

Legislative Commission on Indian Services Report



December 2022

Prepared by the Office of Tribal Affairs

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Introduction



The 2022 Oregon Department of Human Services (ODHS) Legislative Commission on Indian Services (LCIS) Report is a special opportunity to share the story of how ODHS delivers human services to The Nine Tribes of Oregon, Tribal communities, and American Indian and Alaska Native people throughout the state. The work ODHS gets to do with Tribes is a privilege and a responsibility we don't take for granted. Over the last few years ODHS has been intentional about strengthening government-to-government relationships, fostering Tribal sovereignty, and addressing historical trust that has hindered service delivery. ODHS is excited to release this year's report as we share our progress and highlight how our agency is transforming to better serve Tribes and Tribal communities.



Respectfully,

Adam Becenti
Tribal Affairs Director

Acknowledgements



I want to recognize and thank the Nine Tribes of Oregon for their continued partnership. Our agency appreciates your honesty, flexibility and patience in working with us. We also value your perspective and wisdom as we work together in creating a brighter future for all Tribal children, families and elders.

Secondly, I wholeheartedly appreciate all our Tribal Affairs staff for their dedication to serving the Nine Tribes of Oregon and Tribal communities. It is through your work serving Tribal children, families and elders we can actualize our vision and mission.

Finally, the Office of Tribal Affairs is grateful for all the ODHS program directors and staff for their partnership on this year's LCIS report. The collaboration to work on this report together strengthens our relationships and hones our strategy in how we serve the Nine Tribes of Oregon and Tribal communities. Tribal Affairs also appreciates our supportive Director Fariborz Pakseresht who continues to center Tribal voices, sovereignty and culture. Our agency and Office would not be where it is without his leadership, advocacy and commitment.

Adam Becenti



ODHS Leadership and Partners



The ODHS executive leadership team is responsible for communicating and implementing the agency's policies and programming that serve the goals of ODHS. Each program leader and partner is committed to engaging and partnering with The Nine Tribes of Oregon to foster Tribal sovereignty, understanding, and collaboration while promoting and improving government-to-government relations.

Fariborz Pakseresht

Oregon Department of Human
Services Director

Claire Seguin

Interim Self-Sufficiency Programs
Director

Rebecca Jones Gaston

Child Welfare Director

Don Erickson

Chief Administrative Officer

Nakeshia Knight-Coyle

Aging and People with Disabilities
Director

Adam Becenti

Tribal Affairs Director

Anna Lansky

Office of Developmental Disabilities
Services Interim Director

Keith Ozols

Vocational Rehabilitation Director

Dion Jordan

Office of Equity and Multicultural
Services Director

ODHS Director Message



The Oregon Department of Human Services (ODHS) Office of Tribal Affairs has worked with the Nine Tribes of Oregon to continue our government-to-government relationship. While we reconcile the past and look toward the future, our work is with the Nine Tribes and their long history throughout the state is crucial. The baskets of work have not only grown, but they have enhanced our efforts to carry services to Tribal members in an effort support their well-being. As we all continue to recover from the ongoing pandemic, I recognize and am grateful for the resiliency and strength of Oregon's Tribal communities.

This past year we expanded the reach of the Office of Tribal Affairs through relationship building and Tribal specific work. We added a full-time Tribal Affairs Communications Specialist and a Tribal Consultation Project Lead. Through these two positions, we are building capacity internally as well as strengthening key messaging and trust among the Tribal communities in Oregon. We honored survivors of the Federal Indian Boarding School system on [Orange Shirt Day](#) on a statewide level, [seeing support and solidarity from district and branch offices across the state](#). We also recognize Tribal Consultation improves services and relationships with the Nine Tribes.

At the same time, we celebrated where we have improved as an agency. Together, we have advocated and focused on protecting the **Indian Child Welfare Act** (ICWA). Through the Oregon Indian Child Welfare Act, ODHS is committed to protect Tribal families and children, keeping them connected to their cultural identity and community.

ODHS remains deeply committed to raising the level of health and wellness of all Oregon Tribal children, families and elders through elevating Tribal voice, sovereignty and culture. We have used research and data to make informed decisions that lead to meaningful improvements in services across all ODHS programs. We believe an effective service delivery system is comprised of many pieces working together in concert to produce positive outcomes, much like the fibers that are woven together to create baskets that are strong, beautiful and have clear purpose.

