

**Policy 7.01 Plan
2019-20 Annual Plan and Progress Report – Post Meeting Draft**

**Kalispel Tribe
and
Region 1 Community Services Division**

**Meeting held on March 11, 2019 at Northern Quest Casino
Post Meeting Draft sent for comments March 13, 2019**

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update
#1. Work together to maintain open communication with the Kalispel Tribe to identify issues/gaps in service; recognize needs of Native American clients and communities; and determine if the current programs and policies meet the needs.	Describe efforts to facilitate positive working relationships to define needs. Make use of surveys and research completed by tribal staff to make program enhancements, where possible, to improve services to Native American clients.	Identify and develop a plan to resolve issues cooperatively.	<p>DSHS Staff:</p> <p>Cheryl Evans-Holbrook, Chris Scott, Kelley Zema Kristen Charlet</p> <p>Kalispel Tribal Staff: Wendy Thomas Alexandria Desautel Chuck Armstrong</p>	Interaction with the Tribe, at the program manager level, has been on an informal, case-by-case basis.
	<p>Discuss and document outstanding issues/gaps in service at meetings with the Kalispel Tribe.</p> <p>CSD and the Tribe will meet within the next six months to discuss current CSD programs, services and eligibility for such programs/services,</p>	Attach meeting minutes, correspondence, reports, and other documentation.	<p>Chris Scott Wendy Thomas Chuck Armstrong</p>	<p>Meetings to address issues and/or share information are held, as requested. On-going.</p> <p>A meeting is planned for July 2019 where CSD staff will meet with Kalispel staff to discuss services CSD provides and how to better connect CAMAS patients with services.</p>

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	<p>including the Mobile CSO.</p> <p>Explore the possibility of the Kalispel Tribe having a BFET (Basic Food Employment and Training) program for their members.</p>		<p>Josie Mendoza Colene Rubertt</p>	<p>Colene Ruppert will contact Josie Mendoza to get more information on BFET.</p>								
<p>#2. CSD to provide pertinent statistics on Native American community and participant populations, numbers of Native American participants served, and other relevant data.</p>	<p>Work closely to provide accurate information in a timely manner</p> <p>Complete an ‘ad-hoc’ request to Headquarters staff that will allow the tribe to identify Tribal members receiving financial assistance under specific program types including medical.</p> <p>Washington Connections training & support will be provided when requested.</p>	<p>Assist the Kalispel Tribe in developing plans and support grant applications as well as other program enhancements they identify.</p> <p>Kalispel tribe will be able to determine which of their members are currently receiving assistance from</p>	<p>Chris Scott Francesca Naccarato</p> <p>Wendy Thomas Chuck Armstrong</p>	<p>CSOs continue information-sharing with tribes on clients that are shared by both programs.</p> <p>Number of Kalispel Tribal Members receiving benefits through the CSOs: Statewide Totals: December 2018:</p> <table border="1"> <thead> <tr> <th>Program</th> <th>December 2018</th> </tr> </thead> <tbody> <tr> <td>Basic Food</td> <td>49</td> </tr> <tr> <td>Medical (non-cash)</td> <td>4</td> </tr> <tr> <td>TANF</td> <td>13</td> </tr> </tbody> </table> <p>Source: ESA-EMAPS Report #3990 The above number may not be complete due to self-declaration and coding errors. Tribes continue to provide information regarding commodity food participants</p>	Program	December 2018	Basic Food	49	Medical (non-cash)	4	TANF	13
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		DSHS.		
<p>#3. Ensure efforts are made to recruit/hire Native American staff to meet the overall DSHS goal of having a diverse workforce.</p>	<p>Region 1 will work to develop recruitment efforts for tribal staff. The Office of Indian Policy (OIP) Regional Manager shares all state job announcements to her Region 1 tribal list serve. She will include the Career Training Director Colene Rubert.</p> <p>Administrators of the Spokane Maple, Spokane Trent and Tri-County CSOs will send job listings for their offices to the Kalispel tribe.</p>	<p>Document local recruitment and discussions with Tribes of recruitment efforts.</p>	<p>Chris Scott Lori Hunley Kelley Zema Ted Etten James Schoonover Colene Rubertt Melissa Hurt-Moran</p>	<p>Strategies have been discussed to continue to try to recruit and hire Native American applicants when filling positions.</p> <p>Janet Gone, OIP Regional Managers sends daily state job announcements to the Kalispel Tribe.</p> <p>Administrators will send job announcements to Colene Rubertt and Melissa Hurt-Moran.</p>

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	Training will be provided by the Kalispel Tribe and Region 1 CSD to staff of each organization to improve understanding of career opportunities and how each system works.	Document training plans and opportunities provided.	Chris Scott Colene Rubertt	DSHS stands ready to share information regarding job qualifications, salaries, and how to assist interested applicants with navigating the NeoGov/Careers process. Chris Scott will serve as a point of contact if Tribal members need assistance with applying for positions on Careers.wa.gov
#5. Train Region 1 CSD staff on major principles of DSHS Administrative Policy 7.01 and Government to Government relationships.	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.	Chris Scott Lori Hunley Kelley Zema Janet Gone	Administrators and many staff have received training from the Governor's Office of Indian Affairs as well as the DSHS 7.01 training. Region 1 is committed to providing 7.01, Government to Government and other trainings to increase staff knowledge of Native American culture and history
#6. Promote and communicate training opportunities with the Kalispel Tribe.	Monitor and identify all training sessions, identify available training slots, and invite participation by tribal staff. The CSO Administrators from Tri-County, Spokane Maple and Spokane Trent will forward any available training opportunities to Kalispel	Contribute to training opportunities for staff	Chris Scott Lori Hunley Kelley Zema Ted Etten Wendy Thomas	Although this has occurred in the past, this new goal/objective is for a continued effort to ensure maximum participation in training opportunities. Examples include trainings in LEAN, CPR/First Aid, team-building, etc. CSO Administrators will notify Tribal Representatives of training opportunities via email.

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	representative Wendy Thomas.	Build understanding of DSHS programs and promote access to programs.		
#7. Increase services to Tribal members and the Usk community via the Mobile CSO and explore a partnership with the Newport Office.			Josie Mendoza, Mobile CSO Kelley Zema Wendy Thomas Stacey Allen	Mobile CSO will provide the tribe with flyers to post when the Mobile CSO is in Airway Heights or other areas close to tribal members homes. Stacey Allen will work with the Mobile CSO to attend the Diabetes Pow Wow on March 30 th and the WSU Brain Train.

KALISPEL TRIBE AND DSHS CONTACT LIST

Kalispel Tribe			
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Janet Gone	Regional Manager – Office of Indian Policy	509-865-7529	janet.gone@dshs.wa.gov

Completed or Tabled Items

Goal/Activity/Outcome	Date	Item
Wendy Thomas has been added to the Local Planning Area invitation list.	2018	#6
#4. Work together to develop MOUs or processes to provide quality services to all.	2019	#4 – Tabled at this time. Can be revisited is there is a need.
Tribal Meeting invitations in the Spokane area have included the DSHS Assistant Secretary for Economic Services	2016	#1 - completed
Chris Scott will coordinate with Kalispel Tribal representative Chuck Armstrong and any other Tribal representatives identified on providing access to real-time data of tribal member open assistance cases through the online Benefit Verification System (BVS).	2019	#2 – Tabled at this time. Can request at a later date if access is needed.