below was compiled with the help of the WI Task Force MMIW/R Data Subcommittee, MMIW/R Executive Committee, and by searching public information through the Wisconsin Department of Justice's MMIW/R website. The data subcommittee co-chairs and MMIW/R State Task Force co-chairs are noted below in bold and italics.

1. ***Rachel Fernandez (Menominee), WI Task Force MMIW/R Data Subcommittee Co-Chair and Coordinator, Woodland Women, Menominee Nation***
2. ***Skye Alloway (Forest County Potawatomi), Manager, Forest County Potawatomi Language & Culture, Forest County Potawatomi, Co-Chair MMIW/R State Task Force of Wisconsin***
3. ***Dr. Jeneile Luebke (Bad River Ojibwe), WI Task Force MMIW/R Data Subcommittee Co-Chair and Assistant Professor, University of Wisconsin-Madison's School of Nursing, Bad River Band of Lake Superior Chippewa***
4. Stephanie Begay (Ho Chunk Nation of Wisconsin), District 2 Legislator, Ho-Chunk Nation
5. Ashley K. Billig, Research Analyst Supervisor, Wisconsin Department of Justice
6. Tania Cornelius (Bay Mills Ojibwe), Tribal Affairs Specialist, Wisconsin Department of Children and Families
7. Lea S. Denny (Hawaiian/Pacific Islander), CEO, Founder, and Clinical Director, HIR Wellness Institute, [HIR Wellness Institute](#)
8. Kristal Hill (Oneida), Community Member, Oneida Nation
9. Brooke Johnson (Menominee/Stockbridge Munsee Band of Mohicans), MMIW Task Force Coordinator, Wisconsin Department of Justice
10. R. Nicole McNeel, Registered Nurse, Menominee County Human Services
11. Dr. Paula Mohan, Professor of Ethnic Studies, University of Wisconsin-Madison and Team Member for the Waking Women Healing Institute
12. Megan Murray, Technical Assistance and Evaluation Coordinator, Wisconsin Coalition Against Sexual Assault
13. ***Justine Rufus (Bad River), Rural Coordinator, Wisconsin Coalition Against Sexual Assault, Co-Chair MMIW/R State Task Force of Wisconsin***
14. Rebecca Smith (Menominee), Sheriff, Menominee County, Badger State Sheriff's Association
15. Derek J. Veitenheimer, Bureau Director, Wisconsin Department of Justice
16. Myrna Warrington (Menominee), Menominee Tribal Legislator, Menominee Indian Tribe of Wisconsin and Vocational Rehabilitation Director, College of Menominee Nation
17. Jennifer Webster (Oneida), Councilwoman, Oneida Nation

2. Data Subcommittee Survey Instrument (May 2022)

Koolamalsi/Hello:

On behalf of the Missing and Murdered Indigenous Woman (MMIW) Task Force's Data Subcommittee, Bowman Performance Consulting (BPC) is requesting your participation in baseline survey to help us better understand locally about your Tribal Nation and community's work regarding MMIW. BPC is a Native American business in Wisconsin and will be responsible for viewing, safeguarding, and writing up this information in a confidential way. We would like your participation because you have been identified as the MMIW representative for your Tribal Nation or Tribal community and/or you are an important and active member of the MMIW movement in Wisconsin.

This survey will take approximately 45 minutes to complete, and we ask that you complete it in one sitting so that all your responses are saved and submitted via BPC's online Survey Monkey software. At the end of the survey, you will be given an opportunity to select if you would like a \$50 gift card for your time to take the survey that can be used for MMIW programming in your community. If you would like a copy of your individual response, you can provide your email address at the end of the survey, and we will send it to you.

You are not required to take this survey. It is voluntary and will be used by the BPC team to look across all Tribal communities in Wisconsin to get a basic understanding of MMIW programming and how data is collected, used, and governed. We would also like to understand your resources and strengths in this MMIW data collection area and document the gaps, needs, and challenges you are facing. This information will be used to help with MMIW visibility, advocacy, and development. Information from this survey will be summarized by BPC and shared in a December 2022 report that we will give to the MMIW Executive Committee and the MMIW Task Force. If you would like to have a copy of this survey, you can provide your email address and we will send it to you.

All data is de-identified and kept confidential. We will not share any of your personal information with anyone outside of our research team. If you have questions about this survey, please contact Dr. Nicky Bowman (Lunaape/Mohican) at nicky@bpcwi.com. If you have questions about BPC or the work of MMIW in Wisconsin please contact Ms. Brooke Johnson, MMIW Task Force Coordinator at JohnsonBA@doj.state.wi.us.

We ask that you complete the survey by May 13, 2022, or sooner. Please be sure to click "next" at the bottom of each page in Survey Monkey and "submit" at the end of the survey so your private responses are safely saved online.