With appreciation and respect,

Fariborz Pakseresht

Director, Oregon Department of Human Services

Who We Are



Oregon Department of Human Services **Tribal Affairs**

The Office of Tribal Affairs within the ODHS Director's Office is a diverse team committed to all Tribal communities in Oregon including The Nine Tribes of Oregon thriving mentally, physically, spiritually and emotionally. Tribal Affairs partners, alongside with ODHS programs work to create and provide Tribally appropriate programming, services, policies, and support. Through Tribal consultation and partnership with the Nine Tribes of Oregon, ODHS ensures programming, services and policies meet the needs of Oregon Tribal children, families and elders.

Tribal Affairs Credo

Raising the level of health and wellness of all Oregon Tribal communities/nations through elevating Tribal voice, sovereignty, and culture.

Tribal Affairs Mission

- Collaborate and partner with Tribal communities.
- Offer and develop Tribally appropriate training, practice, and policy.
- Respect, build and maintain relationships that uphold Tribal sovereignty.
- Inform and provide awareness on how to support and prioritize Tribal affairs.
- Mediate and resolve challenges through consultation and a strengths-based approach.

Tribal Affairs Values

Relationships, accountability, inclusion, transparency, trust, service oriented and community.

Tribal Affairs Staff



Adam Becenti
(Diné)
Tribal Affairs Director



Kristen Potts
(Pit River)
Executive Support



Ashley Harding
(Navajo/Diné)
Senior ICWA Manager



Emily Hawkins-Quinton
ICWA Consultant



Christine Kamps
(Muscogee Creek)
ICWA Consultant

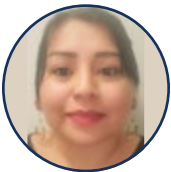


Tony Aaron Fuller
(Colville)
Communications Specialist



Soren Metzger
Tribal Consultation
Project Lead
(Rotation)

Regional ICWA Case Specialists



Joanna Gutierrez
(North Fork
Rancheria of Mono
Indians)
District 3 – Marion,
Polk Yamhill



Kayla Templeton
District 4 – Lincoln/
Benton/Linn



Melissa Katsikis
District 6/8 –
Douglas/Jackson/
Josephine



Stacy Farm
District 7 – Coos/
Curry



Matt Manion
(Warm Springs)
District 10 – Crook/
Deschutes/Jefferson



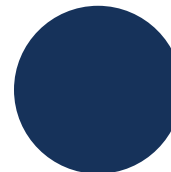
Marty Schroeder
District 11 –
Klamath/Lake



Marie Allman
(Nez Perce)
District 12 –
Morrow/Umatilla



Miranda Wagner
District 14 – Grant/
Harney/Malheur

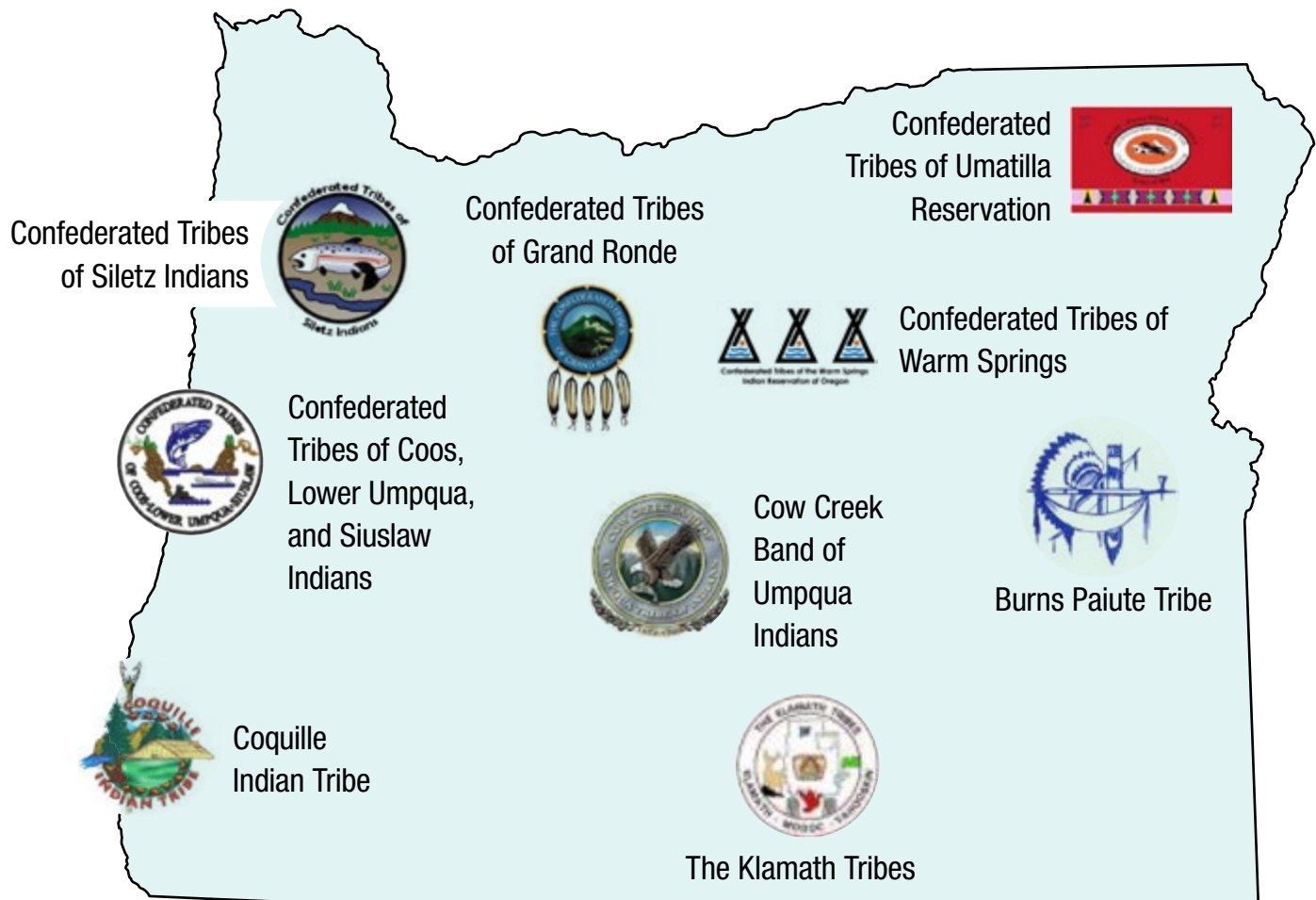


VACANCIES
District 2, District 5,
District 15/16

Oregon Tribal Partners



Nine Tribes of Oregon



Indian Child Welfare Act Advisory Council

Oregon Tribes

Michele Moore, Cow Creek Tribe

George Lopez, The Klamath Tribes

Aryel Harrington, The Klamath Tribes

Lisa Ruiz, The Klamath Tribes

Kristi Petite, Confederated Tribes of Grand Ronde

Dana Ainam, Confederated Tribes of Grand Ronde

Amber Zimbrick, Confederated Tribes of Grand Ronde

Anita Bailor, Confederated Tribes of Siletz

Amanda Barnhart, Confederated Tribes of Siletz

Julie Taylor, Confederated Tribes of Umatilla

Roni Jackson, Coquille Tribe

Jim St. Martin, Burns Paiute Tribe

Cyrille Mitchell, Confederated Tribes of Warm Springs

Shayne Platz, Confederated Tribes of Coos, Lower
Umpqua, and Siuslaw Indians



Tribal Affairs Baskets of Work



The function and work of Tribal Affairs is distinct within ODHS. This distinction led Tribal Affairs to frame its work through the lens of Tribal culture. Baskets are symbolic in Tribal culture where they carry the stories and traditions of the tribe along with having much utility. Within Tribal Affairs, baskets are utilized to help organize and structure projects, initiatives, resources and events. In the next section, the report will go into depth on the specific 2022 projects within each basket.



Strategic Communications Basket

Through culturally responsive and Tribal specific messaging, communications among the Nine Tribes of Oregon, Tribal communities, and collaborating partners within ODHS will be strategic, inclusive and equitable.

Tribal Affairs Communications Specialist

In 2022, The Office of Tribal Affairs, in collaboration with the Director's Office and the ODHS Communications Director, hired a full time Tribal Affairs Communications Specialist. This role will work to ensure equitable access to programming information, inclusive social marketing, and Tribal specific messaging on behalf of the ongoing work within the Office of Tribal Affairs. This role was filled in September of 2022.

Orange Shirt Day, September 30, 2022

This annual day of affirmation opens the door to global conversation on all aspects of the Residential/Indian Boarding School system. It is an opportunity to create meaningful discussion about the effects of these schools and the legacy they have left behind. A day for survivors to be reaffirmed that they matter, as do those that have been affected. This year, ODHS district offices across the state participated in our Orange Shirt Day event, sharing photos of them wearing orange in solidarity. A slide show of the campaign can be viewed here: <https://youtu.be/548WZHNX-Y4>



Photo: Social media post for Orange Shirt Day 2022

National American Indian and Alaska Native Heritage Month, November 2022

This nationwide campaign was amplified throughout the Oregon Department of Human Services by the Office of Tribal Affairs and the We Are Here Oregon Natives Employee (WAHONE) resource group. The month-long awareness month included social marketing, virtual events, and culminated with an in-person celebration. Tribal Affairs collaborated to bring awareness to the Brackeen vs Haaland Supreme Court Case, which challenges the constitutionality of the Indian Child Welfare Act. Also recognized as part of the national observance was honoring Native veterans among the Nine Tribes of Oregon and veterans who now work for ODHS. The month also included a “Rock Your Mocs” week, where ODHS employees shared photos and stories of their traditional moccasins via internal communications, social media, and web circulation. All National American Indian and Alaska Native Heritage Month activities can be viewed on the [Tribal Affairs Website](#).



Photo: Social media post for National American Indian and Alaska Native Heritage Month

Tribal Consultations and Partnership Basket

Through intentional Tribal consultation and early engagement with The Nine Tribes of Oregon, ODHS works in partnership to create or redesign service delivery that effectively serves Tribal children, families and elders.

ICWA (Indian Child Welfare Act) Advisory Council Meetings

Tribal Affairs hosted four ICWA Advisory Council Meetings in 2022. The purpose of the meetings is to collaborate and partner with Oregon Tribes to ensure the Child Welfare Division is serving Tribal children and families in the best way possible. Notable shifts this year included: reorganizing the format of the Advisory meetings, returning to in-person meetings, organizing the Tribal administration days so Tribes have time to prep and debrief council meetings, and expanding the council to Self-Sufficiency Programs staff.

With respect to government-to-government relationships and Tribal sovereignty, and to ensure Tribal voice is consistently reflected in ODHS policy, planning, and programming – in 2022 the Office of Tribal Affairs embarked on the development of a Tribal Consultation Policy. An agency-wide policy will enhance current ODHS engagement efforts and allow for consistency in formal consultations with The Nine Tribes of Oregon. This work has relied on partnership with ODHS Executive and Program Leadership, Oregon Tribal Partners, Oregon Health Authority (OHA) Tribal Affairs and policy/rule experts.

At the request of Tribal Partners for a single ODHS/OHA Tribal Consultation Policy and in coordination with OHA, ODHS has compiled proposed changes with the intention of effectively incorporating said changes into the existing OHA policy. Among the substantive

changes to be considered by Tribal Partners are additions to ensure alignment with federal requirements for administration of ODHS supports and services, rulemaking updates to align with process timelines and enhance communication, and ODHS/Tribal Partner meetings currently in place for which it would be appropriate for consultations to occur.

ODHS expects to implement requirements as detailed in the policy upon approval in 2023 and has requested resources necessary to carry out the full spirit of what will be required.

ICWA Conference luncheons

The 2022 Tribal/State ICWA Conference organized nine luncheons across the state of Oregon as an opportunity to relationship build with ODHS, Oregon Tribes, Child Welfare programs, Tribal community programs, and other local agency program staff. This approach fostered the preference to return to in person gatherings as typical of previous ODHS Tribal/State ICWA conferences. The luncheons hosted guest speakers, honored local ICWA Warriors, introduced program staff, and offered a friendly environment for staff to connect and build relationships.

