



# American Rescue Plan Act Fiscal Recovery Fund

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## COMMUNITY INPUT SURVEY RESULTS October 2021

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## Introduction

The Oneida Business Committee (OBC) directed the General Manager and the Strategic Planner at the June 15, 2021 OBC work session to seek out community input regarding the American Rescue Plan Act-Fiscal Recovery Funds (ARPA-FRF) received by the Oneida Nation. The OBC developed broad funding goals and allocated a percentage of the funds to each of the following: Direct membership assistance program, Affordable Housing, Food and Agriculture, Culture and Language, Education, Land, Infrastructure and Sovereignty, Enhanced GTC resources and Revenue Generation. The OBC was seeking input regarding the community's agreement with the percentages allocated into the broad goal categories and to seek project ideas the community felt would benefit the Oneida Nation.

## Community Input Survey Methodology

Between July 1, 2021 and August 6, 2021, the Community Input team with assistance from the OBC and OBC admin staff collected 538 community input surveys from the Oneida community. The surveys were available on paper and online via Survey Monkey.

The survey was composed of 12 questions, 11 of which were write in. The survey was created using O.R.I.D. as the basis for the questions. O.R.I.D. stands for Objective, Reflective, Interpretive, and Decisional. It is a method used for focused conversations and is a way to collect data and ideas, reflect on important issues and events and focus multiple interests in a particular topic or issue. The first question was the objective level question and was meant to engage the participants. This question was not used for data compilation. The second question was the Reflective level question and was meant to invite participants to acknowledge their emotions and use their imagination. This question was not used for data compilation. The third through eleventh questions were the Interpretive level questions and were meant to identify available possibilities and elicit ideas. The twelfth question was the Decisional level questions and was meant to draw out the deeper meaning from participants and expose their individual choice. The last question was for any additional comments the participant had and was not used for data compilation.

The survey was disseminated online and in person. The Oneida Nation Communications Department posted the survey link on the Nations Facebook page, Twitter feed and sent out to all Nation employees via email. The survey link was sent to the Oneida Nation High School Principal to distribute amongst the high school student body and was also sent to an existing email list of Milwaukee area Oneida Nation members. The paper surveys were collected in person at the Oneida Farmers Market and at the Oneida VFW Brat Fry. Paper surveys were entered into the online platform, Survey Monkey, so that electronic and paper surveys could be analyzed together.

Analysis of the survey data included categorizing each individual written response into like groups and tallying the amounts. The top ten results are presented in a graph displaying the

number of individual responses per project idea. The other project ideas are displayed after in table format.

## Demographic

The survey was designed for and open to all Oneida Community which includes:

1. Oneida Nation enrolled members
2. Oneida Nation employees (tribal and non-tribal)
3. Other community members

The paper survey did not contain any questions related to demographics, the online survey did ask Oneida Nation enrollment status. This question will not be analyzed as it was not available on all surveys.

## Satisfaction with Percentages

### Question 3

Respondents were asked the multiple-choice question “The Oneida Business Committee (OBC) determined eight total categories and allocated a percentage of the total funds to each.

For each of the designated uses listed below, how satisfied are you with the allocated rates?”

The respondents chose if they were satisfied with the percentage allocated or if they thought it should be higher or lower than the amount allocated by the OBC. For all categories but education, the respondents chose they were satisfied with the amounts allocated by the OBC. For education, the respondents chose that it should have been higher.

Figure 1. The Oneida Business Committee (OBC) determined eight total categories and allocated a percentage of the total funds to each.

For each of the designated uses listed below, how satisfied are you with the allocated rates? (N=528)

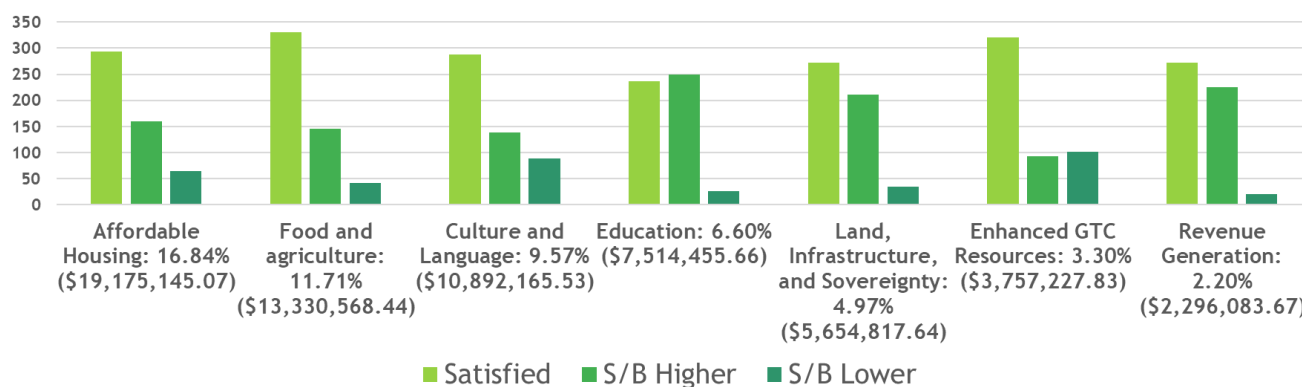


Figure 2. Percentages and number of respondents

	SATISFIED	SHOULD BE HIGHER	SHOULD BE LOWER	TOTAL
Affordable Housing: 16.84% (\$19,175,145.07)	56.78% 293	30.81% 159	12.40% 64	516
Food and agriculture: 11.71% (\$13,330,568.44)	63.83% 330	28.24% 146	7.93% 41	517
Culture and Language: 9.57% (\$10,892,165.53)	55.81% 288	26.94% 139	17.25% 89	516
Education: 6.60% (\$7,514,455.66)	46.29% 237	48.63% 249	5.08% 26	512
Land, Infrastructure, and Sovereignty: 4.97% (\$5,654,817.64)	52.51% 272	40.73% 211	6.76% 35	518
Enhanced GTC Resources: 3.30% (\$3,757,227.83)	62.14% 320	18.06% 93	19.81% 102	515
Revenue Generation: 2.20% (\$2,296,083.67)	52.61% 272	43.52% 225	3.87% 20	517

## Suggested Projects-Direct Membership Assistance

### Question 4

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Direct Membership Assistance designation? (The OBC examples of possible projects include home repair assistance, food and health assistance, home/rental assistance, vaccination incentives).”

Figure 3. Top ten project ideas for question “What suggested projects or uses do you have

“There's help for individuals that renting but I never see any programs to help with homeowners that need repairs. Being unemployed it's been very hard to do home repairs and find reliable, trustworthy, suitable contractors to do the work.”

for the Direct Membership Assistance designation? (The OBC examples of possible projects include: home repair assistance, food and health assistance, home/rental assistance, vaccination incentives).” (N=339)

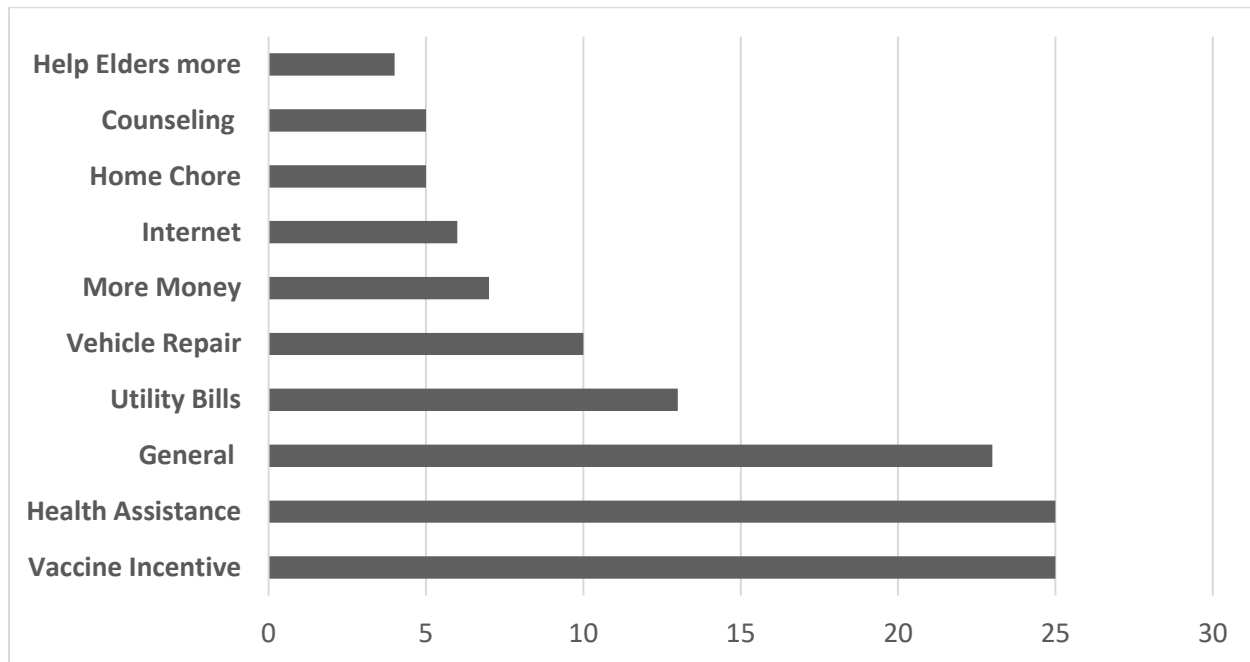


Figure 4. All project ideas for question “What suggested projects or uses do you have for the Direct Membership Assistance designation? (The OBC examples of possible projects include: home repair assistance, food and health assistance, home/rental assistance, vaccination incentives).”

No Comment	202	Small business assistance	2
Vaccine Incentive	25	Recycling	1
Health Assistance	25	Access to more things	1
General	23	on call case worker	1
Utility Bills	13	oneida gift cards	1
Vehicle Repair	10	Automated Processes	1
More Money	7	Extend WIFI	1
Internet	6	Cell phone assistance	1
Home Chore	5	Better Internet	1
Counseling	5	Teach Technology	1
Help Elders more	4	Youth Enrichment (playgrounds)	1
better transit/transportation help	4	Drive thru pharmacy	1
Employee wage increases	4	Assistance for families of addicts	1
Tree Service	3	Medical Home delivery	1

Free/Affordable Vehicle	3	Expand Hours	1
Not income based/lift all income levels for 1 year	3	family planning	1
Child Care funding	3	dialysis facility	1
Health & Dental reimbursements	3	indigenous healing	1
Behavioral Health by OCHC	3	Homeless help (addictions, mental, issues)	1
More fitness - including at home	3	Satellite mental/health clinics	1
recovery activities	3	Tourism	1
Employee premium pay for those who worked	3	Job reassignments for furloughed	1
Food Delivery	2	Auto registration assistance	1
Data Mgmt System	2	Include spouses & descendants	1
Youth Programs	2	Per Cap	1
In Treatment	2	Online shopping of Oneida products	1
Case Managers	2	Homeland Tour	1
Workforce development - opportunities for Oneida	2	Help Disabled	1

## Suggested Projects-Affordable Housing

### Question 5

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Affordable Housing designation? (The OBC examples of possible projects include: Construction of housing (apartments, homes, etc.) for all income levels.)”

“More housing options for all levels, not just families. Need to include single people and small families.”

Figure 5. Top ten project ideas for question “What suggested projects or uses do you have for the Affordable Housing designation? (The OBC examples of possible projects include: Construction of housing (apartments, homes, etc.) for all income levels.)” (N=381)

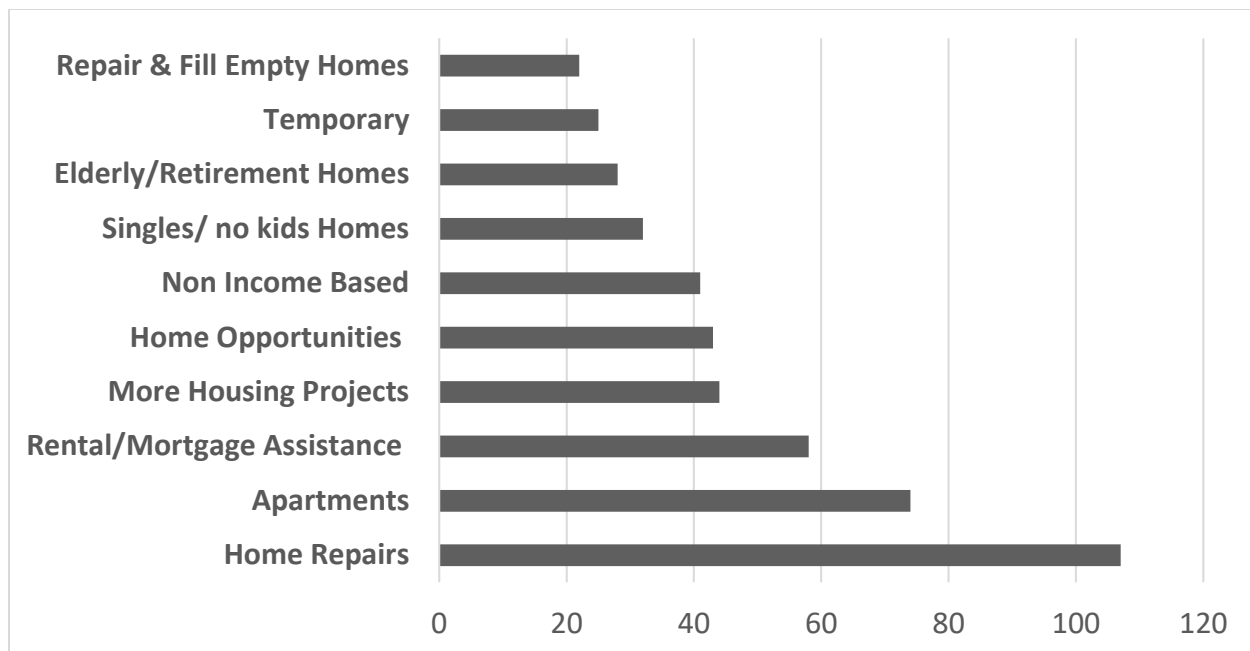


Figure 6. All project ideas for question “What suggested projects or uses do you have for the Affordable Housing designation? (The OBC examples of possible projects include: Construction of housing (apartments, homes, etc.) for all income levels.)”

Home Repairs	107	On Reservation	11
Apartments	74	Energy Efficiency (Solar, metal)	10
Rental/Mortgage Assistance	58	Clean up sites/ housing homes	8
More Housing Projects	44	Purchase existing and not build	5
Home Opportunities	43	Assisted Living	4
Non-Income Based	41	Install security cameras to reduce crime	3
Singles/No Kids Homes	32	Vouchers to rent existing homes	2
Elderly Retirement Homes	28	Build storage units	2
Temporary	25	Offer Generac generators for power outages	1
Repair and Fill Empty Homes	22	Assistance selling homes	1
Teach Families how to care for & purchase home/ refinance	16	Fee land into trust	1
Update our processes & application (include no drug or violent charges)	16	Stop segregating. Allow all races into affordable housing	1
Off Reservation	16	Equality - property taxes v. trust	1
Transitional Living (sober living & those with records)	12	Expand nursing home	1

Duplexes	12	Partner w/property mgmt company in reservation	1
Update Homes/ Buildings	11	Elderly Garages	1

## Suggested Projects-Food and Agriculture

### Question 6

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Food and Agriculture designation? (The OBC examples of possible projects include: Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp.)”

Figure 7. Top ten project ideas for question “What suggested projects or uses do you have for the Food and Agriculture designation? (The OBC examples of possible projects include: Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp.)” (N=333)

“LOVE LOVE LOVE seeing a move to going back to our food sovereignty! Incorporating traditional food as medicine is critical for our people!”

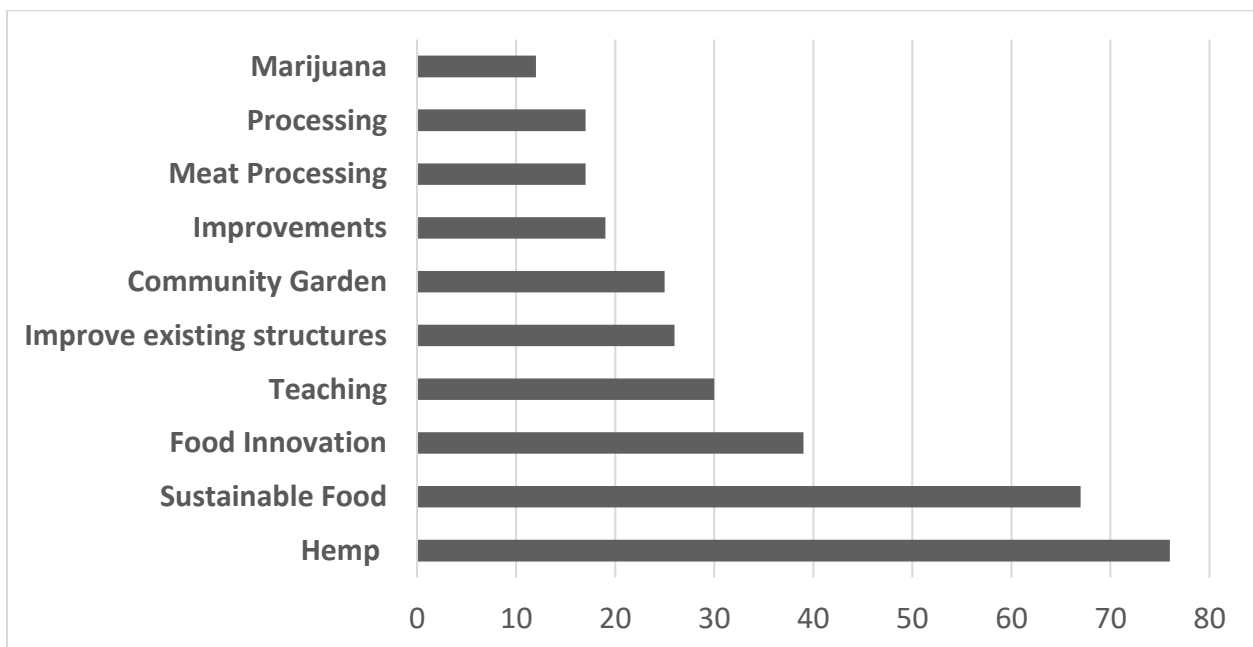


Figure 8. All project ideas for question “What suggested projects or uses do you have for the Food and Agriculture designation? (The OBC examples of possible projects include: Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp.)”



No Comment/Satisfied	229	Organic Food	2
Hemp	76	Food delivery program	2
Sustainable Food	67	Feed the hungry	2
Food Innovation	39	Easier access to meat from farms (include Milwaukee)	2
Teaching	30	Aquaponics	2
Improve existing structures	26	Work with Farmers beyond our borders. Doesn't have to be only Oneida	1
Community Garden	25	Upgrade all kitchen equipment	1
Improvements	19	Update Conservation field shop	1
Meat Processing	17	Provide food weekly thru food bank	1
Processing	17	Policies on leased land (no toxins)	1
Marijuana	12	Open restaurant w/our own food	1
Expand farm (poultry, sheep, goats, cheese, worm production. Similar to Maplewood)	8	On-line ordering	1
Cash crops	7	More small farm help	1
Grocery Store on the rez (\$1 Store or Sav A Lot)	5	Look further into SmartAg	1
Expand Oneida Market and closer to the people	5	Large Greenhouses	1
Orchard Improvements	4	Help w/grants to grow crops	1
Improve services we have	4	Garden district in Milwaukee	1
Food Prep for disaster relief	4	Free garden tilling	1
Food cards/vouchers	4	Farm meat sold locally not just in Green Bay	1
Continue food boxes (include recipes, adjust for singles)	4	Expand for more jobs	1
Pantry improvements (include equipment)	3	Continue Farmers Market	1
Marketable produce thru state	3	Community Outreach	1
Better/More access to white corn	3	Combine Food Pantry & Food Distribution	1
Better meals for elders (fresh fruits & veggies)	3	Bee keeping	1

## Suggested Projects-Culture and Language

### Question 7

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Culture and Language designation? (The OBC examples of possible projects include: Expand programming, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization.)”

“Expand the language education so that every employee receives some language education and can speak basic words or phrases relevant to working with the Nation.”

Figure 9. Top ten project ideas for question “What suggested projects or uses do you have for the Culture and Language designation? (The OBC examples of possible projects include: Expand programming, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization.)” (N=332)

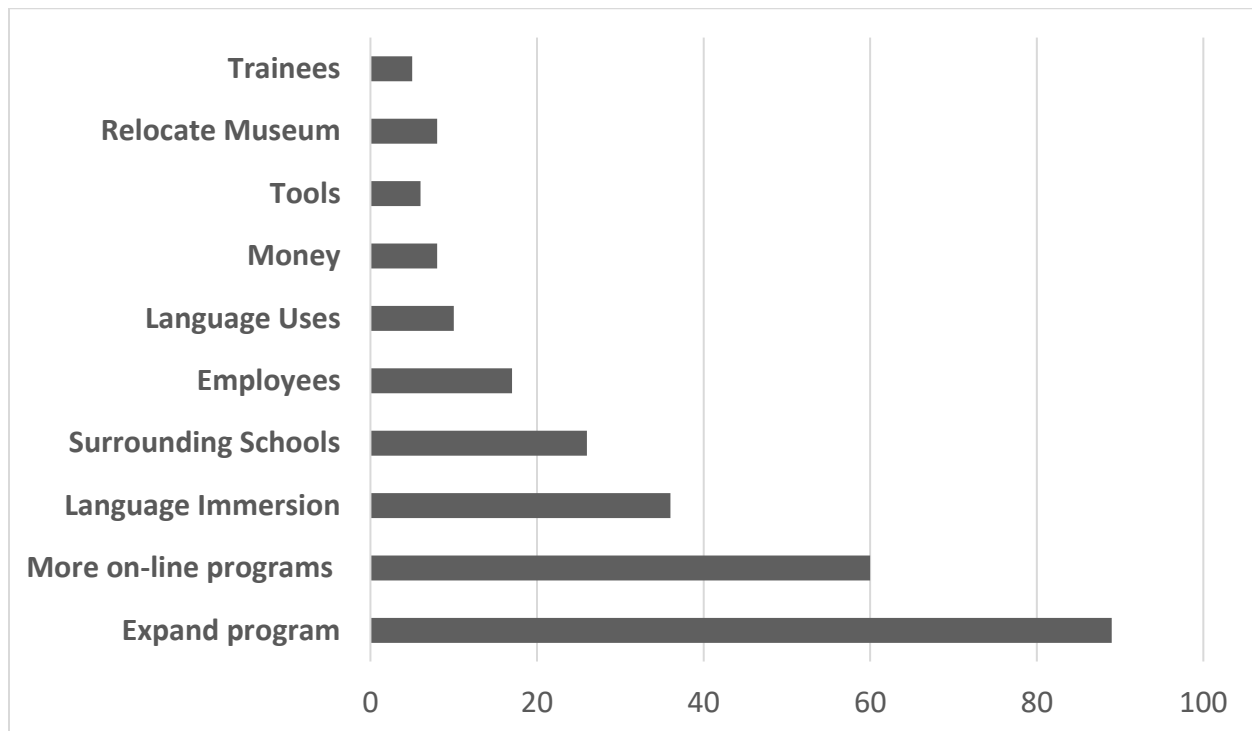


Figure 10. All project ideas for question “What suggested projects or uses do you have for the Culture and Language designation? (The OBC examples of possible projects include: Expand

programming, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization.)”

No Comment/Satisfied	234	Start community classes	3
Expand program	89	More cultural events (socials)	3
More on-line programs	60	Improve Pow Wow grounds (plant more trees)	2
Language Immersion	36	New history book of WI Oneidas & History Conference	2
Surrounding Schools	26	OCHC/OBH work together with Cultural Heritage for healing.	2
Employees	17	Incentives for networking w/community	1
Language Uses	10	Cultural healing for addicts	1
Money	8	authorize recording of songs	1
Tools	6	Mandatory Language/Culture class for per capita payments	1
Relocate Museum	8	Language/culture retreats for staff	1
Trainees	5	Support travel to other 6 Nation communities to learn the language	1
New/Better high school	5	Explore other tribes sustainability	1
Ensure students retaining language	5	Create culture & language center in the sites	1
Additional services in the Arts & recreation	5	Hire Cultural Facilitators	1
Advertisement of language resources	4	Play longhouse music at Retail	1
Language camp (kids, teens & adults)	4	Historian office	1
Pay people to learn the language instead of pay to attend GTC mtgs (incentivize learning)	4	Restart Homeland tours	1
Construct a home for Culture & language dept.	4	Elders teach the language instead of the young	1

## Suggested Projects-Education

### Question 8

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Education designation? (The OBC examples of possible projects include: Focus on increasing post high school education opportunities and allow for duplicate degrees, certifications, licenses, etc.)”

“We need to build our children's confidence so they believe they are worthy of an education. We need to reach to the surrounding communities- most our children do not go to the Oneida School System.”

Figure 11. Top ten project ideas for question

“What suggested projects or uses do you have for the Education designation? (The OBC examples of possible projects include: Focus on increasing post high school education opportunities and allow for duplicate degrees, certifications, licenses, etc.)” (N=339)

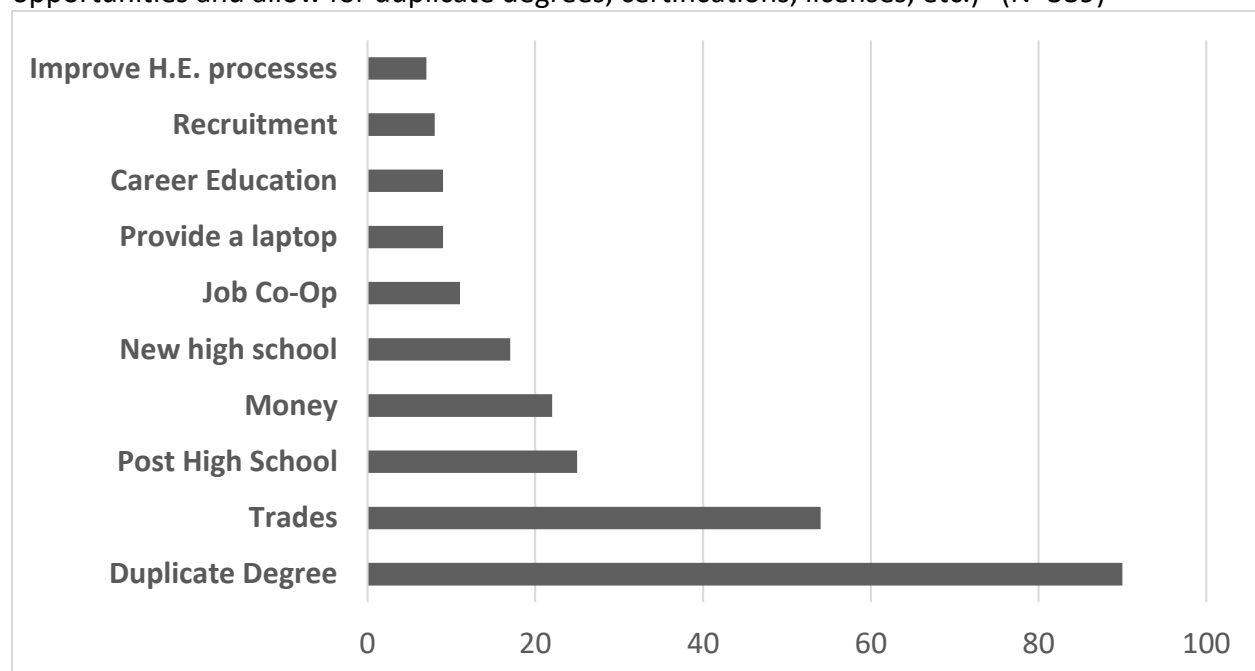


Figure 12. All project ideas for question “What suggested projects or uses do you have for the Education designation? (The OBC examples of possible projects include: Focus on increasing post high school education opportunities and allow for duplicate degrees, certifications, licenses, etc.)”

No Comment/Satisfied	225	Secondary education scholarships	2
Duplicate Degree	90	Educators supplies to schools (increase funding to schools)	2

Trades	54	More job related educational experience	2
Post High School	25	Build Childrens confidence (include surrounding schools)	1
Money	22	2 year Post Graduate Program (HR)	1
New high school	17	New or updated Headstart	1
Job Co-Op	11	Incentive for Language Education	1
Provide a laptop	9	Drug education at a younger age	1
Career Education	9	Per Cap only on positive college enrollment	1
Recruitment	8	Mobile offices for higher ed	1
Improve H.E. processes	7	Build our own tribal college	1
Expand High School programs (ie; racism, governance, technical competence)	7	Bonus after 5 years if work for the Tribe in your degree	1
Financial Management/Basic Life Skills training/teaching	11	CEC programs for elders	1
reimburse education loans/ student debt	7	Develop Oneida "certification"	1
Incentive for Going back to school & Completing a degree	6	Help w/low income families education	1
Tutuoring (SAT, classes) (utilize graduates)	6	Mentoring program	1
More workers to help navigate the system	4	Keep education affordable	1
Create transitional programs to meet workforce needs (utilize internships)	4	Fund students who garnered outside scholarships	1
Assist students to get back in good standing w/higher ed (higher ed default forgiveness)	3	Scale down after 4 year degrees	1
Increase time to get degree	3	White Bison mending broken hearts (bullying)	1
Increase teachers wages & introduce health benefits for retirement	3	Expand & Develop our online presence	1
Higher Ed for descendants	3	Assist students education outside of US	1
Purchase equipment school aged children need (include out of state)	7	Scholarship help	1
Additional Staff at the schools	2	Pay for childcare to attend school	1

Link payment to serve Oneida after graduation	2		
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## Suggested Projects-Land, Infrastructure and Sovereignty

### Question 9

Respondents were asked the open-ended write-in question “What suggested projects or uses do you have for the Land, Infrastructure & Sovereignty designation? (The OBC examples of possible projects include: Purchase of land and development of infrastructure (sewer, water, etc.))”

“I see Hobart building on every open piece of land. I would like the Nation to find a balance between providing housing for the membership but still maintaining land for the wildlife, hunting and fishing. Let's not destroy our mother earth like Hobart continues to do.”

Figure 13. Top ten project ideas for question “What suggested projects or uses do you have for the Land, Infrastructure & Sovereignty designation? (The OBC examples of possible projects include: Purchase of land and development of infrastructure (sewer, water, etc.))” (N=321)

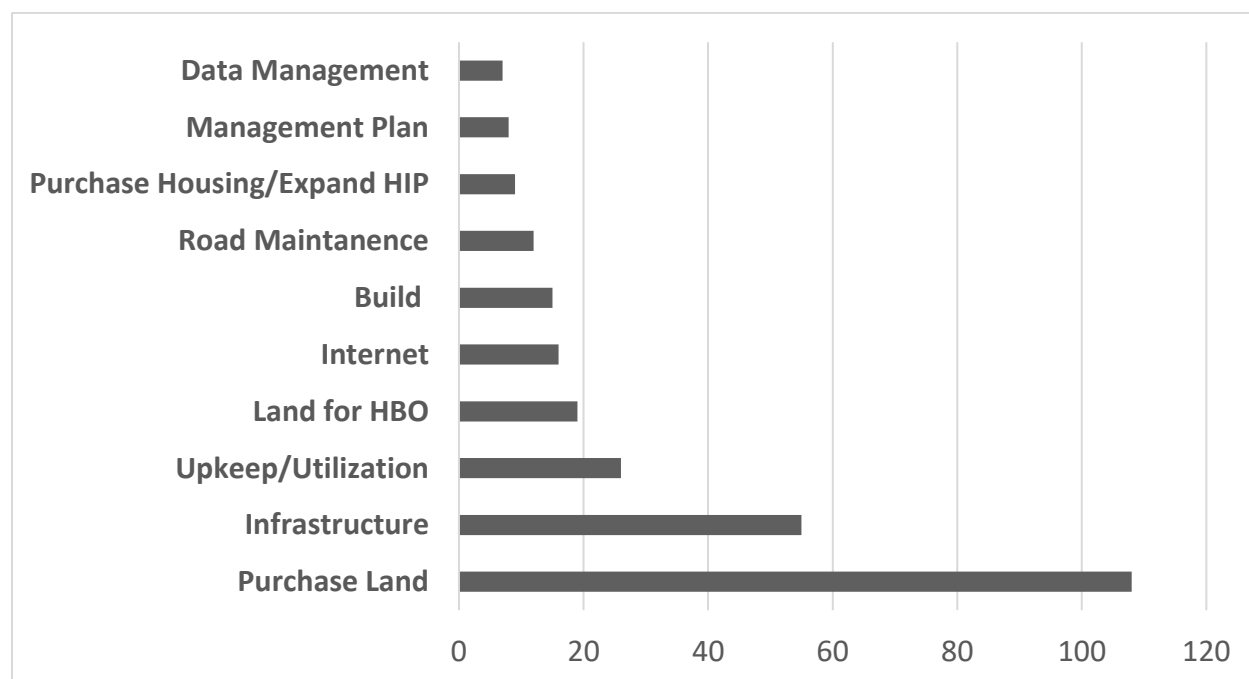


Figure 14. All project ideas for question “What suggested projects or uses do you have for the Land, Infrastructure & Sovereignty designation?(The OBC examples of possible projects include: Purchase of land and development of infrastructure (sewer, water, etc.))”

Purchase Land	108	New High School	2
Infrastructure	55	Elder and Expectant Mother Parking (OHC/All buildings)	2
Upkeep/Utilization	26	Dodo homes	2
Land for HBO	19	3-year+ plan	2
Internet	16	Residential Home Repair	1
Build	15	Non-income based housing	1
Road Maintenance	12	Food System-Farm to Plate	1
Purchase Housing/Expand HIP	9	Tax Reservation Residents	1
Management Plan	8	Cell Phone Towers	1
Data Management	7	Open HIP to Non-Tribal	1
Parks-Build, update and Maintain	6	Casino expansion	1
Clean Water-lead pipes/water softeners	6	Transportation	1
Solar/Wind/geothermal Energy	5	Pay off debt	1
Tiny house subdivision-Homeless/Students/vets	4	Bring back laid off workers	1
Assistance with putting land into trust	3	Make all bldgs handicap accessible	1
Landscape of Tribal Buildings	3	Dollar Store	1
Sovereignty Classes	3	Snow Removal for 55+	1
Grocery Store	3	At-home care for elderly	1
Hazardous Tree Removal	2	Native Plantings/Wildlife/Camping/ATV Trails/Trails	1
Assisted Living homes	2	Mitigate Flood Plains	1
Create new businesses	2	Program to move Milwaukee members back home	1
Central Oneida	2	Renovate Police Dept	1
OCHC expansion	2	Housing for Singles	1
Development of existing land	2	Subdivision	1
Land for small farms	2	Large Item Garbage Disposal/Dumpsters	1

## Suggested Projects-Enhanced General Tribal Council Resources

### Question 10

Respondents were asked the open-ended write-in question "What suggested projects or uses do you have for the Enhanced General Tribal Council Resources designation? (The OBC

"Make sure all GTC are able to have the resources to allow them to participate and have input no matter where they live."

examples of possible projects include: Focus on improving GTC resources through the use of technology to allow for greater participation.)” [Grab your reader’s attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

Figure 15. Top ten project ideas for question “What suggested projects or uses do you have for the Enhanced General Tribal Council Resources designation? (The OBC examples of possible projects include: Focus on improving GTC resources through the use of technology to allow for greater participation.)” (N=272)

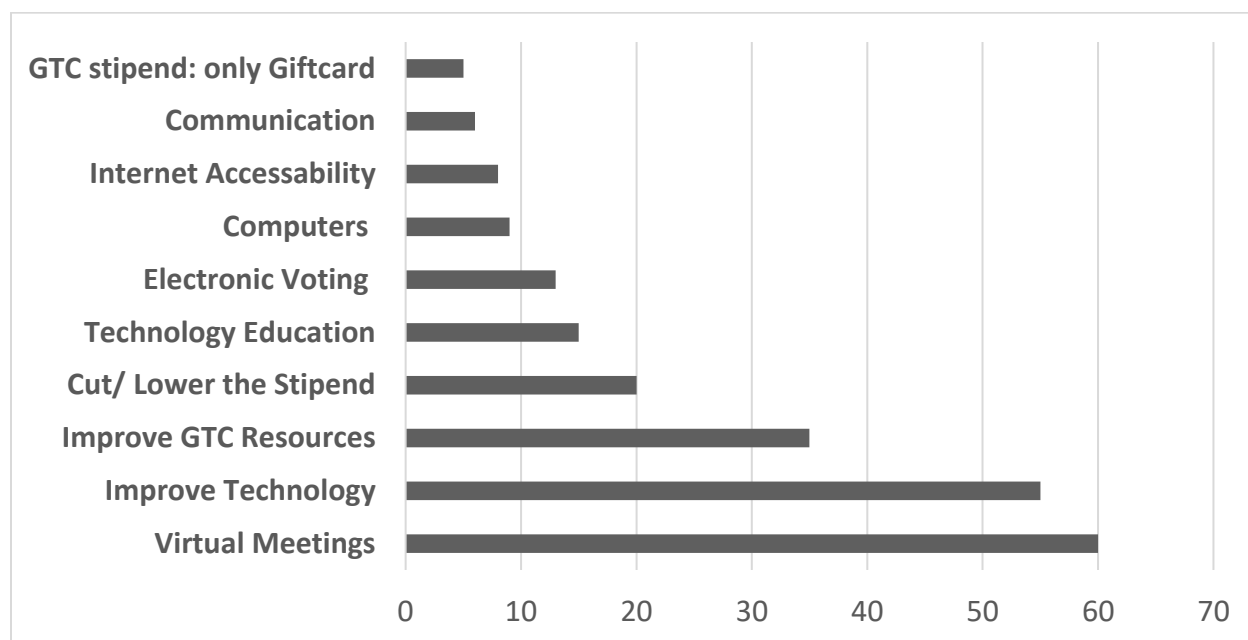


Figure 16. All project ideas for question “What suggested projects or uses do you have for the Enhanced General Tribal Council Resources designation? (The OBC examples of possible projects include: Focus on improving GTC resources through the use of technology to allow for greater participation.)”

No Comment/Satisfied	313	Virtual meeting for Anna John Residents	1
Virtual Meetings	60	Increase Stipend	1
Improve Technology	55	Create Districts	1
Improve GTC Resources	35	Educate on Ethics, procedures, etc.	1
Cut/ Lower the Stipend	20	Sustain Oneida	1
Technology Education	15	Family Restaurant	1
Electronic Voting	13	Virtual option for pow wow	1



Computers	9	GTC Needs own Lawyer and Accountant	1
Internet Accessibility	8	Regular Meeting Schedule	1
Communication	6	Enrollment's security	1
GTC stipend: only Gift card	5	Clan System	1
Online meetings: committees and other	5	Focus on overall state of the Nation	1
Build a community center for GTC meetings	4	Utilize Members only more	1
Continue FB Live	4	Environmental Sustainability	1
Voting Machines	3	More Security	1
Absentee Voting	3	child support	1
Radio Station	2	Build Art Studio spaces	1
Just Hold a Meeting	2		

## Suggested Projects-Revenue Generation

### Question 11

Respondents were asked the open-ended write-in question "What suggested projects or uses do you have for the Revenue Generation designation? (The OBC examples of possible projects include: Improve tourism revenue generating opportunities, improve parks and recreation areas, and manage employee wages to meet market conditions.)"

"Employee wages should always meet or beat the cost of living, but it should not be a free gift. There should be measurable systems in place in which any and all employees can excel and have the opportunity to share their expertise. The value of their work ethic and the contribution to their specific tasks at hand should be rewarded accordingly."

Figure 17. Top ten project ideas for question "What suggested projects or uses do you have for the Revenue Generation designation? (The OBC examples of possible projects include: Improve tourism revenue generating opportunities, improve parks and recreation areas, and manage employee wages to meet market conditions.)" (N=316)

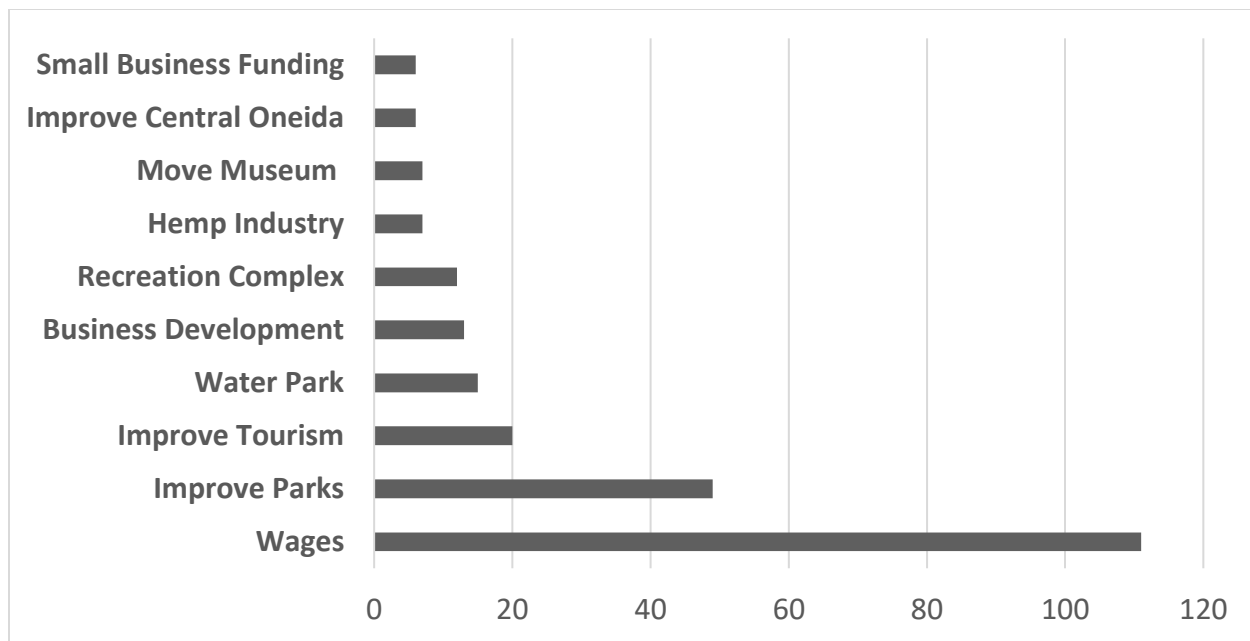


Figure 18. All project ideas for question “What suggested projects or uses do you have for the Revenue Generation designation? (The OBC examples of possible projects include: Improve tourism revenue generating opportunities, improve parks and recreation areas, and manage employee wages to meet market conditions.)”

No comment/Satisfied	248	Restaurant in Oneida	3
Wages	111	Supervisory Training	3
Improve Parks	49	Low Interest Entrepreneur loans	3
Improve Tourism	20	Create Apprenticeships	2
Water Park	15	Employee Bonuses	2
Business Development	13	Hire more employees/laid off back	2
Recreation Complex	12	Health Benefits for Retired	2
Hemp Industry	7	Tribal College	2
Move Museum	7	Improve Cultural Heritage Grounds	2
Improve Central Oneida	6	Alpaca/Elk farm	2
Small Business Funding	6	Skate Park	2
Customer Service Training	4	Renewable Energy	2
Improve One Stop products (Kwik Trip, Oneida Market)	4	Increase residential land leases	1
Medical and Recreational THC	4	Bait Shop	1
Expand Casino	4	Govt Contracts	1
Improve Casino Marketing	4	Dollar Store	1
Berry Farm/Produce	4	Experiential camping excursions	1
campground	3	Lower GTC Stipends	1

Restaurants in One Stop	3	Outsource HRD	1
Invest more into 1822	3	Improve Marketing	1
Bring Concerts back to the Casino	3		

## Suggested Projects-Most Helpful

### Question 12

Respondents were asked the open-ended write-in question “What projects or uses of the funds would be most helpful to you and your family?”

Figure 19. Top ten project ideas for question “What projects or uses of the funds would be most helpful to you and your family?” (N=379)

“I’d mostly like to see investing in our language and culture as well as preserving our lands. We need to encourage our people to realize that the Oneida Tribe is more than a casino and per cap and hand-outs: it’s deep-rooted culture and traditions that we are in danger of losing.”

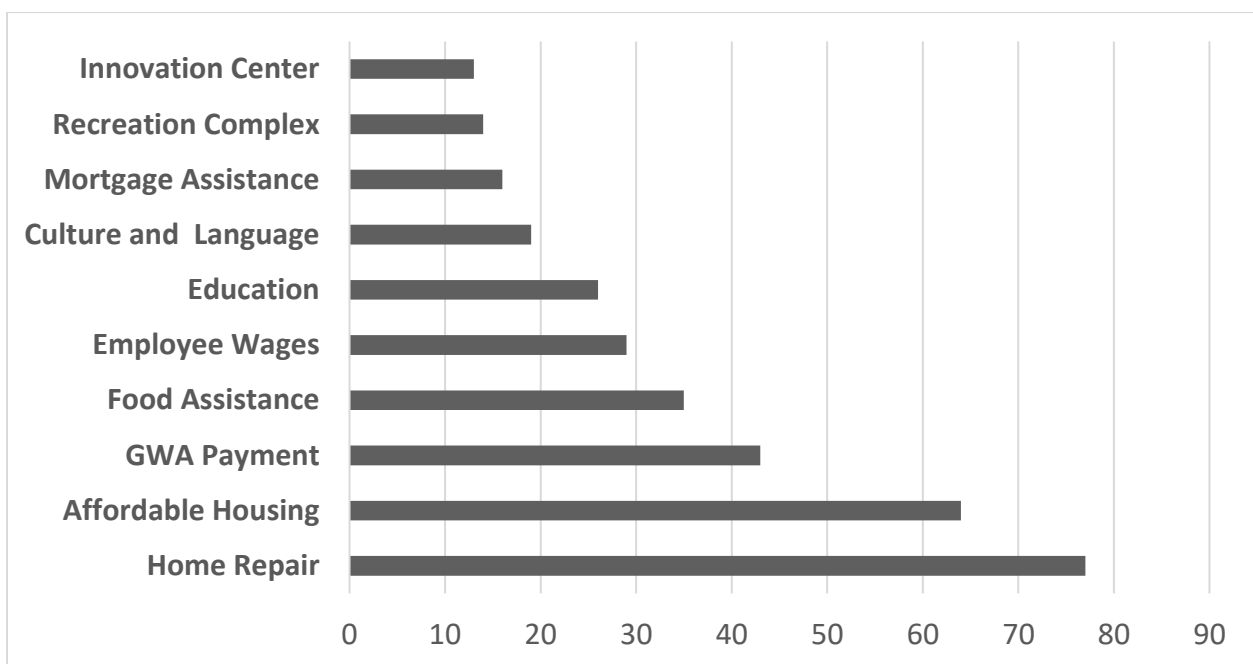


Figure 20. All project ideas for question “What projects or uses of the funds would be most helpful to you and your family?”

No Comment	164	Water Park	3
Home Repair	77	Car Repair Assistance	3
Affordable Housing	64	Haz tree removal for all	2
GWA Payment	43	Continue Free health Insurance	2

Food Assistance	35	Improve Tourism	2
Employee Wages	29	Better Communication	2
Education	26	Clean Water	2
Culture and Language	19	Inpatient Facility-Mental Health/Rehab	2
Mortgage Assistance	16	Wellness/ community Center	2
Recreation Complex	14	Education for Descendants	2
Innovation Center	13	Casino Improvements	1
Utility Assistance	13	Assisted Living Center	1
Rent Vouchers incl off rez	13	Revenue Generation	1
Universal healthcare for Tribal Members	12	Fire for Addiction	1
Car Insurance/repair Assistance	11	Improve Court System	1
Duplicate Degrees	9	Improve Transit	1
Renewable Energy	8	Infrastructure	1
fuel Assistance	7	Assistance for Single Parents	1
Off Rez Assistance	7	Expand Health Center Hours to Evenings	1
Internet	6	Drive Thru Pharmacy	1
Childcare Assistance	5	Online sales of Oneida products	1
Classes on Investing Money	5	Sports fees assistance	1
Land	5	Fitness membership reimbursement	1
Hire laid off back or provide severance	5	Small Business Grants/ loans	1
New High School	5	Berry Patch	1
Parks Improvements Expansion	4	Borrow against per cap payment	1
Sustain Oneida	4	Anna John Improvements	1
Elder Housing assisted living	4	Equipment rental for home improvement	1
emergency support funds	4	Property Tax Payment for Fee land	1
Central Oneida/Restaurant/Grocery	3	Road Repair	1
More funding for SEOTs	3	Judiciary improvement	1
Medical bill help	3	hotel discounts	1
Student Loan Assistance	3	Continue Work from home	1
Technology Assistance	3		

## Appendix-Survey

### American Rescue Plan Act Fiscal Recovery Fund (ARPA-FRF)

#### Community Input

The Fiscal Recovery Funds are the single largest investment in Indian Country in decades. The total funding Oneida Nation has received is **\$82,113,228.55**, another disbursement is expected but we are not aware of the definitive dollar amount at this time.

The funds can be used to:

- Decrease the spread of the virus and bring the pandemic under control.
- Replace lost revenue for vital public services and help retain employees.
- Support immediate economic stabilization for households and businesses.
- Address systemic public health and economic challenges.

1. During the past year, did you have any needs that were not addressed by the Oneida Nation or the Federal Government?

Yes                      No

If so, please list what needs were not addressed:

2. The Oneida Business Committee (OBC) determined eight total categories and allocated a percentage of the total funds to each.

For each of the designated uses listed below, how satisfied are you with the allocated rates?

	Satisfied	Should Be Higher	Should Be Lower
Affordable Housing: <b>16.84%</b> <b>(\$19,175,145.07)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food and Agriculture: <b>11.71%</b> <b>(\$13,330,568.44)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture and Language: <b>9.57%</b> <b>(\$10,892,165.53)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education: <b>6.60%</b> <b>(\$7,514,455.66)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Land, Infrastructure, and Sovereignty: <b>4.97%</b> <b>(\$5,654,817.64)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhanced GTC Resources: <b>3.30%</b> <b>(\$3,757,227.83)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Revenue Generation: <b>2.20%</b> <b>(\$2,296,083.67)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. For each of the categories determined by the OBC, what projects do you suggest?

	Suggested Projects
Direct Membership Assistance	
Affordable Housing	
Food and Agriculture	
Culture and Language	
Education	
Land, Infrastructure, and Sovereignty	
Enhanced GTC Resources	
Revenue Generation	

4. What projects or uses of the funds would be most helpful to you and your family?

5. Any additional comments?

## Appendix-Questions Not Used for Data Compilation

### Question 1 a. Are you an enrolled Oneida Tribal Member or Descendent?

This question was only asked on the online Survey Monkey survey and not on the paper survey. Thus, this question cannot be used for data compilation.

ANSWER CHOICES	RESPONSES
Yes	92.54% 335
No	7.46% 27
TOTAL	362

### Question 1 b. During the past year, did you have any needs that were not addressed by the Oneida Nation or the Federal Government?

This question had 149 written comments which will be included in the next section.

ANSWER CHOICES	RESPONSES
Yes	33.61% 161
No	66.39% 318
TOTAL	479

### Question 13. Any additional comments?

This question had 231 respondents. Their individual comments will be included in the next section.

## Appendix-Written Responses

Question 1. During the past year, did you have any needs that were not addressed by the Oneida Nation or the Federal Government?

Responses:

- household repairs
- EHSLA Division equipment, staffing and infrastructure needs
- Dental needs, partial
- Homeowner no funds for energy assistance
- Communication about events were received after event was over. Not all are on Facebook.
- pay for wifi @ home, cell phone for my work at home
- money to help with property taxes
- housing
- Living off the reservation not much assistance
- Mortgage Assistance - Home Repairs
- 1. Dental work. Dental did not come up with a timely plan to service members. My daughter has not been able to get in for a cleaning. Her last visit was January 2020. Other local clinics have a process in place that allows them to see patients for regular visits like cleanings. Again, developing a plan should have been handled in a more timely manner. I still cannot schedule a cleaning appointment for my daughter as of August 2021. 2. Tree removal, waste or clean up days like the Nation use to have. Our family did not really go anywhere so we had more time on my hands to clean, organize, etc. This meant we had more donations and/or garbage. It would have been nice to have a couple more days for pick ups or drop off days for this.
- Bought computer, increased internet, at home teaching supplies and materials, printer ink, paper, manipulate kits for kids, etc
- more staff to get more work done not enough works to get jobs done on time lines
- housing
- Lost my PT job at theater. Assuming PT couldn't apply for unemployment I didn't. 14 months later I talked to another PR coworker and she said that she applied and that I should try. My application for it was denied because I waited too long. So no income from March 2020 until last week (7/21) . No income, bills continue and now I'm looking at having surgery.
- Overall my needs have been addressed. However in my role I have access to both community members and other employees of the health division. Sometimes the mental and emotional needs, specifically related to the pandemic have not effectively been addressed. I have seen many people, as I am sure is true across the country, that are tired, burnt out and emotionally overloaded.



- I believe the biggest need has been addressing the employees with burnout. We have a smaller workforce and the same amount of work. This work is being completed but taking a little longer. Clients and Customers that are internal and external are still not understanding the lags that are a direct result of employee loss and almost forcing employees to work at a faster pace. Sometimes this faster pace is unrealistic and often times unrewarding because we are still left at the same wage previous to the pandemic. It really would have been beneficial to reward these employees monetarily to literally boost morale and create a positive feeling towards the increased pace and overall rushed attitudes of customers/clients. A bonus for all employees that were called back after the shutdown but informed that by taking their current position they will also be taking on additional employee positions should be highly considered.
- affordable child care
- pet costs
- Elder housing/apartment repairs not met. Still not met.
- Home needed repairs, elder services used to provide, they haven't been open;
- Unable to assist with anything due to income levels
- youth
- The urgency for children to receive services that live outside of the area. for example my grandson is 8 and deaf with ADHD and aggressive physical behaviors (behaviors started after covid restrictions) but only could pay a hand full of times out of pocket for private ASL.. He is now so far behind that communication is adding more behavior problems.
- sustainable energy
- We lost a key member of our team during the employee lay offs that never returned
- I am an elder member of the tribe currently in need home repair, I am seventy (70) years old however I am not a priority nor disable there for never get any elder services due to the current lack of funding by the tribe.
- When married (now divorced) bought own my home and land on reservation. Now, it needs major updates to make it a healthy home. I allow other Oneida families who are homeless to live with me until they're able to get on their own feet. My wage barely allows me to make mortgage payments by myself. My bachelor degree in Criminal Justice is not needed in the Nation, and I want to work for the Nation. Anyway, my house needs new siding, windows, another bathroom and now my foundation is cracking and when it rains, water is leaking into the basement.
- School lunches paid for and extra dinners provided, school chromebooks, "hot spot" wireless internet, help with new furnace filters, and heat assistance.
- Education assistance
- home repairs
- Financial
- Not enough financial help for descendants of enrolled members
- Dental care

- Pay raise while working during the pandemic, we had no hand sanitizer for our hands . I had to make sure my child was staying home doing school which better her grades. However I wasn't able to help her cause I worked and others went on vacations or spending time with their families at home
- Past issues with tuition loans while Oneida stopped paying
- Home Air conditioning system broken. included new insulation with repair
- housing for homeless
- Need snow plow removal and not old enough yet. We both walk with canes
- Internet service
- Health insurance
- Housing access and availability for all income levels
- Internet access mainly, traditional food access
- Needed work on the commode
- Help with utility bills
- I needed help with my yard, my house cleaning and laundry, I was sick for 6wks and home alone. My sisters would drop food off and set it on the deck for me.
- This question is worded strangely. Need for shelter, transportation, food we're all met by wages.
- Rent, utilities
- Help with food for my family cuz I live out of state
- wheelchair van
- Emergency dental work.
- More housing, too many Oneida families are homeless
- mortgage assistance, services for tribal members not living on/in/near reservation boundaries, car repair assistance, wi-fi assistance,
- Home repair
- I'm not covered under insurance so for healthcare I use Oneida health care. Where I am covered it would be helpful to have referrals covered to anyone off rez that are enrolled other tribe. Thank you.
- employment
- Payment for spouses when relief is given to Oneida's and I'm another tribe
- New windows
- Home improvements
- The capacity to implement all the initiatives. Need overall plan to support allocation distribution
- Fiscal needs were challenged during this period.
- I couldn't use the dental clinic on the reservation because of the safer at home order. I live of the reservation.
- Mortgage assistance after job loss
- The cost of gas to get back and forth from work.

- The interruptions on follow up dental cares that had to cease because of COVID restrictions, for the past 18+ months. Only about 2-3 months ago some limited dental cares have resumed. On be i can't think of any thing else right now
- Economic Support and Food Banks
- Job
- Gaps in unemployment wages
- More Dental services more available appointments not months away. More cultural services at SEOTS.
- medical and dental
- We need a tribal group health insurance for members not working for the tribe or living on the reservation
- Audiology and hearing aids
- Needed more money.
- We bought a lot of hand sanitizer, cleaning products, paper towels, face masks, etc to try to stay safe in our home and when we had to go to the store or the doctor
- Lost income and food
- help with housing
- I was financially distressed, my school was pressuring me over tuition when i knew Oneida was sending support....it just came super late and I was just super stressed.
- I live off the reservation boundaries, so delayed medical and dental care until I was able to get a job with insurance. I was laid off during Covid-19.
- Home repairs
- I need a special ph cuz I can't hear too good
- No access to childcare, mental, spiritual, dental, physical, optical health care, pre-postnatal, education support services
- employment
- elder communication on computer
- no help during pandemic to help with student debt
- Behavioral health needs, getting appointments when needed
- 1. Adequate house to live in.
- Money
- Good,electric and gas
- Affordable housing within reservation boundaries
- Lost wages
- Assistance with utilities, assistance with furnace needs, even noon meals.
- help with my house payment.
- Why do people not working get extra unemployment, where working people don't get any type of incentive?
- Land management had the mortgage funds and denied after asking me several time to bring in all the documents never die get any help with my mortgage mneeded, just to find out that no denials should of been made.. s

- over income could not get help with anything.
- Loss of job and stable income
- Any help
- Long term solutions for energy costs, accessibility to healthy foods, and accessibility to healthy food systems.
- Personnel to complete the work requested by the Nation.
- home-building related expenses; ex; roof leaking, animals under home, damaging ventilation- and insulation, water damage.
- I'm off the reservation so I couldn't use any of the food programs
- I became disabled and needed assistance with rent as I was denied long term disability and was denied because I received a TANF payment of \$700. You can't live on \$700 a month.
- home owner repair for tribal elders
- Basic assistance getting transportation, food, utility bills, medications, support and assurance from the Nation
- Bonus or incentive pay for Employees that did not get the option to telecommute nor were they deemed essential workers. We literally risked our lives by risking exposure so that we could meet the needs of the nation and were made to do many excessive duties, adding to stress levels, on top of the pandemic stress that has taken its toll on our mental health and emotional state of being. We need to be shown we are valued by being compensated not just told : you are doing a great job. Some think its not fair to all employees for some departments to get bonuses. well not all employees were dumped on to do extra programs and double the job duty.
- Mortgage assistance would've been nice or home repairs, although I'm not an elder, assistance w/home repairs would be a huge help towards my household.
- Loss of Assistant - Job
- Housing
- Additional education money was not available. Federal stimulus was not received.
- general home repairs, transportation (auto repairs),
- But I work with many Oneida citizens that had unmet needs
- I am the only person working in my household, bearing all the responsibilities for all the expenses and keeping my family going is an awesome burden. However, with the Oneida Nation's assistance, we did it. Thanks mainly to the CARES FUNDING and now with the help of this funding I can relax a little, as will have gas and electricity for the winter months.
- Help with utilities and everyday essentials when I had to be on quarantine for COVID. I fell between all the cracks. Never was furloughed and couldn't get paid for time off yet
- Help replacing roof
- Higher Education
- Food stamps
- Lost my job at casino even though they had plenty of money. Age discrimination!

- Being quarantined without access to food or other necessities.
- Assistance for small businesses. We didn't qualify for a lot of the grants because we don't have employees
- Out of state medical needs.
- Household upkeep, ie; window/door replacement, snow removal, toilet replacement, assistance with supplemental health insurance
- applied for the Federal aid for unemployed and was told I had to large of a income.
- Transportation
- Terrible loss of income that was not replaced by any method
- Housing, before my body deteriorated further I would have liked to move to a more handicap accessible apartment.
- High medical costs
- More housing opportunities
- I did not qualify for unemployment or employment assistance.
- Lost income due to CV-19
- Home repairs
- Yes rental Assistance
- Employment, housing
- loss income, bills piling up
- At first , scholarships were cut .
- Dental
- All of the benefits provided were drive through and I don't have a car. Those of us who don't did not receive assistance.
- I did a summary of extra costs for an application for my daughter's tribe on extra expenses and easily documented over \$6500 in extra costs this year related to COVID even though I couldn't "prove" scarce items were significantly more expensive this year on top of it.
- Loss of income due to covid. Increase in bills due to covid.
- The tribe ran out of funding for health & fitness equipment to reimburse me for needed equipment.
- Allocation of funds to language and culture
- Do employment law changes I am not unable to collect tips as a working supervisor. I am now out \$7200 a year from income i had been making. This law should not apply to supervisors who also do the work of their employees.
- I lost my job of 24 years and wasn't called back.
- Employment
- Recently, food has become more expensive. The Oneida food boxes stopped and prices continue to increase. Plus, since I don't live very close to Oneida I was not always able to access those give always anyway.
- I own my own house but I'm technically under housing and covid closed down plumbing help for the residential owners,I wish it was something that could have stayed because

as a young home owner it was nice to have oneida come help and that puts of repairs that could have occurred.

- Rental assistance and housing needs that we weren't qualified for under the specific requirements
- I need low income housing to allow alternative sources of income, such as scholarship monies, to count as income that will keep me eligible for the program. I need safer roads to travel on. I need more reliable transportation from the transit. I need better response times and upkeep on housing units.
- I never received my 3rd stimulus check, am still waiting for it.
- Home repair

Question 3. What suggested projects or uses do you have for the Direct Membership Assistance designation? (The OBC examples of possible projects include: home repair assistance, food and health assistance, home/rental assistance, vaccination incentives)?

Responses:

- home repair, entrepreneur opportunities via low % loans, lower current dream home %, create an Oneida department to handle home repairs instead hiring outside-keep money flowing to the Nation.
- EHSLA Division provide indoor air quality assessments and/or remediation services to the Oneida Nation membership, 3 year project = \$80,247. EHSLA Division provide solid waste and recycling services to Oneida Nation Membership. This will help to alleviate illegal dumping and/or toxic substances staying in homes because there is no where for them to go. Equipment and staffing for the Conservation Department to offer more tree cutting services and wood delivery services for elder heating and funeral burns.
- home repair, transportation for elders who are in wheel chairs. With baby boomers the need is going to increase. Homes that can have assistant living for the elderly.
- Funding for individuals to get a second bachelor degree.
- Mortgage assistance, personal loans among tribal members who have a good payment history to help with financial struggle
- Home repair loans,
- Gas Cards, home repairs-not income based, Thanksgiving and Christmas food cards, car repair assistance-not income based, affordable housing rental or purchase
- food and health assistance; transportation to and from medical
- Home repair
- home repair definitely
- Home repair assistance.
- good as is
- give back peoples jobs who were laid off for covid

- Should be made eligible for people who have been working this whole time. Not just "people affected by the virus."
- More homes for tribal members
- monthly payments for members
- food security, career, job training
- Food and health
- more money to help elders with electric and fuel assistance
- Home repairs for EVERYONE not just rentals or income based!
- Tree service, cut down dead trees or overhanging trees that if fall would land on the house
- home repairs
- money for utility bills
- Provide more income for you per capita and have covid 19 emergency funds , more funds to help our people.
- Provide technology for online healthcare (laptops/tablets), basic stands to hold cell phones or tablets in place during telehealth sessions. Provide home air cleaners to Elderly and those with chronic health conditions.
- Up the level as not all of us off the reservation have access to everything.
- Home repair allocations for home owners
- to become self sufficient`
- Mortgage Assistance
- food and heating, cooling assistance. Basic needs
- No, unless its for tangible things, food, clothing, etc.
- Home repair assistance, educational assistance for students who are academically challenged.
- Housing assistance for members living outside of Brown& Outagamie counties. MKE has the 2nd largest Oneida population and some of the highest rates of homelessness & affordable housing crisis. To better support Oneida families an intentional and sustainable plan should be considered. As more if our tribal members reach Elder status, a focus on their needs should be implemented. Specifically with helping them stay in their own homes and being independent as possible. This could be qith more community based assistance outside of the clinical walls. This should have an intentional focus on MKE Elders as well.
- Tree removal assistance. I am told we have the resources in the Nation to do it but the list is like 2 years long. It is quite costly to hire someone to remove your trees from your yard. Not sure if this falls under home repair assistance but maybe it could be landscaping assistance so something like that.
- programs for children as allot of children are effected by the stay at home order for school and being away from friends! Transportation assistance as even city buses had stopped during shut down for a while
- I like the idea of home repair assistance or home/rental assistance

- Building repairs and upgrades
- Food and health assistance. Specifically community gardens
- Vaccination incentives
- Home repairs is a reasonable expense.
- Appropriate laptops (professional quality) NOT CHROMEBOOMS
- Home and rental assistance
- Home repair assistance
- In patient treatment facility - transitional living - place for people who are in recovery can go to do things that will keep them busy and stay in recovery - there is no cultural aspect to what is out there now
- Recycling program
- Health/Dental/orthodontics Reimbursement for year 2020-2021 due to Oneida Health Center services being very limited. (None income based)
- Install solar panels on tribal members home that are interested, should include individual homeowners not just housing homes
- Home repair Assistance for the Elders
- vaccination incentives offer more money ? designate more land for community gardens and teach how to grow food for families
- Healing: Mind & Body healing for all located in one place vs OCHC and OBH being miles apart. Challenging to offer both type of services when communication is impaired, separate policies for services, too many appointments in one two places, travel is limited, time is limited, too many documents or processes to follow for both entities to follow thru with needs of Oneida people, lack of follow thru, lack of consultation to assure needs are met due to travel, time, location, lack of communication, etc.
- not all families who are in need had minor children. please take that into consideration
- Home repair
- Food/retail (Festival, Pick n Save, Walmart) gift cards for all tribal members, including distributing at SEOTS.
- home and rental assistance
- Home repair / appliances
- >Expand vax incentives to all vaccinations and boosters. I am tired of antivaxxers.
- >Provide affordable or free internet access. >Affordable or free smart devices to access internet. >Food program should be able to deliver. >Free or affordable vehicle and home repair and maintenance.
- Home repair Vaccination incentive
- assistance with home repair
- Home repair. I need some windows.
- Helping Oneida members with a down payment on a home... even if living in Milwaukee. This has not been possible for many of us through-out the years raising children. Many of us are now retiring or close to it and still cannot afford getting into even a townhouse or condominium. Our doctors are established here now and many of us are with chronic



illnesses. Seems to have ourselves proudly in something we own vs paying money every month for rentals would prove to be a profitable investment for the Tribe as well. I have received financial help from the Economics Department and am more grateful than words could ever express. But after losing 3 of our children and now my husband has terminal brain cancer, I had just spent some time thinking of how wonderful it would be for him to die at home instead of a rental property or a hospital. Did the Tribe ever consider buying a parcel of land in or near Milwaukee and building some single family homes here ? I would think in the long-term, this would be a win-win for all and the greater good of keeping tribal members in Wisconsin.

- Home rental assistance and health assistance
- Definitely home repairs to home owners that can not afford the repairs or that would have to owe for the rest of their life. Oneida can clean up some of the homes in Oneida.
- I believe we should be looking into a true data management system for areas that are lacking it within the organization. The microsoft office can provide some support but sometimes a system that is dedicated to a type of work is more useful than trying to just create something that "should" be helping. We could be making work a lot easier for employees by having some processes automated. We are overlooking areas that need proper data management rather than hand counting figures.
- extend WiFi and computer assistance programming, child care assistance to get parents back on their feet, one month house payment relief for those that do not qualify through the State or Comprehensive Housing, vehicle repair program, food card at a place like Aldi instead of an expensive place like Festival Foods, school supplies and clothes voucher, utility bill assistance
- Assistance should not be income based. HIP program up and running Utility/cable bill paying assistance
- complete the wellness campus - a larger behavioral health facility to meet community need, half way houses, and sober living quarters
- home repair assistance, food and health assistance
- More elder/tiny homes for "all" income levels. You have single elders who are still working and are categorized as above the income limit. :( There are elders who are still very active, where a tiny home would be perfect. Those who have sold their family homes and looking to down size.
- i found a lot of times myself and my son tried to get a hold of self sufficiency for help and never got through to anyone nor did anyone return calls, I think we should have an on call person who has access to info and applications like we have for MIS at work when we have issues with the computers, so members know that if it's an emergency it's been taken by an on call case worker so members can get the help that's needed. With the covid situation self sufficiency has not had a reception employee on hand. and i believe an on call case worker after hours if needed would be helpful.
- Home repair; better transportation; med home delivery within a 25 mile radius (the HC was doing this but stopped abruptly); home care for elders needs to be expanded (ex: grass cutting, snow removal)

- Should disperse money to members and let us decide what we need it for.
- Home repair or improvement
- Child care funding assistance, employee incentive or working tribal members (proof of employment or attempted employment)
- school supply assistance, clothes assistance, shoe assistance.
- For all HUD homes: Metal roofs for homes, dehumidifiers, better quality bath fans in bathrooms (sucks moisture out of bathrooms), central air for homes (due to climate change, more heat), renters to take classes on how to take care of home, budgeting, how to work toward a good credit score (provide incentives\$), classes on how have a food storage and canning, encourage projects that involve communities to be part of building, volunteering, that way people are more invested, and awareness training for fire & safety hazards in homes.
- Additional Assistance to All Project - Expand services to all regardless of income for one year, making payments directly to entity: - Mortgage/rent -Electricity -Water -Internet Reimburse any out-of-pocket expenses related to health and education since January 2020.
- housing, health assistance
- Home Repair Assistance
- home repair for tribal members off reservation but live within brown or outagamie counties.
- Home repairs are not done on a timely manner in the housing sites. I do not need this, but have seen it lately.
- Youth enrichment, create a playground set up like Menominee Park in Oshkosh, have it centralize possibly by the water tower or a big enough area for the youth and families to be together. Need a positive environment for YOUTH
- Home repairs or lesser guidelines for home repair loans. use money to get money. a TRUE tourist department. You have a department but not dedicated employees to promote the Oneida Tribe as more than a casino. A tourist friendly building near the casino/Radisson. Where vacationer and community members can stop. Grab brochures, catch a tour ride that goes twice or 3 times a day. Order special open tour busses. Promote all that the tribe offers at that location. I nice friendly fun open building. and for god sakes hire friendly people that know what there talking about and happy to have a job.
- Home repair assistance: solar energy units installed on homes and government buildings, clean water, heating alternatives/assistance
- Purchase more homes for tribal members to rent on the reservation.
- \* Educational training for employees and youth. \* Workforce development via ongoing educational opportunities, growth within the Oneida Nation \*Self sustaining food programs \*Housing program similar to Habitat for Humanity
- Home repair
- Home repair - winter is coming and my home needs major repairs.

- Safety... Home repair assistance for home owners- doors and windows, egress windows, roof and siding. Help replace trailer Home. We need help with what we already have on the reservation. Not add and still have what needs to be cleaned up. Nation can pay for half homeowner pays other half. We know family members come and go in our houses make it safe for members sleeping in basements. Vaccination incentive, physical health equipment- expand or add to the buildings in Oneida put a health fitness center in 1 of them. Site 2 or Country H. Splash pads in sites
- more funding for home owners that own homes in Site 1 since 1967 homes were built and some have not had improvements since. elderly live in some of those homes and are on SSI, some disabled, need ramps built, need electrical outlets fixed, they need help trying to get people to fix things inside the home as well. trees need to be cut. there's not enough help with Elderly Services to cut trees that are dangerous. Maybe each home could have the walk in shower/tubs installed for those disabled and elder.
- More home-land-buyer / home-builder opportunities; job reassignment for those furloughed; employee wage increase (both COLA and merit based)
- Homelessness assistance!!!! Homeless materials, new family housing, counseling, and relationship assistances. Cell phone assistance (one time use), Assistance with auto registration. Air Conditioning repair assistance. Tutoring for kids who have falling behind with all the stress of our current environment. Roof repairs. Auto repairs for people who aren't working nor have critical medical issues however need it for transporting kids.
- Vax incentives, assistance with home repairs, home/rent, and food/health
- Vaccination incentives should include allowances for those of us who have allergic reactions documented by the CDC making it impossible to receive additional vaccination. The Oneida Nation makes blanket decisions and never have contingency plans for issues that fall outside of the norm. Even during the worst of the pandemic the premium pay was issued in pieces at the health center, offered only to those with direct patient contact although those of us working at the clinic are all directly or indirectly in contact with the patients within the building. The nation received plenty of Covid funding, was it really necessary to piece out the premium pay by deciding that since I worked 10 feet from the waiting room but did not work 'directly' with the patient that I did not deserve the premium pay and now you're trying to look for ways to spend what you received? And all essential workers who worked the pandemic should have been given premium pay and bonus'. Not just a new pen and free popcorn.
- Home Repair assistance for housing owners. Home/Rental assistance
- quarterly payments
- Increase or modify the higher education fund to include certification programs that could assist members with employment opportunities.
- Home repair, rental assistance, housing, treatment/sober living.
- Home repair assistance based on house needs not a dollar amount cap, or age limits.
- Vaccine incentives, home improvement assistance, health assistance in the form of physical activity rewards for tribal members and non tribal employees. Give raises or an extra bonus to staff who have been here THE ENTIRE PANDEMIC...some staff got paid to

have time off at the beginning while others worked their tails off and got NO reward for it.

- Food and Health (Oneida pantry & Oneida Food Distribution), Non-Taxable vaccination incentives for employees
- home repaired
- More help for off reservation enrolled members
- Home repair, health n dental care, food assistance
- Staying active with the elders, and children with small groups of open gym
- Rent,
- Home repairs would be great!
- Descendants and spouse inclusion to provide benefits to the entire Oneida family households.
- Maintain and expand Higher Education scholarship fund. Our commitment to higher education of our people and fully-funding scholarships is unique to Oneida and critical to our success over the past generation.
- health assistance
- Direct payments and home repair assistance
- within home repair assistance, please include reimbursement of projects already completed after the March origin of the ARPA money.
- Higher vaccine incentive Rental assistance should cover more than 3 months at a time
- make apartment
- help elders, food and health assistance
- more pay out
- home owner improvements
- 3 year plan
- Snow plowing for elders or younger disabled. Vaccine, more etc.
- Should help with personal bills
- Housing that is affordable and not in Hobart
- renew percap
- More
- Family planning / family counseling
- Build garages for the elders that dont have one, don't make them wait until they are 70 yrs old or older to qualify for one.
- More home care options for elderly and need. Assisted-living for elderly. Nursing home does not currently providing that service.
- More assistance for tribal members not just tribal members who live on the reservation or elected counties
- Enhance programs for people impacted by covid. Job assistance, job training, welfare assistance, housing
- Home rental assistance for single parents on disability
- Vaccine incentive

- This should be offered to ALL tribal members no matter where they live.
- These are all very good ideas that should be considered. But on the revenue side for making money for the Oneida Nation, money should be put into moving the Oneida Museum to the church site on Hwy 172, for better access to the general public. Also to develop an online store where the public can order Oneida products, such as cups, coolers and clothes.
- Car repair, small business assistance
- None
- job retraining, job skills (how to apply for jobs, resume assistance, interview skills, etc), basic household budgeting
- We got more than enough
- Help members with disabilities. Help with Internet
- Elderly home repairs
- Food and health assistance especially for off reservation members.
- internet accessibility in outer areas
- home repairs and maintenance
- Assistance available for ANY tribal member, not just those living on/near reservation. Home repair, mortgage assistance (not just rent), higher educational help (help with student loans) for those that were in school and unable to receive full/regular Oneida higher ed funding due to covid.
- Health assistance such as Dentist as more Elders need it. Vaccination incentives.
- Food and health assistance is the most important. Always having something to eat and being healthy is paramount.
- Home repair, Cultural tour of homelands in NY. Relocation of museum with a new cultural center and a welcoming center. Activities designed specifically for each clan.
- health assistance
- low income child care to help families lose their dependence on government/taxpayer entitlements.
- Housing
- payments per child too
- home expansion, dodo homes
- Annual payment
- help pay water, utilities, home owner assistance-repair
- Housing repairs
- elderly home improvements
- The tribe should help with any house repairs if the tribal member does not live on the reservation.
- Development plan to build a new High school learning campus
- Education so members can get better jobs and thrive on their own.
- None
- Medical expenses Home repairs Transportation expenses

- Mortgage assistance
- Home/rental assistance
- In light of the Pandemic, for sure, vaccination incentives; home/ rental assistance for Oneida members, who do not reside in just Brown or Outagamie Counties. I applaud the efforts of the OBC in providing the Food Gift Cards, what a great assistance to the families! How about sending a team, to the SEOTS office in Milwaukee, with camera equipment to take pictures/ photos of enrolled members for their Tribal IDs. The members could pay, and the Oneida Enrollment staff could take the photos back to the office for processing. The finished photo IDs could be picked up by the SEOTS staff, when they make the weekly trip to pick up prescriptions. Then, the members just have to return to the Milwaukee SEOTS office to receive their IDs!! Not everyone has the availability of transportation, time off work during Mondays thru Fridays, and even a 4-5 hour round trip can be difficult for Elders or Physically Disabled person's.
- vaccination incentives, food and health assistance
- Home/rental assistance
- Health, home, food assistance
- vaccinations for tribal members but not incentivized.
- Direct financial assistance in the form of money.
- Hope they make more housing for the elders.
- home repair assistance subsidize real estate taxes subsidize energy costs - electric and gas
- Transportation and services, including those above, in Milwaukee.
- food and health assistance
- Food and health assistance
- Home rental assistance
- Rehire employees who have 10 or more years that were permanently let go without any recognition of service or thanks. Senior management very cold
- Build our high school. A high school will be beneficial for generations to come. It's not a hand out that could be spent in a day. A high school will create a strong community infrastructure. It would create a stronger foundation and identify for our youth. Also include the language nest in our school to create a stronger language base in our community.
- Home and Rental Assistance should be priority
- All for SEOTS.
- Home rental assistance made affordable
- Better help with Milwaukee residents with housing. Help us get loans for housing by helping us clear our debt
- Home/ rental assistance to members who are not on the reservation, we are still apart of this tribe and get forgotten.
- Health insurance assistance off reservation and not working for tribe
- Food and rental assistance

- All are fine
- All of the above
- Vaccine incentives not just for Oneida employees (include Milwaukee tribal members) not fair when us Milwaukee members are excluded.
- Health assistance (med/dental/vision) to those outside of Oneida or expand clinic hours to include evening and Saturdays.
- Emergency bills due to loss of employment
- Elder house cleaning
- Helping elders with cleaning their homes and give incentives to people who got the vaccine
- Direct payments to use as needed
- funding for public water/sewer projects. in order to expand housing the tribe needs to invest in public water/sewer infrastructure to accommodate new homes.
- transportation assistance/repairs
- Help for those who need utilities paid
- Home repair assistance, updating home.
- Home repair
- stop hiring white people more than indigenous people, contractors, or organizations to fill leadership appointments
- any the reaches the most needy
- home repair
- keep elders informed w/ now computers better mailouts timely mail
- kalihwisaks more timely
- oneida gift cards, everyone use and it is money right back in
- tv advertisement of events. Bulletin board in community use
- homeowner assistance
- when older-not
- more
- home repair
- housing repairs
- payments directly to membership
- Very happy with assistance
- Good as is
- Food and health assistance, vaccination incentives, cultural revival (there has been a big loss of "community" through the pandemic)
- home repair assistance/window replacements-mold priority more elderly assistance
- 1. Assistance in getting trust lands to build a home on....2.Rental assistance... 3. Housing shortage will be long lasting. Short term assistance is short lived. Build homes for the long term. 4. Allow smaller homes to be built by Tribe and Tribal individuals.
- Cash in my hands. I know how to buy food. And how to pay for rent and home repairs.
- Food and health services even in Oconto co.



- Affordable housing housing repair health assistance. Bill assistance
- Home repair
- Program similar to covid 19 college assistance program with expanded eligibility. Each person that has an education in a family helps the entire family not just those that may have too high of an income.
- Food assistance Home assistance to include car repairs so people can get a job and be reliable. All should have a max limit though
- Create a severance package for employees let go due to pandemic. Start gathering information for building more duplex's, single family homes, more homes in general.
- We should build (woodland church) and fund a dialysis facility. Church can be remodeled to achieve goal.
- Housing for homeless tribal members that partners with mental health/substance abuse/domestic violence/resume building programs to empower members who have hit a rough patch.
- Home and rental assistance, home repair, food cards
- Vehicle repair
- Home repair for any tribal members, no matter what their income is.
- Assistance provided to those of us elders who do not live on 'the rez'. Our numbers count for everything the tribe gets in funding, grants, all of it. Therefore we should be counted in for the assistance all that is provided to the tribe, .....the entire tribe.
- home repair assistance
- Start helping people with mortgages that are working or repairs that they can't afford. Stop helping people that don't work. Stop giving people free stuff and they don't work. Be able to help off the reservation tribal member more. They deserve to get help. You are making it where the tribal members on the reservation depend on the tribe to pay for them to live. That is not good. Also, buckle down on drug activities that tribal members use shouldn't get help.
- Rent, home repair, bills, groceries,
- Housing for homeless and addiction
- Child care/elderly care assistance
- Home repair for Brown and Outagamie it ALL goes to the reservation for elderly also.
- home repair for anyone without income limits. Food assistance for anyone and utility assistance for anyone.
- Home repair assistance, food security/self-sufficiency, home/rental assistance.
- Home repair assistance, mortgage assistance, vehicle purchase assistance, home improvement assistance (renovation/remodeling to accommodate extended family), High School/Elementary School fee assistance, vaccine incentives,
- Home/rental
- Home Repair Assistance. AODA treatment services to address the rise in opioid crisis. Supportive services to children and caregivers of opioid addicts.
- More assistance for rentals



- Home/rental assistance, home repair, food/health assistance
- Home repair assistance
- Direct Payment and let the member use it as they see fit. Assistance to rebuild member owned homes.
- home/rental assistance, vaccination incentives
- Home repair assistance for members who live on reservation not necessarily in tribal housing. Mortgage assistance without being low income. More help for middle class members. Better daycare assistance vaccination incentives is a great idea. Even for children who are fully vaccinated against all immunizations not just covid. Gift cards for food Walmart or Festival is always appreciated. I have a very large grocery bill weekly for a family of 7. Gas cards- gas increasing prices is hard on the wallet. Increase the community fund. \$500 is great and appreciated but a lot of times fees are much more than that. Especially with kids who play multiple sports Maybe add an option in community fund to help send Oneida teams to tournaments? And not just a one time tournament- multiple tournaments? Invest in youth to stay active which is better for the physical and mental health. Also keeps them busy to keep them out of trouble and away from drugs.
- Rent and food
- Cement drive ways for homes.
- for all income levels help with any of the above
- Home repair assistance, home/rental assistance, overhaul Oneida Comprehensive Housing make it fair and equitable, invest in medical and non-medical marijuana, start a tiny house village for elderly, single persons, need a program for homeless indigenous people, drug treatment programs
- Assistance for entrepreneurs
- auto repair assistance , handycap assistance
- Vaccine incentives a waste of fund; give more support to elders and youth
- Assistance for those above FPL 200%, allow the working poor to qualify for programs, wellness services like vouchers to see healers, reiki therapists, acupuncture, massage ( things insurance do not cover), Indigenous food boxes for tribal members not just elders, stipends for children in the home for their essential living needs and mental wellness. Incentives for being employed during the pandemic and currently still employed, funds for child care if you cannot find a child care center or have relative care, some of us have friends or second cousins watching the kids.
- Home Repair
- auto rental assistance, health assistance/community fund donation funding; I would recommend the amount be lowered, to assist more tribal members, and financial assistance for tribal members with water utilities for the remaining warmer months in 2021.
- Some of the uses I plan on utilizing with the membership assistance are: Mortgage, auto insurance, credit cards, car payment, and food.
- home repair assistance

- Utilities Assistance, home workout equipment assistance
- Home repairs, build more homes, single Apts
- vaccination incentives, more houses available
- Homelessness
- Home repair assistance based on the needs of the home not income, age, or a capped limit. No vaccination incentives. It is an invasion of privacy.
- the empty homes which the Tribe has purchased are empty, these need to be rented or sold to Tribal members (i.e. the two story brick home on Bain Rd has been empty since the Tribe purchased the property 8+ years ago. A number of home remain empty we have many talented Tribal members who can rent to own or buy and repair. We (the Tribe) would rather see these "fall apart" then give Members a chance to make improvements & live in these.
- Information on the value of home maintenance.
- More homelessness resources
- My project is to get gas and electricity covered for the winter months. Some home repair.
- Vehicle maintenance/repair, no questions asked. If no cash likes to be handed over. Every little bit helps. There is a lot of working poor. Pay utilities, Nothing income based. Just set maximum limits for use
- Home repair assistance
- Home mortgage assistance
- Yes, No to vaccine incentives
- Give the employees back their jobs lost for so called covid reasons.
- Focus on youth programs
- More housing
- Health assistance.
- Single person homes for people 18-54
- Maintenance done on elderly homes
- Home repair, mortgage assistance
- Vaccination incentives
- home/rental assistance including college aged students, vaccination incentives as well
- Health assistance for our of town members who don't have insurance.
- Home & Rental assistance
- I agree with this use of money
- None
- Community Cannery that the Community can actually utilize to process the food we have grown.
- Comprehensive Case Management of all Elders. The current issue with many elders without ability or technical equipment & knowledge to complete the welfare application. A case management program would ensure all are taken care of in this

regard and for many other reasons. Actually case management should be from birth to death from the Oneida cultural perspective.

- There's help for individuals that renting but I never see any programs to help with homeowners that need repairs. Being unemployed it's been very hard to do home repairs and find reliable, trustworthy, suitable contractors to do the work.
- rental assistance
- Home repair
- Home repair
- Be sure to include reimburse for home repairs that needed to be undertaken between origin of ARPA funds and actual payments to members.
- Vaccine incentives, need-based food, need-based shelter, need-based utilities
- Home/rental assistance
- Home repair assistance
- Computer equipment for all to be inclusive for education, online self help courses, health(virtual). Updating healthcare equipment to minimize referrals. A more direct incentive to track needs of the elders, shopping, clothing, hygiene, housework assistance all around living necessities. Go out to community to offer vaccinations Work on a plan to implement Updating Oneida's presence in this area, culturally as well as commercially.
- Food and health assistance, efforts to sustain tribal membership
- More home or rental properties to get more Tribal members family's on the reservation
- Help with training/certifications/exams that can secure employment but higher Ed doesn't help with. No vaccination incentives, too problematic.
- Vaccination incentive, car repair assistance,
- Elderly home repair assistance, vaccination incentives, better wage scale
- Homeowners Assistance as outlined under Biden's plan. Financial assistance.
- Higher wages to offset increases in cost of living
- Planting open gardens, planting tree scenery, and beautification of reservation.
- Home rental assistance and direct payments to tribal members
- Home rental, purchase a vehicle
- Internet availability, direct payments, building assistance
- Home repair assistance, help renters towards purchase of a home
- Home repair
- Back to school supplies
- Food and health assistance.
- New building for Behavioral Health
- Projects to assist getting students into college (high school to college transition) Gpa scholarship funding incentives Additional funding for nursing home Elderly services Home aide services
- Mental health assistance

- No incentives for vaccine. It's unethical. Offer non tribal employees same benefits as tribal members
- Home/rental assistant- landlords will not give out social security number- too invasive
- I don't think vaccine incentives are the best idea, they leave out people with medical conditions that prevent them from getting fully vaccinated.
- Vehicle repairs
- Vaccination incentives, one good laptop for adults - kids got lots of laptop option through schools but I started doing MANY things online through zoom, etc with a slow laptop. When I had all the other expenses I didn't want to buy a decent one when we had so many other expenses.
- Helping with financial needs of tribal members who live off reservation
- Home repair/accessible modifications assistance. Food & Health (including fitness) Assistance. Mental Health Assistance.
- Home assistance, higher Ed funding, bill assistance
- Food and health assistance
- Home owners assistance, mortgage assistance
- More help/care for the elders that are house bound. House cleaning, shopping, laundry assistance, etc.
- Home and rental assistance, baby boomers are having a tough time and will be in need of affordable housing
- Entry level jobs with a living wage
- Home/rental assistance
- Tribal members assistance
- Home assistance, home repair assistance, technology assistance, vaccine incentives based on when you got the vaccine. These should be available to all enrolled members no matter where they live.
- Food and health assistance
- Food cards were helpful because they were widely available
- My sump pump went out, car repair
- Home repair assistance regardless of income
- Home repair food and the direct payments people including myself is still suffering from affects of covid the direct payments help a lot with Bill's and food
- These are all wonderful ideas. I would only add transportation assistance, e.g. auto repair assistance, free or reduced price transit passes, gas cards, etc.
- Home/rental assistance
- Rental Assistance for those not renting from tribal housing
- Home repair
- Home / Rental assistance, even for those not in tribal housing
- Better rental help
- Rental/ home assistance for members off the reservation
- Home repair assistance

- home repair assistance

Question 4. What suggested projects or uses do you have for the Affordable Housing designation? (The OBC examples of possible projects include: Construction of housing (apartments, homes, etc.) for all income levels.)

Responses:

- computers for casino
- too many houses already, need to preserve our natural resources, houses/development cause pollution, we are indigenous-protectors of the land not owners. We lose the beauty of the land when buildings are built. Lets improve the current buildings.
- Assistant living complex's, people need to move to smaller homes/apartment with onsite nurse/social workers. Without taking all there money they have worked for.
- Assistance to repair homes.
- Build more apartments/rental duplexes on the reservation for all income and some extra apartments for helping those parents that are on a TWO YEAR wait list to get a place.
- Construction of apartments or homes for 1 child families along with larger families
- NON-INCOME based housing options, affordable rates. Mini homes for purchase.
- more affordable homes
- More apartments
- None
- There should be more home ownership opportunities for tribal members. It is not that easy to get a loan from a bank. We need more options.
- Build houses for single, family, and elderly.
- more elder housing, update older buildings
- need to buy houses to sell at a nice interest rate
- Should be made eligible for all income level
- need more housing for families with one child
- None
- more
- middle income people able to rent a whole house with no kids
- more options for more wage categories
- more for singles and help family's emergency housing
- Home repair assistance
- Housing for single people, apartments
- Apartment complexes built for Enrolled tribal members.
- Get the house filled ASAP.....too many house left sitting empty.
- More housing available, apartments duplexes, homes. For single parents.
- good

- more housing projects
- affordable housing
- Low income housing in Milwaukee and others lands of native people
- Housing, should be low income with no ceiling on rents people with move once rents go up enough
- Transitional living for those coming out of treatment facility with coordination of care through OBH (it takes at least 12 months to create real stability for someone healing from a chronic addiction) They need support to increase social, employment, and life skills, as well as address mental illness/trauma that coexisted with the addiction.
- check into alternative building methods; tiny houses, dome houses, also, zoning (are trailer homes allowed).
- still have homeless with mental health, addictions, issues, teach families how to care and maintain homes
- Small homes and larger homes. Too many mid-sized homes
- Expand assisted living for seniors who do not need full time nursing home
- Restoration of homes purchased and not available for sale or rent. Several dollars of revenue lost
- Apartments for single persons,
- Move housing assistance guidelines to include MKE residents. The Nation could look into adapting the housing program that the Ho-Chunk Nation uses in MKE or simply create a sustplan for our Nation's people outside of the Green Bay area.
- Suggestion would be for all income levels and household sizes. Adults who have no children should be able to rent/own a home within the reservation boundaries.
- we need more duplexes and apartments for families that dont have to wait years to get an affordable place to live
- build more apartment buildings to include 3 bedrooms
- none money should be used for wages then we all could pay mortgages and rent
- Have large acreage available for residential/home building leases. I am interested in building a home on 10-50 acres on the reservation.
- Construction of low income housing for enrolled Oneida members
- More single family houses on the reservation along with bus routes.
- Construction of more apartments on the reservation .
- Building more homes would help our young families.
- More housing available
- Tiny homes, homes for elderly, apartments for all income levels
- None
- Recycling program
- Hiring outside contractors to help fix our existing properties in our sites. Buying more duplex's/ homes throughout reservation boundaries Inquire more land for home building opportunities for all income levels

- Apartments and Condos should be priority, I only hear the Nation talk about single family homes and act like these are bad options but there aren't. You can provide more housing this way, target medium to high incomes, not everyone wants to take care of a home.
- Put metal roofs on all homes on the reservation to make them maintenance free , offer Generac generators for when power goes out , put AC in all the homes . Invest more into solar to save mother earth .
- Single individuals with no kids, homeless shelter for families and or single individuals with or without kids.
- temporary housing for those who are in between jobs or selling a house
- Construction of housing
- Convert, upgrade unused buildings into affordable housing, apartments.
- Affordable home buying (dream home)
- >More affordable "dream homes" - the ones that make it to market are too expensive. Break up the lots, add smaller houses. MORE housing is better than more EXPENSIVE housing. >Affordable or free home internet access >Affordable or free home maintenance, repair
- Apartment complex in a walkable area
- construct of apartments
- New windows, siding, floors, repair deck.
- Please read my previous response
- More affordable housing for all tribal members
- Fix up the homes on the Oneida reservation, the sites look terrible. Have the tenants do some renter classes as a renter on how to keep their homes clean. This should be a stipulation before renting.
- Access to housing, possible temp housing while waiting for housing assignment
- This is useful but from what I have witnessed there is plenty of housing for our membership if they are able to qualify for it. Also, why would we need to constantly create new when we have a good chunk of the reservation developed. We should be looking into purchasing existing buildings. If we keep building out here in Oneida we will be going further out of the area of businesses where people want to be for employment or shopping. Either we want to keep the natural beauty of the land by not developing it more or we will inevitably be another large city.
- affordable apartments in Green Bay/central Oneida.
- Apartments Look at current wait lists Look for rentals, pay security deposits and/or 1st month rent Land purchase affordable homes, NOT \$400,000+ homes
- Emergency homeless facilities, maybe a foster care facility
- more rent to own
- Tiny homes for "all" elders. No income limits.

- AFFORDABLE homes/apartments for our members that make near minimum wage. They can't afford these big houses. The old 2 to 3 bedroom HUD houses work just fine. and it shouldn't take a year to build a house
- I believe we need to start buying the supplies needed to get the houses we have and fix them up and start building more affordable home for our people. we say we want our people to move back how can we do that when we have nowhere for them to move back to. Our application process needs to be re evaluated also and our qualifications process needs to be revamped to make sure we don't have families without a place to call home due to a financial or qualification issue barring them from the application being processed and getting a roof over their kids heads. we need to address this issue asap as it's our applications closing the door on families for a chance to build for the kids and a safe home. we can make it easier to get families in homes and we should change the 2 week limit of housing for names on the lease to allow a family member to stay with them, this to me is not sufficient time for anyone to find a home, apt, or even housing to process app for someone i believe if the person is on lease and it's a family member they should be able to have at least a month or two to get their situation together.
- One/two bedrooms for middle income families; home building (like habitat for humanity) what's being done with old Cultural heritage it used to be a home, can it be turned back as well as other empty homes, fill them by expanding guidelines; old site 1 elder units-upgrade; expand or build a few more laundry facilities, they shouldn't have to drag laundry down sidewalk to compete for two washers/dryers.
- Build houses for all income levels
- Not just making housing available, but maintaining the housing once in use.
- Fill the many vacant housing on the reservation. If that means hiring more Dpw employees to finish the work that needs to be done
- Help with Mortgage assistance, update house assistance
- Apartment complex for single people.
- Establish a program for: -Transitional housing -Housing repairs (inside/outside) - Furnaces -Central air conditioning systems
- Apply funds towards rent/mortgage payments to lower costs.
- Apartments
- Construction of more houses and apartments for single people or couples with no kids. shouldn't have to have a child in order for housing on the reservation
- I feel there is always a need for new housing. Some of the old have too small of bedrooms, and hardly any kitchen space.
- They are kicking people out so who is going to be living in these houses in 10 years? They should be enhancing their policies, to help the families in the houses instead of putting more families with issues together to cause more problems. Address the issue at hands first, and actually help people who are homeless, maybe a step by step housing, to help families get back into the real world. Once they lose everything
- A elderly complex that is truly for the elders. Added comfort, protection, sign up outings everyday. Let them truly have peace and comfort, allow them to rest at peace in when



its there time to travel on. No one wants to be moved to a nursing home/ hospital when the time is near. Tour some sites for ideas. example Independent living for senior <https://www.helpguide.org/articles/senior-housing/independent-living-for-seniors.htm>

- Construction of apartments for single adults or small families. new home owner education programs. Vouchers to families to rent exiting homes.
- Sober living homes for individuals early in recovery. Those seeking a safe living environment. That require positive recovering (like minded) people around them. Going back to their homes where alcohol and drugs may be is dangerous to their recovery process.
- Construction of satellite mental/health clinics within Reservation boundaries for better access to urgent care related needs
- More housing using strategic planning.
- Construction of homes for all income levels. Maintenance and repairs of current homes. There is mold in many of the older homes.
- stop building new, start fixing the old. some homes been built in 1967 and just because most are home owners they don;t get much help getting things fixed inside and out. build some storage units for those homes in site 1 that have no garages. we all have crawl space vs basements for storage. some disabled cant get down in the crawl spaces. Elderly can't. improve the old before you build new.
- I think the best way to reestablish our reservation is creating tiny house complex. It will eliminate homelessness. It will allow small families to build credit/funds to find a place to enhance their financial responsibility. STOP having our people SETTLING in housing and allow them to grow! give them space and caseworkers to get them on the road to success. OUR housing should be for larger families, elderly, and disabled. All other situations need to have help at the root of the issue and a roof over their head. Tiny homes are the best way to allow GROWTH
- Repair & open homes that are boarded up on Rez
- Expansion of natural gas to be available on the entire reservation would benefit the existing housing as well as any new housing. A energy program should be included for existing housing to ensure that all houses are energy efficient and if not, repairs be done to reduce the out of pocket for tribal members in energy costs. Example: New windows, insulation, new doors. Installation of security cameras for homeowners to reduce crime on the reservation.
- To assistance at all levels. However, there should be some guidelines. Construction of housing.
- we need more 5 bedroom homes built for the housing rent to own program
- Define affordable housing. How would anyone be able to offer a suggestion without knowing what affordable housing means.
- More housing!! Especially for those in recovery and/or with felony charges needing safe housing in order to reunify with their children.
- The only way I would support this is if the issues with housing are fixed such as amount of time on the waiting list, not following the Rules, favoritism, etc.

- I think the homes that are already purchased need to be fixed before building new ones.
- Reasonable housing opportunities for the Community members. Low income housing opportunities for families that are struggling to get a place of their own.
- Construction of housing
- More multi family living instead of single family
- Assistance selling homes
- Roof repairs or anything with the house that needs repair. Don't matter on the income it just should be helping hands cause we are to support each other during this fight of a pandemic
- Naw
- I think we need to focus on fixing up the empty homes we have before we buy anymore! Get people into those empty homes
- This is good
- Construction of multi-family homes (apartments & townhomes), and small single family homes (2-3 bedroom). Look at new mixed-use housing developments in Hobart, Lawrence, and Howard for examples of neighborhoods that include multiple housing types in a single neighborhood for both renters and homebuyers. Don't focus on just low-income housing or elder/veteran housing, but create housing opportunities for young families, single adults and empty nesters as well. Variety of housing types for different stages of life. I got my home loan through Bay Bank Section 184, but I had to purchase a home off the reservation because there was not enough affordable housing stock within reservation boundaries.
- Construction of houses, apartments, etc.
- Use land in Hobart (near Overland and Centennial Centre) to build housing or apartment homes.
- more apartments
- More opportunities for home ownership on the reservation.
- green building increase energy efficiency
- reinvested to current properties
- need apartments
- reinvestment into current properties
- make apartment
- more homes, apt for singles
- I live in a van, need medical help and need to go south for winter then no medical when out of state
- help emergency housing
- more apartments more houses
- Fill empty houses instead of demoing
- Home renovation or improvement fill empty homes
- 3 year plan
- So many homeless. Help for them, maybe more small apartment housing

- have more housing
- Would like to see more housing available for single members. More houses built for members and singles
- more housing. should make affordable housing for veterans and homeless Indians.
- Internet service
- Multi family, townhouse units and apartments
- rentals available "affordable"
- Great need for housing for vet's and elders. Also youth apartments
- More houses for the sliding fee
- More \$\$ to HIP
- Now that I'm 85 I finally got an apartment but it takes 9 years to get it and the land office and elderly services needs to be more responsible in keeping in touch with us. We are the last to find out anything.
- Land acquisition, fee land into trust
- Build some affordable housings for our ppl who want to move back to the reservation, why is the waiting list so long???
- I'd like to see more single occupant dwellings or for a couple people. More for young professionals or single people. Not everything should be family or elderly focus.
- use it for people who are single/no kids homes are one two bedroom apartments for single people
- Housing for those in need and repairs to housing that are needed for members
- housing options for those impacted by covid that may not qualify for HUD housing. Apartments, recovery/transitional housing
- Apartments and homes for low income
- Buying and renovating existing stock
- Should be for ALL tribal members no matter where they live
- These are also good examples that should be considered strongly.
- Son and 2 kids living in unfinished basement, no egress window! Said had a house through housing but he was declined because he was unemployed for Covid. Fix up the homes that sit empty. Build apartments, duplexes, fourplexes
- Housing for retiree's
- Elderly housing, retirement housing
- Need housing for singles and single parents
- teaching tribal members the basics of applying for a mortgage, the mortgage process, and filling out rental applications; importance of mortgage and rental insurance etc
- Allow more land purchases for personal home building
- Need more affordable housing open up land for members to lease to build homes, fix up homes already purchased
- More homes to buy on the rez and homes for single people
- Oneidas should not have to be homeless or wait an extended time to receive
- Enhance the building of affordable housing for tribal members.

- need more
- home repairs and maintenance
- More affordable housing for families
- Tiny home projects, rental properties outside of Oneida, i.e Green Bay and Milwaukee as these two areas have high numbers of tribal members residing in it.
- Housing and assistance of home repairs of home owners who live off the reservation.
- The OCB has the right idea. Provides jobs too.
- elder housing
- find a way to allow all races to share in affordable housing on the reservation and stop segregating native Americans from all other Americans
- Housing
- Tiny houses
- affordable housing
- Housing for single people
- more apartments
- Additional housing for all levels of incomes
- Need more homes and apartments for our people
- middle income homes, repair existing oldest elder home if worth it
- build elders a garage and help with home repairs
- communal living. Food and culture in the middle with housing surrounding it
- more affordable housing for elders
- Elderly housing
- More elderly housing
- support HIP program with more funding. Support home building
- Someone should be able to afford a living and not have to worry about there income all the time.
- Development of housing and access
- multiple housing sites
- Elder maintenance
- More single parent housing
- Construction of housing for all income levels.
- Self-sufficiently being housed
- Home improvements
- Construction of housing (apartments, homes etc) for all income levels.
- As with the above example, if so many tribal members were to move to Brown or Outagamie Counties, would there be sufficient/available housing for an influx of folks moving onto the rez?? Also, to make housing assistance available for OFF RESERVATION tribal members
- apartments/housing for homeless, especially homeless Oneidas and Veterans
- Construction of housing
- All of above.

- N/A
- None
- I agree but the Elders should be a little separate from the young people for peace and quiet.
- Additional support through housing options More equality between those who have to pay property and those to get trust fee advantages.
- construction of housing for tribal members without children
- Construction of houses for all Income levels
- To help all Oneida with housing
- None
- Create more rent to own homes.
- Repair and rehab of existing buildings should be included here
- ?
- More for SEOTS area.
- Housing for the elderly or in home assistance.
- Storage units, senior housing townhomes and condos
- Desirable homes and rentals for lower income
- More help
- Again to people off of the reservation
- For rent or building on the res???
- Housing in Milwaukee area
- Solar energy savings
- Construction of housing
- All income levels but emergency and lower incomes should be first. Should not have any drug or violent behavior charges!
- NA
- Housing that caters to the handicap
- Have more room in the nursing home for additional elders that need to stay there
- Repair and rental or sale of all existing properties
- More single parent housing
- More single parent housing
- We all made mistakes, help those even with bad credit.
- Housing/apartments or tiny homes for college students and graduates. Focus on young adults please.
- Affordable housing
- More housing
- build housing or provide housing rental options at the reservation borders to establish our presence as a nation and discourage more non-indigenous peoples making us rent from them. The housing market will crash after the baby boomer generation begins to pass, educate and prepare our people with services to teach us how to navigate the real estate landscape.

- more
- multiplex and offset costs of hip homes
- neighborhood development, innovative energy efficient housing
- Better programs, rent to own program 3 + year wait list, housing waitlist is also years long
- apartments
- apartments
- apartments, rent vouchers
- build more apartments and affordable homes to rent and buy
- good
- more affordable housing
- elderly housing apartments
- We need housing for people with a record
- more housing options not limited to site 1, 2 and 3 sisters
- more affordable, more single housing
- clean it up
- apartments
- It would be interesting if we could focus on why there is a need for affordable housing or define what that means
- More housing
- Sober living places for recovery in families
- Apartments with strict policies
- more housing availability
- Maybe a program teaching people to grow their own food at their own homes. Similar to Green Bay Garden Blitz through New Leaf Foods
- More affordable homes to get more tribal members on the reservation.
- Please don't build apartment buildings where dwellers have no contact with outdoors. Maybe townhouses. Also the Tribe has created designs for smaller homes of about 560 sq. ft. Perfect for individuals and small families. How about a small home village where the Tribe can build and individual can also build. Such a project could allow more members to be home owners.
- Money Let me decide if I wanna buy a house or build a house. Or pay rent. With money in my hands I think I can figure it out.
- N/a
- Fix what needs to be repaired so it can be used
- Fixing old homes and selling to community
- If there is not enough housing on the reservation a partnership with a rental property management company should be established to make it easier for members to find housing (e.g. application fee waivers or allocation guarantees - 10% of Toonen, Lexington properties on the reservation will be allocated or have reduced rates for tribal members).

- Purchase existing homes on reservation boundaries that are under \$250,000. Build a drive thru at the Health Center ~ Too many elders trying to walk, get wheelchairs out of cars. Make this convenient for them and people with families, we don't need all those people in the clinic just to pick up medicine Repair the parking lot at the Health Center Build an Oneida Welcome/Travel Center on Hwy 172 near the Casino. Retail/Gas/Food/Gift Shop with Oneida traditional merch, Casino merch and Wisconsin teams & Truck stop.
- Repair homes tribes purchased, bring them up to code. Analyze the list of tribal members waiting for a home. Build more housing, bring in outside firm to audit housing employees for negligence and incompetence. Remove toxic employees from these positions.
- More rent to own home projects, tiny home projects
- Tiny home village.
- Special housing for tribal members with intellectual/physical disabilities that facilitates/encourages independent living.
- Apartments, pathways to home ownership, better garbage service
- Homeless shelter for any tribal member from any tribe. Plus more apartments and homes
- Homes for elderly. Apartments. Clean up the sites.
- house for homeless
- Make it fair for all tribal members. stop giving a new place to someone that don't work. make it mandatory that they have a job. Unless they can't work being on disability or SSI. Make these young people get out and work.
- homes, not 4-plexes or duplexes, homes.
- And addiction housing
- single or family also
- Housing needs to be addressed for the single, a lot of them are living at Motel 8, because they have no where to go.
- needs to homeless people, small homes or short term residential homes
- Construction of housing for all income levels, renovations/upgrades of existing hud housing.
- Home Renovation to accommodate extended family moving in.
- All income levels
- Include affordable housing for single adults or two adult homes/apartments. Actively enforce removal of drug addicts from family neighborhoods. Create a transitional living complex for those recovering from AODA addictions.
- homes for all income levels, rentals & buyers
- Streamline the processes to make it easier and quicker to get affordable housing. Website, workflows, integrations, etc... Part of a Digital Transformation for the Oneida Nation.
- tiny homes for single adults, more homes

- Lower interest rates on current mortgages and refinance. Assistance in rebuilding older homes.
- Construction of housing
- YES! and for people who live on the reservation but not in tribal housing!! Help with outside work- roofs, siding, garages, gutters. Our home needs SO MUCH WORK. its an older home and things are falling apart. Construction is needed on these older homes. Better insulation. Expansions to homes. Maybe give an incentive for cameras to help protect our homes? Discourage theft. Team up with local dumpster companies and give discounts to families in need of dumpsters clean up their homes and outside areas. Add more street lights in housing areas. Not just the big housing areas. Other areas like Skylark Drive. Better playground areas in the small areas. Send surveys to see how many children live in areas and if they would benefit from a playground.
- Rental programs for people off the reservation
- Veteran homes
- agree with above
- More housing options for all levels, not just families. Need to include single people and small families.
- Look into small homes, assist with HBO, remodel/repair vacant homes for rent/sale - partnership with NWTC classes for remodel/repairs (win/win), look at Habitat for Humanity (Site 1 homes were built in a similar fashion)
- reinvest back into the older homes or fix the ones recently purchased faster to save money on repairs
- home repairs for elders and general membership, build a true elder village with all services onsite and not tied to income level-not everyone is poor
- Reimbursement for repairs, maintenance needed on the homes, How about you are just eligible for an incentive payment to use toward your home any way you see fit and turn in receipts.
- Mortgage Loan Assistance
- The construction of smaller energy efficient homes; targeting Native owned businesses for building supplies, solar energy install/product assistance.
- More 3-4 bedroom homes available for all income levels. Although I've tried numerous times over the years to get on the OHA list, I was either denied for being under income and over income. Including applying for some of the available land lots that were available only to not get chosen. So I gave up on trying to work w/Oneida Housing & Land Office and bought a home on my own.
- Construction of housing is a great idea
- We need more housing for young people with no kids not based on their income.
- see above
- Construction of housing (apartments, homes, etc.) for all income levels
- Oneida builds a shelter or low income apartment



- IF it actually occurs, residences need to be open to all and the current renting rules need to be thrown out to give everyone a fair chance at getting one. The eviction and other laws can remain in place and the getting hooked up to utilities but the other requirements need to be removed otherwise it will continue as it is and only favorites and those with personal relationships with housing will get in.
- Rent/Homeowner for existing empty homes. build or buy one/two bedroom duplex for single-married individuals (no children).
- Would like to see tiny/small home development. Also more attention made to homeless members. And maybe sweat equity type of home building.
- Maybe classes on basic home repair for new home buyers?
- Increased case management to help Oneida citizens obtain and maintain stable housing
- We have a lot of homeless tribal members that are struggling to get on their own two feet and they need help finding affordable housing.
- Same, but please try to make sure all built are handicap accessible right away
- Singles affordable housing
- Build more duplexes and apartments
- Yes
- Give everyone land.
- People are stuck between low income and high income. They don't qualify for assistance but don't make enough to get by or move ahead.
- Apartment complexes
- Construction
- Homes or apartments for people 18-54
- Cleaning up the housing you have,
- Construction (duplex/ quadplex) on vacant lots. Lots where there used to be houses (they were demolished).
- Apartments
- Make a rent or mortgage payment even one month could change someone's immediate future.
- more affordable housing for low income families
- Sober living for people who may need transitional living early in their sobriety. Possibly a homeless shelter.
- Income based apartments.
- Agree
- Elder housing
- Aquire more land
- Build elder condos.
- Purchase existing homes in Hobart to increase the number of tribal residents who can vote in Hobart elections.
- Apartments, home building, allow folks to purchase homes before they fall down if persons have ability to fix them up

- It seems there's a great need for elderly housing on the reservation. And when affordable housing for the elderly is found in Green Bay it's in areas where crime is higher.
- senior housing, more apartments
- Home security, weatherization repair, access to better internet
- Assisted living facilities
- Instead of all income levels, focus on apartments, tiny homes, or starter family sized homes.
- Clean up the houses that are abandoned and stop giving them to close friends and immediate family members
- Construction of housing for all income levels
- Construction of housing
- Create an infrastructure to be able to implement new housing
- Affordable housing
- No income limits
- Land/housing/construction costs are so high right now. Incentives to support multiple generations/multiple families living in a home would be more feasible. Don't disqualify people from other services for cutting costs by living together.
- Fix current units and then build more
- Apartments, smaller singles rentals,
- Paved driveways for elders. Updated bathrooms for elder homeowners.
- Helping elderly by assisting more in handyman's duties. Paying off home mortgages
- That rent assistance be provided to member outside of brown and outgamie county
- Construction of new homes
- Help the elders and tribal members who don't have jobs.
- Affordable apartments
- Individual home repair assistance
- None
- Affordable but well built housing for special cases.
- More houses available for member purchase
- None
- More assistance for home owners
- More elderly homes - we should not have to wait 4 years
- Condominiums so you can have affordable housing to buy and the ability to fit more on one piece of land. Also, all new construction should really have either basements or some sort of reinforced storm shelter, and community shelters should be built in the existing housing sites and areas.
- Home construction for low income home ownership
- I'd say just do down payment assistance with existing loan programs (HUD USDA particularly or state first time buyer, etc) and then work with people on credit repair and

prep. They can get a loan at any income if credit is right. Then you don't have to foot whole bill for the house cost.

- Help to members off reservation
- A program to make homes physically accessible for all elders and physically disabled members. Update their homes with disability accessible equipment for safety and to help them stay in their homes as long as possible. Move laundry rooms and storage to the main level, install walk in showers with seats, etc.
- Construction of homes - at a faster pace!
- Apartments
- More help with updating current housing
- Help with home repair
- Construction of new homes for single and married couples, stop purchasing such expensive homes tribal members can't afford to buy or rent them and they just sit there empty what good is that?. We need homes that we can afford.
- Build more homes and apartments for all income levels
- Construction of more tribal housing for all incomes
- More affordable homes for tribal members
- Apartments and townhomes for all income levels
- New housing and maintenance on old homes
- More homes built.
- Agreed- housing that covers all income levels
- Assistance with all oneida home owners,oneida housing,children education
- Assistance for all income levels
- With rental payments and helping to qualify for assistance
- Great ideas. More low and middle income non-apartment housing (e.g. single family homes, townhouses, et.) would be wonderful as well as more housing for people without children.
- Building homes and apartments for all income levels. Access to building homes
- Home for all income levels
- Construction of housing
- Build more income housing for members or better resources for members not on tribal land
- More housing
- Mixed use housing.
- Apartments 1-3 bdrms in the \$400-600 dollar range. Housing for singles and single parents-2-3 bdrm

Question 5. What suggested projects or uses do you have for the Food and Agriculture designation?(The OBC examples of possible projects include:

Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp.)

#### Responses:

- Food Sovereignty is a goal we all should strive for. Improve the cannery and Tsyunhehkwa farm. Lets turn the Buffalo farm to a meat processing facility-(the Buffalo farm agricultural practices only hurt the land). We must keep our 7 generations at the forefront, we need to stop destroying our land. We must find ways to protect the land.
- The Food and Agriculture Area in EHSLA Division has \$11,453,578 worth of projects. These include the necessary equipment for improving cattle, land, soil, and water health. A food innovation center and improvements to the orchard equipment and buildings. An updated Conservation field shop.
- I think we need to improve the services we have and expand for more jobs and income to the nation.
- Sustainable food systems for individual homes.
- Maybe look into putting another Oneida Market/store on the reservation but closer so people that live on the reservation don't need to drive a ways out into town.
- Sustainable food system processing equipment for community members. Cash crops-hemp
- promote, sell or give away the chicken eggs at the farm. Cannery seems to be doing well with their provisions. Continue to provide our dehydrated corn :)
- Sustainable food system and improve existing structures
- Grocery store on the rez
- Enough of the hemp talk. Lets focus on more of the sustainable food systems
- Improve existing structure.
- people should grow own vegetables, etc
- tsyunhehkwa needs plant a big garden with veggies and fruits
- This is good
- need more community assistance with canning and processing food
- Explore hemp
- continued support for local farmers market
- more
- teach people to can and store their own food in a public community cannery
- sustainable infrastructure economic opportunities
- Sustainable food and hemp
- more gardens and info. More money for better variety of meals for the elders and nursing home residents
- New cannery! They definitely deserve state of the art facility
- New updated state of the art cannery
- Open up our own restaurant of our own food and invest , theirs not one place I can go to and have my native food

- I like what is happening. Becoming more self sustaining
- All sound great. However, education regarding the benefits of eating traditional foods should be provided from a cultural aspect and a biological aspect.
- Tribal members to have access to white corn
- Continue weekly food boxes. Not everyone know how to handle money. Garden plot project?
- Investment and expansion of fresh produce production. Food storage and preparation for disaster relief
- Expand to include food for people not just animals. Maybe expand to utilize the cannery for food preservation. Why no oneida market to sell vertically integrated product
- Would like to see farm meat sold locally, not just in Green Bay
- further explore hemp.
- N/A
- Really the seeing the initiatives that are currently in place for white, corn, buffalo, grass-fed beef, and elder food boxes that had local healthy options. Only suggestion would be to see if expand more and have it available at three main retail locations. Currently, cannot purchase meat at HWY 54.
- further explore hemp and also a bigger place to build crops for tribal members
- N/a
- explore hemp
- More food boxes for the needy
- Sustainable food system
- Processing center for Tribal members to process their own corn.
- I think we should improve our existing structures.
- Explore hemo
- New cannery
- Sustainable food system
- Organic food and local processing
- Further explore hemp for revenue
- Expand the Oneida Market, the Golden Harvest Market in Rhinelander is an excellent example of what it could be. The could carry produce, meet, and cannery items.
- for sure more gardens for this community and show them how to manage / grow food .
- have community members grow and give back to the community. Let there be rental equipment for those who want to help and give back
- Expand infrastructure to include purchase and delivery of food by members outside of reservation and in other states.
- Explorations of harvesting hemp. I thought I heard that the cannery/processing areas were given funds from the last package.
- Growing more fields of food for our enrolled members
- >Community garden co-ops with traditional techniques, processing, canning, etc provided for members. Consider doing some of this closer to green bay, where more

members might access it. >Food program delivery to home, especially for elders.  
 >Hemp is fine, but Oneida should honestly prepare for the inevitable and be ready to sell marijuana when it becomes legal to do so in this state. We would be well served to have Oneida be known as the best place to legally and safely purchase this product for the best price, same as cigarettes. It has been estimated that in average US metric of "Sales per square foot" recreational cannabis averages about \$1,773/sq. foot. We should see if this would be an improvement on our current retail operations.

- Improve orchard and farms in order to create more food security and tourism options
- improve on current structures
- processing center.
- What about a garden district here in MKE that is specifically designated for tribal member participation, perhaps even include a tribal store on that very garden land that could sell their products here in the city ? Do you know how many times we have driven up to Oneida stores and found things that we shared with friends & family. And there's always those folks that ask where we got a certain item. A lot of possibilities if we were just able to spread our wings to flourish.
- Explore hemp
- Sustainable food system, classes/programs delivering knowledge for healthy lifestyles
- We should be further exploring hemp to the extreme and improve our existing structures. We have plenty of ideas roaming around but we are not expanding on singular ideas. Sometimes it seems like we cannot focus on one idea long enough to make it lasting or profitable. On the other hand we may be spending too much time on some ideas that need to be let go. Let us start completing projects in a sense that "hey this is a really good idea and we are profiting from it we will keep this and now let us explore another idea that works". Rather than throwing money at something hoping it will eventually work out perhaps an idea or process needs to be stopped or really focused on to help it be a sustainable business before focusing on a new project.
- The concept of a sustainable food system for our community is tremendous. We should be able to feed our community in times like the pandemic and yet profit when we can.
- Large community garden project I approve the above suggestions
- the examples are good
- hemp, white corn, ginger
- Improve existing. Farms, pantry, orchards
- cash cropping
- I'd like for the farm to have more finance to grow more produce more finance for equipment for the farm to feed our people so our younger generation gets more involved and sees there is a career in farm and agriculture, The more food we as a tribe produce the more mouths we can feed. Allow plots to families to have a personal garden to farm with their own crops and use at leisure or sell at farmers markets to have extra income I believe this would benefit families greatly.
- If you're going to try sustainable food systems, have to expand it to more members. Seems like there's a click of those who can partake. Improve existing structures

- Further explore hemp
- Nutrition and cooking information/education connected to gardening. Information available to all members, possibly via zoom or Facebook live.
- Cannery events
- Further explore THC plants and benefits for tribe.
- Encourage families to have there own gardens
- Expand, expand, expand
- Food cards again
- Further explore hemp
- Community garden was working well I would ask for expansion of that program. utilize more of our farm land for crops
- I feel exploring new prospects for hemp would greatly benefit the tribe.
- use the building/farm for the cannery, and twenkwaya
- Improve existing structures. I live near the farm that was leased by non tribal. Im sorry to say but it was ran better non tribal then it is now. No one even cares how it looks. I seen 2 beefers always together near the road. One licked the other so much that it had a bolding spot. Now knowing animals, must have a sore or something wrong in that area. I never see anyone there caring for the animals or the property, just tearing thing down. Are they even maintaining the land that was maintained by the previous leasers? I never see any farm equipment around the area. Lease it out again to farmers that care or educate employees to maintain this land and be proud of it. And for of course explore hemp and other natural medicines. This is 2021 and we went through a pandemic. Natural healing medications are needed more then ever. Just them 2 items probable would double what the casino has made. Go towards financial rewards with non addiction financial profits, as gambling can lead to addiction.
- Access to equipment to prepare gardens. Education and support for new gardeners. Food processing and preservation options and education.
- Make more food available to membership at cost. Oppose the use of hemp, its a medicine not for recreational use.
- Educating our people how to grow own food is needed. I'd be supportive of any project and facility that would help sustain our people, land and environment. If any of these are built/developed, this could be a job for many of our people, as well.
- Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp.)
- give out seedlings to each community member, so they can plant their own gardens. Food boxes are sometimes old stuff or dont last long.
- I love the idea of exploring and manufacturing hemp and using it in a pure way. Utilize all of our buildings we've purchased to the full ability OR LEASE THEM! Have food that kids will actually eat - fresh fruits and veggies. Provide a recipe for food boxes on ways to use the food provided. MAJORITY of our nation is lactose intolerant, don't force milk on people!



- Sustainable food, cash crop, possible hemp future
- Expanding the Oneida Nation farm. The addition of a meat market that is similar to Maplewood Meats that would increase tribal revenue to sell Oneida Nation beef and buffalo. Expanding into poultry, sheep and goats. Cheese production.
- I believe to expand the processing center, for canning, and the sustainable food system. Keep out the clubs, example: no white corn society everyone is treated equal.
- improve existing and explore hemp
- Figure out a way for individuals or groups to participate in the food system, not everything needs to be done by the nation. As an example, if a member wanted to start an apple orchard, how could the Nation offer assistance without doing the work themselves.
- Community food sourcing, community gardens, processing center.
- I don't support this at all. Until we can grow sufficient crops of corn. We have proven we can't grow hemp properly. If we don't have any crops, what are we going to process? The cannery is barely open from what I've seen.
- I would continue to improve current existing structures. Combine Food Pantry and Food Distribution even though they are separate programs with different revenue streams. You could still combine them and re-design the building out there to allow easier access for Tribal Members that utilize both of those programs. Combine the staff as well into one and then use funds to create positions that teach how to prepare the food that individuals are receiving.
- improve existing structures
- Hemp
- Staff to teach growing gardens and developing support network among growers
- Classes from Brad Skenandore on how to up bring a garden with what you use in the house hold and learn how to can your foods from the garden
- Na
- NEW cannery! They definitely deserve a new facility!
- Medical/recreational marijuana growers/processing permits/licenses
- Build a central food sovereignty building to include certified kitchen(s) for tribal entrepreneurs to prepare their food products for sale at farmers markets and other events. The building could also include classroom/meeting space for cooking demonstrations, harvesting/gardening/nutrition classes, or rentals for meetings. You could also incorporate the cannery into this building they need more space for production. I also support putting funding towards upgrading equipment or facilities at Food Distribution, Emergency Food Pantry, School/Head Start/Daycare kitchens as needed. I support upgrades to Tsyunhehkwa - whatever equipment and facility needs they have to continue their important work. I support upgrades to Oneida Orchard - the building and parking could be improved (compare to other apple orchards in the area with larger/nicer retail space). I do not support putting significant money into hemp - I think CBD is a bubble and will not be a long-term profitable investment. Resources are better served putting into sustainable food system.



- Explore hemp and provide a grocery store for the Tribe.
- Hemp is a profitable and widely-used resource. The Tribe should invest in it.
- hemp
- Sustainability
- food innovation center business incubator provide funding and incentives to individual producers
- more foods not just corn
- new cannery and berry patch
- new cannery
- help people with gardening planting self sustainable
- a new cannery berry picking
- \$1 store Save alot food store
- 3 year plan
- Would like to see more vegetables grown more trees planted for our pow wow grounds
- more small farm help
- Loved Tsyunhehkwa crop seed and starter plants giveaway
- Grow more food especially indigenous foods. We don't need a building if there are no local crops!!
- Cooking classes-food programs know how to eat right
- Cattle processing unit! Cannery equipment-Baby Food!
- Cannery cannery cannery, strawberry patch, meat processing facility
- Sustainable food system
- Im satisfied
- None
- infrastructure for food sovereignty, meat processing, sustainable agriculture, classes to teach tribal members how to grown , plant, forage, prepare traditional foods
- Processing center. Also education on cooking with traditional foods or for diabetic
- Further explore the help business.
- All good as well.
- New updated cannery
- Open market at one stop in GB again
- cannery and meat processing facility
- Food innovation project
- None
- Hemp farming
- Make white corn available and affordable
- Grow and produce hemp and hemp products. Buy land even if not developed at this time especially in hobart
- Improve existing structures and have a community outreach to those who can't get food.
- meat processing facility, more active involvement in hemp

- Tribal processing of foods, beef/poultry
- create more opportunities for tribal members to learn techniques and way of becoming sustainable. Offer classes online/virtual for those not in the area. Offer / learning opportunities classes at SEOTS.
- Improve existing structures. Further explore hemp for health reasons.
- Sounds good to me.
- improve existing structures
- The oneida indians have a horrible obesity problem due to terrible eating habits. 70% of all oneida's over the age of 40 are diabetic or soon will be. Teach, grow and distribute more nutritious foods
- More white corn
- new cannery
- community garden, meat processing
- Development and implementation of tribal food "hub" all inclusive.
- medicine, oneida market, health
- Cannery, animal processing center, get food replace conventional corn and bean
- I have no problem with this I think the tribe does well with this.
- Sustainable food system development.
- strawberry patches, raspberry, blueberry patches and new cannery
- Food processing operation center, berry patches
- strawberry field, food center facility
- New Cannery
- All of the above, and teaching the community more about these projects so they can use them to their advantage.
- To be food sovereign
- All of these examples.
- Is the hemp crop an actual viable product??
- hemp/marijuana growth/sale for income, food pantry
- Improve existing
- All of above.
- avoid hemp until federal changes laws to limit legal exposure to the tribe.
- Provide food to tribal members on a weekly basis through food banks.
- Explore hemp, and improve existing programs and structures.
- Improve marketable produce through state.
- processing center
- Sustainable food system
- Sustainable food system
- None
- Create large community gardens and plant trees to create a more self sustainable community. Allow community members to help maintain the gardens so they learn to grow their own food also.

- CBD
- ?
- Explore Hemp and legalize marijuana.
- System in place to provide children and the elderly with home grown food.
- Meat processing instead of using outside vendors. Expand opportunities for the apple orchard
- Further explore hemp
- Help us with grants to grow crops
- Further explore hemp
- Food cards
- Explore marijuana
- All of the above
- All of the. Above
- Important: sustainable food system (Milwaukee residents too) and processing center,, Explore hemp products.
- NA
- More fresh fruit and vegetables for the elderly
- Use the money to add more livestock and offer it to the Oneida members for free or a great discount. Also make arrangements for Milwaukee tribal members to have easier access to the meat from the farms
- Food vouchers to members
- good
- Larger cannery please
- LOVE LOVE LOVE seeing a move to going back to our food sovereignty! Incorporating traditional food as medicine is critical for our people!
- Smaller food distribution packages for single family household.
- Build a new cannery. Create policies that prevent currently and future farmers who lease on our lands from filling our soil with toxins, herbicides/pesticides. So when we finally do use it its still healthy or able to heal quickly. Expand the oneida market facility and oneida product lines to include our own teas, our own oneida syrup, etc.
- food innovation. upgrade the equipment, upgrade the structures
- hemp development, its been explored enough, get off the ground and "move it Oneida".
- Bee keeping
- continue to support the oneida nation farms-priority
- teach membership how to grow white corn, make traditional dishes
- continue to increase production, large storage for disaster
- good
- leave as same
- food pantry needs equipment
- Educational seminars on food and agriculture
- worm farms

- More local market opportunities
- All of the above. We have a huge opportunity to invest in our food system and get more of our food to our members. We should work with farmers beyond our own borders too, more farm to table efforts, not just OUR farm to table.
- All these things: Sustainable food system, cash cropping, processing center, improve existing structures, further explore hemp
- Explore hemp to build with .mTeach building with hemp.
- Bread! Aka money! But don't call me Doughboy! This cashcropping sounds interesting though. Tell me more...
- No idea
- Further exploring of hemp
- Improve existing structures and further explore hemp
- Prepare for legalization of cannabis at the Federal level. Auquaponics - make steps toward complete sustainability during the next pandemic. Something solid like infrastructure to provide sustainable food (unlike an emergency fund that can be voted away).
- Sustainable food system. Have an education center for those that want to learn about the Oneida ways.
- Good as is
- Our own hemp crop
- Marijuana sales
- Nutrition classes, teach basic gardening skills so members can grow some small batches of fruits and veggies on their own.
- Sustainable food system including beef, chicken, pork
- Free garden tilling for low income homes
- Hemp is a great idea.
- Sustainable food system
- Stop building and utilize what we have. Get cameras up and show who is wrecking are items and make they liable for the damages. No one apricates what we have. Stop giving to the one that expect it.
- improvements. Hemp is a good idea.
- Improve existing structures
- explore the hemp, many uses for hemp from clothing to medicinal
- further explore hempr
- n/a
- Sustainable food system, education on food sustainability practices, processing center.
- Meat Processing Center, New Cannery, grow more edible foods, build storage for edible foods once harvested, Hemp Processing Center
- None
- Support for all the above. More hands on programming and education for households and access to affordable food for those that do not grow their own gardens.

- unsure of this?
- Look further into Smart Ag as part of Digital Transformation for the Oneida Nation.
- explore hemp is a good idea
- Meat processing plant. Access to more meats, like chicken, pork, and fish (perch or haddock). Raw white corn for member use not just the cannery.
- Explore cannabis growing and sales
- More farming. Expand the farm on Riverdale and add more farms. Hire more workers if needed. Give tribal members each \$5 certificate or an incentive to use at the farmers market to encourage healthy affordable eating and shopping local. Just show tribal id? Expand cannery
- Hemp exploration or dispensary
- Community gardens, food hub ie: community facility for tribal members to utilize culinary skills
- further explore hemp
- Hemp and marijuana! Go all in and exercise our sovereignty. Meat processing center. Make our beef and bison more accessible to members.
- Gardening in the school system, community/family gardens, new Cannery, area for bartering/exchange of goods/produce
- see if chicken farming is worth it
- Not seen a study to ascertain if hemp farms would be viable in our climate; beef processing center needed; bring a food store to downtown Oneida
- Continue to offer Indigenous food boxes for all tribal members.
- More sustainable food systems, like the aquaponics of fishery and plants at veterans
- no suggestion.
- Create more structures.
- Feed enrolled members
- I'm not familiar with this subject.
- STOP the processing Center now. How many families in the community actually have a garden and how many of them sell garden items at the farmers market. For families that do have gardens they already do know how to can foods. The only reason people want this is because of tourism and it looks good when we get tourists. Stop the madness and utilize the millions of dollars to either feed out people directly and provide homes.
- improve existing structures, further explore hemp
- N/A
- None of the examples are obtainable. We have failed at growing crops, ie. hemp, corn, and do not need to waste any more money on that. Either give money to the food pantry so they can get non moldy fruits or reallocate that money to a different program.
- Move forward with the hemp projects (so many uses, the Tribe is missing out on) support-improve & expand the current community gardeners. Not all Tribal members have enough property to have their own garden, but since the pandemic "want" a garden (doesn't have to be large). we have Tribal members who are willing to

teach/encourage gardening. incentives for those gardeners to engage and help others get started.

- Like the idea of checking into hemp development. Either development and/or distribution.
- Self-sustainable food classes/how to grow vegetables
- More community food and medicine gardens at various tribal buildings and sustainable composting program.
- Explore the hemp industry, there will be a lot of opportunities for the Nation to make additional profits, we just need to get our heads in the right direction. Maybe get new glasses.
- Good as is
- Explore the possibilities of hemp products
- Processing center
- No
- Explore hemp
- Feeding your Tribal membership
- All of examples
- Further explore hemp.
- Hemp may be a good possibility but taking the time to get the proper seeds from reputable places to grow hemp and not just weed.
- a sustainable food system.
- Cash cropping absolutely.
- keep up with the elder food box!! explore hemp to open more doors for revenue
- Improve existing structures
- More community gardens
- Community gardens
- Processing facility that Community can actually utilize.
- Community garden space.
- This is an area that seems what is done is not embarrassed by the locals. The farmers market is a great place but I don't know if the foot traffic is enough to support our sales.
- improve existing structures
- Hemp products, food delivery
- Improve existing
- Grow food to be used locally for those experiencing hunger. Once no more local need for food, expand to revenue generation including hemp.
- If you're going to have a house on the reservation they should be able to plant something for the community
- Improve existing structures
- Hemp

- Hemp exploration should never have stopped. Plan for use of cannabis in near future, medicinally. Designing stores for health care, addressing more towards care verses profit. Offering online learning courses for gardening.
- Food budgeting and preparation classes to stretch food dollar and make healthy meal choices, expand Oneida farm and meat processing
- Sustainable food systems
- This should be prioritized, people always find places to sleep but with rising food costs we need to know how to take care of ourselves before the next pandemic/disaster.
- Improve currents and explore hemp more
- Improvement of traditional food options
- Further explore hemp
- Hemp
- Training for younger generation towards farming. Recycling priority
- I think further exploring hemp can help the tribe generate revenue
- Member food distribution
- We need to invest in the cash crop of Marijuana, all the states surrounding Wisconsin have it and are making millions of dollars. Income generator.
- Improve marketing of the farm( cattle and buffalo sales
- Increase the amount of lean meats available.
- None
- None. They do a good job
- No suggestions
- Hemp products and more crops
- An organic food store in tribal boundaries and a canning/ production center to produce our own product
- Hemp crops for sale or distribution
- Large greenhouse fit local fresh fruit and vegetables
- Grocery assistance
- I agree with all of the possible projects examples listed.
- Processing center - and a cannery accessible to the community and not just used for business!
- Further explore hemp
- Improve existing structures
- The sustainable food system is a good project. I've heard Hemp has a low profit margin.
- Explore hemp for sure
- Sustainable food system and processing. Open a grocery store like Aldi
- Further explore hemp
- Further explore hemp
- Sustainability with food systems, community gardens
- Sustainable food system
- Improvement on structure

- I agree with improving existing structures and creating a sustainable system everyone had access to
- Legalize medical
- Sustainable food programs
- Improve the existing structures sustainable food system
- I would love to see the Oneida Cannery and the Oneida Market be improved and/or expanded. Additionally, leaning into simple technology such as being able to order FDPIR distribution packages online or order from the Oneida Nation Farm online would be nice.
- Further explore hemp, sustainable food systems. Trainings on traditional foods and medicines
- Improve existing structures
- Food independence / sovereignty. Sustainable Agriculture.
- N/A
- Sustainable food efforts
- Purchase of ag land.
- Food innovation center, meat processing center

Question 6. What suggested projects or uses do you have for the Culture and Language designation?(The OBC examples of possible projects include: Expand programming, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization.)

#### Responses:

- Reach out to surrounding school systems and provide teachers to hold classes for anyone who would like to learn. We need everyone to learn to keep our culture/language as it not only belongs to us-it belongs to our ancestors and our future generations. We must teach everyone who is willing to learn-no matter their nationality.
- Expand the language education so that every employee receives some language education and can speak basic words or phrases relevant to working with the Nation.
- I think it is still hard for people to be able to get tools they need to learn the language. Not everyone is on computers. We should be able to purchase these items at a discount price also.
- Provide online resources for community members.
- N/A
- Expand language immersion to Turtle School, utilize language trainees in Tribal Schools' language n culture classes.



- More advertisement of where and what is available on line. All sources should be shared as i myself am unfamiliar with where and how to access learning to speak the Oneida language.
- more online programs
- Expand program
- I wish there would be more online language learning opportunities.
- Expand to families who have no experience with the Oneida language.
- teach culture, language to elder who don't speak language cause never taught
- more classes
- more class for adults, class at night and day
- incentives for networking with community
- Better high school
- way more adult language
- language camps for kids and teens and adults
- more language learning opportunities; immersion
- keep language program for who were are
- Ensure that students are learning the language to preserve it beyond ceremony but also conversation
- Yes, awesome!
- Develop language programs to be delivered to all Oneida households. provide programs and technology to each home to take advantage of it
- Improvement of Pow wow grounds
- Addictions need a cultural healing program, someone who care continuously follow up, similar to AA sponsor
- Save the language. If you are serious about it put a serious amount of money in it and get the best of the best talent to do the work.
- educational opportunities but from 8:00 a.m. - 4:30 p.m. Most people work and are not available during these hours
- Expand programming to include more virtual opportunities for members off reservation.
- 1. Authorize the recording of our songs and make it available on a CD, jump drive, or YouTube so kids can listen to it a little more freely and easily. 2. Rosetta Stone. Weekends, weeks, or months for immersion camps.
- Expanded programs in different areas ex- online classes free for members and descendants to help us know our language and also in schools besides Oneida.
- N/a
- also no
- Sustaining of our language is very important, but I personally will not be using any language programs.
- Provide resources for education in the trades ( plumbing, electrician, auto mechanic

- New High School so Language and Culture offerings could be expanded. Continue expansion of the Oneida Language Nests. A new history book of the Wisconsin Oneidas that includes their efforts to revitalize the language, culture, and history.
- Language immersion in the schools.
- Expand educational opportunities in the community.
- Older ages for language immersion
- Expand the program - make it mandatory for employees to learn the language - ie attend class at least 1-2 x a week (paid). Have a culture camp each year - speak only oneida at these camps.....We need a central location for culture and language
- Mandatory course in Oneida culture and/or language for percapita reception
- I challenge the OBC to tour and look into Milestones in De Pere, it is an ABA therapy center for children with autism. I think that is one thing we are missing in our community, is being able to a center where we can offer center based therapy for our children with special needs to learn everyday life skills, but also they can still learn our language and culture.
- Start using the Oneida Language on everyday things (include English translation) such as bathroom doors (men, women), rename roads, buildings, departments, even the Business Committee to an Oneida Name. If we want people to learn the language even just a few words, it needs to put out there in every day use. See if you can work with Duolingo or other language learning apps, so people can learn on there own time as well.
- do home video's for people to share with kids
- Expand Culture and Language to the OCHC/OBH to work together more to offer healing. The ultimate call is the Oneida person preferring to select the type of healing they want or whatever works for them. No discrimination, racism, from all parties. Medical/Behavioral/Cultural work together more involving direct services to Oneida People vs separateness. We say we offer holistic medicines-we don't! we keep it a part like our surrounding neighbors. Let's practice what we preach and practice what our ancestors taught us to do for each other. The silo effect has got to STOP!!! I also think that Oneida Cultural Heritage could offer education to employees only when it comes to learning aobut the culture vs the e-learning. Face to Face involves connection. Supervisors, Directors could offer RETREATS for departments. I mean quality ones which give us rejuvenation to work better, feel better, be better, etc.
- they are doing fine no need to increase
- Create app like Duolingo to teach Oneida language
- I've tried to learn the language following the Facebook site, maybe you can't teach an old dog new tricks 😊
- More resources to get people interested in learning about our culture
- > Establish a "Content Creator" program to bring Oneida culture and language to Youtube, Twitch, TikTok, and other social media hubs to create online spaces where Oneida can be spoken. Pay for camera/recording/computer equipment for content creators. Pay to promote them and gain exposure, to encourage our youth to engage

with Oneida culture in the online places that they actually already go to. > Make Oneida Language available in more language learning applications, like Duolingo or Rosetta stone, and make these applications free for Oneida members and employees. > Grant monetary awards to those who gain levels of fluency in the language, and grant stipends to fluent speakers who are able to maintain fluency annually. Conceptually like an Oneida Language Laureate program. Spend money to save the language. Make it rewarding for those who do. I think it's more valuable to Oneida as a culture to pay people to learn the language than it is to pay people to attend a GTC meeting.

- N/a
- support language immersion program that will also welcome members of difference tribes
- give them a raise and add more positions.
- All I can say is that I fully support the Oneida language. On-going education is so essential in this time of Cancel Culture. If members can't get up to the reservation, maybe put together a group of tribal educators willing to take themselves on the road consistently to share their knowledge, experience and life quests. Keep the tribal history alive without assuming people can come to you. I put myself through Narquette University in the 1980's. There was no gaming at the time and thusly no funding. I graduated in 1987 with honors and never got any tribal recognition for my success. I didn't need anything special, but "job well done" would have lived in my mind forever. The Creator would have engraved those words permanently in my life practice for the good. After graduation, I wrote a letter to Oneida to inquire as to whether or not I could recoup some of the 5 years of tuition I took a loan out for. Gaming was now established and educational monies were being granted. I was told "no, we don't reimburse retrospectively." This hurt as by this time I knew a few members who were granted educational funding AND a living stipend and never completed their education. So yes, please fund education. Knowledge & wisdom are only of value when they are share and put to use for the greater good. Perhaps I'm not putting my verbage into the most correct, most effective manner, but in the end, it's our drive, our knowledge, our compassion and our edifying capabilities that will be the how we endure as a Nation.
- Language
- Expand programming. Would love to be able to have a warm hand off/connection/increased collaboration with cultural programs to the health division, more specifically connection with those involved in behavioral health services.
- Focus on technology integration to support language and culture classes via electronic platforms so more people may be able to participate.
- More money and employees are needed in Culture and Language. This project is us and it needs an entire home to flourish in and not be ping ponged to several locations. Spend lots of money constructing a home for the Culture and Language department.
- Support those that wish to travel to other 6 Nation communities to learn the language.
- Employees need to show improvement Time allowed for classes (4 hours/week) Needs more direction and oversight

- satisfied with examples
- training for teachers, elders
- One suggestion from a friend was to have a radio station where language was spoken and taught. One Oneida community has one...however, I don't know which one.
- How about investing into something like the Rosetta Stone, like the Kahnawake Mohawk community did. They have this in its community schools and offices speaking and learning the language. We need have speakers that can converse, not just remembering a prayer
- funds for culture influences from around our nation, meaning give an insight on how other tribes have lived in the past and present i believe as a tribal member its important to know about other tribes ways of life and how they sustain tribal living, trips to other rezervations is the most on hand experience anyone could get weather to new mexico arizona out east this is a very informative tool for the native culture.
- Have it accessible via people's homes, ex on FB for those who have it, or run it on TV. I watch the one for kids - not learning too much as far as speaking but I'm understanding/recognizing words. Its a cute 1/2 hour daily (except for summer). Start classes again in community.
- Na
- Have language connections available to all members. For example, the children's books would be appreciated through SEOTS, or made downloadable in a pdf.
- Community education programs, e learnings
- agree with what they have
- Language has to be taught in home, have virtual classes for families to learn together. Culture taught at the Longhouse, one family at a time.
- Expand our culture and language area on the Decaster property. Relocate the museum to this area to gain more exposure. Build an infrastructure that tells the Creation Story. Use this to draw in tourists and to generate revenue. Make it a year-round attraction.
- No suggestions. As far as pandemic and immediate needs, this area does not pose a crisis or need at this time. This could be addressed when we no longer have food, housing, vehicle needs to be met.
- Support language immersion
- I would like to see more classes offered at various hours most classes are when people work. Evening option would be nice or perhaps an online prerecorded session
- Provide resources to expand edu. opportunities in the community, schools, homes and across the organization
- Create culture and language centers right in the sites, go to the kids, the homes that are having issues work with the children or send them videos and information to learn new habits and information
- Again promote. Sorry to say but I have learnt that there are more non tribal community members that are more interested in learning the language, understanding the Culture. This would include spouses, extended family members, Church friends, co-workers ect. ect. Its almost like these items are hidden on the reservation. allow all to learn from our

hardship. No need to hide anymore. Take back our wisdom and have our voices heard through our language.

- Expand options for language trainees. Put current trainees to use in the community. Increase signage and other visual markers in the community with Oneida language. Declare Oneida language as first language.
- Current Language program, should stand by itself and not be under the school board it should be a stand alone program, reporting a language board of directors/speakers from all three communities located in Wisconsin/New York/Canada and should be funded. Important to note with out our language we are not considered a tribe as designated by the Department of Interior; in order to be a federally recognized tribe you must have a language, we have no first language speakers we have one second language speaker. Within the Oneida Nation of Wisconsin/Oneida Nation of New York/Oneida of Thames we have a total number of 55 first language speakers left in the world. So as a Indian Nation, what are we going to do about it? So as question 7 states expand programing, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization. Provide funding and support for language programs in all three communities in Wisconsin/New York/Canada. Remember there is only one Oneida Nation, however we have three (3) communities; through acculturation /assimilation we have we have allowed
- It's a great idea to support the language programs. More classes need to be created to help adults learn, as well. More communication should be widely available to members. Technology for language should be developed as a resource to members to use if unable to attend classes.
- Expand programming, support the language immersion program, and provide resources to expand educational opportunities in the community, schools, homes and across the organization.) name street names in Oneida
- less staff is needed for this. only because the nation language is not utilized in the business fields.
- Strengthening language immersion opportunities to expand beyond age 4-5.
- I think they have evolved over the years and are doing an amazing job.
- Expand opportunities across the organization
- I feel that it is important to retain the language. I would like to have all buildings include the morning opening and closing prayer. Cultural improvements could include documenting the importance of central Oneida with a museum on Service Road that would include pictures of Oneida in its heyday. Stores, gas stations, post office, churches, taverns, the Oneida jig, the train etc. Oneida should document the past of our grandparents and great grandparents still alive to record the not so distant past from the memories of those over 50 years old at this time.
- Basically there is a lot of disagreement in this area. I would like to see in schools and be taught to all with the basics.
- expand the educational opportunities

- Build the cultural center to include class rooms. Expand the language program
- Hire cultural facilitators, implement employee educational opportunities and utilize them to bring culture into homes they serve.
- I don't support expansion of the language program. Not only can you barely find any of them, they have not successfully done anything productive with language in 30 plus years. Throwing money at them will not improve anything.
- expand education opportunities in the community- especially local schools.
- Each department in the Tribe should have an area that is reserved for culture. It could be the same set up for all areas but there needs to be something that patrons of your facility can see when they walk through the doors and are entering an Oneida enterprise. Culture is very important and it would be very nice to learn and see a little piece of this when entering other areas of the Tribe
- expand educational opportunities in the community
- Fund language immersion program so they don't rely on grants long term. Provide community resources for language outreach and intersect with museum also pull resources together
- Retail store should have longhouse music played throughout the store every day
- More availability of classes
- Fine the way it is for now
- Expand language education opportunities
- Educational opportunities
- Create classes for those of us who wish to speak the language and those who live off the reservation who want to know more about our culture - past present and future
- more after hours language classes
- Unsure
- more cultural knowledge
- Tier system for onss that they should graduate at an acceptable rate if you attend should be able to speak oneida
- in the middle school/high school/wdp/southwest
- language nest
- Needs to make a come back
- Important but try to have people use it and live by it
- I am white and I think in your paper it would be nice to put a few words in your language and explain what they mean
- Oneida language should be taught in grammar and high school
- can never have enough
- Can and warehouse foods for emergency Rotate yearly, give to pantry as rotated out.
- Less spending money and more speaking the language. Language in the public schools. We have enough tangible resources
- Programs that would help our youth: jobs, money management.
- sustain

- provide resources to expand educational opportunities in the community, schools, homes and across the organization
- none
- I don't support putting more money and two language and culture until we see more measurable results.
- None
- adult language classes, adult programs that teach and apply history, culture, and language.
- Expanding programs would be excellent. Maybe explore prerecorded lessons or online events / classes.
- Language
- Retaining the language is core to retaining culture and identity. So definitely that but also support for higher education
- Education is key
- All good as well.
- Classes again
- More language to babies
- None
- Grow language nest and more language classes
- More cultural events for community (socials)
- We need to build a new high school and make sure our language nest in the high school. Also have the ability to expand new grades with language nest
- Have language taught every day mon-fri
- Expand resources to provide educational opportunities for those members or descendants who live away from Oneida. Get our languages into high schools in Milwaukee to include the Universities in South eastern Wisconsin and beyond. Create immersion classes at specialty schools and daycare schools. If it becomes a priority it will become a reality!
- Offer online learning/ virtual classes to expand language to allow access to ALL Oneida tribal members, regardless of where they reside.
- Expand educational opportunities year round within the community, schools and homes.
- Sounds good to me.
- History conferences on the Haudenosaunee and the U.S. Constitution. Legislate that Act 31 be actually taught. Develop a curriculum on the role of the Iroquois constitution and the U.S. constitution.
- educational opportunities in the community
- I believe what we are currently doing in this area are sufficient.
- More infrastructure
- more education in schools
- Additional services in the arts arenas



- incorporate the credit school
- focus on language aides like tapes, video
- provide training for all programs. Develop plans for program use
- Online Language
- After the pandemic there hasn't been available lately maybe bring more of a approach of new classes from all resources.
- Immersion Programming expansion -Charter School expansion
- funding from gaming revenue towards the language nest
- Language immersion program
- Expand language immersion program
- All of these projects are important to preserve our language and culture for future generations.
- Develop an teaching and learning program based on efficient and effective pedagogy, targeted learning, and outcome based.
- Provide culture/language off reservation
- All of these.
- Being a "City Indian" for most of my life, I look forward to the cultural presentations, held @ the SEOTS office location. Randy Cornelius is always a welcomed guest speaker, very knowledgeable & entertaining.
- language tapes/books for sale so people all over the state can learn and hear the language spoken correctly.
- Language immersion program
- Educational
- continue to support continuing the language
- Provide Oneida language classes on a regular basis.
- Make it more accessible for everyone.
- Include Milwaukee In programming and opportunities. Move museum for more visibility. Keep funding the Arts Program and extend to Milwaukee.
- education in the trades
- Expand programming support the language emergency program
- Support the language programs.
- Send business committee and senior management to sensitivity training
- Language and culture are the foundation of our identity and existence. We should be fully funding our language nest and all cultural ceremonies and events. More language trainees should be hired too.
- Education and language should be first priority
- ?
- Expand more to SEOTS.
- Provide more programs to learn the culture and language for all ages.
- Access to recorded zoom classes. Monthly one hour culture class on zoom
- No critical race theory taught



- Help our kids and show them our ways by giving them a chance with hands on
- Expand it
- Na
- Resources for educational opportunities
- Expand ONEIDA language education via Zoom and other technology since language is vital to sovereignty.
- All of the above
- All the examples and cultural values and into the classroom. Talking circles as a after school program or therapy. Children need to be heard.
- Online classes
- The below suggestions are good
- Have online classes possibly recorded so people can access them anytime and anywhere
- Make all cultural and language programs virtual and accessible to All Oneida.
- good
- Language app better developed. maybe work with duolingo like Navajos did
- Continue to provide language classes and other culturally relevant activities!
- Expand opportunities and more community education about culture
- Require longer training for all employees to learn language fundamentals. Create billboard dedicated to language revitalization and positive representations of oneida language growth in our community. Fund the wages of Oneida language tehatiw^nakhwa staff
- direct or focus with the youth
- youth recreation and art
- expand educational opportunities across the community, a community immersion initiative.
- culture and language programs to help outside the oneida school system. Tribal kids outside do not have as many resources or programs to learn the culture and language
- online resources finish the website, alot of unfinished information.
- okay as is
- need
- more culture
- they have enough, nobody speaks
- long term substantial funding support instead of relying on grants
- More community events showing oneida culture like the husking bee and applefest
- Improved access to museum/cultural center
- not sure
- Need a designated building
- More classes at times people can attend
- All of the above.
- OBC examples are good
- Play more Lacross...Teach more Oneida History. Teach it correctly..

- Many wampum! This money gives us the opportunity to build a floor beneath ALL of our people. That NO ONE can fall beneath. Let's make this our new culture! #trickleup
- Education
- Expand all programs
- Provide resources to expand educational opportunities
- Increase language in the workplace - like the Mohawk tribe. Incentives for Oneida Language class at work (attend a monthly or weekly language "training" for an incentive).
- Provide tutorials as part of all New hire orientation with basic sounds, introduction, stories, games. Brighten up the walls of all Nation buildings with artwork, picture, name in English and Oneida, sounding out the Oneida word. Should be in the schools. When I was young Native children would spend time at the Morgan building in Appleton to learn of the Native cultures. Would be great to educate the workforce that way.
- No comment
- Support immersion. Program, provide more language incentives to families
- Classes for members on language
- We need to develop a language learning program that harnesses techniques from other proven language aides like Rosetta Stone and apps like Duolingo. Then we need to make it electronically accessible to every member of the tribe. The apps and Facebook pages for Oneida language sometimes do not work and also aren't super intuitive to those like myself who grew up off the Rez and have to try and teach the language to themselves.
- Accessable online classes
- Advertise more for language classes.
- Have a teacher go into the Headstart programs.
- Its being done now, and those who want these services are utilizing them.
- Expand language teaching to Mon-Fri.
- Education should be helped in all school districts that have tribal children in it. All tribal kids are important not just at tribal school.
- Besides just the immersion program, Head Start should base some of their learning on language and culture.
- Have a historian office
- Oneida language available like the Rosetta stone or Babel apps. but not as expensive as them.
- We have enough funds for language
- make language help in departments, not sure what they even do for the community. See lots of people that are in culture/language that are telecommuting but having a social life during work hours. Help the larger community learn.
- Provide resources to expand educational opportunities in the schools, community. Community events to gain more interest and engagement.

- Reach out into the local public schools more. We have more students in the local public schools than in our own Oneida School system. We need those schools to teach our history and culture not only to Oneida Students but to ALL the students and especially the staff.
- None
- Expand the language program to hire more trainees and move current trainees to teaching roles.
- we speak english how often is our native language used for real, unnecessary!
- Utilize technology to expand culture and language as part of a digital transformation effort for the Oneida Nation. Websites, mobile apps, virtual classroom training, etc...
- label all signage in the language also,
- language and culture classes for the community starting at the very beginning. Building a New high school. Yes, support the language immersion program.
- None
- Agree!
- On line language lab
- It's good right now
- agree
- Community language classes
- Oneida language to be seen EVERYWHERE, starts with the little ones in daycare, head start (not just immersion program), schools, people remember songs - create songs (cds) that teach the language, programs, partner with Rosetta Stone or others that teach how to learn a new language
- All cultural activities/initiative should be in one area, like a new Cultural Center; with classrooms, artist spaces, theatre for performances; better use of technology to get info to members
- Expand programming, expand the immersion program give them extra funds so more kids can attend, without this program our language will die, create a nature based learning center, Nature based Playground for the Language Immersion program, funds for that department to go to as many trainings as they need to further their language and ideas, Increase the opportunity for homes to be able to access the language with materials and virtual options, write an SOP or law that states every department should incorporate our language in the department in some way, we are always catering to how the white employees want things to be and to make them comfortable.
- Expand Oneida language and culture lessons in the daycares and Headstart.
- online language classes - if it exists, communicating to membership, etc.
- N/A
- expand programming
- Education for students who go to public schools.
- Language is for the select few in our community and not for everyone. It has been this way for twenty five years and will not change.

- provide resources to expand educational opportunities
- N/A
- None. This money needs to be reallocated to help the membership as a whole. The culture and language program has done very little to increase fluent speaking and IF you can find one of them at work, for your event, you're lucky.
- Currently like to listen to the language being shared on social media via the long house songs, stories. suggest more of this to adults wanting to learn and put these programs into our public schools which our children attend. Not only for our Tribal students but all students interested in learning the First Languages.
- Promote career education in the high school. Also promote training in the Trades and health care fields.
- Expand opportunities to integrate language into everyday experiences like grocery shopping. Offer incentives for employees to use the language daily to support language growth and sustainability.
- Increase programs
- I agree with the above. We have a beautiful language and it is imperative to teach it to our young. Find a way to reach our young members who do not attend the Tribal School, but still want to learn the language.
- Not sure
- No suggestions
- Immersion program
- No
- Develop online learning self paced.
- Offer incentives for learning the language and culture. Your ideas focus on too small of group. Make it more accessible and interesting/attractive to the membership
- Expand educational opportunities in the schools.
- Perhaps funds for other schools outside of the reservation
- Workshops to learn about both
- Make a programs (for example a program for language, a program for learning about our history) that can be accessed online, so ALL Oneidas (not just in the community, but to those that live outside of the reservation).
- I dont know if any of this is helping really.
- more accessibility for all ages who are looking to learn more of their culture and language
- Not sure
- I agree with these ideas
- Find different ways to teach the language
- Restart homelands tours
- This is a difficult task. It would be different if we lived in our own little world where we only communicate with each other. Continue teaching it from infancy and those who know the language should communicate to all for purposes of learning it.

- Not sure at this time
- improve overall language program
- Home classes
- Expand opportunities in the community
- Culture and language classes available online, both with a live teacher and on-demand style would be a tremendous asset.
- I think the elders should teach the language not young kids because they don't teach it the right way the way the elders would teach it
- Support immersion program and increase opportunities in schools
- Expand opportunities in community
- We are very lax in promoting the Oneida Nation culturally and commercially, the only obvious presence is the Casino, promoting and discounting tribally owned business.
- Zoom meetings with elders/teachers to pass on knowledge to tribal members across the nation, expand educational opportunities for youth, exploring ways to sustain tribal membership through upcoming generations
- More programs
- Language is crucial to maintaining our sovereignty status and changes need to be made to secure our language or we could lose federal recognition. None of the programs as is are producing fluency so much more needs to be done. It's a risk to invest in different methods but if we don't start now well we still have a couple of fluent teachers our federal recognition will be at stake. Please prioritize this.
- Provide resources for off Rez members
- Na
- Reduce amount given to the program from current disbursement. COVID-19 shutdown prevented school and community participation. There should still be a considerable amount from last disbursement.
- Incentives to learn, using the language as much as possible
- I think expanding programs in the Milwaukee area would be helpful
- Expand programming
- I think what we have is good.
- Online learning
- Expand educational opportunities to the community at large.
- Expand curriculum
- Expand to others who aren't on the reservation
- No suggestions
- Improve school system on reservation
- Language immersion and internships
- Online self guided learning modules so you can learn bwhen you want at your own pace
- Community language classes
- Work with Rosetta Stone to develop a speaking course and give one to every member!
- Assistance for online education at home

- I agree with the examples listed and feel that the SEOTS program needs to be included in this area to offer these educational opportunities in the evenings and weekends for those who work during the week and daytime.
- SUPPORT THE TEHATIWA/NAKHWA language nest immersion program FULLY 100% now and forever into the future!!! This should be a TOP priority that is addressed ASAP
- Resources to schools
- Expand educational resources
- Language classes available for all
- I agree with all of the above
- Create an online course for all levels
- Expand educational opportunities for all members
- Expand programming
- More interactive programming, technology updates so available online for everyone
- Support the language immersion program
- Expand resources
- Online language programming for those who do not live in Oneida would be helpful
- Take care of our children, membership & community
- Language into existing programs
- Expand educational opportunities in the community schools and homes
- Not sure if this falls under this umbrella, but seeing the history department and museum improved and expanded would be wonderful.
- Expand the immersion program for adult learning.
- Ed
- Language nest expansion
- Maybe a language podcast for other members to easily learn and reach the oneida language
- A phone app
- Monetary incentives for learning language and culture. New home for museum.
- More language used in communications to employees with pronunciation More language classes during the day for employees Language immersion weekends Paid language learning positions with high pay-it is the most important thing, pay accordingly

Question 7. What suggested projects or uses do you have for the Education designation?(The OBC examples of possible projects include: Focus on increasing post high school education opportunities and allow for duplicate degrees, certifications, licenses, etc.)

Responses:

-

- We need to build our children's confidence so they believe they are worthy of an education. We need to reach to the surrounding communities-most our children do not go to the Oneida School System.
- The 2 year post graduate program has worked well. I believe that was offered through a different agency but that helps members get training to go with their education.
- 
- Higher education is not for everyone, but they should be offered more than being a computer person. We have no children going into the trades.
- Allow for duplicate degrees.
- N/A
- Allow for more than one license or degree if grade point is at 3.0. and educational plan is for vocational purposes.
- New high school for our youth.
- allow for duplicate degrees
- Increased post high school
- Yes I wish you could use funding to get another degree within the same category. I have a technical diploma and a bachelors degree in healthcare but would love to go back for something in the social work field but can't.
- Idk
- more knowledge of whats out there for jobs
- Student loans should be forgiven
- enable more than one cert
- Post high school programs
- more
- ability to change careers and go back to school even with a degree
- opportunity for funding multiple degrees and certificates
- Incentive for language education
- Limit career students! Too many people getting multiple degrees
- better
- I think higher ed should have to work for the tribe . give preference to the posting we need
- Provide an incentive for each level of higher education attained with a significant GPA.
- New school (h.s.)
- Allow lower training degrees/certifications if already have a degree
- Assist students suspended from higher ed to fund credits and get back in good standing
- No limitation on people getting their higher education
- Higher the money for college assistance
- Assistance with Certifications, Increase amount of time (Semesters) to complete a degree.
- Educate children at a younger age about drugs keeping up with new drugs

- I would like to see a focus on the skilled trades. Helping members have access to learn a trade in some of the more non traditional fields. Many of these trades not being part of the higher Ed system are not covered.
- None
- allow for duplicate degrees, on the job training for high school students, programs need to be allowed into Oneida High School as there is nothing to show these children the real world at Oneida.
- N/a
- Look into increasing wages, salaries and introduce health benefits for retirement living. Teachers who have at least 15 years working in The Oneida School System.
- Main stream the process for receiving the higher education benefits. Some students drop out because funding did not come in time for tuition and books.
- Increase post high school education
- A new history book of the Wisconsin Oneidas that includes their efforts to revitalize the language, culture, and history. Especially important in the book should be a section on the GTC and the BC. Each BC leader should be given their own history pages to show what was accomplished under their leadership. New high school that would allow room to partner with colleges and offer dual degrees.
- Build a High school
- Expand high school programs, work on CIP for new high school building.
- PD, PLC training for entire district, complete overhaul of a district curriculum! Write district standards and curriculum and look at how we can use HMH as the preferred resource for implementing Oneida curriculum
- Duplicate degrees and help with money
- Cause career students if you allow them to keep going back for multiple degrees
- Allow for duplicate degrees
- PerCap only paid out upon positive college enrollment or full time employment post-graduation
- Allowing multiple degrees/certifications
- I know the world doesn't think this way but Higher Education is really not worth it. There should be a bigger push toward apprenticeship programs such as electrical, plumbing or other jobs that don't require degrees such as installing installation. These jobs are hard to fill and good money can be made but everyone is being led to believe they need to spend a gazillion dollars for a piece of paper which in most cases won't get them anything. I couldn't even get a raise from the Nation after I graduated, so it ended up being a complete waste of time.
- have more kids go with our tribal workers to see how things are maybe this will have them make a better decision on what they want to do when in school to study for ETC.
- Offer same educational levels/degrees in a different field, as long they have used the past/current degree (Cert. Diploma, Bachelors, Masters, PHd, etc) with that degree within the field for a limited amount of years working with Native communities. Why



can't we do this, The IHS only works with Native communities only - what's the difference. This might entice Oneida people to give back to their people vs others entities.

- open it up for decedents to get scholarships
- Allow for duplicate degrees certifications and licenses
- Yes, continue the education opportunities for post HS. In this changing world, graduating with one degree, only to be hired and having the company require another degree, duplicate degrees would be nice if a proven need.
- Incentives for people to go back to school
- > Better outreach to encourage members to seek education. More active counseling and case workers to help members navigate the various systems and paperwork to attain education. > Some form of technical skill mentorship/internship/apprenticeship to help those who are not able to thrive in a traditional education setting, to help them gain qualifications/certifications/licenses to find work in other settings and paths.
- additional staffing at the schools to help mitigate the loss of learning due to school closures during the pandemic
- Allow duplicate degrees for changing careers, emphasize resume building and career recruiting
- increase post high school opportunities that are culturally based.
- give additional grant funds for returning adult students. Would help if adult learners could have extra money to pay babysitters.
- Please read my previous note. Please reconsider reimbursing even a small percentage of what I had to pay back for my Marquette education. I was a fullblown student loan, but the end result was that it gifted me with healing hands of a nurse for 30 years.
- More options for all education areas
- The education department could really benefit from having more mobile offices throughout the reservation or possibly off reservation to help to reach out to more members. The CEC is not the most accessible office and the other office at the NHC is not the most accessible office. Expanded computer hours would benefit more individuals that work odd shifts or just have different study needs. I am currently unaware of any tribal offices on the east side of town. If that is not possible to have offices off the reservation we may need to increase the costs of living to include an amount to purchase transportation.
- Allow for duplicate degrees and certifications.
- agree
- i agree with allow for duplicate degrees, if anyone wants to go to school, they should be able to. they are bettering themselves
- duplicate degrees, multiple certificates and licenses
- Post high school education opportunities, incentives.
- all these degrees and how many can speak the Oneida language.

- no ideas at the moment of the top of my head just make getting the education accessible weather for carrier center of schools.
- Allow funding for another degree if the current one is outdated. What are all the folks doing who earned degrees paid for by Oneida? Some even earned Ph.D's. What are they up to?
- Keep higher Ed program
- Offering education specific to financial management. We get large payments at 18 years, and fairly large amounts as the tribe is able. Community education related to how these funds can effect other 8ncome or educational scholarships/grants would be good. Even how to use this money for long-term investments or savings would be helpful.
- Allow for duplicate degrees!
- Duplicate degrees allowed and paid back for duplicate degrees that already have been taken.
- For Youth Summer workers, use some that time to shadow jobs for students who have a desire to work in. High school students (school to work program) to work in Plumbing, HVAC, Electrical, agriculture, food & natural resources and construction.
- Supporting education project: -Provide a laptop -Duplicate degrees -Purchase equipment & shoes for all school-aged children who participate in sports
- None
- High school ed opportunities
- offer funding for technical degrees or labor classes such as welding, CDL classes, or jewelry making something that can help people obtain employment.
- Focus on the young, and let the older ones grandfather out if they have worked for the tribe a long time. They know their job.
- develop programs where students can come back and work in there degree and also, the areas we need people to work in, start recruiting kids to go into these areas, and look at work internship for the future
- Of course expand with certificates and licenses. Cut the lifers off. Sure people can get all types of degrees but use them. Provide proof that 3rd degree is to advance you to have financial stability and not to just allow you not to work and continue to live off of the grants.
- Allow for duplicate degrees. Create transitional programs for tribal members to meet workforce needs.
- none
- Definitely need to allow for duplicate degrees, and to allow a graduate to return for certificates. I have a bachelor in Criminal Justice - Corrections, unfortunately it cannot be used within our Nation. I cannot obtain a certificate, because I already received a degree.
- Focus on increasing post high school education opportunities and allow for duplicate degrees, certifications, licenses, etc.) or add to a degree. If a Liberal Arts don't get you

somewhere them let them go and fill in the classes. Need to focus on the high school classes offer specialty classes.

- add more funds for those using home internet use for online classes.
- Build our own Tribal College.
- Our education system is so backwards. We need to provide "trade" experiences, stop forcing college to kids who are first generation college students. Allow multiple associate degrees for single home families. They don't have time to go to full course university when they are working full time and have a family.
- Emphasize post high school education that will stay & help the community
- For anyone seeking duplicate degrees, make it a requirement that they must work for the Oneida Nation. Duplicate degrees should be only allowed if it benefits the Nation directly. Having truck drivers having master degrees but not using their degree seems like a waste.
- When you talk about education it should for all ages, we have a lot of families that have kids with special needs and families need to be educated also to care for them. Special projects or funding to assist with families, with supplies. Sometimes family do not receive state benefits and Tribes don't have programs so as a tribe we need to step up and assist.
- no comment
- Certification programs. Determine what the needs of the nation are going to be for the next 10-20 years and offer incentives for people to earn a degree and possible experience outside of the Nation. Say we are going to need Tech people, offer additional funding for those going to school in that area, then offer bonuses after 5 years in the field if they come work for the nation.
- Increase pay to attract quality staff. Develop a vocational program for high school students.
- Duplicate degrees, lesser degrees, allowing people who are not in good standing with higher ed to be eligible for the education dollars so when the funds are exhausted they will be higher ed eligible.
- Get the correct amount of teachers in ONESS and stop cutting out positions. They just lost a language arts teacher because it didn't get reposted by the superintendent.
- I think that you mean Multiple Degrees, Duplicate degrees just means just copying the current one that you have. Yes, I think that multiple degrees could be important but there needs to be a cap on how many times you can go to school and get a degree or a cap per individual on the amount that one can receive. Creating jobs for individuals and then sending those people to educational classes that specifically pertain to those jobs seems more important. Getting degrees can be important but sometimes you need the specific on the job training as well
- post high school education opportunities
- Push for more trades
- Rid of hierarchy degree achievements to fund students. Link payment of education to service with Oneida tribe After graduation.

- Letting high schoolers know that they should go through a financial class or learn about stocks. But have these children doing online classes through the year (summer) as well
- Increase the amount of help, students like me struggle to work and go to school full time in order to better ourselves
- Fine the way it is for now
- This looks good
- Modify the Higher Education scholarship to allow for duplicate degrees, certifications or licenses. For example, there are instances of adults who go back to pursue a technical degree/certification to change fields or become more specialized in their field, particularly in IT/Healthcare/STEM fields. You could propose reasonable limitations (examples: limit to one duplicate degree per lifetime; must wait a certain number of years between degrees; or allow for duplicate degrees in the event of significant employment/life disruption that results in having to change fields (layoff, illness, loss of household income, etc.). I would also support the construction of a new high school or renovation of existing high school, as well as renovations to Head Start at Norbert Hill Center.
- Allow for duplicate degrees
- Allow for duplicate degrees, allow for certificates (Such as SHRM-SCP or the DSPS, or PE. Hunter's safety, First responder training, and babysitting courses. Classes on finance and taxes and investing, too!
- training in the trades
- Unsure
- more grants
- Always focus/3 year plan
- So important. Maybe 2 degrees if they can't use their first degree
- Would like to see more funds to afford to go to school for all tribal members
- more
- Return secondary education scholarships with grade incentives
- Return to scholarship with incentives
- multiple degrees would be helpful (2)
- Support all educational endeavors. People need to reinvent themselves and need training to get back into the work force
- CEC programs for elders
- Allow assistance to descendants.
- Allow from duplicate degrees and lesser degrees. Someone who has a bachelors degree should be able to go back for an associate degree or certificate and have it funded. Career changes are sometimes required. Additionally so many Oneidas didn't have a lot of financial support prior to 1996.
- help oneida people who owe in education
- None

- Duplicate degrees for those impacted by covid, mentorship program, programs designed to get kids interested in the health, math, and sciences, training programs for employment needs within the organization i.e. health care, mental health
- Emphasis on college degrees including undergraduate and masters
- Increase post high school education
- This should be looked into more. A lot of members that are getting degrees and further educate themselves should get all the help they need. This will help our tribe in the future
- Also to make sure Students have every thing they need to complete their education. Tutoring, lap tops, and sports equipment.
- Incentives for members to pursue higher education, separate from FAFSA
- None
- Better management of existing program before expanding it
- New high school and athletic complex
- More funding for students where costs are above grant amount and higher degrees. Let people get a 2nd degree
- We need our own high school. Our own building for the high school
- Need more money for med school
- I like the OBC suggestions of allowing for duplicate degrees and or licensing. Develop more Native advisors for long range goal establishing for our youth and start gathering data to see its effectiveness.
- always need more
- educators supplies to schools
- Allow duplicate degrees, certifications or additional licenses. Higher education is a continuous journey for those that are dedicated and sometimes that journey does not follow a set time line or specific parameter. Being able to serve our community or field of work often requires additional learning, certifications etc, and with Oneida's higher Ed, it can limit additional opportunities for those that are seeking to provide the most for our communities. Also help those students that had to take out student loans during COVID, because not all students were able to receive full/ regular funding during that time.
- Increase post high school education opportunities.
- Promote more trades schooling. Manufacturers need employees.
- Develop an Oneida "certification" program whereby members can receive historical information on our culture. This would provide a consistent base of facts for those of us who wish to teach, write and inform others of our nation.
- Allow for duplicate degrees when there's money left. Assist with making the process better at the school itself.
- certifications
- More education for direct/second descendants
- increase the focus on trades and trade schools. Not everyone is college material.

- Change in degree support
- Increase funding for tuition, room, board. Invest in trades training
- CDL, Certificates, expand programs
- Always a need but should have ways to "pay back" higher ed contributions
- get kids into more trades, welding, etc.
- Build new high school. Existing one does not allow for needed specialized classes. Need to retain students and increase enrollment of new students. Tied to culture and language learning
- Some kind of training for all tribal members who can use those kind of certificates are licenses to find a good job.
- Make it that they have to be educated to graduate or move up
- New high school
- more, and cover certificates
- Have more apprenticeship opportunities. The student then learns a skill or trade, is held accountable and earns money making a difference in the world.
- Funds can be used for someone furthering formal Oneida Language and Culture education, no matter what degree they have already attained.
- Provide additional funding for post high school education such as housing, computers/laptops, personal needs (clothing, food)
- All of these.
- As above. Ensuring that the eligible and deserving students, are approved to receive Higher Education Funds!!
- SAT help, easier applications for higher learning
- Post high school opportunities
- All above
- continue supporting post secondary tuition help
- Provide intense training in the trades industry to provide expertise to work.
- Find opportunities In the trades. Build networking for political candidates
- high school education opportunities
- Do not know this
- N/a
- Allow for a second degree due to job loss due to COVID 19. Harder to find job with current degree.
- We need our own high school!! Build our high school. A high school will be beneficial for generations to come. It's not a hand out that could be spent in a day. A high school will create a strong community infrastructure. It would create a stronger foundation and identify for our youth. Also include the language nest in our school to create a stronger language base in our community.
- Increase Education fund as it is outdated
- Agree
- Yes agree with OBC examples.

- I don't have any
- Provide laptops for secondary education which can be kept free if class is passed. Provide free accessible WiFi on the Rez.
- Not sure
- Build a ICS for high school to keep our kids with each other...they don't take any teachings with them once they leave ICS
- Agree
- Most important and continue supporting everything you can
- Duplicate degrees. Bring back post-bac teacher certification.
- Emphasize practical skills offered at trade schools like NWTC; support entrepreneurship training, teach budgeting & money management at all levels.
- All of the above
- All examples
- Allow for duplicate/multiple degrees, certifications, licenses. We should continue to encourage learning.
- Post high school and duplicate degrees
- The below suggestions are good
- Encourage more young people to get degrees to help the tribe in the long run
- Allow for more job related educational experiences
- education to benefit the tribe
- Enhance language and culture curriculum. We should be producing fluent oneida speakers if students attend k-12
- Education is critical! Co to us to promote it at every level!
- Post high school opportunities
- Build a new high school. We can no longer send our youth to our old tribal boarding school site, the nhc, that is obsolete and outdated. Provide training on vital signs and elder care to youth so they can help their families and communities, tend to their needs.
- help offset the cost of tribal member while in school
- same
- college
- good tutoring availability, people always have questions about their heritage. This should be more accessible
- increase help, providing help for professional schooling
- improve
- affordable
- higher ed funds that are taxable should be awe
- trade schools
- Supplies for the students brought directly to classrooms
- High School/middle school
- schooling money again
- It's good as is

- Emphasize more education in areas our tribe could use people in
- no more virtual, more in school
- Allow for duplicate, sometimes people need to make a lateral move instead of just an upward move (from one bachelors to NWTC program, instead of needing to move to a Masters)
- ?
- More career counseling. Dont alliw for duplicate degrees unless there is a very good reason to do so like a health reason.
- Teach about UNIVERSAL BASIC INCOME!!! Also about the science and history of governance.
- Yes
- Continue d higher education
- None
- I already answered this I suppose - but a college assistance program similar to the covid 19 college assistance program.
- None
- No comment
- Allow duplicate degrees
- Curriculum at schools should include roots of racism and how it affects our lives. Need to teach inclusion and empathy for other people.
- Offer more internships in Tribal Leadership, Indigenous Law, And Language and Culture. Make internships available to post grads.
- Allowing for duplicate degree for re entry into workforce
- I agree with what is listed.
- Allow duplicate degrees
- Not dure about duplicate degrees. But a bit more emphasis on trades, with real training. Not those deals where somebody came in, did some classes, promised jobs, then did not provide. Those who set these things up must have knowledge, mot just "go do this" direction.
- help with low income families education
- Allow what ever education a person wants to do. There are times someone goes to school for something and can't find a job for that. They should be able to go back for a different degree.
- People who are sincere about their education, now that they are older, should be offered an opportunity for help pay college classes, again.
- None
- none
- allow for some funding for different degrees if old degree is no longer a need in the community. IE allow for a second bachelors if first is out dated.
- Increase post high school education opportunities, college prep programs, STEM programs for children.



- Allow for multiple degrees, focus on the trades (plumbing, carpentry, welding, etc...Pay for school fees,
- None
- Resources for duplicate degree is a must! Changing workforce needs requires skilled workers. We must support the flexibility to change careers.
- Education is good
- Duplicate degrees, certifications, and licenses would be great. Also streamline the process and workflows for Oneida as part of digital transformation effort.
- certifications and licenses, no need for duplicate degrees
- increase the amount of money you get a year. Do not limit the amount of semesters you can get funding.
- Post High School education opportunities, duplicate degrees, increase the funding limit for each school year
- Increase college education assistance/tuition. College is so expensive!! My daughter is already worried about how much she will have to pay for college! She looks at how much tuition is at all colleges she is interested in. Add in program to help high school age kids taking college classes. Had to pay \$800 for my Junior in high school to take college credit courses. no assistance to help out because she was still in high school. We already used the \$500 community fund towards her club softball fees.
- Make it a bit easier to access funding for higher education
- Community has become a highly educated community, now we need to utilize all these Graduated individuals within Oneida, pay top dollar to entice these individuals back.
- agree
- Post high school opportunities and support, tutors and special equipment for those with special needs or learning disabilities
- Look at ways for graduates to share knowledge within organization and community, assist YES Program with tutoring - ask them to give back to the community in some way, increase volunteerism
- duplicate degrees and such should be allowed, why not training in programs so elder population working now can retire and our Oneida youth can take over programs--they have the best ideas
- Technology support, duplicate degrees, accept all certifications and licenses like cosmetology school. Incentives for completing a degree, funding that is not limited by the schools Financial need analysis.
- Focus on increasing the technical/digital competency level overall for Oneida's throughout their K-12 journey.
- no suggestion.
- N/A
- Duplicate degrees is a good idea
- Duplicate degrees

- no, don't agree. Also if you educate Oneida's off the reserve they need to have a plan in place that they need to intern here back on the reserve. May Oneida people who receive funds have never even been to our reserve or know where or what Oneida is.
- allow for duplicate degrees, certifications, licenses, etc
- I agree with allowing duplicate and/or lesser degrees. Certifications were denied last time based on nothing and that needs to be addressed. We need to provide as many opportunities as possible for our members to get educated so whatever they choose to pursue should be funded. I think people who are not in good standing with higher ed also need to be considered. This is an opportunity for them to make up those credits and get back in good standing with higher ed. Why would we try to deny them that? We don't know what their circumstances were when they were unsuccessful.
- It is great to encourage higher education for all who want to learn. when we as a Tribe cannot support job opportunities after completion of education we need to be sure our members are well trained/educated for employment outside of the Oneida Nation
- Allow for specific lower degrees and certificates. For example AODA. Degrees/Certification.
- Allow for duplicate degrees, at least at the bachelors level. Include oppprtunities for professional development. So often professionals who have completed a degree may not be able to actively participate in professional development courses which would enhance their employability.
- More information and support for higher ed, vocational counseling for youth.
- Agree with the above.
- Maybe help and/or more focus on trades schooling, bring it local instead of having to travel for it
- Allowing duplicate degrees
- Higher education
- Yes
- Keep it the same it's already enough support.
- Identify future employment opportunities for our membership. An education is great but experience is also necessary. Where does our nation want to go? Promote those educational needs to our members.
- High school needs a class that teaches the life skills ,credit, rent, food, taxes
- Increase educational opportunities.
- Post high school education opportunities is good
- Provide help (tutoring) when college students are struggling
- I have my degree, but there are NWTC certificates that could further expand my knowledge within my industry. So allow for duplicate certifications and licenses.
- Make it easier.
- more funding for rent to bridge the gaps between semesters since most leases for upperclassmen in college are year round.
- Out of state assistance for PreK thru 12 supplies and clothing.

- Increasing post high school education
- Offer internships
- Help Focus the youth on careers for what the nation has to offer.
- Nothing at this time
- We have many with post graduate education, what we don't have is a fair & equitable mentor process. Lots of unused valuable talent all around us, but only those with right names, etc. get the opportunities. All higher level positions in our tribal employee structure should be mentoring someone to carry on.
- It seems there have been various projects done with the kids but it fades away. I don't know if there's some kind of teaching to get kids ready for college or jobs.
- keep education affordable for higher education
- Certifications and licensure
- Post high school assistance
- Fund those students whom have garnered outside scholarships....they should not be punished.
- Maintaining current college grants is fine, maybe even scaling down after 4 year degrees instead of increasing.
- You first need to get into the homes and have them go through white bison mending broken hearts so the bullying stops at the schools that's when you're going to start getting more graduates
- Allow for duplicate degrees I could have gotten a bachelor degree in Native American studies but already had a degree in Education
- Allow for certificates, licenses
- Expand and develop our online presence
- Increase education opportunities through grants/scholarships, make conditions of scholarships to give back to tribal community in some way,
- NA
- Expand funding to certifications/testing/exams required for professions. It's a waste to spend up to \$90k on a degree just to be short \$3k for a license in the profession the degree was earned for. If not a grant a loan program for students in this situation.
- Allow for duplicate degrees
- Increased funding along with multiple areas of degrees that be acquired
- Allow for duplicate degrees. Increase educational and technical training opportunities.
- Allowing for duplicate degrees and assisting with certifications in the same way we do for degrees
- Allowing duplicate degrees
- I know students who are tens of thousands of dollars in debt. How about we beat the government and pay down on these student loans. These loans do affect the parents when the children are still in school , we end up paying on their loans. Pay off student debt. Get better internet so our Children can study from home.
- Improve graduation rates

- Assist students education outside U.S boundaries
- More vocational education.
- Allow for duplicate degrees
- Duplicate degrees Easier for adults learners to get a 2nd degree Certifications paid for
- None
- Help the under educated further education so they can obtain employment
- Increase education funding for the tribal schools, hire actual education certified and degreed employees, increase funding for college funding. 20,000 barely covers half of tuition these days.
- Assist with licenses and certifications
- Duplicate degrees would be nice
- Allow for duplicate degrees (ability to get two associates rather than moving on to a bachelor's)
- Copies of the Native American scholarship source book (Amazon has a good one) for households on request and some staff to help with preparing other apps to other sources and/or edit essays.
- Unsure
- I think allowing funding for multiple degrees, licenses, certifications, etc. is an excellent suggestion.
- Additional funds for doctorate programs and additional funds that cover living expenses for dissertation credits and other expenses
- Allow duplicate degrees
- Allow for duplicate degrees, increase post high school opportunities
- College assistance is important; however duplicate degrees should not be available because too many would take advantage and keep going to school. Trade school training should be an option also.
- I agree totally
- Open a training center, offer apprenticeship programs, higher education default forgiveness
- Allow for duplicate degrees, increase amount for scholarships
- Increasing post high school education
- Begin higher ed talks and interact with elementary students starting in 5th grade, allow duplicate degrees if student has an education plan and degrees compliment each other. Pay for child care for students to attend school
- Focus on increasing post high school education and allow for duplicate degrees
- Focus on post high school education
- Allowing for one duplicate degree and increasing the undergrad funding— it's not always enough anymore to cover some schools
- AGREED
- New high school

- Allow duplicate degrees would help a lot when you get your associate degree in healthcare business services theres other programs for associate Degree to continue and go further but can't go forward if you already have an Associate Degree
- Allowing for duplicate degrees would be absolutely wonderful. Additionally, providing some direct financial support for technology needs (similar to the computer subsidy that was offered in Fall 2020) would be great.
- Allow for duplicate degrees
- Increase post high school funds and give away laptops to middle school and high school students
- School
- More funding to the schools for various materials or resources
- Wider assistance
- Allow duplicate degrees
- Higher ed funding for areas not currently covered.
- pay for more semesters for masters degrees, allow duplicate degrees

Question 8. What suggested projects or uses do you have for the Land, Infrastructure & Sovereignty designation? (The OBC examples of possible projects include: Purchase of land and development of infrastructure (sewer, water, etc.))

Responses:

- Reliable Internet, Reliable Internet, Reliable Internet, Reliable Internet, Reliable Internet, Reliable Internet, Reliable Internet. We also need to protect our airspace.
- Buy more land!!! Buying land stops development from other municipalities.
- See email sent to the GM dated August 6th outlining a proposal
- Purchase land that people can build on not just purchase and let the home rot away.
- Purchase land.
- N/A
- Purchase of land and up keep of current properties
- Continue to purchase land that is habitable for humans, that families can build on, can put modified homes on. Don't buy houses that most of our people can't afford. Buy houses that are livable There have been way too many homes that sit and go to rot. Sell as is to tribal members rather than let them sit and then need to demolish them. What a shame that is.
- better sewer systems
- Purchase more land
- Work on getting more trust land that is available for members to build on or use to put like mobile homes or those manufactured homes
- What Sovereignty is should be taught/presented to the membership four times a year minimum! The OBC needs to lead instead of routinely handing out waivers to

businesses. Quit acting like a bunch of sheep and stop worrying about making “waves” with the surrounding communities. Think of the membership first!

- hazardous tree removal for all members living on tribal land
- we need to fight for recognition of how we can tax people who live within oneida boundry
- land is our base
- No idea
- land acquisition, real estate, tracks, etc.
- ok
- make more land available for members. build an oneida nation high school
- Land reclamation
- better parking for elders at the ohc. so far to walk.
- availability
- Hope to be a budgeted amount at this time.
- No comment
- new sports complex
- Sewer and water on Hwy J-Riverdale
- More resources for taking care of trees. A lot need to be taken down and not enough staff to do it.
- Landscape and Maintenance Updates to all the Nations Businesses. (Landscape rocks, signage of facilities)
- Need to continue purchasing reservation lands. What about establishing a new fire dept.
- sewer and water lines throughout the reservation. They don't come through where I live.
- N/A
- I see Hobart building on every open piece of land. I would like the Nation to find a balance between providing housing for the membership but still maintaining land for the wildlife, hunting and fishing. Let's not destroy our mother earth like Hobart continues to do.
- Purchasing more of our land and programs to encourage Oneidas to own homes on our land.
- N/a
- Look into building warehousing for manufacturing. Lease to a large company for their storage needs like P&G or Georgia Pacific. Have acreage available for home building opportunities. I would like to own 10-50 acres that I would maintain within the reservation boundaries.
- Development of infrastructure
- Land Purchases. Booklet on Sovereignty of the Wisconsin Oneidas and how that has changed over the years. In that book there should also be how that sovereignty impacts the relationships with other government entities.
- Buy land

- Purchase land to increase the land base.
- Purchase more land
- Buy land
- More land allocation for native plants
- Purchase more land for home building.
- We need high-speed internet access to the whole reservation. Keep up with the HIP program but it should be expanded to include white people. I know a lot of tribal members will not like this because they will be looking at it from the wrong point of view (helping out non-natives), but I have zero problem using white people to get our land back, and think we should take advantage of any opportunity we have to get it back even if it includes non-natives living in the home, because they are going to do it regardless if we buy the land or not, so we might as well buy it.
- we need to buy more land they don't make any more land within the reservation boundaries . Farm it ? let it sit? put in programs? , maybe build on it where Infrastructure is ???
- Continue to purchase our land back as much as possible.
- if we buy it we use it. Don't be trading it. There right now is a lot of homes not being used and they could be.
- Development of sewer and water
- ???
- Purchasing more land
- > Designate wild/natural forest backpack camping areas on reservation land for Oneida Member use, with staff to inspect weekly or monthly to verify care of land. > Free or affordable internet access on reservation, internet bill assistance for members who live off reservation. > Oneida operated sovereign VPN/DNS server to ensure privacy of internet use of tribal members.
- N/a
- Purchase land.
- Keep purchasing more land.
- Perhaps ridding our personal dwellings of lead piping. Any idea how many children's brains are affected by lead, not to mention other body soft tissue organs? Level of cognition and ability to have normal brain function will only diminish over time if this issue is not addressed. Focus on the tribal members that are living in lead-infested areas.
- Purchase land
- Fix the homes the Nation already own before buying more. There are so many empty homes in the Nation that are not being used.
- purchasing land is really good but overall creating a better infrastructure to the department that is handling the paperwork that comes with more land. We have plenty of land and more land is always good but we do not have the office up to par to handle all of the paperwork because the land office has never had a dedicated data

management system. We have had jobs at trying to make something work out but it was never really anything that was completely meant for land management. Land management really needs a data management system that actually tracks the acreage because land management is always asked what the true acreage could be. Land management really needs a data management system that can actually handle legal type cases. To do any of the things that include land infrastructure you need a proper data management system to allow the employees to organize their work properly to get through the detailed processes of applying for certain documents needed with BIA and outside municipalities. We currently have a register of deeds that is crucial to our office and is maintained through Onbase which is not the most appropriate format for a register of deeds it is something we have that we are just making it work. There needs to be a closer look at the data management software that would be most useful for land professionals in the field and not only the physical acquiring and developing of land.

- Continue to strategically purchase land, get it in trust.
- develop infrastructure
- satisfied with examples
- update sewer and water for people on tribal land
- Use what we have and that is just sitting there and then look at acquiring more.
- sounds like a plan
- purchase more land to build homes and living quarters for our people, make more people friendly parks for people and pets for tourism and destination points.
- Purchase land for building homes or putting mobile homes on. Allow homeowners to build "do-do" homes for elder aunts, uncles, grandmas, grandpas so they don't have to go into nursing home (where during the pandemic, they were cut off from ALL family contact including when they were dying!). That was brutal! Expand home care options-staff to subsidize caring for loved ones at home.
- Na
- I think infrastructure is huge! That would include travel (roads), transportation (especially for the elderly and non-licensed individuals), water, and internet connectivity. Ecological waste management is included too. Resource for quality of life, and sustainable use would be a focus.
- Renovated police department (new carpet, paint, sign, parking lot)
- agreed
- Keep a history of all background information of land. GIS to have maps of wells, septic, electrical, gas etc.. Law that protect the land, non-tribal & tribal people who drop trash through land - they should be prosecuted & fined. Same with trust passing, non-tribal people to be prosecuted & fined. Purchase land to block HOBART and other surrounding towns, city & villages from expanding.
- Benches and paved walking trails in all parks
- I would agree, purchase of land, development (sewer, water, etc.). There should be more accountability for housing and housing staff, and superiors who discriminate based on families, who they are related to and who they do not like.



- Purchase of land
- yes infrastructure so homes can be built I would love to be able to move back to the reservation there just isn't any places available
- Both I think is needed
- Fix the houses you have first and demolish before they go anywhere. They should also have a Acquisition to Finish plan when they buy everything or take back, with a timeline; so many homes empty and buildings look at the old Schreoders building and the Siedal house all boarded up; if they been sitting this long, just demolish it - Contact the UW system, College of Menominee, NWTC and ask them would you like to use these buildings in your construction/ demolition area, please get rid of it.
- Having city water for one road and not the next. Is a huge problem. My well water is so bad the tribe has nothing in place to assist with a filter system. A filter system that will allow me to drink and even wash my light clothes in would cost 5000 dollars. I know for a fact that is how all the houses in my area are because I have asked. No one will even drink there water, as I cant either. but the grant that assisted with the well couldn't assist with the filtration system that is needed. This is not a want its a need. Every water line will eventually need to be replace. and this house is only 7 years old.
- Use funding for sustainable basic needs; solar energy, clean water, food, and technology. When the next pandemic or catastrophic event occurs, tribal members should be able to thrive on basic living needs.
- When purchasing land or infrastructure implement usage and develop guidelines that would be applicable to all projects and purchases for consistency and/or revenue generation for the Oneida Nation, the Menominee Tribe has a venue in Oshkosh and with the growth and development within the Green Bay area a similar purchase for the Nation could be beneficial
- none
- Invest in a resource center for short and long term rehabilitation that offers counseling and treatment. Our people are lost or in limbo. Where do we (I) belong? I don't speak our language, am living the non-native ways, but yet lived on the "reservation" for the majority of my life.... who am I?
- Purchase of land and development of infrastructure (sewer, water, etc.) we need good areas people want to invest in.
- don't purchase land until funds are available, stop going into debt further in case another pandemic occurs. pay off what we have in debt before creating more.
- I don't know much about this subject HOWEVER the Oneida lake is an AMAZING resource. Develop more around the area. have a floating slide or water adventures. Life guards are needed of course.
- Infrastructure
- Natural gas throughout the reservation to keep the costs of home ownership down.
- Invest more in land on our reservation with cafe, or a native shops to bring in monies.
- yes purchase more land- i see many signs up for land that is buildable on and other
- Develop a plan for each parcel of land within the boundaries.

- No suggestions
- Put infrastructure into the property across from NWTC and look at our other lands for possible infrastructure such as Bain Road.
- fix what you already have before buying more.
- I think that a new Fitness & Recreation Center is long overdue. We have outdated facilities, space constraints, no where for the youth to go at this time, and separate locations which makes it very hard to get to both places unless you can drive. We need one updated facility that houses both fitness & recreation with state of the art facilities to include opportunities to create lots of revenue for the Tribe. Oneida could be a leader in the Green Bay & Fox Cities Area if we were able to build a complex that first and foremost Oneida could use but then allow the flexibility to host basketball tournaments and other really big revenue making events. The building could pay for itself after a few years. But we need to get it started.
- Purchase of land and development of infrastructure (sewer, water)
- Buy everything for sale, the more land we have the more power
- Agree with OBC. Assist tribal land homeowners with repairs
- Purchase land and make a subdivision for college students and veterans. Also make these homes a tiny home that cost about 20,000 . Then look at homeless people that come to the tribe for help for all different reasons and also accept the people that aren't in enroll through our tribe but if they are a different tribe help them out because we are all Native American that needs help
- Development of infrastructure
- This looks good
- New investments in the Nation's natural areas. We are stewards of the land and in the face of changing climate and pollution, investments in sustaining our natural areas, wetlands and waterways benefit the entire community. Oneida's natural areas offer safe, socially-distanced outdoor activities during COVID and improves physical and mental health. In particular, invest in trail maintenance and improvement at natural areas, construct viewing platform(s) or boardwalks at sites such as Coyote Run, maintain access roads into these areas (Some areas like Coyote Run are impassible without a pick-up truck during certain times of year), and any other projects that will improve the quality of our air, water and land.
- Purchase of land
- Better internet availability on Tribal lands (we only have Spectrum so we are at the mercy of their "service")
- more subdivisions
- I live off the reservation
- keep buying land
- buy back land
- buy land
- how=what is goal and combine all (3) assets

- Buy more land in hobart. We should be ahead of them
- stop hobart, buy land
- needed 3 year plan
- Try to not take so long to establish housing
- Would like to see a arena type build for our pow wow grounds
- should make affordable housing for veterans and homeless Indians.
- Water and sewer so we can build more housing. Need roads too. More staff at utilities, they are the hardest group of workers and we all need Water!
- Fixing abandoned houses to sell to tribal members
- land purchasing program for individual growers
- Purchase of land and development of infrastructure
- Provide hard water softeners or other water conditioners to have quality water in the homes that need it on the reservation. Some homes still have such terrible mineral deposits and rest.
- None
- justice center that incorporates law enforcement, judiciary, and local. Wellness campus, health center expansion
- Purchase land
- Should be offered to ALL tribal members no matter where they live
- All good as well.
- Don't overbid on land, let members get land to build on
- More land purchases, kick Hobart's ASS
- None
- Build center of town for small oneida owned business. Downtown Oneida. Give people a reason to stop
- Use land, have a plan for land use
- Ditto....annex Hobart and make them pay for everything!!!
- Developed food system (farm to plate)
- Purchase of Hobart land.
- Sounds good to me.
- Build a new Norbert Hill Center as a showcase of Iroquois architecture (long house features), consensus building, and art forms. Build a new high school based on Oneida culture
- infrastructure
- Better snow removal for seniors(55 plus) that live on the reservation
- Buy more land
- Continue to purchase land
- more land for lots
- bring small farms back to reservation. Prairie land
- I don't own land.
- Support expansion of infrastructure and acquire new lands for families

- new cannery
- re-do outside courts
- I do not know enough to comment on this matter.
- Strategic procurement and development of land including focusing on our right to hunt, fish and gather (food, medicines, building/crafting materials) for ever. Develop and maintain environments that promote this and spiritual spaces as a plan to be able to provide land based experiences and education. This sustains who we are.
- All of these.
- As above.
- land development of infrastructure, land set aside for homeless and possibly hotels to house tourists
- Purchase land
- All of above
- continue reacquiring lost tribal land and support clean water
- Enable infrastructure to provide clean water in the future.
- Yes and build more homes for members to rent or buy.
- Infrastructure should include internet access and computers and training for all; not just students Update computers 5 yrs or less.
- development of infrastructure
- Is purchase of land and development
- No more land purchasing until we use the land that is just sitting idle
- None. Bring back jobs
- We need to purchase more land just to build our land base. We don't need to develop it right away but we need to create a larger land base.
- Purchase of additional land
- Yes
- Build more homes definitely not more offices.
- I don't have any
- Purchase more land, Rename Hobart, mitigate any flood plains
- Not sure
- Show us documents if we have land in certain areas. And Help us is Milwaukee who want to be in Oneida to live we should be on the list first..too much favoritism
- Purchase land off of the reservation to help oneida tribal members who do not reside there E.G. Milwaukee, WI
- Continue to support tribal land so we continue to support all the members
- Casino expansion
- OBC is examples are perfect.
- All of the above
- Purchase land and create new businesses etc.
- NA
- Legal aide to regain lands

- The below suggestions are good
- Invest in solar for tribal buildings and offer it to homeowners to decrease electric bills
- Development of existing land owned and improvement
- new water tower with more capacity to accommodate new homes. pump house improvements. wastewater treatment upgrades.
- utilization of new property.
- Roads fixed up. Landscaping with Indigenous plants instead of letting them make it look messy
- N/A
- Develop infrastructure
- All public/government services buildings should have more elderly and expectant mothers parking within 50 feet of an entrance or major exit. Our pharmacy needs a drive through. We need an indigenous birthing center, infant mortality is increasing for native babies and mothers. Remodel accessways and doorways for easy wheelchair passage
- more land purchase. Broadband for all
- more money in hip
- Cultural boundary signage and purchase of land.
- buy land, large parcels while prices are low
- more homes built, more land bought
- more priority
- open new lake for fishing
- Provide center for safe entertainment for elderly and youth
- same
- more single housing
- road to cemetery
- New transit building
- purchase more land, work on strategy that is approved by GTC
- Project management to project 10-15 year plan
- Purchase ag land for homes/apartments
- Purchase of land for small Oneida business use
- OBC examples
- Invest in more sewer and water. Do not purchase land unless at least 50 % of the land is for residential leasing with no person will get more than 1 acre.
- Give us this money, so we can choose to buy our own land if we want.
- Can not buy back all that is gone
- Buy back what we can
- Selling land to community
- Purchase stake in utility power company. As power grid becomes more degraded opportunities may be there to become more sovereign. See Morongo band of Mission Indians article in Indian Country today.

- Work on improvements to land and homes already owned. Make a timeline for years to come on repairs or upgrades to sewer lines, driveways, roofs, etc. Keep this on a rotating basis so it is looked at down the road and not forgotten about. Example a roof ~ life of the roof 25-30 years, make a plan for replacement
- If purchasing land do something with it.
- We need a grocery store in downtown oneida
- Invest more in sustainable green energy like solar, wind, water.
- Better garbage systems, many can't afford to bring items to the dump have garbage have large pickup on a monthly basis like other communities in the surrounding area this will ensure that the sites will stay cleaner and things won't be dumped in other areas. Also having dumpsters available for when people are evicted out of their homes so that garbage isn't left in the front yard the mess acts as a trigger for the community.
- Make ATV trails that connect with the surrounding communities. (Freedom, Seymour, Pulaski)
- purchase land for tribal to build homes on
- Yes, reclaiming land. But when utilize it. And no more paying someone millions over rate. Not anywhere near good business practice.
- clean water
- Purchase all the land you can. But make sure that we can utilize it for living for all tribal members. Get a store or franchise (Kwik Trip) built on the reservation. Laundry mat, Dollar store, dog park, restaurant, or even a place where people can socialize. With sewer and water allow them to use it off the reservation. The only people getting all the benefits are certain name families and live on the reservation people. It shouldn't matter where a tribal people live they should get benefits of everything the same as living on the reservation.
- Land Development, use it wisely, build smart.
- Maintain roadways
- na
- n/a
- Development of infrastructure including sewer, water, internet accessibility.
- purchase land, media campaign about Oneida (Sovereignty),
- No more land purchasing that we can't use.
- We have to invest in renewable energy. If there is anything the pandemic has taught us, it is the need to be independent and functional in a crisis. Access to power via solar is not mentioned anywhere. Resources could be made available to purchase solar units for homes. Grid collapse is the next predicted national crisis. In addition, heating homes for winter months via geo-thermal or other renewable resource, and ensuring access to clean water. When a crisis occurs again, we need these basic resources to survive.
- they make it so hard & why can't your land be passed on to family descendants

- Broadband access, laying of fiber infrastructure across the reservation is a necessity to meet the technology demands of the Nation and community.
- purchase of more land , always
- Dig new wells for members.
- None
- Buy more land. If there is land available and a tribal member wants to buy and its not in trust help them out.
- Buy more land
- Installation of Fiber Optics all over Oneida.
- agree
- Improve water quality
- Assess current land structure for home sites & prioritize best uses. Have a plan in place for land purchases - so much ag, so much for acquired homes, etc. HIP has proven to be very successful. Help those with individual fee land get land into trust. Take legal action to move the land in Hobart into trust. BIA is supposed to be assisting Tribes. How long has it been that some land with dream homes are still not in trust in Hobart?
- the development of infrastructure including broadband should be a top project; not sure about land purchasing, not able to handle what we have now
- Help 1st time homeowners with purchasing the land on their property at closing, and within the first5 years of purchasing the home. Purchase as much land as possible when there is the option.
- Expand efforts to reclaim land on the reservation into Trust
- Agree with above.
- N/A
- Purchase land always a good idea
- Purchase more homes then sell them back to the members like before
- YES please buy as much land as possible within our boundaries all excess funds should be used for land purchase.
- development of infrastructure (sewer, water, etc
- No more land purchases until we use what we have. Use that money for infrastructure and get some affordable non-income based housing built. Remember to use sound proofing between units if you're going to build apartments.
- we have so much land that has been purchased and it appears to be designated for (wetlands)hunting/farming. Suggest purchase of existing livable homes w/in reservation boundries to take care of immediate needs. Repairs/remodels to existing homes and land purchase to develop housing needs.
- Purchase our land back, especially in the Hobart area.
- Maintenance on what we already have. Even if it means contacting out. This way a lot of homes won't have to be torn down
- Use the land we have to build homes
- Purchase more land is vital

- No
- Why purchase land when we dont allow all members to benefit.
- Identify needs of our Tribal members. What are the risks of surrounding development that could impact our reservation
- Develop infrastructure.
- Build a nice park with shelters to rent.
- Development of land already owned, maintained property makes the nation look not so trashy
- Better cellphone reception. There are numerous spots within the reservation where no provider has reception. In the same places where the cell reception is spotty, so is high speed internet. I have numerous family members that don't have or pay an astronomical amount for internet. Allow Spectrum to bring in high speed internet.
- Fuck Hobart.
- increase wifi access for elders who are out in the reservation. additions to the oneida lake to create a fun summer place for families to enjoy
- Build homes for elders or apartments that would help them stay on their own.
- Purchase more land and fix roads
- New senior condos in town.
- Create trail system from Site 2 to NHC. From Heath Center to Oneida Lake
- Build up central Oneida, not just for Oneida but for the future of Oneida. Common facilities, such as a laundromat, bakery, cost effective food products, general store,etc. Oneida needs to exercise its authority over the use of drugs, especially in the housing sites.
- Buying land is a way to keep the reservation boundaries. But with the limited funds right now everything is on hold.
- sewer & water infrastructure
- Purchase or build affordable tiny Healing homes for families in recovery
- Purchase land
- Buying back reservation land should continue to be a priority. Then, develop it to best suite the Nation's long-term interests.
- We shouldn't have to purchase our own land and there's plenty of Open Fields and land out there where houses can be put so we can get more natives on the reservation of what reservation we have left
- Development of infrastructure
- Infrastructure
- Walk the talk, food, housing and environment. We have had these departments for many years, put our people to work with apprenticeships. Do a better job on upkeep of the buildings we do own
- Continue purchasing back our land
- Purchase land



- Back up plans should be developed and in place so we are self sufficient for the next pandemic/disaster. We need infrastructure in place that can be self sustaining as soon as possible.
- Purchase more land
- Na
- Fix the roads.
- Better roads
- Land development is great to expand tribal land and resources
- Purchase land
- Internet, development of housing sites, possible condo's or apartment. Put apartment by Centennial Apartments since they already are spreading towards Oneida.
- Clean up duck creek and surrounding areas
- Road repair and improving current infrastructure and increased availability to high speed internet
- ?
- Assistance for tribal members to be home owners
- None
- No suggestions
- Land purchasing, providing members with land, fixing infrastructure for future
- Purchase land but use it for housing bring everyone home
- Improve roads and build additional walking paths that actually lead to destinations.
- Purchase land and development of sustainable energy (solar, wind) for the community
- I think your ideas are best but also encourage individual member on rez purchases - same deal as housing - offer a little equity infusion if member otherwise loan eligible.
- Unsure
- Infrastructure development and maintenance
- Purchase of land
- Development of land and water
- Purchase land
- Infrastructure in regards to road construction / improvements. Continue to purchase land on the rez
- No more purchases of homes that are so expensive that tribal members can't afford. If you do purchase then the Tribe takes the loss on the cost and you rent or sell cheaper to members
- Use the vacant buildings you have for homeless individuals
- Development of infrastructure
- Purchase of land
- N
- Land development
- Buy more land

- I believe it crucial to continue to purchase land, including land that will not be used for housing
- N/a
- Expand health center
- I feel this area is fine
- We really, REALLY, need to improve our roads. Many of them are flat out dangerous to travel in inclement weather and very hard on vehicles in the best weather.
- Purchase land
- Purchase of land
- Purchase of land
- Purchase land all around Wisconsin
- Purchase more land
- Hire consultant to develop strategy for land acquisition.
- buy as much land as possible, strategically

Question 9. What suggested projects or uses do you have for the Enhanced General Tribal Council Resources designation? (The OBC examples of possible projects include: Focus on improving GTC resources through the use of technology to allow for greater participation.)

Responses:

- How about just holding one, I would be happy with that. BC is making way too many emergency changes-they had a year and a half to figure it out. Why put money in something they refuse to hold.
- Make sure all GTC are able to have the resources to allow them to participate and have input no matter where they live.
- Improving GTC resources with greater participation in mind.
- None
- Decrease dollar amount to \$50.00 for participation
- Purchase the hand held devices for voting while at meetings, rather than doing the hand counts. Purchase an upgraded voting system that can be purchased for General Elections and other elections, for a more reliable count.
- agree with better resources for GTC meetings
- More resources
- Definitely improving gtc resources through the use of technology. With the pandemic technology should be used a lot but there have been no ways for the members to participate in any of the important decisions being made because we can't convene in groups
- Stop paying members to attend meetings! Give the \$ for participation in events that benefits the Nation.

- No idea
- None
- child support
- Yes, but tribal members, mainly elders need to be trained in utilizing this technology and have IT support available for them.
- Build art studio spaces for native artists to rent and develop their talent.
- Provide technology during GTC Meetings to submit your votes. The raise your hand and get counted needs an upgrade!
- Streamline GTC Meeting, Radio/TV station that broadcast Oneida events, news, etc.
- I think the focus should be more on expanding participation from members but, also limiting the OBC's decision making power to truly include the members input. The technology is a start but, also focusing on the language and messaging used to share info from OBC. Terminology used to share information is not always understandable to people not in politics and/or government infrastructure. The info shared should be understandable for the general public to be able to make more informed decisions.
- None
- Designate classes and budget to teach our older generation or anyone for that matter with the use of computers. Allot of the information is online now but allot of elders dont even use the internet or know how!
- N/a
- Virtual meetings. What types of programs do other tribes use to conduct meetings?
- Increase resources to increase participation in tribal matters
- GTC should move toward a more internet based meeting system.
- Could GTC be online, with the current safety protocol needing to be followed?
- Work on virtual meetings for gtc
- More focus on environmental sustainability
- None
- Allow absentee voting, it doesn't matter where you live. If you are a member of the Nation you should be allowed to vote.
- just need to communicate and educate people goes along way
- STOP the \$100 incentive to attend GTC meetings and offer a gift card to put the money back into the community. GAS CARD, Food CARDS, Museum , etc.
- Is it possible to give every household a computer? The \$ they had before you had to have children. Not everyone has kids living at home. But we still need resources
- Improving technology
- More webinars/live streaming meetings would be nice. I try to catch as many of the Monday/Friday Facebook lives as possible. Also more committees/ meetings/ special initiatives posted as links to live meetings. I also join in the Sustain Oneida calls as often as I can. Helps those of us that don't live on the reservation free included as a valued tribal members.
- I dont know much about this one

- > Online remote voting for GTC meetings - if it can work for the federal Congress in DC, we can get it working even better in Oneida. This would help members who live off-reservation to have more of a voice in the governance. Unless we only want locals to have a say about the tribe.
- Webcasting, more email notifications/newsletters to keep up to speed
- Focus on improving GTC resources.
- technology for greater participation sounds good.
- Everyone needs tech education. I, myself, was not educated in the high tech beginnings. To this day I struggle for it.
- Satisfied
- We could do better with the organization of information when it comes to the GTC meetings. There could be more branches of voting for GTC. Some members may only be interested in small parts of the overall meeting and get lost in their votes for other items. Maybe every item has it's own stipend that is valued less than the \$100. If you want to vote on everything then fine vote on everything and get the whole \$100. If you only want to vote on the two items that are important to you then only receive a \$10 stipend, or only a \$10 gift card. I think it will allow for more informed votes and the data can be gathered to see where members are really interested in voting. Most members may only vote on all items to get all of the money. If there is a multiple choice answer that is a leaning vote or a NA it may become more apparent that members only want the money. At least there is a greater amount of data that will have better votes.
- Technology
- GTC needs to be held accountable
- satisfied with example
- allow attending GTC meetings virtually
- None at this time
- yea
- nothing at the moment.
- Get a radio station.
- Na
- Oneida members are spread throughout the country, service members throughout the world. Increasing communication, resources, and meeting participation using technology advancements would help everyone feel connected, a part of the whole. Community could be re-established and strengthened.
- agreed but also need to think of elders or community members who don't have access or don't know how to use technology.
- Focus on the overall state of the Oneida Nation, not the day to day issues that can be resolved by managers/directors.
- none
- use the example as above

- i think there are alot of GTC resources out there I just don't think that the information is being received by all. but the question would be ... how do we get people to open the mailers and read them .. how do we answer peoples questions quickly before the rumors start to fly.. I do have an idea for better communication to the masses if you would like to hear it call me 920-228-0623.
- Help the elderly with technical assistance if possible by getting easy to use tablets, and people to assist in training to use.
- hand held devices, talk to ho chunk see what they have for their meetings, and districts. They have several site locations for their meetings. use what others have in place already, instead of creating a new one
- Access the government through technology. No more meeting stipends. Create districts and district representatives to effectively participate and contribute to community governance.
- Offer a portion of the cost of a computer/laptop to those who cannot afford it on their own.
- Increase access for participation thru technology and eliminate cash incentive for participation and redirect those funds to address the social and economic needs of the Nation.
- none
- Technology can be very useful. Developing a program might help allow timid people to voice opinions and ideas, and be efficient for questions and feedback, as well as voting.
- Focus on improving GTC resources through the use of technology to allow for greater participation.)
- have online web cam available for members to use at home.
- This is needed!!! GTC has our elders and disabled in a room for hours! listening to arguing receive to get a stipend. I voted against the stipend however it has helped in hard times. It's a bonus to have the full intent to participate in the GTC meetings. The stipend needs to be lowered. It's taken over the actual issues and meeting process and growth.
- Definitely technology for more virtual participation
- Sore subject because the more we do the more there is a want not a need. Cut out the 100 dollar stipen, and go old school. Post on the Websites. If people really are interested in the nation they will participate.
- that sounds good- maybe make a program for gtc members to attend via teams or some other technological way and still be able to get paid for being in attendance
- Technology, education/training opportunities
- I would support virtual meetings if internet was readily available throughout the reservation.
- If you're making decisions that affect all employees of the tribe, maybe all employees should be invited.
- I agree with improving technology so that everyone has the chance to have their voice heard and with Covid-19 sticking around for awhile it will be important to explore what

new tools are out there for integration of people coming together and expressing thoughts through technology

- Focus on improving GTC resources
- Stop wasting money on meetings that dont get anything done, every meeting should have at least 5 resolutions or no meeting
- Agree with OBC
- More learning with the elders on how to use a computer and smart phones on zoom
- None
- First give up the stipend! Or only allow gift cards not cash/check option! That way the money stays here!
- Looks good
- I did not feel comfortable at GTC meetings prior to the pandemic due to number of people crammed into small space and I feel even less comfortable now as a result of the risk of contracting COVID and the recent gun violence at the Radisson. I would encourage you to move to remote/virtual accessibility for these meetings, including virtual voting. If you are going to continue large in-person meetings, I would encourage you to find alternative to the Radisson.
- Explore more technology
- Virtual meetings available at the Anna John Nursing home so our Elders can actively participate.
- build a community center that could hold GTC meetings with electronic voting
- Utilize the Members only portal on website
- virtual gtc meetings
- electronic voting devices
- meetings
- Stay in Oneida gift card or stop the \$100 gift card to go other places
- voting machines
- Would like to be able to get the internet for at home gtc viewing
- Work on the best needs of the tribe and all tribal members
- Sign in with enrollment card and sign out. Voter hand held units
- Electronic voting and virtual meeting options
- Technology
- I agree, the Tribe should build or use the buildings that are standing vacant to develop a center for GTC mtgs so they dont have to pay to use the rooms at the radisson
- None
- greater participation with capabilities for social distancing. Virtual meetings?
- Great idea! Agree use tech to increase participation. ESP for those of us who live far from Oneida
- Yes technology is key to the future of our tribe
- More security to stop the over opionnated people from being on the floor too long.
- None

- Restructuring existing format of GTC meetings in whatever way to make them a positive event with purposeful communication
- \$50 gas card is enough, \$100 is too much
- No GTC Stipends
- Have many more gatherings with lots of traditional foods and make technology fun for all during these gatherings. Conduct teachings and integrate culture and language into technology.
- Use of technology to allow ALL tribal members to participate. HoChunk Nation was able to hold virtual tribal council meetings during COVID and allowed access to ALL their tribal members regardless of where they lived.
- Improving as well as training on advanced technology for the general public on and off reservation.
- sounds good to me.
- Include SEOTS in all considerations. Allow livestreaming of GTC meetings via technology.
- technology
- Programs to educate GTC about ethics, procedures, etc.
- seriously study membership opportunities and get the "blood quantum" issue settled
- need a family restaurant here more part time people
- Through technology we should be able to voice some of the resources that didn't help tribal members when help was needed, the GTC should always have there doors open are communication open even through technology.
- Technology access expanded
- Take away the stipend for participating at the meetings so only those that truly want to be there join.
- Be better citizens. Support leadership.
- This is a good example.
- Ensuring computer equipment and connections are viable and accessible.
- none
- Use of technology
- N/A
- None
- Be able to view and participate in GTC meeting from Milwaukee SEOTS location.
- Internet and updated computers for all Build support and training.
- GTC resources through the use of technology
- Do not know this
- Yes
- None
- Stop paying people to participate in their own government. We can offer zoom meetings so people have an understanding of what's happening but stop paying people! Also we don't need 11 meetings a year. Have 2 a year. A whole day in the weekend. Have people have all their submissions in 90 days prior. The meeting can last up 2 as

many hours as needed. Allow different youth groups to sell food as a fundraisers.  
Maybe allow elders to eat free.

- There are areas we can get a technology budget from now without increasing spending here
- ?
- Video GTC meetings for more Milwaukee participation.
- 
- Provide a live zoom presentation of the PowWow. Supply Indian taco/fry bread station at the state fair
- Not sure
- Help Milwaukee tribal members have the same opportunity
- Not sure what this is
- Google this. Call Apple.
- Technology to improve accessibility and tribal member participation
- All of the above
- Technology is always growing. Can't be left behind.
- Virtual GTC sessions
- Plans to include thinning of tribe
- The below suggestion is good
- Offer tablets to members and possibly internet for their homes so everyone can attend easily
- Technology for virtual meetings for all tribal members
- ok
- Electronic voting
- N/A
- Technology development
- Do not understand what this subject refers too
- same
- better elder communication! Not all are tech savvy or classes to help
- programs get members together for socializing and teach classes, computer, etc.
- same
- double stipend
- Switch to gift card only if paying stipend
- Technology investment, so I agree with the above
- have a better understanding of what GTC Resources is
- Restore stipends. No other way increases Member participation than the use of stipends
- Create a match program for every dollar donated by an Oneida, to an Oneida, running for office. Call it 'Democracy Dollars'.
- Improve
- To be more available
- Reduced the stipend for technology costs.



- Sorry GTC meetings in person are just too much non-sense. Sitting next to someone on their personal device, crunching chips in your ear and then asking what is being voted on when that time comes is just ridiculous. You could use technology, but how will you verify that only Tribal members are taking part? Technology could be used, if we are sure to include all generations with the understanding. It would be great to have a button to push to speak, to vote, etc and a mute button for those that exceed the time limit.
- Find a solution to start having meetings again. Look into virtual meetings, a bigger space for meetings to accommodate people who feel unsafe with the virus.
- Improve resources through use of technology
- Your example is good.
- I'm not sure it GTC is in control of this. But these Facebook lives have been great for me as a member who lives out of state to keep up with what's going on in the tribe, maybe including ways to virtually participate in cultural gatherings for the tribe would be good as well.
- None
- Nothing here. Too many only attend for money and do not care about issued. MANY sell their cards right after those meetings. Figure put something else.
- Focus on improving GTC resources.
- Not sure
- Have more than one meeting
- na
- Be creative in allowing outside the area for voting and participation.
- Get rid of stipend,
- Greater participation for all meetings, and all transparencies.
- GTC is spoiled with handouts. Please don't continue to enable a "something for nothing" trend. We likely will not see these type of resources again in our lifetime. Please don't squander it and invest it in renewal resource availability for this generation and generations to come. It's a tough road to take on GTC when theirs are out begging for \$\$\$. Please be aggressive in investing in the community as a whole rather than dollars drained away.
- be open & honest
- Development of virtual GTC meetings, GTC mobile app development, streamlined GTC check-ins, and upgrade of Enrollments database to better fit a digital transformation effort that can help with citizen services.
- technology
- Ways to hold GTC Meetings virtually.
- improved technology for greater participation
- The Facebook live has been really helpful
- Advance Technologies allow to attend GTC remotely.
- agree

- Each household should be provide a laptop or PC to participate in GTC meetings remotely and wifi access
- Stipends should be eliminated. Is the Milwaukee polling location a good use of GTC resources? We have no jurisdiction in Milwaukee and the votes are very minimal. There is at least one (1) voting member in every state of the U.S. Change constitution to do absentee ballots.
- again, resources/laptops/tablets for elders and education to assist them on how to use it. The membership does have good in person participation but accurate and truthful information/communication is what is needed most. Just like Washington, don't see our leadership in the community, they need to get out more
- People just want the incentive of 100 dollars and generally do not care for politics. Take away the stipend and use all that money for technology access.
- Offer participation in virtual voting and referendums, expand efforts to get more enrolled members using the members only web site. More Facebook Live events to supplement community meetings, dual live and in-person GTC meetings.
- no suggestion.
- Improving GTC resources through the use of technology sounds great.
- Improving technology would be greatly appreciated
- GTC Meeting on-line
- no more money for GTC. No stipend nothing free anymore.
- Internet/Fiber to building and housing
- That's a big topic and issue that needs some research. Not everyone has internet or the ability to have internet. Has anyone contacted Spectrum to furnish internet to the entire reservation? There are spots by NHC that do not have access to cable and the satellite companies fail at providing enough power for more than a day or two even on an unlimited plan.
- Supply each home who wants a laptop/tablet w/internet access. the future of GTC meetings is unknown - technology can afford more tribal members to attend via Teams/Zoom/Skyp dollars to build the security to TRY to ensure only Tribal members, however pre-covid the security of keeping our GTC meetings confidential wasn't there. this was due to us (Tribal) members not caring & sharing the information on social media.
- Definitely explore tech usage for GTC. Also use of plain English in matters. GTC should have own legal and accountant help.
- Great
- Not sure
- I like that we can watch the bc mtgs in FB, would like to see that continued also the FB updates with Bobbie
- Technology
- Yes
- Yes advance to a better system.

- That's the best idea from this entire questionnaire.
- How about getting tablets to GTC members so we can have a meetings
- Improve resources for greater participation
- Hold meetings at a more convenient time especially when using technology
- Improving technology to allow greater GTC participation. If this does happen, there should be no stipend for anyone that isn't physically at the meeting. I'd also like to add that the funds be used for voting for anything at a GTC meeting. It needs to be locked down. I've witnessed too many people voting because they were told to. It's possible that those people could vote differently if they did it on their own. I'd like to see the GTC meeting as it is, everyone discusses the topic and at the end of the meeting, everyone goes to vote on their own on the way out the door.
- Huh
- hold GTC meetings online and obtain a software where you can make polls online so people can participate and feel like their voice is heard (you can make polls in zoom i believe)
- Agree with that
- Agree
- Incorporate tech in meetings fir vote by phone
- Reinstatement of GTC meetings with section of it being open discussion w no Roberts Rules! Get the museum up to speed with on-going Cultural events, etc. Have our own internet service
- Be more transparent.
- focus on technology throughout the tribe
- Assist with access to technology
- Build a facility to house GTC meetings and include community center, exercise facility, cultural center.
- Hand-held, instantaneous voting would greatly speed up gtc voting and ensure anonymity. Gearing up internal processes for more/better online meetings too (like 50 person community meetings, not full gtc-style meetings).
- We just need a new board committee
- Improve GTC resources for education in technology
- Improve tech for GTC
- Education sources, or access to! Library promotion. We cannot survive another pandemic the way we got through this one. We have become so disconnected. Large communities survived, we barely did
- Continue Facebook live sessions
- Regular meeting days or quarterly out of the year
- The rolls need to be cleaned up before more money is allocated to GTC and membership payments. Non Oneidas have made it on the rolls for generations, for example by having a step parent that is Oneida claim them as blood. This is fraud but also dangerous to our

identity and misuse of resources. Enrollments needs more secure application requirements.

- Focus on improving technology
- Take the stipend away from attending meetings
- If you're thinking of improving GTC resources through technological use does that mean getting each household laptops? How would that work? Elders would have a hard time understanding and would in essence preclude them from participating. Your suggestion is far too vague and opens the door to abuse.
- Clan system
- I agree
- Technology
- Internet! Have GTC meetings online since we can't meet in large groups. Hold a meeting outside since this is acceptable.
- Improve solar power
- More technological training and improvements
- ?
- Not sure
- No suggestions
- Need to bring the meetings back to in person and include tech so everyone has an option
- Develop online access to zoom meetings or conference calls, build in an attention check feature and require virtual voting to ensure participation
- Ability to resume gtc meetings remotely.
- Allow off rez voting through electronic formats!
- Unsure
- Yes, we need to develop a technological system that will allow all Oneidas to participate in GTC, no matter where they are.
- We don't even need this as a category. Money should be spent elsewhere. GTC is not an important aspect of consideration of these funds
- Improve technology
- Improve the gtc resources, allow adequate seating
- Technology improvements to further speed up the check in/out process
- I agree
- Have virtual meetings using the member login or build a facility big enough for all members to attend
- Improve resources
- Upgrade technology for all members to participate. Eliminate paper mailings and go totally online.
- Improving the GTC resources
- Focus on technology
- N/a

- Agreed
- Virtual gtc mtgs
- Focus on improving GTC resources through use of technology
- Agreed on please lean into technology. Electronic voting instead of voice or hand voting. Being able to attend meeting virtually. Email newsletter with relevant links and short updates since some people have a hard time finding information on the website. Continuing the FB live updates (maybe transcriptions that we can access after the fact).
- Ways to hold meetings in a virtual space
- Tech
- Technology, Technology, Technology. Even during normal meetings, some disabled individuals or those who live farther away are excluded. All membership deserves a voice.
- N/A
- In person meetings
- None.
- Virtual GTC meetings

Question 10. What suggested projects or uses do you have for the Revenue Generation designation? (The OBC examples of possible projects include: Improve tourism revenue generating opportunities, improve parks and recreation areas, and manage employee wages to meet market conditions.)

#### Responses:

- entrepreneur low % loans, let the people create a business and find something they are proud of. We need to improve tourism to bring in outside revenue. This can be done by improving parks and natural areas-outdoor recreation is a booming industry. Let improve our environment-nature trails, parks, docks, fishing ponds, camping, hunting
- 
- If we are going to get out of poverty, we need to pay wages to tribal workers above the market. We need more recreation area, a new recreation center, swimming pool, yes improve the parks with bathrooms, electrical power.
- Manage employee wages to meet market conditions.
- Increase employee wages. Cost of living is getting high and other jobs like WALMART and KWIKTRIP are paying out \$15 an hour while the gaming area is still at a minimum of \$12. Raise the wage cap for gaming would also help those that have been here for over 15+ years.
- Better marketing of current resources: golf course, restaurants, tobacco shop, museum. Create more apprenticeships for skilled labor.
- Get involved in the Hemp industry. Recreation needs a huge makeover, including building and programming. Bonuses, even small cash bonuses for things like no call-ins

over an extended amount of time, work anniversary bonus, and such. I've been an employee with the Oneida Nation for many years. I have never seen staff shown appreciation. The winter gift baskets and such are nice, but cash rewards are the best. The HRD employee award program was a good program that could be brought back. It was where you could pick out an item from a catalog as your award.

- improving tourism with safety measures for COVID
- Improve parks
- I would love for employees to get better wages but I feel like they should go back to being performance based. Some of the front line people have such horrible customer service. Sometimes it makes it so uncomfortable going into the gas stations to pay or to the cage at the casino. Thank goodness for the ticket redemption machines. The employees need serious customer service training and I think that would help tremendously with the revenue flow.
- Greatly improve training for supervisors starting from the top on down. Too many supervisors treat people very poorly, some are just mean!
- we need look back into the history of how we lost our land and start clouding land
- apprenticeships for skills plumbing, electrician, small machines, mechanics, carpentry, etc.
- Make a water park near casino
- small business incentives, micro loans, cottage or home businesses
- more
- open a restaurant in the heart of oneida
- funding to support and create an environment that fosters economic development
- Manage wages to make sure they are competitive and park revitalization
- Employees need a raise! We need to match the rest of the world fort where work we do. Recreation facilities that can ACTUALLY be used by ALL not select few!
- Manage employee wages to meet market conditions. Allow for employees 12 years past their pay scale to receive yearly increases or a well needed and deserved raise.
- DPW and housing
- Currently, I believe the Oneida Nation has fallen below the salary wage for many professional jobs in the healthcare setting. This is why OBH is losing skilled professionals.
- Fund tribal businesses
- Business not gaming related
- Lower the GTC stipends
- Assist Programs Side HRD with consistency, fairness and accountability. Maybe outsource this area to meet the needs of employees.
- We should have a goal to increase revenue generation from non-gaming enterprises by 5-10% a year
- N/A
- Employee wages to meet market conditions and/or exceed market conditions.

- Improving parks and rec areas for children keep them off the streets. All of children on the rez are being brought up out of home or with drugs in the house and have no where to go this will give them a place of security
- Our starting wages are not comparable to the market around us. Our wages should see and increase in starting wage as well as adjusting our max wage for departments. Bring back merit raises. Provide us with a cost of living raise. Hire more people back please so those of us working can provide excellent customer service without feeling overwhelmed and stressed out. Possibly offer better promotions and free giveaways of prizes and free play for the casinos. NorthStar has excellent promotions.
- Look into increasing wages, salaries and introduce health benefits for retirement living. Teachers who have at least 15 years working in The Oneida School System.
- Improve what products are available at the One Stops. Make them more like a Kwik Trip. Customer Service Training for the retail employees.
- Improve parks and recreation areas
- Retirement for teachers
- Manage employee wages to meet market levels.
- Employee wages and incentives
- Raise current employee wage to match the growing economy
- Manage employee wages to meet market conditions
- Environmental sustainability in all areas
- Opening a outdoor Pool, like the Resch Aquatic Center in Green Bay.
- Increase wages and reduce work hours (see Iceland study). Increase maternity/paternity leave. If increasing wages don't just look at minimum wage look into a livable wage increase. Create a bike/walking path across the whole Rez. Look into opportunities outside of Gaming, I think there is a tribe that manufactures plastic silverware. It doesn't have to be that but look outside the box.
- manage employee wages to meet market conditions to keep good employee's here . surround your self around good people you will prosper Reggie White told me this before he passed it is true .
- consequences and penalties and a follow thru process by supervisors, directors, etc. on employees work ethics using e-learning, presentations, etc. in the following areas. It's not just the people and the no show rates. There is an impact by employees behaviors, actions, etc toward where they work, how they work, with other coworkers, staff, people in all areas. Check employees KRONOS to see how many times they are not providing a FT or PT work schedule. Kronos could identify who these employees are and inform the directors/supervisors to follow thru with consequences, plan, changes, etc.
  1. FREQUENT Coming in later ...vs time to start work full time and part time employee
  2. FREQUENT Leaving Early..vs time to end work FT/PT
  3. FREQUENT taking long lunches FT/PT
  4. FREQUENT harassment behavior to delay what needs to be done in an appropriate manner.
  5. FREQUENT times off because of issues that involve personal reasons.
 ALL OF THESE REASON HURTS THE REVENUE WE COULD BE BRINGING



IN.....HURTS PROJECTS THAT HAVE A DEADLINE, HURTS THE MORAL OF STAFF....ETC...and BURNS OUT THE STAFF....who work hard.

- Add picnic area to the parks, bathrooms. More trails in other areas
- Improve tourism
- Front line employee pay Years ago I've attended concerts in tents on the grounds, possibly bring in live music, lunchtime during the summers, bigger names for evening events.
- A little bit more higher wages to make people stay
- > Research how to leverage sovereign status to expand into Online Gaming in new ways.  
> Offer experiential traditional wildlife camping excursions to tourists, advertise them at the Radisson maybe. > When the state legalizes medicinal and recreational cannabis, ensure that Oneida is positioned to be known as the best, safest, cleanest, cheapest place to purchase it. Think about the future, and think about \$1,000-2,000 revenue per square foot.
- The orchard could become a popular tourist destination
- increase employee wages to meet market conditions.
- Definitely would like to see increase in frontline gaming wages.
- Employee wages should always meet or beat the cost of living, but it should not be a free gift. There should be measurable systems in place in which any and all employees can excel and have the opportunity to share their expertise. The value of their work ethic and the contribution to their specific tasks at hand should be rewarded accordingly.
- Tourism and better revenue
- Improve our parks for the kids, the parks are so out dated. Some of our jobs in the Nation are so under paid they do the work they are paid.
- Improve tourism, improve/expand parks recreational areas and programs for youth, employee wage management
- I believe we should be managing wages to meet market conditions, also setting a budget for making offices better. We seem to be creating a government without the correct data management tools to get there not only that but we do not have a kind of tax code to run as governments do. I believe we should have something in place for all of the trust land we have homes on. I don't understand how we can have service agreements to cover what taxes should be doing for land in trust and tribal residents don't have to pay any kind of personal property fee. If there is a tribal resident living on tribal fee land they are still responsible for those personal property taxes until their land goes into trust. Yet tribal residents on trust land get the same use of services of those on tribal fee land. Shouldn't there be a fee in place for tribal trust lands? How do we have money to pay for a service agreement for tribal trust lands and not have the same money to cover the personal property taxes of tribal fee lands?
- Dedicate some monies to 1822. we need to begin taking advantage of business development off the reservation in places like Oneida Street, off Hwy 41, where the Southern Bridge will be in the Town of Lawrence, etc...



- Highly agree with improved parks and recreational areas...we need a park/recreation area like Pamperin Park! Employee wages need to be addressed, we are not at market standards.
- manage employee wages to meet market conditions
- increase employee wages, 50 cents to \$1.00/hr
- Parks would be nice. And yes manage employee wages to meet market.
- Improve the parks, Oneida lake could have walk ways, Trails, benches, Shelters how about a pier out the middle of the lake? would be a good place for a walk
- nothing at this time.
- I would day employee wages but unfortunately I see too msny exempt staff fidfling around when they are being paid to work, including constantly on FB or instagram. Some even stay home (this was b4 pandemic and once offices re-opened). I think they're a drain on the budget but how do you get a handle on it? GPS trackers? Have them vlock in? Smh
- Na
- Liking the ideas listed, but noting the success is dependant on customer service. I think a focus on tourist activity that demonstrates respect and care for others will generate repeated tourist visits.
- Employee wages
- Employee wages really need to come up a bit. I could make 10 or 15 dollars more anywhere else but I choose to stay with the tribe for how family oriented they are.
- Suggestion: build a climbing park and or building.
- Compensate the current employees. Issue raises and make it retro to January 2020.
- Manage employee wages to meet market conditions, allow for wage increases for extra duties and good evaluations.
- improve parks and rec areas
- I think we should have a tourist section of Oneida like up on the hill where Beavers used to be make mini malls on both sides of the street make that street wider and rent out store fronts to local artist to sell crafts and things.. it is right there by the trail people can walk or bike there I think it could be a great center point for tourist
- Improving parks and recreation but yes manage employee wages to meet market conditions.
- The parks and recreation needs to be enhanced, and used for the tourism, peoples love biking, walking running; we should have areas for people that stay at local hotels can come out and use our trails for this; create a bigger plan, and enhance our trails, and environment as well.
- Toursim revenue, do what was meant to be done at the lake. There was supposed to be non motored water crafts, expand the play area. and maintain it. no kids or elders want to walk through a natural non maintained park. That just being lazy. Life guards, games room to borrow lawn games. little picnic sheltered areas. but its so bad that who ever was in charged allowed the damage to start from the beginning of not maintaining and

now theres not even any water to even call it a lake. that's embarrassing to even talk about. How many millions was spent on that, now no one can go there.

- Create opportunities and commit resources for small business development. Complete projects on reservation development that have been talked about for decades. Create entertainment venues; water park, music/concert venue, sports, restaurants, shops.
- Add public recreational venues such as a swim center , exposition and or ATV trails
- none
- Revenue Generation: enhance our Casino and Bingo; this includes our Facility and Marketing. Build a Sports Complex for sports for public. As well as one that can be used for teens. We need a fun but educational facility our adolescents.
- Improve tourism revenue generating opportunities, improve parks and recreation areas, and manage employee wages to meet market conditions.) waterpark to our casino. splash parks in our sites
- its time to build a water park like in Wisconsin Dells. these generate revenue if they are run properly with the re-use of water and cleaning the water as needed. even a splash pad for kids in the sites would be great. i have been an employee of the nation/casino since 1989 and i only get the cost of living increases , some are hired after me, which i help train, they make more then i do only because they have their bachelor degree. i have my associates degree, work into the wage "EXPERIENCE LEVEL" go back to Admin I, Admin II, Admin II, etc... with wage increases.
- If we have our own Tribal College we would ideally be keeping our Higher Ed funding circulating back to the Nation. If the college is open to all / any students then additional revenue would be created. If it's a well done facility we could also use the college gym / fields for tournament purposes which would also create revenue for the community.
- Speaking as a single mother I stayed away from Oneida positions because the wages aren't compatible. They are a slap in the face! You send us to school through higher ed. We put in blood and sweat, come home to evolve our education and the pay is so out dated and unrealistic. Plus the job descriptions of needing "experience" pushes all of our graduates away!!!! Outside of COVID this NEEDS TO BE ADDRESSED ASAP
- EE wages should be in line with market opportunities. Add to tourism revenue opportunities.
- Oneida nation wages and vacation/personal time accumulation used to be ahead of all other area businesses making employment for the Nation being greatly desired. Oneida Nation now has fallen way behind outside businesses. Oneida needs to move ahead of other businesses and other Nations making Oneida great again. Oneida needs to increase vacation/personal accrual for employees who have worked for the Nation for more than 15 years by adding an additional tier. Increasing wages should increase interest in working for the Nation to entice talent to come to the Nation and to encourage existing employees to appreciate their employment.
- We need to get with the market we are losing employees
- wage increase- some of us do the job of 3+ people and do not make a fair wage amount. get someone in the marketing department at the casino to bring in more revenue--

example would be North star casinos promotions are taking our own customers away because our casino doesn't have promotions anymore. bring back the banks to win a vehicle or ATV or a camper-think outside the box

- Improve wages, to retain employees. Create a merit and cost of living plan that will let our employees know that they are truly valued.
- Tourism development. Pay wages to attract quality talent and keep it! Positions aren't being filled because wages are low compared to the area.
- What park and rec areas do we have that need improvement? How often are they used? The Lake hasn't been open in two years and prior to that, no one put the docks in so I'm thinking this one is lost on me.
- Manage employee wages. Cost of living is not a true increase in wage. Technically you're still making the same percentage as what things cost. Increases should also go by annual reviews and that is not always the case.
- The park system in Oneida Needs to be updated. Equipment, fitness equipment at parks is really big right now, splash pads at parks is really big right now, anything that will help attract kids to parks instead of inside playing video games or watching their phones or you-tube. An improved parks system would also encourage family engagement as families will be excited to use some of the parks within the Tribal boundaries.
- improve parks and recreation areas
- Cut the fat from the top and invest in more money making businesses
- Restaurants or fast food within one stops...more beyond erbets and Herbert.
- Number 1 is employee wages .... We are low balling our employees and that why they leave and have departments short staffing
- Better parks
- Wage increase to match is a good place to start....and also I agree something needs to be done for the kids! The recreation needs to be available again!
- Looks good
- I would encourage investments in improving parks and recreation areas, including improving trails and constructing boardwalks/viewing platforms at the Nation's natural areas, as noted in Question 9. I would also support moving the Oneida museum to the Woodland Church and creating a larger and more modern cultural center there. I would also support more investments in the area by the Oneida Veteran's memorial wall & the log cabins - I believe you're already creating an ampitheatre over there. That is a very nice space for cultural and community events.
- Manage employee wages!
- Improve parks and wildlife areas to appeal to different types of visitors. Market the museum - most people in this area don't even know we have one! Then we can teach non-natives while generating income.
- build community center that will include health/wellness facility - - - and can hold GTC and can enlarge clinic. See Barnes Center at the Arch on Syracuse University Campus. Also, build golf course condos for rent at farm site near Thonberry (include a spa or

community room for rent. Purchase or lease Brown County Golf Course and rename Duck Creek at Oneida.

- Employee wage increase is much needed
- waterpark added because casino is not a family destination
- food crops marijuana
- more stores with our people owning them
- save a lot forms \$1 store
- Find good projects and money raising companies
- would like to see more revenue generated for a per capita fund
- Encourage more members to start their own enterprises and recover more lost land
- Businesses
- More small business to create good jobs
- Re-start Oneida Seven Gens to properly manage commercial land holdings.
- I agree
- Be a top employer in the area in terms of wages and benefits again. Get the best employees to generate the best revenue. You pay for what you get. Invest in your employees more. He has always been amazing, need to get back to that status.
- should invest in doing some kind of water park like something like tundra lodge
- I dont think tourism should be a priority our culture and heritage etc.. is not an attraction it's a way of life
- diversify revenue generating efforts, alpaca farm
- Parks
- Pay employees more
- Yes without these we have no revenue.
- These are very good ideas too. Maybe put up a Skate park and indoor Swimming pool, for the youth to more place to go, or even a movie theater for those who can't get into Green Bay. Using tribal shuttles to get our people there.
- Multi purpose facility for GTC and sports
- Wage analysis to hire and retain employees that promote our business units; expand food options at One Stops to include hot food and ready to go meals/items
- Hemp farm for profit
- Diversify
- Take a good look at who is not being paid a livable wage, especially the women, and then make it right! Be careful not to make our culture a “dog and pony show” during the sharing of our ways.
- have competitive wages for employees create revenue outside of gaming. - hemp, renewable energy
- Improve parks and recreation areas.
- sounds good to me.
- Develop an international, educational, historical program for international scholars who wish to study/research/publish concerning our history and culture

- employee wages
- Make the necessary changes so that Oneida employees can't vote themselves raises. It is a clear sign that HR is not doing their job. Go to a system of merit pay.
- Bring back "business/economic" development
- Indigenous foods, 10+ acres of berries, cucumbers, tomatoes
- Need to sustain our economy by generating income with funds received
- need to venture into other resources of income for the tribe
- There should be a decent wage for all employees, the ones that don't have degrees got to live too.
- Develop a plan to meet employee market conditions i.e. vesting education in teacher retirement program allowing to compete for the best available teachers for positions
- more jobs besides gaming
- field house, more indoor facility area to host large indoor sport events
- Manage employee wages
- For profit business development that can provide experiences for our Nation's members at all levels (entry thru Board and stakeholder).
- All these are good example
- As above. Employees who are earning a substantial salary, should be capped out/limited in exorbitant incomes. Increase the wages of lower income folks, to include a better "Cost of Living" option.
- more hotels to house tourists with gambling packages offered and possibly a bus to and from Milwaukee to the casino/hotels
- Manage employee wages to meet market conditions
- Above
- continue to diversify revenue streams for the tribe
- Provide a defined benefit pension system to provide legacy benefits for tribal member employees.
- Recruiting, hiring, and training are costly company functions. Especially training. The high employee turnover rate at the Wauwatosa OESC Group location should be studied to determine the causes of the high employee turnover. The company could be more profitable and stable if the turnover rate were not so high.
- Market produce state wide. Actually take action on new businesses that have long been talked about and where money has been spent on reports and conferences. It seems the initiative for businesses has gone no where
- improve tourism revenue generating opportunities
- Manage employee wages
- Cap employee compensation accordingly. What's good for one should be good for all.and only if they deserve it.know their worth.
- Some senior managers only want to look good to bc so they have refused to consider wage increases in order to keep costs down and make themselves look good but hurt employees

- CBD/Hemp shops, Hemp manufacturer and distribution. Educate the people so they understand what CBD/Hemp is and allow people to know it's not the THC part of the plant and there's a large profit to be made.
- Employee wages should be priority and investments for long term growth
- ?
- Stop wasting our resources on failed ventures. Also stop the nepotism and manage employees wages accordingly instead of by family or friends.
- Work to get a minor league team / stadium on the Rez. Multi purpose use.
- Better employee wages to meet market conditions
- We must set the example and be stronger within our community and take advice from this survey
- How about hiring oneida members and proper training to help them further their careers instead of helping and hiring non tribal members
- Create new revenue generation outside of gaming and tourism, start thinking about businesses that are not counterproductive to our race
- Employee wages
- Improve tourism and wages/market conditions
- All of the above
- Improve tourism. From Milwaukee I don't heard or see about our Oneida Nation but do see and heard about the other surrounding tribes casinos and their tourism. Need commercials radio and television to surrounding cities, states is important!!!
- Na
- Improve tourism
- The below suggestions are good
- Offer more discounts or free hotel rooms for casino guests
- Improve current businesses owned
- i never see anyone using the parks
- Water park
- N/A
- Parks and recreation
- We need a laundrymat, a spa, or self care salon, an in-patient addiction recovery center, strawberry fields, blueberry fields, cherry orchards, etc. We take so much revenue and communal funds to non-indigenous entities, a way to change that is establishing those businesses and services here in oneida.
- strengthen the focus on parks and recreation for all groups and develop a management entity which is more inclusive rather than area specific. Finally develop the recreational facility that has been discussed and studied for 30 years!
- THC products and hemp sales-number 1
- Oneida market needs to be at every retail location
- no more projects that are failures and costly as golf course
- more

- do not attempt, everything gets ruined
- destination, run business like a business
- Need to invest in other businesses
- LEAN into this sports betting thing with tourism. It's huge nationwide and only getting bigger. Make sure to improve every other opportunity too, such as museum, Thornberry and others, but that has the opportunity to be massive.
- ?
- Increase fees for residential land leases. Current residential land leases are ridiculously low. \$500 annually?
- UNIVERSAL BASIC INCOME! This untaxed money would aid in the already unlivable/barely making it wages and salaries that are common with most jobs.
- N/c
- Parks upgraded. Wages at a more competitive
- All
- Find a solution to operate at the speed of business. Background checks take way too long for the current market and turnover rates.
- Oneida welcome center that is on one of our visible Hwy's 172 or 54. Wages, but in addition do not send out a blanket raise, people that start 6 months ago do not deserve the same raise as someone working for 20+ years. Management should have the ability to give a raise, within parameters given by HRD. When a blanket increase is given why not give it out in increments based on years of service like vacation & personal. If you are here less than 1 year you get \$.10 and if you are here 15+ years you get the full amount and figure out the inbetween years. Morale will help you be successful so think about what happens on the gaming floors (your revenue generating area) when someone started months ago is rewarded the same. If sure doesn't make a positive employee. Improve parks and recreation and add cameras for safety and verifying the vandalism that has and would likely occur.
- Look into all managers, directors and heavily cut their wage. Work with other successful businesses and apply their methods to our own businesses.
- Improve our one stops . They have enough room to add product. We need to compete with KwikTrip
- Expand tourism through cultural attractions like expand the museum, historical re-enactments, indigenous cooking classes, etc.
- Give current employees a generous wage to stay competitive with surrounding employers. Thirty cents does not cut it- we loose too many trained/skilled employees
- Parks and the casino so families want to visit the Radisson water park
- ATV trail connecting to the surrounding community trails.
- build a bigger Oneida Museum
- Unknown
- manage employee wages to meet market conditions.



- We need parks and recreation areas for are children. Should evaluate employees and their jobs if they are needed or not. Also, their are to many people working that don't do anything. Start with gaming. WAY TO MANY PEOPLE IN UPPER MANAGEMENT. Waist of money out the door.
- Definitely improve parks and sites, the roads in some sites are horrible.
- Make less monitary donations to off reservation entities
- increase employee wages to surpass the market standard. We want to be leaders in the market not followers. We need help in gaming.
- na
- Water parks, better casino events, better options at one stops, better parks, make it worth coming to visit. The casino only attracts a certain population. Pya higher wages, losing staff to companies with higher pay for less work.
- Improve tourism, manage employee wages to meet market and competitive wage conditions, continue providing existing benefits to attract employees and retain current employees.
- More One Stop locations, sports venue with indoor basketball, volleyball and turf, public campground with popular amenities (see Evergreen Campground or Yogi Bear)
- None
- Support for individual entrepreneurs to have start up for businesses and successful outcomes
- Unsure
- Wage compression, compensation to at least fair market value for labor is not on par with competitors making it extremely difficult to attract top talent. Lack of merit based increases and bonuses is also lacking.
- Put a bait shop out where Lucky U use to be, on Hwy 29.
- the examples are good.
- Improve employee wages
- Improve PARKS! Look at the smaller housing areas. Skylark DR park is terrible. It's the same park equipment I had as a child over 20 years ago. There are plenty of children and grandchildren living on that road. We just paid \$3,000 for our own Rainbow swing set because the kids needed somewhere to play. Increase wages for Oneida Employees. How about a bonus for the employees who have worked during the pandemic (and not added to weekly paycheck so its majorly taxed!!!). Dental, Medical, Optical, Retail, Those who were at risk of getting Covid. Increase vacation and personal time accruals. Employees need more mental health breaks especially with all the stress, sickness and death that has come over the last year. Expand Health Center Add another Oneida Market Expand The E and EE onestop. A lot of packer traffic and there is no food there.
- Improve tourism
- Go green, state of the art water heaters for tribal members, Solar for everyone.
- improve parks and recreation and manage employee wages
- Increase employee wages based on performance AND market conditions.



- Ask employees & community members how the Oneida Nation can generate revenue or provide cost savings and provide incentives/bonuses for ideas that come to fruition. Look at what is working for other Nations? Partnerships are a critical component!!
- elk farming
- Over the years how many countless wage studies have been done, need a competent staff who have ties with the local/state agencies and promote use of websites to attract employees---tourism needs an overall strategic plan
- Improve parks and recreation areas, Oneida does not have any nice ones and they all look runner down. Yes ALL EMPLOYEES WAGES MEET MARKET CONDITIONS. Everyone is sorely underpaid and its ridiculous. this leads to horrible customer service, lack of follow through on services programs, and lack of integrity or motivation.
- We are losing our competitive edge for attracting employees, and keeping the good ones. It has become a talent syphon. Revenue expansion should include virtual gaming with geo-fencing, take a look at Michigan. Have our Oneida One Stop brand expanded, and to include delivery, shoot, there 6 or 7 major delivery services in the area we could partner with. Other convenience store chains are doing it.
- no suggestion.
- Employee wages definitely need to be considered, our department has been working the whole time through the pandemic and a "bonus" would be greatly appreciated.
- Manage employee wages due to costs of food, gas, etc. prices are all increasing
- Entry level job wages are getting to close to managerial wages. No incentive to go to school.
- We need a ball park for our community with lacrosse fields. yes not revenue generating but we really don't make money on anything else we do anyway.
- Wages to current conditions, improve tourism
- No more money to tourism, that just screams more money for building things no one will use. Parks and rec always needs to be addressed so the question has to be why? Why are there not currently enough resources available to maintain these areas. Employee wages to market is an interesting concept but has to be fairly and appropriately. There are many areas or positions within the Nation that are highly overpaid and many that are underpaid. Do we have the resources to sustain what the increases may be?
- increase the minimum wage for the Oneida Nation. Keep salaries competitive with the surrounding area for like/similar jobs. Improve our hiring process (HR technology needs to be top notch) we cripple ourselves when not having the latest technology in hiring processes/electronic programs. So many times on "facebook" something nice comes about in the area (i.e. Seymour splash pad) why is something similar not offered in our area. Increase the usage of what we own - hire multiple lifeguards, pay them a fair/competitive wage, increase the hours of usage for the Community. We have the great opportunity to make positive changes because of the Pandemic, we should be using this negative event into something positive, open Oneida Lake to weekends only to begin with and limit the access for Tribal members in the area.

- Development of business along 54 including downtown Oneida. Most of all a restaurant in Oneida.
- employee wages
- Already sounds good
- Employee wages to match the the cost of living. Better wages for frontline, better pay might encourage some to come and work for our nation
- Build a portfolio of Franchises ( MCD's Starbucks etc.), Expand retail to other cities, Open new apartment complexes to no tribal members, Expand distribution food supply chains to bigger stores, Food processing plants.
- No park a r fine
- Per cap
- Identify other business venture based on CURRENT trends such as shipping, transporting, online shopping. etc
- Employee wages, what about getting a camping area and renting camp sites
- Manage wages to meet market conditions.
- Parks and rec. Build a nice park with everything. Basketball hoops, lacrosse field, baseball/ softball fields, and proper shelters.
- Give customers more options than just gambling so they can enjoy their time. Entertainment something
- Don't have specific ideas at the moment, but I could have a list in the next few days.
- Improving parks and recreation areas for sure.
- improve oneida lake, come up with new ways or incentives for people to gamble more advertising on the smaller casinos
- Revenue generating for sure and hopefully keep the wages with the cost of living.
- Employee wages
- Use money to hire more people
- Find another business opportunity that will generate another source of revenue.
- Provide more recreation opportunities for tourists
- Cultural campus, museum.
- We depend on our casino to make ends meet, and many industrial ventures seem to fail. I am not sure what what can be done. I once thought of tapping into the methane gas generated at the landfill site but that's not part of our reservation.
- meet market conditions
- Legalize medical and recreational use of marijuana
- Employee wages to meet market conditions
- End management company contracts at OAHC and OGE. Find the right people to run them internally.
- Save a meaningful amount of profits each year to Trust for sustainable initiatives. Additionally, save a meaningful amount of profits each year to invest in other revenue producing assets.

- Maybe you th lacrosse kids that just play in the community at the parks more teachings of our history even if it is someone going to a park and making projects about our history teaching the youth there at the park
- Improve tourism revenue by generating new opportunities example move museum
- Manage employee wages
- What draw do we have to this area? Have you seen the park on Standing Stone? No restaurants, coffee or ice cream shops and yet there is a steady traffic flow
- Hemp, casino
- NA
- Competitive wages are important but so is maintaining a productive work force. Employees that are slacking and scamming the system for pay/benefits need to be cut. Regular reviews of expectations and performance and CONSEQUENCES will regulate and improve the work force. There's no reason Oneida can't have the best and the brightest. Reputation is so important, especially for those positions serving/interacting with the public.
- Manage wages and improve parks
- Wages, water park
- Raise wages to attract and retain employees. Oneida is not the premier employer it once was and has fallen far behind in competitive wages. My 17 year old grandson makes more working at Menard's than what Oneida pays for positions.
- Wages for any employee capped under 40 grand is ridiculous
- Water park, home made ice cream stand on Hwy 54, oneida cultural museum, horse equestrian events,
- Managing employee wages to meet market position should be a priority it's a way to generate wealth within our tribe as well as expand on projects that will help generate revenue
- Wages
- Seems like the casino can't get people to stay there. Always short staffed on security, drop team, and other areas. This is due to Management making decisions to only use minimal staff to do the work when the staff are getting burnt out. They have no relief and management drives them in the ground without any recognition. We should pay these staff more for the work that they do. The moral is at it lowest I have ever seen in my 30 years of service to the Tribe. We need a leader at the casino, not a manager who don't know what the front line staff is going thru.
- More advertising of casino and bring back concerts
- Manage employee wages to meet growing cost of living.
- ?
- I like what the OBC suggests
- Lift safer at home plan so people can go out and enjoy the community
- Increase wages to attract qualified persons and to maintain staff- improve parks to include skateboarding, basketball courts, etc.

- For revenue generation , we need to develop a commercial hemp program.
- Improve parks (splash pads), add camping area and inflatables to Oneida Lake.
- Government contracts like Ho Chunk, Inc. with Lance Morgan in NE.
- Wage loss assistance
- I agree with the examples listed.
- Use the cultural heritage area by the veterans memorial as a tourist destination and wedding venue. Restore the barn and rent it out for weddings. This can help market the tribe, diversify the investments, and make the tribe money
- Manage employee wages to market
- Employee wages, generate more opportunities
- Yes to all those ideas
- I agree
- All of the suggested projects
- Manage employee wages
- Manage employee wages
- Manage employee wages to be competitive in the market
- Improving
- Improve the parks
- Tourism and cultural sites could be promoted. More area events. And bring back Big Apple Fest.
- Agreed
- Meet marketbwages and give all staff increases
- Improve tourism revenue generating opportunities
- Improve parks and recreation
- Manage wages
- Employee wages.
- N/A
- Better the casino for more tourists
- Develop and promote eco tourism.
- Water park near the casino to attract families-have childcare

Question 11. What projects or uses of the funds would be most helpful to you and your family?

Responses:

- Quality air conditioner for casino
- Anything to do with food sovereignty, food imitative, 7 generations, environment, internet, improvement to current houses/buildings
- The assistant living home and care would benefit me down the road. The recreation center, swimming pool will be nice for the children.

- Allowing for duplicate degrees. And employee wages meeting market conditions.
- Housing for family members. Aww
- Home repair - not income based. Food cards at the Holidays. Affordable housing - not income based. Car repair assistance - not income based. A mechanic garage for vehicle service.
- Housing and food assistance
- Home improvements
- Housing opportunities is a big one. It should take so long or be so hard to find housing. Why couldn't OHA work like Brown county and let members find homes or apartments available off of tribal land and pay for a portion of the rent.
- Fixing and updating our house. Central air, bathroom, driveway, basement, roof, siding, etc.
- food card
- housing, business, other than casino
- hiring people back that were laid off from covid
- Rental and utilities assistance
- Make more homes
- onhs
- healthy food options available at a reasonable cost
- Food wages parks language
- Home repairs and wage increase!
- Single dad raising his 2 kids low income housing, wage increase for employees who haven't received a raise in the past 10 years, tree service for tribal members not 55
- Improve elderly services. Not what you know but who you know currently seems the case
- affordable housing, money for utility bills
- Employee incentives for level of professional performance.
- Grants-home improvement like windows, etc, not just cosmetic
- Mortgage Assistance, Home Repair and Improvements.
- Future fire-dealing with all addictions in school and mental health with children and families especially those affected by covid.
- Education, Building affordable apartments for young adults
- Housing, Education, community resources for members off reservation, culture & language
- Through 2022
- Help for a single mother raising children alone, allot of women take on more responsibility with additional children that are not even hers but still struggling to provide for her children. Also we need a better Court system we should not have a court system or child support agency when Oneida cannot even enforce anything like Brown county can put a order in for jail time if they refuse to provide for their children. Something needs to be done now we are failing our children!!

- continued free premiums for health insurance cost of living raise merit raise a raise or wage increase of a substantial amount to include those that already make over that amount too
- Low APR loans for home improvement. I refinanced my home to put on a new roof, new windows, new flooring, etc. I didn't want to sign a 30 yr. mortgage again but I didn't have too many other choices with the direction the economy was going.
- Improved resources for language and culture education
- Better fitness/rec areas.
- I could really use funds for resources etc. I really appreciated the incentive bonus. It really hit the spot, but the spot still itches
- Housing
- Employee wage increase and home repairs
- We could use a community center with a kitchen area - where different groups can come in and meet, have classes, sewing, beading, basket making, etc
- Seventh generation-focused environmental responsibility including internal recycling program, biofuel/electric vehicles for employees, and composting for multiple sectors
- Help with mortgage, Food gift cards, and auto payment. Non income based
- Solar panel installation on my home would help reduce electrical costs, but I can't afford to install on my own. Other Tribes like Mole Lake have solar panels installed on their "housing" homes, so I'm not sure why we can't do that here. I don't have a "housing" home so I would need it available to any Tribal Member or at least those on the Rez
- offering Generac generators so when power goes out , offer solar to help mother earth , metal roofing thru out reservation to protect our assets .
- Those of us work above the poverty line but struggle at times when big projects hurt us financially. It would be nice to be approved to help with my car - even one time. or a furnace or anything big...I am resilient so I always find a way but I have had to work two jobs for awhile to pay for huge projects that I could not get help from the tribe. I put my time into my education and commitment and sacrifice. I thank the tribe for helping me with this but IT would be nice ,not to be, ignored for big projects. I've heard this from other tribal members who are above the poverty line.
- housing loan with no interest which gets paid back. Create a program where tribal members can rent or borrow equipment for home improvement/landscaping. Create a department if needed
- To be able to purchase Oneida teas, and food etc. Online and have it delivered to a different state.
- Tribe in general: Sustainability-lower blood quorum from 1/4 to 1/8. Increase tribal membership. Place more dollars in funds for higher education to cover multiple degrees if needed. Having dollars there should we more members. Gift cards for food, household goods (or drive through pick up laundry basket of cleaning/sanitizing products-both here and Milwaukee). Those living away from reservation, maybe a reimbursement of fitness/gym membership in hometown. Personally: having my

grandchildren eligible for tribal funds, per cap and higher education expenses. I'm 1/2, my children 1/4, so would need to expand membership.

- Housing, food, education
- Home improvement
- > General welfare payouts, internet access assistance, food pantry delivery. > Appointment availability at Health Center- it is actually impossible to get timely appointments there, forcing people to go to other places that might not be as familiar with Oneida insurance practices.
- Student loan repayment assistance Home repair assistance
- A raise, Oneida does not pay well for professionals those of whom have a master's or ph.d
- Home repairs/improvements.
- Money.... My husband & I are not in a good position right now. He is slowly dying from a Category 4 Glioblastoma Brain Tumor. We worked hard all our lives and never anticipated this. We will soon be in the process of giving up most things to raise more money for his cancer care. He wants to fight and he not only deserves to, he's earned the right. We are blessed in many ways. He was diagnosed in July of 2020, and continued to work until February, 2021. To me, that took courage. He just couldn't do it anymore. Please do not misconstrue my intentions here. I'm certain there are many tribal members in a similar position. I have learned to pray for all of them. I just hope everyone knows how precious this one moral life is that we were gifted with and always ponder, " how can I make it easier, how can I help, how can ease the burden of hardships as I see them ?" This is what we are all called to do and I continue to see my husband helping even neighbors as he is able. He is making time count one day at a time.
- Affordable housing off the reservation more financial support for buying a home
- Anna John nursing home is in need of new wheelchairs, new walkers, new electric/remote chairs for every room. Take care of our elders some things are so dingy in that place I am embarrassed to see our elders live like this.
- Being a non-native employee bonus/wage incentive would be the most helpful. However having access to services and programs, ie the pow-wow, Applefest, and other community events (tourism) enriches our community and provides exposure for my family and others to see and appreciate the beauty of Oneida culture.
- Access to education funding, language and culture classes would be most helpful.
- The most helpful uses of the funds would be to cover the personal property taxes for all members living on tribal fee lands. This would ease the membership that live on tribal fee lands as much as the membership that live on the tribal trust lands. There are many members that believe their financial woes will disappear if their land was in trust. If we start there maybe we will see a little less need for other requests.
- Technology and direct assistance for child care, school supplies, wi Fi, etc.
- Recreational park, large swim park, bike trails
- employee wages and a continuation of the no cost health insurance



- pet care/insurance, car repairs, home repairs, food costs, down payment assistance for home purchases, duplicate degrees, working from home
- Most helpful to me...would be housing and repairs.
- I liked the recreation for the kids. Baseball, softball, basketball. How about getting a good batting cages so several kid or adults can go practice hitting ball.
- not sure at the moment.
- I'm extremely grateful for having learned to take care of myself to be "comfortable" in retirement, and extremely grateful for when the Tribe gets "extra" and includes all entolled members (many tribes only take care of those who live on the rez and neglect ither members). We are able to care gor ourselves pretty much and sent all three kids to college ir tech school and they're now caring for themselves too. I have family members who need more help than I do however, tovsustaing a quality of life to be comfortable. There's a resurgence of alcohol/drugs/cancer and other health issues that also have impacted our reservation. Instead of being punitive, the Tribe programs need to also practice compassion. If we didn't have those needy folks, they wouldn't have jobs! The tribe needs to address these programs, seriously. We havebour own courts but our people aren't treated fairly because they don't have representation like staff who go against them do. Accountability is key. Hold program staff accountable for decisions tgey make.
- Only program that my family benefits from is the stimulus checks or food cards, as they have no income limit
- Home improvement helps, medical/health helps, and educational opportunities.
- Childcare assistance, allowing funding for duplicate degrees, wage analysis
- Higher wage for people who went above and beyond and/or have more degrees/certificates than others or who are taking on more tasks than others. New parks in different places. A skateboard park. The oneida lake could use a water slides. More things to do for Families.
- Incentive purchase a Generex for emergencies, options for families who want to purchase (about 8 or more homes can get a discount from company). Renewable energy incentive to purchase solar panals for electricity. Renewable Energy incentive to purchase purchase wind turbines for homes.
- Immediate need: To receive assistance in the areas of the basic needs regardless of income: shelter, food, electricity, internet, utilities
- Help with food, gas, rent vouchers etc.
- Home repairs
- help with extra activities that my kids do. Like help with uniforms for sports for equipment when they grow out of them. Fees for sports out of school like hockey or lacrosse. Some help with getting our youth involved with outside activities they enjoy
- My husband and I have been just able to sustain our way of life. We are so thankful for all that the tribe has given over the years. Pharmaceuticals alone help tremendously. We are just grateful. We live within our needs, so it is a tight fit, but we know if we had to, we could seek help from our tribe. Great job on all you do.



- Consistency in rules, less bureaucracy, fairness to all GTC members and process, and more communication, IF a new rule or policy is made toss it on FB put it in the Kali - twitter, Instagram, text... have a section called did you know.. "that you can have more than one (1) lease, Example: Did you know We have a grant for "PEANUT FARMERS"? APPLY AT? DEADLINE IS? - Good Lucky Peanut People... Something that actually matters to relates to people ... More positive
- funds to repair out own houses, land, driveways. Assist us for the machines to allow us to maintain our owns lands. Plows, snow blowers, lawn mowers. have a loan warehouse. Im sure there are alot of these kinds of items not being used. because prior to the pandemic. You would see someone cutting the gas all over but during and after. The tribe is lacking in maintaining the land. Allow us to use and maintain at least our own property or leased property from the tribe.
- Solar energy, heating alternatives, home repair assistance, access to clean water.
- Home improvement and repairs to assist the elders as they age and/or require updates to their homes to assist them as they age
- nonje
- I truly need assistance with getting my house fixed. For my family - I would like to see a facility that has educational and fun programs for kids thru their adolescence years.
- All the above. Keep Oneida Beautiful
- help home improvements for homes built in site 1, in 1967. build ramps for disabled. put in walk in tubs/shower for disabled. help cut trees.
- I'm speaking for families in need. I have a real issue that its years into COVID and families have been pushed into new unconformable environments leading to HOMELESSNESS!!! Fix the homeless issues with tiny houses.
- Expansion of Health Center hours to include occasional evening and Saturday hours. Moving the pharmacy to a free standing location next to the clinic. Perhaps in Woodlands to include a drive thru. Moving behavioral health services to the Health Center campus. Including improvements to the existing Health Center including meditation gardens on its beautiful site to make it a center point of the Oneida Nation and Oneida's values.
- Education and home improvements resources.
- help with car insurance- why do we have to have such high coverages if we don't drive our personal vehicles for work?? something for the kids to do- since the recs aren't open yet
- I am an employee. Clients need housing, mental health, and AODA resources. An inpatient facility would be amazing!
- Monthly member GWE, Education dollars for lesser or duplicate degree and funds for making up credits to be eligible for higher ed.
- Home repair assistance, wage increase, equipment rental for home improvements
- I live out of town but I think that with any improvements to any Tribal entities it only will help the Tribe to continue to grow, branch out services, and stay up to date on what everyone else is doing in the surrounding communities.

- home repair
- I live 300 miles away from our reservation so the only help I could use is financially for myself and for direct descendants of enrolled members
- Home repair
- Economic support , housing
- Direct payments
- Wage increase and recreation
- Consider descendants and spouses with distribution of benefits
- Affordable housing; maintain and improve natural areas & our environment; food sovereignty/access to healthy and indigenous foods.
- More personal payments to membership
- I'd mostly like to see investing in our language and culture as well as preserving our lands. We need to encourage our people to realize that the Oneida Tribe is more than a casino and per cap and hand-outs: it's deep-rooted culture and traditions that we are in danger of losing.
- community center to include clinic, wellness facility and space to hold GTC
- Rental assistance, the programs at economic support have helped significantly! BiG thank you to the staff making me aware of all the programs I qualified for
- small business grants
- per cap
- solar affordable
- housing
- new cannery and berry patch
- new cannery
- help family with getting farming for independent families home farm
- I could learn more about our cultural foods and how to process contain
- Single people, no help, no kids
- home owner improvements
- home owner improvement
- Affordable housing/helping all oneida regardless of boundaries
- I would like to be able to move into affordable housing
- Elderly help, housing, I own my own land on the reservation and am retired and would consider selling to tribe and would like the opportunity to have help in retirement living.
- economic development
- Internet
- Universal healthcare for members 30 and over
- Housing, food, water, heat, electric, recreation facilities that are up to date, clean and user friendly. Inclusive not exclusive with limited hours.
- renew loans for homes in Green Bay
- More houses for the sliding fee
- Helping to fix holes in AG system, being food sovereign

- Health care
- If I got my job back!!!! I worked for the Tribe for 31 yrs and was let go, I still dont understand why!!!!
- The tribe already provides so much. Thank you.
- affordable single homes/apartments for single people
- More help for tribal members not just members living on tribal land or counties personally my family fell behind in everything with covid happening and Still struggling to get out now feel that members should have come first with the last round of money to help members get back on their feet as we are all struggling
- pay increase
- Rental home assistance for single low income disabled
- Using tech for participation. But I would rather see it go to language education. Land purchase.
- Food, home improvements and general assistance.
- They would help me do some needed repairs around my house and pay off some bills. Also help with car repairs.
- Housing
- Singles housing
- Continued revenue generation for Tribe sustainability
- New high school
- Education and internet. Help members with disabilities
- A new high school with our language provided
- Elderly home owners to receive funds for their home repairs
- Education funds
- Increasing the funds to include descendent members for college and tech schools. Take a courageous look at how we define ourselves...let's decolonize our thinking that the government imposed on us and define ourselves so we don't extinguish our people . Let's make it a priority to sustain our future and unlearn the oppressive rules that the colonized people embraced.
- youth recreation
- internet accessibility
- ag-land use
- Area for youth to be busy with activities
- higher educational help with student loans from covid , mortgage assistance, additional programs and services, language and culture learning opportunities(virtual) for off-reservation residents.
- I don't live on the reservation, so more funding for the SEOTS office would be helpful.
- Home repair and classes on investing money especially for young Oneidas who need to learn fiscal responsibility rather than just spending their allocations.
- The food cards for everyone helped us alot.
- health care

- Better use of tribal per capita payments. Allow members to borrow against their per capita instead of forgiving their debts. Any fines that are owed to the tribe, take it from that individuals per capita payment. Actions have consequences. Better ACCOUNTABILITY.
- Housing
- Tiny houses
- Culture, language projects
- affordable housing
- Higher wages for essential workers
- Arts and culture
- home repair, my house is older than 35 years
- affordable housing for elders
- wifi
- Home improvements
- Technology related, education for supporting future leadership
- road repair
- The judiciary system for child support, and the courts not doing there job on not supporting the tribal members thus other parties.
- infrastructure development for economic development to support building sovereign community assets i.e. High school and athletic field house to build pride in the community.
- culture
- a new cannery
- More food access, growing more foods with all the ag land, no more cash crops, plant food
- Medical help for tribal members not just in Brown or Outagamie Counties.
- The above mentioned.
- Home repair funds Education funds
- Mortgage relief-
- Food
- The "Welfare Benefits" / Gift Cards/ Stimulus allocated to enrolled tribal members is definitely a "Relief Fund" during these economic downturns. Continue to make deposits to the Trust Funds for minors.
- to generate more money for the per cap
- Supplemental income or healthcare
- Provide health care to those who live outside of Brown and Dane county.
- Housing, food and health maintenance
- address the blood quantum level to prevent future failure of the tribe as an entity. Do not let the federal government ultimately win with their misguided policies.
- Direct monetary disbursements and a weekly food bank.

- More housing to help the Elders and families that need it. Keep up the good work and keep us informed.
- More opportunity to travel in Oneida-owned vehicles from SEOTS to Oneida. Grocery store gift cards to purchase food.
- Projects that raise Oneida culture, history and visibility. It's a matter of pride
- we currently do not have any immediate needs
- I believe that the elders should be given top priority
- Help with housing costs (rental and utilities).
- Jobs
- A stronger language and education system.
- Education, investments in long term growth or per capita
- Kids lost their jobs
- More services to SEOTs, a lot more!
- Anything that would provide more options for people in Milwaukee.
- Gas cards and grocery store gift cards. Reimbursement of WiFi costs. Reimbursement of market place ins premiums.
- medical and dental help when living off the reservation
- Housing projects
- Housing, money, food, gift cards, you know basic human needs.
- Since not on the reservation, access to programs that are not available to non res members. Health insurance is a big one and even some type of pension/Ira option
- Food, rental assistance, Heath care insurance, educational funding
- Maybe financial management skills
- All of the above
- Food (grocery) cards, gas cards, and any other monetary gifts is so well needed!!!
- Elder services outside of Oneida. Funding for multiple degrees.
- Enhanced emergency support funds
- Anything that helps out with food and medicine
- Grocery money, solar power assistance for our home, deep cleaning for our home, reimbursement for COVID related cleaning and protection products, hotel discounts at the Radisson so we could stay there more often
- Direct member services of money and assistance
- badly needed funds.
- Things that help youth persue passions in sports (at a higher level). Clear communication especially about money or things that could benefit or distress my quality of life.
- Continue doing what you are doing...food gift cards, housing allowance, education, health care, etc!
- Additions to home.
- Housing, food, transportation
- Home repair
- A new high school facility

- education
- food give away, HOUSING!
- education, land
- everything is going good
- transportation availability
- land, infrastructure and sovereignty
- we are elders and very satisfied with the help we get
- extending services to off reservation Oneidas.
- elder communication
- Home ownership program or assistance, help to reduce student debt. Help with college students transportation and food costs
- house purchase
- early education, early culture and language programs
- housing
- traditional food classes
- pretty satisfied with what is offered now
- increased
- Diner with pizza
- meal site
- direct membership assistance and affordable housing
- rental assistance and home repair
- housing repairs
- education, language
- Job or education fairs
- School funds, housing, family assistance
- Housing
- Mortgage assistance
- Community Farm
- Housing
- Healthy food access, budget for unique employment opportunity, direct payment
- Everything that Oneida has to offer has been utilized by me or my family and the most helpful ones seem to be the assistance with car repairs and rental assistance
- Open up land for Tribal members to live on.
- Put the money into our hands! NO QUESTIONS ASKED
- None
- Housing. Bills repair of house an vehicle
- Home and auto
- Education assistance and housing options on the reservation.
- Thank you for the direct payments, they help with just household day to day and medical bills from non-tribal family members.

- To the employees lost due to pandemic especially tribal employees look into ways to reimburse them for their time given to the tribe and their lost job. (Severance, paying off debt, etc)
- More homes, we are currently homeless
- Grocery store close to new builds
- Expansion of the culture and language program.
- A Raise
- Education
- Higher education, land acquisition
- Money for home improvements. Build a drug treatment center Be able to get help with car repair no matter one's income. Homeless shelter
- Elders on social security alone need monetary help, especially off reservation. All I hear is take care of the elders, yet this is done selectively.
- Assistance with home repairs/improvements
- Where if you are working and barely making ends meet should still get help.
- My family works, everyone of us, but we see all these people laid off, enjoying life, getting all these free things, while we struggle to make ends meet, we don't qualify for anything because we work.
- Affordable housing
- The nation has been very helpful to me and I appreciate it very much.
- cash assistance, help with home repair for BROWN AND OUTAGAMIE
- Home improvements, walking paths or bike paths to town from the reservation. Waterpark, fun places for a family to visit, we have to go elsewhere to have fun outside of the community.
- Home repair, food sustainability.
- Mortgage assistance, home maintenance assistance, home renovation assistance, vehicle purchase assistance, credit card payment assistance
- The only thing I am allowed to receive is gwa.as I live in milwaukee and don't have a car to get to Oneida
- My main priority is to maintain my home. It needs repairs and I don't have reliable resources (technicians) to take care of it. I would prefer to utilize renewable energy to heat and cool my home and ensure clean water. My children would benefit from financial training; how to manage and save money, as well as collective investments.
- housing & make it a painless !!
- I would like to move back on the reservation so housing is important for my family whether we build or buy a house. Helping to provide some type of tuition aide for a tribal members non-tribal child or children would be great, it may not have to be full tuition aide but anything to assist would be appreciated.
- Home repair, utility assistnace, propane is my BIGGEST COST during the year- It is about \$600 a tank, an I fill up 3-4 times during the winter. I also obvisouly need home repair for windows and and insulation under my home.

- Direct payments, lower mortgage interest and or payments, increase employee wages, and assistance with home replacement or repair and daycare.
- Improving wages
- housing assistance- helping with updating our home. Our gutters are falling off. There is holes in our siding. Our home needs to be majorly updated. If there was a mortgage assistance program for middle class families that would be so helpful. Encouraging youth and helping the youth play more sports. Gas cards. Food cards. Increasing help with college tuition.
- The general welfare helped a lot directly. If we lived on the reserve we would be better taken care of
- Education
- to get an incentive to be able to do whatever with (home repair, food, car repair,etc) its easier to do it that way
- Get housing to do their job, which is why I say overhaul them completely. I bought a house less than a year ago, garage door still doesn't have a deadbolt, master bedroom closet shelf collapsed, house materials are cheap. Money for house repairs and improvements would be greatly appreciated. Alot of houses around housing need improvements.
- Every little bit helps any individual and/or family.
- home repair n landscaping
- help with basic household help, repairs, lawn maintenance, cleaning, transportation, companionship; overall housing is needed--how can our members come home if there is no affordable housing?
- Oneida Language revitalization, i would like to learn more than sekoli. Access to affordable indigenous foods, services for home owners, services my enrolled children qualify for like back to school clothes, shoes, supplies. Just because I am over the income limit doesn't mean I can afford all these things needed for my children and family. a nice park for my family to go to in the community.
- Hoe repair for my Mother-in-law, she is an Oneida Elder, and could use more assistance with basic home repairs/maintenance. The youth could get assistance with initial home ownership, instead of the big per cap after graduation.
- Home ownership mortgage assistance. Water assistance, similar to last summer. Covid type benefits for 1st descendants.
- Mortgage and any assistance w/home repairs (roof & windows).
- Home repairs but need to remove the low income or will not reach me and my family.
- Help with utilities, help with school fees, supplies,
- ball park
- Housing, education
- Anything to help me get off the street
- House improvement, education and additional direct member payout.



- -There should be a way to have a MOU with a company to provide assistance with fees for highspeed internet services in my home on a monthly bases. -Assistance with auto repairs to all enrolled tribal members w/in the United States. we have programs be these limit you to w/in the reservation boundaries -provide every elder (62 & older and/or disabled (wheelchair/walker) who request a permanent home ramp -provide every elder (62 yrs & older and/or disabled (wheelchair/walker) w/in reservation boundaries walk-in showers in their homes (not rental properties) -provide every elder (62 yrs & older and/or disabled(wheelchair/walker) high rise toilets -provide rodent/insect control to all Tribal members w/in the United States for their homes - provide tree removal services (dead, dying, to close to the home trees, shrubs) which may cause damage to the home -provide assistance for drainage services for homeowners who property may be in a low lying area to reroute or capture the excess water
- As an Elder I would like more yard and home maintenance help.
- I really appreciated the Kroger food cards that were provided last year!
- The community needs more housing options and programs that help those who are at risk of losing housing, ie. financial/ budget counseling, AODA resources in neighborhoods.
- With the money that is being disbursed to members, my family will be good as long as we can cover the gas for the winter months. I work two full time jobs and we are just getting by, but we are doing it. I think increasing the minimum wage to \$15.00 will definitely help those tribal members that are struggling. As the wages go up the cost of living does also. However, in this instance the cost of living is going up without the wages increasing.
- Home maintenance/up-to-date, car repair/regular maintenance
- More home repair for the elderly. I know we have some but the list is too long. We need roof and hats when my 73 yr old husband climbs up to try to patch it year after year.
- Home assistance and Higher Education
- More money
- Money, food, gas, job back insurance back.
- I moved away from Oneida. Our options are limited.
- Housing, employee wages
- Housing
- Everything suggested
- Financial stability, pay off debt accumulated during covid
- Something that would support a small business, home improvement for homeowners, mortgage assistance and duplicate college certificates.
- Per cap
- All of the above
- The education would be most important to me because I am a college student who is having to save up rent money to pay over the summer since Higher Education does not

cover the full year. Also, the Direct Membership Assistance makes the world of a difference for my family and I. We are so grateful with all we have received, but anything and everything helps us get by.

- Out of state rental assistance, school needs, grocery cards, medical and dental.
- I'm an elder so I just help sometime and the tribe has done a lot for me. But small things like changing a light bulb?
- Elder housing. The a 3 to 5 year wait is too long for some elders
- My family has been fortunate during the pandemic but have family still trying to recover from this,they can use help with food and rental assistance
- None
- Access to a Food Processing Facility
- Some form of event/activity/entertainment that satisfies a family with young children & older.
- Home owner repair help.
- vaccine incentive, rental assistance, programs to help teach our youth how to invest & teach more skills to deal with todays enconomy,teach entrepreneurs
- Affordable housing
- Improve wages
- Community and cultural center
- I'd prefer the funds \*not\* be spent on what helps families most, but rather what helps the Nation the most. Land acquisition, investing for further revenue generation, saving for Trust sustainability, etc.
- Being able to be accepted into the housing to get a home on the reservation I've been on the waiting list for 5 years plus I know people have been on it for a year or two and got in I'm 5 years more that can get worked on
- Increase in housing opportunities and elder care options
- More child care assistance/availability
- I can only wish for peace of mind that our nation will survive. And unless we step up our game I don't see that happening, we educate our children but they do not return, why return we offer nothing, we do not like change and it is obvious. Get rid of blood quantum and welcome ALL our descendants . There are many untapped resources within our own
- Lower blood quorum to sustain tribal enrollment, look at ways to increase revenue for the long term, avoid direct payments and look at ways for members to improve overall quality of life not just temporarily, educational opportunities for youth to learn about history
- Housing and food
- My sisters rarely qualify for assistance because they make just above the financial cut offs. Programs that require absolute poverty and homelessness make it difficult to help those that'll take any job to get by. There should be a sliding scale of resources for those that are lower income but not meeting below poverty standards.

- Direct membership assistance and education
- Sports facilities for tribal members to use for all sports. Basketball, lacrosse etc
- Financial assistance. Paved driveway. Whole house generator.
- Cost of living increase & incentives
- As an elder the stress of paying mortgage and giving the house back to Tribe because of too much left on mortgage and children can't afford. No assistance in preventive maintenance or remodeling
- The direct payments would be nice in a more permanent way instead of once a year receiving payment throughout the year if the budget allows. Cash funds have saved a ton this last year. Rental assistance that can be applied for on a non emergent need but to create sustainable living conditions for member and descendants.
- Housing and job expansion. Relocation funds to obtain employment within the tribe.
- Larger direct payments, home improvement funds, cheaper gas prices, help with energy costs. Payments towards paying down mortgages. Why don't we have renewable energy programs? Or do we? Solar and wind power programs for elders of general assistance for all tribal members.
- Make funds available for home repairs on and off reservation
- Elder assistance. Widows widowers Several have no family to ask for help
- More availability to those of us not living within reservation boundaries.
- Anything helps
- School funding Elderly Services funding House ownership Health services for elderly with dementia
- A general allowance
- I need elder housing
- Assistance with home/ auto loans, extending the services provided to those without transportation, they are the ones who probably need it most. Cash payout always works because then you can use it where it's needed most.
- More homes built for home ownership
- I love the idea of Rosetta Stone language! Honestly, the cash assistance coming up will be very helpful. I've deferred some vehicle maintenance and school clothes for my girls and this will help me catch up.
- Financial assistance. Medical/dental assistance
- The Home Improvement assistance and elder modification program and the cultural and language and education programs would be most helpful to my family.
- Mortgage assistance, bill assistance, food and gas assistance, additional higher Ed funding (like how we got from the last round of funding) and doing this in a timely manner rather than later
- Food and improve wages for employees
- Wage increases, mortgage assistance, home owners funding for improvements
- Wages increased to match market. Assistance for disabled enrollment members who cannot work and are waiting for state disability to be approved

- My husband and I are elders and we live paycheck to paycheck. So I am not sure you could help us. Maybe with housing cause we are getting older and want to come back home and live on reservation.
- Higher paying job
- Rental assistance
- A payment to help with bills and repair car
- Funds for technology for all members, allow incentives for all members
- Receiving a lump sum so I can get bills caught up
- Food,
- Right now? Food or gas cards.
- Home repair, car repairs,
- Expand health center
- More direct payments to help with bills and food
- Housing, Education, and direct membership assistance are most useful for me at this time.
- Language and culture
- Free summer programs for kids
- Repair my home
- Direct payment of 3500\$, rental assistance, and food assistance
- Wider assistance for members not in the area
- Housing
- Add e-commerce.
- more semesters paid for masters degrees, home repair assistance

#### Question 12. Any additional comments?

#### Responses:

- If we build more buildings, we will lose the beauty of the land and it will no longer provide. Without a healthy land-we are nothing.
- thank you for allowing everyone to have input.
- None
- We need a program that helps cover people with Mortgage during pandemics. Not just people who rent.
- Would like to see money invested in nation for long term gains
- I am very thankful for the GWA payment we are receiving. I live pay check to pay check, and so this is very nice to be getting. Not income based is important for us who work and can't get any assistance with anything due to having an income, but live paycheck to paycheck and can use the assistance.
- no
- None

- I do not think a new high school is needed at this time. There are just not enough students to justify the cost.
- Be kind! Be compassionate!
- hire people back that were laid off from covid
- No
- No
- Yaw^ko 🤔
- Better communication from departments when asking pertinent questions.
- Does not involve me as I'm now a tribal member.
- open oneida lake, build a disc golf course
- Tribal wide training on what trauma is, and how tribal members can easily be triggered/activated when attaining services within the Nation. No shame/blame, just education as to how people communicate when tribal members are seeking services.
- Long term investments for young children so they have resources to set up for school and business
- Thank you for the opportunity to submit input!
- Plan, align, execute
- Please look into closing our court system or atleast allow us to transfer our cases to a county that can enforce legal action to these parents who are not helping support these children! These children are our future and we are failing them!
- This only shows what the plan for 55% of the money is going to help with, what will the tribe do with the remaining almost 45%?
- Look into increasing wages, salaries and introduce health benefits for retirement living. Teachers who have at least 15 years working in The Oneida School System.
- None
- Thanks for the opportunity to provide input!
- As a cage cashier for the past five years I have personally contributed literally hundreds of pounds of plastic and paper waste simply because there is no alternative. It is abhorrent that a culture based on preserving environmental "sovereignty for seven generations" is allowing literal tons of plastic, paper, and other recyclable material each year to simply be thrown away. It would not take much more effort to institute an internal recycling/reuse program within all internal policies, including but not limited to casino and resource programs, for example.
- I think considering the drug issue we have in our community a lot of children may not have someone to look up to or they can trust I think we could help these kids who don't have the best home life by starting a voluntary big brother/big sister program. Where Oneida could help by paying for the actives.
- Solar Power. The One Stops should also offer charging stations for electric cars.
- my name is Kurt G. Jordan any one wants to contact me please do so about my answers 869-6624 thanks

- Thank you for giving me this opportunity. I appreciate it very much. I've worked for the tribe over 16 years under one entity OCHC and OBH. I've seen a lot of very poor work ethics from many providers. I've always wonder why make those who work hard already work even harder just because they are good at their job. vs those who do what they can to get out of working FT and MOST IMPORTANT get away with it blatantly and the supervisor/directors does nothing about it. The moral is low. I also realize that COVID has effected us all in many areas. But I feel OBH providers could work FT on site vs at home. Why is it the OCHC staff , I think...work onsite and OBH does not. I see a lot of calling in, working from home more than 2 days a week, emails saying" today I work from home or "today, I am leaving early to work from home....etc. etc. etc. how is this okay!!! I've never worked from home, always been onsite throughout COVID. Anyway, Thanks for listening and reading my input. This does help a lot...Yawko
- Thank you for asking our opinion. Keep up the good work.
- Living off the reservation, I try to get as involved as I can. Having the Facebook lives, language sessions and meetings online at least let me learn more about our culture. I've made a walking stick and would like to get involved in other activities. I've been encouraged to use the fitness center but that's an hour drive one way for me.
- No
- I think Oneida has been doing really well for it's people during the pandemic. I commend the leadership. I would love to see some new and ambitious projects attempted with the ARPA-FRF - some things that could set up more possible futures than a continued reliance on the casino, bingo hall, and cigarette sales.
- Thank you for all that you do.
- Thank you for the opportunity to voice my opinion about what I think that should happen tribal wide.
- I would just like to thank Oneida leadership for all their hard work and diligence during this difficult time. My family are very appreciative for all the support we received and being able to provide input on futures needs. I believe a lot of families would truly benefit from being able to make home repairs/improvements if there was funding available for that. Thank you.
- Thank you for the opportunity of this survey. Bless all of you in your challenge to do what's right, to do for the good of the tribal members. I'm proud to tell people I'm Oneida... even if it takes much of my time to explain. Remember, not all things come naturally to folks. Education is still key.
- Getting more info on buying a house off the reservation
- My mother is AJNH and that place needs some cleaning up, staff and house items. I am embarrassed to see my mother in a wheelchair that looks about 30+ years old. I could go on about that nursing home but I am going to stop here. These are our loved ones our people, take care of them!!!!
- Use the additional funds to help pay the personal property taxes of all tribal fee lands.
- None
- A complete overhaul of the HRD and MIS departments. Telecommuting needs to end.

- more work flexibility to work from home
- thank you for the time to give my thoughts and comments.
- Nope!
- Nk
- Appreciating the opportunity to provide feedback.
- Hire people who care about Oneida Nation, care about their jobs and people they work with.
- Looking forward to the decisions being made that will best address short-term and long-term economic impacts and that will aid-in recovery while you identify opportunities to maximize the funding. Everyone has been affected by the pandemic, regardless if there was a loss in income. Focus on resiliency. Thank you
- none
- I think that 1st generation descendants should be included in funds offered.
- I have noticed over the years that too many dogs are tied up in different sites, too many pools are without fences to keep it safe. This is something serious that the tribe needs to address with the housing authority. It is dangerous.
- The community is falling apart, someone how they need to re unit our tribe, we have drugs, death and kids living where ever and with grandparents and no one cares; instead of handing money out like candy start thinking of programs to help ethme
- Im sure that there will be thousands of comments and suggestions. but fix what is broken and not putting a band aid on it over and over. If you have the money spend it on the common sense needs, then the wants and desires.
- Don't be bullied by GTC for per capita distributions. We have a severe drug problem on the reservation that effects every family and resident. Treatment options are critical and support for children and care givers of addicts is lacking.
- none
- Thank you for accepting our input
- Need a Dollar General and an Aldi's on our Res with a fitness center in Oneida. Splash pad for the kids.
- When reviewing these surveys please ensure the programs are truly not available. It could be they are available with grants, funding, ect however the individuals don't qualify due to higher income (for example).
- Thank you for the opportunity to give my opinions and thoughts on keeping Oneida great.
- Thank you for caring about the community!
- Assign the projects and start moving ahead so the funds are expended in time. Stop making people wait because people can't get their projects done timely.
- Thank you for seeking out input and getting ideas from all of us.
- Speed up process
- Nope
- None

- No
- Thank you for all that you have done to provide assistance throughout the pandemic. The tribe has been our most valuable lifeline.
- I do not see Health mentioned here, but I would support upgrading and expanding Health Center to move the Fitness Center and other programs over there. We also need investments in Mental Health - especially after the pandemic! Accessible, holistic and readily available mental health services for all ages.
- I appreciate everyone's hard work behind the scenes to take care of our people
- Yaw^ko as we begin to recover I appreciate the opportunity to provide input
- Just dont know what I can do to get looked at medically
- All oneida regardless of boundaries needs help
- Thank you
- none
- Thank you for all you have done for us so far
- Weight the direct disbursements towards those with 15 year or longer tenures who lost their career
- Get it done
- Hire, make available a financial advisor for Tribal Members
- There is 2 dogs next door to me of what I'm afraid of and no one in authority seems to do a thing about.
- Need more \$\$ , at least 2000.00- 3000.00 monthly
- Members need to be listened to more and opinions and suggestions taken into account the people make up the tribe the people should be heard and changes made for the people not just the ones who would benefit most
- Need more efforts focusing for mental and behavioral health. Mental health therapist recruitment and retention
- No
- Just to help out of state tribal members more. Yes I have a job but i am still trying to get back to normal after my job closed down.
- Some of my suggestions could also create new jobs, for the youth and any one else the needs a little extra cash.
- None
- New school
- This is our time to plan for 7 generations from now...what will the Ukwehuwe look like? Is what we are doing right now going to get us there? If not...then let's get on the stronger path. NOW!
- oneida boxing gym
- financial classes or requirements for our tribal members that are going to be receiving their trust accounts would be extremely helpful. There are so many young tribal members that do not understand how checking/saving account works, and then take



their entire trust fund and have no understanding of how taxes work. It ends up putting our younger members in poor situations and not helping them in the long run.

- I missed the Spring cleaning to the Elders because of COVID. 😞
- no
- Concerned for high rates of single parents among Oneidas - not our traditional way. Same concern for drugs - bad. Suggest any Oneida who is a repeat offender of any crime lose his per capita for that year.
- Thanks for the opportunity to participate
- Oneida tries to care for Oneida's well
- Do large projects that we have something to show accomplishments in years to come
- The justice system of the tribal court needs to be relooked at.
- Create a plan for educate community in sovereign investments vs. the current 48 hour expend plan that doesn't allow us to re-spend our own resources more then once.
- more access to food
- I did not agree with the assistance given out only to those who rented. People that worked hard enough to own a home are in need also and by not helping them it cripples them possibly even into loosing their home and having to rent.
- Yaw^ko!
- I really would like to see a better location for our Pow Wow
- Yaw^ko for the opportunity to share a few ideas. At the GTC sessions, I'm glad to see the words to the opening honor song, displayed on the screens for members to read and sing 🎵 along!
- no
- No
- keep trying to innovate for improvement of the tribe.
- Thank you for your thoughtful consideration and please change the name, "Survey Monkey". I truly believe my 23 chromosomes exceed that of a monkey.
- If anything, help those in property by encouraging upward mobility to raise them through self-determination while giving them the basic needs. Create a program with professional help. initiative.
- Yes I'm grateful for what I received so far. It has helped me in so many ways catching up with bills and rent
- We have a common goal, to create a sustainable community for our future, language, education, land and food sovereignty is the key.
- ?
- Keep up the good work and stay well
- No
- I hope our Nation takes this survey and consider our voice and thoughts
- None
- This is a confusing survey
- Expand representation in all media.

- Yaw^ko for all you do!
- Include Milwaukee Oneida Nation tribal members too not just Oneida employees and residents.
- Thanks!
- Thank you for inclusion
- Not at this time
- Keep up the great work!
- No
- Public water and wastewater services are vital to any community. in order to expand housing for the membership, we need to be capable of providing adequate public water/sewer services (i.e) bigger tower, wastewater treatment upgrade.
- head up
- Pretty salty that the delta 8 cbd shop got closed down by one stop.
- It would be nice to have better access for those tribal members who live off the reservation boundaries....vouchers to get To medical or dental care
- No
- 7 gens decision making is important
- for the most part the tribe does a great job
- Thank you, the BC is making good decisions for all of us.
- Develop a planning division that is not project and funding oriented but more responsive to community wants and needs aligned with a CDPG board that is proactive developing long term efforts rather than term interests. Planners should be assisting the divisions to drive projects not project managers that drive projects
- communication needs to be better. kalihwisaks news is old news
- Better elder communication
- activity bus for trips
- thank you
- We don't get anything from the tribe. No housing, no nothing. They say we are overqualified
- I also enjoyed the educational event for hemp and would look forward to other projects Oneida is doing
- I appreciate the help we're provided
- Aho
- Thanks for all you do! Such creative ideas.
- In the area of affordable housing, monthly assistance is only temporary while home building and the necessary infrastructure that goes with it is long lasting.
- This survey is a joke. It intentionally left out the main reason we, the people, didn't revolt. And that's the obvious elephant in the room aka MONEY TO THE PEOPLE. Starting with the description this survey was very misleading, saying money could be used for this and that. As if we didnt know that this money was specifically allowed to be used however we saw fit! And every other tribe could spend the money how they

wanted too. Instead of listening to our people, we copy and pasted what sum other tribe across the country did. 😞 Why list 7 of the 8 ways the GTC allocated this money and leave out the only one that we actually REALLY care about. This whole survey is a sham because of this glaring but glorious omission. 😂😂😂

- No
- Yaw^ Thank you to the entire OBC and all covid teams/committees for enduring the criticism and the difficult decision making process.
- No more money should leave the tribe (donations) until gtc gets a meeting.
- None
- N/A.
- Did I mention ATV trails?
- I said most of it in the other boxes. Please start helping everyone regardless of what they make. Some people need help even through they are working. I lost my job with the tribe. I was with the tribe for 26 years and never got anything for years of service. I had to find another job outside of the tribe, it was \$5.00 less then what I was making. So, my life style had to majorly change. Also, the tribe should give out some kind of retirement for people that give so many years of service with the tribe. Even if they don't work for the tribe any more. Give people something to look forward to stay and work with the tribe.
- None
- Please look at raising the wages for your employees, many Tribal employees with longevity are capped and haven't gotten a raise, the bonus is nice but they don't get it every year like everyone else that got a raise. Loyalty and job knowledge should be valued.
- HOUSING never has any houses or units available and this is a big population the single.
- n/a
- We need to work together and find a happy medium for all tribal members.on and off the reservation.
- Be leaders, Be strong and don't let GTC bully you. We need infrastructure development and community economic sustainability for the long term. Not short term spending sprees.
- I'd like more housing available to us!!
- I feel that Oneida really needs to focus in on technology to take them to the next level of providing the best tribal membership services. I feel that technology is talked about being important but is still an after thought on the effort that is needed to implement a digital transformation strategy. Also, the tribal bureaucracy/red tape that exists to complete projects and initiatives needs to be addressed. Oneida gets in its own way of succeeding.
- We need more child care teachers to open up spots at the daycare so we do not have children at multiple day cares. Maybe open another location.
- None

- My husband and I are very fortunate to have been working this whole time. BUT we have a family of 7. With the prices increasing in about everything I still stress SO MUCH about money. We have to use credit cards because I don't get enough money weekly to pay for everything. We are not low income but also not high income. I feel like those people get lost in the system. We don't qualify for things because were over income but were definetly not rich so we stress about money. We are very fortunate for everything we receive from the tribe.
- The blood quantum needs to be lowered for us to survive
- i would like to know more on how the money would be distributed not just labeling it (example: language) like give us details on how the money would be used because i really don't know what to say whether they need money or not for that area
- Thank you.
- Thankful for whatever is provided to the membership. Covid 19 brought forth a lot of good changes for the Nation - changes that were needed for quite some time. It's just too bad it took a pandemic for them to happen.
- thank you for what your doing
- Get a more welcoming staff at elder services.....they are not helpful at all. Respect for elders and each other goes a long way.
- Thank you for your hard work.
- none.
- I appreciate all of the hard work that the OBC has done and will do when processing the ARPA funds. Thank You
- Very happy with the wellness payment.
- Stop the GTC Stipends and build more houses. Or start hiring more people to help housing get the repairs done quicker to get families in homes at OHA.
- I hope all comments are compiled and read. Survey's only reach a small percentage of the Nation's population. It should be sent out to every tribal member and can be done via email based on the email addresses provided by those who applied online for the member payout. Having a larger population of comments can only help narrow down what the community needs and wants.
- Thank you for the opportunity to share thoughts and ideas, hopefully you may find some of these helpful Yaw^ko
- I appreciate all tribal resources and tribal employees. I lived here when there were zero resources.
- Our young families need help. Those who are trying to straighten their lives out need help. We need to help each other, open our hearts and be kind to one another.
- Assistance with what is already here, go bigger and better after
- The funds that we have gotten thus far and the upcoming funds are so helpful, I think we might just get outta debt. Thank you so much
- Stop spending our money stupidly

- Oneida claims to be fair and be working toward our goals but that isn't true. Too many crooked managers and final approves who could care less.
- Bring back all the opportunities the civic center offered 15 years ago. They are really understaffed. Many of our community went there and created lasting friendships and memories. We seem to loose focus on what helped us get where we are today. It's not all about the money, it's about our families, culture, history and language.
- Improve medical transportation.
- Yaw^ko for all you do for our nation
- :)
- No
- No
- No
- Thanks for doing the survey. Please share the results and what actions you are going to implement.
- Need more affordable housing, mentorships.
- NA
- no
- Lower blood quantum
- Thank you for seeking community input. Looking forward to seeing the results.
- NA
- Help for low income members and families that are involved with the community but live out of state is worth considering as Haudenosaunee communities continue to intermarry.
- Thanks for asking for my input
- No
- Hold a GTC for community input before making final decisions.
- Thank you all for everything you do
- The best benefit for my family would be to create a relocation fund for enrolled members so that one could obtain employment within the tribe.
- My main concern is this, I lost my job and had to take one that pays a substantial amount less. Then I have to take another cut in pay due to Tips being taken away. This really hurts my income. I think we need something to off set this issue that has happened to a lot of staff. Also, why not give out a one time payment to those who lost their jobs, the staff who lost these jobs were all tribal member with over 20 years of service and they get dumped and left out in the cold. Seems like management didn't really care about them . And I feel the same way taking a lessor job and making a lot less than I did as a manager. What do you call this one time payment, Severance Pay.
- Retain employees with pay raises based on evaluations
- No
- No
- Everyone is doing a great job

- There should be a good option at IMAC beyond the coffee corner. There are no healthy options or hot meals there and the whole gaming complex is short on restaurants. If no one wants to go into the spot, maybe they could get a Subway franchise or some other similar option.
- No
- Thank you for the prior and upcoming personal family assistance - it has been vital this past year.
- I think recognizing that you can give assistance to all Oneidas and still build up the reservation is a difficult, but important task. Finding a way to make a positive impact and improve the quality of life for all Oneidas is what is needed.
- Please figure out how to spend funds ASAP, do not wait until later. People need help now. Also, we don't need the safer at home order extended again (due to funding restrictions). People need to get back to work and get back to normal
- No
- Nope
- Thank you for your consideration
- No
- No
- Thank you for all your hard work!
- Nope
- Gift card from festival would be great
- N/a
- Expand health center
- Very satisfied with the assistance and how everything is going with all these areas
- Let's open up the food pantry once a week to members that really need the help.
- None
- Keep up the good work.
- No
- N/A
- Thank you for the direct membership gwa payment.