

### **Quality of Life Committee**

Regular Meeting 9:00 a.m. Thursday, June 17, 2021 Teleconference

Agenda

- I. CALL TO ORDER AND ROLL CALL
- II. APPROVAL OF THE AGENDA
- **III. APPROVAL OF MEETING MINUTES** 
  - A. Approve May 20, 2021, regular Quality of Life Meeting Minutes pg. 2 Brooke Doxtator
- IV. UNFINISHED BUSINESS
- V. NEW BUSINESS

### **VI. REPORTS**

- A. Accept Cultural Heritage report and support reorganization plan pg. 4 Sponsor: Tina Jorgenson
- **B.** Accept the Tribal Action Plan report pg. 17 Sponsor: Renita Hernandez
- C. Accept Zero Suicide report pg. 20 Sponsor: Mari Kreischer
- D. Accept Environmental Issues report pg. 23 Sponsor: Patrick Pelky
- E. Accept Food Security report pg. 25 Sponsor: Patrick Pelky
- **VII.** ADDITIONS
- VIII. ADJOURN



## **Quality of Life Committee**

Regular Meeting 9:00 a.m. Thursday, May 20, 2021 Teleconference

### Minutes

**Present:** Chair Marie Summers, Vice-Chair Daniel Guzman King, Alternate Kirby Metoxen **Not Present:** Tehassi Hill

Arrived at: Brandon Stevens arrived at 9:03 a.m.

**Others Present:** Eric Boulanger, Leslie Doxtater, Brooke Doxtator, Renita Hernandez, Kristal Hill, Tina Jorgensen, Mari Kriescher, RC Metoxen, Vanessa Miller, Michelle Myers, Joann Ninham, Justin Nishimoto, Melissa Nuthals, Patrick Pelky, Mark W. Powless, Rae Skenandore, Cheryl Stevens, Debra Valentino;

### I. CALL TO ORDER AND ROLL CALL

Meeting called to order by Chair Marie Summers at 9:01 a.m.

### II. APPROVAL OF THE AGENDA

Motion by Kirby Metoxen to adopt the agenda, seconded by Daniel Guzman King. Motion carried unanimously:

Ayes: Daniel Guzman King, Kirby Metoxen

### III. APPROVAL OF MEETING MINUTES

#### A. April 15, 2021 Quality of Life Meeting Minutes - Aliskwet Ellis

Motion by Daniel Guzman King to approve the April 15, 2021 Quality of Life meeting minutes, seconded by Kirby Metoxen. Motion carried unanimously:

Ayes: Daniel Guzman King, Kirby Metoxen

Brandon Stevens arrived at 9:03 a.m.

### IV. UNFINISHED BUSINESS

### V. NEW BUSINESS

#### A. Accept the Kunhi-yo Healing Event Flyer as information – Mari Kriescher

Motion by Daniel Guzman King to accept the discussion as information, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Daniel Guzman King, Kirby Metoxen, Brandon Stevens

### VI. REPORTS

Quality of Life

### A. Accept the Tribal Action Plan report – Renita Hernandez

Motion by Brandon Stevens to accept the Tribal Action report, seconded by Daniel Guzman King. Motion carried unanimously:

Daniel Guzman King, Kirby Metoxen, Brandon Stevens Ayes:

#### B. Accept the Recreation Integration report – Tina Jorgenson

Motion by Daniel Guzman King to accept the Recreation Integration report, seconded by Kirby Metoxen. Motion carried unanimously: Ayes:

Daniel Guzman King, Kirby Metoxen, Brandon Stevens

### VII. ADDITIONS

#### VIII. ADJOURN

Motion by Daniel Guzman King to adjourn at 10:13 a.m., seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Daniel Guzman King, Kirby Metoxen, Brandon Stevens

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor Minutes approved as presented/corrected on \_\_\_\_\_.



### Quality of Life Committee (QOL)

Agenda Request

Check all that apply						
	New Business	Follow-up	For Your Information			
	Open Session	Executive Session				
Meeting	g Date					
Title						

Description

Requested Action

Submitted by

If not submitted by an Oneida Nation employee, please provide contact information

The Quality of Life Committee is a standing committee of the Oneida Business Committee. QOL meets the 2nd Thursday of each month at 9:00 a.m. via Microsoft Teams. Please submit this form and backup to cellis 1@oneidanation.org by 4:30 p.m. on the Monday before the QOL meeting.

Purpose: Oneida Cultural Heritage will be restructured and reorganized.



# **CULTURAL HERITAGE REPORT**

REPORT DATE	PROJECT NAME	PREPARED BY
June 17, 2021	Cultural Heritage	Tina Jorgensen, MS, RDN

### **STATUS SUMMARY**

Oneida Cultural Heritage reorganization that has been completed includes adding Arts Program. Cultural Heritage now includes: Cultural Wellness, Cultural Advisor, THPO, Museum, Library and Arts. The Library is open to the public by appointment and continues to provide curbside pickup. The Museum is working with Planning on the development of the concept paper to move the Museum to the Woodland Church. In addition, the Museum has opened to the public by appointment for gift shop sales. The Arts Program is working with the Arts Board to provide programming to the community. Arts building is being renovated to include a kiln studio (funded by Resiliency Grant from Arts Midwest). THPO is collaborating to provide an Annual Listening Session for all Tribal Historic Preservation Officers.

### **PROJECT OVERVIEW**

TASK/GOAL	% DONE	TARGET END DATE	LEAD	STATUS UPDATE
Create and implement a Strategic Plan for the organization and structure of Cultural Heritage.	100%	5/7/2021	Tina Jorgensen and Bob Brown	Plan revision includes Language Department collaboration. Plan has been approved by the Faithkeepers.
Revise Cultural Wellness job descriptions.	80%	5/31/2021	Tina Jorgensen, Bob Brown, Geraldine Danforth, and Dan Habeck	SOP has been reviewed by HRD. Job descriptions are in process of being revised.
Post vacant Cultural Wellness positions.	0%	Upon approval of SOP	Tina Jorgensen	SOP needs to be reviewed by HRD before revisions to job description can be made.
Reorg Historical Archivist to Museum.	100%	3/31/21	Tina Jorgensen / Stacy Coon	Historical Archivist position is now under the Museum. There is a need for a Museum Registrar. Director is working with HRD to create the Registrar position and then will reduce workforce level of Historical Archivist and increase to the new position.
Recall/post budgeted vacant Cultural Heritage positions.	100%	Upon approval of the workforce levels	Tina Jorgensen	The Language Archivist position is filled. Area Manager LTE has been hired with a contract that ends 12/31/21.

ISSUE	ASSIGNED TO	DATE Page 6 of 54

### **NEXT STEPS**

1. Implement the plan.

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A good mind. A good heart. A strong fire.

# Cultural Heritage

Strategic Plan



Governmental Services Division Administration



# Contents

**Introduction** 

<u>Context</u>

**Partners and Collaborators** 

Vision and Mission

Core Values

**Strategies for Success** 

Next Steps

### Introduction

Plan Overview:

- Elevate Cultural Heritage in being an integral part of the Oneida organization,
- Define the purpose and functions within the Clan structure,
- Implement a decision-making process based on our Clan system/structure,
- Implement a new structure,
- Create a Traditional Healer position with apprentices,
- Promote, incorporate, and protect traditional medicines and practices.

### Purpose:

Ne; akweku shukwaliwi'sa?a;ni shukwaya'tisu tsi?nahte;shu ^twakwahati. Ya'?nahte teholiwa'?stou. Akakwe'ni ^twatloli tsi?nu tsyotahsawau tsi'?nu tyukwe'tu.

Ne; thone tsi'?nahte;shu wahayanakw^talho'te tsi?yuhuntsya;te. Ona,

lawe;lu ^yukwayanta'ke tsi'?nahte ^twanuwelatu'tahkwahake, tho kwi tawatotahshyi kaye; niyoli;wake, ona ne' thone wahuwatanye't^she ts'?kay^ washukwanuhshyuni'te, tho'nu wakatlunta'ne kaniku'li;yo/Kayatla'slako: ona' kantho wahatatythewe he'twatate'k^ha. Ona' kwi nu wa wahately^tha;l^ shukwaya'tisu ne;tsi shahoti;nikulha' u'kwehu;we tsi'?nahte washakotili'wake;lu 'she. Tho kwi nuwa waka'tlutane' kalihwi;yo tho' wahuwahtsyotu;se Skanyatali'yo ne'

^shakotiye'yahla'kw^ nahte ne; lotiy^; u'kwehu;we.

Tho kwi; she'ku yukwahkwi'sluhati tsi'?niyole; ni;wehs.

In so speaking and putting the framework together, true we need to always bring forward of what we've been instructed to do, and it is to carry out the teachings that have been laid out to us, in which would always be a platform for our future generations, yet to be born. It has always been obvious to how it is with us today, trying to imagine to say, we are On^yote'?a;ka and what is the basis. So bringing forward always, and to always keep clear in our minds, our culture/language, history, and structure, environment, and spiritual context. And in the language it means to say, Tsi'?niyukwali'hot^.

~ Robert Brown, Bear Clan Chief

This plan is being created with advisement and collaboration of our Faithkeepers and Chief.

### <u>Context</u>

Oneida Cultural Heritage includes:

- Administration
  - o Manager
  - o Administrative Assistant
  - o Cultural Advisor
  - Language Archivist
- Tribal Historic Preservation Officer (THPO)
- Oneida Museum
  - Historical Archivist to be retitled to Museum Registrar
- Oneida Library
- Traditional Healing (formerly, Cultural Wellness)
- Oneida Nation Arts Program



#### Below are job/program summaries.

#### Cultural Advisor:

Advises museums, staff and programs on Oneida Traditional Culture, language, interpretation and usage. Some specific areas this position advises are in repatriation, traditional collections, care counsel with external museums and federal agencies, counsel with traditional Haudenosaunee governments, individual families and handling ceremonial issues as needed and required.

#### Language Archivist:

The Language Archivist is responsible for ensuring all audio recordings and transcribed texts in Oneida language are digitally preserved and accessible for future generations. This position assisted with developing culture-based Oneida language teaching materials and prove cultural in-service workshops/presentations to the community.

#### Tribal Historic Preservation Officer (THPO):

The THPO provides leadership, planning, and administration for all components of the Tribal Preservation Office to include ensuring compliance of Oneida Nation to federal laws pertaining to Tribal Historic Preservation. This position develops a research process and conduct research through to completion in a timely manner.

#### Oneida Museum:

The Oneida Museum serves local, national and international visitors and is one of the older Native American museums within the United States. Educational and cultural events and workshops are offered year-round for a nominal fee. The Museum helps preserve cultural resources and assures their accessibility to the community and the public.

#### Oneida Library:

The Oneida Community Library operates two facilities. The Oneida libraries offer many programs including literacy programs for all ages from pre-school to elders. Our varied youth programs include learning skills, literacy, Oneida language lessons, and help with homework. Our adult programming focuses on providing literacy training to parents, guardians, and caregivers for their own benefit and to help them grow as a resource who can help the children in their care develop as readers and learners. We also provide adults and youth with training and access to computers and the Internet. The Oneida Nation libraries currently provide 26 public access computers, including printers, with wireless internet access that record an average of 1,648 sessions monthly. The Oneida libraries also hold many diverse community programs that address the needs of our community from art programs for community adults and elders, gardening

#### **Oneida Traditional Healing:**

Formerly, Oneida Cultural Wellness Program, uses a holistic non-fragmented, culture-based approach to wellness by addressing impacts that have occurred to the mind, heart, spirit, body, environment, society, and primary relationships. The Lotinuhsun<u>níhe</u>? Creation story, Ceremonies, Medicines societies, Great Law, and the Kaliwiyo are the foundational beliefs on which this cultural intervention healing model is based upon Lotinuhsun<u>níhe</u>? spirituality is taught and referred to

throughout the healing process. This process is intended to create a strong spiritual foundation while having a positive impact on the overall wellness through the reclamation of one's Oneida identity.

Oneida Nation Arts Program:

The Oneida Nation Arts Program provides diverse and comprehensive arts programs that feature support and develops the Oneida creative spirit by celebrating, challenging and promoting the individual. The department supports and encourages creative expression that embraces our heritage, comment on the present, and illuminate the future.

### Partners and Collaborators

Collaboration with these partners is fundamental to the success of the Strategic Plan. These partners include:

- Faithkeepers and Chief
- Oneida Language Department
- Practitioners and Healers
- Oneida Elders
- Executive Leadership
- Oneida Business Committee
- Oneida Community Health Center
- Oneida Behavioral Health
- Oneida Human Resources

### **Guiding Principles**

The following principles have been adopted from the First Nations Mental Wellness Continuum Framework:

- YukwatsistayA (Spirit-Centered)
- Twahwatsi layA (Connected)
- Loti<sup>9</sup>nikuhkátste<sup>9</sup> (Resiliency)
- Yukyunhiyostakhwáheke? (Holistic Supports)
- Lotinhowanáhtu (Community Focused)
- > AyethilíhwakwenyAstáhake (Respectful)
- Tsa<sup>9</sup>tewahsáná Teyokalá<sup>-</sup>lu (Balanced)
- Ka<sup>9</sup>tshatstásla (Shared Responsibility)
- Tsi? NiyukwalihótA (Culturally Competent)
- TwalihowanAhtúhake (Culturally Safe)
- Ka<sup>?</sup>nikuhli<sup>.</sup>yó (Good Mind)

### **Governmental Services Division Vision**

An engaged and empowered healthy community built on Tsi?Niyukwaliho T^ instilled with respect, education and self-awareness.

### **Cultural Heritage Mission**

To provide Lotinuhsyu.ni' knowledge and resources to strengthen Tsi? Niyukwalihótá.



### Job Descriptions

Cultural Heritage job descriptions will require specific knowledge that will include a holistic understanding of traditional medicine. A work standard will outline the criteria and measures that will be used to determine proficiency for each job description. This policy will not only acknowledge a Traditional Healer for the important work they do but ensure that they are compensated appropriately.

Each Clan Manager will have specific roles and responsibilities within Cultural Heritage. Below are some of the functions within each clan structure:

- Bear Clan Manager
  - Medicine people
  - Sense of gathering give recommendation of issues that come up
  - o Coordinates all employee engagement, morale, etc
  - o Coordinates all safety plans
  - Will manage the programs and services that provide help with issues.
    - Traditional Healer and Cultural Advisor
- Turtle Clan Manager
  - Understanding of the environment
  - Recognized as being the well they have all the information that brings understanding of ideas to the people
  - o Collaborates with all internal tribal resources
    - Coordinates the budget process for Cultural Heritage
  - Will manage the programs and services that are resources to the community and provide information to the people.
    - Arts Program, THPO, Library, and Museum
- Wolf Clan Manager
  - o Pathfinders give us the path of the direction we are going
  - o Provides reports to Executive Leadership, BC Subcommittees, BC
  - Facilitates department meetings
  - Will manage the programs and services that provide direction and leadership.
    - Language Archivist and Administrative Assistant (If this position manages the Archivist wouldn't it also manage the Museum?)

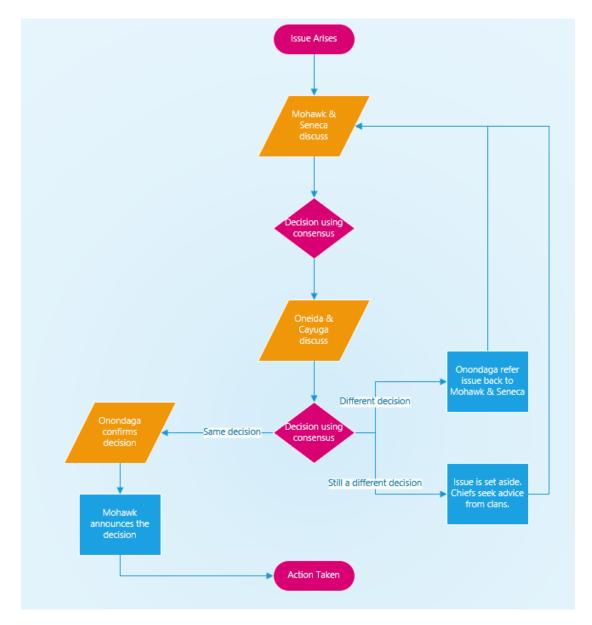
### Traditional Healing

This is an area that will be developed to include a Traditional Healer and 2-3 apprentices. The job descriptions will be developed using the Work Standard mentioned above.

### **Decision by Consensus**

The Great Law allows everyone to voice opinions and agree upon decisions through consensus. Consensus allows all people affected by a decision to have an equal voice.

For consensus to work, people must be open-minded and willing to think deeply about issues and what other people's ideas and suggestions are. Although the decision may not be their first choice, for what is best to all in the group, they must be willing to support it.



The Grand Council decision making process is outlined below.

There were times when the Grand Council were required to return to each chief's clan to hear what the clan thought about a certain topic. When this took place, there were certain steps taken to ensure the voice of the people was heard.

Step 1: Clan meeting was held; men, women, children and elders were given a chance to speak

- Step 2: Clan mothers informed their chief what decision was made through consensus
- Step 3: Clan chief carried the decision to the Council of the Chiefs of the Nation

Step 4: The Council of the Chiefs of the Nation brought the decision to the Grand Council



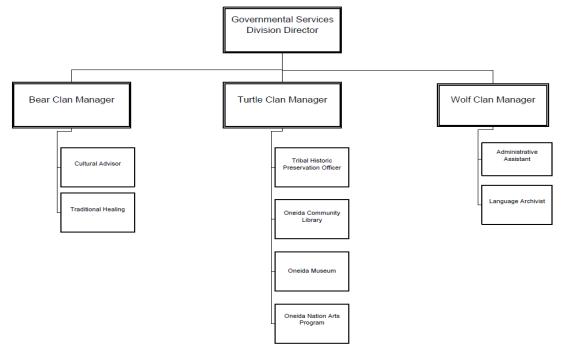
Cultural Heritage will implement this philosophy. Simply put, when an issue arises that will impact the department, the Bear Clan and Turtle Clan will work together and deliberate over the issue. When coming to an agreement (one mind), they will provide their recommendation to the Wolf Clan who provides the path to move forward and gives direction.

Below are some scenarios to explain the process in more detail:

- Issue or decision that will impact the department as a whole but not individuals throughout the department
- Issue or decision that will impact the employees throughout the department
- •

### **Proposed Organization Chart**

Cultural Heritage will consist of several programs/services under the direction of 3 Clans:



### **Strategies for Success**

Goal 1: Build an Understanding of Culture and Traditional Medicine

Strategy 1: Implement Cultural Competency Training

- Strategy 2: Build an understanding of traditional/holistic wellness
- Strategy 3: Model traditional wellness in the workplace

It is important to building an understanding of the Oneida culture and traditional medicine to improve health and healing that complements our current healthcare system.

Cultural awareness and competence need to be promoted and implemented throughout the organization. Currently, Oneida Comprehensive Health Division has a Cultural Awareness Standard Operating Procedure which created a team of individuals within the division to work with Cultural Heritage in developing culture lessons with applications to healthcare. The curriculum could be used across the organization to help build awareness and understanding of our culture.

Modelling traditional wellness in the workplace will help support building understanding. Cultural Heritage will work with partners to incorporate traditional wellness into health planning and service delivery for worksite wellness programs.

Goal 2: Develop Resources

Strategy 1: Develop a resource list Strategy 2: Support further development of tools/resources

Having resources can help support efforts to increase access to information about traditional medicines and practices. Facilitating and supporting the development of resources is necessary to incorporate tradition wellness in our organization.

Goal 3: Increase Knowledge of Culture, Language and Traditional Medicine Strategy 1: Engage our youth Strategy 2: Engage our elders Strategy 3: Utilize technology to improve communication Strategy 4: Improve access to learn

An important part of transferring knowledge to our youth, elders, employees, and community is to support healers in strengthening and sharing their gifts. Cultural Heritage will develop programs and services to educate youth, elders, employees, and the rest of the community. This can happen through existing programs that serve these populations such as Outdoor Adventures, language classes, and Recreation.

Throughout this pandemic, we have learned firsthand how to work virtually. In some cases, programs have seen more participation as a result. For instance, the Trauma Informed Parenting program has implemented a virtual curriculum which has increased participation and can now provide the program to community members located in Milwaukee or other parts of the state.

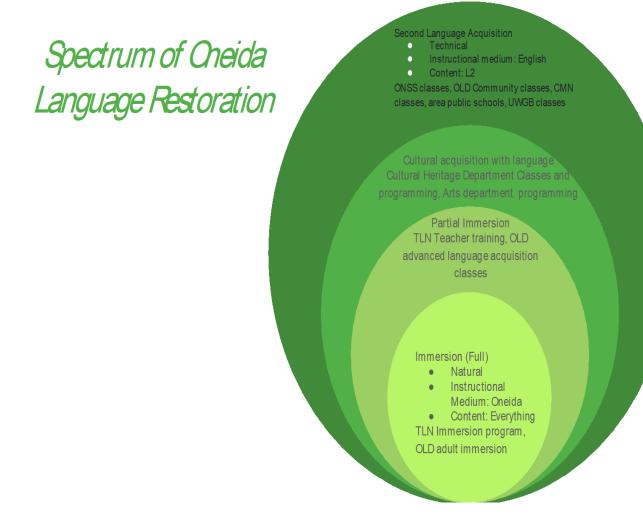
Not only can the use of technology improve access to traditional wellness, working collaboratively with our partners to incorporate cultural teachings and traditional wellness into their programs can improve access to traditional healers.

### Partner: Oneida Language Department

This partnership will include knowledge, resources, community outreach, youth engagement, elder enrichment, ceremonial assistance, naming, presentations for tribal departments and community, virtual language classes, access to culturally relevant Oneida language courses for certificate...(add items here?)



The Oneida Language Department's mission is to increase the number of speakers in our community. We collaborate and teach our language to anyone who needs help and is interested in to focus our language. We offer a spectrum of services to the community and schools. From second language acquisition services all the way to language immersion classes, we aim to address the needs of the individual as well as a group or department that we work with.



The Spectrum of Language Learning facilitates language and culture initiatives offered within various methods of language learning in our community. In each section of the spectrum, we can find as place to begin, progress, maintain and speak our language. Each area of the spectrum also provides information on the kinds of services available and accessible. With this spectrum individuals, groups, tribal departments, schools and the community at large can discover how to value, support, participate and ensure the survival of our language and culture.

# **Tribal Action Plan**

The Tribal Action Plan (TAP) is part of a collaboration of efforts by the Department of Health and Human Services (DHHS), the Secretary of the Interior and the Attorney General to address alcohol and substance abuse prevention and treatment in Native American Communities.



# **TRIBAL ACTION PLAN REPORT**

REPORT DATE	PROJECT NAME	PREPARED BY	
June 17, 2021	Tribal Action Plan	Renita Hernandez, TAP Manager	

### **STATUS SUMMARY**

The next TCC meeting is scheduled for Thursday, June 17 at 1:30 pm. The following subcommittees will give their reports to the TCC:

- Goal 1; Objective A -Leslie
- Goal 1; Objective B No update
- Goal 1; Objective C Renita
- Goal 2 no updates; next meeting on June 17 @ 3:30 pm
- Goal 3: Objective A Renita
- Goal 3; Objective A.1 Renita
- Goal 3; Objective B.1 Renita
- Goal 3; Objective C No update; next meeting on June 22, 2021
- Goal 3; Objective D Leslie
- Goal 4; Objective A C Simone Ninham Wellness Court Coordinator
- Goal 4; Objective D No update
- Goal 5 Renita & Leslie; next meeting is scheduled on June 23, 2021.

TAP staff will continue to meet with subcommittees to start working on the objectives for each goal for the TAP.

TAP has been working on the issue about Sharps being found throughout the community. Currently, we are working with OBH to see if we could contract with Vivent Health on a needle exchange program. **Update** Vivent Health will work on the MOU and send it to OBH and TAP staff to review it before it goes up to the Law Office.

TAP staff is assisting OBH with the planning of the Kunhi-yo Healing event in August. TAP will also be doing a presentation at this event as well as have an information table.

The TAP specialist has been working on recording community members "recovery" stories. This will be an ongoing project and the first 2 recordings are in the editing stages. These videos will be posted on social media as well as the TAP website. The dates to put the first recording out has been set back. Update: Waiting for Kalihwisaks to complete interview with the Recovery Coach with Mari's approval of questions. Once this is complete, Leslie can put the first Recovery video out. **Update**: No update

TAP has been collaborating with OBH on planning for a Community Virtual Scavenger Hunt. This will start in May for community members. **Update:** No update

TAP would like to start a community forum on Facebook regarding alcohol and substance abuse in the Oneida community. The Facebook post went out on January 6, 2021 to see if any community members would be interested. The purpose is to gain community insight and to educate community members of the current efforts. Update: There is currently 5 community members who have reached out to be on the forum. TAP would like to have at least a few more be apart of the forum before this begins. **Update:** No update.

TAP is planning to have an informational presentation on Medically Assisted Treatment (MAT) done for adults in the community. Will be working with OBH to plan this event.

TAP along with Oneida Comprehensive Housing and OPD had a community clean-up for Cornelius Circle on Thursday, June 3. Office Ralph Powless came and did a presentation on "what to do if you find a syringe/needle". Oneida Housing provided water and an incentive to the youth who volunteered. We had a total of 20 ppl who helped with this event. TAP is planning another clean up in July.

Leslie has been working with Byron Halona from Family Services on planning the Two Spirit Drive Through Event which will be held on Friday, June 25, 2021.

TAP staff will be collaborating with Oneida Comprehensive Housing to plan another Smudge walk for July. Our planning meeting was held on Tuesday, June 15, 2021.

TAP will be having an informational table at the "Night Out" Event that is being sponsored by Oneida Comprehensive Housing which will be held on August 3, 2021.

### **PROJECT OVERVIEW**

TASK/GOAL	% DONE	TARGET END DATE	LEAD	STATUS UPDATE
Tribal Coordinating Committee- update TAP goals and objectives	100%	March 23, 2021	Renita Hernandez/Leslie Doxtater	Complete
Create Sub committees for TCC	85%	May 31, 2021	Renita Hernandez/Leslie Doxtater	TAP will be reaching out to people who need to be notified they have been suggested to be on these subcommittees
Subcommittee meetings (Initial)	100%	June 30, 2021	Renita Hernandez/Leslie Doxtater	TAP has been consistently having subcommittee meetings meet monthly to work on objectives
Sharps issue/Sober Gathering Place	65%	May 31, 2021	Renita Hernandez/Leslie Doxtater	MOU between Vivent Health and OBH needs to be reviewed and sent to the Law Office
Community Forum	25%	December 31, 2021	Leslie Doxtater	Waiting for enough community members who are interested
Community Smudge Walk	25%	July 31, 2021	Renita Hernandez/Leslie Doxtater	Next smudge walk will be planned for some time in July – planning meeting 6/15/21
Medically Assisted Treatment Presentation	5%	July 31, 2021	Renita Hernandez/Leslie	Working on logistics for this event
Youth Risk Behavior Assessment (YRBA)	20%	February 2022	Renita Hernandez/Leslie	TAP staff met with the Oneida School Board for permission to conduct another YRBA – Will be working with subcommittee

### **RISK AND ISSUE HISTORY**

ISSUE	ASSIGNED TO	DATE
If applicable		

### **NEXT STEPS**

- TCC meeting is scheduled for June 17, 2021 sub committees to report on their status update for objectives and TCC will decide which reporting form to use
- TAP staff will continue to conduct initial subcommittee meetings to work on objectives
- TAP staff will work with OBH to review the MOU for Vivent Health
- TAP staff will assist OBH with planning their Kunhi-yo Healing Event in August
- TAP staff will start planning for a MAT presentation
- TAP staff will collaborate with OCHD and OPD to plan another smudge walk in July
- TAP staff will collaborate with OCHD and OPD to plan another community clean up
- TAP will work with the Subcommittee that is working on Goal 3 to plan on conducting another Youth Risk Behavior Assessment

# Zero Suicide

A framework for systematic, clinical suicide prevention in behavioral health and health care systems.

Oneida Comprehensive Health Division Vision- We Provide the highest quality, holistic health care to ensure the future wellness of our Oneida Community. Values-Responsive Leadership, Continuous Improvement, Culturally Sensitive, Communication, Respect and Safety.

**Behavioral Health Mission** 

Our Mission is to empower individuals and families within the Oneida community to restore harmony in mind, body and spirit through culturally-inspired interventions for the next 7 generations.



# **ZERO SUICIDE REPORT**

REPORT DATE	PROJECT NAME	PREPARED BY
6/15/21	Zero Suicide Initiative/Safe Care Pathway	Mari Kriescher

### **STATUS SUMMARY**

Safe Care Pathway (SCP) / Suicide Screening

• Many of the OBH clinical sessions are now conducted virtually via MS Teams. All patients at OBH are screened for suicidal ideation at each meeting using the Columbia-Suicide Severity Rating Scale (C-SSRS).

Question Persuade Refer (QPR)

- •QPR & HRD Training Coordination on hold
- The Zero Suicide Team/QPR trainers are organizing the QPR training schedule for OCHC staff. °We are looking to resume training in July using MS Teams.

Safe Care Pathway (SCP)

SCP Start date:

•On January 18, 2021 SCP Care Managers began meeting with clients. We currently have 26 patients currently enrolled in the SCP.

•SCP Care Managers, Clinical Supervisor, and care team meet weekly to staff SCP clients and address any SCP process issues.

There were a few follow up meetings scheduled to continue to discuss the process questions and improve work flows: Pars and Security, Triage, ATODA and Co-occurring Providers

Especially focusing on how Safe Care Pathway interfaces and works with all of the areas.

Mental Health Awareness Month Presentations Dialectical Behavioral Therapy (DBT)-4 Participants Safe Care Pathway-4 Participants Youth Mental Health- 5 Participants Brainspotting-25 Participants

### **PROJECT OVERVIEW**

TASK/GOAL	% DONE	TARGET END DATE	LEAD	STATUS UPDATE
Finalizing SCP documentation in EHR	98%	3/31/21	Mari Kriescher Kathleen Drennan Rebecca Krueger	Working with Athnea health consultant on finalizing the documents.
Finalizing the SOP for procedures and processes for entering, participating in and exiting the Safe Care Pathway.	98%	3/31/21	Mari Kriescher Kate Sayers	Signature pending due to implementation of Polistat software.
Finalizing the use of the central work list and it's use with SCP	100%	6/1/21	Mari Kriescher Kate Sayers	Went live on 6/1/21
Develop Workflow with integration with Primary Care providers	60%	6/1/21	Mari Kriescher Christine Garstka Dr. Vir Other primary care team	Training for Primary Care Team on 2/12/21. Now we are creating a workgroup to develop workflow on assessing and referring for Safe Care Pathway. Dr. Garstka is moving over to OCHC
Community Education on Suicide Prevention	50%	7/1/21	Mari Kriescher Christine Garstka	We have the material just coming up with a plan on deployment. In getting coordinated.

### **RISK AND ISSUE HISTORY**

ISSUE	ASSIGNED TO	DATE
Delays due to COVID 19 Precautions		

### **NEXT STEPS**

### Safe Care Pathway (SCP) / Trainings / Development

•Develop workflow with integration of BH into primary care with assessing and making referrals to BH Safe Care Pathway.

•Implementing and training on using the Central Worklist program to coordinate and track the care of patients on the SCP.

•The Zero Suicide Team/QPR trainers are organizing the QPR training schedule for OCHC staff.

 $^{\rm o}\mbox{We}$  are looking to resume training in July using MS Teams.

# **Environmental Issues**

EHSLA Division protect and improve natural and built environments to enhance quality of life for the Oneida Community. We do this through responsible, professional actions which reflect Oneida's culture, traditions and core values. We balance community, family and work.



# **ENVIRONMENTAL ISSUES REPORT**

Approved to be submitted to QOL Agenda

REPORT DATE	PROJECT NAME	PREPARED BY
June 17, 2021	Rights of Nature Proclamation	Pat Pelky

### **STATUS SUMMARY**

To work with a cross-Divisional Team to Draft Rights of Nature Proclamation to eventually to be passed by the Business Committee. This is completed. We will submit with the Proclamation of the Rights of Nature with the Draft Food Sovereignty Strategic Plan and the Resolution for the Business Committee approval.

### **PROJECT OVERVIEW**

TASK/GOAL	% DONE	TARGET END DATE	LEAD	STATUS UPDATE
Draft Rights of Nature Proclamation for QOL approval	90%	January 2021	Pat Pelky	Completed
Once Complete, our team will create a mission statement for implement the proclamation into the Organization.	0%	February/March 2021	Pat Pelky	Completed
Motion by Tehassi Hill to forward the Rights of Nature Proclamation to the Law Office for formatting and corrections of grammatical errors seconded by Kirby Metoxen. Motion carried unanimously: Ayes: Tehassi Hill, Kirby Metoxen	100%	March 2021	Pat Pelky	Completed
Submit the Rights of Nature Proclamation with the Strategic Plan and its Resolution to BC for final approval	90%	July	Vanessa Miller	The Strategic Plan will get feedback from our OCIFS Group

### **RISK AND ISSUE HISTORY**

### Page 24 of 54

ISSUE	ASSIGNED TO	DATE	
None			

### **NEXT STEPS**

The Draft Strategic Plan will be submitted to the Oneida Community Integrated Food System (OCIFS) team for Feedback. Once this all is completed, we will present the following for BC approval:

- Food Sovereignty and Food Sovereignty Policy Resolution
- Proclamation of the Right of Nature Resolution
- Food Sovereignty Strategic Plan. Please see Latest Draft on the Food Sovereignty Report.

# Food Security

Purpose Statement: Food Security's benefits can be seen in indigenous communities through community-based programs that look to incorporate traditional and culturally relevant practices and strengthen community ties and identity.



# **FOOD SECURITY REPORT**

Approved to be submitted to QOL Agenda

REPORT DATE	PROJECT NAME	PREPARED BY
June 17, 2021	Food Sovereignty Priority	Pat Pelky

### **STATUS SUMMARY**

The Quality of Life (QOL) Committee Approved the Resolution. We are working on the final stage for drafting the Food Sovereignty Strategic Plan to submit the Resolution and Plan in a meeting to the full BC for Approval.

### **PROJECT OVERVIEW**

TASK/GOAL	% DONE	TARGET END DATE	LEAD	STATUS UPDATE
Daft Resolution	100%	December 2020	Food Sovereignty Teams	Completed
Submit to QOL Team for Feedback	100%	January 2021	Pat Pelky	Completed
Forward the Resolution to the Law Office for formatting and corrections of grammatical errors.	100%	March 2021	Pat Pelky	Completed
Submit the Resolution and the Food Sovereignty Strategic Plan for BC Approval	90%	July 2021	Vanessa Miller	Getting feedback from our OCIFS Group

### **RISK AND ISSUE HISTORY**

ISSUE	ASSIGNED TO	DATE
If applicable		

### **NEXT STEPS**

- The Draft Strategic Plan will be submitted to the Oneida Community Integrated Food System (OCIFS) team for Feedback.
- Once this all is completed, we will present the following for BC approval:
  - Food Sovereignty and Food Sovereignty Policy Resolution
  - o Proclamation of the Right of Nature Resolution
  - o Food Sovereignty Strategic Plan. Please see attachment.



# Oneida Nation Food Sovereignty Strategic Plan

Creating a sustainable, self-sufficient food system as a comprehensive approach to enhancing our community's health and wellness

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### Introduction and Background

With creation of the Oneida Integrated Food Systems (OCIFS) in 1994, Oneida has historically taken an innovative and comprehensive approach to answering the call to our Nation's food security and long-term food sovereignty efforts. By realizing that the different components of our system can no longer work separate from each other to achieve long-term sustainability, OCIFS was created to bring together the different inputs, throughputs, and outputs of our food systems to collaborate in a way that supports and facilitates long-term empowerment in our food sovereignty efforts (see Appendix A).

With this,

OCIFs pre-

sented five interrelated strategies to achieve an integrated agricultural food system. Those five strategies include:

- 1. Build a community mindset for health foods
- 2. Increase local agriculture and food production
- 3. Build local food economies
- 4. Integrate local foods into community outlets
- 5. Ensure sustainable development and practices

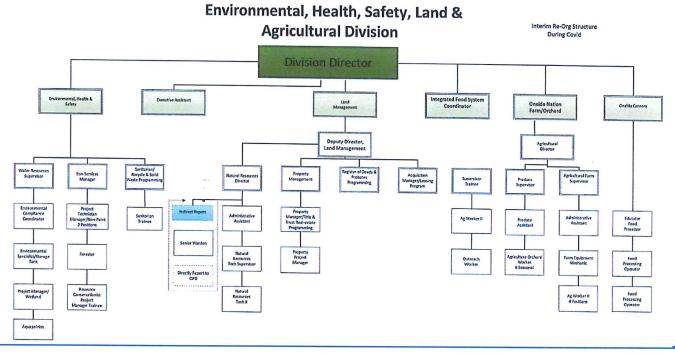


As we attempt to navigate ourselves and our communities in the uncertain realm of the current times, one thing has become abundantly clear and affirms what we as indigenous people have known all along: it is imperative that we control our own food systems and define our own needs. Tsyunhehkwa, the Cannery, and OCIFS have championed our food sovereignty efforts for decades, promoting a vision of self-reliance, empowerment, and overall wellness. The time is now to build on these strategies and aggressively move this vision forward, using a flexible approach that can meet the constantly changing needs of our environment. The following is the Food Sovereignty Initiative Strategic Planning team's (comprised of Business Committee members, OCIFS team members, and divisional staff from EHSLA, GSD, and Retail operations) proposed three-stage plan. These stages would include short, mid, and long term action planning timelines and aims to accomplish the following goals and objectives, including strategic outcomes of each objective. The four goals of this strategic plan includes: 1. a food system that is adaptable, resilient, and responsive to our community needs; 2. recognize our food systems as being an integral part of a comprehensive approach to enhancing overall wellness; 3. strengthen and expand the community's food system networks, increasing production and processing capacity and making it more efficient; and 4. serve as a model for other tribal nations in their food sovereignty efforts.

### **Current Status: Oneida Nation Food Sovereignty**

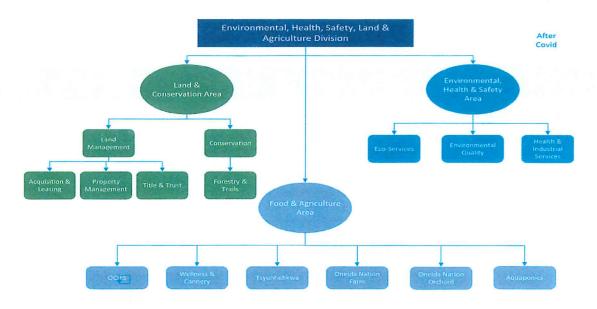
### **Organizational Charts**

As we settled into a new normal during the pandemic, below is a snap shot of the organization of EHSLA (see Appendix B):

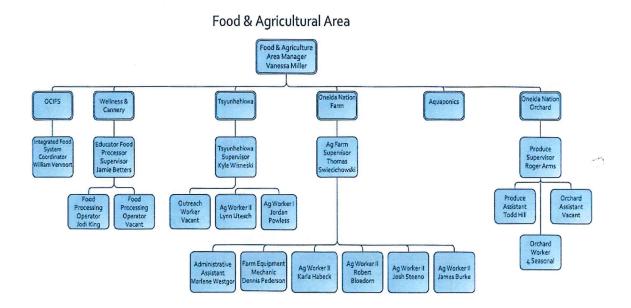




As we have started to combine like services and initiatives to best serve our community, below is our current organizational restructure on a divisional level (see Appendix C):



Specific to our Food and Agricultural Area, below is a more detailed look into the organization of this area (see Appendix D):





### **Current Projects and Initiatives**

As the pandemic placed a spotlight onto our food systems and importance of food security, our areas have worked together to answer the call by undertaking numerous projects and initiatives. Below is a table of several of the current projects that are in-progress:

Project Name	Project Description	Status	
Conventional Agriculture and Farming Practice Assessment Research Paper	Objectively assess the use of pesticides, GMOs, herbicides, animal antibiotics, and other conventional farming practic- es and synthesize the effect on public health and the environment	On-going-we have created an academic research matrix in which we have in- serted and organized published sources, including citations, themes, quotations, and notes for quick reference for a white paper	
FDIPR Pilot Project	Applied collaboratively with the Me- nominee Nation for a demonstration grant allowed for in the Farm Bill that will allow our FDIPR to use USDA funds to purchase foods from tribal vendors	Application submitted and all vendor commitment letters obtained-we are anticipating award notice being announced by August	
USDA Meat Processing Facility Feasibility Study	Conduct a feasibility study of the value and need of a Nation owned and operated USDA processing facility (see Appendix E for justification narrative)	Awarded a 25K from the Firsts Nations Institute that will be used for a feasibil- ity study-RFPs sent to UW-Madison, UW -Extension Brown County, NWTC, Col- lege of Menominee Nation, and New Ventures LLC	
Food Innovation Center	Refining the Food Hub Project and tailoring to fit the needs of a new Cannery and training center	On-going-we are currently working with our Engineering Department to com- plete the CIP package and redefine and refine the original project scope to scale down the concept focusing on pro- cessing and transferring knowledge	
Online Application for White Corn Inventory	Create an online inventory system for Tsyunhehkwa white corn that notifies staff when inventory is low and sends an automated bill, creating a more effi- cient process with less waste	The application is created and we are troubleshooting how to best capture the entire supply chain process with MIS	

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Project Name	Project Description	Status		
Mobile Processing Unit	A mobile unit designed to encourage field to table venison harvesting and processing	The unit is delivered and stationed at Tsyunhehkwa-in the process of assessing the need for SOPs for community use		
Food Sovereignty Resolution and Rights of Nature Proclamation	Formal resolutions supporting, empow- ering with policy change, and providing direction for our food sovereignty and land management efforts	Each of these has been drafted with input from the food and agriculture areas along with our cultural wellness leaders and advocates and has been reformatted with legal council input- each has been supported by the QOL Committee (see Appendix F and		
Published Academic Research Article	Use Oneida specific data and research as a basis for published academic article regarding food sovereignty and its utili- zation as a comprehensive approach to wellness in indigenous communities	A literature review analysis has been completed and submitted to a dissertation chair for Chapter 1 of a proposed research project-strong feed- back received from dissertation Chair		

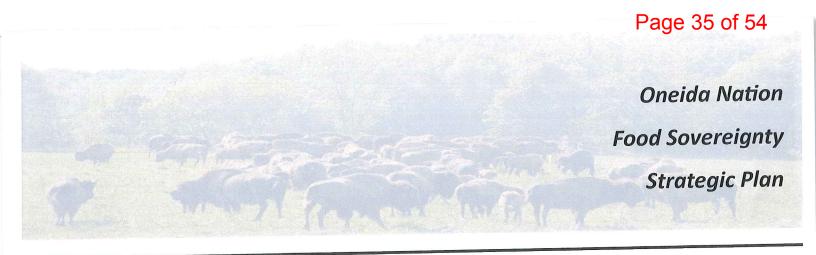
### **SWOT Analysis**

Assessing our areas' strengths, weaknesses, opportunities, and threats (SWOT), in critical in preparing our systems for success, including the ability to withstand potential external dangers and capacity to recognize and capitalize on prospects.

According to our SWOT analysis, policy development and advocacy of policy change at a federal level will be incredibly important in changing the face of food sovereignty. Our Nation has an strong partnership collaborations. Continuing to seek out these collaborations and build upon our internal capacity to self-regulate, educate, and empower our youth and community members will be an important piece in our efforts.

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	STRENGTHS		WEAKNESSES
•	Vast agricultural land acreage Internal certifications, trainings, and credentials for self- regulation, training, and certifications Incredible amount of internal knowledge of producing, indigenous agriculture, indigenous diet and wellness Organization and community support for food sovereignty initiatives Strong partner relationships Strong grant writing history	•	Resistance/fear of change Programmatic reliance on TC Loss of staff Siloed efforts Historical traumas disconnecting community members from their culture and our community and lands
•	OPPORTUNITIES Grant Pilot Projects that could lead to policy change Increasing desire to support local food systems Increasing desire to support indigenous food sovereignty efforts Revitalized energy with youth entrepreneurs and leader- ship	•	THREATS         Increased effects felt of climate change         Limited recognition of indigenous knowledge in western academia         Pandemic         Challenging of sovereignty and dual permitting situations



### Food Sovereignty Strategic Plan

### Framework of Goals and Objectives

The Food Sovereignty Strategic Leadership Team developed four foundational goals of our food sovereignty efforts. These goals are focused on strengthening and connecting the various components in our Nation's food systems to help in creating an efficient system aimed at enhancing the community's



**Strategic Plan** 

### Goals, Objectives, and Strategic Outcomes

## Goal 1: A food system that is adaptable, resilient, and responsive to our community needs.

Generational trauma continues to rear its ugly head in our communities. Our people suffer various health and socioeconomic disparities across the board at a disproportionately higher rate. However, while we are simultaneously attempting to heal these lasting effects, we are still operating and living in a world where we also feel the excessive impacts of current public health crisis. This includes epidemics, pandemics, and climate change. It is critical that our food systems can withstand the impacts these challenges to be able to operate efficiently and successfully in the name of meeting the needs of our Oneida community.

Objective 1: Assess our food systems comprehensively by evaluating the air, soil, and water as a part of the system as a whole. Strategic outcomes include:

- A. Objectively evaluate the impacts of genetically modified organisms (GMOs), pesticides, herbicides, and insecticides on our foods and community health.
- B. Create a long-term agricultural and soil health plan that prioritizes and embraces Tsi niyukwaliho t^, our identity as Ukwehuwe, the long-term health of our community, food chain, and wildlife, and connects in alignment with the "Rights of Nature" strategy and goals.
- *C. Develop a base-line study on any risk factors in our systems that bioaccumulates and may impact our community members.*
- D. Develop and support composting initiative.
- E. Develop and support an initiative of reducing the use of single-use plastics.
- F. Reduce the carbon footprint of our operations.

*Objective 2: Create a three-year scenario plan that is responsive to the changing environment we live in. This includes:* 

- A. Complete scenario planning exercises to develop measures and benchmarks of the system, signaling for any needed change in strategy if needed.
- B. Outline specific action steps for identified short, term, and long-term benchmarks to accomplish each objective, providing direction for applicable Food Sovereignty Initiative Team departments to action step plan with identified timelines and responsible departments/employees for each step.
- C. Be responsive to federal program and grant opportunities, actively seeking out opportunities to less tribal contribution in our areas.



*Objective 3: Have a food system that is self-sufficient and sustainable, less reliant on external funding resources, and strengthens our self-governance. Outcomes include:* 

- A. Assessing our current food code to determine if amendments or additional laws are needed to include agricultural and traditional processing methods.
- *B. Increase internal capacity of trained staff able to conduct safety assessments and inspections of our system components.*
- *C. Launch a pilot program that inserts more indigenous vendors and traditional foods into our programs and services, using the pilot to advocate for policy change at a federal level if applicable.*
- D. Create and implement an "indigenously grown" certification process in which we create and regulate our own determined standards for our agriculture, which will at least meet and/or exceed federal standards for soil, water, animal, plant, and public health.
- *E.* Assess our community readiness for a food systems comprehensive approach, identifying gaps in our system that need to be addressed in order to best meet the needs of our community.

# Goal 2: Recognize our food systems as being an integral part of a comprehensive approach to enhancing the overall wellness of our community.

Formal food sovereignty efforts are not only appropriate to address the residual health effects inherited from generations of trauma, but in fact may be quite necessary. Our indigenous knowledge and ways inform us that our food systems are our medicines. The researched literature upholds the benefits food sovereignty can have to a community's physical, mental, and spiritual health, making it a vital component to a comprehensive health plan response.

*Objective 1: Collaborate with Comprehensive Health Division, EHSL&A Division, Governmental Services Division, Self-Governance Office, Oneida Retail Organization, and any other applicable Nation area to formally utilize participation in our food systems as a means of both preventative and prescriptive health care. Strategic outcomes include:* 

- A. Inserting our food sovereignty programs and services into the IHS Funding Agreement.
- B. Collaborate with Risk to recognize food sovereignty services as insurance covered health care.
- C. Create a referral process with our medical and behavioral health departments.

*Objective 2: Collaborate with our Cultural Wellness area to increase opportunities and education of medical plant harvesting. Outcomes include:* 

- A. Assessing landscaping around organizational buildings.
- *B.* Working with our Conservation Department to increase opportunities to harvest cultural and medicinal plants for community members.



#### Goal 3: Strengthen and expand the community's food system networks, increasing production and processing capacity and making it more efficient.

Our organization's programs have long championed our food sovereignty efforts for years and provide transferrable knowledge to community members to empower them in their own growing, processing, and harvesting efforts. Cultivating that knowledge so that this community driven grassroots movement in food sovereignty is deeply rooted and our membership is invested and capable enough to become a vital part of our systems is imperative in expanding our network's abilities and efforts. This reciprocal partnership between membership and the organizational programs will address the interconnection of these different inputs and outputs of the systems, making sure they are operating proficiently. This not only reduces process waste, but also increases availability of products and knowledge.

*Objective 1: Utilize technology to create a unified and interconnected up to date inventory, ordering, and receiving system that includes the different components of our network. Outcomes include:* 

- A. Create an application for production inventory that prevents shortages
- B. Create and application for ordering of production items that customers and buyers may use.

Objective 2: Facilitate and encourage a community driven, growing grass rooted community network of individual harvesters, growers, producers, processors, and entrepreneurs that become integrated into our Nation's food system networks. Outcomes include:

- A. Develop a network directory of all available products and where they can be obtained, including both Oneida Nation programs and community members.
- B. Develop a network directory of where technical assistance and services can be sought, including both Oneida Nation Programs and community members.
- *C. Investigate existing and new co-op opportunities for individual growers and vendors as a means to address interaction with Oneida Retail.*
- *E.* Continue to create and facilitate opportunities for community members to grow their own foods for themselves and others.
- F. Obtain direct input from community growers and OCIFS of this strategic plan-developing a two way communication funnel for any input, questions, or concerns so as to gain community investment into this strategic plan and its objectives and actions.

*Objective 3: Assess the Nation's processing and production facilities for any necessary additions, upgrades, modifications, etc. necessary to increase capacity. Outcomes include:* 

A. Additional commercial kitchen spaces for community vendors and/or Nation program needs.



- B. An updated facility for the Oneida Nation Cannery.
- C. Assess the demand/feasibility of Nation owned meat processing facility or certified mobile processing unit for community use.

# Goal 4: Serve as a model for other tribal nations in their food sovereignty efforts.

Formal policies, resolutions, and processes help to serve as usable resources for other nation's in their effort to strengthen their food sovereignty capabilities. Realizing that every tribe carries its own unique set of needs, and should be met with accordingly with self-determined responses and actions, our formal response and research may help facilitate the use of indigenous research and data by other communities, lessening the dependence on non-indigenous research and resources.

Objective 1: Assess the need for any formal resolutions and/or law that will facilitate the policy change necessary to move these objectives forward and make our components responsible to each other and the Nation's standards. Outcomes include:

- A. A formal Food Sovereignty Resolution
- B. Assess the need for a Traditional Food Code or amendments to the current code to include Traditional Foods
- C. An Agricultural Law that references our agricultural and soil health plan

Objective 2: Make a substantial contribution to academic research. Outcomes include:

- A. Utilizing our projects and pilot projects to gather Oneida driven data for use by other nations.
- B. Publish a referenceable and usable piece of academic literature that cites indigenous knowledge and data.

### Impact Outcome

This multi-year strategic plan serves as roadmap in providing direction to our food sovereignty efforts in realizing the aforementioned overall goals of the Nation. Ultimately, as we move to prioritize the long-term overall health of our community and uphold our responsibilities to our environment and identity as Ukwehuwe, our goal is to facilitate a deep rooted and interconnected food system that is capable of both meeting any immediate food needs of the community as well as fulfilling the long term vision of being a fully self-sustaining system for our next generations, being utilized as a valuable tool in addressing long-term health and wellness.



## **Financial Strategy**

Long-term sustainability must include strategizing for funding. Organizationally wide, and as a food system, the Nation has led the way in proactively securing grants for program efforts and special projects. However, a large part of being self-sufficient is planning and setting ourselves up to be less reliant on external entities. As these outside funding sources are impacted by factors that are often out of the scope of our control, it is critical that we build out our food system to be able to sustain itself by realizing cost savings as well as inputting monies to fund ourselves. the following are strategies that we propose will be key roles in doing just that:

# **Organizational Restructure-Efficiency Savings**

In our proposed divisional restructure, our food and agricultural areas would be aligned under one cohesive area deemed "Food and Agriculture." By formally placing all things food and agriculture into one centralized area, these departments and programs will be better set up to work efficiently together. This not only includes a unified vision and mission, but also will result in formal triennial planning and objective and goal setting, including formal SOPs and processes needed to support these objectives and goals. Formalizing such efforts structurally will not only create efficient workflow and procedures, but will also keep our areas focused and accountable to a shared vision and mission. Such a restructure will support our food sovereignty efforts by placing our programs and departments in the same wheelhouses, cutting down on wasted time and energy trying to work through different operating procedures and structures that may exist when they are housed in different areas.

In addition, by structuring in such a way, we are enabling our areas to cross-train and cross over to areas that may need help during times of the year. For example, the Orchard has had to turn down revenue opportunities in the past due to not being able to get enough apples picked. Getting the fruit off of the trees due to being understaffed is a consistent issue. With our proposed restructure, having shared area expectations and outlined situational procedures of crossing over to complete work when needed will better enable our employees to help as necessary as a part of their expected duties.

Process efficiency has such an impact on saved time and enhances the quality of our outputs. Our proposed restructure sets our areas up to fit together in an aligned effort, with all of their moving parts, and outlines the procedural support necessary to save on opportunity costs that are incurred when such processes are inefficient.



#### **Self-Funding Revenues**

To realize full sustainability, our Food and Ag area will need the funding inputs from all of our revenue input sources. This includes the Oneida Nation Farm, the Orchard, the Cannery, and Tsyunhehkwa. The Oneida Nation Farm is on pace to generate a revenue profit in FY2020. By circling these revenues sales directly back into our Food and Agriculture area to be of use by all of our programs, areas, and services, we self-funding our food sovereignty efforts as a whole. The Oneida Nation Farm is also currently working to revamp their marketing campaign to arrive at a premium, high quality goods pricepoint. With meat sales up almost 20 percent from pre-pandemic times, it is imperative that we capitalize on the records high meat sales that are being projected to continue. A powerful and strategic marketing effort that secures premium prices for our foods can result in record high revenues. Setting up a system, which will most likely require our own area accountant, to place these revenues into our comprehensive system efforts would be a huge factor in self-sustainability.

In addition, Tsyunhehkwa has created and is currently operating under a three-year business plan. This business plan is set to have their operational dependency on Tribal Contribution funds to be cut by 75 percent at the end of these three years. This decrease in Tribal Contribution will only continue after this time period, as their operations transform from a program and service to more of a business model, continuing to see growth year after year. Again, circling these revenue funds back into the Food and Ag area is a critical component in our efforts to be sustainable.

## **Expanding Capacities**

A part of our proposed package is to operate our own meat processing facility. As this not only allows us to control yet another important step in our food supply chain, it also builds our capacities to increase potential self-funding revenues. By operating a USDA certified facility and processing our meats in such a facility, we are widening the market in which our meats can be sold. USDA funded programs, such as our Food Distribution Center, are required to purchase foods from USDA approved facility. This means that, currently, our beef, buffalo, and chicken cannot be purchased from any USDA funded program, as they are processed at a local state inspected facility. In the first quarter of 2021, our Oneida Food Distribution Center purchase over \$18,000.00 of beef, bison, and chicken for their program. This is \$18,000.00 in funding that we could potentially use to purchase our own animal products, putting right back into our system. This is funding from only program, in the first three months of this year alone. The funding opportunities we open ourselves up to by having our animals processed in a USDA approved facility are numerous, including assisted living centers, other FDIPR programs, and schools and childcare settings.



### **IHS Self-Governance Compact**

An exciting and long-term goal of our Food and Ag area is to amend and renegotiate our Indian Health Services Self- Governance compact to include separate and distinct food sovereignty programming language. We have been diligently working on the research and justification for such an inclusion, and have already started the collaborative discussions with the Oneida Community Health Center, of which we have the support of the Operations and Medical Division Directors. By formally recognizing our food sovereignty efforts in this self-governance agreement, we are making ground breaking progress in recognizing our indigenous food and agriculture efforts as a necessary approach to comprehensive health as being both prescriptive and preventative health care. Renegotiating our agreement to include food sovereignty programming will ultimately allow us to significantly fund our programs long-term. This may include the Oneida Nation Cannery, Tsyunhehkwa, OCIFS, Environmental Health, and/or administrative and facility needs.