Regional ICWA Bi-Annals

The Regional ICWA Specialists hosted 8 bi-annals in 2022. The content focused on the implementation of ICWA/ORICWA, Tribal specific services, information on upcoming events from the Office of Tribal Affairs, updates from local District Managers/Program Managers, and opportunities for staff to engage virtually. Some of the Regional ICWA bi-annals were hosted in a hybrid manner to provide opportunities for connection and partnership.

Quarterly ICWA/ORICWA Search Specialist events

Quarterly ICWA/ORICWA Search Specialist events were carried out to expand Child Welfare's staff skills on conducting Tribal membership eligibility responses; the QEW Subcommittee (described below); participation in the Permanency Advisory Committee; relationship building; obtaining data on permanency caseload size served by the ICWA Unit and districts; collaboration on ICWA 101 Training for advocates and service staff serving Tribal families in Eugene, Oregon; development of an after hours protocol for support on implementation of ICWA/ORICWA. Furthermore, an ICWA Consultant participated in Indian Child Welfare Monthly calls with the Child Welfare League of American and ICWA Leadership across the U.S.

Oregon Tribes/ODHS Directors Convening

The purpose of these meetings is to connect Oregon Tribal Social Services/Human Service Directors and Tribal leadership staff with ODHS Program Directors. The intention is for Tribes to have direct communication with program leadership to better inform service delivery. Tribal Affairs hosted four convenings in 2022. In October 2022, ODHS hosted the Tribal Directors Convening in Coos Bay, Oregon. After the meeting adjourned, in-person participants were able to tour the new Coquille Health Facility and longhouse.

Senate Bill 770 Health and Human Services Cluster Meetings

ODHS continued to attend and offer updates at the Health and Human Services Cluster Meetings. The purpose behind these meetings originates from SB 770 (2001) in which state agencies are required to have a policy for Tribal Consultations, improve government-to-government relations, and uphold tribal sovereignty.

Collaboration with Office of Equity and Multicultural Services

Over the last two years the Office of Tribal Affairs has been meeting with the Office of Equity and Multicultural Services (OEMS) to build relationships and a common bond. In early Spring, the Director Dion Jordan, presented on ODHS Equity North Star. This presentation talked about partnering to achieve the agency's goals to increase access to services, create more equitable service delivery, and become an anti-racist organization. On November 2, 2022, the Office of Equity and Multicultural Services partnered with Tribal Affairs and the Child Welfare Division to host a Complex Conversation panel titled: Tribal Rights Are Human Rights: Protecting Oregon's Indian Child Welfare Act. This community outreach event affirmed the Oregon Department of Human Services united commitment to maintaining the spirit of the Indian Child Welfare Act regardless of the outcome of the *Haaland v Brackeen* U.S. Supreme Court case. Panelists included Indian Law expert Lea Ann Easton, ICWA Supervisor Nicomi Levine (Grand Ronde), Alicia Hammonds, Adam Becenti (Diné) and Deputy Director of Oregon's Child Welfare Division Aprille Flint-Gerner. OEMS Director Dion Jordan hosted the event with an attendance of more than 500 people.

Monthly Meetings with Legislative Commission on Indian Services

The Office of Tribal Affairs recently established monthly meetings with Executive Director Patrick Flanagan. Since the summer of 2022, ODHS and LCIS have been meeting to discuss program updates, troubleshoot concerns, and talk about how to better serve Oregon Tribes. In November 2022, the ODHS and OHA Tribal Affairs Directors presented to the LCIS Council on the work of a single ODHS/OHA Tribal Consultation Policy. This would not have occurred without the information and guidance from the monthly meetings.

Resource Management Basket

Through managing and leveraging resources Tribal Affairs can support internal and external partnerships for mutual benefit.

Strategic Director of Tribal Initiatives

In the summer of 2022, the Office of Tribal Affairs created the Strategic Director of Tribal Initiatives position to help establish the team's direction and strategy. This full-time position will work alongside the Tribal Affairs Director in working to fulfill the vision of Tribal Affairs. Currently, this position was offered and Tribal Affairs is awaiting the candidate's acceptance.

