



**NATIVE AMERICAN  
HEALTH CENTER**



**FAIHP**  
Fresno American Indian Health Project



## Gathering of Native Americans (GONA) Fidelity Tool

This GONA Fidelity Tool (2013) was developed in partnership with three urban Indian health programs through technical support of the National Council of Urban Indian Health and the Native American Center for Excellence. The three programs supporting this tool include the Native American Health Center in Oakland, CA; the Sacramento Native American Health Center in Sacramento, CA; and the Fresno American Indian Health Project in Fresno, CA. In 2017, 2018, 2019, & 2022 the tool was updated with input from a number of GONA trained staff from Urban Indian Health Organizations, in partnership with the lead investigator from One Fire Associates, LLC; and representatives from the California Consortium of Urban Indian Health and the Substance Abuse and Mental Health Services Administration Training and Technical Assistance Center. The intent of this scale is to support fidelity to Core GONA curriculum elements and was developed for supporting evaluation across sites. It is expected that the fidelity elements will be adapted to meet the unique cultural needs and context of diverse communities and be implemented in partnership with GONA Facilitators and the local youth/community members, as experts on their own cultures and communities. The tool has been identified to be useful as: 1) a GONA planning tool; 2) a Checklist for GONA facilitators; and 3) a research tool to support implementation of GONA elements across sites. This tool is not intended to be used to penalize individuals or organizations as there are many ways in which a community may implement GONA well. An effective GONA adapts these fidelity items to meet the unique language, cultural and community context.

Organization Name:

Rater's Name:

Date of Assessment:

Assessment Period:

Mark each of the GONA Elements with a check mark as it relates to your implementation of the GONA curriculum.

Rate each factor as:

**Exceeds Intention (You have gone beyond just meeting this GONA Intention; it is achieved with advancements.)**

**Meets Intention (You are currently doing this.)**

**Approaching Intention (You are taking steps to achieve this Intention.)**

**Intention Not Met (No effort is being made yet to reach this Intention.)**

**Circle "NA" if an element does not apply to your community and document why it does not apply.**

### A. Core GONA Elements

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Honor the Process of GONA</u> : GONA is a process. Flow through the curriculum happens as a community, which requires ongoing communication (head huddles) and flexibility in the agenda on site in 'real time' to ensure the whole is 'ready' to proceed.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Commitment to GONA as Ceremony</u> : Participants, including helpers, commit to GONA as a ceremony, which means it is important to commit to the entire event. People coming in late have missed belonging with documented disruption in the GONA process. If people come late it is important to focus on inclusion.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Play is therapeutic in GONA</u> : Play achieved through icebreakers and team building is a therapeutic process to build belonging in relationships and supports bonding across generations. Icebreakers and experiential exercises are selected to reinforce the theme in the GONA framework.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Honor the Land &amp; Elders</u> : We made time to honor & connect to the land, space, and elders in the community.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Location in Connecting to Natural Elements supporting Holistic Health</u> : We encouraged access to natural elements (fire, water, air, earth/rock). There were healthy resources/activities for spiritual, mental, emotional, and physical health.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Spirit/Quiet Table/House/Place/Resources</u> : An area was provided for the youth to meditate and or pray with spiritual resources (medicines and sacred items) that represent the diversity of the community spiritualities and is incorporated into ceremony at GONA.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Gift Giving Table/Space/Place</u> : An area was provided for the youth to develop gifts to show reciprocity, learning elder teachings about honoring each other by giving and receiving of gifts as a form of ceremony.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Meeting in a Circle</u> : Clans and large groups meet in a circle to increase participation and interconnectedness among youth as the circle increases accountability among participants to one another.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Prayers</u> : We opened and/ or closed each day with prayers, which may include songs, positive words, etc. that were appropriate for the participating group.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Mental Health</u> : GONA trained Mental health providers were introduced actively participating throughout the entire event and were a resource for participants.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Curriculum</u> : To the best of your ability, you ensured that all youth received the same teachings and lessons throughout the GONA					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Norms</u> : At the beginning of GONA we established norms/guidelines with input from youth; Revisit the norms each day and allow for change, especially after conflict					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Team Building</u> : We incorporated team building exercises through icebreakers and experiential activities into the GONA every day.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Cultural Strengths</u> : We identified cultural strengths and shared them with the youth.					
<b>Please explain your rationale for this rating:</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<b>How was this item culturally adapted/enhanced?</b>					
<u>Pictures</u> : With youth approval, we placed pictures or other images/symbols of every youth/staff on the wall to write positive affirmations.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Youth Clans</u> : We ensured that youth interacted with new peers outside of their normal social circle.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Elders</u> : The generations of elders were introduced and engage; trained Clan Elders stayed with the Clans throughout the GONA.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Peacekeepers</u> : We ensured that trained youth Peacekeepers were introduced and engaged as helpers throughout the GONA and to ensure youth-voice at the event.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Community Helpers</u> : We ensured that Community Helpers (volunteers and staffs) were engaged in planning and were actively engaged in implementation.					
<b>Please explain your rationale for this rating:</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<b>How was this item culturally adapted/enhanced?</b>					
<u>Belmont Process</u> : The Belmont Process was explained and used throughout the GONA.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Risk Taking</u> : We presented the youth with “risk tokens” and used risk tokens throughout the GONA.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Daily Debriefing</u> : We held a daily debriefing following norms established using the Belmont Process with all helpers at the event (Peacekeepers, Clan Elders, Mental Health Providers, etc.) that resulted in a shared plan for coordinating and communicating safe, effective implementation as a team.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