Anushiik / Thank You,

Dr. Nicole Bowman (Lunaape/Mohican)
President, Bowman Performance Consulting
Native American Research Support Consultant Lead, MMIW Task Force Project

This section is to learn a bit about you and the Tribal Nation or Indigenous community you represent. The MMIW Task Force of WI and Tribal Nations / Indigenous communities have been working on MMIW for a long time. Because of this work and your advocacy, we are aware of the lack of data/resources and vital information around our missing and murdered relatives. This survey is trying to get baseline information about MMIW data collection strengths, capacities, needs, and challenges. Would you please answer the questions to the best of your knowledge. If there is a question that you do not know the answer to just let us know you are "not sure" or "don't know". Your complete and descriptive responses to this survey will be utilized and available in a summary format so we all may better address MMIW in the future.

1. On behalf of MMIW, which community do you represent for information you will be providing for this survey? Your responses will be collected and analyzed based on one of the 12 Tribal Nations in Wisconsin or on behalf of another Indigenous community in Wisconsin.

- Bad River Band of Lake Superior Chippewa
- Brothertown Indian Nation
- Forest County Potawatomi
- Ho Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa Indians
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Menominee Indian Tribe of Wisconsin
- Oneida Nation of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- Sokaogon Mole Lake Band of Lake Superior Chippewa
- St. Croix Chippewa Indians of Wisconsin
- Stockbridge-Munsee Band of Mohican Indians
- Other Tribal Nation or Indigenous Community:

2. My race is:

- White or Caucasian
- Hispanic or Latino
- American Indian/Alaska Native/Native Hawaiian
- Black or African American
- Asian or Asian American
- Prefer not to say
- Other (please specify)

3. I am a citizen or descendent of a Tribal Nation

- Yes
- No

4. Which Tribal Nation are you a citizen or descendent of?

- Bad River Band of Lake Superior Chippewa
- Brothertown Indian Nation
- Forest County Potawatomi
- Ho Chunk Nation
- Lac Courte Oreilles Band of Lake Superior Chippewa Indians
- Lac du Flambeau Band of Lake Superior Chippewa Indians
- Menominee Indian Tribe of Wisconsin
- Oneida Nation of Wisconsin
- Red Cliff Band of Lake Superior Chippewa
- Sokaogon Mole Lake Band of Lake Superior Chippewa
- St. Croix Chippewa Indians of Wisconsin
- Stockbridge-Munsee Band of Mohican Indians
- Other (please specify)

5. Please provide your name, job title, organizational name or program area, email, and direct phone number if you are comfortable. We are asking for this information so we can follow up with you if we need to get clarification or more information based on your survey responses.

6. Have you directly worked on issues surrounding MMIW?

- Yes
- No

7. How long have you been working on MMIW in Wisconsin?

8. Please summarize the types of MMIW work you have been involved with in Wisconsin.

9. Have you been involved in **national** MMIW work?

- Yes
- No

10. If you answered yes, please describe how long and the types of MMIW national activities you have been involved with.

11. Have you been involved in **international** MMIW work?

- Yes
- No

12. If yes, please describe how long and the types of MMIW international activities you have been involved with.

The next set of questions in this survey is to help the MMIW of Wisconsin Task Force Data Subcommittee to understand the current capacities, activities, and needs regarding MMIW data collection, protection, and use. These open-ended questions get to the heart of the matter to practically understand what is being done currently within Indigenous communities through Tribal Nation governments and/or grassroots efforts regarding data collection. We hope to get as much detail as possible to understand your current capabilities and resources used to collect information and what that information is. This will help the research support team and data subcommittee gain an understanding of what Tribal Nations and communities are doing regarding MMIW data collection, data protection, and use of data.

13. What data does your Tribal Nation collect?

14. Where does your Tribal Nation's MMIW data come from?

- family reports - human services
- Tribal police
- Tribal court
- local police data
- national databases - list
- Other (please specify)

15. What kinds of MMIW data would you like or need to have collected but currently are unable to?

16. What year did your Tribal Nation/community begin to support issues surrounding MMIW?

17. Does your Tribal Nation formally support MMIW programming and supportive services?

- Yes
- No

18. What year did your Tribal Nation formally have an MMIW program or office?

19. To the best of your knowledge, please describe the types of programming and supportive services offered by your Tribal Nation.

20. Please share information about your Tribal Nation's MMIW staffing, annual budget, office space, etc. Please feel free to include Tribal budget, grants or other funding that volunteers, Tribal departments, other Tribal partners or governments, and non-Tribal partners or governments. Any/all information you share is helpful.

21. Does your Tribal Nation/community provide direct services and programming to MMIW families?

- Yes
- No

22. If your Tribal Nation/community provides direct services and programming to MMIW families would you please describe them?

23. If you are comfortable sharing, can you describe any specific cultural or traditional supports, resources, and/or services your Tribal Nation/community provides as part of MMIW efforts?

24. Approximately how many families does your Tribal Nation provide programming and services to per year?

25. Approximately how many MMIWG are currently missing from your Tribal Nation/community?

26. To the best of your knowledge, how many Indigenous women and girls have been murdered since MMIWG support began in your Tribal Nation/community?

27. How is MMIW data shared and used internally within your Tribal Nation's government programs, local Tribal community, and/or with your MMIW families?

28. Does your Tribal Nation have MMIW ordinances and policies in place?

- Yes
- No

29. Please explain your Tribal Nation's MMIW ordinances and policies. If you have a website or other links to share where these policies and ordinances are, please include that too in your response.

30. If you are unable share website or other links regarding your Tribal Nation's MMIW ordinances and policies, would you be able to provide us a name, email, and phone number of the person? Then we can then gently follow up with them.

31. Does your Tribal Nation have ordinances and policies in place for the protection of MMIW data, data sovereignty, data ownership, data sharing, etc.?

- Yes
- No

32. Please explain your Tribal Nation ordinances and policies in place for the protection of MMIW data, data sovereignty, data ownership, data sharing, etc. If you have a website or other links to share where these policies and ordinances are, please include that too in your response.

33. If you are unable to send a website or other links regarding your Tribal data protection, data sovereignty, data sharing, etc. ordinances or policies, would you please provide us a name, email, and phone number of the person who could help us? That way we can gently follow up with them.

34. Does your Tribal Nation have a Tribal research advisory group formally or informally?

Yes

No

35. If you answered yes to having a Tribal research advisory group formally or informally, please describe how they help with reviewing MMIW data, data governance, data protection, or other data activities for MMIW. Tell us how you decide on sharing data, and/or if you have a policy or process for filling out a form or application to do MMIW research studies. If possible, share the Tribal research advisory group website or other links with us so we may learn more about your Tribal research advisory group.

36. If you are unable to share links regarding your Tribal research advisory group, would you please provide us a name, email, and phone number of the person who could help us? We would like to gently follow up?

37. Does your Tribal Nation work with partners for MMIW (Native or non-Native)?

- Yes
- No

38. Please share the names of the Tribal partners you work with for MMIW. Who are they and how do you work with them (in-kind, budgets, staffing, advocacy, grant or other resource development, education, and training, etc.)?

39. Please share who are the non-Native partners you work with for MMIW. Who are they and how do you work with them (in-kind, budgets, staffing, advocacy, grant or other resource development, education, and training, etc.)?

40. Do you share/use data with other Tribal governments or other Tribal organizations (Tribal non-profits, foundations, companies, consultants)?

- Yes
- No

41. What other Tribal governments / Tribal organizations did you share data with (list below). What types of information/data was shared with them and for what reason(s)?

46. Please share anything else on MMIW data collection, data sovereignty/governance, data utilization, or any other topic that this survey has not covered above.

47. May we send you or your Tribal agency a \$50 gift card to Amazon for your time and to contribute to MMIW programming locally? If so, please provide the name and email of the person to send the gift card to.

48. Are there other people who should be taking this survey? If so, would you provide their name, job title or role on MMIW work locally, and their email and/or phone number?

49. If needed, would you be available for a follow-up web meeting or phone call to discuss the information we have received in this survey?

- No
- Yes

50. If yes, please provide your name, email, and direct phone line/cell phone. We will not share your information with anyone, and you will be given another gift card or traditional gift for your time with us.

42. Do you share/use data with non-Tribal governments, organizations, or people (public governments/agencies, non-Indigenous non-profits, foundations, companies, consultants)?

- Yes
- No

43. Who are the non-Tribal governments, organizations, and/or people that you have shared data with (list below)? What types of information/data was shared with them and for what reason(s)?

44. What makes for a strong research experience or partnership? Can you share any real examples and experiences you have had? Please share the positive and supportive aspects so we can understand and document what makes it good. We want to understand so we can so we can create opportunities for creating more positive research experiences in the future.

45. What makes for a challenging or negative research experience and/or partnership? Can you share any real examples and experiences you have had? Please describe what wasn't working and if you created solutions that helped. We want to understand so we can suggest strategies for preventing these challenges as well as share ideas for positive change.

Mural Board #2

Revisiting response strengths

Over the past couple of months, we reviewed three MMIW incidents with which the Task Force was directly involved. Below are the identified strengths of the Task Force's response, including actions that positively supported the response, as well as resources that the Task Force was able to mobilize.