Recruitment and Hiring Process of Regional Indian Child Welfare Act Specialists

In 2022, the Office of Tribal Affairs revamped the process of hiring and recruitment of the Regional ICWA Specialists (RIS) following their reassignment to Tribal Affairs and reclassification Tribal Affairs worked with local Human Resource Business Partners and recruitment staff to revise posting descriptions to better

reflect the qualifications needed for the positions. Interview questions were also revised to reflect the intent of the RIS position and the shift in work due to reclassification. The hiring panels for these positions include local district staff and representatives from the Nine Tribes of Oregon to reflect the commitment to ensuring partnership and collaboration.

Tribal Affairs Team Gatherings/Retreats

With the growth of the Tribal Affairs team, the leadership team has intentionally set time aside to team build and improve team relationships.

In April 2022, Tribal Affairs held a team retreat on the lands of the Confederated Tribes of Umatilla. The team heard from Umatilla Tribal members on the history and culture of the Tribe. The team also learned about Umatilla's Horse Medicine where staff groomed horses, talked about the connection with horses, and participated in a team building exercise.

In November 2022, Tribal Affairs came together on the lands of the Cow Creek Band of Umpqua Indians. Tribal Affairs Director previewed a new vision for Tribal Affairs and talked about team expectations moving into the new year. The team also identified content for the LCIS Report.

Rotation for Tribal Consultation Project Lead

In the spring, Soren Metzger an Operations and Policy Analyst 4 rotated from the Government Relations team to the Office of Tribal Affairs to assist with the Tribally led process for the development of an ODHS Tribal Consultation Policy. The rotation goes through the end of 2022. The project consists of ODHS and Tribal Partner Tribal Consultation Policy Workgroups who started meeting in June 2022. At the request of Tribal

Partners, so they do not need to navigate separate agreements which can be cumbersome, ODHS is working with OHA on the development of a single ODHS/OHA Tribal Consultation Policy.

Resourcing Tribal Initiatives

As a part of the 2023-2025 ODHS Agency Request Budget, ODHS Leadership prioritized funding for two Tribal Initiatives recognizing everyone in every Oregon community deserves the opportunity to experience well-being.

Policy Option Package (POP) 117, requests 15 positions and \$2.3M to resource the ODHS Tribal Consultation Policy implementation structure and add Self-Sufficiency Programs Tribal Liaisons positions.

As a part of the Family Preservation and Engagement work, POP 121 seeks resources for five additional Regional ICWA Case Specialist positions, one Project Manager, and one Executive Support Specialist 2 (ESS2) position. The additional Regional ICWA Case Specialist positions will allow for equal representation in each of the 16 SSP/CW District Offices and provide infrastructure for manageable Tribal Child Welfare caseloads.

Program, Practice and Policy Development Basket

An effective service delivery system is comprised of many pieces working together in concert to produce a healthy outcome. Ongoing development and evolution in these areas are pivotal to the success of ODHS and the outcomes of those we serve.

Critical Incident Review Team involvement and revising process

The Office of Tribal Affairs began discussions and partnership with the Critical Incident Review Team (CIRT) in 2021 which continued in 2022. This partnership has led to the revision of policy to ensure the inclusion of Tribally specific protocols.

District 2/District 16 Casey ICWA Case Review Permanency

Tribal Affairs worked collaboratively with the Child Welfare Division and Casey Family Programs on the ICWA Permanency Project to revise a quality review tool that highlighted the Nine Tribes of Oregon definitions of permanency and permanency needs of Tribal children, youth, and families. The goal is to improve culturally responsive case practice that leads to strengthened permanency outcomes for American Indian/Alaska Native youth served in Multnomah County (District 2) and Washington County (District 16). The review was completed in December 2022 and results are currently being analyzed. A report is being developed that identifies and highlights recommendations to improve permanency outcomes for American Indian and Alaskan Native children, youth and families as well as recommending permanency measures that are culturally appropriate.

Training and Capacity Building Basket

Enhancing training and capacity building is essential in learning how to deliver effective services within a Tribal context. With the appropriate skills, tools, and guidance, ODHS can meet the needs of Tribal children, families and elders.