### **Preventative Health Care Savings**

As we know, the overall health benefits of consuming our own foods and encouraging participation in our foods systems are invaluable. The direct and indirect physical, mental, and emotional health benefits that food sovereignty efforts offer are immeasurable, however, we can identify the health plan cost savings that our Nation may realize. Over \$250,000 was paid by plan participants in 2019 for heart disease care. Almost \$450,000 was paid for mental health treatment by plan participants in that same year. These numbers do not capture metabolic disease care, weight management services, nor do they capture the cost of community members that do not participate in our health care plan.

## Next Steps: Plan Launch

As we look to anchor community investment into this plan, our recommended next steps include:

- 1. Bringing this plan to OCIFS for feedback and input
- 2. Hosting community sessions for two-way communication and input and feedback
- 3. Using the above for refining the plan
- 4. Using action planning tools to identify areas needed for outcomes of each objective, identify responsible staff, and create timelines for action step planning.

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# Appendix A

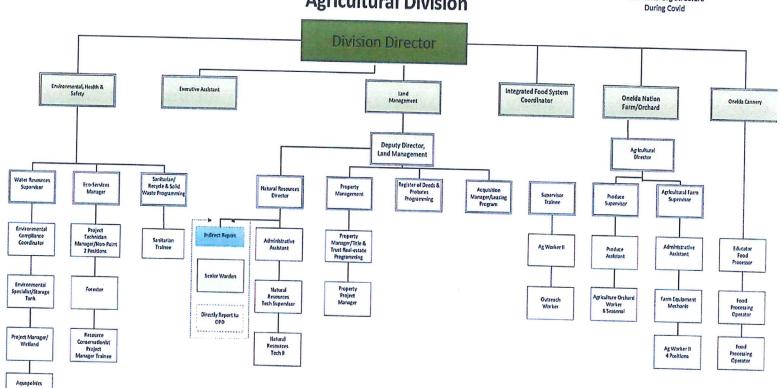
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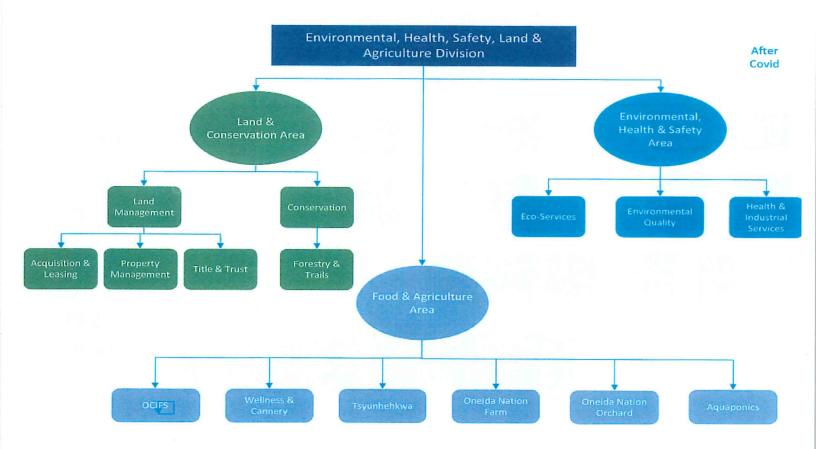
Interim Re-Org Structure

## **Appendix B**

# Environmental, Health, Safety, Land & Agricultural Division



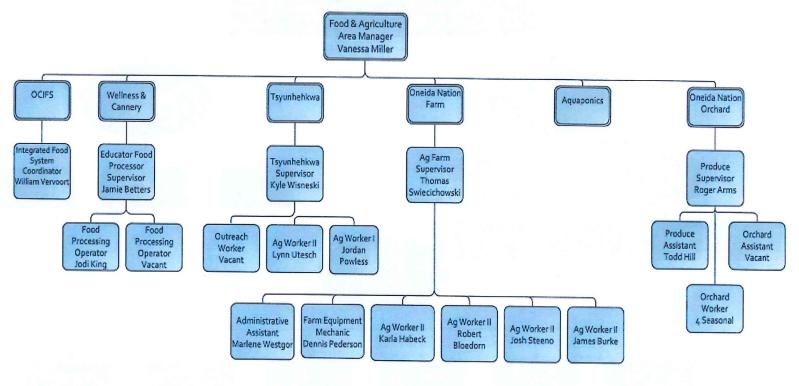
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## Appendix D





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## **Appendix E**

### Meat Processing Facility in Oneida-Making Our Case

#### Background

While COVID has impacted our communities and world like many of us has never experienced, the pandemic has shed light on and exposed the very real and significant gaps that exist in our food supply systems. While these issues have been felt by many underrepresented communities for quite some time, including our indigenous communities, others are now just recognizing and becoming aware of the importance of understanding our food chains and being able to control these production, processing, and distribution channels in order for our people to have access to safe and healthy foods at all times. As indigenous people, our sovereignty and ability to exist and thrive standing on our distinct identities is everything. With that, it is imperative that we understand that we are never truly sovereign unless we hold the capacity and ability to feed ourselves, up to our standards, at all times. Reliance on external entities for our food hinders our ability to control what we nourish our communities with, how we manage our lands and resources in doing so, and ensuring the above is completed in accordance with our original instructions as Ukwehuhwe and the responsibility that has been given to us to do so.

With this, one particular area in our food supply chain that we must take back control is the processing of our meats. As the pandemic shut down processing facilities nationwide and locally, we saw access to healthy and affordable protein sources placed into jeopardy. Meat prices rose, and shelves were bare. Simultaneously, as Oneida enthusiastically moved forward with our own long-term food sovereignty goals of building our capacity for a sustainable, self-reliant system, these efforts were set back simply because we could not find a facility that could process our animals in adequate time.

Processing is such a critical step in being able to distribute our meats. By controlling that step with a USDA certified facility owned and operated by the Nation, we are not only closing these types of gaps that exist, but also expanding our capacity for other opportunities.

#### **National Trends**

According to recent data, Americans are buying meat at record high rates. Compared to pre-pandemic times, meat sales are up almost 20 percent nation-wide. A notable 43% of American households are purchasing more meat than pre-COVID. This has exposed the overly reliance we have on a select few processing facilities at a national level. It is estimated that only five processing facilities account for over 95 percent of the meat consumed nationwide in America. This creates a very sensitive market in which any supply and/or demand shift can alter price and access to products greatly. We have seen this already happen here on the reservation. With JBS facility being closed during a COVID outbreak and investigation, grocery store shelves were emptied, and the price of meat increased. We cannot continue to subject ourselves to such a volatile market.

#### A Local Need

Local processing facilities are closing at an increased rate. By our counts, seven facilities in the near area statewide have closed this year. That has put the pressure on existing facilities left, leaving them back-logged with orders. This has impacted us here in the Nation directly in our food sovereignty efforts. Tsyunhehkwa operations have a feasible and exciting three-year business plan that seeks to decrease Tribal Contribution by 75 percent by the end of those three years. A significant part of that plan is increasing

the capacity of their grass-fed shorthair herd. Tyunhehkwa planned on increasing capacity to 25 animals a year, all of which are high quality, grass fed, indigenously managed livestock that carries a premium market value price. Management has quickly realized that processing these animals in a timely manner is just not possible due to lack of access to processing facilities. As a result, we have 19 animals that are prime condition for harvest sitting idle with an estimated time of over one year to get into a local facility for processing. Further, due to this same issue, we have had to turn down funding that was set to be dedicated for an additional 25 animals in FY22, because we have yet to get the first 25 animals processed. This loss in income to the program, and the even greater loss of inputting high quality Nation raised protein into our system, is devastating. Our food and agriculture programs are eager and ready to expand, have increased knowledge, skills and abilities to work steadily towards becoming self-sustainable, and yet we are being held back by external factors that are beyond our control.

#### An Opportunity to Invest Back into Our System

Expanding capacity to process our meats with a USDA inspected facility opens economic opportunities that we cannot tap into by relying on external state facilities. In the first quarter of 2021 alone, our Food Distribution Center used almost \$18,000 of USDA funds to purchase beef, bison, and chicken. These are USDA funds that could be used to purchase our own meats, processed at our own facilities, that we could then retain and invest back into our food systems and community. Currently, USDA funded programs that require products to be processed at an approved USDA facility may not be used to buy our products that are not processed in a USDA facility.

An internal and local USDA approved facility also then opens the doors to other markets and neighbors that are seeing like food supply gaps due to lack of access to timely processing or program requirements.

Currently, the Oneida Nation Farm utilizes Beck's processing facility to process our beef and buffalo. We are currently scheduled with Becks until January 2023. For FY2020, Beck's processed 115 beef head at a processing rate of \$783 per head. This is over \$90,000 in processing fees that are absorbed into our beef prices that may be retained internally. In FY2020, Beck's processed 38 buffalo head for our Farm, in which over \$15,000 in processing fees were paid directly by customers upon pick up. Again, these are costs that may be returned and invested back into our systems, saved and passed onto the community, or a combination of the two.

The Oneida Nation Farm is on track to see a profit for FY2020. We project that with the assumed continual rise of demand for local meat sources, this profit will continue to increase. This increase in demand and revenue converts to an increase in processing needs. By vertically aligning our processing capabilities, our food systems are preserving costs that we are currently outsourcing.