## B. Belonging

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Definition</u> : We visually represented the definition of belonging with the youth and had discussion about what it means.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Creating a Safe Space</u> : We acknowledged that people are coming from different places and experiences and how everyone belongs. GONA community welcomed new youth coming in for the first time.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Tuckman's Stages of Group Development</u> : Conflict is normalized as an expected opportunity to learn how to resolve and work together as a GONA community. Tuckman's Stages are visible.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Conflict Resolution Plan and Team</u> : Introduce the trained conflict resolution team that includes spiritual leader, peacekeeper, & mental health. Public conflict is for the whole to resolve in real time at the event. Help participants know how to access conflict resolution support.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Creation Story</u> : We presented local creation story(ies) and then engaged the youth in a discussion.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>History</u> : The youth were presented with pre-Colonial history of Native Peoples with the intent to learn about healthy societies from the voices of local people.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Connection of Belonging</u> : The youth were presented with the idea of their connection with their ancestors and generations to come with the intent to help youth see their importance in life.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Present/Clan (Bands, Villages, Society, etc.) Flag/Banner/Logo</u> : We had each team create a symbol, name, and song/chant with the intent of working together as a team to accomplish.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Gift Giving</u> : We gave youth the opportunity to work on gifts during the day. We provided space, time, resources, and support to do so. Gift giving/generosity is a topic each day as an expression of our love and spirituality.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Trauma Informed Transition to Mastery</u> : There is a shared sense that the entire GONA community has belonging & togetherness to move safely into mastery with a sense of trust and support.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

### C. Mastery

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Definition</u> : We visually represented the definition of mastery with the youth and had discussion about what it means.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>What broke apart the Indian World Session (Trauma Tree or equivalent)</u> : We presented an activity that helps youth learn about the historical factors that impacted health and wellbeing of communities.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Community Traumas</u> : We reviewed the traumas that have occurred within the local community even up until today (historical and contemporary).					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Historical, Intergenerational Trauma/Colonization</u> : We described and defined these topics.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Lateral Trauma/Violence/Oppression</u> : We described and defined lateral trauma and how it might occur in the community.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>What will heal our world Session (Healing Tree or equivalent):</u> We presented an activity with discussion that considers strategies for healing and show local examples of “Hero” leaders and advocacy work.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Affirmation wall:</u> We ensured that all youth have positive affirmations on their wall photo.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Letting go of historical trauma:</u> We supported a discussion with youth for healing from historical trauma and we implemented some form of ceremony to support letting go (trauma informed closure) of historical trauma.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Trauma informed transition to interdependence:</u> There was a shared sense that the entire GONA community had closure in Mastery and were strengthened to work together as a group with readiness to move safely into Interdependence as a team. skits, participation in Clan activities).					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

### D. Interdependence

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Definition</u> : We visually represented the definition of interdependence with the youth and had discussion about what it means.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Healing Model</u> : We presented the medicine wheel (or local cultural equivalence) and how it relates to community wellness and balance.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Interconnection Activities</u> : We had activities for the youth focused on interconnectedness					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Problem Solving/Planning</u> : We had the youth come together to discuss solutions to community problems and planning for future.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Link to Generosity</u> : We linked lessons of Interdependence to Generosity, so youth learn about their role in community healing.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

### E. Generosity

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
<u>Definition</u> : We visually represented the definition of generosity with the youth and had discussion about what it means.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Plan for beyond GONA</u> : We outlined a tangible plan <i>with</i> the youth to follow after GONA and made connections with youth for follow-up care. Included plans for follow up.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Gift Giving</u> : We held a gift giving ceremony where the youth were able to present their gifts and affirmations to one another, honoring gifts given and received during GONA, not only from the physical, but also from the spiritual, mental, and emotional.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Honoring Ceremony</u> : We held an honoring ceremony to recognize the youth that took healthy risks.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
<u>Commitment Ceremony</u> : We held a commitment ceremony so that all youth and adults can speak out loud their commitments for the next year.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

	Exceeds Intention	Meets Intention	Approaching Intention	Intention Not Met	Not Applicable
Honoring GONA Family: We honored the completion of ceremony together and how GONA bonds us like family.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					
Follow-up: After the event we held a debriefing to allow for reflections that will support growth and quality improvement. We developed a plan for following up with youth, especially for those identified who might be at risk, and implementation of follow up was documented.					
<b>Please explain your rationale for this rating:</b>					
<b>How was this item culturally adapted/enhanced?</b>					

Additional Debriefing Notes: