

Policy 7.01 Plan  
2019-2020 Annual Plan and Progress Report  
Confederated Tribes of the Colville Reservation  
and

Region 1 Community Services Division—Wenatchee CSO, Okanogan CSO, Tri-County/Colville CSO, Call Center and Childcare

Meeting Date: December 7, 2018 at Nespelem, WA  
Post Meeting Draft to attendees for correction, comment, approval December 31, 2018  
Final Draft, concurrence with Tribal Staff February 5, 2019

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
(1) Work with the Confederated Tribes of the Colville Reservation to review progress, issues, concerns and needs as they relate to tribal members and their communities.	Continue the Outstation agreement to promote higher utilization of health services to Native Americans.	Identify and develop a plan to resolve issues cooperatively.	<p>DSHS Staff: Chris Scott Lori Hunley Kelley Zema Erin Mooney Kristen Charlet James Schoonover</p> <p>Tribal Representatives: Tammy James-Pino Carey Reyes Duane Johnson</p>	<p>CSD will continue to work with Confederated Tribes of Colville Reservation on a Government to Government basis and will maintain the reciprocal and close relationship that continue to bind CSD and Confederated Tribes of Colville Reservation's TANF Program.</p> <p>DSHS continues to provide an outstation worker in Nespelem on a limited basis.</p> <p>DSHS and Tribal staff will continue to explore the need and ability to provide an outstation worker in Inchelium.</p>
	Meet with tribal staff to determine needs and preferences. Make use of surveys and research completed by tribal staff to make program	Identify and develop a plan to deliver needed services and resolve issues cooperatively.	Chris Scott Kelley Zema Erin Mooney Carey Reyes	<p>The Tri-County, Okanogan and Wenatchee CSOAs have ensured a sustained relationship with the Confederated Tribes of the Colville Reservation through the following services and/or interactions:</p> <ul style="list-style-type: none"> <li>▪ Outstation services on the</li> </ul>

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	enhancements, where possible, to improve services to Native American clients.		BFET Items: Duane Johnson Jaleen Flowers	<p>Confederated Tribes of the Colville Reservation at Nespelem provided by a Tri-County staff member.</p> <ul style="list-style-type: none"> <li>▪ Staff in Okanogan have established good working relationships Tribal TANF, BFET and Aging and Adult Services.</li> <li>▪ Wenatchee CSOA provides meeting space in the Wenatchee CSO requested for Colville Tribal TANF workers to meet with tribal members in the Wenatchee area.</li> <li>▪ Colville Tribe Employment and Training staff have joined the Okanogan Local Planning Area (LPA) and Colville and State TANF work together to staff TANF cases that are in common.</li> <li>▪ Colville BFET staff will educate CSO staff on the Tribal BFET program in order to enhance referrals from CSOs to the CCT BFET program for eligible members.</li> </ul>
(2) Provide outreach services to Native American communities.	<p>Organize and facilitate the use of the mobile CSO (MCSO) to attend Tribal cultural events.</p> <p>Inform and promote the</p>	Assist tribal members with applying for and receiving DSHS benefits.	<p>Josie Mendoza Carey Reyes</p> <p>Chris Scott Kelley Zema</p>	<p>Tribal staff will contact DSHS staff to arrange a Mobile CSO tour for Tribal council members.</p> <p>Francesca Naccarato will contact CCT E&amp;T and TANF programs to provide</p>

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	Washington Connections program to Tribal members and staff.		Francesca Naccarato Carey Reyes Duane Johnson Jaleen Flowers	information and training in order to assist Tribal members.										
(3) Provide pertinent statistics on Native American community and participant populations, numbers of Native American participants served, and other relevant data.	Work closely to provide accurate information in a timely manner.  Provide 'ad-hoc' data report identifying the number of tribal members receiving financial assistance under specific programs.	Assist Tribes and RAIOS in developing plans and support grant applications as well as other program enhancements they identify.	Chris Scott Carey Reyes	CSOs continue information-sharing with tribes of clients that are shared by both programs.  Number of Confederated Tribes of the Colville Reservation Tribal members receiving benefits through the CSOs: Statewide Totals: October 2018 Source ESA-EMAPS: <table border="1" data-bbox="1446 859 1902 1154"> <thead> <tr> <th>Program</th> <th>October 2018</th> </tr> </thead> <tbody> <tr> <td>Basic Food</td> <td>2078</td> </tr> <tr> <td>Medical</td> <td>206</td> </tr> <tr> <td>TANF</td> <td>75</td> </tr> <tr> <td>ABD/HEN</td> <td>26</td> </tr> </tbody> </table>	Program	October 2018	Basic Food	2078	Medical	206	TANF	75	ABD/HEN	26
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(4) Ensure efforts are made to recruit/hire Native American staff to meet the overall DSHS goal of having a diverse workforce.	Region 1 and Office of Indian Policy will work to develop recruitment efforts for tribal staff.	Document local recruitment and discussions with Tribes of recruitment efforts.	Janet Gone Chris Scott Kelley Zema Erin Mooney Carey Reyes Duane Johnson	DSHS Administrators send local employment listings to the TANF and E & T Program managers for distribution to tribal members.  Janet Gone, OIP sends frequent information to CCT managers that includes										

