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Oneida Business Committee

Regular Meeting 8:30 AM Wednesday, October 13, 2021 BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

Meeting agenda is available here: oneida-nsn.gov/government/business-committee/agendas-packets/. Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the BC Support Office, 2nd floor, Norbert Hill Center and present a valid Tribal I.D. or go to https://goo.gl/uLp2jE. Scheduled times are subject to change.

NOTICE

Effective August 20, 2021, the Norbert Hill Center Administrative Offices are closed to the public; this include OBC meetings. Any person who has comments or questions regarding open session items may submit them via e-mail to the OBC at secretary@oneidanation.org no later than the close of business the day before the OBC meeting. Any comments or questions received shall be noticed to the OBC and entered into the record as a handout by the BC Support Office. The meeting will also be conducted using Microsoft Teams, please contact the BC Support Office at 920-869-4364 for instructions on how to join virtually.

The decision to close Norbert Hill Center Administrative Offices to the public is due to both the rise in COVID-19 cases throughout both Brown and Outagamie Counites, as well as to ensure compliance with protocols relating to public access to the Oneida Nation High School.

I. CALL TO ORDER

II. OPENING

A. Special recognition for years of service Sponsor: Todd VanDen Heuvel, Executive HR Director

III. ADOPT THE AGENDA

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IV. OATH OF OFFICE

A. Anna John Resident Centered Care Community Board - Jeanette Ninham

Sponsor: Lisa Liggins, Secretary

B. Oneida Community Library Board - Michelle Sawyer

Sponsor: Lisa Liggins, Secretary

C. Pardon and Forgiveness Screening Committee - Rosa Laster

Sponsor: Lisa Liggins, Secretary

D. Southeastern Wisconsin Oneida Tribal Services Advisory Board - Diane Hill and

Kathleen "Kitty" Hill

Sponsor: Lisa Liggins, Secretary

V. MINUTES

A. Approve the September 22, 2021, regular Business Committee meeting minutes

Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

A. Adopt resolution entitled Application for the FY 2021 Indian Community Development Block Grant-American Rescue Plan

Sponsor: Mark W. Powless, General Manager

B. Enter the e-poll results into the record regarding the adoption of BC resolution # 09-

16-21-A Revised Public Peace Law Citation Schedule

Sponsor: Lisa Liggins, Secretary

VII. STANDING COMMITTEES

A. LEGISLATIVE OPERATING COMMITTEE

1. Accept the September 15, 2021, regular Legislative Operating Committee

meeting minutes

Sponsor: David P. Jordan, Councilman

VIII. STANDING ITEMS

A. ARPA FRF Updates and Requests/Proposals

1. Accept the ARPA FRF post-secondary project report

Sponsor: Mark W. Powless, General Manager

2. Accept the ARPA FRF food card distribution project update

Sponsor: Mark W. Powless, General Manager

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IX. UNFINISHED BUSINESS

A. Review Pandemic Pay options and determine next steps

Sponsor: Todd VanDen Heuvel, Executive HR Director

X. TRAVEL REQUESTS

A. Approve the travel request - Treasurer Tina Danforth - Native American Bank Quarterly Meeting & Strategic Planning - Denver, CO - October 18-21, 2021 Sponsor: Tina Danforth, Treasurer

B. Approve the travel request - Councilman Kirby Metoxen - Annual American Indian Tourism Conference - Scottsdale, AZ - October 24-28, 2021

Sponsor: Kirby Metoxen, Councilman

C. Approve the travel request - Vice-Chairman Brandon Stevens - Fall 2021 Board of Regents Meeting - Lawrence, KS - October 26-29, 2021

Sponsor: Brandon Stevens, Vice-Chairman

D. Approve the travel request - Secretary Lisa Liggins - 2021 TribalNet Conference and Tradeshow - Grapevine, TX - November 7-11, 2021

Sponsor: Lisa Liggins, Secretary

E. Enter the e-poll results into the record regarding the approved travel request - Councilman Kirby Metoxen - Red Cliff Cultural Days - Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021

Sponsor: Lisa Liggins, Secretary

F. Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill - Congressional leadership ICWA meetings - Washington DC-September 28–29, 2021

Sponsor: Lisa Liggins, Secretary

G. Enter the e-poll results into the record regarding the approved travel request - Vice-Chairman Brandon Stevens - Global Gaming Expo 2021 - Las Vegas, NV - October 5-6, 2021

Sponsor: Lisa Liggins, Secretary

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XI. NEW BUSINESS

A. Approve three (3) actions regarding the Oneida Nation Food Sovereignty Strategic Plan

Sponsor: Daniel Guzman King, Councilman

- B. Review WisDOT Dual Language Sign Program information and determine next steps Sponsor: Marie Summers, Councilwoman
- C. Authorize the Chairman to sign the nomination letter for the USDA Equity Commission Advisory Committee

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

D. Approve a limited waiver of sovereign immunity - Mind Garden Inc. terms of service agreement - file # 2021-0476

Sponsor: Mark W. Powless, General Manager

- E. Research Request: Skenandore-Univ. of Wisconsin/Green Bay-The Journey of Learning to Be Oneida Review recommendation and determine next steps Sponsor: Jo Anne House, Chief Counsel
- F. Approve the Oneida Business Committee Standard Operating Procedure (SOP) entitled Business Committee Vehicle Usage

Sponsor: Lisa Liggins, Secretary

XII. GENERAL TRIBAL COUNCIL

A. Schedule the 2022 annual General Tribal Council meeting and alternate date Sponsor: Lisa Liggins, Secretary

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XIII. EXECUTIVE SESSION

A. REPORTS

1. Accept the Chief Financial Officer October 2021 report

Sponsor: Larry Barton, Chief Financial Officer

2. Accept the General Manager report

Sponsor: Mark W. Powless, General Manager

3. Accept the Chief Counsel report

Sponsor: Jo Anne House, Chief Counsel

B. AUDIT COMMITTEE

1. Accept the July 15, 2021, regular Audit Committee meeting minutes

Sponsor: David P. Jordan, Councilman

2. Accept the Information Technology complaint audit and lift the confidentiality

requirement

Sponsor: David P. Jordan, Councilman

C. UNFINISHED BUSINESS

1. Review draft Purchasing Policies & Procedures Addendum

Sponsor: Larry Barton, Chief Financial Officer

D. NEW BUSINESS

1. Accept the October 2021 Sports Wagering implementation update (11:00 a.m.)

Sponsor: Louise Cornelius, Gaming General Manager

2. Accept compensation study update (11:00 a.m.)

Sponsor: Todd VanDen Heuvel, Executive HR Director

3. Accept the Human Resources Area Manager closeout report as information

Sponsor: Jessica Vandekamp, Employee Relations Representative

4. Approve three (3) actions regarding the Joint Food Distribution Program on

Indian Reservations Self-Determination Demonstration Project

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

5. Approve a limited waiver of sovereign immunity - Riesterer & Schnell Inc-

John Deere Financial Lease Agreement - file # 2021-0687

Sponsor: Mark W. Powless, General Manager

6. Consider a negotiation for DR18 employment contract - file # 2021-0241

Sponsor: Jessica Vandekamp, Employee Relations Representative

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7. Approve the addendum A for DR09 employment contract - file # 2021-0563 Sponsor: Jessica Vandekamp, Employee Relations Representative

- 8. Complaint # 2021-DR14-02 Review and determine next steps Sponsor: Jessica Vandekamp, Employee Relations Representative
- 9. Enter the e-poll results into the record regarding the approved attorney contract Husch Blackwell LLP file # 2021-0713

 Sponsor: Lisa Liggins, Secretary
- 10. Enter the e-poll results into the record regarding the appointment of Rodney Dequaine as Family Court Judge
 Sponsor: Lisa Liggins, Secretary

XIV. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: oneida-nsn.gov/government/business-committee/agendas-packets/

For information about this meeting, please call the Business Committee Support Office at (920) 869-4364 or (800) 236-2214

Special recognition for years of service Committee Agenda Request

1. Meeting Date Requested: 10 / 13 / 21
2. General Information: Session: Open Executive - See instructions for the applicable laws, then choose one:
Agenda Header: Announcement/Recognition
 ☐ Accept as Information only ☑ Action - please describe:
Acknowledge Years of Service Recipients for 4th Quarter, 2021.
3. Supporting Materials Report Resolution Contract Other: 1. Powerpoint 3.
 1. Powerpoint 2. List of Employees to be recognized 4.
☐ Business Committee signature required
4. Budget Information Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted Unbudgeted
5. Submission
Authorized Sponsor / Liaison: Todd VanDen Heuvel, Executive HR Director
Primary Requestor/Submitter: Your Name, Title / Dept. or Tribal Member
Additional Requestor: Name, Title / Dept.
Additional Requestor: Name, Title / Dept.

Oneida Business Committee Agenda Request

6.	Co	ver	Me	emo	:
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Describe the purpose, background/history, and action requested:

HRD coordinates efforts, on a quarterly basis, with the Business Committee to recognize employees who have reached the 25+ years of service milestone. There are 24 recipients for 4th Quarter, FY'21. Supervisors have been contacted to pick up their employee's certificate and award at the front desk of the Skenandoah Complex.						

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

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4TH QUARTER YEARS OF SERVICE RECIPIENTS FY'21 JULY - SEPTEMBER

NAME	EMP # SUPERVISOR NAME	ADOH YOS	OCTOBER 13 OBC MEETING - NOTES
PEGUERO, YVETTE M	MOUSSEAU, SHARON A	40	
JOHN,BRIDGET E	COTTRELL,SCOTT D	35	
HILL,LORI S	POWLESS, MARK W	35	
YEALEY,ROGER A	RASMUSSEN, JAY T	35	
SCHUYLER,LEE A	KING,CARIE A	30	
CORNELIUS, DEBRA J	METOXEN,LAMBERT M	30	
CORNELIUS, JR, ORVILLE J	METOXEN,LAMBERT M	30	
DANFORTH, REYNOLD T	POWLESS, SR, MARK A	30	
DANFORTH, MARSHA J	STEVENS, CHERYL R	30	
STEVENS,SHELLYRAE L	PEGUERO, YVETTE M	30	
PELTIER, VIRGINIA A	GRAVES,MARY C	30	
NUNIES, FRANCES M	SKENANDORE, TONIA H	30	
NICHOLAS, JUDITH A	NEVILLE, LUCY A	30	
DELGADO,GRACE J	RAUSCHENBACH,LISA M	30	
COTTRELL, RICHARD N	WEBSTER,JR,CLIFFORD E	30	
RAUSCHENBACH,LISA M	BOYLE, JACQUE L	25	
DANFORTH, CHRISTOPHER J	CORNELIUS, MATTHEW B	25	
MEHOJAH,LOUIS E	WEBSTER,SHAD L	25	
KOEHLER,GRACE K	JENKINS,LINDA R	25	
GRIESBACH,AMY L	WATERSTREET,RYAN D	25	
MELCHERT, HARVEY J	SANTIAGO, CHERICE A	25	
KOSBAB,HELMUTH A	STEVENS,KRISTIE L	25	
KING,BOBBI J	BOYLE, JACQUE L	25	
THORPE, DOREEN M	BRISTOL, ERIC N	25	

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21		
2.	General Information: Session: Open	Executive – must qualify under §107.4-1. Justification: Choose reason for Executive.		
3.	Supporting Documents:			
	Bylaws	Fiscal Impact Statement	Presentation	
	Contract Document(s)	Law	Report	
		Legal Review	Resolution	
	☐ Draft GTC Notice	Minutes	Rule (adoption packet)	
	☐ Draft GTC Packet	MOU/MOA	Statement of Effect	
	E-poll results/back-up	Petition	Travel Documents	
	Other: Describe			
4.	Budget Information: ☐ Budgeted ☐ Not Applicable	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted	
5.	Submission:			
	Authorized Sponsor:	Lisa Liggins, Secretary		
	Primary Requestor:	Brooke Doxtator, BCC Supervisor		
	Additional Requestor:	(Name, Title/Entity)		
	Additional Requestor:	(Name, Title/Entity)		
	Submitted By:	BDOXTAT1		



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: October 5, 2021

RE: Oath of Office – Anna John Resident Centered Care Community Board

Background

On September 22, 2021 the Oneida Business Committee appointed Jeanette Ninham to the Anna John Resident Centered Care Community Board.

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21			
2.	General Information: Session: Open	Executive – must qualify Justification: Choose rea	_		
3.	Supporting Documents: Bylaws Contract Document(s) Correspondence Draft GTC Notice Draft GTC Packet E-poll results/back-up Other: Describe	Fiscal Impact Statement Law Legal Review Minutes MOU/MOA Petition	 ☐ Presentation ☐ Report ☐ Resolution ☐ Rule (adoption packet) ☐ Statement of Effect ☐ Travel Documents 		
4 . 5 .	Budget Information: Budgeted Not Applicable Submission:	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted		
	Authorized Sponsor:	Lisa Liggins, Secretary			
	Primary Requestor:	Brooke Doxtator, BCC Superv	visor		
	Additional Requestor:	(Name, Title/Entity)			
	Additional Requestor:	(Name, Title/Entity)			
	Submitted By:	BDOXTAT1			



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: October 5, 2021

RE: Oath of Office – Oneida Community Library Board

Background

On September 22, 2021 the Oneida Business Committee appointed Michelle Sawyer to the Oneida Community Library Board.

Business Committee Agenda Request

1.	Meeting Date Requested:	: 10/13/21				
2.	General Information: Session: Open	Executive – must qualify Justification: Choose rea	_			
3.	Supporting Documents: Bylaws Contract Document(s) Correspondence Draft GTC Notice Draft GTC Packet E-poll results/back-up Other: Describe	Fiscal Impact Statement Law Legal Review Minutes MOU/MOA Petition	 ☐ Presentation ☐ Report ☐ Resolution ☐ Rule (adoption packet) ☐ Statement of Effect ☐ Travel Documents 			
 4. 5. 	Budget Information: Budgeted Not Applicable Submission:	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted			
	Authorized Sponsor:	Lisa Liggins, Secretary				
	Primary Requestor:	Brooke Doxtator, BCC Supervisor				
	Additional Requestor:	(Name, Title/Entity)				
	Additional Requestor:	(Name, Title/Entity)				
	Submitted By:	BDOXTAT1				



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: October 5, 2021

RE: Oath of Office – Pardon and Forgiveness Screening Committee

Background

On September 22, 2021 the Oneida Business Committee appointed Rosa Laster to the Pardon and Forgiveness Screening Committee.

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Southeastern Wisconsin Oneida Tribal Services Advisory Board - Diane Hill and Kathleen "Kitty" Hill

Business Committee Agenda Request

1.	Meeting Date Requested:	: 10/13/21	
2.	General Information: Session:	Executive – must qualify Justification: Choose rea	•
3.	Supporting Documents: ☐ Bylaws ☐ Contract Document(s) ☐ Correspondence ☐ Draft GTC Notice ☐ Draft GTC Packet ☐ E-poll results/back-up ☐ Other: Describe	Fiscal Impact Statement Law Legal Review Minutes MOU/MOA Petition	 ☐ Presentation ☐ Report ☐ Resolution ☐ Rule (adoption packet) ☐ Statement of Effect ☐ Travel Documents
4. 5.	☐ Budgeted ☐ Not Applicable	☐ Budgeted – Grant Funded ☐ Other: <i>Describe</i>	Unbudgeted
	Authorized Sponsor:	Lisa Liggins, Secretary	
	Primary Requestor:	Brooke Doxtator, BCC Superv	visor
	Additional Requestor:	(Name, Title/Entity)	
	Additional Requestor:	(Name, Title/Entity)	
	Submitted By:	BDOXTAT1	



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: October 5, 2021

RE: Oath of Office – Southeastern Wisconsin Oneida Tribal Services Advisory

Board

Background

On September 22, 2021 the Oneida Business Committee appointed Diane Hill and Kathleen "Kitty" Hill to the Southeastern Wisconsin Oneida Tribal Services Advisory Board.

Business Committee Agenda Request

1.	Meeting Date Requested:	09/22/2021				
2.	General Information: Session: Open	Executive – must qualify under §107.4-1. Justification: Choose reason for Executive.				
3.	Supporting Documents: Bylaws Contract Document(s) Correspondence Draft GTC Notice Draft GTC Packet E-poll results/back-up Other: Describe	 ☐ Fiscal Impact Statement ☐ Law ☐ Legal Review ☑ Minutes ☐ MOU/MOA ☐ Petition 	 □ Presentation □ Report □ Resolution □ Rule (adoption packet) □ Statement of Effect □ Travel Documents 			
 4. 5. 	Budget Information: Budgeted Not Applicable Submission:	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted			
	Authorized Sponsor:	Lisa Liggins, Secretary				
	Primary Requestor:					
	Additional Requestor:	(Name, Title/Entity)				
	Additional Requestor:	(Name, Title/Entity)				
	Submitted By:	LLIGGINS				



Oneida Business Committee

Regular Meeting 8:30 AM Wednesday, September 22, 2021 BC Conference Room, 2nd floor, Norbert Hill Center

Minutes

REGULAR MEETING

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Stevens, Council members: David P. Jordan, Kirby Metoxen, Marie Summers, Jennifer Webster;

Not Present: n/a

Arrived at: Secretary Lisa Liggins at 8:34 a.m. (via Microsoft Teams)¹, Treasurer Tina Danforth at 8:35 a.m., Daniel Guzman King at 9:38 a.m. (via Microsoft Teams);

Others present: Jo Anne House, Larry Barton, Mark W. Powless, Brooke Doxtator, Rae Skenandore (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Jessica Vandekamp (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Todd Vandenheuvel (via Microsoft Teams), Carmen Vanlanen (via Microsoft Teams), Amy Spears (via Microsoft Teams), Mike Debraska (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Kristen Hooker (via Microsoft Teams), Kristin Jorgenson-Dann (via Microsoft Teams), Clorissa Santiago (via Microsoft Teams), David Larson (via Microsoft Teams), Nancy Barton (via Microsoft Teams), Lou Ann Green (via Microsoft Teams), Jeff House (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Ravinder Vir (via Microsoft Teams), Nichole Rommel (via Microsoft Teams), Jacque Boyle (via Microsoft Teams), Tina Jorgenson (via Microsoft Teams), Jason Doxtator (via Microsoft Teams), Michelle Danforth-Anderson (via Microsoft Teams), Louise Cornelius (via Microsoft Teams), James Petitjean (via Microsoft Teams), Renita Hernandez (via Microsoft Teams), Ralinda Ninham-Lamberies (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Josh Cottrell (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams);

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.

For the record: Treasurer Tina Danforth is present, but stepped out for a moment. Secretary Lisa Liggins is attending virtually and is having connection issues. Councilman Daniel Guzman King is attending negotiations and meetings with the USDA and will join as his schedule allows.

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¹ Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

II. OPENING (00:00:29)

Opening provided by Councilman Kirby Metoxen.

III. ADOPT THE AGENDA (00:00:45)

Motion by David P. Jordan to adopt the agenda with two (2) changes² [1) under VIII.A., add item entitled General Manager food card distribution update; and 2) under Executive Session/Unfinished Business, delete item entitled Review request to address compensation issues within the MIS Department and determine next steps], seconded by Jennifer Webster. Motion carried:

Ayes: David P. Jordan, Kirby Metoxen, Brandon Stevens, Marie Summers,

Jennifer Webster

Not Present: Tina Danforth, Daniel Guzman King, Lisa Liggins

IV. MINUTES

A. Approve the September 8, 2021, regular Business Committee meeting minutes (00:04:07)

Sponsor: Lisa Liggins, Secretary

Secretary Lisa Liggins arrived at 8:34 a.m.

Motion by Jennifer Webster to approve the September 8, 2021, regular Business Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Tina Danforth, Daniel Guzman King

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² The Oneida Business Committee, by consensus, later added an Executive Session/New Business item entitled "Discuss pandemic pay, employee recruiting, employee retention, & wage studies and determine appropriate next steps"

V. RESOLUTIONS

A. Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until November 25, 2021 (00:04:54)

Sponsor: Jameson Wilson, Project Coordinator

Treasurer Tina Danforth arrived at 8:35 a.m.

Motion by Brandon Stevens to adopt resolution 09-22-21-A Extension of Declaration of Public Health State of Emergency Until November 25, 2021, including the changes noted in the handout [at line 53, insert "WHEREAS, the Oneida Business Committee adopted resolution # BC-08-03-21-A, Setting Public Gathering Guidelines During Public Health State of Emergency - COVID-19, which provides that when vaccination levels of Oneida's members and Oneida Nation employees reaches 75%, the safety of public health will be considered to be effectively managed, and the Oneida Business Committee shall review whether a need for a declaration of a state of public health emergency continues to exist; and WHEREAS, as of September 21, 2021, the vaccination levels of Oneida's members have reached 44% and the vaccination levels of Oneida Nation employees have reached 67% based on the information from those who have applied and have had their vaccination status verified for the Oneida Nation Vaccination Incentive Program for Oneida Nation Members and for the Oneida Nation Employee Vaccination Incentive Plan for Employees Who Are Not Oneida Nation Members; and,] seconded by Kirby Metoxen. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens,

Jennifer Webster

Opposed: Marie Summers
Abstained: Tina Danforth

Not Present: Daniel Guzman King

For the record: Treasurer Tina Danforth stated I'm abstaining because I think we need to have a little bit more realistic information in regards to 75% and also because I think the Nation's taken many precautions that are necessary. I'm not in agreement to November 25th; somewhat for 30 days but necessarily for the other consideration around the 75%.

B. Adopt resolution entitled Extension of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members (00:14:08)

Sponsor: Marie Summers, Councilwoman and Lisa Liggins, Secretary

Treasurer Tina Danforth left at 8:53 a.m.

Motion by Jennifer Webster to adopt resolution 09-22-21-B Extension of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members, as amended, seconded by Brandon Stevens. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Tina Danforth, Daniel Guzman King

Motion by Lisa Liggins to amend the main motion to insert vaccination data in line 56 and change date in line 66 to March 31, 2022, seconded by Jennifer Webster. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Tina Danforth, Daniel Guzman King

C. Adopt resolution entitled Extension of the Oneida Nation Employee Vaccination Incentive Plan for Employees Who Are Not Oneida Nation Members (00:23:35)

Sponsor: Marie Summers, Councilwoman and Lisa Liggins, Secretary

Motion by Jennifer Webster to adopt resolution 09-22-21-C Extension of the Oneida Nation Employee Vaccination Incentive Plan for Employees Who Are Not Oneida Nation Members, with one (1) change [in line 64, change date to March 31, 2022], seconded by Lisa Liggins. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Tina Danforth, Daniel Guzman King

D. Adopt resolution entitled Continue to Operate Fiscal Year 2022 (00:25:09);

(03:28:00)

Sponsor: Tina Danforth, Treasurer

Treasurer Tina Danforth returned at 8:56 a.m.

Motion by Lisa Liggins to table this item until a clean copy incorporating the proposed revisions can be provided, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon

Stevens, Marie Summers, Jennifer Webster

Not Present: Daniel Guzman King

Item V.E. was addressed next.

Motion by Brandon Stevens to take this item from the table, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster

Councilman Daniel Guzman King left at 11:58 a.m.

Councilman David P. Jordan left at 11:58 a.m.

Motion by Lisa Liggins to adopt resolution 09-22-21-E Continue to Operate Fiscal Year 2022, noting a revised, clean copy was provided as a handout, seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Daniel Guzman King, David P. Jordan

For the record: Secretary Lisa Liggins stated I'd like to extend my appreciation to the Treasurer, Finance, and the Budget Analyst for all their work in getting us to prepared to continue operations while the FY22 budget is pending.

Item XIV. was addressed next.

E. Adopt resolution entitled Temporary Amendment to BC Resolution 08-28-13-B; Authorization to Sign-Off on Purchased/Referred Care – Health Care Payments (01:07:50)

Sponsor: Mark W. Powless, General Manager

Councilman Daniel Guzman King arrived at 9:38 a.m.

Councilman Kirby Metoxen left at 9:41 a.m.

Motion by Jennifer Webster to adopt resolution 09-22-21-D Temporary Amendment to BC Resolution 08-28-13-B; Authorization to Sign-Off on Purchased/Referred Care – Health Care Payments, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

VI. APPOINTMENTS

A. Determine next steps regarding three (3) vacancies - Anna John Resident Centered Care Community Board (01:14:31); (03:41:26)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items VI.A., VI.B., VI.C., and VI.D. until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Item VII.A.1. was addressed next.

Motion by Lisa Liggins to accept the selected the applicant, appoint Jeanette Ninham to the Anna John Resident Centered Care Community Board with a term ending July 31, 2024, and request the Secretary to re-notice the remaining vacancies, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Item VI.B. was re-addressed next.

B. Determine next steps regarding three (3) vacancies - Oneida Community Library Board (01:14:31): (03:42:16)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items VI.A., VI.B., VI.C., and VI.D. until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Item VII.A.1. was addressed next.

Motion by Lisa Liggins to accept the selected the applicant, appoint Michelle Sawyer to the Oneida Community Library Board with a term ending March 31, 2024, and request the Secretary to re-notice the remaining vacancies, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Item VI.C. was re-addressed next.

C. Determine next steps regarding one (1) vacancy - Pardon and Forgiveness Screening Committee (01:14:31); (03:42:53)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items VI.A., VI.B., VI.C., and VI.D. until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Item VII.A.1. was addressed next.

Motion by Lisa Liggins to accept the selected the applicant and appoint Rosa Laster to the Pardon and Forgiveness Screening Committee with a term ending August 31, 2023, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Item VI.D. was re-addressed next.

D. Determine next steps regarding four (4) vacancies - Southeastern Wisconsin Oneida Tribal Services Advisory Board (01:14:31); (03:43:24)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer items VI.A., VI.B., VI.C., and VI.D. until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

Item VII.A.1. was addressed next.

Motion by Lisa Liggins to accept the selected the applicants, appoint Diane Hill and Kathleen "Kitty" Hill to the Southeastern Wisconsin Oneida Tribal Services Advisory Board with terms ending March 31, 2024, and request the Secretary to re-notice the remaining vacancies, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Item XI.A.1. was addressed next.

VII. STANDING COMMITTEES

A. COMMUNITY DEVELOPMENT PLANNING COMMITTEE

1. Accept the July 8, 2021, regular Community Development Planning Committee meeting minutes (01:18:05)

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to accept the July 8, 2021, regular Community Development Planning Committee meeting minutes, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

2. Accept the August 5, 2021, regular Community Development Planning Committee meeting minutes (01:19:09)

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to accept the August 5, 2021, regular Community Development Planning Committee meeting minutes, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

B. FINANCE COMMITTEE

1. Accept the August 30, 2021, regular Finance Committee meeting minutes (01:19:42)

Sponsor: Tina Danforth, Treasurer

Motion by Brandon Stevens to accept the August 30, 2021, regular Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

2. Accept the September 13, 2021, regular Finance Committee meeting minutes (01:20:16)

Sponsor: Tina Danforth, Treasurer

Motion by David P. Jordan to accept the September 13, 2021, regular Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

C. LEGISLATIVE OPERATING COMMITTEE

1. Accept the September 1, 2021, regular Legislative Operating Committee meeting minutes (01:20:49)

Sponsor: David P. Jordan, Councilman

Motion by Marie Summers to accept the September 1, 2021, regular Legislative Operating Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

D. QUALITY OF LIFE COMMITTEE

1. Accept the July 15, 2021, regular Quality of Life Committee meeting minutes (01:21:26)

Sponsor: Marie Summers, Councilwoman

Motion by David P. Jordan to accept the July 15, 2021, regular Quality of Life Committee meeting minutes, seconded by Brandon Stevens. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

2. Accept the August 19, 2021, regular Quality of Life Committee meeting minutes (01:21:56)

Sponsor: Marie Summers, Councilwoman

Motion by Jennifer Webster to accept the August 19, 2021, regular Quality of Life Committee meeting minutes, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Brandon Stevens, Marie Summers, Jennifer Webster

Not Present: Kirby Metoxen

VIII. STANDING ITEMS

A. ARPA FRF Updates and Requests/Proposals

1. General Manager Food Card Distribution Update (01:22:33)

Sponsor: Mark W. Powless, General Manager

Councilman Kirby Metoxen returned at 9:56 a.m.

Secretary Lisa Liggins left at 10:20 a.m.

Secretary Lisa Liggins returned at 10:25 a.m.

Motion by Kirby Metoxen to move forward with the gift card for distribution before Thanksgiving and that a final report be brought to the October 13, 2021, regular Business Committee meeting, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Kirby Metoxen, Brandon Stevens,

Marie Summers, Jennifer Webster

Opposed: Daniel Guzman King

Abstained: Lisa Liggins

IX. NEW BUSINESS

A. Assess OBC Direct Report attendance for executive session (02:00:57)

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by Lisa Liggins to accept the request as information and direct the Secretary to bring a potential solution to the October 19, 2021, Business Committee work session, seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster

Councilman Kirby Metoxen stated I would support them being included virtually so they can be in their office doing whatever they need to be doing.

B. Consider next steps regarding BC resolution #04-08-20-K Appointing Oneida ESC Group LLC as Nation's General Contractor for Construction Projects (02:10:02)

Sponsor: David P. Jordan. Councilman

Motion by Lisa Liggins to accept the legal opinion [Opinion – Application of Resolution # BC-04-08-20-K and ARPA FRF LR Funds; dated September 21, 2021] and direct the Chief Financial Officer to amend the Purchasing Policies and Procedures in accordance with BC resolution # 04-08-20-K no later than the October 13, 2021, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,

Brandon Stevens, Marie Summers

Opposed: Tina Danforth Abstained: Jennifer Webster

For the record: Treasurer Tina Danforth stated my opposition is rendered due to the flaws of the conclusion of the legal opinion as stated on page 7 that it says it conflicts the purchasing policies of the Nation and therefore the policies should be changed. It also states that the General Tribal Council directive from January 2020 stating that any economic development or financial strategy is subject to a 3rd party financial review and it says that a construction project is not is not a economic development or financial strategy and the Nation already owns buildings and cannery, food center. Totally over generalization; totally inaccurate. This is a construction project in which we're talking about OESC as a general contractor; what else would you use a general contractor for. So this is a very flawed opinion from the facts that I understand them as so thank you for the opportunity to weigh in.

For the record: Councilwoman Jennifer Webster stated my abstention is due to the fact that I'm a small business owner for the past 20 years and should were be effects down the road.

X. GENERAL TRIBAL COUNCIL

A. Determine next steps regarding the tentatively scheduled October 3, 2021, special General Tribal Council meeting in accordance with resolution # BC-08-03-21-A (FY-2022 budget) (03:09:48)

Sponsor: Lisa Liggins, Secretary

Councilwoman Jennifer Webster left at 11:47 a.m.

Councilwoman Jennifer Webster returned at 11:50 a.m.

Motion by Marie Summers to cancel the tentatively scheduled October 3, 2021, special General Tribal Council meeting, noting the alternate date of November 1, 2021, is in place; to direct the Secretary to post notice in accordance with BC resolution # 03-22-17-B; and to direct the Secretary to schedule a special BC meeting to assess the November 1, 2021, tentatively scheduled special General Tribal Council meeting, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen,

Brandon Stevens, Marie Summers, Jennifer Webster

Abstained: Tina Danforth

For the record: Treasurer Tina Danforth stated I support a meeting; I don't support delaying the meeting.

B. Reschedule the December 6, 2021, tentatively scheduled special General Tribal Council meeting (Michael Debraska petition, Lori Elm petition, and Oneida Casino Master Plan) (03:21:56)

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to reschedule the December 6, 2021 tentatively schedule General Tribal Council meeting to Monday, December 20, 2021, seconded by Lisa Liggins. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Abstained: Tina Danforth, Daniel Guzman King

Item V.D. was re-addressed next.

XI. EXECUTIVE SESSION (03:38:31)

Motion by Lisa Liggins to recess at 12:10 p.m. until 1:45 p.m., seconded by Marie Summers. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie

Summers, Jennifer Webster

Not Present: Daniel Guzman King, David P. Jordan

Meeting called order by Chairman Tehassi Hill at 1:45 p.m.

Roll call for the record:

Present: Treasurer Tina Danforth; Councilman Daniel Guzman King; Chairman Tehassi Hill; Councilman David P. Jordan; Secretary Lisa Liggins (via Microsoft Teams),; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens; Councilwoman Marie Summers; Councilwoman Jennifer Webster:

Motion by Marie Summers to go into executive session at 1:45 p.m., seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins,

Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster

Treasurer Tina Danforth left at 4:40 p.m. for the Community Budget meeting.

Councilman Kirby Metoxen left at 4:49 p.m. for the Oneida Airport Hotel Corporation meeting.

Motion by Daniel Guzman King to come out of executive session at 5:04 p.m., seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers. Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Item VI.A. was re-addressed next.

A. REPORTS

1. Accept the August 2021 Treasurer's report (03:44:05)

Sponsor: Tina Danforth, Treasurer

Motion by Jennifer Webster to accept the August 2021 Treasurer's report, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

2. Accept the Intergovernmental Affairs, Communications, and Self-Governance September 2021 report (03:44:27)

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by David P. Jordan to accept the Intergovernmental Affairs, Communications, and Self-Governance September 2021 report, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Motion by David P. Jordan to request the Business Committee provide input to the Intergovernmental Affairs Director by October 15, 2021, regarding the Assistant Secretary of Indian Affairs Consultation relating to the Protection and Restoration of Tribal Homelands, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Motion by Jennifer Webster to approve the PACE LLP Contract, File # 2021-0627, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Motion by Marie Summers to approve IGAC and Legal to continue negotiating the land purchase with Brown County and for the final documents be brought forward to the Business Committee for the final approval, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

3. Accept the General Manager report (03:46:15)

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to accept the General Manager report, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

4. Accept the Chief Counsel report (03:46:34)

Sponsor: Jo Anne House, Chief Counsel

Motion by David P. Jordan to accept the Chief Counsel report, seconded by Brandon Stevens. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

C. NEW BUSINESS

1. Consider request for the Security Department to utilize the Gaming wage charts (03:46:57)

Sponsor: Katsitsiyo Danforth, Security Director

Motion by Marie Summers to approve the request for the Security Department to utilize the Gaming wage chart, seconded by David P. Jordan. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

2. Approve amendment #1 to the employment contract - Project Coordinator - file # 2021-0241 (03:47:21)

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to approve amendment #1 to the employment contract for the Project Coordinator - file # 2021-0241, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

3. Accept the HR Area Manager exit interview as information (03:47:49)

Sponsor: Jessica Vandekamp, Employee Relations Representative

Motion by David P. Jordan to accept the HR Area Manager exit interview as information, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

4. Review application(s) for three (3) vacancies - Anna John Resident Centered Care Community Board (03:48:10)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding items XI.C.4., XI.C.5., XI.C.6., and XI.C.7. as information, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

5. Review application(s) for three (3) vacancies - Oneida Community Library Board Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding the application for the Oneida Community Library Board vacancies as information, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

6. Review application(s) for one (1) vacancy - Pardon and Forgiveness Screening Committee

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding items XI.C.4., XI.C.5., XI.C.6., and XI.C.7. as information, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

7. Review application(s) for four (4) vacancies - Southeastern Wisconsin Oneida Tribal Services Advisory Board

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the discussion regarding items XI.C.4., XI.C.5., XI.C.6., and XI.C.7. as information, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

8. Discuss pandemic pay, employee recruiting, employee retention, & wage studies and determine appropriate next steps (03:48:42)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to direct the Executive HR Director to identify funding obligation need and the Chief Counsel to develop the resolution to obligate ARPA FRF LR funds for retroactive implementation [of pandemic pay] to pay week of August 8, 2021; to accept the information regarding development of recruitment bonus standard operating procedures for business units approved through the Human Resources Department which also identifies source of funding; to accept the information regarding development of retention bonus standard operating procedures for business units approved through the Human Resources Department which also identifies source of funding; to direct the Executive HR Director to present a report regarding the wage study's scope and project timelines on conclusion and implementation; and to direct the General Manager to provide a report at the October 13, 2021, regular Business Committee regarding complaint # 2021-CC-04, seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

XII. ADJOURN (03:50:08)

Motion by David P. Jordan to adjourn at 5:14 p.m., seconded by Marie Summers. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens,

Marie Summers, Jennifer Webster

Not Present: Tina Danforth, Kirby Metoxen

Minutes prepared by Lisa Liggins, Secretary.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

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Oneida Business Committee Agenda Request

Adopt resolution entitled Application for the FY 2021 Indian Community Development Block...

1. Meeting Date Requested: 10 / 13 / 21
2. General Information:
Session: 🔀 Open 🗌 Executive - See instructions for the applicable laws, then choose one:
Agenda Header: Resolutions
Accept as Information only
🔀 Action - please describe:
We request a resolution allowing an application to the American Rescue Plan grant program - FY 2021 INDIAN COMMUNITY DEVELOPMENT BLOCK GRANT -ARP on behalf of the Housing Department.
3. Supporting Materials ☐ Report ☑ Resolution ☐ Contract ☑ Other: 1. Grant Authorization form 3.
1. Grant Authorization form
2. 4.
Business Committee signature required
4. Budget Information
☐ Budgeted - Tribal Contribution☐ Budgeted - Grant Funded☐ Unbudgeted
5. Submission
Authorized Sponsor / Liaison: Jacque Boyle, Interim Asst. Division Director/Development Operations
Primary Requestor/Submitter: Cheryl Stevens, Manager Grants Department
Your Name, Title / Dept. or Tribal Member
Additional Requestor:
Name, Title / Dept.
Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

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Describe the	purpose,	background	/history, ai	nd action	requested:

The Oneida housing department wishes to apply for a grant from the FY 2021 INDIAN COMMUNITY						
DEVELOPMENT BLOCK GRANT - AMERICAN RESCUE PLAN (ICDBG-ARP) Program. The program will provide						
approximately \$1.7million to the housing department to cover costs associated with the COVID 19 pandemic	:					
The resolution is required by the funder.						

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

GRANT PROPOSAL AUTHORIZATION FORM

ONEIDA GRANTS OFFICE

PH: (920) 496-7330 FAX: (920) 496-7494

<u>Form instructions</u>: Fill in all information requested. To enter data in the grey areas; a drop down called "form field option" box will appear. In the "items drop-down list" click on which one you want; then click on the "up" arrow move it to the top and click on ok. In the reporting area: Double click on the box you want to put an "x" in. A "check box form field" box will appear, in "under default value" click on "checked" then ok.

PROGRAM INFORMATION

Department: CHD Housing	Division/Non-Division: Department of Public Works			
Program: Indian Community Development Block Grant Program – American Rescue Plan Act	Program Accountant: Jean VanDyke			
Person Responsible for proposal development: Laure	Phone: 869-6183			
Person Responsible for grant administration: Dana M	Phone: 869-6188			
Project Title: USKAH Village Apartments				

GRANT INFORMATION

Name of Funding Source: HUD Public Indian Housing				Type (pick one): Federal	
Title of Grant: Indian Comm American Rescue Plan Act	nunity Development Block Gr	ant Pro	ogram –	CFDA No:	
Application Deadline: October 8 , 2021 Maxim			Maximun	um Grant Amount: \$1,725,000	
Project Period (dates):	Budget Period (dates):	Type of Project (pick one): New			
Maximum Match Requested (% or \$): \$241,000.00		Match Type (pick one): Non- Program Income – Not Required			
ls a Tribal resolution requir	ed? If yes, please notify Gran	ts Offi	ce immedia	itely. Yes	

Will this grant create a: New position No Committee No Commission No Board No
If Yes to new position has HRD been informed? No
If Yes to any of above, has MIS been informed for computer needs? No
If Yes to any of above, has Facilities Management been informed for space needs? No
Will this grant fund an existing position? No Name of Position(s):
If YES, attach draft job description for all grant funded positions. PLEASE NOTE: Position/employee will be phased out when grant funding ends.
<u>Project Proposal Summary (must answer all these questions)</u> : The purpose, benefit(s), where is the match coming from, are there any other programs collaborating, travel justification, position justification, or pertinent information:
This grant will yield 8 apartments located at the existing infrastructure at Usakh Village. There is no match required, although to yield 8 apartments \$241,000.00 of non-program income will be matched to complete the entire project.
List any capital expenditures (cap ex), technology expenses & CIP purchases (NOTE: Must follow the appropriate Cap ex, CIP or Technology SOP for each purchase request.): NONE Vendors: Verified that Vendors contracted with are NOT suspended/debarred: Yes No NA
Reporting: Quarterly ☐ Semi-Annually ☒ Yearly ☒ Narrative ☒ Financial ☒
SIGNATURES
Your signature authorizes the person responsible for proposal development to work with the Grants Office when applying for funding and acknowledges your responsibility to successfully administer all requirements of this grant throughout the project period and budget period.
Digitally signed by Scott
Denny Date: 2021.10.04 15:09:15 -05'00'
1. Supervisor Signature Date SIGNATURE VERIFIES & APPROVES ANY MATCH

2. Division/Non-Division Director Signature Date SIGNATURE APPROVES GRANT PROJECT & ANY MATCH

3. Grants Office Signature

FINAL SIGNATURE PRIOR TO OBTAINING OBC SIGNATURES

Revised: 4/22/2021 GO-001

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

Application for the FY 2021 Indian Community Development Block Grant-American Rescue Plan

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 Nation is committed to the development and maintenance of Oneida housing in order to meet the need of the Oneida community; and
WHEREAS,	The Oneida Nation's Comprehensive Housing Department proposes to apply for the ICDBG 2021 grant to help meet the housing needs of the Oneida community; and
WHEREAS,	the Oneida Nation supports the application for the FY 2021 Indian Community

Development Block Grant-American Rescue Plan Act grant (ICDBG-ARP) for eligible activities that are designed to prevent, prepare for, and respond to Covid-19; and

WHEREAS, the Oneida Nation is committed to maintaining Oneida citizen participation by posting information on the plan, the Oneida Business Committee verifies that the 24 CFR 1003.5

requirement has been met, the application will meet the funding criteria and requirements; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Nation authorizes and submits a grant application to the U.S. Department of Housing and Urban Development's FY 2021 Indian Community Development Block Grant-American Rescue Plan with a ceiling of \$1,725,000.

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Enter the e-poll results into the record regarding the adoption of BC resolution # 09-16-21-A Revised...

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21					
2.	General Information: Session:	Executive – must qualify under §107.4-1. Justification: Choose reason for Executive.					
3.	Supporting Documents: Bylaws	Fiscal Impact Statement	Presentation				
	Contract Document(s)	Law	Report				
	Correspondence	Legal Review	Resolution				
	☐ Draft GTC Notice	☐ Minutes	Rule (adoption packet)				
	☐ Draft GTC Packet	MOU/MOA	Statement of Effect				
	E-poll results/back-up	Petition	Travel Documents				
	Other: Describe						
4.	Budget Information: Budgeted Not Applicable	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted				
5.	Submission:						
	Authorized Sponsor:	Lisa Liggins, Secretary					
	Primary Requestor:						
	Additional Requestor:	(Name, Title/Entity)					
	Additional Requestor:	(Name, Title/Entity)					
	Submitted By:	LLIGGINS					

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From: Secretary

Sent: Tuesday, September 16, 2021 5:10 PM

To: BC Members

Cc: BC_Agenda_Requests; Secretary

Subject: E-POLL RESULTS: Adopt resolution entitled Revised Public Peace Law Citation Schedule

Attachments: BCAR Adopt resolution entitled Revised Public Peace Law Citation Schedule.pdf

Importance: High

Categories: For Next Mtg

E-POLL RESULTS

The e-poll to adopt resolution 09-16-21-A Revised Public Peace Law Citation Schedule, <u>has carried</u>. As of the deadline, below are the results:

Support: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Marie Summers, Jennifer Webster

Lisa Liggins Secretary Oneida Business Committee

From: Secretary < Tribal Secretary@oneidanation.org >

Sent: Wednesday, September 15, 2021 8:39 AM

S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins lliggins@oneidanation.org>; Daniel P. Guzman

<dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen

<KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster

<JWEBSTE1@oneidanation.org>

Cc: Secretary <TribalSecretary@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>

Subject: E-POLL REQUEST: Adopt resolution entitled Revised Public Peace Law Citation Schedule

Importance: High

E-POLL REQUEST

Summary:

A typo in the Public Peace Law Citation Schedule has been identified which has caused some confusion. There are a couple civil infractions where the fine amount for each offense is based on the value of the property loss, damaged or stolen. For example, the chart currently reads as

Damage to Property	309.5-1	Loss less than \$50			Yes
		\$50	\$150	\$200	
		Loss more than \$20, less than \$250			
		\$250	\$500	\$1000	

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For this example, the chart should read as:

Damage to Property	309.5-1		Yes		
		\$50	\$150	\$200	
		Loss more than \$50, less than \$250			
		\$250	\$500	\$1000	
		Loss \$250 or more			
		\$500	\$750	\$2000	

revised resolution is being presented to correct any typographical errors in the Public Peace Law Citation Schedule in an effort to avoid any confusion or error in the interpretation of this resolution.

Justification for E-Poll: The law is set to go into effect on September 22, 2021, which is the same day as the next regular Business Committee meeting.

Requested Action:

Adopt resolution entitled Revised Public Peace Law Citation Schedule.

Deadline for response:

Responses are due no later than 4:30 p.m., September 16, 2021.

Voting:

- 1. Use the voting button above, if available; OR
- 2. Reply with "Support" or "Oppose".

Lisa Liggins Secretary Oneida Business Committee **Public Packet**

Oneida Business Committee Agenda Request

1. Meeting Date Requested: / /
2. General Information:
Session:
Agenda Header: Resolutions
☐ Accept as Information only
Adopt resolution entitled Revised Public Peace Law Citation Schedule
3. Supporting Materials
☐ Report☐ Resolution☐ Contract☐ Other:
1. Statement of Effect 3.
1. Statement of Effect
2. Redline to 09-08-21-B 4.
☐ Business Committee signature required
4. Budget Information
☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted
5. Submission
Authorized Sponsor / Liaison: David P. Jordan, Councilmember
Authorized Sponsor / Liaison.
Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member
Additional Requestor:
Name, Title / Dept.
Additional Requestor:
Name, Title / Dept.

Public Packet

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

1		BC Resolution #
1 2 3 4 5 6 7 8	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
6 7	WHEREAS,	the Oneida General Tribal Council is the governing body of the Oneida Nation; and
8 9 10	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
11 12 13	WHEREAS,	the Public Peace law ('the Law") was adopted by the Oneida Business Committee through resolution BC————;-09-08-21-A; and
14 15 16 17	WHEREAS,	the purpose of the Law is to set forth community standards and expectations which preserve the peace, harmony, safety, health, and general welfare of individuals who live within the boundaries of the Reservation; and
18 19	WHEREAS,	the Law prohibits any person from committing a civil infraction under this Law; and
20 21 22 23 24 25 26 27	WHEREAS,	the Law sets forth various civil infractions including: Civil infractions against property; Civil infractions against the peace; Civil infractions against government; Civil infractions against the person; Civil infractions involving alcohol, tobacco, and drugs; Civil Infractions affecting health and safety; and
28 29 30 31	WHEREAS,	the Law provides that an individual who violates a provision of this Law by committing a civil infraction may be subject to the issuance of a citation by an Oneida Police Department officer; and
32 33 34	WHEREAS,	any citation issued for a violation of this Law shall be processed in accordance with the procedure contained in the Nation's laws and policies governing citations; and
35 36	WHEREAS,	the Trial Court is delegated jurisdiction over any action brought under this Law; and
37 38	WHEREAS,	the Law delegates authority to the Oneida Business Committee to adopt through resolution a citation schedule which sets forth specific fine amounts for violations of this Law; and
39 40 41 42	WHEREAS,	the Oneida Business Committee adopted resolution BC-09-08-21-B, <i>Public Peace Law Citation Schedule</i> , to set forth specific fine amounts for various violations of this Law; and

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 WHEREAS, the chart within resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, contained typographical errors; and

whereas, the Oneida Business Committee is now seeking a revised resolution to be adopted to correct any typographical errors in the Public Peace Law Citation Schedule in an effort to avoid any confusion or error in the interpretation of this resolution; and

NOW THEREFORE BE IT RESOLVED, that this resolution revises and supersedes resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, and that the Oneida Business Committee hereby sets forth the following citation schedule to be used for violations of the Public Peace law:

PUBLIC PEACE LAW CITATION SCHEDULE								
Violation	Reference	1 st Offense	2 nd Offense	3 rd Offense or More	Mandatory Appearance Required?			
Civil Infractions Against Property								
Damage to Property	309.5-1	Loss	<u>\$50 or</u> less <u>th</u>	an \$50	Yes			
		\$50	\$150	\$200				
			e than \$ <mark>20<u>50</u> \$250</mark>					
		\$250	\$500	\$1000	_			
			ss \$250 or m					
		\$500	\$750	\$2000				
Reckless Damage or Destruction	309.5-2		<u>\$50 or less th</u>		Yes			
		\$50	\$150	\$200	_			
		\$250	than \$ 20<u>50</u>, ,					
		\$250	\$500	\$1000				
			ss \$250 or m					
		\$500	\$750	\$2000				
Trespass	309.5-3	\$250	\$500	\$1000	Yes			
Theft	309.5-4	Theft \$50 or less than \$50			Yes			
		\$50	\$150	\$200	_			
		Theft more than \$2050, less than \$250						
		\$250	\$500	\$1000				
			eft \$250 or m					
		\$500	\$750	\$2000				
Retail Theft	309.5-5	·	\$50 or less th		Yes, if value of retail theft			
		\$50	\$150	\$200	more than			
		Theft mor	re than \$ 20<u>50</u> \$250	, less than	\$50 in value.			
		\$250	\$500	\$1000	No, if value			
		Theft \$250 or more		nore	of retail theft less than			
		\$500	\$750	\$2000	\$50 in value.			
Loitering	309.5-6	\$100	\$200	\$300	No			
Fraud	309.5-7		<u>\$50 or</u> less <u>th</u>		Yes			
		\$50	\$150	\$200				

			nore than \$ 20 5 \$250		
		\$250			
		Loss \$250 or m			_
No aliment Londline of Dumine	200.5.0	\$500	\$750	\$2000	NI-
Negligent Handling of Burning Material	309.5-8	\$100	\$200	\$500	No
	ivil Infraction	s Against th	ne Peace		1
Disorderly Conduct	309.6-1	\$250	\$500	\$1000	No for 1st or 2nd Offense - Yes for 3rd Offense or More
Carrying a Prohibited Weapon	309.6-2	\$250	\$500	\$1000	No
Gang Related Activity	309.6-3	\$250	\$500	\$1000	No
Throwing or Shooting a Projectile	309.6-4	\$100	\$200	\$300	No
Obstructing Streets or Sidewalks	309.6-5	\$25	\$50	\$100	No
Nuisance	309.6-6	\$100	\$200	\$300	Yes
Maintaining a Chronic Nuisance House	309.6-7	\$250	\$500	\$1000	Yes
Interfering with Lawful Arrest or Resisting Arrest	309.6-8	\$250	\$500	\$1000	Yes
Civ	vil Infractions	Against Go	vernment		
Disrupting a Meeting or Government Function	309.7-1	\$100	\$250	\$500	No for 1 st Offense – Yes for 2 nd Offense or More
Breach of Confidentiality	309.7-2	\$100	\$250	\$500	No for 1 st Offense - Yes for 2 nd Offense or More
Threatening an Official	309.7-3	\$250	\$500	\$1000	Yes
	vil Infraction				-
Assault	309.8-1	\$250	\$500	\$1000	Yes
Harassment	309.8-2	\$100	\$300	\$500	Yes
Abuse of Individuals at Risk	309.8-3	\$500	\$750	\$1000	Yes
Truancy	309.8-4	\$50	\$75	\$100	Yes
			obacco, and D		NI-
Public Intoxication	309.9-1	\$100	\$200	\$300	No
Unauthorized Alcohol Beverage	309.9-2	\$100	\$200	\$300	No
Underage Possession of Alcohol	309.9-3	\$100	\$200	\$300	Yes
Furnishing Alcohol Beverages to Minors	309.9-4	\$250	\$500	\$1000	Yes
Underage Possession of Tobacco	309.9-5	\$50	\$75	\$100	Yes
Furnishing Tobacco to Minors Misrepresentation of Identification Card	309.9-6 309.9-7	\$150 \$100	\$300 \$200	\$500 \$300	Yes Yes

Possession of Prohibited Drugs	309.9-8	\$250	\$500	\$1000	Yes
Manufacturing Prohibited Drugs	309.9-9	\$750	\$1000	\$2000	Yes
Maintaining a Drug House	309.9-10	\$750	\$1000	\$2000	Yes
Civil Ir	fractions Affe	cting Health	and Safety		
Littering	309.10-1	\$25	\$50	\$100	No
Unsightly Areas	309.10-2	\$100	\$250	\$350	No for 1st or 2nd Offense - Yes for 3rd Offense or More
Depositing Human Waste	309.10-3	\$100	\$200	\$300	No
Exposure of a Communicable or Infectious Disease	309.10-4	\$500	\$750	\$1000	Yes

BE IT FURTHER RESOLVED, that in addition to the fines listed above, additional penalties issued by the Trial Court may include community service, participation in counseling or other programs, restitution, or any other penalty as deemed appropriate by the Trial Court as provided for by the Public Peace law.

BE IT FURTHER RESOLVED, in addition to the fine amount as provided in the citation schedule above, any citation issued for a violation of this Law shall also include court costs as assessed by the Oneida Nation Judiciary.

BE IT FURTHER RESOLVED, criminal charges and referrals may be appropriate in certain cases and are not prohibited.

BE IT FURTHER RESOLVED, the Oneida Police Department officer issuing the citation shall have the discretion to require a mandatory appearance of the offender at the Trial Court's citation pre-hearing for any violation of this Law if deemed appropriate.

BE IT FURTHER RESOLVED, the issuance of a citation to any offender who has not attained the age of eighteen (18) years shall require the mandatory appearance of the offender and their parent(s), guardian(s), or legal custodian(s) at the Trial Court's citation pre-hearing.

BE IT FURTHER RESOLVED, for any offender who has not attained the age of eighteen (18) years, a violation committed within twelve (12) months of a previous violation shall be considered a second or subsequent violation.

BE IT FINALLY RESOLVED, the Oneida Business Committee hereby adopts this resolution which shall become effective on September 22, 2021.



Oneida Nation Oneida Business Committee Legislative Operating Committee PO Box 365 • Oneida, WI 54155-0365



Statement of Effect

Revised Public Peace Law Citation Schedule

Summary

This resolution revises and supersedes resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, fixing typographical errors that were present, and sets forth a citation schedule containing specific fine amounts to be utilized for violations of the Public Peace law.

Submitted by: Clorissa N. Santiago, Senior Staff Attorney, Legislative Reference Office Date: September 13, 2021

Analysis by the Legislative Reference Office

The Public Peace law ("the Law") was adopted to set forth community standards and expectations which preserve the peace, harmony, safety, health, and general welfare of individuals who live within the boundaries of the Reservation. [3 O.C. 309.1-1].

The Law sets forth various civil infractions and prohibits any person from committing a civil infraction. [3 O.C. 309.4-4]. Civil infractions provided for in the Law include:

- Civil infractions against property [3 O.C. 309.5];
- Civil infractions against the peace [3 O.C. 309.6];
- Civil infractions against government [3 O.C. 309.7];
- Civil infractions against the person [3 O.C. 309.8];
- Civil infractions involving alcohol, tobacco, and drugs [3 O.C. 309.9]; and
- Civil Infractions affecting health and safety [3 O.C. 309.10].

Officers of the Oneida Police Department are delegated the authority to issue a citation to any individual who violates a provision of this Law by committing a civil infraction. [3 O.C. 309.4-3, 309.11-1]. Any citation issued for a violation of this Law shall be processed in accordance with the procedures contained in the Nation's laws and policies governing citations, which is the Citations law. [3 O.C. 309.11-1(b)]. The Nation's Trial Court is then delegated jurisdiction over any action brought under this Law. [3 O.C. 309.4-1].

One penalty the Trial Court may utilize upon a finding that an individual has committed a violation of the Law is the issuance of fines. [3 O.C. 309.11-2(a)]. The Law delegates authority to the Oneida Business Committee to adopt through resolution a citation schedule which sets forth specific fine amounts for violations of this Law. [3 O.C. 309.11-2(a)].

The Oneida Business Committee adopted resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, to set forth specific fine amounts for various violations of this Law. The chart contained in resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, contained typographical errors.

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This resolution revises and supersedes resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, in an effort to correct the typographical errors and then sets forth the citation schedule which includes the specific fine amounts for various violations of this Law.

This resolution also sets forth the same additional information that was included in resolution BC-09-08-21-B regarding citations, including:

- Whether a mandatory appearance at the citation pre-hearing is required for each violation of the Law in accordance with the Citations law [8 O.C. 807.6-1(a)];
 - This resolution also requires a mandatory appearance at the citation pre-hearing for an offender who has not attained the age of eighteen (18) years, along with their parent(s), guardian(s), or legal custodian(s), no matter what violation occurred.
 - This resolution also delegates discretion to the Oneida Police Department officer issuing the citation to require a mandatory appearance of the offender at the Trial Court's citation pre-hearing for any violation of this Law if deemed appropriate.
- Criminal charges and referrals may be appropriate in certain cases and are not prohibited by this Law;
- In addition to the fine amount as provided in the citation schedule, any citation issued for a violation of this Law shall also include court costs as assessed by the Oneida Nation Judiciary; and
- When determining whether a violation is a subsequent violation for an offender who has not attained the age of eighteen (18), a violation committed within twelve (12) months of a previous violation shall be considered a second or subsequent violation.

Upon adoption by the Oneida Business Committee this resolution will become effective on September 22, 2021.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.



Public Packet

Oneida Nation

Post Office Box 365

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Oneida, WI 54155

1		BC Resolution #
2 3 4 5 6	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
6 7	WHEREAS,	the Oneida General Tribal Council is the governing body of the Oneida Nation; and
8 9 10	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
11 12 13	WHEREAS,	the Public Peace law ('the Law") was adopted by the Oneida Business Committee through resolution BC-09-08-21-A; and
13 14 15 16 17	WHEREAS,	the purpose of the Law is to set forth community standards and expectations which preserve the peace, harmony, safety, health, and general welfare of individuals who live within the boundaries of the Reservation; and
18 19	WHEREAS,	the Law prohibits any person from committing a civil infraction under this Law; and
20 21 22 23 24 25 26 27	WHEREAS,	the Law sets forth various civil infractions including: Civil infractions against property; Civil infractions against the peace; Civil infractions against government; Civil infractions against the person; Civil infractions involving alcohol, tobacco, and drugs; Civil Infractions affecting health and safety; and
28 29 30	WHEREAS,	the Law provides that an individual who violates a provision of this Law by committing a civil infraction may be subject to the issuance of a citation by an Oneida Police Department officer; and
31 32 33 34	WHEREAS,	any citation issued for a violation of this Law shall be processed in accordance with the procedure contained in the Nation's laws and policies governing citations; and
35 36	WHEREAS,	the Trial Court is delegated jurisdiction over any action brought under this Law; and
37 38 39	WHEREAS,	the Law delegates authority to the Oneida Business Committee to adopt through resolution a citation schedule which sets forth specific fine amounts for violations of this Law; and
40 41 42	WHEREAS,	the Oneida Business Committee adopted resolution BC-09-08-21-B, <i>Public Peace Law Citation Schedule</i> , to set forth specific fine amounts for various violations of this Law; and

53

WHEREAS, the chart within resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, contained typographical errors; and

WHEREAS, the Oneida Business Committee is now seeking a revised resolution to be adopted to correct any typographical errors in the Public Peace Law Citation Schedule in an effort to avoid any confusion or error in the interpretation of this resolution; and

NOW THEREFORE BE IT RESOLVED, that this resolution revises and supersedes resolution BC-09-08-21-B, *Public Peace Law Citation Schedule*, and that the Oneida Business Committee hereby sets forth the following citation schedule to be used for violations of the Public Peace law:

PUBLIC PEA					
Violation	Reference	1 st	2 nd	3 rd	Mandatory
		Offense	Offense	Offense or More	Appearance Required?
	Civil Infractions				
Damage to Property	309.5-1	L	oss \$50 or le	ess	Yes
		\$50	\$150	\$200	
			than \$50, les		
		\$250	\$500	\$1000	
		Lo	ss \$250 or m	nore	
		\$500	\$750	\$2000	
Reckless Damage or Destruction	309.5-2	L	oss \$50 or le	ess	Yes
		\$50	\$150	\$200	
		Loss more	than \$50, les	s than \$250	
		\$250	\$500	\$1000	
		Lo	ss \$250 or m	nore	
		\$500	\$750	\$2000	
Trespass	309.5-3	\$250	\$500	\$1000	Yes
Theft	309.5-4	T	heft \$50 or le	ess	Yes
		\$50	\$150	\$200	
		Theft mo	ore than \$50,	less than	
			\$250		
		\$250	\$500	\$1000	
			eft \$250 or n		
		\$500	\$750	\$2000	
Retail Theft	309.5-5	Т	heft \$50 or le	ess	Yes, if value of retail theft
		\$50	\$150	\$200	more than
		Theft mo	ore than \$50, \$250	less than	\$50 in value.
		\$250	\$500	\$1000	No, if value
		Th	eft \$250 or n	nore	of retail theft less than
		\$500	\$750	\$2000	\$50 in value.
Loitering	309.5-6	\$100	\$200	\$300	No
Fraud	309.5-7	<u> </u>	oss \$50 or le		Yes
		\$50	\$150	\$200	
			than \$50, les		

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BC Resolution #_ Revised Public Peace Law Citation Schedule Page 3 of 4

		\$250	\$500	\$1000	
			Loss \$250 or	more	
		\$500	\$750	\$2000	
Negligent Handling of Burning Material	309.5-8	\$100	\$200	\$500	No
С	ivil Infraction	s Against th	ne Peace	•	
Disorderly Conduct	309.6-1	\$250	\$500	\$1000	No for 1 st or 2 nd Offense - Yes for 3 rd Offense or More
Carrying a Prohibited Weapon	309.6-2	\$250	\$500	\$1000	No
Gang Related Activity	309.6-3	\$250	\$500	\$1000	No
Throwing or Shooting a Projectile	309.6-4	\$100	\$200	\$300	No
Obstructing Streets or Sidewalks	309.6-5	\$25	\$50	\$100	No
Nuisance	309.6-6	\$100	\$200	\$300	Yes
Maintaining a Chronic Nuisance House	309.6-7	\$250	\$500	\$1000	Yes
Interfering with Lawful Arrest or Resisting Arrest	309.6-8	\$250	\$500	\$1000	Yes
	vil Infractions	Against Go	vernment	1	1
Disrupting a Meeting or Government Function	309.7-1	\$100	\$250	\$500	No for 1 st Offense – Yes for 2 nd Offense or More
Breach of Confidentiality	309.7-2	\$100	\$250	\$500	No for 1 st Offense - Yes for 2 nd Offense or More
Threatening an Official	309.7-3	\$250	\$500	\$1000	Yes
C	vil Infractions	s Against th	e Person		
Assault	309.8-1	\$250	\$500	\$1000	Yes
Harassment	309.8-2	\$100	\$300	\$500	Yes
Abuse of Individuals at Risk	309.8-3	\$500	\$750	\$1000	Yes
Truancy	309.8-4	\$50	\$75	\$100	Yes
			obacco, and L		T.
Public Intoxication	309.9-1	\$100	\$200	\$300	No
Unauthorized Alcohol Beverage	309.9-2	\$100	\$200	\$300	No
Underage Possession of Alcohol	309.9-3	\$100	\$200	\$300	Yes
Furnishing Alcohol Beverages to Minors	309.9-4	\$250	\$500	\$1000	Yes
Underage Possession of Tobacco	309.9-5	\$50	\$75	\$100	Yes
Furnishing Tobacco to Minors	309.9-6	\$150	\$300	\$500	Yes
Misrepresentation of Identification Card	309.9-7	\$100	\$200	\$300	Yes
Possession of Prohibited Drugs	309.9-8	\$250	\$500	\$1000	Yes
Manufacturing Prohibited Drugs	309.9-9	\$750	\$1000	\$2000	Yes

BC Resolution #_____ Revised Public Peace Law Citation Schedule Page 4 of 4

Maintaining a Drug House	309.9-10	\$750	\$1000	\$2000	Yes
Civil Ir	fractions Affe	cting Health	and Safety		
Littering	309.10-1	\$25	\$50	\$100	No
Unsightly Areas	309.10-2	\$100	\$250	\$350	No for 1st or 2nd Offense - Yes for 3rd Offense or More
Depositing Human Waste	309.10-3	\$100	\$200	\$300	No
Exposure of a Communicable or Infectious Disease	309.10-4	\$500	\$750	\$1000	Yes

BE IT FURTHER RESOLVED, that in addition to the fines listed above, additional penalties issued by the Trial Court may include community service, participation in counseling or other programs, restitution, or any other penalty as deemed appropriate by the Trial Court as provided for by the Public Peace law.

BE IT FURTHER RESOLVED, in addition to the fine amount as provided in the citation schedule above, any citation issued for a violation of this Law shall also include court costs as assessed by the Oneida Nation Judiciary.

BE IT FURTHER RESOLVED, criminal charges and referrals may be appropriate in certain cases and are not prohibited.

BE IT FURTHER RESOLVED, the Oneida Police Department officer issuing the citation shall have the discretion to require a mandatory appearance of the offender at the Trial Court's citation pre-hearing for any violation of this Law if deemed appropriate.

BE IT FURTHER RESOLVED, the issuance of a citation to any offender who has not attained the age of eighteen (18) years shall require the mandatory appearance of the offender and their parent(s), guardian(s), or legal custodian(s) at the Trial Court's citation pre-hearing.

BE IT FURTHER RESOLVED, for any offender who has not attained the age of eighteen (18) years, a violation committed within twelve (12) months of a previous violation shall be considered a second or subsequent violation.

BE IT FINALLY RESOLVED, the Oneida Business Committee hereby adopts this resolution which shall become effective on September 22, 2021.

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Oneida Business Committee Agenda Request

Accept the September 15, 2021, regular Legislative Operating Committee meeting minutes

1. Meeting Date Requested: 10 / 13 / 21	
2. General Information: Session: Open Executive - See instructions for the applicable laws, then choose one:	
Agenda Header: Standing Committees	
 ☐ Accept as Information only ☑ Action - please describe: 	
Accept the September 15, 2021 Legislative Operating Committee meeting minutes	
3. Supporting Materials Report Resolution Contract Other:	
1. 9/15/21 LOC Meeting Minutes 3.	
2.	
☐ Business Committee signature required 4. Budget Information	
☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted	
5. Submission	
Authorized Sponsor / Liaison: David P. Jordan, Councilmember	
Primary Requestor/Submitter: Clorissa N. Santiago, LRO Senior Staff Attorney Your Name, Title / Dept. or Tribal Member	
Additional Requestor:	
Name, Title / Dept. Additional Requestor: Name, Title / Dept.	



Oneida Nation Oneida Business Committee

Legislative Operating Committee PO Box 365 • Oneida, WI 54155-0365



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES

Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center September 15, 2021 9:00 a.m.

Present: David P. Jordan, Marie Summers, Kirby Metoxen, Daniel Guzman King, Jennifer

Others Present: Clorissa N. Santiago, Carmen Vanlanen, Kristal Hill, Brooke Doxtator, Bonnie Pigman, Denise Vigue, Justin Nishimoto (Microsoft Teams), Barbara Webster (Microsoft Teams), Michelle Myers (Microsoft Teams), Amy Spears (Microsoft Teams), Rhiannon Metoxen (Microsoft Teams), Cora Bell (Microsoft Teams), Todd Vandenheuvel (Microsoft Teams), Jennifer Berg Hargrove (Microsoft Teams)

I. Call to Order and Approval of the Agenda

David P. Jordan called the September 15, 2021, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marie Summers to adopt the agenda as is; seconded by Jennifer Webster. Motion carried unanimously.

II. Minutes to be Approved

1. September 1, 2021 LOC Meeting Minutes

Motion by Kirby Metoxen to approve the September 1, 2021 LOC meeting minutes and forward to the Oneida Business Committee; seconded by Marie Summers. Motion carried unanimously.

III. **Current Business**

1. Oneida General Welfare Law Amendments

Motion by Kirby Metoxen to approve the legislative analysis for the Oneida General Welfare law; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Marie Summers to approve the approve the Oneida General Welfare law public comment period notice and forward the Oneida General Welfare law to a public comment period to be held open until October 13, 2021; seconded by Jennifer Webster. Motion carried unanimously.

IV. **New Submissions**

1. Children's Code Amendments, Guardianship and Adoption Law

Motion by Jennifer Webster to deny the request to add the Children's Code Amendments, and the Guardianship law and Adoption law to the Active Files List noting that the Children's Code Amendments and the Guardianship law are already currently on the Active Files List; seconded by Marie Summers. Motion carried unanimously.

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V. **Additions**

VI. **Administrative Items**



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VII. Executive Session

VIII. Adjourn

Motion by Marie Summers to adjourn at 9:28 a.m.; seconded by Daniel Guzman King. Motion carried unanimously.

Oneida Business Committee Agenda Request

Accept the ARPA FRF post-secondary project report

1. Meeting Date Requested:	10 / 13 / 21
2. General Information: Session: ⊠ Open ☐ Exec	utive - See instructions for the applicable laws, then choose one:
Agenda Header: Reports	
☐ Accept as Information only☑ Action - please describe:☐ Accept the ARPA post-second	ndary project report
3. Supporting Materials ☐ Resolution ☐ Other:	☐ Contract
1.	3.
2.	4.
☐ Business Committee signatu	re required
4. Budget Information ☐ Budgeted - Tribal Contribution	on 🔲 Budgeted - Grant Funded 🔲 Unbudgeted
5. Submission	Mark W. Powless Digitally signed by Mark W. Powless Date: 2021.10.05 17:22:20 -05'00'
Authorized Sponsor / Liaison:	Mark Powless, General Manager
Primary Requestor/Submitter:	Jacqueline Smith, Area Manager - Education & Training Your Name, Title / Dept. or Tribal Member
Additional Requestor:	Name, Title / Dept.
Additional Requestor:	Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

This report is submitted from the Oneida General Manager's office in response to the motion made at the August 25, 2021 regular Business Committee meeting:

"Motion by Lisa Liggins to accept the tribal member request for an ARPA Education Program for the Fall 2021 [semester] and to direct the General Manager to bring back an initial report at the October 13, 2021, regular Business Committee meeting and a final report no later than the December 8, 2021, regular Business Committee meeting on a [Higher] Education program funded by FRF funds to be implemented for the Spring 2022 semester, seconded by Marie Summers. Motion carried:"

Recommendation

A. Provide funding for qualifying Oneida post-secondary students, 18 years or older, towards a duplicate or lesser degree using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years ending September 30, 2023.

AND

B. Provide funding for qualifying Oneida post-secondary students, 18 years or older, who are currently suspended from the Oneida Higher Education Scholarship to regain a good standing using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years ending September 30, 2023

Total funding requested for the post-secondary funding program is \$4M for two (2) years or \$2M per FY 2022 and FY 2023.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Report ARPA Education Program -- Executive Summary

This report is submitted from the Oneida General Manager's office in response to the motion made at the August 25, 2021 regular Business Committee meeting:

"Motion by Lisa Liggins to accept the tribal member request for an ARPA Education Program for the Fall 2021 [semester] and to direct the General Manager to bring back an initial report at the October 13, 2021, regular Business Committee meeting and a final report no later than the December 8, 2021, regular Business Committee meeting on a [Higher] Education program funded by FRF funds to be implemented for the Spring 2022 semester, seconded by Marie Summers. Motion carried:"

Background

The Education & Training Area conducted research of the CARES Higher Education (Pandemic) Fund FY 2020 by meeting with employees who were involved with the project and reviewed project documents.

This research showed that there were challenges and issues with the CARES Higher Education fund that should be modified and improved upon before implementing additional post-secondary funding programs.

Results from Research

It is not advised to repeat and re-implement the CARES Higher Education (Pandemic) Fund FY 2020 program. The proposal for using ARPA funds has been modified to increase the effectiveness of the post-secondary programming for FY 2022 and FY 2023 based on the lessons learned in FY 2020 and post-secondary community data.

Key issues associated with the FY2020 program included inconsistent tracking creating financial audit risks (external/internal), incomplete programming measures to know if goals were met, and the program unintentionally created potential situations (which was openly communicated to students before receiving the funds) regarding financial assistance.

Recommendation

A. Provide funding for qualifying Oneida post-secondary students, 18 years or older, towards a duplicate or lesser degree using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years ending September 30, 2023.

AND

B. Provide funding for qualifying Oneida post-secondary students, 18 years or older, who are currently suspended from the Oneida Higher Education Scholarship to regain a good standing using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years ending September 30, 2023

Total funding requested for the post-secondary funding program is \$4M for two (2) years or \$2M per FY 2022 and FY 2023.

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Introduction

Petitioner Request & OBC Action

At the August 25, 2021 regular Oneida Business Committee, the General Manager (GM) was assigned the task of submitting a report on findings regarding a community member's request to re-establish the FY 2020 CARES Education funding program.

"Motion by Lisa Liggins to accept the tribal member request for an ARPA Education Program for the Fall 2021 [semester] and to direct the General Manager to bring back an initial report at the October 13, 2021, regular Business Committee meeting and a final report no later than the December 8, 2021, regular Business Committee meeting on a [Higher] Education program funded by FRF funds to be implemented for the Spring 2022 semester, seconded by Marie Summers. Motion carried:"

Intent of CARES Higher Education (Pandemic) Fund FY 2020

The intent of the CARES Higher Education (Pandemic) Fund FY 2020 was for enrolled Oneida members to have an opportunity to become employable during the pandemic.

This included the following opportunities:

- Financial assistance for certifications¹
- Financial assistance to attend college to earn credits to reestablish good standing with Oneida Higher Education
- Additional funding for students attending higher education institutions during the pandemic

Financial assistance could be applied toward:²

Tuition, room & board, telecommunication, technology, books, job seeking and/or training assistance, childcare, transportation

The time frame to develop, staff, and implement this funding program in FY 2020 was very short as the entire project was completed in approximately 8 weeks. As a result, there are sections of the project that require improvement.

¹ Appendix: CARES Higher Education (Pandemic) Fund FY 2020 Within the law for the specific program, the definition of accredited was extended to include: "qualified and approved by a United States Department of Education recognized accrediting body, state-approved accrediting body, or recognized through a professional affiliation." Students applying for funding at a state-approved program, or a program recognized by professional affiliation should include accreditation information with their application.

^{2 2} Appendix: CARES Higher Education (Pandemic) Fund FY 2020 Letter to Members, 08.2020 announcing the funding

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The purpose statement for the project was:

The funding is for Oneida members to become employable, if it means a certification less then what they already have, i.e., trucking certificate and they have a bachelor's degree; or if they need to get a certification that is not covered by current higher education standards, and this could mean that students that are on probation or not allowed to participate in Oneida Higher Education because of grades or past funding issues. They can use this program to get out of arrears and to get in good standing with Oneida Higher Education department. The classes funded are not meant to penalize a student in future use of Oneida Higher Education department standards either.

Purpose of Report

The purpose of this report is to gain approval from the Oneida Business Committee to use the Oneida Tribe's American Rescue Plan Act (ARPA) funds to implement project work on post-secondary funding projects for FY 2022 and FY 2023 using a total for both years of \$4M under the General Manager's office.

The project and programming listed in this report are limited to two (2) fiscal years (FY 2022 and FY 2023) and will end on September 30, 2023.

Current Situation

An Oneida community member made a request of the OBC to re-establish the CARES Education Funding program. The GM was asked to bring back a report for consideration on how this request could be addressed within the program areas.

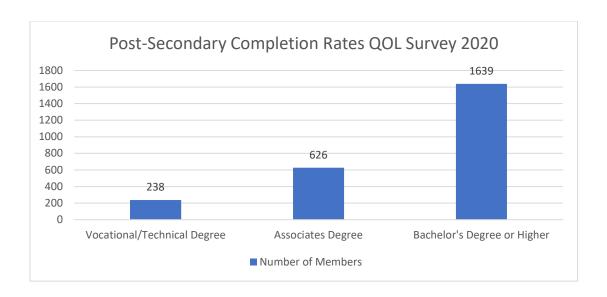
Improved Post-Secondary Gap Completion

For consideration, Oneida has achieved the same level of post-secondary completion rates as both Brown & Outagamie counties as indicated in the 2020 Oneida Quality of Life survey.³ A total of 47% of Oneida members aged 25+ has completed post-secondary education (see Figure 1).

An assumption could be made that because of the Oneida Higher Education Scholarship program, more Oneida community members have utilized the scholarship to attain higher educational levels so much to gain similar completion rates as surrounding communities.

³ Appendix: Melissa Nuthals, Data on Oneida Community Educational Statues, 09.23.21 and FY 2020 QOL Table

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Other Community Concerns Positively Affected

Unemployment rates and poverty levels could be improved by this type of funding assistance for Oneida members.

As members gain additional or new job skills, they are more likely to find improved employment opportunities.

This funding could assist Oneidas who are currenlty unemployed and/or underemployed. It is estimated that Oneida Nation workforce is down 24%. 4

The project could assist in reducing current poverty rates by providing members with increased job skills. Poverty rates are estimated to be 29% for American Indian/Alaskan Native (AIAN) from the Census Bureau. ⁵

Issues with CARES Higher Education (Pandemic) Fund FY 2020

Based on research findings, processes used to implement the CARES Higher Education fund in FY 20 needs to be improved to avoid potential pitfalls and issues for post-secondary students.

Issues identified with the CARES Higher Education (Pandemic) Fund FY 2020 are:

 Program audit issues (internal/external) as most fund recipients didn't comply with program rules by submitting receipts to document on how they spent the funds.

⁴ See Appendix, Melissa Nuthals email Thursday 09.23.21 1:53 PM

⁵ Ibid.

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 Post-secondary students who were enrolled at a college/school and were receiving federal financial aid and/or scholarships, are more likely to be negatively impacted by CARES funding (i.e., reductions in grants).

- Recipients were made aware of this potential consequence.
- Costs reported for room and board reported at ~\$1.4 M which was considered by those who implemented the program to be unusual and excessive.
- Paying for room and board in future similar programming is not recommended.
- Approximately \$3M in funds were allocated in a time frame of eight (8) weeks.
- Operating policies were not fully in place once the program started.
- Decision making for some applications took longer than expected.
- Assessment or evaluation was incomplete. There is no information to determine if the program met it goals and improved job and or employability skills.

Problem Statement

The problem is to determine how to provide additional post-secondary programming, using ARPA funds to Oneida members:

- who are interested in acquiring a duplicate or lesser degree to increase and/or improve upon their current work skills to attain or maintain a job
- who want to reestablish good standing with the Oneida Higher Education Scholarship by improving their grade point average (GPA)
- avoid issues associated with the CARES Higher Education (Pandemic) Fund FY 2020 in future projects

Recommendation

The following recommendation has considered the above-mentioned issues.

This report and its recommendation are for consideration for the approvers of the APRA funds. If the recommendation is applicable to addressing the community's post-secondary educational needs, then additional project plan details, procedures, resolutions, and laws will be developed.

The recommendation uses two types of post-secondary funding. Specific details will be developed later after approval of this report.

Recommendation:

A. Provide funding for qualifying Oneida post-secondary students, 18 years or older, towards a duplicate or lesser degree using \$2M of

⁶ Meeting with Lisa Summers, Lisa Liggins, Carl Artman 09.23.21

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ARPA funds with a goal of serving no less than 170 qualified students for two years.

AND

B. Provide funding for qualifying Oneida post-secondary students, 18 years or older, who are currently suspended from the Oneida Higher Education Scholarship to regain a good standing using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years.

Total funding requested for is \$4M for two (2) years or \$2M per FY 2022 and FY 2023 toward post-secondary education.

Funding for Duplicate or Lesser Degrees

The expected benefit from this type of funding program is to allow community members the ability to improve upon their current job skills to find employment, locate better paying jobs, or retain their current employment status.

Applicants who apply and are accepted into this program would **receive up to \$10,000** per academic year toward the cost of tuition, books, and required course fees (e.g., tools for a mechanic, tactical gear for law enforcement, etc.).

Individual funding levels will depend on the type of post-secondary or employment credential the applicant is pursuing.

- For example, in-state average tuition and fees for public colleges in Wisconsin is \$6,520 and technical colleges average \$4,700 for tuition and fees.
- Credentialing costs vary based upon the occupation and/or industry. An estimate of the cost for a credential is \$1,000⁷

To improve on last year's CARES Higher Education Fund, a clear and defined audit trail will be established by the following steps documenting how funds were spent:

- 1) Tuitions fees, books and specific course fees are paid by check directly to the schools, colleges, universities, or vendors
 - a) If a student withdraws early from the program, Oneida will request that reimbursements are sent back to the Oneida Tribe versus the individual student.
- 2) If a student pays for required course fees on their own, they may be entitled to a reimbursement upon submission of a valid receipt documenting payment.
 - a) Reimbursements will not be granted without a receipt.

⁷ See Appendix, Tuition Cost Data from WI

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Estimated Costs for Duplicate and Lesser Degree Program

Funding Overview

FY	AY (August to July of Following Year)	Estimated Number of Applicants	Maximum Funding Level	Estimated Total Cost
2022	2021-2022	85	\$10,000	\$850,000
2023	2022-2023	85	\$10,000	\$850,000
Totals		170**		\$1,700,000

^{**}estimated at the higher cost per students using the maximum award. More students may be assisted depending on average costs per student determined after programming is implemented.

Estimated Average Program Costs for Duplicate and Lesser Degree at \$2.0M for two (2) years providing services for approximately 170 applicants is \$11,800 per person.

Funding Suspended Students from the Oneida Higher Education Scholarship

The expected benefit from this type of funding program is to allow former Oneida Higher Education Students who are suspended from the Oneida Higher Education Scholarship to regain good standing with the program.

A good standing could offer the student the opportunity to complete the course work started and to achieve a post-secondary degree. With such a degree, most graduates can improve upon their current employment situation and locate better paying jobs.

Currently there are 730 students suspended from the Oneida Higher Education Scholarship.

Applicants who apply and are accepted into this program **would receive up to \$10,000** per academic year toward the cost of tuition, books, and required course fees (e.g., tools for a mechanic, tactical gear for law enforcement, etc.)

To improve on last year's CARES Higher Education Fund, a clear and defined audit trail will be established by the following steps documenting how funds were spent:

- 1) Tuitions fees, books and specific course fees are paid by check directly to the schools, colleges, universities, or vendors
 - a) If a student withdraws early from the program, Oneida will request that reimbursements are sent back to the Oneida Tribe versus the individual student.
- 2) If a student pays for required course fees on their own, they may be entitled to a reimbursement upon submission of a valid receipt documenting payment.
 - a) Reimbursements will not be granted without a receipt.

Estimated Costs for Suspended Degree Program

Funding Overview

FY	AY (August to July of Following Year)	Estimated Number of Applicants	Maximum Funding Level	Estimated Total Cost
2022	2021-2022	85	\$10,000	\$850,000
2023	2022-2023	85	\$10,000	\$850,000
Totals		170**		\$1,700,000

estimated at the higher cost per students using the maximum award. More students may be assisted depending on average costs per student determined after programming is implemented.

Operational Considerations

Due to current staffing limitations in the Education & Training Area, it is recommended that two (2) Limited Term Employees (LTE) are hired at full time hours to implement this project.

In addition, it is recommendation that the Oneida Education & Training Administration and Oneida Higher Education staff submit monthly accounting-based expense (aka PAR) reports to reimburse time that is spent working on this project to save on Tribal Contribution funds.

Education & Training area employees will need to develop, manage, train, and implement this project. An estimated cost of \$105,000 for approximately five (5) staff members in the area is included.

Annual operating costs for two (2) LTE at 40 hours/week is estimated at \$200,000 per year. Since these funds are not currently budgeted, all funding for the student awards and operating costs will need to be derived from the ARPA funds.

Further development of standard operating procedures (SOPs), resolutions/laws, policies could start after this report is approved.

Estimated Operational Costs

FY	Estimated Personnel Cost (including Fringe Benefit & Indirect Cost)	Number of Full Time Equivalents (FTE)	Estimated Personnel Expenses in E&T Area (off set TC)	Estimated Supplies Equipment Costs	Estimate Space Costs Utilities	Total
2022	\$93,000	2	\$105,000	\$4000	\$5000	\$300,000
2023	\$93,000	2	\$105,000	\$4000	\$5000	\$300,000
						\$600,000

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Conclusion

In closing, this report is requesting approval from the Oneida Business Committee to use the Oneida Tribe's American Rescue Plan Act (ARPA) funds to implement project work on two-types of post-secondary funding projects for FY 2022 and FY 2023 using a total for both years of \$4M under the General Manager's office.

Accepting this report is recommended as a response to the Oneida Community member's request made on 08.25.21 for lesser and duplicate degrees. This report addresses the issues associated with the former CARES Higher Education fund in FY 20 and incorporates lessons learned.

Recommendation Fund Two Types of Post-Secondary ARPA Funding:

A. Provide funding for qualifying Oneida post-secondary students, 18 years or older, towards a duplicate or lesser degree using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years.

AND

B. Provide funding for qualifying Oneida post-secondary students, 18 years or older, who are currently suspended from the Oneida Higher Education Scholarship to regain a good standing using \$2M of ARPA funds with a goal of serving no less than 170 qualified students for two years.

The benefits of these funding projects are:

- Provide Oneida community young adult and adult members the ability to improve upon their current job skills to find employment, locate better paying jobs, or retain their current employment status.
- The project could assist Oneidas who are currenlty unemployed and/or underemployed. It is estimated that Oneida Nation workforce is down 24%.
- The project could assist in reducing current poverty rates by providing members with increased job skills. Poverty rates are estimated to be 29% for American Indian/Alaskan Native (AIAN) from the Census Bureau.
- At the minimum, it is anticipated that 320 Oneida members aged 18 years and older, will participate in this program to increase their employability skills and potentially improve their career status.

We look forward to working on this type of post-secondary programming for the Oneida community.

Thank you,

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⁸ See Appendix, Melissa Nuthals email Thursday 09.23.21 1:53 PM

⁹ Ibid.

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Contact:

Jacqueline (Jackie) Smith
Oneida Education & Training Area Manager
920.869.4037 work
920.606.8705 cell
jsmith@oneidanation.org

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Appendix

Costs of Tuition & Associated Expenses

Average tuition and fees for Public Colleges in WI is \$6,520 in state. National average is \$6,852 for in-state students.

Wisconsin colleges are divided into four-year (or high) universities, 2-4 years (community colleges)

UW-Green Bay \$7,873 tuition and fees in-state, cost per credit hour \$262 in-state, books and supplies \$800, living costs on/off campus \$7,280

Northeast WI Technical College \$4,659 tuition and fees in-state, cost per credit hour \$155, books and supplies \$2,096, living off campus \$7,800

Link: <u>2021 Tuition Comparison Between Public Colleges in Wisconsin</u> (collegetuitioncompare.com)

Employment Credentials

Construction certifications \$594/class; certified construction manager application & exam fees \$700, contraction management certification in CA \$10,650

Electrical engineering certifications
Key accountant certification program \$2,450
Certified reliability engineer \$498

Environmental engineering certifications Board certified environmental engineer \$175 Fundamentals of Engineering \$225 exam fee

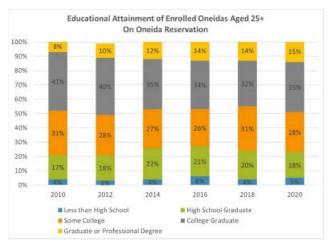
Environmental Health & Safety Certifications Associate Safety profession \$510 Safety Management Specialist \$610

Finance/Accounting Certifications
Certified internal auditor \$1,500
Certified management accountant \$1000-\$2000

Link: List of Professional Certifications by Industry - The Corporate Minority

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Data on Oneida Community



Oneida 2020 Quality of Life Survey Report, page 5.

Melissa Nuthals Emails 09.23.21

From: Melissa L. Nuthals <mnuthals@oneidanation.org>

Sent: Thursday, September 23, 2021 12:42 PM

To: Jacqueline M. Smith < jsmith@oneidanation.org >

Subject: RE: Data on Oneida Community Educational Status

I only have data from Oneidas who live in Brown & Outagamie Counties. There are 5,368 enrolled Oneidas living in Brown & Outagamie Counties aged 25+.

Based on the results of the 2020 Quality of Life Survey, 6% of enrolled Oneidas aged 25+ in Brown & Outagamie Counties have less than a high school diploma. (About 313 enrolled Oneidas.)

4% Vocational/Technical Degree ~238

12% Associate Degree ~626

31% Bachelor's Degree or Higher ~1,639

The Census Bureau also reports educational attainment for American Indians, but their rates are always lower than what is self-reported on the QOL survey. Maybe it's the smaller sample size that they have for AIAN which creates a larger margin of error. The Oneida educational attainment is like what the Census Bureau reports for the public in Brown & Outagamie Counties.

Let me know if you have any other questions.

Melissa

About 47% of Oneidas aged 25+ (2,503) have received at least a 2-year degree.

The unemployment rate at the time of the 2020 QOL Survey was 31%. Prior to the pandemic, it was 9%. As of last week, the Oneida Nation workforce was still down 24%. In the past, there was a question about underemployed, but it was not reliable, so it was removed from the survey.

Unfortunately, in the 2020 QOL Survey, there was a printing error in the household income question. Therefore, I could not calculate current poverty rates. In 2018, the family poverty rate of Oneida households in Brown & Outagamie Counties was 24%. The Census Bureau estimated that 29% of AIAN families in Brown & Outagamie Counties were below poverty. Here is what the Census Bureau estimates for poverty by age for AIAN (2019 ACS 5-year estimates):

Age	% Below Poverty
<5	55.7%
5	31.9%
6-11	51.2%
12-14	41.1%
15	35.4%
16-17	16.7%
18-24	21.2%
25-34	31.4%
35-44	20.1%
45-54	22.7%
55-64	15.1%
65-74	14.4%
75+	20.5%
Overall	28.9%

CARES Higher Education (Pandemic) Fund FY 2020 Information

DRAFT Letter to Potential Applicants

August XX, 2020

Dear Oneida Nation Members,

ARPA Post-Secondary Recommendations

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The Oneida Nation has received federal funding under the Coronavirus Aid, Relief, and Economic Security (CARES) Act, specifically focused on providing resources to respond to the COVID-19 pandemic. COVID-19 has globally impacted our Oneida families and the Nation. Our community is not immune to the devastation that the COVID-19 virus has caused.

The Nation's leadership recognizes the financial, emotional and physical strain the pandemic has caused, thus approximately 23% of the Coronavirus Relief funds have been set aside to create the Oneida Nation COVID--19 Pandemic College Assistance Program. Beginning August XX through XXXX 30, 2020, this program is designed to financially assist Oneida Nation members with a one-time payment assist college students. Qualified use of the payment is in the following areas:

- Tuition Assistance
- · Room & Board
- Utility Assistance, including electric, gas, water, etc.
- Telecommunications/Technology (Examples: Wi-Fi access, lap tops, etc)
- Books
- Food Security/Supplementation
- Job Seeking/Training Assistance
- Childcare
- Transportation

Program Eligibility:

- Must submit a completed application
- Must be an enrolled member of the Oneida Nation (Valid Enrollment Number is required)
- Must be 18 years and older as of August 1, 2020
- Must be enrolled in a higher education system (proof of acceptance and enrollment is required).
- Provide an attestation on the impact the COVID-19 pandemic (i.e. job loss, income loss, access to food, need for technology access, etc) has had
- Provide an attestation on how the payment will be used for qualified expenses
- Provide one of the following:
 - Proof of address if you want to receive a paper check by mail. This is to ensure your check is mailed to the correct address; this is not for the purposes of residency verification. Examples of proof of address include, but are not limited to:
 - Copy of a utility bill with your name and current mailing address,
 - An item of mail which include your legible name and current mailing address,
 - Copy of a school, state, tribal, or federal ID which includes your legible name and current mailing address

OR

- Direct Deposit information, if you want to receive the payment via direct deposit. This includes:
 - Bank Name
 - Routing Number
 - Account Type
 - Account Number

Memo

To: File

From: Susan House, CARES Fund Coordinator

Re: Intent of Pandemic Higher Education Funding

Copy: Jackie Smith, Area Manager, Education and Training

The intent of the Higher Education Pandemic Funding program (Program) is for enrolled Oneida members to have the opportunity to become employable during the pandemic.

Background:

The request was made for CARES funds to support members to become employable during the pandemic. The time frame was very short to create the Program, bring back a furloughed Higher Education staff person to manage the Program, advertise, and create an automated system for processing payments to the students and agencies.

The coordinator pulled together a small team that included Higher Education staff, Law Office, Accounting, and Business Committee members to create the law and process for this program. During the three meetings to create the Program the intent was announced at the beginning of every meeting, and several times during the meetings:

This Program is for Oneida members to become employable, if it means a certification less then what they already have, i.e., trucking certificate and they have a bachelor's degree; or if they need to get a certification that is not covered by current higher education standards, and this could mean that students that are on probation or not allowed to participate in Oneida Higher Education because of grades or past funding issues. They can use this program to get out of arrears and to get in good standing with Oneida Higher Education department. The classes funded are not meant to penalize a student in future use of Oneida Higher Education department standards either.

Why this was announced several times at the meetings is so that everyone knew that this was to encourage enrolled Oneida students to get the certifications, to clear up their arrears with Oneida Higher Education department, or whatever else was needed so that the Oneida member could be or

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become employable during and post pandemic. This was to encourage recovery and rebuild in Oneida and encourage members to not rely on the Oneida Nation to provide employment during and post pandemic. The Business Committee during the CARES funding timeframe focused on Response, Recovery and Rebuild.

The intent of the Program was to get enrolled Oneida members certifications, or assist in cleaning up arrears, along with funding students that are going to higher education institutions and need additional funding.

FAQs from CARES Higher Education (Pandemic) Fund FY 2020 August 2020

Education COVID-19 Relief Fund FAQ

The Education COVID-19 Relief Fund is made available to Enrolled Oneida Tribal Members from monies received as part of the CARES Act. This is a separate program from Oneida's Higher Education Scholarship Fund with a separate application and criteria. This program falls under the auspices of the Oneida Nation General Welfare Act.

Q: What is the program and when can I apply?

Answer: This is an Education Relief Fund aimed at assisting students affected by the Public Health Emergency. Students who have had a decrease in financial aid funding, have been affected by unemployment (student and/or family), or have otherwise had their educational goals altered by the COVID-19 Pandemic.

Q: The program I want to attend isn't a "traditional school" will this be covered?

Answer: Maybe. Within the law for the specific program, the definition of accredited was extended to include: "qualified and approved by a United States Department of Education recognized accrediting body, state-approved accrediting body, or recognized through a professional affiliation." Students applying for funding at a state-approved program or a program recognized by professional affiliation should include accreditation information with their application. *Please see note below regarding potential delays in the process if this is not a vendor set up in our system.

Accept the ARPA FRFOnoeiblaa BlusisteissitComprojette ep Adgreen da Request

1. 1	Meeting Date Requested: 10	/ 13 / 21	
2. 0	General Information: Session: ⊠ Open ☐ Executive	ve - See instructions for the applicable laws, then choose one:	-
			P. Carrier
	Agenda Header: Exec - Reports		~
	☒ Accept as Information only☐ Action - please describe:		
3.	Supporting Materials Report Resolution Other:	☐ Contract	
	1.	3.	
	2.	4.	
	☐ Business Committee signature	required	
4.	Budget Information Budgeted - Tribal Contribution	☐ Budgeted - Grant Funded ☐ Unbudgeted	
5.	Submission		
	Authorized Sponsor / Liaison:	Mark W Powless, General Manager	~
	Primary Requestor/Submitter: _	Your Name, Title / Dept. or Tribal Member	
	Additional Requestor:	Name, Title / Dept.	
	Additional Requestor:	Name, Title / Dept.	

Oneida Business Committee Meeting Wednesday, October 13, 2021 Food Gift Card Distribution Update

When:	•	Wednesday, November 17; Thursday, November 18; Friday, November 19
	•	11am-6pm daily
	•	Distribution dates in Oneida and Milwaukee to run concurrently
Where:	•	Oneida: The target location of The Three Clans Ballroom is not ideal as it conflicts with promotions taking place at Gaming. The location will be Great Lakes Complex (Radisson) and the gymnasium at the Oneida Fitness Center. Milwaukee: Southeastern Oneida Tribal Services
What:	•	6,500 \$500 Festival Gift Cards (Oneida) and 1,500 \$500 Kroger Gift Cards (Milwaukee). We are also implementing a rain check system for individuals who arrive within the distribution times after cards run out. The choice to use Festival and Kroger is due to the existing positive relationships, ability to meet timelines, and realized discounts equaling \$192,500. Total obligation of \$4.5 million
Eligibility:	•	One card per each enrolled Oneida Nation member. Must provide proof of enrollment and picture identification. If a member cannot pick up their card, another individual can pick up for them but must provide consent and proof of enrollment/picture identification.
Staffing:	•	Staffing will be realized through workforce volunteers assigned to three-hour segments. A lead will be assigned to each location to address customer concerns and coordinate the disbursement of gift cards.
Equipment:	•	The MIS developed Power App will be utilized on GTC laptops similar to the 2020 distribution. Temperature kiosks will be pulled from the existing stock to use at the distribution. Plexiglass barriers will separate distribution staff from participants.
Safety Plan:	•	A draft safety plan has been developed in collaboration with Public Health Officer, Michelle Myers.
Oneida Police Department:	•	OPD has agreed to transport and staff the distribution sites. Some aspect of this may be augmented using Oneida Security to minimize the time dedicated by OPD.
Communication:	•	Direct Mail postcard to each Oneida household with at least one enrolled Oneida Nation member, ages 18+, in Wisconsin.



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

Food Gift Card Distribution Safety Plan

Recognizing our community's food insecurity during the Covid-19 pandemic, the following plan has been made to facilitate a safe distribution of food gift cards to the Oneida Nation members. This plan will encompass all distribution sites. Due to the uncertainty of the weather, this event is indoors. Due to the need for electronic equipment, this cannot be a drive through event. This event will take place on November 17, 18, and 19th.

Distribution

Distribution hours: 11:00am – 6:00pm

There will be a minimum of 6 laptop stations set up at each Oneida location and 4 laptop stations at SEOTS to maintain social distancing.

• The application used to track the card distribution will be include identifying information for all participants and volunteers should the data be need for contact tracing.

Plexiglass barriers will be in place between the participants and the staff/volunteers.

Individuals Community members will show an appropriate form of ID that will be documented by staff/volunteers.

- Staff/volunteers will not handle the ID. Participants will scan their ID to the reader through the plexiglass.
- If they are picking up cards for others, they will provide written consent. Containers will be placed by each table for the receipt of the notes.
- Upon verification of the participant, food cards will then be distributed to the member.

Participants and volunteers will follow all current Oneida and CDC guidelines at the time of the events, including mask usage.

Communications regarding the event will include notification of all current Oneida and CDC guidelines.

Participant Access and Flow

Temperature kiosks will be located at the door for all volunteers and recipients.

• High temperatures will be denied entry to the building.

• Staff/volunteers will advise on temperature checks, masking, social distancing, hand hygiene, congregating, and traffic flow.

Hand sanitizer stations will be placed at entrances and exits.

Traffic flow will be facilitated by floor signage, stanchions, and event staff/volunteers.

- Signage on the floor will encourage social distancing.
- Room layout and signage will direct participants to doors specific for entrance and different doors specific for exit.

Health/Hygiene of Staff/Volunteers

Staff/volunteers will be screened for symptoms and have their temperature taken on site prior to starting their shifts.

All tables and equipment will be wiped down with sanitizer before, after, and routinely during.

There will be no handling of money and no contact with community members besides the listed items.

No sit-down areas will be provided to the public, only the volunteers will have a socially distanced break area.

Public Packet

Oneida Business Committee Agenda Request

Review Pandemic Pay options and determine next steps

1. Meeting Date Requested:	10 / 13 / 21		
2. General Information: Session: ○ Open □ Exec	utive - See instructions for th	he applicable laws, then choose one:	
Agenda Header: Resolutions			
☐ Accept as Information only☑ Action - please describe:			
Approve Resolution Utilizing	g ARPA Funds for Pandemic F	Pay	
3. Supporting Materials ☐ Report ☐ Resolution ☐ Other:	☐ Contract		
1. Pandemic Pay Policy		3. Correspondence	
2. Resolution		4. Pandemic Pay Policy	
☐ Business Committee signatu	re required		
4. Budget InformationBudgeted - Tribal Contributi	on 🔲 Budgeted - Grant	t Funded 🔲 Unbudgeted	
5. Submission			
Authorized Sponsor / Liaison:	Todd VanDen Heuvel, Exec	cutive HR Director	
Primary Requestor/Submitter:	Todd VanDen Heuvel, Exect		
Additional Requestor:	Name, Title / Dept.		
Additional Requestor:	Name, Title / Dept.		

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Jo Anne House, PhD | Chief Counsel James R. Bittorf | Deputy Chief Counsel Kelly M. McAndrews | Senior Staff Attorney

Carl J. Artman Krystal L. John Peggy A. Schneider Lydia M. Witte Law Office



MEMORANDUM

TO: Oneida Business Committee

Todd VanDen Heuvel, Executive Human Resources Director

FROM: Jo Anne House, Chief Counsel

DATE: October 5, 2021

SUBJECT: Resolution Allocations for Pandemic Pay

You have requested a resolution which obligates APRA FRF LR funding for the proposed Pandemic Pay. A proposed resolution was created for Todd VanDen Heuvel, Executive Human Resources Director, to obligate funding for this project.

Mr. VanDen Heuvel and Josh Cottrell, Director Compensation and Benefits, identified the estimated amounts utilized in the previous program under CARES Act funding. The estimated amount for the proposed Pandemic Pay is \$3.4 million over a one-year period. The Revenue Generation allocation under the ARPA FRF LR does not contain sufficient funds for obligation for Pandemic Pay.

After speaking with Mr. VanDen Heuvel, there are alternatives that the Oneida Business Committee could consider.

Option 1. Shorten the time this is in place to coincide with the vaccine incentive program. It is presumed that after that date, all employees would have been vaccinated and potential COVID-19 infections reduced to a more manageable level. To accomplish this, amend lines 43-46 as follows

NOW THEREFORE BE IT RESOLVED, that the amount of \$3,355,376 \$2 million from ARPA FRF LR, *Revenue Generation* category with Todd Vanden Heuvel, Executive Director Human Resources Department, assigned as the Project Owner for the Pandemic Pay Standard Operating Procedure through September 30, 2022 March 31, 2022¹ and effective payroll period beginning August 8, 2021.²

Option 2. Keep the existing time frame as September 30, 2022 and allocate two different categories of ARPA FRF LR. This would also require designating where unused funds are to be returned when Pandemic Pay concludes. There would be two amendments, one in lines 43-46 and a new Resolve.

¹ On September 22, 2022, the Oneida Business Committee amended both Vaccine Incentive Programs to extend the deadline to March 31, 2022.

² August 8, 2021 is to be consistent with gaming and Retail implementation dates.

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Page 2

NOW THEREFORE BE IT RESOLVED, that the amount of \$3,355,376 is obligated from ARPA FRF LR, Revenue Generation category in the amount of \$2,706,266.55 and Overall Priority Category in the amount of \$649.109.45 with Todd Vanden Heuvel, Executive Director Human Resources Department, assigned as the Project Owner for the Pandemic Pay Standard Operating Procedure through September 30, 2022 and effective payroll period beginning August 8, 2021.

BE IT FURTHER RESOLVED, that any remaining obligation after September 30, 2022 shall be returned to the ARPA FRF LR Overall Priority category.

Option 3. Amend allocations within the categories to increase available funding for Revenue Generation category. I have included a resolution to accomplish this with the proposed amendments of decreasing the Overall Priority category and increasing the Revenue Generation category. The allocation amending resolution would need to be adopted before the Pandemic Pay obligation resolution. Lines 43-46 of the Pandemic Pay resolution would be amended as follows.

NOW THEREFORE BE IT RESOLVED, that the amount of \$3,355,376 from ARPA FRF LR, *Revenue Generation* category with Todd Vanden Heuvel, Executive Director Human Resources Department, assigned as the Project Owner for the Pandemic Pay Standard Operating Procedure through September 30, 2022 and effective payroll period beginning August 8, 2021.

Please note, that if the allocation amending resolution is adopted, there is also language clarifying that all funds are available for use and that until the FRF Office is operational, obligation requests can be presented directly to the Secretary.

If you have further questions, please contact me.

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Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

1 Obligation for Pandemic Pay, Utilizing American Rescue Plan Act of 2021 Fiscal Recover Funds 2 Lost Revenue 3 4 WHEREAS. the Oneida Nation is a federally recognized Indian government and a treaty tribe 5 recognized by the laws of the United States of America; and 6 7 WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and 8 9 WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and 11 12 WHEREAS. the Oneida Nation has received federal funds through the American Rescue Plan Act of 13 2021 (ARPA) funds to address matters arising out of the COVID-19 pandemic; and 14 15 WHEREAS, the Oneida Business Committee has approved application of ARPA funds to lost revenue 16 and allocation of tribal funds to the ARPA Federal Rescue Funds to investments in the 17 "Lost Revenue" line (ARPA FRF LR) in the Investment Report; 18 19 WHEREAS, the Oneida Business Committee has determined that these funds should be used as set 20 out in resolution # BC-06-09-21-B, as amended by resolution # BC-06-23-21-C which designates percentage allocations of ARPA FRF LR to eight areas of use (percentages 21 22 rounded) -23 Direct Membership Assistance, 45% of funds; 24 Housing, 17% of funds; 25 Food and Agriculture, 12% of funds; Education, 6% of funds; 26 27 Culture and Language, 10% of funds; Revenue Generations, 2% of funds; 28 29 Government Roles and Responsibilities, 3% of funds; 30 Overall Priority - Land, Infrastructure, Sovereignty, 5% of funds; and 31 the Oneida Business Committee has received a request to obligate funds for a pandemic 32 WHEREAS, 33 pay program to compensate employees who interact with others in the course of their work 34 and as a result have a heightened risk of encountering the COVID-19 virus; and 35 36 WHEREAS. the Project Owner for the proposed project is requesting \$3,355,376¹ obligated from the 37 ARPA FRF LR, Revenue Generation category; and

¹ The CARES Act Pandemic Pay Standard Operating Procedures identified that the total cost was approximately \$1,677,688 (this includes gaming and retail employees in the amount of \$115,351.50). This SOP was in place for about six months, gaming was at reduced levels and many operations were limited. The proposed obligation amounts reflect the total cost for the CARES Act program multiplied times two to address a twelve-month period. The ARPA FRF LR allocation for Revenue Generation is 2.02% for a total

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Obligation for Pandemic Pay, Utilizing American Rescue Plan Act of 2021 Fiscal Recover Funds Lost Revenue

BC Resolution #

Page 2 of 2 38 39 WHEREAS, this project will be concluded no later than September 30, 2022; and 40 41 WHEREAS, The Oneida Business Committee has reviewed the proposed project; and 42 **NOW THEREFORE BE IT RESOLVED,** that the amount of \$3,355,376 from ARPA FRF LR, _____ category 43 44 with Todd Vanden Heuvel, Executive Director Human Resources Department, assigned as the Project 45 Owner for the Pandemic Pay Standard Operating Procedure through September 30, 2022 and effective 46 payroll period beginning August 8, 2021. 47 48 BE IT FINALLY RESOLVED, that at the conclusion of the program on September 30, 2022, any remaining 49 funds shall be returned to the ARPA FRF LR category and be unobligated.

of \$2,706,266.55. The allocation could possibly come from two different allocations. For example, Governmental Roles and Responsibilities has a 3.3% allocation or \$4,328,436.19 or Overall Priority – Land, Infrastructure, Sovereignty has a 4.97% allocation or \$6,665,020.11. In the alternative, the allocations will need to be amended. As of September 22, 2021, there were no obligations approved in any of these categories.

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Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank Amendment # 2 to the American Rescue Plan Act of 2021 Investment Allocation to Revenue

1 2 **Generation and Overall Priority** 3 4 WHEREAS. the Oneida Nation is a federally recognized Indian government and a treaty tribe 5 recognized by the laws of the United States of America; and 6 7 WHEREAS. the Oneida General Tribal Council is the governing body of the Oneida Nation; and 8 9 WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and 11 12 WHEREAS. the Oneida Business Committee adopted resolution # BC-06-09-21-B, Setting Goals for 13 Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to 14 Individuals, Families, Community and the Oneida Nation; and 15 16 WHEREAS, the Oneida Business Committee identified that the primary applications for the use of 17 American Rescue Plan Act of 2021 (ARPA) was to aid members and create tangible benefits related to housing, food sovereignty and education and culture; and 18 19 20 WHEREAS. the allocation of the ARPA funds were spread across a three-year period in eight specific 21 categories to guide expenditures to meet the primary applications in an informed and 22 transparent manner through the approval of projects by resolution; and 23 24 WHEREAS, upon adoption of the resolution additional comments and information was received from 25 the membership through direct contact, e-mails, social media and phone calls that 26 identified an immediate need to address membership needs as a result of the 12-15-month 27 impact of the pandemic on jobs, education, health access, and housing needs; and 28 29 WHEREAS. the economic reports from the Chief Financial Officer have identified that ongoing inflation 30 worries will continue to affect individuals for some time; and 31 32 WHEREAS. employment opportunities for those returning to work after long-term layoffs during the 33 pandemic has become even more difficult to identify positions with living wages and 34 opportunities for advancement: and 35 36 WHEREAS, employees have taken on additional responsibilities through their employment, especially 37 those working in direct contact with the public resulting in higher potentials to contract 38 COVID-19 and its variants; 39 40

NOW THEREFORE BE IT RESOLVED, resolution # # BC-06-09-21-B, Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation, is amended by deleting the work sheet and replacing it with the work sheet, titled American Recovery Plan Act – FRF; Lost Revenue; ARPA FRF LR Investments – Updated October 5,

41

42

43

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BC Resolution # ______
Amendment #2 to the American Rescue Plan Act of 2021 Investment Allocation to Revenue Generation and Overall Priority
Page 2 of 2

2021, attached to this resolution amending the allocation to "Revenue Generation" by increasing the overall percentage to 2.68% and amending the allocation to "Overall Priority" by decreasing the overall percentage to 4.30%.

BE IT FURTHER RESOLVED, that the calculations of ARPA FRF reduction in revenue has fully realized the application of all ARPA FRF and allocations of tribal contribution in ARPA FRF LR in the Investment Report such that all allocations will be identified as available funding from this point forward in the aggregate amount and any fiscal year percentages are recommendations only.

BE IT FINALLY RESOLVED, until such time as the FRF Office is operational, resolutions to obligate ARPA FRF LR funds shall be presented to the Tribal Secretary for placement on the Oneida Business Committee agenda.

American Recovery Plan Act - FRF; Lost Revenue; ARPA FRF LR Investments - Updated October 5, 2021

		tal Allocations	Fiscal Y		•	ear 2022	Fiscal Y	ear 2023
Proposed ARPA FRF LR Funds Use Categories Based on Broad Goals - Focus	% Allocation	\$ based on % in Total Funding Received		Fiscal Year 2021 Allocation	% Allocation - FY2022	Fiscal Year 2022 Allocation	% Allocation - FY2023	Fiscal Year 2023 Allocation
Direct Membership Assistance* - Paid in one lump sum of \$3000 each adult member as GWE, or 45% of total funds. Remaining \$10.3 million allocated in FY22/23 programming.	45.00%	\$ 60,387,766.08	45.00%	\$ 60,387,766.08	0.00%	\$ -	0.00%	\$ -
Housing - focus year one on apartments, decide on use for years 2 and 3; with an overall focus on middle income housing	16.84%	\$ 22,600,680.60	20.00%	\$ 8,946,335.72	36.50%	\$ 8,979,884.47	19.00%	\$ 4,674,460.41
Food and Agriculture - focus year one on food sovereignty infrastructure; years 2 and 3 on potential processing centers/operations	11.71%	\$ 15,712,002.10	20.00%	\$ 8,946,335.72	9.50%	\$ 2,337,230.21	18.00%	\$ 4,428,436.18
Education - focus on increasing post high- school education opportunities.	6.60%	\$ 8,856,872.36	0.00%	\$ -	18.00%	\$ 4,428,436.18	18.00%	\$ 4,428,436.18
Culture & Language - focus on creating programming and infrastructure	9.57%	\$ 12,837,991.75	10.00%	\$ 4,473,167.86	16.00%	\$ 3,936,387.71	18.00%	\$ 4,428,436.18
Revenue Generation - focus on improving parks and gathering areas, pow wow grounds	2.68%	\$ 3,600,900.13	2.00%	\$ 894,633.57	2.00%	\$ 492,048.46	9.00%	\$ 2,214,218.09
Government Roles and Responsibilities - focus in improving GTC resources through technology	3.30%	\$ 4,428,436.18	0.00%	-	9.00%	\$ 2,214,218.09	9.00%	\$ 2,214,218.09
Overall Priority - Land, Infrastructure, Sovereignty	4.30%	\$ 5,770,386.54	3.00%	\$ 1,341,950.36	9.00%	\$ 2,214,218.09	9.00%	\$ 2,214,218.09
Total Uses	100%	\$ 134,195,035.73	100%	\$ 84,990,189.30	100%	\$ 24,602,423.22	100%	\$ 24,602,423.22

ONEIDA ONEIDA ONEIDA NATION STANDARD OPERATING PROCEDURE	TITLE: Pandemic Pay Policy	ORIGINATION DATE: 7/30/2020 REVISION DATE: 10/01/2020 EFFECTIVE DATE: After last signature
AUTHOR: Retail	APPROVED BY: Compensation and Benefits Director	DATE: 10/6/2010
DEPARTMENT: All	APPROVED BY: Title & Signature	DATE
DIVISION: All	APPROVED BY: Title & Signature	DATE:
	APPROVED BY: Title & Signature	DATE:
EEO REFERENCE NUMBER: 4182	REVIEWED BY: EEO Director	DATE: 10/6/2020
PAGE NO: 1 of 3	APPROVED BY: HRD Manager Shaldwe & Dangel	DATE: 10/04/20

1.0 PURPOSE

1.1 To establish how Pandemic Pay will be distributed for eligible employees who have worked during pandemic periods designated by the Oneida Nation Declaration of Public Health State of Emergency.

2.0 **DEFINITIONS**

- 2.1 Employee: For purposes of this SOP an employee is any individual employed by the Nation, including elected or appointed officials; however, does not include individual employees by a Tribally chartered corporation.
- 2.2 General Public: The community or customers in general and does not include an individual who is in the role of an employee.
- 2.3 Pandemic Pay: Additional pay for performing hazardous duty related to an Oneida Nation declared Public Health State of Emergency (e.g. COVID-19).
- 2.4 Hazardous Duty: An unusual danger of serious injury or illness due to exposure to a serious disease for which complete protection cannot be provided and puts an employee at risk of contracting it (e.g. COVID-19).
- 2.5 Telecommuting: a work arrangement in which employees are allowed limited flexibility in working location and hours. Alternative work sites might include working from home or another location.
- 2.6 Face to Face or Public Facing: In close contact (less than 6 ft.) in an interaction that takes place in person with members of the General Public.

3.0 WORK STANDARDS / PROCEDURES

Work Standards

- Pandemic Pay must be authorized by the Oneida Nation. The authorization will identify the period in which Pandemic Pay will occur.
 - 3.1.1 The Human Resources Department (HRD) will communicate the authorized period in which Pandemic Pay will occur.
- 3.2 An employee is eligible to receive Pandemic Pay if all the following apply:
 - 3.2.1 The employee is physically reporting to a work site.
 - 3.2.1.1 Employees who telecommute are not eligible for Pandemic Pay during the time in which they are telecommuting.
 - 3.2.2 The employee is performing hazardous duty(s) related to a declared pandemic (e.g. COVID-19).
 - 3.2.3 The hazardous duty(s) must be assigned or authorized by the employee's supervisor.
 - On a recurring regular daily basis, work with or in close proximity to customers in the general public or perform duties that increase the risk of exposure. For example:
 - 3.2.4.1 Employees providing direct and regular contact (i.e. face-to-face) to a high volume of individuals that may be infected with, but are not known to have, COVID-19 (i.e. Retail Associates, Cage Cashiers, Slot Service Representatives, etc.).
 - 3.2.4.2 Employees who are public facing and deliver essential services (i.e. Police Officers, Health Care Workers, Security Personnel, etc.).
 - 3.2.4.3 Employees who perform COVID/temperature screening or sanitizing duties and responsibilities in locations that have high exposure to individuals that may be infected with or are known to have COVID-19 (i.e. Custodians, Receptionist, AJRCCC Nursing Staff, etc.).
- Department must submit to HRD a list of employees who meet the criteria as identified within 3.2 to receive Pandemic Pay.
 - 3.3.1 Areas may require additional chain-of-command review and approvals.
- 3.4 Pandemic Pay is contingent upon available and authorized funding.
 - 3.4.1 HRD will communicate the authorized funding when identifying the authorized period in which Pandemic Pay will occur.
- Pandemic Pay will be paid for each hour worked that meets the requirements of 3.2.

 Pandemic Pay shall only be used to compensate work hours within the specific period of Oneida Nation Declaration of Public Health State of Emergency or similar designation by the Oneida Business Committee.
 - 3.5.1 For example: If an employee works 40 hours in a work week and all those hours are in a public facing capacity, they will receive 40 hours of Pandemic Pay for that work week. If an employee works 40 hours in a work week and only 20 of those hours are in a public facing capacity, they will receive 20 hours of Pandemic Pay for that work week.
 - 3.5.2 Paid breaks are included as eligible time for pandemic pay.

- 3.6 The employee must be an active employee at the time of Pandemic Pay distribution in order to receive the Pandemic Pay.
- Pandemic Pay will be \$2.00 paid for each hour worked that meets the requirement of 3.2.

Procedures

- 3.8 Departments will submit to HRD a list of eligible employees to receive Pandemic Pay. The list shall include:
 - 3.8.1 Job Code and Position Title (Departments may designate all employees in a position as eligible)
 - 3.8.2 Employee Name and Number,
 - 3.8.3 Summary of hazardous duties performed that are related to a declared pandemic (e.g. COVID-19) as indicated in 3.2
- 3.9 HRD will compile the lists of eligible employees submitted in order to determine the total number of eligible employees.
 - 3.9.1 HRD may follow up with Departments on any clarifications needed with their submitted lists.
- 3.10 Upon notification from HRD, the Department may proceed with implementing Pandemic Pay.
- 3.11 HRD will provide the authorized list to the Time and Attendance Department.
- 3.12 Supervisors will utilize the Time and Attendance system (i.e. Kronos) to load pandemic pay for employees on a weekly basis.
 - 3.12.1 Supervisors must enter a comment indicating the reason the employee is eligible to receive pandemic pay (e.g. Face to Face Customer Service).
 - 3.12.2 Time and Attendance will verify that the pandemic pay posting corresponds with the authorized list received from HRD.
 - 3.12.3 Reimbursement of pandemic pay may occur for a posting error. The Supervisor will notify Time and Attendance of the error and authorize any necessary corrections.
- 3.13 HRD will provide to the General Manager level a weekly summary of pandemic pay paid out by employee to allow for verification that the pandemic pay is being administered correctly.

4.0 REFERENCES

- 4.1 Oneida Nation Declaration of Public Health State of Emergency
- 5.0 FORMS

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Oneida Business Committee Travel Request

Approve the travel request - Treasurer Tina Danforth - Native American Bank Quarterly Meeting &...

vent Name:	Native American Ban	Quarterly Meeting & Strategic Planning	
Event Location:	Denver, CO	Attendee(s): Cristina Danforth	
Departure Date:	Oct 18, 2021	Attendee(s):	
Return Date:	Oct 21, 2021	Attendee(s):	
Budget Information:			
☐ Funds available in i	ndividual travel budget(s)	Cost Estimate: 0	
ズ Grant Funded or Re	imbursad		
ustification: Describe the justification	on of this Travel Request:		NA
Justification: Describe the justification As a board member to	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct	easurer Danforth has been requested to attend th ober 18-21, 2021 in Denver, CO	ne NAE
Describe the justification: As a board member to Quarterly Meeting and NAB is covering travel of Requested Action: App	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	·	
Describe the justification As a board member to Quarterly Meeting and NAB is covering travel of	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	ober 18-21, 2021 in Denver, CO	
Describe the justification: As a board member to Quarterly Meeting and NAB is covering travel of Requested Action: App	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	ober 18-21, 2021 in Denver, CO	
Describe the justification: As a board member to Quarterly Meeting and NAB is covering travel of Requested Action: App	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	ober 18-21, 2021 in Denver, CO	
Describe the justification: As a board member to Quarterly Meeting and NAB is covering travel of Requested Action: App	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	ober 18-21, 2021 in Denver, CO	
Describe the justification: As a board member to Quarterly Meeting and NAB is covering travel of Requested Action: App	on of this Travel Request: Native American Bank (NAB), To Strategic Planning Session, Oct costs. Prove Treasurer Danforth to atte	ober 18-21, 2021 in Denver, CO	

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

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Native American Bank, NA Strategic Planning 2021 October 19, 2021

•	8:30 - 9:00	Gathering with refreshments, fruit & Danish
•	9:00 - 9:30	Director Training o BSA/AML o Cybersecurity
•	9:30 – 10:15	2022 Budget Discussion – Prepare for Uncertainty
•	10:15 – 10:30	Break
•	10:30 – 11:15	Cannabis Program o Expansion o How big is too big – Limitations based on size
•	11:15 – 11:45	Non-Profit Formation Rationale for UsesBenefits
•	11:45 – 1:00	Lunch
•	1:00 – 2:00	Capital Deployment Strategies Acquisitions De Novo new locations Geography/Drivers
•	2:00 - 2:45	Loan Generation for the Future
•	2:45 - 3:00	Break
•	3:00 - 3:30	Are We on the Right Track?
•	3:30 - 4:00	Other Discussion and Wrap-up o Shareholder categories o Buy/Sell

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Tentative Agenda for Travel

Monday, October 18th: Arrival - Dinner at 6 or 6:30 pm. Location yet

to be determined.

Tuesday, October 19^{th:} Strategic Planning session 9am – 4 pm

Wednesday, October 20^{th:} 9:00 am NABC Board meeting

10:00 am (or earlier) NAB Board meeting

12:00 pm Lunch or begin travel

Approve the travel requestida Bursimeas Kobynvietee Agenda Requestan Indian Tourism Conference -.

1. N	Meeting Date Requested: $\frac{1}{2}$	<u>0</u> / / <u>13</u> / <u>21</u>	
2. G	ieneral Information:		
		utive - See instructions for the applicable laws, then choose one:	
			-
	,		
	Agenda Header: Travel Reques	t	-
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	☐ Accept as Information only		
		Metoxen to attend the Annual American Indian Tourism Conference Oct. 24-2 o be paid for by Native American Tourism of Wisconsin (NATOW).	28
	Supporting Materials ☐ Report ☐ Resolution ☑ Other: 1.OBC Travel Request	☐ Contract 3.email	
	2.Event Schedule	4.	
	☐ Business Committee signatur	re required	
4. E	Budget Information		
	☐ Budgeted - Tribal Contribution	on 🔲 Budgeted - Grant Funded 🔲 Unbudgeted	
5. \$	Submission		
	Authorized Sponsor / Liaison:	Kirby Metoxen, Councilmember	~
	Primary Requestor/Submitter:	Kirby Metoxwn, Councilmember	
	ary requestor/submitter	Your Name, Title / Dept. or Tribal Member	
	Additional Requestor:		j a
	•	Name, Title / Dept.	
	Additional Requestor:		
	-	Name, Title / Dept.	

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

Councilman Kirby Metoxen's Travel Request for the Annual American Indian Tourism Conference, Date: Oct. 24-28 2021. Location: Scottsdale, Arizona To be paid for by NATOW. Every year the conference attracts more than 300 attendees, who attend for the networking opportunities, the high-level keynote sessions and the informative breakout sessions led by some of the leading hospitality industry experts. Attendance was to promote the properties of the 11 Wisconsin tribes as potential destinations for conferences and meetings in both Indian Country and non-Native industries, to raise additional funds to augment NATOW's budget, to promote NATOW's position as the largest state tribal tourism organization in the country. Action requested: Accept Kirby Metoxen's travel request for the Annual American Indian Tourism Conference.

1) Save a copy of this form for your records.

Save a Copy...

- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org



| AITC Main Page | AITC Schedule | Register Now | Hotel Reservations | Sponsor AITC |

Welcome to the American Indian Tourism Conference

Reimagine, Re-emerge, Reunite: Stronger Together in Indian Country

Now entering its 23rd year, the Annual American Indian Tourism Conference (AITC) is the only national conference dedicated to growing tourism in America's indigenous communities.



23rd Annual American Indian Tourism Conference October 25-28, 2021

We-Ko-Pa Casino Resort 10438 N Fort McDowell Rd. Scottsdale, Arizona 85264 Fort McDowell (Scottsdale), Arizona Fort McDowell Yavapai Nation

Every year the conference attracts more than 300 attendees, who attend for the networking opportunities, the high-level keynote sessions and the informative breakout sessions led by some of the leading hospitality industry experts. At our first-ever virtual conference we had 800 registrants.

AITC Schedule at a Glance

Sunday, October 24

AIANTA Charity Golf Tournament

Monday, October 25

8:00 a.m. - 5:00 p.m. Mobile Workshops

1:00 - 4:00 p.m. Business of Art Workshop

6:00 - 7:30 p.m. **Opening Reception**

Tuesday, October 26

8:00 – 10:00 a.m. Opening Ceremonies/Regalia Day

10:30 a.m. - noon Break Out Sessions "1"

12:15 - 1:30 p.m. Luncheon & General Session

AIANTA Town Hall / Information **Gathering Session**

3:45 - 5:00 p.m. **AIANTA Regional Meetings**

Download the Conference App

Wednesday, October 27

7:30 - 10:00 a.m. Networking Continental Breakfast & General Session

10:30 a.m. – noon Break Out Sessions "2"

noon - 1:45 p.m. Luncheon & General Session

2 – 3:15 p.m. Break Out Sessions "3"

3:45 - 5 p.m. Break Out Sessions "4"

Meet the AITC Exhibitors

Thursday, October 28

8:45 - 10:15 a.m. Break Out Sessions "5"

10:45 a.m. - 12:15 p.m. Break Out Sessions "6"

12:15 p.m. - 2 p.m. Luncheon & General Session

4-5 p.m.
The Heart Speaks (Closing Session)

7-10 p.m. **Excellence in Tourism Industry** Award

Meet the AITC Artisans

Kristal E. Hill

To:

Kristal E. Hill

Subject:

FW: FW: URGENT: Good News and AITC Updates

From: Suzette Brewer < suzettebrewer@gmail.com>
Sent: Wednesday, September 15, 2021 11:46 AM

To: Kristal E. Hill < khill@oneidanation.org>

Subject: Re: FW: URGENT: Good News and AITC Updates

Yes, it was voted on by the board last week, with a motion from Melissa Cook. Travel expenses will be reimbursed for myself, Nathan and Kirby.

On Wed, Sep 15, 2021 at 10:44 AM Kristal E. Hill < khill@oneidanation.org > wrote:

Hello Suzette,

Is NATOW reimbursing Kirby for travel to the Annual American Indian Tourism Conference? Kirby would like me to arrange his travel and wanted to make certain.

I think there was mention of it, but I was not certain.

Thank you for you time.

Kristal Hill

Executive Assistant, Oneida Business Committee

920.869.4434

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Oneida Business Committee Travel Request

Approve the travel request - Vice-Chairman Brandon Stevens - Fall 2021 Board of Regents Meeting -...

ieneral Informatio	•		
Event Name:	Fa	2021 Board of Regents Meeting	
Event Location:	Lawrence, KS	Attendee(s): Brandon Stevens	
Departure Date:	Oct 26, 2021	Attendee(s):	
Return Date:	Oct 29, 2021	Attendee(s):	
Budget Information	ո։		
☐ Funds available ir☐ Unbudgeted	individual travel budget(s)	Cost Estimate: 0	
ustification: Describe the justifica	tion of this Travel Request:	Stovens has been requested to attend the Eall 202	ol Popu
As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs		
Ustification: Describe the justifica As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs oprove Vice Chairman Stevens to	·	
Describe the justifica As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs oprove Vice Chairman Stevens to	KS	
Describe the justifica As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs oprove Vice Chairman Stevens to	KS	
Describe the justifica As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs oprove Vice Chairman Stevens to	KS	
Describe the justifica As a Midwest Regent of Regents meeting, BIA will be covering t	tion of this Travel Request: Board Chairman, Vice Chairman October 26-29, 2021 in Lawrence ravel costs oprove Vice Chairman Stevens to	KS	

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

DRAFT AGENDA

HASKELL BOARD OF REGENTS

Fall 2021 Meeting General Session Schedule October 27-28, 2021

Regents and Navarre Conference Room 114

Wednesday, October 27, 2021

Regents and Navarre Hall Conference Room 114

October 26 – BOR members eat-in at Curtis Hall with Students 5:30-6:30 PM

8:30 a.m. Invocation

Welcome and Overview

Statement of Purpose

- **Advocacy:** The purpose of this committee is to review budget needs and make recommendations, and act on behalf of Haskell to seek additional funding to the appropriated funds.
- Long Range Planning:
- **Special Projects:** To gather information to work on current projects, concerns or issues that are peripherally related to the mission and operation of the University. (ex SLT)
- **Student Affairs:** To address policies that affect operations of the University and students concerns.
- **Haskell Foundation Oversight:** To receive reports and provide observations with respect to policies and procedure of the operation of the Foundation.

9:00 a.m. Advocacy – Regents Budget – HERFF

10:45 a.m. Long Range Planning – Regents

Chair - TBA

BOR Strategic Planning Organizational Chart

Accreditation

12:00 p.m. Lunch

1:30 p.m. Special Projects – Navarre Conference Room 114

Chair – L. Redeye

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3:00 p.m.

Student Forum – Chair TBA Faculty Forum – Chair TBA Staff Forum – Chair TBA

Wednesday, October 28, 2021 Regents and Navarre Hall Conference Room 114

8:30 a.m. Call to Order

Invocation Roll Call

Recognition of Guests

BIE Report Update

Approval of working session Meeting Minutes 8/26/21 (MOU)

12:00 − 1:30 p.m. Lunch ~

1:30 p.m. Reconvene

IT Updates

Highlights and Accomplishments

Adjourn

Public Packet 100 of 212

Oneida Business Committee Travel Request

Approve the travel request - Secretary Lisa Liggins - 2021 TribalNet Conference and Tradeshow -...

1. OBC Meeting Da	te Requested: 10 / 13 /	21 e-poll requested							
2. General Informa	tion:								
Event Name:	2021 TribalN	et Conference and Tradeshow							
Event Location:	Grapevine, TX	Attendee(s): Lisa Liggins							
Departure Date:	Nov 7, 2021	Attendee(s):							
Return Date:	Nov 11, 2021	Attendee(s):							
3. Budget Informa	tion:								
∑ Funds availab	le in individual travel budget(s)								
☐ Unbudgeted		Cost Estimate: \$2800							
☐ Grant Funded	or Reimbursed								
Attending this co to network with co This four-day con designed for netw • Workforce Strate • Leadership & Ma • Tribal Gaming &	other tribal professionals from all acrost ference includes unique keynote spea vorking, and over thirty breakout sess egy anagement Hospitality Technology	variety of educational sessions and provide opportunities as the country. Sikers, a two-day tradeshow, a meet and greet event ions to choose from within these focused tracks:							
 Tribal Health Info Information Second The conference at the nation. Atten 	 Tribal Gaming & Hospitality Technology Tribal Government Technology Tribal Health Information Management Information Security The conference also provides an opportunity for gaining peer-to-peer feedback from tribal members from across the nation. Attendance would be focused on the Leadership & Management, Tribal Government Technology, and Information Security tracks which relate to the Secretarial duties for record keeping and administrative tasks. 								
5. Submission Sponsor: Lisa Lig	gins Secretary								

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Public Packet 101 of 212



November 8 - 11, 2021 • Grapevine, Texas

GAYLORD TEXAN RESORT & CONVENTION CENTER

2021 FULL CONFERENCE AGENDA

(Agenda subject to change

Monday, November 8th, 2021

7:00-4:00 - Registration/Information

7:00-9:00 · Welcome Coffee on Behalf of Our Sponsors

9:45-10:45 · LEARNING SESSIONS

WORKFORCE STRATEGY: Automation and Innovation - When is it effective to replace humans with a technology solution? INFORMATION SECURITY: Security Policies and Procedures -What EVERY tribe should have in place

LEADERSHIP & MANAGEMENT: Leadership Development - elevating your communication skills, conflict and problem resolution skills

11:00-12:00 · LEARNING SESSIONS

GAMING & HOSPITALITY TECHNOLOGY: Online Gaming - preparing to work successfully with your third party solution provider GOVERNMENT TECHNOLOGY: Broadband Update - hear directly from funding and oversight agencies on opportunities LEADERSHIP & MANAGEMENT: Leadership in a Ransomware World - what EVERY leader needs to know about security and their tribe or tribal enterprise

12:00-1:15 - Opening Welcome by 2021 Emcee Team! · Lunch on Behalf of Our Sponsors



1:30-2:30 · LEARNING SESSIONS

GAMING & HOSPITALITY TECHNOLOGY: Cashless - the role of technology in preparing and implementing INFORMATION SECURITY: Supporting and Securing the Remote Workforce

LEADERSHIP & MANAGEMENT: Developing Leaders - mentoring techniques and developing the skill/mindset of an effective leader in your team

2:45-3:45 · LEARNING SESSIONS

LEADERSHIP & MANAGEMENT: Change Management the tools of organized and effective change WORKFORCE STRATEGY: Compensation - benchmarking, how to compete - who has statistics, who makes what in what region INFORMATION SECURITY: The Cloud and Security - what I need to know



4:30-5:00 - TribalHub Members Only VIP Early Access To Meet & Greet Event

5:00-7:00 • MEET & GREET EXCLUSIVE EVENT AT THE GLASS CACTUS ONSITE



Tuesday, November 9th, 2021

7:00-4:00 · Registration/Information

7:00-8:15 - Breakfast on Behalf of Our Sponsors

3:30-9:30 · Keynote Presentation Cybersecurity for Today's World*

9:45-10:45 · LEARNING SESSIONS

and Vision with Business/Operations WORKFORCE STRATEGY: Assessing Your Organization's IT Department Structure - single vs. separated HEALTH INFORMATION MANAGEMENT: Youth Identity Theft protecting the cyber-identities of our youth **GOVERNMENT TECHNOLOGY: Preparing for Change &** Collaboration for Tribal Judicial/Public Safety

LEADERSHIP & MANAGEMENT: Alignment of Technology Strategy

11:00-12:00 · LEARNING SESSIONS

GOVERNMENT TECHNOLOGY: Tribal Broadband Challenges/

GAMING & HOSPITALITY TECHNOLOGY: The March Towards Contactless Technology in Gaming and Hospitality HEALTH INFORMATION MANAGEMENT: Health IT Modernization LEADERSHIP & MANAGEMENT: Leading Post 2020 - the shift from tactical to strategic & what will never be the same

12:00-1:15 · Lunch on Behalf of Our Sponsors and Hear from the TribalHub Team

Public Packet 102 of 212

Tuesday, November 9th, con't

1:15-2:15 · LEARNING SESSIONS

GAMING & HOSPITALITY TECHNOLOGY: Gaming & Hospitality Pandemic Changes - what will stay and what will go WORKFORCE STRATEGY: Recruiting & Retaining Talent in 2021 and Beyond

INFORMATION SECURITY: Real Life Stories - tribes under attack

2:30-3:30 · LEARNING SESSIONS

INFORMATION SECURITY: Roadmapping - Tribal-ISAC HEALTH INFORMATION MANAGEMENT: Health Informatics

Certification - career pathing

2:15-6:15 • TRADESHOW FLOOR OPEN AND SPONSORED HOSPITALITY EVENT



6:30-7:30 • COCKTAIL HOUR NETWORKING EVENT Sponsored by Cendyn



Wednesday, November 10th, 2021

7:00-2:00 - Registration/Information

7:00-8:15 - Breakfast on Behalf of Our Sponsors

8:20-9:20 • Keynote Presentation delivered by Andy Masters - "Leadership Lessons From HOLLYWOOD"

9:30-10:15 · LEARNING SESSIONS

INFORMATION SECURITY: Zero Trust Networks
WORKFORCE STRATEGY: Outsourcing - leveraging third parties
and current vendors to operate with few in-house staff
GOVERNMENT TECHNOLOGY: Building Sustainability into
Spending ARP and CARES Funds

10:30-11:15 · LEARNING SESSIONS

GAMING & HOSPITALITY TECHNOLOGY: Hotel In-Room Techfrom WiFi to casting and services, customer expectations GOVERNMENT TECHNOLOGY: Preparing to Securely Share and Integrate Government Service Data Between Tribal Departments HEALTH INFORMATION MANAGEMENT: Social Determination of Health (SDOH) - data analytics

11:30-12:15 · LEARNING SESSIONS

GAMING & HOSPITALITY TECHNOLOGY: Sportsbetting - prepare for and optimize this new digital technology INFORMATION SECURITY: The Security Operations Center (SOC)

HEALTH INFORMATION MANAGEMENT: Lessons Learned from the COVID Crisis

12:15-1:15 - Lunch on Behalf of Our Sponsors

12:45-1:45 • Keynote Presentation delivered by James Anderson - "ENERGY IS EVERYTHING" PLUS \$1,000 Drawing

1:30-5:30 • TRADESHOW FLOOR OPEN AND SPONSORED HOSPITALITY EVENT



4:45-5:30 • Booth Prizes, PLUS \$2,500 Grand Prize Tradeshow Bingo Run Drawing



5:30-7:00 • ANNUAL JAMAPALOOZA Sponsored by Handel IT



Thursday, November 11th, 2021

8:00-9:30 - Breakfast on Behalf of Our Sponsors

9:30-12:30 · WORKSHOPS

INFORMATION SECURITY: Breach Incident Response - best practices for before-during-after

WORKFORCE STRATEGY: How to Better Understand & Manage the Growing Remote Workforce

12:30 . END OF CONFERENCE - SEE YOU NEXT YEAR!

REGISTER NOW at TribalNetConference.com

Register by 10/15 to Save \$100 | Book Your Hotel by 10/15 for Discounted Rate!

Public Packet 103 of 212

Enter the e-poll results into the record regarding the approved travel request - Councilman Kirby Metoxen

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21	
2.	General Information: Session: ○ Open	Executive – must qualify Justification: Choose rea	•
3.	Supporting Documents: Bylaws Contract Document(s) Correspondence Draft GTC Notice	☐ Fiscal Impact Statement ☐ Law ☐ Legal Review ☐ Minutes	☐ Presentation☐ Report☐ Resolution☐ Rule (adoption packet)
	□ Draft GTC Packet□ E-poll results/back-up□ Other: Describe	MOU/MOA☐ Petition	Statement of Effect Travel Documents
4 . 5 .	☐ Budgeted ☐ Not Applicable	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted
	Authorized Sponsor:	Lisa Liggins, Secretary	
	Primary Requestor:		
	Additional Requestor:	(Name, Title/Entity)	
	Additional Requestor:	(Name, Title/Entity)	
	Submitted By:	LLIGGINS	

Public Packet 104 of 212

From: Secretary

Sent: Friday, September 24, 2021 2:22 PM

To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; Daniel P. Guzman; David P. Jordan; Ethel M.

Summers; Jennifer A. Webster; Kirby W. Metoxen; Lisa A. Liggins; Tehassi Tasi Hill

Cc: Secretary; Danelle A. Wilson; Rhiannon R. Metoxen; Kristal E. Hill

Subject: E-POLL RESULTS: Approve the travel request - Councilman Kirby Metoxen - Red Cliff Cultural Days -

Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021

Attachments: BCAR Approve the travel request - Councilman Kirby Metoxen - Red Cliff Cultural Days -

Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021.pdf

Importance: High

E-POLL RESULTS

The e-poll to approve the travel request for Councilman Kirby Metoxen to attend the Red Cliff Cultural Days in Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021, has carried. As of the deadline, below are the results:

Support: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Brandon Stevens, Marie Summers, Jennifer Webster

Brooke Doxtator BCC Supervisor Business Committee Support Office (BCSO)

office 920.869.4452 fax 920.869.4040

From: Secretary < Tribal Secretary@oneidanation.org >

Sent: Tuesday, September 21, 2021 4:01 PM

S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins liggins@oneidanation.org>; Daniel P. Guzman

<dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen

<KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster

<JWEBSTE1@oneidanation.org>

Cc: Secretary < Tribal Secretary@oneidanation.org>; Kristal E. Hill < khill@oneidanation.org>; Rhiannon R. Metoxen

<rmetoxe2@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>

Subject: E-POLL REQUEST: Approve the travel request - Councilman Kirby Metoxen - Red Cliff Cultural Days -

Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021

Importance: High

E-POLL REQUEST

Public Packet 105 of 212

Summary:

NATOW has extended an invitation to Councilman Kirby Metoxen to attend Red Cliff Cultural Days from September 24-26, 2021 in Miskwaabekong (Red Cliff Reservation).

*Travel costs to be paid for by NATOW.

Justification for E-Poll: The request was received after the deadline for the 9/22 BC meeting; BC approval is required per the Travel and Expense Policy.

Requested Action:

Approve the travel request for Councilman Kirby Metoxen to attend the Red Cliff Cultural Days in Miskwaabekong (Red Cliff Reservation) - September 24-26, 2021

Deadline for response:

Responses are due no later than 4:30 p.m., Wednesday, September 22, 2021.

Voting:

- 1. Use the voting button above, if available; OR
- 2. Reply with "Support" or "Oppose".

Lisa Liggins Secretary Oneida Business Committee

Oneida Business Committee Travel Request

I. OBC Meeting Date	Requested: <u>09</u> / <u>22</u> /	21 🔀 e-poll req	uested
2. General Informatio			
Event Name:	F	led Cliff Cultural Days	
Event Location:	Red Cliff	Attendee(s): Kirby Metox	ken 🔻
Departure Date:	September 24, 2021	Attendee(s):	.
Return Date:	September 26, 2021	Attendee(s):	T
3. Budget Informatio	n:		
☐ Funds available in☐ Unbudgeted☐ Grant Funded or	n individual travel budget(s)	Cost Estimate:	0
4. Justification:			
· · · · · · · · · · · · · · · · · · ·	ation of this Travel Request:		
NATOW has extende 24-26, 2021.	d an invitation to Councilman, Ki	by Metoxn to attend the Red C	Eliff Cultural Days September
Travel expenses will	be paid for by NATOW.		
meetings in both Inc	mote the properties of the 11 Wis lian Country and non-Native indu NATOW's position as the largest s	stries, to raise additional funds	to augment NATOW's
E-Poll Justification: re	eceived the NATOW invitation on	September 17, 2021.	
5. Submission			
Sponsor: Kirby Meto	oxen, Councilmember		
2) Print this form as	is form for your records. Save a *.pdf OR print and scan this for nd all supporting materials in a S		_Requests@oneidanation.or



Oneida Nation Oneida Business Committee PO Box 365 • Oneida, WI 54155-0365 oneida-nsn.gov



Oneida Nation N7210 Seminary Rd. Oneida WI, 54115

September 22, 2021

RE: Councilman Kirby Metoxen Attendance at Red Cliff Cultural Days September 24-26, 2021

This notice is provided to inform you that I will be out of the office Friday September 24 and return Monday September 20, 2021. During this time, I will be attending Red Cliff's Cultural Days representing NATOW, AINTA, and Oneida. This travel is paid for by NATOW.

Please feel free to contact me should you require further information. kmetox@oneidanation.org or via phone at 920-869-4441.

Sincerely yours,

Kirby Metoxen

Council Member, Oneida Business Committee

Public Packet of 212



THED CLIFF CULTURAL DAYS

SEPTEMBER 24-26, 2021

MISKWAABEKONG - RED CLIFF RESERVATION THREE MILES NORTH OF BAYFIELD, WI

www.redcliff-nsn.gov/culturaldays



THURSDAY 9/23

Carnival 6 PM - 9 PM

LW Resort Casino 8 AM - Midnight

LWRC Snack Bar 11 AM - 8 PM

4 PM - 9 PM LWRC Restaurant

RC Fish Company 9 AM - 5 PM

Buffalo Bay Gas Station 7 AM - 8 PM

SATURDAY 9/25

3 on 3 Basketball (Youth) 9 AM - 12 PM

9 AM - 3 PM Car Show

Softball Tournament 8 AM - 7 PM

Canoe Race Registration 12 PM - 8 PM

Carnival 12 PM - 10 PM

PowWow Grand Entry 1 PM & 6 PM

Food & Craft Vendors

ALL DAY

Cultural Stations

ALL DAY

8 PM - 11 PM Music: The Luck Trio

Pow Wow Demetri Morris

715,779,9463

Vendors

Jeanne Gordon 715,779,3700 ext 4227

Golf Tournament

715,779,3700 ext 4227 / 4256 / 4237

General Info 715,779,3700

FRIDAY 9/24

Golf Tournament 9 AM Start

3 PM - 10 PM Carnival

Opening Ceremony 5 PM Cultural Grounds

Softball Tournament

5:30 PM

JD Bass on the Patio 6 PM - 10 PM

Fireworks

9 PM - 9:30 PM

SUNDAY 9/26

3 on 3 Basketball (Adult) 9 AM - 12 PM

Softball Tournament 8 AM - 6 PM

9:30 AM Canoe Races

12 PM - 8 PM Carnival

PowWow Grand Entry 1 PM

Food & Craft Vendors ALL DAY

Cultural Stations ALL DAY

Closing Ceremony 6 PM - 7 PM

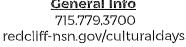
Softball Tournament Guillermo Gonzalez

715,614,8765



Basketball Tournament

Paige Mollanen 715,779,3722







Public Packet 109 of 212

Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill -...

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21	
2.	General Information: Session: Open	Executive – must qualify Justification: Choose rea	•
3.	Supporting Documents: Bylaws	Fiscal Impact Statement	Presentation
	Contract Document(s)	Law	Report
	Correspondence	Legal Review	Resolution
	☐ Draft GTC Notice	☐ Minutes	Rule (adoption packet)
	☐ Draft GTC Packet	MOU/MOA	Statement of Effect
	E-poll results/back-up	Petition	Travel Documents
	Other: Describe		
4.	Budget Information: Budgeted Not Applicable	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted
5.	Submission:		
	Authorized Sponsor:	Lisa Liggins, Secretary	
	Primary Requestor:		
	Additional Requestor:	(Name, Title/Entity)	
	Additional Requestor:	(Name, Title/Entity)	
	Submitted By:	LLIGGINS	

Public Packet 110 of 212

From: Secretary

Sent: Friday, September 24, 2021 2:27 PM

To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; Daniel P. Guzman; David P. Jordan; Ethel M.

Summers; Jennifer A. Webster; Kirby W. Metoxen; Lisa A. Liggins; Tehassi Tasi Hill

Cc: Secretary; Danelle A. Wilson; Rhiannon R. Metoxen; Kristal E. Hill

Subject: E-POLL RESULTS: Approve Chairman Hill's travel request to Washington D.C. September 28 – 29,

2021 for the purposes of meetings with congressional leadership regarding ICWA.

Attachments: 2021 09 23 EPOLL Request Approve Chairman Hill travel request to Washington DC Sept 28-29

ICWA.pdf

E-POLL RESULTS

The e-poll to approve Chairman Hill's travel request to Washington D.C. September 28 – 29, 2021 for the purposes of meetings with congressional leadership regarding ICWA, **has carried**. Below are the results:

Support: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Marie Summers, Jennifer Webster

Brooke Doxtator
BCC Supervisor
Business Committee Support Office (BCSO)

office 920.869.4452 fax 920.869.4040

From: Secretary < Tribal Secretary@oneidanation.org >

Sent: Thursday, September 23, 2021 4:39 PM

To: Brandon L. Yellowbird-Stevens

oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Kirby W. Metoxen <<KMETOX@oneidanation.org>; Lisa A. Liggins liggins@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org> Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>

Subject: E-POLL REQUEST: Approve Chairman Hill's travel request to Washington D.C. September 28 – 29, 2021 for the purposes of meetings with congressional leadership regarding ICWA.

E-POLL REQUEST

Summary

The Oneida Nation is one of the four Tribes (Oneida, Cherokee, Quinault and Morongo) that have filed certiorari before the U.S. Supreme Court in *Brackeen v Haaland* regarding Indian Child Welfare. The Tribes have discussed a legislative strategy to address some of the issues in the case. We have secured meetings with congressional leadership to discuss these issues. Other meetings/events have been scheduled as well. See attached itinerary.

^{*}Please note Chairman Hill was previously approved to attend a meeting w/Secretary Deb Haaland on September 28, 2021, but her office requested that the meeting be rescheduled to late October.

Public Packet 111 of 212

<u>Justification:</u> The next Business Committee meeting will not take place until October 13, 2021 and this travel will take place prior to the meeting.

Requested Action:

Approve Chairman Hill's travel request to Washington D.C. September 28 – 29, 2021 for the purposes of meetings with congressional leadership regarding ICWA.

Deadline for response:

Responses are due no later than 4:30 p.m., Friday, September 24, 2021.

Voting:

- 1. Use the voting button above, if available; OR
- 2. Reply with "Support" or "Oppose".

Brooke Doxtator

BCC Supervisor
Business Committee Support Office (BCSO)

office 920.869.4452 fax 920.869.4040

Public Packet 112 of 212

Oneida Business Committee Travel Request

Event Name:			
Event Location:	Washington, DC	Attendee(s): Tehassi Hil	l
Departure Date:		Attendee(s):	
Return Date:		Attendee(s):	
Budget Information	:		
☒ Funds available in☐ Unbudgeted	individual travel budget(s)	Cost Estimate:	1,000
☐ Grant Funded or F	Reimbursed		
ustification: Describe the justificat	ion of this Travel Request:		
Describe the justificat	ion of this Travel Request:		
Describe the justificat Summary The Oneida Nation is before the U.S. Supremalegislative strategy the discussion of the discussion of the new particular than the second of the second o	one of the four Tribes (Oneida, C me Court in Brackeen v Haaland to address some of the issues in these issues. Other meetings/ev	regarding Indian Child Welfard the case. We have secured me vents have been scheduled as	e. The Tribes have discussed etings with congressional well. See attached itinerary.
Describe the justificate Summary The Oneida Nation is a before the U.S. Suprema legislative strategy the leadership to discuss the strate place prior to the strategy that the strategy is the str	one of the four Tribes (Oneida, C me Court in Brackeen v Haaland to address some of the issues in these issues. Other meetings/ev	regarding Indian Child Welfard the case. We have secured me vents have been scheduled as	e. The Tribes have discussed etings with congressional well. See attached itinerary.
Describe the justificat Summary The Oneida Nation is before the U.S. Supremalegislative strategy the discussion of the discussion of the new particular than the second of the second o	one of the four Tribes (Oneida, C me Court in Brackeen v Haaland to address some of the issues in these issues. Other meetings/ev	regarding Indian Child Welfard the case. We have secured me vents have been scheduled as	e. The Tribes have discussed etings with congressional well. See attached itinerary.

- 1) Save a copy of this form for your records.
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- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

Public Packet 113 of 212

Tuesday, Sept. 28

12:30PM Tom Cole for Congress

Joe's Seafood, 750 15th Street NW

5:00PM Jerry Carl for Congress

Piominko House, 4th and East Capitol Street

6:00PM Devin Nunes for Congress

Capitol Hill Club, 300 First Street SE

Wednesday, Sept. 29

10:00AM Meeting with Congressman Tom Cole (R-OK)

Subject: Indian Child Welfare Act

Rayburn House Office Building, Room 2207

Meeting Requests Pending

Office of Senator Tammy Baldwin (D-WI)
Office of Congresswoman Gwen Moore (D-WI)

Public Packet 114 of 212

Enter the e-poll results into the record regarding the approved travel request - Vice-Chairman Brandon...

Business Committee Agenda Request

1.	Meeting Date Requested:	10/13/21	
2.	General Information: Session: ○ Open	Executive – must qualify Justification: Choose rea	•
3.	Supporting Documents: Bylaws Contract Document(s) Correspondence Draft GTC Notice	☐ Fiscal Impact Statement ☐ Law ☐ Legal Review ☐ Minutes	☐ Presentation☐ Report☐ Resolution☐ Rule (adoption packet)
	□ Draft GTC Packet□ E-poll results/back-up□ Other: Describe	MOU/MOA☐ Petition	Statement of Effect Travel Documents
4 . 5 .	☐ Budgeted ☐ Not Applicable	☐ Budgeted – Grant Funded☐ Other: <i>Describe</i>	Unbudgeted
	Authorized Sponsor:	Lisa Liggins, Secretary	
	Primary Requestor:		
	Additional Requestor:	(Name, Title/Entity)	
	Additional Requestor:	(Name, Title/Entity)	
	Submitted By:	LLIGGINS	

Public Packet 115 of 212

From: Secretary

Sent: Tuesday, October 5, 2021 11:34 AM

To: Tehassi Tasi Hill; Brandon L. Yellowbird-Stevens; Cristina S. Danforth; Lisa A. Liggins; Daniel P.

Guzman; David P. Jordan; Kirby W. Metoxen; Ethel M. Summers; Jennifer A. Webster

Cc: Secretary; Kristal E. Hill; Rhiannon R. Metoxen; Danelle A. Wilson; Chad A. Wilson;

BC_Agenda_Requests

Subject: E-POLL RESULTS: Approve Vice Chairman Stevens travel request G2E, Las Vegas, NV October 5 -

October 6, 2021

Attachments: 2021 10 01 EPOLL Travel Request G2E Las Vegas 10 6 21 BYS ARF.pdf

Importance: High

E-POLL RESULTS

The e-poll to approve Vice Chairman Steven's travel request to attend G2E, Las Vegas, NV October 5-6, 2021., <a href="https://pass.ncbe/has-ncbe/ha

Support: Tina Danforth, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Marie Summers, Jennifer Webster

Brooke Doxtator
BCC Supervisor
Business Committee Support Office (BCSO)

office 920.869.4452 fax 920.869.4040

From: Secretary < Tribal Secretary@oneidanation.org >

Sent: Friday, October 1, 2021 4:15 PM

- S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins lliggins@oneidanation.org>; Daniel P. Guzman
- <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen
- <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster
- <JWEBSTE1@oneidanation.org>

Cc: Secretary <TribalSecretary@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen

<rmetoxe2@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>; Chad A. Wilson

< CWILSON1@oneidanation.org>

Subject: E-POLL REQUEST: Approve Vice Chairman Stevens travel request G2E, Las Vegas, NV October 5 - October 6,

2021

Importance: High

E-POLL REQUEST

Summary:

Public Packet 116 of 212

Vice Chairman Stevens was requested to speak at G2E, regarding Sports Betting in Las Vegas, NV October 5 – 6, 2021. Room will be covered by Victor Rocha, Conference Chairman, National Indian Gaming Association, Pechanga Band of Luiseño Indians.

Justification for E-Poll: The next Business Committee meeting will not take place until October 13, 2021 and this travel will take place prior to the meeting.

Requested Action: Approve Vice Chairman Steven's travel request to attend G2E, Las Vegas, NV October 5-6, 2021.

Deadline for response:

Responses are due no later than 4:30 p.m., Monday, October 4, 2021.

Voting:

- 1. Use the voting button above, if available; OR
- 2. Reply with "Support" or "Oppose".

Yaw^ko,

Chad Wilson, Senior Information Management Specialist Business Committee Support Office 920.869.4478

P.O. Box 365 Oneida, WI 54155-0365 oneida-nsn.gov

"The best way to predict the future is to create it." – Abraham Lincoln

"In every deliberation, we must consider the impact on the seventh generation..." – Haudenosaunee Great Law



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

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Public Packet 117 of 212

Oneida Business Committee Travel Request

Evant Nama		Global Gaming Expo				
Event Name:		зюва данніц Ехро				
Event Location:	Las Vegas, NV	Attendee(s): Brandon Stevens				
Departure Date:	Oct 5, 2021	Attendee(s):				
Return Date:	Oct 6, 2021	Attendee(s):				
Budget Informati	on:					
⋉ Funds available☐ Unbudgeted	in individual travel budget(s)	Cost Estimate: \$30	00			
☐ Grant Funded o	or Reimbursed					
2021.	rens was requested to speak at GZL	, regarding Sports Betting in Las Vegas, N	V October 3 – 0			
2021.						

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Public Packet 118 of 212

Danelle A. Wilson

From: Brandon L. Yellowbird-Stevens
Sent: Friday, October 1, 2021 3:14 PM

To: Danelle A. Wilson

Subject: Fwd: Wednesday's Podcast

Can you do a travel request for me, it'll be out of my travel budget just paying for flight costs which is about 262 right now

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From: Victor Rocha <victor@pechanga.net> Sent: Friday, October 1, 2021 3:06:44 PM

To: Brandon L. Yellowbird-Stevens

bstevens@oneidanation.org>

Cc: McCoy, Allison (RX) <Allison.McCoy@rxglobal.com>

Subject: RE: Wednesday's Podcast

Yes, I have you on the schedule for Wednesday:

G2E 2021 - October 6th

10am-10:50am

Sports Betting in Indian Country: The Latest Opportunities and Conflicts

Despite the pandemic shutdown, sports betting has made incredible inroads across the country in the last year and a half. And tribes, not to be left behind, have made business deals with some of the biggest names in the industry. Our panel of experts will discuss the progress of sports betting in Indian Country, its impact on tribes, and the changing mindset toward mobile gaming in tribal gaming.

- Mod: Rion Ramirez, CEO, Port Madison Enterprises RionRamirez@clearwatercasino.com
- Glen Gobin, Vice Chairman, Tulalip Tribe gleng@tulaliptribes-nsn.gov
- Raymond Pineault, CEO, Mohegan Gaming & Entertainment rpineault@mohegangaming.com
- Bea Carson, Gaming Commission Chairwoman, Mississippi Band of Choctaw Indians <u>bea carson@mscqc.org</u>
- Brandon Yellowbird-Stevens, Vice-Chairman, Oneida Nation bstevens@oneidanation.org

Victor Rocha

Conference Chairman, National Indian Gaming Association Pechanga Band of Luiseño Indians

From: Brandon L. Yellowbird-Stevens

 stevens@oneidanation.org>

Sent: Friday, October 1, 2021 1:03 PM

To: Victor Rocha <victor@pechanga.net>

Subject: Re: Wednesday's Podcast

Let me know if you got me on then I can request for travel.

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Public Packet 119 of 212

From: Victor Rocha < victor@pechanga.net > Sent: Thursday, September 30, 2021 4:11:35 PM

To: Brandon L. Yellowbird-Stevens bstevens@oneidanation.org

Subject: RE: Wednesday's Podcast

I'm checking. It would be on Wednesday at 10am

G2E 2021 - October 6th

10am-10:50am

Sports Betting in Indian Country: The Latest Opportunities and Conflicts

Despite the pandemic shutdown, sports betting has made incredible inroads across the country in the last year and a half. And tribes, not to be left behind, have made business deals with some of the biggest names in the industry. Our panel of experts will discuss the progress of sports betting in Indian Country, its impact on tribes, and the changing mindset toward mobile gaming in tribal gaming.

- Mod: Rion Ramirez, CEO, Port Madison Enterprises RionRamirez@clearwatercasino.com
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- Bea Carson, Gaming Commission Chairwoman, Mississippi Band of Choctaw Indians bea carson@mscgc.org

Victor Rocha Conference Chairman, National Indian Gaming Association Pechanga Band of Luiseño Indians

From: Brandon L. Yellowbird-Stevens < bstevens@oneidanation.org >

Sent: Thursday, September 30, 2021 2:01 PM
To: Victor Rocha < victor@pechanga.net >
Subject: Re: Wednesday's Podcast

Did you find anything out for another panel on Tuesday or Wednesday.

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From: Victor Rocha < <u>victor@pechanga.net</u>>
Sent: Monday, September 27, 2021 4:38:40 PM

To: Brandon L. Yellowbird-Stevens bstevens@oneidanation.org

Subject: RE: Wednesday's Podcast

That one is on Monday, but I might have another one on Wednesday. Hang on. Let me check.

Victor Rocha Conference Chairman, National Indian Gaming Association Pechanga Band of Luiseño Indians Public Packet 120 of 212

From: Brandon L. Yellowbird-Stevens < bstevens@oneidanation.org>

Sent: Monday, September 27, 2021 2:37 PM
To: Victor Rocha < victor@pechanga.net >
Subject: RE: Wednesday's Podcast

What day is the panel? I only have Tuesday and Wednesday available to make it out there.

From: Victor Rocha < victor@pechanga.net > Sent: Monday, September 27, 2021 2:24 PM

To: Brandon L. Yellowbird-Stevens < bstevens@oneidanation.org>

Subject: RE: Wednesday's Podcast

Are you going to G2E? Do you want to speak at G2E?

The subject is forward-looking. Would you feel comfortable talking about mobile sports betting?

10:10 AM-11:00 AM

Is Online Gaming The Future of Tribal Gaming?

The Supreme Court's 2017 striking down of federal prohibitions against sports betting renewed discussions within Indian country regarding how online and mobile gaming vehicles could be paired with sports betting to enhance economic development within Indian Country. The approach tribes have taken to pursue compact terms that allow for sports betting and mobile betting have varied greatly from state to state and have been almost as diverse as tribal nations themselves. This panel will discuss various proposed and enacted compact provisions related to online gaming, and will touch on the benefits, risks, and potential long term implications of such approaches.

- Jonodev Chaudhuri, Chair, Indian Law & Policy Practice, Quarles & Brady LLP jonodev@chaudhurilaw.com
- Rodney Butler, Chairman of the Mashantucket Pequot Tribal Nation <u>RodneyButler@mptn-nsn.gov</u>
- Elizabeth Homer, Principal Attorney, Homer Law, Chtd. ehomer@homerlaw.com
- Stephen Hart, Attorney, Lewis Roca SHart@lewisroca.com

Victor Rocha

Conference Chairman, National Indian Gaming Association

Pechanga Band of Luiseño Indians

From: Brandon L. Yellowbird-Stevens < bstevens@oneidanation.org>

Sent: Monday, September 27, 2021 11:53 AM
To: Victor Rocha < victor@pechanga.net >
Subject: Re: Wednesday's Podcast

I can be available to talk to on Wednesday. Could you forward a list of general questions you may ask.

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From: Victor Rocha < <u>victor@pechanga.net</u>>
Sent: Monday, September 27, 2021 4:38:55 AM

To: Brandon L. Yellowbird-Stevens < bstevens@oneidanation.org>

Subject: Wednesday's Podcast

Do you think you'll be available on Wednesday to talk about spots betting?

Victor Rocha Conference Chairman, National Indian Gaming Association Pechanga Band of Luiseño Indians Public Packet 122 of 212

Oneida Business Committee Agenda Request

Approve three (2) actions regarding the Oneida Nation Food Sovereignty Strategic Plan

1. Meeting Date Requested: 10 / 13 / 20					
2. General Information:					
Session: Open Executive - See instructions for the applicable laws, then choose one:					
A consideration (New Products					
Agenda Header: New Business					
☐ Accept as Information only					
Approval of the Nation's Food Sovereignty Strategic Plan Approval of the Food Sovereignty Resolution Approval of the Rights of Nature Proclomation					
3. Supporting Materials Report Resolution Contract Other:					
Drafted Food Sovereignty Strategic Plan 3. Drafted Food Sovereignty Resolution					
					2. Drafted Rights of Nature Proclomation 4. SOE
☐ Business Committee signature required					
4. Budget Information Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted					
5. Submission					
Authorized Sponsor / Liaison: Daniel Guzman King, Councilmember					
Primary Requestor/Submitter: Vanessa Miller, Food and Ag Area Manager Your Name, Title / Dept. or Tribal Member					
Additional Requestor:					
Name, Title / Dept.					
Additional Requestor: Name, Title / Dept.					

Oneida Business Committee Agenda Request

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Describe the purpose, background/history, and action requested:

As Food Sovereignty had been deemed a critical priority for the Nation with the onset of COVID, our food and ag areas within the organization have reorganized into a formal Food and Ag Area within the EHSLA Division. Looking to build on the interrelated strategies of OCIFS, we are proposing a long term-food sovereignty strategic plan for the Nation that outlines goals and objectives centered around a food system that is founded upon a soil to table approach, a food system that is a recognized as an integral approach to our overall health and wellness as a community, and a strengthened, interconnected system that promotes and enables tribal sovereignty and self-determination.

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



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

Welcome

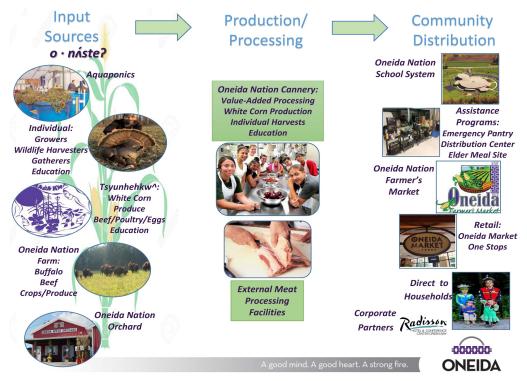
Dear Reader:
Welcome to the Strategic Plan document of the Food Sovereignty Initiative of the Oneida Nation. Within this document, you will find the dedication and passion regarding the long-term goals of the food systems of our Nation. The Food Sovereignty Strategic Planning Leadership Team developed this document with the goal of using this as an overall guide in the Nation's effort in developing and sustaining a strong self-sufficient interconnected food system capable of nourishing our community and enhancing the overall health of our Oneida people.
This document outlines the strategic approach the Nation will take in our continual quest for sustainable food sovereignty. From this document will arise detailed action plans, operational plans, and business plans of the various departments and programs of the Nation, as these key stakeholders will use this document to develop and implement specific activities and targets they deem necessary to reach the objectives and goals outlined here.
Our aspiration is to provide a model that may also be used by other tribal nations in their own food sovereignty and wellness journeys, recognizing that while we are all connected by our indigenous strengths, we also have unique needs that must beaddressed by our own specific approaches. We hope this document may serve as a flexible and malleable roadmap for these efforts.
Yaw^ko,
Oneida Nation Food Sovereignty Strategic Planning Team

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

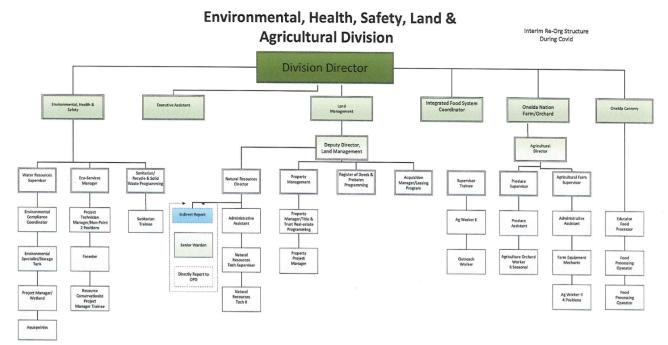
- 1. Build a community mindset for healthy foods
- 2. Increase local agriculture and food production
- 3. Build local food economies
- 4. Integrate local foods into community outlets
- 5. Ensure sustainable development and practices

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. Tsyunhehkw^, 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 Environmental Health, Safety, Land, and Agriculture, Governmental Services, and Retail divisions) proposed long-term plan 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.

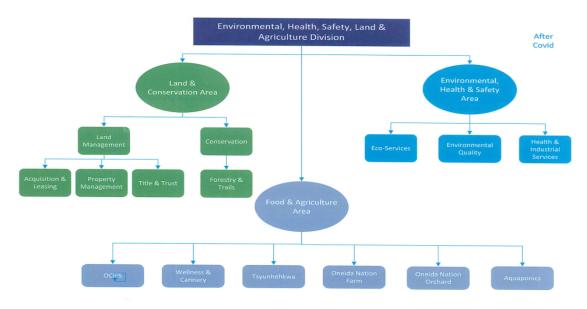
Current Status: Oneida Nation Food Sovereignty

Organizational Charts

As we settled into a new normal during the pandemic, below is a snap shot of the organization of EHSLA at the beginning of the pandemic during 2020-2021(see Appendix B):



As we looked to combine like services and initiatives to best serve our community, below is the current organizational restructure on a divisional level of the Food and Agriculture Area (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):

Produce
Supervisor
Trainee

Food & Agriculture
Area Manager

Oneida Nation
Farm

Oneida Nation
Orchard

Orchard

Orchard

Orchard

Ag Worker II

Ag Worker I

Food & Agricultural Area



Producer and Processor Program Roles

As our Oneida Nation Farm and Oneida Nation Orchard are Nation owned enterprises, Tsyunhehkw^ and the Oneida Nation Cannery serve the Nation as programs. These programs provide services to the Nation and our food systems aimed at empowering our community members in the power of food sovereignty, transferring the knowledge required to produce, harvest, process, and consume our tradition foods, and providing our community with invaluable services all dedicated to anchoring our membership into the critical understanding, appreciation, and commitment to our foods as being our medicines as indigenous peoples, both preventative and prescriptive. Rather than being dictated by responding to a fluid external capital market, where food is viewed as a transactional industry, these programs are designed to and operate under the goal of providing food empowerment as a means of health care to our community. The value of these services may not necessarily be able to be captured on a bottom line, but the impact they make in our community ripple far beyond the scope of the recipient of the service, which is exact intent of our food sovereignty programming. Below is a snap shot of the value of several example services and medicines these programs provide to the community at either no cost or minimal cost. More, and perhaps most importantly, the health and overall wellness benefits seen from our community via our strengthened identity as Ukwehuwe are invaluable.

TSYUNHEHKW^

Good/Service	Program Cost	Market Value	Value Put into Community
Indigenously Raised Eggs	FREE-donated to the pantry and for trade/barter	4.00/dozen	\$2,240 (560 dozen eggs) in FY20
100% Grassfed Beef	FREE-donated to the pantry and in elder food boxes	6.99/lb and up based on cuts	> \$60,000 (16 animals) in FY20
Tours/Presentations	20.00 outside entity	Up to \$1,500 per	Invaluable-culturally rooted service
	FREE COMMUNITY	presentation	
Workshops/Technical Assistance/	FREE	\$25-\$500 per work-	Invaluable-culturally rooted service
Education		shop	Garden Tilling for 45 families in FY20
Tobacco	NO COST	N/A-medicinal	Invaluable
#6	NO COST	N/A-medicinal	Invaluable
Table Crops (beans, sweet corn, green corn, cucumbers, carrots, squash)	FREE	\$1.50-2.00 per pound	Upwards of \$8,600 (around 4,300 lbs) in FY20
Seed and Plants	FREE	\$80-100 per box	\$12,000-15,000 per year (150 families)
Donated White Corn	FREE	\$9 per pound	\$1,350 (150 pounds) in FY20

CANNERY

Good/Service	Program Cost	Market Value	Value Put into Community
Canning/Preserving Workshops	\$10.00/person	\$20-100/person	Invaluable-culturally rooted education
Master Food Processor Training	\$75.00 for a 3 day/ person	\$250-500/person	Invaluable-self-regulation and governance
Tours	FREE	\$10-25/person	Invaluable-educational and awareness
Presentations	FREE	Up to \$1,500 per tour	Invaluable-educational and awareness
Facility/Equipment Consultation	FREE	\$20,000-50,000	Invaluable-Nation to Nation food sover- eignty capacity building
Community Corn and Meat Processing/Equipment Usage	FREE	variable	Over \$5,600 fees waived since COVID 2020
Oneida Program Processing Fees	FREE	variable	\$2,100 fees waived in since COVID 2020
White Corn Products	\$5-9 based on prod- uct type	\$8-15 based on product type	Almost \$24,000 in direct cost savings to the community with around 5,350 prod- uct units sold to the community in FY20

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 practices and synthesize the effect on public health and the environment	On-going-we have created an academic research matrix in which we have inserted and organized published sources. The Farm has stopped the use of a fungicide based on our research of its implications to public health.
FDIPR Pilot Project	Applied collaboratively with the Menominee 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	We have received notification that we have won the award-we are set to be able to start ordering from tribal vendors in October 2021.
Meat Processing Facility Feasibility Study and Business Plan	Conduct a feasibility study of the value and need of a Nation owned and operated processing facility (see Appendix E for justification narrative)	Awarded a 25K from the Firsts Nations Institute that will be used for a feasibility study. Awarded an additional 65K NABDI grant to fund the remaining cost of the study as well as a business plan.
Food Innovation Center	Refining the Food Innovation Center project and tailoring to fit the needs of a new Cannery and training center	Currently working with our Engineering Department to complete the CIP package. Submitted request for AARPA funds, had a transfer of 20k to the Cannery budget from Economic Development Fund to fully fund a business plan. Awarded an additional 20K from First Nations Development Institute to fully fund a design plan.
Online Application for White Corn Inventory	Create an online inventory system for Tsyunhehkw^ white corn that notifies staff when inventory is low and sends an automated bill, creating a more efficient process with less waste	The application is created. We have an Memorandum of Agreement with the Cannery to provide consistent weekly deliveries throughout the year. We are action planning to increase corn planting for this coming planting season based on inventory tracking.

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Oneida Nation
Food Sovereignty
Strategic Plan

Project Name	Project Description	Status
Mobile Processing Unit	A mobile unit designed to encourage field to table venison harvesting and processing and be utilized as a licensed unit for producers to be able to sell products	The unit was recently licensed by DATCP. And we have the ability to now rent the unit out for community used. We are working with First Nations Development Institute to provide certified butcher training to staff and community members.
Food Sovereignty and Rights of Nature Proclamation Resolutions	Formal resolutions supporting, empowering 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 Appendix G)
Academic Published Research	Use Oneida specific data and research as a basis for published academic article regarding food sovereignty and its utilization as a comprehensive approach to wellness in indigenous communities	We have partnered with the public health curriculum at UW-Madison and are working with students to create an evidence based research paper. In addition, we have applied for a \$1,000,000 Community Impact Grant from UW Madison aimed at producing evidence regarding food as health care.

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

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





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. 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. Utilizing OCIFS as a sounding board for decision making
- 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 federally funded 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, EHSLA 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 self-governance agreements (i.e. IHS Funding Agreement, USDA contract agreements)
- C. Create a referral process with our medical and behavioral health departments

Objective 2: Collaborate with our cultural leaders 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. Pursue an facility for the Cannery via the construction of the Food Innovation Center
- 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 long-term 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 continue to look for opportunities to sustain itself by realizing cost savings as well as inputting funds when possible to circle back into our programs and services. The following are strategies that we propose will be key roles in doing just that:

Organizational Restructure-Efficiency Savings

In our divisional restructure, our food and agricultural areas are now 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 supports 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. With this 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. This 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 look for opportunities to be more self-sustainable when possible, our Food and Ag area will need to retain the funding inputs from all of our revenue input sources. 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. Of course, we must continue to prioritize Oneida community needs first, ensuring that our membership has access to affordable foods.

Expanding Capacities

A part of our proposed package is to explore the operation our own meat processing operation. 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 licensed facility and processing our meats in such a facility, we are widening the market in which our meats can be sold. Many businesses and state and federally funded programs require meats to be processed at a licensed inspected facility. Further, by looking to certify staff and/or community members as certified butchers, we are opening our mobile unit up to the potential of processing animals for consumer for resale, as well as processing our own animals for resale and saving on the external processing cost.

Operational and Business Plans

As this document will provide direction for the operational/business plans for each program and enterprise, we will look to be more efficient with process, supply, human resource management, etc. These operational plans will help us look at any areas of production and processing need redirection, as well as assess any needed changes to supply and operations to best meet the needs of our community and best support our food system comprehensively.



Self-Governance Compacts

An exciting and long-term goal of our Food and Ag area is to renegotiate our self-governance compacts to include more food sovereignty programming. We have been diligently working on the research and justification for such an inclusion, and have already started these collaborative discussions of food programming as being formally recognized as self-administered health care. By formally recognizing our food sovereignty efforts in our self-governance agreements, 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.

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:

- Assess and use the input from the Food Sovereignty Community Input Survey in action planning.
- 2. Using action planning tools to identify areas needed for outcomes of each objective, identify responsible staff, and create timelines for action step planning.
- 3. Use this overall strategic plan as a guiding tool for each department's operational and business plans.
 - A. Continue to use OCIFS as a sounding board for collaborative decision making. This plan was brought forth and supported by OCIFS during their August 18, 2021 meeting (see Appendix H).

Input Sources o · náste?

Individual:

Growers

Wildlife Harvesters

Gatherers

Education

Oneida Nation Farm: **Buffalo** Beef

Crops/Produce

Aquaponics

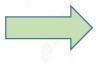
Tsyunhehkw^:

White Corn Produce Beef/Poultry/Eggs

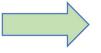
Education

Oneida Nation

Orchard



Production/ **Processing**



Community Distribution

Oneida Nation School System





Assistance Programs: Emergency Pantry Distribution Center Elder Meal Site

Oneida Nation Farmer's Market





Retail: Oneida Market One Stops



Corporate Partners





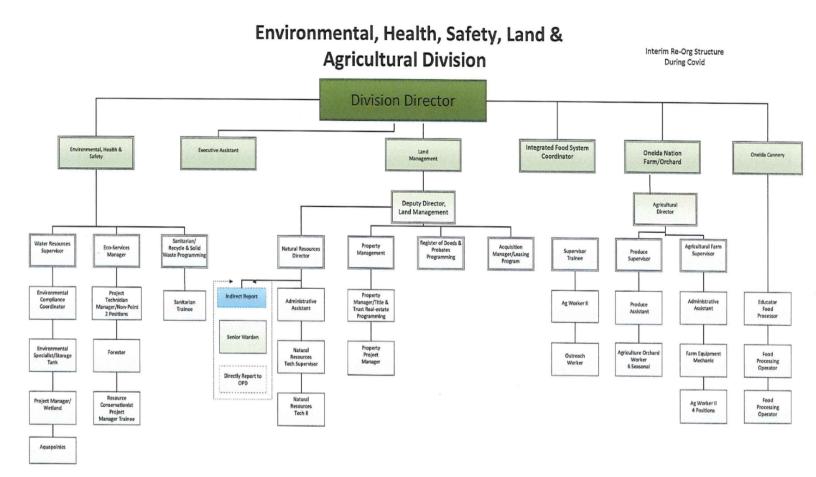
Oneida Nation Cannery: Value-Added Processing White Corn Production **Individual Harvests Education**

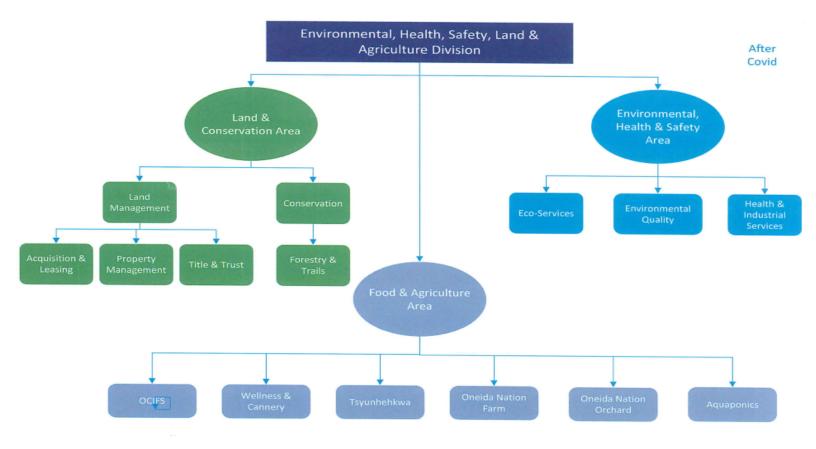




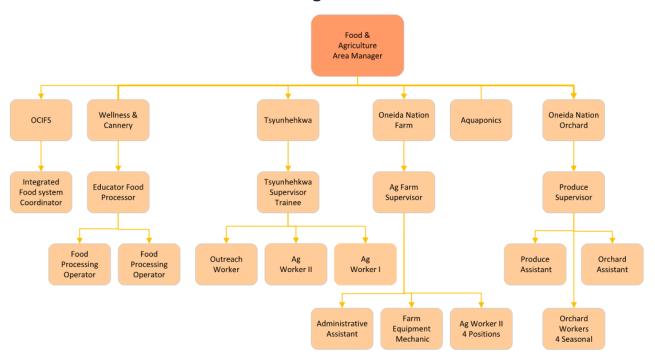
External Meat Processing Facilities

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





Food & Agricultural Area



Community Buy In: Meat Processing Facility in Oneida

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 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 backlogged with orders. This has impacted us here in the Nation directly in our food sovereignty efforts. Tsyunhehkw^ operations had a feasible plan to increase the capacity of their grass-fed shorthair herd within a three year time by adding 25 animals per year to their herd.

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All of these animals are grass fed, indigenously managed livestock that carries 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 had 19 animals that were 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. Our food and agriculture programs are eager and ready to expand, have increased knowledge, skills and abilities to work steadily towards becoming more 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 licensed facility opens economic opportunities that we cannot tap into by relying on external 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.

We project that with the assumed continual rise of demand for local meat sources, economic opportunity will continue to rise. This increase in demand converts to an increase in processing needs. By vertically aligning our processing capabilities, our food systems are preserving costs that we are currently outsourcing.

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.

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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.

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 Tribal Constitution by 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^ 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

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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^, 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.

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

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

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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.



ONEIDA NATION OF WISCONSIN

Oneida Community Integrated Food Systems (OCIFS)

P.O. Box 365 Oneida, WI 54155

October 4, 2021

To Whom it May Concern:

The Oneida Community Integrated Food Systems (OCIFS) members agreed at their August 18, 2021 Teams meeting to support and approve the Food Sovereignty Strategic Plan. This passed in a unanimous vote and has the OCIFS Members complete support.

Sincerely,

Marilyn King, Food Distribution Director

TJ, Agricultural Supervisor

Kyle Wisneski, Tsyunhehkwa Supervisor

Marlon Okenandore, Food Pantry Manager

Jesse Padron, Oneida Nation School System Food Service Director

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

1 2	2 Support of Food Sovereignty and Food Sovereignty Policy									
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BC Resolution #______
Support of Food Sovereignty and Food Sovereignty Policy
Page 2 of 3

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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

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BC Resolution #_____ Support of Food Sovereignty and Food Sovereignty Policy Page 3 of 3

95 **BE IT FINALLY RESOLVED,** the Oneida Business Committee directs the organization under the General 96 Manager of the Nation to prioritize, budget, and implement this initiative as identified in this resolution and 97 further identified in a formally adopted food sovereignty policy directed to be developed by this resolution.

Public Packet

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WHEREAS.

WHEREAS.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # <u>Leave this line blank</u> Proclamation of the Rights of Nature

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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

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

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

BC Resolution #____ Proclamation of the Rights of Nature Page 2 of 2

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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Oneida Business Committee Agenda Request

Review WisDOT Dual Language Sign Program information and determine next steps

1.	Meeting Date Requested: 10 / 13 / 21
2.	General Information: Session: ☑ Open ☐ Executive - See instructions for the applicable laws, then choose one:
	Agenda Header: New Business
	☐ Accept as Information only
	Requesting approval from the Committee to participate in the program being offered between Wisconsin DOT, the Federal Highway Administration (FHWA), the BIA, and the 11 Wisconsin Tribes on the Dual Language Signs Program.
3.	Supporting Materials Report Resolution Contract Other:
	1. Dual Language Response request emails 3. Dual Language Policy
	2. Dual Language - sign designs 4. Dual Language Sign Request Form
	2. Duai Language - sign designs 4. Duai Language sign nequest 10111
	☐ Business Committee signature required
1	Budget Information
т.	☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted
5.	Submission
	Authorized Sponsor / Liaison: Marie Summers, Councilmember
	Duine and Damus at an /Cularaittan
	Primary Requestor/Submitter: Your Name, Title / Dept. or Tribal Member
	Additional Requestor:
	Name, Title / Dept.
	Additional Requestor: Name, Title / Dept.

 From:
 Ethel M. Summers

 To:
 Troy D. Parr

 Cc:
 Stacie M. Cutbank

Subject: FW: For ITTF -- Dual language sign policy and request form

Date: Thursday, July 22, 2021 12:42:00 PM

Attachments: image006.png image007.png

image007.png image008.png image003.png

Troy,

Looks like we have time to complete the request form, but I think we need to start preparing ahead of time, as soon as everything is finalized with the state process. I plan on bringing forward as quickly as possible for BC review as soon as we get the request form completed (potential possibilities).

Yaw^ko, Marie Summers Councilwoman Oneida Business Committee



A good mind. A good heart. A strong Fire.

office: (920) 869-4475 cell: (920) 615-9384

Office Hours: Monday – Friday 8:00- 4:30 pm

Email: esummer1@oneidanation.org

Mailing address: Oneida Nation PO Box 365 Oneida, WI 54115

From: Stankevich, Sandy - DOT <Sandy.Stankevich@dot.wi.gov>

Sent: Thursday, July 22, 2021 12:22 PM

To: Ethel M. Summers <esummer1@oneidanation.org>; Fleming, Agnes <Agnes.Fleming@lconsn.gov>; kim@kimswisher.com

Cc: Kirby W. Metoxen <KMETOX@oneidanation.org>; Troy D. Parr <tparr@oneidanation.org>; Stacie

M. Cutbank <sdanfor3@oneidanation.org>

Subject: RE: For ITTF -- Dual language sign policy and request form

I apologize, Marie. I don't know how we missed you. I thought you were on my ITTF distribution list.

Anyway, the deadline is only for your review of and comments on this policy. We don't

have the program in place yet, we only recently received permission from FHWA to be able to have dual language signs on state highways on Tribal trust lands.

If you have gone through the policy and request form and have any questions or concerns, that's all we needed to know by tomorrow close of business. The policy had to be approved by WisDOT signing department and FHWA leadership to make sure what we are proposing falls within allowable recommendations so there isn't much wiggle room for changes, but if you were to have any concerns we would like to know about them. We mostly wanted to make sure the policy is understandable and that we had consensus from the tribes to go ahead with the program.

Please let me know if you have any further questions. And, again, I'm so sorry for missing you on my email.

Sandy Stankevich

State Tribal Affairs Program Manager

DOT Officer Office (715) 365-5784 Cell (608) 400-1476 sandy.stankevich@dot.wi.gov



From: Ethel M. Summers < <u>esummer1@oneidanation.org</u>>

Sent: Thursday, July 22, 2021 11:01 AM

 $\textbf{To:} \ Stankevich, Sandy - DOT < \underline{Sandy.Stankevich@dot.wi.gov} >; Fleming, Agnes < \underline{Agnes.Fleming@lco-}$

nsn.gov>; kim@kimswisher.com

Cc: Metoxen, Kirby - Onieda Nation <<u>kmetox@oneidanation.org</u>>; Troy D. Parr <<u>tparr@oneidanation.org</u>>; Cutbank, Stacie <<u>sdanfor3@oneidanation.org</u>>

Subject: FW: For ITTF -- Dual language sign policy and request form

Importance: High

Hi Sandy,

Please see the string of emails. Myself & Councilman Kirby Metoxen haven't been on the email list for this particular item (although I do recall discussion on the topic in a past meeting).

I would need to get official approval by our governing body, OBC in order to participate. Is there anyway we can submit late?

Yaw^ko, Marie Summers Councilwoman Oneida Business Committee Public Packet 163 of 212



A good mind. A good heart. A strong Fire.

office: (920) 869-4475 cell: (920) 615-9384

Office Hours: Monday – Friday 8:00- 4:30 pm

Email: esummer1@oneidanation.org

Mailing address: Oneida Nation PO Box 365 Oneida, WI 54115

From: Troy D. Parr < tparr@oneidanation.org>

Sent: Thursday, July 22, 2021 10:20 AM

To: Ethel M. Summers < esummer1@oneidanation.org; Kirby W. Metoxen

< KMETOX@oneidanation.org>

Cc: Jacque L. Boyle <<u>iboyle@oneidanation.org</u>>; Mark W. Powless <<u>MPOWLES1@oneidanation.org</u>>

Subject: FW: For ITTF -- Dual language sign policy and request form

Councilmembers Summers & Metoxen,

After reviewing this email I notice you were not included. I am not sure exactly why, but as members of the Inter-Tribal Transportation Program, I believe you should have been on this email distribution list and I am forwarding it now for your review.

Please review the attached and note that the deadline for response is actually tomorrow, July 23, 2021. Please let me know if you have any questions.

From: Stankevich, Sandy - DOT < Sandy.Stankevich@dot.wi.gov>

Sent: Monday, July 19, 2021 3:06 PM

To: Benton, Jeff <<u>ibenton@redcliff-nsn.gov</u>>; Marlow, Amber <<u>marlowa@lco.edu</u>>; Fleming, Agnes <<u>Agnes.Fleming@lco-nsn.gov</u>>; ConnorsSr, Ben <<u>RoadsMgr@badriver-nsn.gov</u>>; Blackdeer, Brett <<u>BRETT.BLACKDEER@HO-CHUNK.COM</u>>; Graikowski, Cassandra - DNR <<u>Cassandra.Graikowski@scc-nsn.gov</u>>; Quade, Chris - DMA <<u>Chris.quade@scc-nsn.gov</u>>; Crystal Chapman-Chevalier (<u>ccchapman@mitw.org</u>) <<u>ccchapman@mitw.org</u>>; Peterson, Cyless N - DOT <<u>Cyless.Peterson@dot.wi.gov</u>>; Delores Staples <<u>delores@stcroixojibwe-nsn.gov</u>>; Coy, Emerson <<u>ecoy@ldftribe.com</u>>; Thompson, George <<u>gthompson@ldftribe.com</u>>; Wolf, Katie <<u>TransPlanner@badriver-nsn.gov</u>>; Renita Warrington <<u>rlwarrington@mitw.org</u>>; Todd Mulvey <<u>Todd.Mulvey@fcpotawatomi-nsn.gov</u>>; Troy D. Parr <<u>tparr@oneidanation.org</u>>; Tweed Shuman <<u>Tweed.Shuman@lco-nsn.gov</u>>; Deverney, Wade <<u>wade.deverney@fcpotawatomi-nsn.gov</u>>; Ward Staples <<u>wards@stcroixojibwe-nsn.gov</u>>; Miller, William <<u>willy.miller@mohican-nsn.gov</u>>

Cc: Mayer, Ryan - DOT <<u>Ryan.Mayer@dot.wi.gov</u>>; Chidister, Ian (FHWA) <<u>ian.chidister@dot.gov</u>>;

Holt, Daniel <daniel.holt@dot.gov>; Rauch, Matt - DOT <Matt.Rauch@dot.wi.gov>; Coughlin, Amy - DOT <Amy.Coughlin@dot.wi.gov>; Gustafson, Aaron G - DOT <aaron.gustafson@dot.wi.gov>; Lipke, Bryan - DOT <Bryan.Lipke@dot.wi.gov>; Samz, Mindy S - DOT <mindy.samz@dot.wi.gov>; Pickard, Brent - DOT

brent.pickard@dot.wi.gov>; Shinners, Dana M - DOT <dana.shinners@dot.wi.gov>
Subject: FW: For ITTF -- Dual language sign policy and request form

Good afternoon,

I wanted to remind you to please review the attached Dual Language Policy and the request form to see if you have any questions or concerns. The deadline for comment is this Friday, July 23rd. We would like to get this rolled out as soon as possible to try to get some signs installed before the ground freezes this winter.

Please let me know if you have any questions.

Thank you.

Sandy Stankevich

State Tribal Affairs Program Manager

DOT Officer Office (715) 365-5784 Cell (608) 400-1476 sandy.stankevich@dot.wi.gov



From: Kim Swisher < kim@kimswisher.com > Sent: Monday, July 12, 2021 10:58 AM Cc: Team Swisher < info@kimswisher.com >

Subject: For ITTF -- Dual language sign policy and request form

From: Stankevich, Sandy - DOT < Sandy.Stankevich@dot.wi.gov>

Sent: Friday, July 9, 2021 8:20 AM

To: Fleming, Agnes <<u>Agnes.Fleming@lco-nsn.gov</u>>; Kim Swisher <<u>kim@kimswisher.com</u>>

Cc: Peterson, Cyless N - DOT <<u>Cyless.Peterson@dot.wi.gov</u>>; Mayer, Ryan - DOT

<<u>Ryan.Mayer@dot.wi.gov</u>>; Rauch, Matt - DOT <<u>Matt.Rauch@dot.wi.gov</u>>; Becker, Scot - DOT

<<u>Scot.Becker@dot.wi.gov</u>>; Gutkowski, Donald - DOT <<u>donald.gutkowski@dot.wi.gov</u>>

Subject: Dual language sign policy and request form

Good morning Agnes and Kim,

Please forward this information to the ITTF distribution list on my behalf. Please be sure to include Ryan Greendeer and Tara Chapman. ~ Thank you.

Greetings,

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As I discussed during yesterday's ITTF meeting, WisDOT has received approval from FHWA to create a policy where dual language signs will be allowed along state roadways on reservation lands. The instances of allowed signs are:

- Reservation boundary signs.
- City population signs.
- County line boundary signs.
- Bodies of water (lakes, rivers and streams) when that body of water is crossed by the state highway by the use of a bridge or the body of water is visible to the motorist.

I've attached the WisDOT draft Dual Language Sign Policy as approved by FHWA and the request form. I would like everyone to review the documents and contact me with any comments or concerns. Once you have had the opportunity for input on this policy and we have made any necessary changes we will go through the approval process again until we have a final version for the policy. We will then notify you that the program is available and begin accepting sign requests.

We have budgeted for a one-time program through the WisDOT THPO program by which each tribe would be allowed up to \$10,000 toward the purchase and installation of dual language signs. Any costs beyond that \$10,000 would be the responsibility of the tribe. Another option for the creation and installation of signs would be for the tribe to wait for a project on the state highway where the cost of those dual language signs would be covered by the state as part of the project on a state highway.

Each tribe will determine the correct personnel to be involved in correctly portraying the spelling of the wording to be in their language on these signs. We will require a sign-off by the Tribal leader on the final version of the sign design to avoid any errors on our part.

One issue we already know we will need to clarify in the policy is for signs on roads with jurisdiction or ownership by a town or county. In those instances there will need to be a written agreement in the form of an MOA between the tribe and the roadway owner, negotiated by the tribe, allowing for the sign. Costs associated with maintenance and any subsequent replacement of those signs will be the responsibility of the tribe. The tribe would coordinate the installation with the appropriate county or maintaining authority.

Those signs will cost more because there will be a need to utilize a different resource other than the state to design, manufacture and install those signs. Language will be added to the sign policy to reflect this condition. All costs for any dual language signs on a county or town road, beyond the one-time \$10,000 per tribe funding, will be the responsibility of the tribe.

We would like to get this policy implemented as soon as possible so the deadline for any comments will be the Friday, July 23rd.

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Thank you and have a great weekend.

Sandy Stankevich

State Tribal Affairs Program Manager

DOT Officer
Office (715) 365-5784 Cell (608) 400-1476
sandy.stankevich@dot.wi.gov



From: <u>Stankevich, Sandy - DOT</u>

To: Tehassi Tasi Hill; Tana D. Aguirre; Stacie M. Cutbank; Ethel M. Summers; Kirby W. Metoxen; Troy D. Parr

 Cc:
 Peterson, Cyless N - DOT; Lipke, Bryan - DOT

 Subject:
 Response requested - Dual Language Signs

 Date:
 Thursday, September 30, 2021 4:20:27 PM

Attachments: <u>image002.png</u>

dual language sign designs-boundary.pdf Dual language policy - Approved Final.docx Dual Language Sign Reguest Form Final.xlsx

Good afternoon,

I hope this email finds you and your community doing well. This email is for your information as well as a request for information from you.

We would like to recruit someone with advanced skill and knowledge of your native tribal language for what we think will be a fun, enriching educational project I'll detail below.

First some information for you on a program we are offering to Tribal communities - Wisconsin Department of Transportation (WisDOT) maintains a Partnership Agreement with the 11 Federally Recognized Tribes, the Federal Highway Administration (FHWA) and Bureau of Indian Affairs (BIA). This agreement was most recently signed by all parties in 2019. The document formalizes a commitment by all parties for continuous improvement of communication and working dynamics. Tribal languages, which add depth and history to our culture and landscapes, are inherently part of our state and we felt one way to honor those languages and represent tribes in our state was through dual language signs.

WisDOT collaborated with the WisDOT Inter-Tribal Task Force (ITTF) and the Wisconsin Tribal Historic Preservation Officers (THPO) to develop this signing program and then worked with FHWA to create a policy and gain approval for the use of dual language signs. The purpose of the signs is to assist the Tribes with the revitalization of their languages while also providing an educational tool for the broader benefit of the traveling public. The program structures a pathway for Tribal Governments in the State of Wisconsin to request that certain roadway signs display both English and Tribal languages. The development of a signage using both Native American language and English is an opportunity to connect the public to Native American history, culture and environment.

We have discussed this program at several WisDOT THPO and Inter-Tribal Task Force Meetings over the past several months but I wanted to share the policy and application form with you all for your consideration for signs within your community. The criteria for the signs is explained in the policy. There are two sign types that will be allowed on state or federal roadways on Tribal trust land, one is to note a jurisdictional boundary change and the second is to identify geographic waterways. I have included designs for two types of jurisdictional boundary signs. There are also two opportunities to cover the cost of these signs. One would be if there is a state highway improvement project along the corridor where the signs would be requested and the other is through our WisDOT THPO program. The THPO program has

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budgeted \$10,000 per tribe to cover the cost of fabrication and installation of the signs. Installation of dual language signs on local or county roads would need to be approved by the roadway jurisdictional owner through negotiation between the tribe and that owner. I am including the policy and application form here for your convenience. We are working to have this information and form online soon. Please reach out to the North East Region Tribal Liaison, Bryan Lipke, or me if you have any questions or would like more information on this program.

And now more about my request: In addition to our Dual Language Sign Program we would like to build an educational resource on tribal language into our WisDOT website. Basically, we'd like to demonstrate how to pronounce the tribe names in the native language while also giving some commentary on the story behind the names themselves. We would also like this person to pronounce several transportation related words in your language. To do this, we'd like to request the help of someone from the tribe who has an advanced understanding of the language and would be comfortable having a brief conversation on camera. I would like you to please send me the name and contact information of a contact person from your tribe who could either be that spokesperson or arrange for us to work with someone who would be willing to do the video representation of your language. We would like to begin the video process as soon as possible so I respectfully request the name of a contact person by October 15th, please.

We are excited about both of these initiatives and look forward to working with you to make them happen.

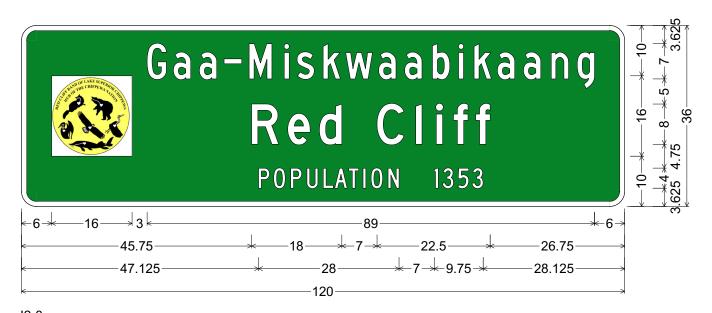
Thank you.

Sandy Stankevich
State Tribal Affairs Program Manager

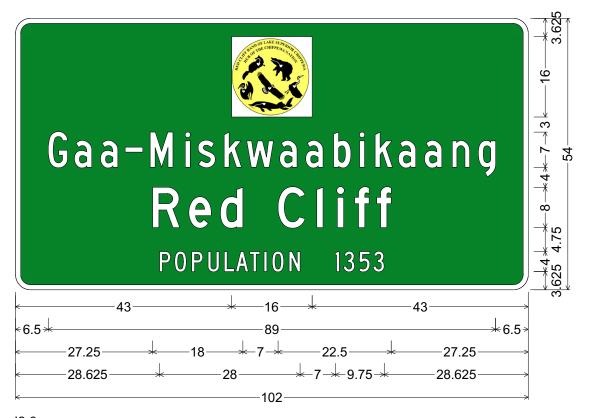
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sandv.stankevich@dot.wi.gov



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I2-3;
3.000" Radius, 1.000" Border, White on, Green;
"Gaa-Miskwaabikaang", C; "Red", D; "Cliff", D; "POPULATION", C 125% spacing; "1353", C;



I2-3; 3.000" Radius, 1.000" Border, White on, Green; "Gaa-Miskwaabikaang", C; "Red", D; "Cliff", D; "POPULATION", C 125% spacing; "1353", C; Public Packet 170 of 212

WisDOT Dual Language Signing Program

Background

In 2004 Governor Doyle signed Executive Order 39 which affirms the government-to-government relationship between the 11 Federally Recognized Tribes in Wisconsin and the State of Wisconsin. In 2019, Governor Evers re-affirmed the support of that relationship by issuing Executive Order 18. State cabinet agencies are directed to work cooperatively with tribes on any policies, programs or issues that have the potential to impact tribal communities.



By issuing these Executive Orders, Wisconsin is following the examples and actions of the federal Executive Orders and memorandums issued by Presidents Clinton, George W. Bush and Obama which supported the unique legal and political relationship with Tribal governments. Their Executive Orders and memorandums established that federal agency's working relationship with federally recognized Tribal governments fully respect the rights to self-governance and self-determination due to Tribal governments to the greatest extent permitted by United States law.

Wisconsin Department of Transportation (WisDOT) maintains a Partnership Agreement with the 11 Federally Recognized Tribes as well as the Federal Highway Administration (FHWA) and Bureau of Indian Affairs (BIA). This agreement was originally created in 2007, revised in 2010 and most recently signed by all parties in 2019. The document formalizes a commitment by all parties for continuous improvement of communication and working dynamics. WisDOT respects Tribal sovereignty. Tribal languages, which add depth and history to our culture and landscapes, are inherently part of that respect. Many names of significant cities, lakes and other landmarks stem from Native culture and history. WisDOT and the Tribes, in partnership, want to take an action to honor and represent tribes in our state.

WisDOT worked with the WisDOT Inter-Tribal Task Force (ITTF) and the Wisconsin Tribal Historic Preservation Officers (THPO) to develop this signing program. The purpose of the signs is to assist the Tribes with the revitalization of their languages and to inform all people of the historic pre-settlement names of geographic features and to welcome travelers to their communities in their Tribal language. The program structures a pathway for Tribal Governments in the State of Wisconsin to request that certain roadway signs throughout Tribal landscapes display both English and Tribal languages. WisDOT recognizes this unique opportunity to assist in preservation of key terms, while also providing an educational tool for the broader benefit of the traveling public. The development of a signage using both Native American language and English is an opportunity to connect the public to Native American history, culture and environment.

Preexisting Native language, which currently is used for several Wisconsin cities, landmarks and waterways, already reflects Indigenous language and culture. The dual language sign system is a tool for preserving tribal language. Also, creating a sense of place that reflects the unique tie each Wisconsin Tribe has to the land that embodies them as a people. WisDOT dual language sign standards support and

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strengthen the sovereignty of each Wisconsin Tribe through the acknowledgment and identification of each tribal nation's language.

Information about the dual language signs are available on the WisDOT Tribal Affairs webpage (This information is currently not on our webpage, we are working on getting it there).

General Requirements

The Wisconsin Manual on Uniform Traffic Control Devices (<u>WI MUTCD</u>) is the standard in Wisconsin for all traffic control devices on any roadway open to public travel. All signs are traffic control devices. Uniformity of traffic control devices simplifies the task of the driver because it meets the motorist expectation which aids in recognition and understanding. For example, signs are read from top to bottom, left to right and must utilize a text size that can be read and interpreted by motorists traveling at roadway speeds.

The WI MUTCD generally does not include discussion on the display of alternative or supplemental languages on traffic signs. The following is WisDOT's guidance on the display of both English and Native American languages on traffic signs. The guidance allows Tribal Governments to request dual language signing on jurisdictional boundary and geographic features signs on or within the boundary of tribal lands on roadways under WisDOT jurisdiction.

Guidance

The display of both English and a Native American language on a single sign or sign assembly on the state highway system may be approved by WisDOT, based on the following guidelines:

- Requests may include any jurisdictional boundary signs or geographic features signs including the following:
 - Reservation boundary signs.
 - City population signs.
 - County line boundary signs.
 - Bodies of water (lakes, rivers and streams) when that body of water is crossed by the state highway by the use of a bridge or the body of water is visible to the motorist. See <u>TEOpS 2-4-55</u> for additional guidance on allowable lake, river and stream signing.
- 2. A letter of concurrence from the City or County is required for city population signs or county boundary signs. The letter of concurrence needs to specify that they are in agreement that both languages be displayed.
- 3. Signs shall be limited to locations on or within the boundary of tribal lands (including all tribal lands held in trust). Dual language signs shall not be installed outside of the boundary -of tribal lands such as, but not limited to, concentrated ethnic neighborhoods, population centers or traffic generators.
- 4. The Native American language legend shall be specified by the Tribal Government.

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5. Native American languages shall not be displayed on any other sign on roads under WisDOT jurisdiction including, but not limited to:

- Regulatory signs.
- Warning signs (including School Zone signs).
- All other Guide signs including:
 - Destination signs.
 - Street Name signs.
 - General or Specific Service (Logo Signs).
 - Tourist-Oriented Directional (Specific Service Signs).
 - Auto Tour Route signs.
 - Acknowledgment signs.
- 6. Dual language signs shall not be installed on <u>freeways and expressways</u> (major highways that are either fully controlled by interchanges or partially controlled by interchanges).
- 7. Installation of the signs shall not interfere with the placement of any other necessary signing, and signing shall be limited to one sign at an appropriate location in each route direction.
- 8. All letters and numerals displayed on the sign for the main characters of the Native American language shall be as provided in the <u>Standard Highway Signs and Markings</u> reference publication. Unique characters that are necessary for the proper translation, but not provided in the FHWA Standard Alphabets, may be used. These unique characters are to be kept to a minimum and shall be based on the characteristics of the letter forms of the Standard Alphabets, such as stroke width and arc, to the extent practicable.

Note - The locals (Counties/Cities/Villages/Towns) may choose to adopt this policy or a similar one for their roadways, but they are under no obligation to do so. Any requests for dual language signs on the county highway or local road system shall be coordinated directly between the tribe and the county or municipality. A written agreement should be used to document maintenance responsibilities. WisDOT shall provide sign details for the signs on the local system to ensure the dual language signs are consistently designed throughout the state.

Process Overview

- 1. The Inter-Tribal Task Force (ITTF) representative, -who is elected -by their Tribal Government, shall submit a request for signs to their regional tribal liaison.
- 2. The tribal representative shall include the following items with the request:
 - Documentation signed by the tribal leader that illustrates action of approval by the Tribal Government to request signs. For example: A letter from Tribal Government, or a resolution.
 - Letter of concurrence from the City or County which is required for any requested city

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- population signs or county boundary signs. The letter of concurrence needs to specify that they are in agreement that both languages be displayed.
- List of requested signs as entered into the WisDOT Dual Language Sign Request spreadsheet:
 - Note In an effort to reduce sign size and potential cost, wherever possible, recommend where the word or phrase can be separated onto multiple lines without changing the meaning. Submitting a working copy of the spreadsheet electronically will help ensure there are no mistakes in the sign design process.
- 3. WisDOT Bureau of Traffic Operations (BTO) will provide the following information back to the Tribal representative:
 - Completed spreadsheet (specified above).
 - Sign panel designs (PDF).
- 4. The Tribal representative shall review the sign panel designs for accuracy and if approved, shall send WisDOT a copy of the spreadsheet signed by tribal leadership. If there are errors, the Tribal representative should contact WisDOT BTO with revisions prior to tribal leadership signing off on the spreadsheet.
- 5. When the completed spreadsheet is received and approved by WisDOT BTO, the signs shall be ordered for fabrication and installation. Installation shall be coordinated by WisDOT.
 - A wait of approximately 45 to 60 calendar days can be expected from the order of the signs to their installation.
 - If changes to the signs are requested after the signs have been ordered, additional costs are possible.
- WisDOT shall make the Native language words, English words, the English translation of the Native language words, and a phonetic representation of the words available on the WisDOT Tribal Affairs webpage.

Sign Panel Design

- 1. The Native American legend shall be placed above the English legend. Both legends are upper and lower case lettering.
- 2. WisDOT shall use font Series D or C instead of E for the Native American legend. Series D and C are similar to E but have slightly less width. WisDOT shall also use a font size for the Native American legend that is one inch less than the English legend font height. This is done to both reduce the overall size (and therefor cost) of the sign as well as to ensure that drivers can quickly and easily decipher the meaning of the sign with the slightly larger English legend. The overall height and width of the signs should, in most cases, fit on a standard type II sign supported by wooden posts.
- 3. The I3-1 (Body of Water) and I2-2 (County Boundary) sign shall include the Native American language in Series D or C, and the font shall be 1 inch smaller than the English legend in Series E font.

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4. The I2-3 (City Population) sign shall include the Native language in Series D or C, 7-inch font and the City Name with the English legend in Series E, 8-inch font. Below the city name is the word "Population" and population number per the standard sign drawings for I2-3.

Payment for the Signs

- 1. WisDOT replaces Type II signs on a 12-year cycle based on corridor (Highway Number).
 - If the dual language sign requested is to be changed out as a part of the regularly scheduled WisDOT corridor replacement process, or if the sign needs to be replaced due to an improvement project, no cost shall be charged to the Tribe.
 - If the Tribe would like the sign changed outside of the regularly scheduled corridor process or improvement projects, the tribe shall be responsible for the cost of the manufacturing and installation of the sign.
 - After installation in both cases described above, WisDOT shall assume maintenance responsibility for the sign and from that point on, shall replace the sign with the regularly scheduled corridor process at no cost to the Tribe.

Public Packet

WisDOT Dual Language Sign Request Spreadsheet

To be filled out by requestor
To be filled out by WisDOT

Highway Location Information		Place the English legend of the existing sign under the appropriate column by type of sign. Note - The sign must be at the border of or on tribal lands.			Requested Sign Design Information					To be filled out by WisDOT											
way trav		Brief Description of Location (City, Town, Village etc)	County Boundary	City Boundary	Reservation Boundary	Body of Water	Native Language Used	Can the Native Language Legend be on Multiple Lines (Yes/No)	Native Language Legend (Use commas to show where it would	Phonetic Representation	English Translation or Meaning	Tribal Seal Requested on sign? (allowed only on jurisdictional boundary signs per MUTCD). Max height is 2x height of capital letter (attach jpeg or pdf file).	Sign Width	Sign Height (inches)	Sign Area	Cost (per	Estimated Cost for Sign Manufacturing	Cost for	Subtotal Co	rk? (Y/N) Co	If part of orridor Work, Year of Work
															0		\$0.00		\$0.00		
															0		\$0.00		\$0.00		
															0		\$0.00		\$0.00		
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															0		\$0.00		\$0.00		
															0		\$0.00		\$0.00		

WisDOT Regional Tribal Liaison Signature	Date	To be signed by WisDOT Region Tribal Liaison as verification this sign is on Tribal Trust Land and the location of the sign placement has been aproved by the region's Operatons Section.					
WisDOT Approval Signature	Date	To be signed by WisDOT after sign request is reviewed and approved, sign details are made and cost is estimated					
Tribal Final Approval Signature	Date	To be signed by Tribal Leadership after sign details and estimate are reviewed and approved of					

Estimated Order Total \$0.00

From: Ethel M. Summers
To: BC Agenda Requests
Cc: Rhiannon R. Metoxen

Subject: FW: WisDOT Native language website project **Date:** Thursday, October 7, 2021 8:59:53 AM

Attachments: <u>image001.png</u>

image002.png

Shekoli,

Please add the below email to the BC Agenda request RC submitted on Tuesday 10/05.

Yaw^ko, Marie Summers Councilwoman Oneida Business Committee



A good mind. A good heart. A strong Fire.

office: (920) 869-4475 cell: (920) 615-9384

Office Hours: Monday – Friday 8:00- 4:30 pm

Email: esummer1@oneidanation.org

Mailing address: Oneida Nation PO Box 365 Oneida, WI 54115

From: Stankevich, Sandy - DOT <Sandy.Stankevich@dot.wi.gov>

Sent: Wednesday, October 6, 2021 12:35 PM

To: Defoe, Marvin - DNR <marvin.defoe@redcliff-nsn.gov>; SkyeB.Alloway@FCPotawaomi-nsn.gov; Stephanie Julian <EducationDirector@badriver-nsn.gov>; Grignon, Dave <dgrignon@mitw.org>; Ethel M. Summers <esummer1@oneidanation.org>; Tana D. Aguirre <taguirre@oneidanation.org> **Cc:** Hunt, David - DOT <David.Hunt@dot.wi.gov>; Adams, Sara A - DOT <sara.adams@dot.wi.gov>;

Peterson, Cyless N - DOT < Cyless. Peterson@dot.wi.gov>

Subject: WisDOT Native language website project

Good afternoon,

Thank you for your positive response to our project proposal and agreeing to participate. We will be having the first Native/English dual language sign installed in Red Cliff on November 3rd. We would like to accompany that installation with a first phase of the WisDOT Native Language web page by having only written words with the written phonetic pronunciation and our goal is to have that in place before the sign installation. We are working with those tribes that have responded to my email

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as they come in and you have been the first.

In order to do this we are asking for 4 things for your tribe:

- The Tribal name in your Native language
- The written phonetic pronunciation
- The meaning of the Tribe's name or the story of it's meaning. We may need to keep this to around 3 sentences if possible so if you can do that it would be great.
- The word "Welcome" in your language

As I mentioned, we are working to have the webpage with these items online and ready to view before November 3rd so if you could please get these 4 things back to us before October 20th that would be great. The sooner we have that the sooner we can have our graphics people create the webpage.

Thank you for your assistance on this project. We are very honored, humbled and excited to share your language on our website!

Sandy Stankevich

State Tribal Affairs Program Manager

DOT Officer
Office (715) 365-5784 Cell (608) 400-1476
sandy.stankevich@dot.wi.gov



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Oneida Business Committee Agenda Request

Authorize the Chairman to sign the nomination letter for the USDA Equity Commission Advisory Committee

1. Meeting Date Requested:	10 / 13 / 21	
2. General Information: Session: □ Open ⋈ Execu	utive - See instructions for the applicable laws, then choose one:	
	ary - trade secrets/commercial/financial	-
Agenda Header: Exec - New Bu	usiness	•
☐ Accept as Information only		
Action - please describe:		
Authorize the Chairman to si USDA Equity Commission Ac	ign the letter of nomination for Daniel Guzman King to serve as a membe dvisory Committee.	er of the
3. Supporting Materials ☐ Report ☐ Resolution ☐ Other: 1. Nomination Letter	☐ Contract	
2. Federal Register Notice	4.	
⊠ Business Committee signature	re required	
4. Budget Information		
☐ Budgeted - Tribal Contribution	on 🔲 Budgeted - Grant Funded 🔲 Unbudgeted	
5. Submission		
5. Submission		
Authorized Sponsor / Liaison:	Melinda Danforth, Director/IGAC	-
Primary Requestor/Submitter:	Candice Skenandore, Self Governance Coordinator Your Name, Title / Dept. or Tribal Member	
Additional Requestor:	Brandon Wisneski, Self Governance Assistant Coordinator Name, Title / Dept.	
Additional Requestor:	Name, Title / Dept.	

Oneida Business Committee Agenda Request

6. Cover Memo:

Describe the purpose, background/history, and action requested:

a anala an af tha a LICDA Farritra Canagainai an Adria an Canagaitte.

The U.S. Department of Agriculture (USDA) announced it will establish an Equity Commission and is requesting nominations for membership on the Equity Commission Advisory Committee and Equity Commission Subcommittee on Agriculture. The Equity Commission will advise the Secretary of Agriculture by identifying USDA programs, policies, systems, structures, and practices that contribute to barriers to inclusion or access, systemic discrimination, or exacerbate or perpetuate racial, economic, health and social disparities.

The Notice represents an important step towards implementing President Biden's commitment to create an Equity Commission and the American Rescue Plan Act provision that directs USDA to "address historical discrimination and disparities in the agriculture sector... [through] one or more equity commissions to address racial equity issues within USDA and its programs."

USDA is soliciting nominations to consider membership on both the Equity Commission and the Subcommittee on Agriculture. Both seek to reflect a diversity in demographics, regions of the country, background, and in experience and expertise. The Office of Tribal Relations strongly encourages interested tribal leaders and Native producers to apply.

Requested Action: Authorize the Chairman to sign the letter of nomination for Daniel Guzman King to serve as a

member of the OSDA Equity Commission Advisory Committee.

- 1) Save a copy of this form for your records. Save a Copy...
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org



Oneida Nation Oneida Business Committee PO Box 365 • Oneida, WI 54155-0365 oneida-nsn.gov



October ##, 2021

Submitted electronically to EquityCommission@usda.gov

Dr. Dewayne L. Goldmon
USDA Senior Advisory for Racial Equity
Office of the Secretary
Department of Agriculture
1400 Independence Avenue SW, Room 6006-S
Washington, DC 20250

RE: Nomination to the USDA Equity Commission Advisory Committee – Oneida Nation Councilman Daniel Guzman King

Dear Dr. Goldmon,

The Oneida Nation would like to formally nominate Councilman Daniel Guzman King to serve on the U.S. Department of Agriculture (USDA) Equity Commission Advisory Committee.

Councilman Guzman King is an elected official serving his 2nd term on the Oneida Nation Business Committee. Councilman Guzman King serves as the Nation's liaison to the Wisconsin Department of Agriculture, Trade and Consumer Protection and also serves on the Great Lakes Area Tribal Health Board. As an elected official, the Councilman participates and collaborates on many agricultural and food sovereignty issues with tribal staff and state and federal partners while building relationships with other tribes in our region.

Councilman Guzman King supports the Nation's food distribution activities, and recently worked with Oneida Nation staff, the Menominee Nation and the USDA to negotiate an approved 638 Self-Determination Demonstration Project for the Nation's Food Distribution Program on Indian Reservations (FDPIR) program. This program enhances Tribal sovereignty by giving tribes the flexibility to purchase traditional, Tribally-grown, local and regionally produced food.

The USDA Equity Commission Advisory Committee requires "substantial representation from those whose mission is to serve or advocate for underserved communities." The Nation believes that representation from tribal communities is essential. Councilman Guzman King's extensive experience and dedication to tribal food sovereignty and the well-being of tribal communities makes him an ideal candidate to serve on the USDA Equity Commission Advisory Committee.

Below is the contact information for **Daniel Guzman King**:

Mailing Address: **P.O. Box 365, Oneida, WI 54155** E-mail Address: **dguzman@oneidanation.org**

Phone Number: (920) 869-4366

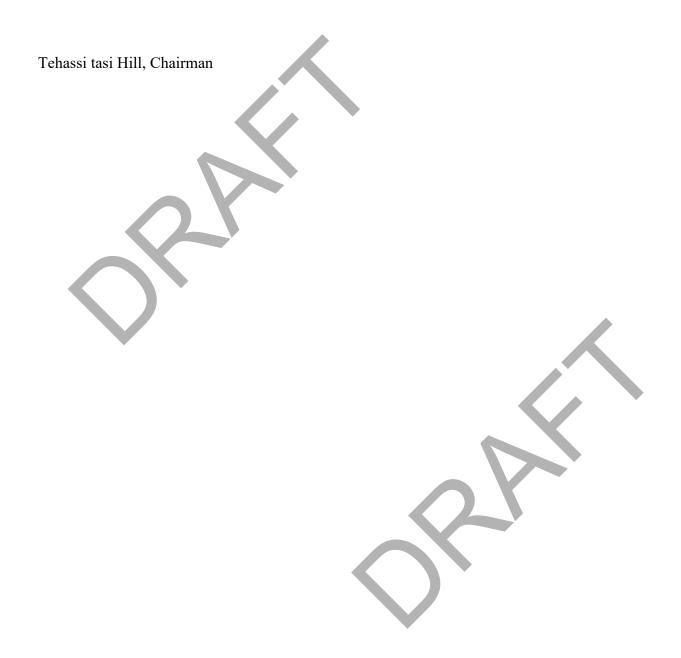
Please find attached (1) the nominee's resume and (2) a completed background disclosure form (AD-755) signed by the nominee.

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Thank you for your consideration. If you have any questions, please contact Candice Skenandore, Oneida Nation Self-Governance Coordinator, at (920) 615-9702 or cskena10@oneidanation.org.

Sincerely,

ONEIDA NATION







Section 112 of the Act, as amended, codified the establishment of the Interagency Working Group (IAWG) on U.S. Government-Sponsored International Exchanges and Training, and mandated the IAWG with managing a "coordinated strategy for all U.S. Government-sponsored international exchange and training programs," with a primary purpose and responsibility "to collect, analyze, and report data provided by all U.S. Government departments and agencies conducting international exchanges and training programs." As a statutory member of the ÎAWG, USAID participates in the annual mandated request for data reporting on USAID international exchanges and training programs and participants.

The Training and Exchanges Automated Management System (TEAMS) is USAID's official data management system and the entry point for data for U.S. exchange visitor programs. TEAMS incorporates processes to manage and support EV's who will come to the U.S. on a USAID J–1 visa. TEAMS manages data by interfacing with the Department of Homeland Security's (DHS) Student and **Exchange Visitor Information System** (SEVIS), the system that DHS uses to maintain and monitor participants in U.S. programs. All EV's must be registered in SEVIS. USAID utilizes SEVIS to report on EV programs, and to issue Certificates of Eligibility for Exchange Visitor Status (Form DS-2019). The Automated Directive System (ADS) Chapter 252—Visa Compliance for Exchange Visitors, requires Agency operating units (OUs) or their Implementing Partners, in accordance with their awards, to enter data into TEAMS relevant to U.S. visits by sponsored foreign nationals who are recipients of USAID development assistance. TEAMS replaces the Training Results and Information Network (TraiNet) and Visa Compliance System (VCS). TEAMS combines the functionality of TraiNet and VCS into one system.

The Bureau for Management, Office of Management Policy, Budget and Performance (M/MPBP) relies on TEAMS data for the following uses: (1) EV program management; (2) batching USAID data to SEVIS; and, (3) annual mandated reporting to IAWG. USAID OUs use TEAMS data of U.S.-based EVs, and in-country and third-country based training participants, for internal reporting and portfolio management.

II. Method of Collection

Electronic.

III. Data

Title of Information Collection: Training and Exchanges Automated Management System (TEAMS).

Type of Review: New Information Collection.

OMB Number: Not assigned.

Affected Public who will be asked or required to respond: Exchange Visitor's as defined in ADS Chapter 252—Visa Compliance for Exchange Visitors.

Estimated Total Number of Respondents per Year: Approximately 1,500–2,000 annually based on current year estimates.

Estimated Total Annual Burden: 375–500 hours (1,500–2000 participants × 15 minutes per participant).

IV. Request for Comments

All comments must be in writing and submitted through the methods specified in the ADDRESSES section above. All submissions must include the information collection title. Please include your name, title, organization, postal address telephone number, and email address in the text of the message. Please note that comments submitted in response to this Notice are public record. We recommend that you do not submit detailed personal information, confidential business Information, or any information that is otherwise protected from disclosure by statute.

USAID will only address comments that explain why the proposed collection would be inappropriate, ineffective, or unacceptable without a change. Comments that are insubstantial or outside the scope of the notice of request for public comment may not be considered.

Susan C. Radford,

Management and Program Analyst, Bureau for Management, Office of Management Policy, Budget, and Performance, U.S. Agency for International Development.

[FR Doc. 2021-20900 Filed 9-24-21; 8:45 am]

BILLING CODE P

DEPARTMENT OF AGRICULTURE

Intent To Establish an Equity Commission and Solicitation of Nominations for Membership on the Equity Commission Advisory Committee and Equity Commission Subcommittee on Agriculture

AGENCY: United States Department of Agriculture (USDA).

ACTION: Notice.

SUMMARY: In accordance with the Federal Advisory Committee Act (FACA), the United States Department

of Agriculture announces its intent to establish an Equity Commission (EC) including a Subcommittee on Agriculture. The EC will advise the Secretary of Agriculture by facilitating identification of critical USDA programs, policies, systems, structures, and practices that contribute to barriers to inclusion or access, systemic discrimination, or exacerbate or perpetuate racial, economic, health and social disparities. The EC will be governed by the provisions of FACA. Concurrent to creation of the Equity Commission, a Subcommittee on Agriculture will be formed that will be charged with providing recommendations on issues of concern related to agriculture to optimize USDA programs, dismantle structural inequities and systemic discrimination, and promote social justice particularly for historically underserved and diverse communities served by USDA. This notice also solicits nominations for membership on the EC and the EC's Subcommittee on Agriculture.

DATES: We will consider nominations that are submitted via email or postmarked by October 27, 2021.

ADDRESSES: Please submit nominations to Dr. Dewayne L. Goldmon, USDA Senior Advisor for Racial Equity, Office of the Secretary, Department of Agriculture, 1400 Independence Avenue SW, Room 6006–S, Washington, DC 20250; or send by email to: EquityCommission@usda.gov. A Federal Official of USDA will acknowledge receipt of nominations.

FOR FURTHER INFORMATION CONTACT:

Dewayne L. Goldmon, Ph.D.; telephone: (202) 997–2100; email: dewayne.goldmon@usda.gov.

SUPPLEMENTARY INFORMATION: Section 1006(a)(3) of the American Rescue Plan Act of 2021 directs the Secretary of the United States Department of Agriculture to create an Equity Commission to advise the Agency in "address[ing] historical discrimination and disparities in the agriculture sector," which includes "fund[ing] one or more equity commissions to address racial equity issues within USDA and its programs." Public Law 117–2.

EC and Subcommittee on Agriculture Scope and Purpose

The purpose of the EC is to advise the Secretary of Agriculture by identifying USDA programs, policies, systems, structures, and practices that contribute to barriers to inclusion or access, systemic discrimination, or exacerbate or perpetuate racial, economic, health and social disparities.

The scope of duties of the EC is advisory and extends only to the submission of advice and recommendations to the Secretary, which shall be non-binding. The EC will make no determination of fact or policy.

The EC will deliver an interim report focused on characterizing the problems and barriers to accessing USDA programs and services and provide actionable recommendations on reducing these barriers that underserved individuals, organizations, businesses, or communities may face accessing the information, resources, programs, and services USDA offers, no later than 12 months after inception. A final report on the same topic shall be generated within a two-year timeframe.

The EC is expected to begin meeting during the Winter of 2021/2022 and to meet up to four times per year (either virtually or in person, or as deemed necessary by the Secretary of Agriculture). Pursuant to FACA, all EC meetings will be open to the public.

The Subcommittee on Agriculture will be formed concurrently and be focused on providing recommendations on issues of concern related to agriculture. The subcommittee will meet as deemed necessary by the subcommittee chairperson and may meet through teleconference or by computer-based conferencing. The EC and subcommittee may invite subject matter experts to present information for consideration. The subcommittee meetings will not be announced in the Federal Register. All data and records available to the full EC are expected to be available to the public when the full EC reviews and approves the work of the subcommittee.

EC and Subcommittee on Agriculture Overview and Membership

The criteria for consideration for membership on the EC and Subcommittee on Agriculture include diversity in demographics, regions of the country, background, and in experience and expertise. The EC must adhere to equal opportunity practices consistent with USDA policy. The EC and subcommittee will require substantial representation from those whose mission is to serve or advocate for underserved communities, minorities, women, individuals with disabilities, individuals with limited English proficiency, rural communities, and LGBTQI+ communities. Other perspectives to capture include those from the small business community, higher education institutions, farmworker groups, and members of the American population and communities

who bring their personal experiences to the discussion.

The EC shall be composed of 15 members appointed by the Secretary of Agriculture for a two-year term and may be reappointed for up to two additional terms, and shall include:

- 2 representatives from communitybased organizations that represent underserved communities;
- 2 representatives with expertise in policy design and/or evaluation;
- 2 representatives with expertise in organizational development, design thinking, and/or change management;
- 1 representative with expertise in communications/public relations;
- 1 representative with expertise in civil rights;
- 1 representative with expertise in organizational diversity, equity, and inclusion;
- 1 economist with knowledge of social policy and economic disparities;
 - 1 historian;
 - 1 legal expert; and
- 3 such other persons representing a broad spectrum of related interests as the Secretary considers appropriate.

The Secretary and Deputy Secretary will designate a Co-Chair to serve along with the Deputy Secretary, serving one (1) year from the date of appointment to the Equity Commission; their role as Co-Chair may be renewed. The Co-Chair will be an individual who is recognized for their ability to lead in a fair and focused manner.

The EC members will be reimbursed for travel expenses, including per diem instead of subsistence, authorized by 5 U.S.C. 5703, in the same manner as a person employed intermittently in the Government service.

The EC's Subcommittee on Agriculture will be comprised of 15 members who have expertise in agriculture, federal farm, conservation, and extension programs. Two members of the Subcommittee on Agriculture will be members of the EC. The majority of the subcommittee members should be familiar with USDA and reflect the diversity of agriculture in geography, size, scale, and type of production. The majority of subcommittee members should represent historically underserved populations or communities and shall include:

- 3 farmers or ranchers;
- 2 university personnel with research and/or extension expertise from minority serving institutions;
- 2 individuals from community based organizations;
- 1 individual from the agricultural industry;
- 1 individual representing farmworker groups;

- 1 individual with civil rights and equity expertise;
- 3 individuals selected at the discretion of the Secretary; and
- 2 members of the EC (as explained above).

The Subcommittee on Agriculture will report back to the parent committee (EC), and must not provide advice or work products directly to the agency.

Member Nominations

Any interested person or organization may nominate qualified individuals for membership. Interested candidates may nominate themselves. Individuals who wish to be considered for membership on the EC and/or the Subcommittee on Agriculture must submit a nomination with information, including a background disclosure form (Form AD–755). Nominations should be typed and include the following:

- 1. A brief summary, no more than two pages, explaining the nominee's qualifications to serve on the EC or subcommittee and addressing the membership composition and criteria described above.
- 2. A resume providing the nominee's background, experience, and educational qualifications.
- 3. A completed background disclosure form (Form AD–755) signed by the nominee https://www.ocio.usda.gov/sites/default/files/docs/2012/AD-755-Approved_Master-exp-3.31.22_508.pdf.
- 4. Any recent publications by the nominee relative to organizational change management, diversity equity and inclusion, reducing barriers to accessing public programs and services, addressing historical discrimination and disparities or other related works that would make evident why an individual's experience, expertise and perspective would add value to the Equity Commission or Agriculture Subcommittee (if appropriate).

5. Letters of endorsement (optional). Nomination for the EC and subcommittee membership is open to the public, including minorities, LGBTQI+ individuals, women, and persons with disabilities in areas designated within the United States, Caribbean Area (Puerto Rico and the U.S. Virgin Islands), and the Pacific Basin Area (Guam, American Samoa, and the Commonwealth of the Northern Marianna Islands).

All candidates should have a shared commitment to ensuring USDA is a diverse, equitable, inclusive, accessible organization that upholds its commitment to civil rights and effectively advances racial justice and equity. Please send typed nominations to:

53267

Office of the Secretary, Attn: Dewayne L. Goldmon, Ph.D., 1400 Independence Avenue SW, Room 6006–S, Washington, DC 20250; telephone: (202) 997–2100, email: EquityCommission@usda.gov A Federal Official of USDA will acknowledge receipt of nominations.

Ethics Statement

To maintain the highest levels of honesty, integrity and ethical conduct, no Committee or subcommittee member shall participate in any "specific party matters" (i.e., matters are narrowly focused and typically involve specific transactions between identified parties) such as a lease, license, permit, contract, claim, grant, agreement, or related litigation with the Department in which the member has a direct financial interest. This includes the requirement for Committee or Subcommittee members to immediately disclose to the DFO (for discussion with USDA's Office of Ethics) any specific party matter in which the member's immediate family, relatives, business partners or employer would be directly seeking to financially benefit from the Committee's recommendations.

All members will receive ethics training to identify and avoid any actions that would cause the public to question the integrity of the Committee's advice and recommendations. Members who are appointed as "Representatives" are not subject to Federal ethics laws because such appointment allows them to represent the point(s) of view of a particular group, business sector or segment of the public.

Members appointed as "Special Government Employees'' (SGEs) are considered intermittent Federal employees and are subject to Federal ethics laws. SGE's are appointed due to their personal knowledge, academic scholarship, background or expertise. No SGE may participate in any activity in which the member has a prohibited financial interest. Appointees who are SGEs are required to complete and submit a Confidential Financial Disclosure Report (OGE-450 form) via the FDonline e-filing database system. Upon request USDA will assist SGEs in preparing these financial reports. To ensure the highest level of compliance with applicable ethical standards USDA will provide ethics training to SGEs on an annual basis. The provisions of these paragraphs are not meant to exhaustively cover all Federal ethics laws and do not affect any other statutory or regulatory obligations to which advisory committee members are subject.

Equal Opportunity Statement

To ensure that recommendations of the EC take into account the needs of underserved and diverse communities served by the USDA, membership will include, to the extent practicable, individuals representing minorities, women, and persons with disabilities. USDA prohibits discrimination in all of its programs and activities based on race, sex, color, national origin, gender, religion, age, sexual orientation, or disability. Additionally, discrimination based on political beliefs and marital status or family status is also prohibited by statutes enforced by USDA (not all prohibited bases apply to all programs). Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's Technology and Accessible Resources Give Employment Today Center at (202) 720-2600 (voice and TDD). USDA is an equal opportunity provider and employer.

Dated: September 21, 2021.

Cikena Reid,

Committee Management Officer, USDA. [FR Doc. 2021–20840 Filed 9–24–21; 8:45 am] BILLING CODE 3410–01–P

DEPARTMENT OF AGRICULTURE

Forest Service

Kisatchie Resource Advisory Committee

AGENCY: Forest Service, Agriculture (USDA).

ACTION: Notice of meeting.

SUMMARY: The Kisatchie Resource Advisory Committee (RAC) will hold a virtual meeting by phone/video conference. The committee is authorized under the Secure Rural Schools and Community Self-Determination Act (the Act) and operates in compliance with the Federal Advisory Committee Act. The purpose of the committee is to improve collaborative relationships and to provide advice and recommendations to the Forest Service concerning projects and funding consistent with Title II of the Act. RAC information and virtual meeting information can be found at the following website: https:// www.fs.usda.gov/detailfull/kisatchie/ home/?cid=fseprd518681&width=full.

DATES: The meeting will be held on October 14, 2021 at 3:00 p.m. to 7:00 p.m., Central Daylight Time.

All RAC meetings are subject to cancellation. For status of the meeting

prior to attendance, please contact the person listed under FOR FURTHER INFORMATION CONTACT.

ADDRESSES: The meeting will be held virtually via telephone and video conference. The public may access the virtual meeting details and invitation at the following website: https://www.fs.usda.gov/detailfull/kisatchie/home/?cid=fseprd518681&width=full.

Written comments may be submitted as described under **SUPPLEMENTARY INFORMATION.** All comments, including names and addresses when provided, are placed in the record and are available for public inspection and copying. The public may inspect comments received upon request.

FOR FURTHER INFORMATION CONTACT: Lisa Lewis, Designated Federal Officer (DFO), by phone at 318–473–7102 or email at *lisa.w.lewis@usda.gov* or Jim Caldwell, RAC Coordinator, at 337–353–4668 or email at *james.caldwell@usda.gov*.

Individuals who use telecommunication devices for the deaf/hard-of-hearing (TDD) may call the Federal Relay Service (FRS) at 1–800–877–8339, 24 hours a day, every day of the year, including holidays.

SUPPLEMENTARY INFORMATION: The purpose of the meeting is to:

- 1. Hear from Title II project proponents and discuss project proposals;
- 2. Make funding recommendations on Title II projects;
 - 3. Select a Chairperson for the committee;
 - 4. Approve meeting minutes; and
 - 5. Set a date for the next meeting.

The meeting is open to the public. The agenda will include time for people to make oral statements of three minutes or less. Individuals wishing to make an oral statement should make a request in writing by October 8, 2021, to be scheduled on the agenda. Anyone who would like to bring related matters to the attention of the committee may file written statements with the committee staff before or after the meeting. Written comments and requests for time for oral comments must be sent to Stacy Blomquist, Kisatchie National Forest, 2500 Shreveport Hwy., Pineville, LA 71360; or by email to stacy.blomquist@ usda.gov.

Meeting Accommodations: Please make requests in advance for sign language interpreter services, assistive listening devices, or other reasonable accommodations. For access to proceedings, please contact the person listed in the section titled FOR FURTHER INFORMATION CONTACT. All reasonable accommodation requests are managed on a case-by-case basis.

Oneida Business Committee Agenda Request
Approve a limited waiver of sovereign immunity - Mind Garden Inc. terms of service agreement - file #...

1.	Meeting Date Requested:	10 / 13 / 21		
2. (General Information: Session: ☐ Open ☐ Exec	utive - See instructions for	r the applicable laws, then choose one:	
	Other - 1	type reason - Waiver of So	vereignty for Mind Garden Inc. 2021 0476	
	Agenda Header: New Busines	is .		
	☐ Accept as Information only			
	Requesting waiver of sovere	 eign immunity for Mind Ga	arden, Inc.,	
	Mind Garden Inc., LLC is a sp solutions are very new so th	-	cian Burnout. Physician burnout detection and e.	
3.	Supporting Materials Report Resolution Other:	⊠ Contract		
	1.		3	
	2		7 4	
	2.		4.	
	☐ Business Committee signatu	re required		
4.	Budget Information			
	☐ Budgeted - Tribal Contributi	on 🗵 Budgeted - Gra	ant Funded Unbudgeted	
5.	Submission			
	Authorized Sponsor / Liaison:	Ravinder Vir, Division Di	rector/Medical	
	Primary Requestor/Submitter:	Christine Garstka, Consu Your Name, Title / Dept. or		
	Additional Requestor:	Davinder Vic Da	gitally signed by Ravi Vir .te: 2021.10.01 16:07:25 5'00'	
	Additional Requestor:	Name. Title / Dept. _ Mark W. Powless _	10/5/2021	

Oneida Business Committee Agenda Request

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Public Packet

Describe the purpose.	background/history,	and action requested:

Christine Garstka, PsyD, LPC is working with Oneida Community Healthcare Providers on conducting a Physician Burnout Study. With this study, we plan on detecting physician burnout and provide solutions.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA LAW OFFICE

CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT

TO: Jamie Willis Health Center

FROM: Kelly M. McAndrews, Senior Staff Attorney

Kelly M. McAndrews McAndrews

Date: 2021.07.09 15:18:55 -05'00'

Digitally signed by Kelly M.

DATE: July 9, 2021

RE: Mind Garden Inc

Use this number on future correspondence:

2021-0476

Purchasing Department Use						
Contract Approved						
Contract Not Approved						
(see attached explanation)						

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please note the following:

- 1. Please confirm that this activity complies with the Public Health Declaration and any orders issued by the COVID-19 Decision Making Team and/or Public Health Officer.
- 2. Please review for compliance with FY 2021 budget resolution prior to entering into said contract.
- ✓ The document is in appropriate legal form. (Execution is a management decision.)
- ✓ Requires Business Committee approval prior to execution, pursuant to ¶ 13(b) of the agreement titled "Applicable Law" (this provision contains consent to jurisdiction in California State courts). This agreement is for software services, so such a consent is typical for such agreements. However, please be prepared to address the below information. If this contract is submitted to the Oneida Business Committee for approval of a limited waiver of sovereign immunity, the following information should be submitted along with the agenda review request and contract.
 - 1. Was there an attempt to negotiate with the vendor regarding the waiver of sovereign immunity? yes
 - 2. Were three bids obtained? If not, why not? (if these services are unique, please be prepared to describe them) very specialized service for physician burnout
 - 3. Was any other vendor willing to remove sovereign immunity issues? _{n/a}
 - 4. What is the cost of going to another vendor?

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CONTRACT / PURCHASE APPROVAL REQUEST

Contacts

Date	7/2/2021	Requested Review Date	7/9/2021
Requestor's Name	Jamie Willis	Requestor's Phone #	
Business Unit Name	Consolidated Health Services	Area Director	Dr. Vir and Debra Danforth
Business Unit Number	[164	General Manager	Mark Powless

<u>Description of Contract</u> (Include a summary of the contract as well as benefits associated from the contract)

YES - This contract is in compliance with the Public Health Declaration and Continued Budget Resolution. Service agreement with Mind Garden, Inc to help detect burnout of healthcare providers within the Oneida Comprehensive Health Division

Terms of the Contract

Supplier Name	Mind G	arden, Inc		Vendor Number			
Item(s) Purchased	Burnout	kits for O	CHD	Budgeted Purchase			NO
Total Commitment	\$7200			Trade- in/Book Value			
Shipping Costs				Legal Review			
Contract Start Date				Contract End Date			
Access Verified Suspension/Debarment Status_search must be attached for any order for more than \$25,000. See "Contract purchase Approval SAM Gov directions if applicable" file (G:\OCHD\Forms) for instructions on how to obtain this.				[YES			
CAP EX Approval	YES	NO	DATE	State License Current (Gaming Specific)	YES	NO NO	N/A
CAP EX Line Item				Account Number			

<u>Competitive Bid/Sole Source Justification</u> (Include a summary of the selection criteria if other than price)

	Supplier Name	Bid Amount	Indian Preference	Sole Source
Bidder #1				
Bidder #2				
Bidder #3				

Approval / Review Dates		
Legal Review		
Purchasing Review	Acknowle	edgement
Gaming Commission Review	CH Operations Director	CH Medical Director
Finance Committee Approval	Digitally signed by	Ravi Vir, Digitally signed by
·	Debra J Danforth Date: 2021.07.07 09:03:15 -05'00'	MD Ravi Vir, MD Date: 2021.07.07 08:13:53 -05'00'

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Mind Garden, Inc

707 Menlo Avenue, Suite 120 Menlo Park, CA 94025 +1 6503226300 info@mindgarden.com www.mindgarden.com



Estimate

ADDRESS SHIP TO TRACKING# RM/KC **ESTIMATE** 2352 DATE 05/14/2021

Christine Garstka Christine Garstka

cgarstka@oneidanation.org

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	awsmbi-hssmp- individual-report	Maslach Burnout Toolkit™ for Medical Personnel - Individual Report Toolkit for Medical Personnel	350	15.00	5,250.00
	awsmbi-hssmp- group-report	Maslach Burnout Toolkit™ for Medical Personnel - Group Report Toolkit for Medical Personnel	13	150.00	1,950.00
	Custom Form	Fee to modify demographic questions courtesy waiver of customization fee	1	0.00	0.00
	Information	Survey to be completed within five business days of receipt of payment. Two editing sessions and live test included.	1	0.00	0.00

\$7,200.00 TOTAL

Accepted By

Accepted Date

Mind Garden, Inc. Privacy Policy www.mindgarden.com

May 2021 Version

- (a) <u>Browser Information and Cookies</u>. Collection of Information regarding your browser: The Mind Garden web site may log information about your browser, such as the user agent string, (which includes information like your browser type and version and your operating system type) and when you visit the site. This information is used to help to administer the website. Mind Garden also uses cookies for session identification purposes (i.e., so we know when the same person comes back to the site again).
- (b) <u>DNT</u>. The Mind Garden website does not place cookies (or any other technology) that tracks your web browsing across sites nor do we allow third parties to do so. Your DNT setting does not affect this.
- (c) Mind Garden's Use of Your Information. If you purchase a product or service from Mind Garden, you input certain personally identifiable information on the order form. You must provide contact information (such as name, email, and shipping address) and financial information (such as credit card number and expiration date). This information is used for billing purposes and to fill your orders. Mind Garden verifies customer-provided credit card information with a third party prior to order processing. We store your contact information so that we can use it to contact you should problems arise or for customer service support of mindgarden.com. Mind Garden may also use your address and the like for Mind Garden to follow up with you on your purchases and areas of potential interest. Mind Garden may also store and use the data it receives to provide and improve its products over time.
- (d) <u>Service Providers</u>. In order to provide users with the best possible online experience, Mind Garden works with service providers. Payment processors allow users to pay electronically. These processors (such as Intuit Merchant Services and PrestaShop) collect certain information from users and you should consult their privacy policies to determine their practices. Various technology infrastructure companies also help Mind Garden serve its users online (such as internet service providers/bandwidth providers) and have access to various data and its transmission. In order to understand our users' needs better, Mind Garden uses third party analytics providers (such as Google Analytics). In the course of performing work for Mind Garden, our software and database developers may come into contact with user data. Please know that while we listed some of our service providers here, these may change and while we will do our best to update changes here, it may take us a while. The providers listed serve as examples only.

- (e) When Disclosure May Be Necessary. Mind Garden may disclose your information if required to do so by law or in the good faith belief that such disclosure is reasonably necessary to: (i) comply with legal process; (ii) enforce the Terms of Service; (iii) respond to claims that any content related to or posted by you violates the rights of third-parties; or (iv) protect the rights, property, or personal safety of Mind Garden, its users and the public; (v) comply with certain federal, state, local or other government regulations that require that we disclose such information. In such cases, we will use reasonable efforts to disclose only the information required under applicable law.
- (f) <u>Specific Information Not Shared</u>. Mind Garden receives the name and email addresses of its Customers and, often, Participants of Customer Created Inventories for the purpose of being able to provide Customers and their Participants with reports, scoring and evaluations related to those Inventories as well as other services and products. Mind Garden does not share this information with anyone other than the Customer and the Participant and its service providers.
- (g) Other Disclosures. In certain circumstances, such as to support research, product development, and to support authors, Mind Garden may share data with identifiers such as name and email address removed.

(h) Security.

- (i) Encryption. When a user accesses the assessment platform (the current platform is called Transform), pays for a Mind Garden product or service, or places an order online, the user's personal information (name, address, etc.) and credit card information are processed and encrypted by offsite, secure servers using industry-standard SSL encryption. SSL is short for Secure Sockets Layer, a protocol developed by Netscape for transmitting private documents via the Internet.
- (ii) Other Security Practices. We undertake a range of security practices including measures to secure web access to data, limit data base access to essential staff members, and undertake efforts to address security vulnerabilities for various tools and databases. We also have policies in place to prohibit employees from viewing personal information without business justification. However, by providing an online service, there are risks. The technical processing and operation of the Site, including your content, may involve (1) transmissions over various networks; and (2) changes to conform and adapt to technical requirements of connection networks or devices. No method of transmission over the Internet, or method of electronic storage, is 100% secure. Therefore, while we strive to use commercially acceptable measures to protect your personal information, including physical access controls, passwords, access logs, and similar measures, we cannot guarantee its absolute security.

- (iii) <u>Security Questions</u>. If you have any questions about security on the Mind Garden web site, you can contact Mind Garden at: https://www.mindgarden.com/contact-us or via email to: info@mindgarden.com
- (i) <u>Non-Use of Information</u>. Mind Garden does not sell, trade, rent or otherwise barter to any other entity or organization the individual customer information our customers submit when placing an order except as specifically stated otherwise in this privacy policy.

Mind Garden does not sell, trade, rent or otherwise give to any entity or organization other than the Customer or our service providers any individually identifiable information given by a Participant in response to an Inventory. In other words, if a Participant gives responses to an Inventory, then the Customer who provided that Inventory to the Participant may receive from Mind Garden information that is individually identifiable so that the Customer may properly collect research data, counsel or advise the Participant as appropriate based on the scoring or evaluation of the Inventory.

(j) <u>Passwords</u>. The Mind Garden login method is such that Mind Garden has no access to your password because it is encrypted. You are able to change your password at any time with the profile feature in Transform. If you do not remember your password you must use the "I forgot my password" feature on the login page, which will send a new password only to your email previously provided to Mind Garden.

Other Disclosures

Mind Garden may be required to disclose information to the government or others. This may happen if we receive a valid search warrant, subpoena, court order, or other legal mandate.

In certain other limited situations, Mind Garden may disclose your Data such as when needed to protect the rights, privacy, safety, or property of Mind Garden or its users and to enforce our terms of service.

Data Integrity

If required by law, you may request access, correction, or deletion of your personal data. Such a request will be considered only if you provide sufficient information to identify data related to you.

Any such requests or other questions or concerns regarding this Policy and Mind Garden's data protection practices should be addressed to: https://www.mindgarden.com/contact-us and emails may be sent to: info@mindgarden.com

Updates

Mind Garden may change the Privacy Policy from time to time. Any and all changes will be reflected on this page. You should periodically check this page for any changes to the current policy.

Transfer of Data to the U.S.

Mind Garden is a global organization and operates in different countries. Privacy laws and common practices vary from country to country. By using Mind Garden services, you consent to the transfer of the information collected to Mind Garden or its third-party service providers in the United States and other places where our distributed, third party network exists (which is in several countries around the world).

Data Retention

Mind Garden retains information for the amount of time the information is needed to fulfill the purposes described in this Policy unless a longer retention period is required by law or regulations. For assessments, data is typically retained for at least one year.

Terms of Service for the Mind Garden Website and Services (the "Agreement")

Effective Date: September 23, 2020

Welcome to www.mindgarden.com and all related subdomains and other electronic platforms hosted by Mind Garden (this "Site"). This Site is owned and operated by Mind Garden®, Inc., a California corporation ("Mind Garden"). Mind Garden is a registered trademark of Mind Garden, Inc.

These Terms of Service govern your access to the Site. By visiting and using the Site, you agree to be bound by these Terms. Those that use the Services, or visit our Site or are subjects of any of the Pre-Written Inventories or other Services are referred to as End Users.

These Terms of Service also govern your purchase and use of our services, products, and Inventories (collectively referred to as the "Services") as well as your access to the Site. By signing up for the Services, you agree to be bound by these Terms. Those that purchase the Services are deemed Customers. For purposes of clarification, those that purchase the Services for their own personal use are both Customers and End Users.

"You" refers to End Users, Customers, and any other individuals or entities that access or use the Site or the Services, all of whom are bound by the terms of this Agreement by their use or access.

If you have any questions about the Agreement, you may contact Mind Garden at: https://www.mindgarden.com/contact-us

Ineligible Persons. You may not use the Services and may not accept the Agreement if (a) you are not at least 13 years of age and of legal age or capacity to form a binding contract with Mind Garden, or (b) you are a person barred from receiving the Services under the laws of the United States or other countries including the country in which you are resident or from which you use the Services. Our Services are not directed to persons under 13. If you become aware that your child has provided us with personal information without your consent, please contact us. We do not knowingly collect personal information from children under 13. If we become aware that a child under 13 has provided us with personal information, we take steps to remove such information and terminate the child's account.

1) User Account, Password, and Security

When you are using a Mind Garden Service that requires a login, you are responsible for maintaining the confidentiality of the password and account that you receive from Mind Garden, and you are fully responsible for all activities that occur under your password or account. You hereby agree to (a) immediately notify Mind Garden of any unauthorized use of your password or account or any other breach of security, and (b) ensure that you exit from your account at the end of each session. You are solely liable for any loss or damage arising from your failure to comply with this Section 1.

