I. PURPOSE

The Department of Corrections recognizes the distinct and unique cultural heritage of Native Americans and is committed to maintaining government-to-government relationships with each federally recognized tribal government of Oregon for the greater good of all tribal members, Oregon citizens, and the department.

II. POLICY

A. Intra-departmental Relations

1. The department recognizes federally recognized tribal governments residing in Oregon as sovereign entities that have an interest in department policies and programs that affect tribal interests or tribal members.

2. The department will consider impacts on tribal members and tribal governments when developing policy, procedures, and department programs. If appropriate, the department will consult with tribal representatives to discuss issues and attempt to resolve tribal concerns when this can be accomplished without jeopardizing department, public, or offender safety and security.

B. Tribal Liaison:

1. The Tribal Liaison is to serve as a technical and cultural authority and to provide ongoing culturally competent consultation and guidance to department staff on Native American issues as they relate to sound correctional practices.

2. The Tribal Liaison will engage the department in government-to-government relations through the use of regular consultations by:

   a. Being the primary point of contact and establishing effective working relationships between the department and tribal governments
including tribal council members, tribal correctional programs, and other tribal officials and staff;

b. Initiating contacts and establishing effective working relationships with other entities and individuals impacted by department programs including, but not limited to:

   (1) Representatives of local organizations,

   (2) Native American individuals, (i.e., elders, spiritual leaders)

c. Coordinating and corresponding with Offender Management and Rehabilitation and Religious Services on issues regarding Native American inmates in department facilities and programs to understand their cultural and spiritual needs or concerns;

   (1) Encouraging inmates to address their operational and programming concerns in accordance with established facility communication or grievance procedures;

   (2) If communication is received, the Tribal Liaison will forward to the correct department for further review as per agency protocol. The division receiving information will complete action and follow up with the Tribal Liaison for reporting to the Legislative Commission on Indian Services as to uphold the Executive Order 96-30 and to complete tracking efforts.

d. Facilitating communication between tribal and department representatives to identify, discuss, and resolve issues of mutual concern or interest, such as the implementation of the Annual Intertribal Summit;

e. Providing Native American cultural training for department managers and staff on the unique nature of individual tribal governments, including knowledge of, and sensitivity to, issues of tribal culture, relations, and legal status;

f. Assessing departmental policies and operational procedures in light of current Native American spiritual and cultural practices;

g. Developing new policies or recommending changes to current policies related to Native American culture and issues;

h. Developing grant requests to support Native American program needs identified through program reviews and communication with tribal officials and others;

i. Working with the department’s workforce planning unit to increase the number of Native American employees within the department; and
j. Working with the department’s Religious Services Unit to increase and retain Native American Volunteers and Spiritual Leaders.

3. Department managers will keep the Tribal Liaison apprised of issues that involve tribal interests or require tribal/department participation.

4. The Tribal Liaison will keep the department managers apprised of issues that involve tribal interests or require tribal/department participation through use of:
   a. Intra-agency memorandums;
   b. Emails, including but not limited to video and article recommendations;
   c. Phone contact; and or,
   d. In person when deemed appropriate.

III. IMPLEMENTATION

This policy will be adopted immediately without further modification.

Certified: __signature on file__________________
          Michelle Mooney, Rules Coordinator

Approved: __signature on file__________________
           Brian Belleque, Deputy Director