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#### Controlling Our System in Accordance with Our Responsibilities

A significant, and often understated, component of food sovereignty is not only what we produce and feed our community, but also *how* we produce, process, and feed our community. As Ukwehuwe, we hold a responsibility to treat, speak for, harvest, and manage our lands and resources with honor. This is supported with the Rights of Nature Proclamation that has been approved by the Quality of Life BC Team, which prioritizes our Nation's food sovereignty and management of our natural resources in accordance with The Great Law and Thanksgiving Address. With this, we are provided original instructions to harvest in a sustainable way with a thankful and good mind, and we are to manage and treat those that sustain us with respect, honor, and thankfulness.

By taking back control of our harvesting and processing of our animals, we are able to meet our responsibilities as caretakers of resources. This includes harvesting our animals with reverence, actively seeking community members who desire and have different uses for various parts of our animals that may otherwise be disposed of, managing waste in a mindful manner, etc. These critical components in the harvesting and processing process may certainly be lost when we forfeit control of said processes to external entities whom do not hold the same responsibilities as we do.

#### **Our Community and Identity through Food**

Localizing steps in our food chain continues to root our community in our food supply chain. When we bring back production, processing, and consumption of our foods to our community, we continue to anchor our food sovereignty efforts into the soils of our Nation. By increasing the opportunities for our community members to participate in our food supply chains, whether that be planting, growing, processing, etc., we increase their opportunities to learn and become invested in our systems. Ultimately, this translates to an increase in the transfer of knowledge of our teachings and identity that our food supply programs and services offer. This may serve to reconnect our people back to our community, land, and culture, an effort that extends so much further than physical and nutritional health and may be used as a comprehensive approach to overall health and wellness enhancement for our Nation.

## **Appendix F**

#### BC Resolution # <u>Leave this line blank</u>

#### Support of Food Sovereignty and Food Sovereignty Policy

- WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS. the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida General Tribal Council; and
- WHEREAS, the Oneida Nation community, like other indigenous communities across the globe, has suffered a history of loss due to colonization and forced assimilation in the form of land loss, culture loss, identity loss, and indigenous diet loss; and
- WHEREAS, due to these historical traumas that continue to be intergenerationally inherited today, our indigenous populations see a disproportionately higher rate of physical, mental, emotional, social, and spiritual negative health impacts, including but not limited to: obesity, diabetes, cardiovascular disease, suicide, substance abuse, alcoholism, domestic violence, sexual abuse, discrimination, dehumanization, oppression and racism; and
- WHEREAS, indigenous peoples continue to suffer negative health consequences as they attempt to navigate themselves in a society in which health equity continues to be a systematic problem that focuses on western society disease management and prescription medication and fails to acknowledge indigenous knowledge, which leads to the continuation of these negative health consequences. Today we acknowledge a balanced approach of western medicine and indigenous medicine which include medicinal plants, medicine societies, indigenous diet, and holistic health; and
- WHEREAS, our original instructions, our worldview as On^yote? aka, connects us to the land, all of creation and ties us to the Kanehelat&hsla and the spirituality of farming, hunting, gathering, growing, harvesting, fishing, and agriculture that sustained us with our spiritual medicines, herbal medicines and foods that nourished our bodies, minds, emotions and spirits; and
- WHEREAS, it is for these reasons, these original instructions have been embraced by our Tsyunhehkw^ Agricultural operation, Oneida Nation Cannery, and OCIFS program since their inception, in which these operations have worked to transfer such knowledge of the value of sustainable agriculture and food sovereignty to our community and have championed such efforts for decades, being innovative leaders across Indian country; and
- WHEREAS, since the control of indigenous food systems have been taken over by industrialized society, sovereign control of indigenous food systems is no longer promoted by western society; and
- WHEREAS, according to the Declaration of Nyéléni made at the Forum on Food Sovereignty in Sélingué, Mali, "food sovereignty is the right of peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems"; and
- WHEREAS, taking control over our own food systems and embracing Tsi niyukwaliho t<sup>^</sup> to build a culturally significant and sustainable sovereign local food system can prove to reconnect us with our land, culture, identity and spiritual wellness as Ukwehuwe, and indigenous diets; and

- WHEREAS, by mending these historical losses, a sustainable food sovereignty initiative will serve to empower our people and community and work to combat these negative physical, mental, social, and spiritual health disparities, serving as a comprehensive strength-based approach to overall wellness in our community as well as a preventative intervention for our future generations by working to heal our minds, bodies, spirits, and emotions; and
- WHEREAS, by empowering our community members in taking control of our local food system, we can strengthen our local economy while simultaneously addressing the systematic health inequities that exist in indigenous populations through the recognition that our food is our medicine;

**NOW THEREFORE BE IT RESOLVED**, that the Oneida Nation Business Committee does hereby support our food sovereignty initiative which contains the following elements:

- Taking control over our own food systems and embracing Tsi niyukwaliho t^ to build a culturally significant and sustainable sovereign local food system can prove to reconnect us with our land, culture, identity and spiritual wellness as Ukwehuwe, and indigenous diets;
- Mending these historical losses by creating a sustainable food sovereignty initiative will serve to empower our people and community and work to combat these negative physical, mental, social, and spiritual health disparities, serving as a comprehensive strength-based approach to overall wellness in our community as well as a preventative intervention for our future generations by working to heal our minds, bodies, spirits, and emotions; and
- By empowering our community members in taking control of our local food system, we can strengthen our local economy while simultaneously addressing the systematic health inequities that exist in indigenous populations through the recognition that our food is our medicine

**BE IT FURTHER RESOLVED**, the Oneida Business Committee directs the Quality of Life Committee to create an Oneida Nation sponsored food sovereignty policy that includes and responds to the needs, commitment to Tsi niyukwaliho t^, and creativity of our community members and established programs that provide and produce access to healthy foods for our people, thereby strengthening food sovereignty for us today and for future generations for presentation to the Oneida Business Committee for adoption.

**BE IT FURTHER RESOLVED,** the Oneida Business Committee continues to support the leadership Tsyunhehkw<sup>^</sup>, the Oneida Nation Cannery, and OCIFS has already shown in our food sovereignty efforts, and to make our food systems components accountable to each other and to the Nation, and strengthen this network.

**BE IT FURTHER RESOLVED**, the intent of this resolution is to support the Oneida Nation, Oneida members and the Reservation community in the continued modeling how sustainable food sovereignty can be used to address and strengthen overall health and wellness within tribal nations.

**BE IT FINALLY RESOLVED,** the Oneida Business Committee directs the organization under the General Manager of the Nation to prioritize, budget, and implement this initiative as identified in this resolution and further identified in a formally adopted food sovereignty policy directed to be developed by this resolution.

## Appendix G

#### Proclamation of the Rights of Nature

- WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS, the Oneida Business Committee makes this proclamation of the "Rights of Nature" because it is our responsibility to defend and speak for those things that cannot speak for themselves. Everything starts with our Creation Story. In it, our relationship and responsibilities are handed down from the Creator instructing us to be good stewards of creation. When we do, it is said the Creator provides everything we need within a specific balance; and
- WHEREAS, The Great Law and Thanksgiving Address are our guiding principles that give us instructions as we come together with one mind and to give thanks to the natural world. We must honor, respect, protect, nurture and caretake the very thing that sustain us. As Nature upholds its responsibilities, we must reciprocate our relationship back to her. As a way of life in the importance of our culture and original instructions, we teach our families through Respect, Reciprocity, Relationship and Responsibility with the natural world; and
- WHEREAS, our original instruction tells us we are born with the responsibilities and must acknowledge and take actions by only harvesting in sustainable ways by only taking what we need and giving thanks for allowing us to gather while replenishing this delicate balance of nature; and
- WHEREAS, Oneida's prophecies tell we must fulfill our responsibilities of the "rights of Nature" or we will not exist in the future. Chief Dan George is quoted: "If you talk to the animals, they will talk with you and you will know each other. If you do not talk to them, you will not know them, and what you do not know you will fear. What one fears, one destroys"; and
- WHEREAS, our past Environmental Policy of 1993 states the preservation and enhancement of our Mother Earth is an obligation of the members of the "Oneida Tribe of Indians of Wisconsin". We give thanks for her wellbeing and all other forms which come from our Mother Earth. We the Oneida people cannot turn our backs on this responsibility of caretakers, the Oneida Nation has, from the beginning of time, co-existed with all living beings. The winged, the four-legged, all plant life, the trees, the stones, the water and the air. It is now time for the Oneida People to be held accountable to our children, their children, and for generations to come by creating a sustainable environment; and
- WHEREAS, our Live Sustain Grow Plan of 2008 establishes a framework for land use and protection programs. It addresses the importance of preservation, protection, and wisely manages the resources of the Reservation. We identified the need for improvement in resource management policies and procedures. We continue to solicit community input on resource management decisions. This plan provides for acknowledging cultural needs of current and future tribal members; and
- WHEREAS, we will use the best available technology, employ best management practices and modern scientific methods to achieve this mission. The methods and principles used will be documented so they are defensible, easy to replicate and recognizable by the scientific community while acknowledging the brilliance of our ancestors; and

**NOW THEREFORE BE IT RESOLVED,** that the Oneida Nation, its leaders, its people and government will use our sovereign freedoms to create and adopt legislative and judicial protection of the rights of nature utilizing good policies, science and culture.

**BE IT FURTHER RESOLVED,** that we will work with other Tribes, State and Federal Governments, the United Nations and other Organization that has undertaken the Rights of Nature.

**BE IT FINALLY RESOLVED**, that the Oneida Business enthusiastically endorses this "Rights of Nature" Proclamation and commits our government and its resources to engage in programs and activities to carry our each of our responsibilities to honor, respect, protect, nurture and caretake the very thing that sustain us.

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