2) Prohibited Conduct

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In connection with any use of the Sites or Services you represent and warrant that you shall: a) not violate any laws;

- b) not upload, download, post, email, reproduce, distribute or otherwise transmit any materials including but not limited to text, data, photos, graphics, etc. ("Content") that are unlawful, harmful, threatening, abusive, vulgar, harassing, defamatory, obscene, pornographic, indecent, inflammatory, libelous, tortuous, hateful, or racially, ethnically or otherwise objectionable, or invasive of another's (including without limitation Mind Garden's) rights, including but not limited to rights of celebrity, privacy, and intellectual property.
- c) not impersonate any person or entity or falsely state or otherwise misrepresent your affiliation with a person or entity;
- d) not upload, download, post, email, reproduce, distribute or transmit any Content that infringes any patent, trademark, trade secret, copyright, or other intellectual or proprietary right or moral right. By uploading or downloading any Content, you represent and warrant to Mind Garden that you have the lawful right to upload, download, email, post, reproduce, distribute, and transmit that Content;
- e) not upload, download, post, email, reproduce, distribute or transmit any: (i) Content that would constitute or encourage a criminal offense, violate the rights of any person, or that would otherwise create liability or violate any applicable local, state, national, or international law, (ii) unsolicited or unauthorized advertising, promotional materials, junk mail, spam, chain letters, or any other form of solicitation; (iii) software viruses or any other computer code, files, or programs designed to interrupt, destroy, or limit the functionality of any computer software or hardware or telecommunications equipment; (iv) false or misleading information;
- f) not disrupt or interfere with the security of, attempt to access non-public areas of, or otherwise abuse the Site, or any services, system resources, accounts, servers, or networks connected to or accessible through the Site or affiliated or linked websites;
- g) not disrupt or interfere with any other user's use of the Site or affiliated or linked websites;
- h) disclose or share any of the materials or Services except to permitted End Users as explicitly provided in this Agreement.
- 3) Pre-Written Inventories

Under the licenses granted to Mind Garden by the materials' licensors, Mind Garden is licensed to supply reproductions of the Pre-Written Inventories to Mind Garden Customers for the

Customers to administer in connection with the Customer's own internal business, research, and personal operations.

In connection with Pre-Written Inventories, you represent and warrant that:

- (a) <u>Compliance With Instructions & Law</u>. You will only use and report the Pre-Written Inventories and Pre-Written Inventories results in conformance with the Pre-Written Inventories' instructions and rules and only in conformance with applicable law, including but not limited to conformance with all laws relating to privacy, confidentiality, personnel selection, and disabilities;
- (b) <u>No Further Distribution</u>. You will not act as a distributor or reseller, i.e., you will not sell Pre-Written Inventories to others who re-use or re-sell, the Pre-Written Inventories without Mind Garden's written approval. You will not, therefore, sell Pre-Written Inventories to others who in turn use Pre-Written Inventories with their own client or who sell Pre-Written Inventories to their own customers or clients.
- (c) <u>No Sharing or App Development</u>. Except upon Mind Garden's advance written consent, you may not make a Pre-Written Inventory available to anyone as a written document or a software program. For example, you may not create a program or an "app" that when run on a computer, iPad or other device would allow persons to act as subjects in completing a Pre-Written Inventory.

4. Select Remedies

- (a) <u>Right To Halt Wrongful Use</u>. Mind Garden shall be entitled (but not obligated) to halt any use of any Pre-Written Inventory in breach of any of the provisions of this Agreement or in violation of any applicable laws or regulation.
- (b) <u>Right To Halt Wrongful Emails</u>. In the event that the Customer enters email addresses on the Site for the purposes of generating emails to the Customer's subjects, participants, or to any other persons, Mind Garden may (but is not required to) elect not to send any such emails which it believes may violate SPAM laws or other applicable laws, rules, or regulations.
- (c) <u>Payment Of Copyright Holder's License Fees</u>. If you have purchased a license to reproduce or administer a fixed number of copies of an existing Mind Garden Pre-Written Inventory, manual, or workbook, it is your legal responsibility to compensate the copyright holder of this work -- via payment to Mind Garden for reproduction or administration of that Pre-Written Inventory, manual or workbook in any medium, including but not limited to furnishing or administering the same electronically, on a computer network or over the Internet.

The terms "reproduce" and "administer" include all forms of physical or electronic administration or reproductions including on a physical medium such as paper, on a computer, via a CD-loaded onto a computer, through an application or "App" on any electronic device, any

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online survey, any handheld survey devices, or any other means or method of reproduction or administration. If you plan to use a website other than Mind Garden to administer the Inventory, you must get written permission from Mind Garden according to the instructions here: https://www.mindgarden.com/mind-garden-forms/58-remote-online-use-application.html#online

(d) <u>Tracking Number Of Copies</u>. If you are a Customer, you must track the number of reproductions or administrations of the inventories and you will be responsible for compensating Mind Garden for any reproductions or administrations in excess of the number purchased or for any reproductions or administrations after the end of the one year license period. For purposes of clarification, you may not email a .pdf of any materials such as an inventory to its subjects. This is a violation of this Agreement as it creates an unrestricted distribution and does not allow for tracking of copies.

(e) Non-Person-Specific Data.

- (1) <u>Defined</u>. Non-Person-Specific Data is information furnished by a Subject but which information does not contain any information that can be used to specifically identify the Subject. For example, Non-Person-Specific data would not contain the Subject's (i) name; (ii) mailing address; (iii) any identification number (e.g. passport, driver's license, social security, etc.); (iv) employer's name; (v) any family members' names; (vi) other data that could under normal circumstances link the non-person-specific data to any identifiable person.
- (2) <u>Right To Use Non-Person-Specific Data</u>. Mind Garden will have the right, but not the obligation, to store, aggregate, use, and publish Non-Person-Specific data from Pre-Written Inventories without identifying the Customer. Mind Garden will not use the name, address, contact information, social security number, exact date of birth, or other individual identifying characteristics for any of Pre-Written Inventory subjects but, Mind Garden may, for example, use Non-Person-Specific data to report that males in the age range of 25 to 34 with a college education scored thus and so on a certain Pre-Written Inventory.

You hereby grant Mind Garden a non-exclusive, irrevocable, perpetual, transferable, and sublicenseable license to Non-Person-Specific data from Pre-Written Inventories as follows:

- (A) <u>Aggregation of Non-Person-Specific Data</u>. Mind Garden may aggregate and use, without compensation to Customers, End Users, or other subjects, Non-Person-Specific data furnished in connection with Pre-Written Inventories or obtained from the forms, scoring, or other processing of any products or materials published by Mind Garden or otherwise sold by or licensed by Mind Garden, and Mind Garden may utilize those data for research, product development, statistical purposes, or for any other purposes whatsoever.
- (B) <u>Disclosure of Non-Person-Specific Data</u>. Mind Garden may disclose Non-Person-Specific data to third parties, with or without compensation to Mind Garden as Mind Garden sees fit from time to time.

- (f) <u>Data Retention Limitation</u>. Mind Garden is not obligated to keep data or honor unused or unrequested assessments beyond a period of **one year** from the creation of the data or assessment unless the customer contacts Mind Garden via email prior to the end of that year with a request to retain it longer. Mind Garden may choose to grant or reject the request in its sole discretion.
- 5) Representations and Warranties of Customer.

Customer represents and warrants that a) it will not, under this Agreement, collect or transmit any personal health information as defined by HIPPA or other applicable laws; b) it will follow best practices in securing all data related to this Agreement; c) it will get proper consents and provide proper notices to all End Users or other subjects as required by applicable law or as necessary under industry best practices; d) it will ensure that all End Users or other subjects review and agree to the terms of this Agreement particularly if they access the Services in a manner other than the Site; e) it will ensure that the administration and use of all Services comply with all applicable laws; and f) it will ensure that no End Users are under 13 years of age.

6) Copyright Violations

If you are a copyright holder and believe that your copyrighted content has been copied in a way that constitutes copyright infringement, please promptly notify Mind Garden's Copyright agent, and provide the following information:

- i) an electronic or physical signature of the person authorized to act on behalf of the owner of the copyright interest;
- ii) a description of the copyrighted work claimed to have been infringed;
- iii) a description of where the claimed infringing Content is located on our Site and details about any claimed infringing use of your copyrighted materials;
- iv) your address, telephone number, and email address;
- v) a statement by you that you have a good faith belief that the disputed use is not authorized by the copyright owner, its agent, or the law;
- vi) a statement by you, made under penalty of perjury, that the above information in your Notice is accurate and that you are authorized to act on behalf of the owner of the copyright interest involved.

For purposes of this Copyright Violations section, "you" refers to any individual or entity.

Mind Garden's Copyright Agent can be reached at: Mind Garden, Inc. 707 Menlo Avenue Suite 120 Menlo Park, CA 94025 More information about Mind Garden's copyright policies in general is at: https://www.mindgarden.com/content/23-faq#horizontalTab5

7) Indemnity

You agree to defend, indemnify, and hold Mind Garden and Mind Garden's officers, directors, employees, and agents harmless from all judgments, awards, losses, liabilities, costs and expenses, including but not limited to reasonable attorney's fees, expert witness fees, and costs of litigation arising out of or based on (a) your use of the Site, Services, or Pre-Written Inventories or any combination of the foregoing, (b) your violation of this Agreement; (c) your violation of any rights of a third person (including without limitation privacy or non-discrimination rights) or any applicable law, rule, or regulation; (d) your administration, scoring, evaluation, release, or distribution of any Pre-Written Inventories, Custom Created Inventories, Mind Garden created reports, Custom Created Reports, scorings, or evaluations. If you are a Customer, you also agree to defend, indemnify, and hold Mind Garden and Mind Garden's officers, directors, employees, and agents harmless from all judgments, awards, losses, liabilities, costs and expenses, including but not limited to reasonable attorney's fees, expert witness fees, and costs of litigation arising out of or based on any claims by (x) your End Users or (y) any other individual or entity that gains access to the Site or Services through you.

8) No Resale or Reuse; Proprietary Rights

You agree not to reproduce, duplicate, copy, sell, resell or exploit for any commercial purposes, any portion of the Site, use of the Site, Services, or access to the Site without Mind Garden's express written consent. While you are granted a limited license to use the Site, and Services provided that you have paid for the applicable use and otherwise are in compliance with this Agreement, any other rights and licenses are expressly retained by Mind Garden and the rights holders and no implied licenses are granted.

9) Termination

- (a) <u>Mind Garden May Terminate</u>. If you or your End Users breach this Agreement or Mind Garden determines in its sole discretion that it is no longer commercially reasonable to offer you the Services, it may terminate this Agreement and terminate your password, account (or any part thereof) or use of the Site, and remove and discard any Content you may have contributed to the Site. If termination is based on a reason other than breach, Mind Garden will refund any prepaid fees for periods in which the Services will not be available.
- (b) <u>Termination Effective Without Advance Notice</u>. If necessary in order to avoid legal violations, to comply with applicable law, or to avoid harm to any person or property, Mind Garden may terminate your access to the Site without prior notice and Mind Garden may immediately deactivate or delete your account and all related information and files in your account and/or may bar any further access to such files of the Site in its sole discretion. Further,

you agree that Mind Garden shall not be liable to you or any third-person for any such termination of your access to the Site.

- (c) <u>Survival</u>. In the event of a termination of this Agreement, your obligations and liabilities under this Agreement will survive as applicable.
- (d) <u>Your Only Recourse Is Termination</u>. Should you object to any terms and conditions of the Agreement or become dissatisfied with the Site in any way, your only recourse is to immediately discontinue your use of the Site and terminate your account.

10) Links

Under certain circumstances the Site may provide, or third parties may provide, links to other websites or resources. Mind Garden is not responsible for the availability of such sites or resources, and does not endorse and is not responsible or liable for any content, advertising, products, or other materials on or available from such sites or resources. Mind Garden shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available on or through any such site or resource.

11) DISCLAIMER OF WARRANTIES; WAIVER OF CERTAIN LIABILITIES; LIMITATION OF LIABILITY ACCESS TO THE SERVICES AND THE INFORMATION AND CONTENT CONTAINED ON THE SITE IS PROVIDED "AS IS" AND "AS AVAILABLE" AND MIND GARDEN HEREBY EXPRESSLY DISCLAIMS ALL WARRANTIES OF ANY KIND, WHETHER EXPRESSED, IMPLIED, STATUTORY OR OTHERWISE, INCLUDING BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, AND TITLE. MIND GARDEN DOES NOT WARRANT THAT THE SERVICES AND THE SITE WILL BE UNINTERRUPTED, ERROR FREE, OR WITHOUT BREACHES OF SECURITY, AND YOU AGREE THAT YOU ARE SOLELY RESPONSIBLE FOR ANY AND ALL ACTS OR OMISSIONS TAKEN OR MADE IN RELIANCE ON MIND GARDEN SERVICES OR THE INFORMATION IN THE SERVICES OR SITE, INCLUDING INACCURATE OR INCOMPLETE INFORMATION, LOSS OF DATA FROM DELAYS, NONDELIVERIES OF CONTENT OR EMAIL, ERRORS, SYSTEM DOWN TIME, MISDELIVERIES OF CONTENT OR EMAIL, NETWORK OR SYSTEM OUTAGES, FILE CORRUPTION, OR SERVICE INTERRUPTIONS. MIND GARDEN EXPRESSLY DISCLAIMS ANY LIABILITY WITH RESPECT TO ANY INJURY CAUSED BY ANY END USER, OR ANY DAMAGE SUFFERED BY ANY END USER, AS A RESULT OF THE ACTIONS OR INACTIONS OF ANY OTHER END USER. IF YOU ARE DISSATISFIED WITH THE SERVICES, THE SITE, OR ANY CONTENT, YOUR SOLE AND EXCLUSIVE REMEDY IS TO DISCONTINUE USING AND ACCESSING MIND GARDEN SERVICES AND THE SITE. SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSION OR LIMITATION OF IMPLIED WARRANTIES, SO IN THESE JURISDICTIONS THE ABOVE LIMITATIONS OR EXCLUSIONS MAY NOT APPLY.

YOU ACKNOWLEDGE THAT MIND GARDEN DOES NOT CONTROL IN ANY RESPECT ANY INFORMATION OR SERVICES OFFERED BY THIRD PARTIES THROUGH MIND GARDEN. EXCEPT AS OTHERWISE AGREED IN WRITING, MIND GARDEN AND ITS AFFILIATES ASSUME NO

RESPONSIBILITY FOR AND MAKE NO WARRANTY OR REPRESENTATION AS TO THE ACCURACY, CURRENCY, COMPLETENESS, RELIABILITY, OR USEFULNESS OF CONTENT OR SERVICES DISTRIBUTED OR MADE AVAILABLE BY THIRD PARTIES THROUGH THE SITE.

YOU ACKNOWLEDGE THAT MIND GARDEN MAKES NO WARRANTY OR REPRESENTATION THAT CONFIDENTIALITY OF INFORMATION TRANSMITTED THROUGH THIS SITE WILL BE MAINTAINED.

Risks You Assume

WITHOUT LIMITING ANY OF THE OTHER RISKS MIND GARDEN HAS DISCLOSED TO YOU IN THIS AGREEMENT, YOU ARE SOLELY RESPONSIBLE FOR YOUR USE OF THE SERVICES AND THE SITE, INCLUDING ANY CONTENT YOU SUBMIT OR ANY INVENTORIES YOU USE, AND YOU EXPRESSLY ACKNOWLEDGE AND AGREE THAT YOUR USE AND ACCESS TO THE SERVICES, THE SITE, AND THE INFORMATION AND CONTENT CONTAINED IN EITHER OF THE FOREGOING, AND ANY SITES LINKED THROUGH THE SERVICES AND ANY DATA TRANSMITTED THROUGH THE SERVICES IS AT YOUR SOLE RISK. ACCORDINGLY, MIND GARDEN, ANY OF ITS SUBSIDIARIES OR AFFILIATES, ITS RESPECTIVE OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, REPRESENTATIVES, PARTNERS, AND LICENSORS (COLLECTIVELY, THE "MIND GARDEN ENTITIES") DO NOT ASSUME ANY LIABILITY TO YOU FOR OR RELATING TO ANY OF YOUR ACTIONS, INCLUDING THE PUBLICATION OF ANY CONTENT YOU SUBMIT, THE RESULTS OF ANY TESTS OR INVENTORIES TAKEN, OR MIND GARDEN'S EXERCISE OF THE RIGHTS YOU GRANT TO MIND GARDEN.

Limitation of Liability

IN NO EVENT SHALL THE MIND GARDEN ENTITIES BE LIABLE FOR ANY SPECIAL, INDIRECT, CONSEQUENTIAL, OR EXEMPLARY DAMAGES, INCLUDING, BUT NOT LIMITED TO, LOSS OF PROFITS OR REVENUES, LOSS OF USE, LOSS OF GOODWILL OR LOSS OF INFORMATION, HOWEVER CAUSED AND WHETHER BASED ON CONTRACT, WARRANTY, NEGLIGENCE, STRICT LIABILITY, OR ANY OTHER THEORY OF LIABILITY, EVEN IF THE MIND GARDEN ENTITY HAS BEEN APPRISED OF THE POSSIBILITY OR LIKELIHOOD OF SUCH DAMAGES. NOTWITHSTANDING ANYTHING IN THESE TERMS TO THE CONTRARY, MIND GARDEN ENTITIES' TOTAL AGGREGATE LIABILITY IN RESPECT OF ANY CLAIM OR ACTION YOU MAY BRING AGAINST MIND GARDEN OR ANY OF THE MIND GARDEN ENTITIES, REGARDLESS OF FORM OF ACTION OR THEORY OF LIABILITY, SHALL BE LIMITED TO THE GREATER OF (1) ONE HUNDRED UNITED STATES DOLLARS (US\$100), AND (2) THE AGGREGATE FEES ACTUALLY PAID BY YOU (OR THE APPLICABLE CUSTOMER ON YOUR BEHALF) TO MIND GARDEN FOR THE 6 MONTH PERIOD PRECEDING THE EVENT FIRST GIVING RISE TO SUCH CLAIM OR ACTION. YOU ACKNOWLEDGE THAT YOU MAY BE WAIVING RIGHTS WITH RESPECT TO CLAIMS THAT ARE UNKNOWN OR UNSUSPECTED. ACCORDINGLY, YOU AGREE TO WAIVE THE BENEFIT OF ANY LAW, INCLUDING, TO THE EXTENT APPLICABLE, CALIFORNIA CIVIL CODE § 1542 (OR SIMILAR PROVISIONS OF THE LAWS OF OTHER STATES), WHICH STATES, A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR.

IN THE CASE OF A JURISDICTION THAT RESTRICTS LIMITATION CLAUSES, THIS LIMITATION SHALL BE APPLIED TO THE GREATEST EXTENT PERMITTED BY LAW. NOTHING IN THESE TERMS OF USE IS INTENDED TO LIMIT ANY RIGHTS YOU MAY HAVE THAT MAY NOT BE LAWFULLY TERMINATED.

- 12) Services Are No Substitute For Professional Help
- (a) Only Informational Tools. Mind Garden's Site and Services are intended to be informational tools to be used by professionals in evaluating certain aspects of human responses, actions, attitudes, personalities and conditions. Customers are responsible for proper administration of Mind Garden's content and Services and ensuring that proper professionals are engaged at all stages of the testing process. For example, Mind Garden Inventory that is improperly scored, interpreted, or applied may yield an inaccurate assessment and other injury.
- (b) Not A Substitute For Licensed Professionals. Also, a Mind Garden Inventory can never be a substitute for professional evaluation and counseling. Again, the Inventory is a tool designed to help skilled professionals, not as a substitute for a professional's personal evaluation of a Subject. No one should view Inventories, Scoring or Reports as substitutes for professional evaluation and counseling of a Subject and no one should view them as perfect, always correct or infallible. They should be used within the inherent error in the Inventory and the context of the assessment and the Subject's understanding. For more information see https://www.mindgarden.com/content/23-faq#horizontalTab2
- (c) <u>No Warranty By Mind Garden</u>. Mind Garden does not warrant that any of Services can substitute for skilled professional evaluations and counseling. In contrast, Mind Garden specifically discloses that its Services are not substitutes for professional evaluation and counseling.
- 13) General Provisions
- (a) <u>Severability</u>. If any provision of this Agreement is invalid, illegal, or unenforceable under any applicable statute or rule of law, such provision shall be deemed amended to achieve as nearly as possible the same economic effect as the original provision and the remaining provisions of this Agreement shall in no way be affected or impaired.
- (b) <u>Applicable Law</u>. These terms and conditions shall be governed by and construed in accordance with the laws of the state of California, without resort to its conflict of law provisions. You agree that any action at law or in equity arising out of or relating to this Agreement or the Services shall be filed only in the Superior Court of San Mateo, California, or the United States District Court for the Northern District of California, and you hereby irrevocably and unconditionally consent and submit to the exclusive jurisdiction of such courts over any such suit, action, or proceeding.

If you administer any Pre-Written Inventories or Customer Created Inventories to persons outside the United States or if you furnish scoring, evaluations, or reports to persons located outside the United States then you will comply with all laws applicable to such Inventories, scoring and reports including, but not limited to privacy laws.

- (c) <u>Headings</u>. The headings are for navigational purposes only and shall not be deemed to constitute terms of this Agreement.
- (d) <u>Entire Agreement</u>. This Agreement is the parties' entire agreement relating to its subject and supersedes any prior or contemporaneous agreements on that subject. The terms of any purchase order, invoice, sales request shall be given no effect as these TOS are the sole and exclusive terms governing Mind Garden products and services even if you require us to acknowledge your terms and conditions. This agreement may be amended by Mind Garden by providing you notice of the new terms. Your continued use of the Services or the Site indicates your assent to the new terms.
- (e) No Assignment. You may not assign this Agreement and any attempt to do so will be void.

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Oneida Business Committee Agenda Request

Research Request: Skenandore-Univ. of Wisconsin/Green Bay-The Journey of Learning to Be Oneida -... 1. Meeting Date Requested: ___ / ___ / ___ 2. General Information: □ Open Session: Executive - See instructions for the applicable laws, then choose one: Agenda Header: New Business Accept as Information only Motion to approve research request, consistent with resolution # BC-05-08-19-A, Research Requsts: Review and Approval to Conduct, and, in accordance with: a. Resolve #2(3), Mr. Skenandoer is required to submit the final draft research paper for review; b. Resolve #2(4), Mr. Skenandore is required to submit a copy of the published work and can request to present the research findings to the Oneida Business Committee; and c. Resolve #5, any further use of this research is subject to authorization by the Oneida Business Committee 3. Supporting Materials ☐ Report ☐ Resolution ☐ Contract Other: 1.Resolution # BC-05-08-19-A 2. Memo Business Committee signature required 4. Budget Information ☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted 5. Submission Jo Anne House, Chief Counsel Authorized Sponsor / Liaison: Jo Anne House, Chief Counsel Primary Requestor/Submitter: Your Name, Title / Dept. or Tribal Member Artley Skenandore, Jr., Doctoral Student Additional Requestor: Name, Title / Dept. Additional Requestor: Name, Title / Dept.

Public Packet

Jo Anne House, PhD | Chief Counsel James R. Bittorf | Deputy Chief Counsel Kelly M. McAndrews | Senior Staff Attorney

Carl J. Artman Krystal L. John Peggy A. Schneider Lydia M. Witte Law Office



MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: October 28, 2021

SUBJECT: Request to Conduct Research – Artley Skenandore, Jr. – University of Wisconsin

Green Bay – "The Journey of Learning to Be Oneida"

Artley Skenandore, Jr. is conducting research for an Education Doctoral degree from the University of Wisconsin Green Bay. The study is not required to receive Internal Review Board approval from the University.

Mr. Skenandore will be conducting a qualitative study. He will be utilizing discussion and application of decision making presented in The Great Law of Peace open to the community to participate. The study is intended to answer the question – "How does the Oneida Nation citizen identify the essential cultural practices that create the relevance of 'learning to be' for the individual, family, clan family, and entire Oneida Nation?"

This study has the potential to identify resources that will assist in understanding the knowledge and values regarding Oneida Nation culture or ways of being. It is recommended to approve the research request.

Recommended Action:

Motion to approve research request, consistent with resolution # BC-05-08-19-A, Research Requests: Review and Approval to Conduct, and, in accordance with:

- a. Resolve #2(3), Mr. Skenandore is required to submit the final draft research paper for review;
- b. Resolve #2(4), Mr. Skenandore is required to submit a copy of the published work and can request to present the research findings to the Oneida Business Committee; and
- c. Resolve #5, any further use of this research information is subject to authorization by the Oneida Business Committee.

If you have further questions, please contact me.

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Oneida Business Committee Agenda Request

Approve the Oneida Business Committee Standard Operating Procedure (SOP) entitled Business...

1. Meeting Date Requested: 10 / 13 / 21
2. General Information: Session: ☑ Open ☐ Executive - See instructions for the applicable laws, then choose one:
Session: Open Executive - See instructions for the applicable laws, then choose one:
Agenda Header: New Business
☐ Accept as Information only☒ Action - please describe:
Approve the Oneida Business Committee Standard Operating Procedure (SOP) entitled Business Committee Vehicle Usage
3. Supporting Materials Report Resolution Contract Other:
1. SOP 3.
2. 4.
☐ Business Committee signature required
4. Budget Information
☐ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted
5. Submission
Authorized Sponsor / Liaison: Lisa Liggins, Secretary
Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member
Additional Requestor:
Name, Title / Dept. Additional Requestor:
Name, Title / Dept.

Oneida Business Committee Agenda Request

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Describe the purpose,	background/history, a	and action requested:

This SOP was presented at the June 2021 BC Work Session for review/input. Attached is the final based on the feedback received.

- 1) Save a copy of this form for your records.
- 2) Print this form as a *.pdf OR print and scan this form in as *.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

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ONEIDA NATION STANDARD OPERATING PROCEDURE	TITLE: BC Vehicle	ORIGINATION DATE: dd/mm/yyyy REVISION DATE: n/a EFFECTIVE DATE: After last signature
AUTHOR: Lisa Liggins	APPROVED BY:	PAGE NO: 1 of 2
DEPARTMENT: Oneida Business Committee	APPROVED BY: Oneida Business Committee	DATE:

1.0 PURPOSE

1.1 To establish a standard procedure for use of the BC Vehicle.

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2.0 **DEFINITIONS**

- 2.1 BC Vehicle Log: Log used to keep track of the BC Vehicle, which identifies when the vehicle is available, in use, who is using it, and when it will be returned.
- 2.2 BC Vehicle Use Request: The form that is used to document use of the Business Committee's Tribal Vehicle.
 - 2.3 Fleet Gas Credit Card: Card used to purchase fuel for the BC Vehicle.
- 2.4 Schedule Maintenance: oil changes, periodic cleaning, safety checks, tire rotations, etc.
 - 2.5 Vehicle Mileage Log: A Fleet Management Department form used to track destination, mileage, and employee usage of tribal vehicles.

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15 3.0 WORK STANDARDS

- 3.1 The Business Committee is assigned a specific vehicle by the Fleet Management Department.
 - 3.2 Any use of the vehicle must comply with the Vehicle Driver Certification and Fleet Management law.
 - 3.3 The BC Support Office is responsible to:
 - 3.3.1 Monitor and maintain a BC Vehicle Log for scheduling purposes.
 - Ensure the BC Vehicle is moved as directed by the Building Manager for snow removal.
 - 3.3.3 Make arrangements with the Fleet Management Department to complete scheduled maintenance.
 - 3.3.4 Make arrangements for the updates to Fleet Gas Credit Cards, as needed.
 - 3.3.5 Submit Vehicle Mileage Log to the Fleet Management Department monthly.
- 29 3.4 The keys for the BC Vehicle will be secured in the BC Support Office whenever the

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30		BC Vehic	le is not in use.
31	3.5		gency Management Department is leased a vehicle by the U.S. General
32			Administration (GSA) which is managed and tracked under the applicable
33			s and regulations.
34		3.5.1	https://www.gsa.gov/buying-selling/products-services/transportation-
35			logistics-services/fleet-management/vehicle-leasing
36			Togrames services management control teasing
37	4.0 PRO	CEDURES	
38	Employee/Dr	iver Duties	
39	4.1	Employee	/Driver completes a BC Vehicle Use Request and submits the request to
40			apport Office. The request includes:
41		4.1.1	Date the vehicle is needed
42		4.1.2	Employee/Driver Information
43		4.1.3	Destination
44		4.1.4	Reason for use of the vehicle
45		4.1.5	Expected returned date
46			Emperior Total and
47	4.2	If request	is approved, in alignment with the dates provided in the request, the BC
48	1.2	_	vill provide the keys, Fleet Gas Credit Card, Card PIN, and Vehicle
49			Log to Employee/Driver.
50		4.2.1	If the request is denied, the Employee/Driver who submitted the
51		7.2.1	request will be notified of the reason by the BC Support Office.
52			request will be notified of the reason by the Be support office.
53	4.3	Employee	/Driver completes the Vehicle Mileage Log daily.
54	4.3		Driver uses the Fleet Gas Credit Card to refuel the vehicle and retains
5 5	4.4		
56	4.5	***************************************	receipts when the card is used.
	4.5		ore the Expected return date, Employee/Driver ensures vehicle is fueled,
57		debris.	es the interior of the vehicle is in good condition, clean, and free of
58	1.6		and the Events destroys data Eventarya / Deiver extrema the leave Elect
59	4.6		ore the Expected return date, Employee/Driver returns the keys, Fleet
60			t Card, receipts and Vehicle Mileage Log to the BC Support Office.
61		4.0.1	Employee/Drivers who refuse to refuel the vehicle and/or refuse to
62			ensure the interior of the vehicle is in good condition, clean, and free
63			of debris and/or refuse to return keys/Fleet Gas Credit Card and/or
64			refuse to submit fuel receipts will not be allowed to use the vehicle.
65	200		
66	BC Support C		
67		_	ehicle Use Request
68	4.7	-	Employee/Driver listed on the BC Vehicle Use Request is certified per
69			le Driver Certification and Fleet Management law.
70		4.7.1	If the Employee/Driver is certified, refer to 4.8.
71		4.7.2	If the Employee/Driver is not certified, deny the request and inform
72			the Employee/Driver of the reason. (end)
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74 75	4.8		he BC Vehicle Log to determine if vehicle is available for the dates			
75 76			on the request and that the Employee/Driver is eligible to check out the			
76 77		vehicle.	If the second is the second se			
77 70		4.8.1	If the vehicle is available and Employee/Driver is eligible, refer to 4.9.			
78 70		4.8.2	If the vehicle is not available and/or Employee/Driver is not eligible,			
79			deny the request and inform the Employee/Driver of the reason. (end)			
80						
81	4.9	_	e the BC Vehicle Log with the dates provided in the request and proceed			
82		to "Checl	king Out BC Vehicle" section of this SOP.			
83						
84	Check	ing out BC				
85	4.10	In alignm	nent with the dates in the BC Vehicle Log, provide keys, Fleet Gas Credit			
86		Card, Car	rd PIN, and Vehicle Mileage Log to Employee/Driver.			
87	4.11	Remind I	Employee/Driver to use Oneida Retail locations for fueling the BC			
88		vehicle, ı	unless the vehicle needs fuel before it can be taken to an Oneida Retail			
89		location.				
90	4.12	Remind I	Employee/Driver how to use Fleet Gas Credit Card and to retain a copy			
91		of the rec				
92	4.13	Remind I	Remind Employee/Driver that any crashes or damage must be reported in			
93			ce with the Vehicle Driver Certification and Fleet Management law.			
94	4.14		Employee/Driver to refuel the BC Vehicle and ensure it is clean and free			
95			before returning it.			
96			oriers tourning in			
97	Check	ing in BC	Vehicle			
98	4.15		urn of the BC Vehicle, keys, Fleet Gas Credit Card, receipts, and Vehicle			
99	1.15		Log, verify the vehicle is refueled.			
100		4.15.1	If the vehicle is refueled, refer to 4.16			
101		4.15.2	If the vehicle is not refueled, contact Employee/Driver and Supervisor,			
102		7.13.2	if any, and inform them the vehicle must be refueled before Check In			
102			can be finalized.			
103						
104			1 2			
			4.15.2.1.1 Indicate refusal in the BC Vehicle Log.			
106			4.15.2.1.2 Inform the Employee/Driver and Supervisor			
107			future requests for use of the vehicle will be			
108			denied.			
109			4.15.2.1.3 Refuel the vehicle			
110	4.16	C1 1 .1				
111	4.16		at the interior of the vehicle is in good condition, clean, and free of			
112		debris.				
113		4.16.1	If interior of the vehicle is in good condition, clean, and free of debris,			
114			refer to 4.17.			
115		4.16.2	If interior of the vehicle is in good condition, clean, and free of debris,			

¹ Employee/Drivers who do not abide by their duties, identified in the SOP, will not be allowed to use the vehicle; this information will be noted in the BC Vehicle Log.

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116			contact Employee/Driver and Supervisor, if any, and inform them the
117			interior of the vehicle must be in good condition, clean, and free of
118			debris before Check In can be finalized.
119			4.16.2.1 If Employee/Driver does not ensure the interior of the
120			vehicle is in good condition, clean, and free of debris:
121			4.16.2.1.1 Indicate refusal in the BC Vehicle Log.
122			4.16.2.1.2 Inform the Employee/Driver and Supervisor
123			future requests for use of the vehicle will be
124			denied.
125			4.16.2.1.3 Clean the vehicle.
126			
127	4.17	Check the	e Vehicle Mileage Log for completeness.
128		4.17.1	If the log is complete, refer to 4.18.
129		4.17.2	If the log is incomplete, contact Employee/Driver and Supervisor, if
130			any, and inform them the Vehicle Mileage Log must be completed
131			before Check In can be finalized.
132			4.17.2.1 If Employee/Driver does not complete the Vehicle Mileage
133			Log:
134			4.17.2.1.1 Inform the Employee/Driver and Supervisor
135			future requests for use of the vehicle will be
136			denied.
137			4.17.2.1.2 Complete the Vehicle Mileage Log.
138			
139	4.18	Ensure Fl	eet Gas Credit Card and receipts are received.
140		4.18.1	If Fleet Gas Credit Card and receipts are received, refer to 4.19.
141		4.18.2	If Fleet Gas Credit Card receipts are not received, contact
142			Employee/Driver and Supervisor, if any, and inform them Fleet Gas
143			Credit Card receipts must be received before Check In can be
144			finalized.
145			4.18.2.1 If Employee/Driver does not provide Fleet Gas Credit Card
146			and receipts:
147			4.18.2.1.1 Inform the Employee/Driver and Supervisor
148			future requests for use of the vehicle will be
149			denied.
150			4.18.2.1.2 Submit notice to Accounting and contact
151			Business Unit administrator to remove the
152			Employee/Driver access to the Fleet Gas Credit
153			Card.
154			
155	4.19	Check vel	hicle for damages.
156		4.19.1	If vehicle is not damaged, refer to 4.20.
157		4.19.2	If vehicle is damaged, contact Employee/Driver and Supervisor, if any,
158			and inform them:
159			4.19.2.1 They will need to follow procedures in the Vehicle Driver
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160 161 162 163 164 165 166				4.19.2.2 4.19.2.3	Certification and Fleet Management law. Indicate vehicle damage in the BC Vehicle Log. Inform Employee/Driver and Supervisor future requests for use the vehicle will be denied until provisions for crashes or damage to vehicles in the Vehicle Driver Certification and Fleet Management law are concluded.
167		4.20	Finalize I	BC Vehicle	Check In.
168			4.20.1	Complete	BC Vehicle Log.
169			4.20.2	Return ke	eys to secure storage area.
170			4.20.3	Return Fl	eet Gas Credit Card to secure storage area.
171			4.20.4		eceipts to the Retail Fuel Specialist.
172			4.20.5	Return Ve	ehicle Mileage Log to storage area.
173					
174	5.0	REFI	ERENCES		
175		5.1	Vehicle Driver Certification and Fleet Management law		
176					
177	6.0	FOR	MS		
178		6.1	BC Vehic	ele Use Req	uest
179		6.2	Vehicle N	Mileage Rep	port