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				employment and career opportunities.
	When selecting personnel who will work at Tribal facilities, DSHS will request a tribal member to serve on the interview panel.	Document training plans and opportunities provided	Cheryl Evans-Holbrook Chris Scott Kelley Zema Erin Mooney Carey Reyes	<p>DSHS Administrators will invite tribal members to serve on interview panels.</p> <p>DSHS stands ready to share information regarding job qualifications, salaries, and how to assist interested applicants with navigating the NeoGov/Careers process on request.</p> <p>CCT staff will inform and invite DSHS staff to trainings to enable DSHS staff to better understand tribal programs.</p> <p>New 2018 – 2019. During the 2018 year there was no turnover in staff stationed at CCT facilities.</p>
(5) Work together to develop MOUs or processes to provide quality services to all.	Establish a process for discussion of needed agreements.	Document all discussion with Tribes of process to define and negotiate agreements.	Cheryl Evans-Holbrook Chris Scott Kelley Zema Erin Mooney Carey Reyes	Region 1 CSD will continue to keep open communications with the Confederated Tribes of the Colville Reservations to coordinate and participate in meetings with the Tribe should TANF operating agreements incur changes.

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(6) Train Region 1 CSD staff on 7.01 American Indian Policy.	Ensure Region 1 CSD staff has access to the training provided by the Governor's office, DSHS, and other Region 1 CSD resources.	Build a strong understanding both of the principles of Federal Indian Law and government-to-government relationships.	Cheryl Evans-Holbrook Chris Scott Kelley Zema Erin Mooney	The majority of DSHS Community Service Office staff have completed 7.01 training. Ongoing 7.01 training is available to individual CSOs and will continue for new staff.
(7) Promote and communicate training opportunities with Confederated Tribes of the Colville Reservation	Monitor and identify all training sessions, identify available training slots, and invite participation by tribal staff.	Contribute to training opportunities for staff	Cheryl Evans-Holbrook Chris Scott Kelley Zema Erin Mooney Carey Reyes Duane Johnson	Continue our goal for a sustained effort to ensure maximum participation in training opportunities. Examples include trainings in LEAN, CPR/First Aid, team-building, etc.
(8) Promote understanding of the area culture and diversity offered by the Tribe.	When invited to cultural events, Region 1 staff will make every effort to attend.	DSHS staff will have a better understanding appreciation of the culture of the Tribe.	Chris Scott Kelley Zema Erin Mooney Carey Reyes	New item in 2018 – 2019. Continue to invite DSHS staff to cultural events.
(9) Be ready to mutually assist clients in the event of natural or other disasters.	Create a communication plan and policies, if necessary, to efficiently serve clients.	DSHS and Tribal Staff will have a clear avenue of communication during emergencies.	Chris Scott Tammy James-Pino Josie Mendoza	Region 1 will assist in coordinating emergency management communication protocol between the Colville Tribe and the local CSOs, Mobile CSO and DSHS emergency management team.

## CCT AND DSHS CONTACT LIST

CCT			
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Jaleen Flowers	BFET Job Development Senior	509-634-2775	<a href="mailto:Jaleen.Flowers.ENT@colvilletribes.com">Jaleen.Flowers.ENT@colvilletribes.com</a>
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Janet Gone	Regional Manager – Office of Indian Policy	509-865-7529	<a href="mailto:janet.gone@dshs.wa.gov">janet.gone@dshs.wa.gov</a>

### Completed or Tabled Items

Goal/Activity/Outcome	Date	Item
Goal 1	2018	Colville Tribe Employment and Training staff have joined the Tri-County Local Planning Area (LPA).
Goal 4	2018	Colville E&T staff receive timely DSHS job announcements to share with members.
Goal 7	2018	Five Colville Tribal staff joined CSO staff for Mental Health First Aid training at the Okanogan CSO.