Gorge partnership/engagement and jurisdiction trainings

The Gorge Native American Collaboration (GNAC) works to develop responsive programs and a network of support for American Indians/Alaska Natives living along the Columbia River Gorge. The Office of Tribal Affairs has been collaborating with GNAC to assist with address issues regarding human service delivery. Tribal Affairs partnered with representatives from The Next Door Inc.; the Columbia River Inter-Tribal Fish Commission; Nez Perce Tribe; Confederated Tribes and Bands of the Yakama Nation; Confederated Tribes of the Warm Springs Indian Reservation; and Confederated Tribes of the Umatilla Indian Reservation on a training for community partners who serve American Indian/Alaska Native people living along the Columbia River Gorge. The training shared the history of the Tribes that have lived throughout the Gorge since time immemorial; offered guidance on navigating the complexity of Tribal jurisdiction; provided guidance on how to respond to the needs of each Tribe, and support the delivery of Child Welfare services and other resources including ICWA/ORICWA (Oregon Indian /Child Welfare Act).

QEW Trainings

The Qualified Expert Witness (QEW) Committee is currently comprised of representatives from Tribal Affairs, Juvenile Court Improvement Project, the Cow Creek Band of Umpqua Tribe of Indians and the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians. The QEW Committee has worked diligently on strengthening ICWA compliance specifically through QEW testimony. The Committee developed procedures and protocols for proper utilization of QEWs under the ICWA. The DOJ Child Advocacy Section developed training materials and facilitated QEW training for Tribal members on testifying in court. Five trainings were held initially, with representatives from all Nine Tribes of Oregon and eight out-of-state Tribes. In 2021, the training was expanded to a partnership with Washington state. Trainings were held in 2022, with outreach across the country targeting states and Tribes with higher numbers of Tribal children in ICWA cases in Oregon and Washington.

Tribal Sovereignty Presentations

Over the last year Tribal Affairs Director, Adam Becenti, has been providing trainings and discussions on Tribal sovereignty to ODHS leadership and managers across the state. The discussions have focused on trust responsibility, government to government relationships and how to uphold Tribal sovereignty. Some of the staff audiences included District Managers and the Office of Equity and Multicultural Services, and ODHS Program Directors.

Resource and Adoptive Family Training Curriculum

Members of the ICWA Team partnered with the Resource and Adoptive Family Training (RAFT) team on the development and implementation of RAFT curriculum to reflect key components of ICWA/ORICWA. These changes will ensure resource parents, receive adequate training. The Nine Tribes of Oregon were involved in the review of the curriculum and provided input on connection to Tribal based practices for Tribal children in care. The Regional ICWA Specialists will serve as a resource and bridge for quality assurance aspects in the delivery of the ICWA/ORICWA content and to provide any additional education as needed.

Motivational Interviewing

Regional ICWA Specialists (RIS) located in demonstration sites District 2- Portland Alberta Branch, District 6- Douglas Branch, and District 11- Klamath and Lake Counties have been actively involved in Family First Prevention Services Act (FFPSA) and Family Preservation implementation. The three RIS in the demonstration sites and three from non-demonstration sites participated in a national Motivational Interviewing training virtually. In addition, as the Nine Tribes of Oregon implement their FFPSA plans, the RIS have had opportunities to engage in the training provided by the Nine Tribes of Oregon, which includes Motivational Interviewing, one of the identified Evidence Base Practices in the State Plan. RIS involvement ensures timely services are being provided to Tribal children where FFPSA or Family Preservation are being considered.

2022 ICWA/ORICWA Summit

The Office of Tribal Affairs in partnership with the Child Welfare Division hosted the first annual ICWA/ORICWA Summit: Healing and Restoring through the Relational Worldview Model (RWV). The event hosted over 275 attendees from the Oregon Tribes, Child Welfare, Self-Sufficiency Program, and other stakeholders. The event featured Dr. Terry Cross (Seneca), founder and senior adviser of the National Indian Child Welfare Association and Jillene Joseph (Gros Ventre/Aniih) Executive Director of the Native Wellness Institute. Terry Cross focused his presentation on understanding and applying the RWV to holistically serve children, families and Tribes while utilizing its frameworks to shift systems historical approaches to engaging and serving children, families, and Tribes. Child Welfare staff engaged in exploring individual and systems dynamics of difference and identifying the intersections of healing, engagement and leaning into create change. Joseph helped the attendees explore opportunities for reflection and to pause to promote self-care. Joseph also touched on the need to explore healing and be present with those we care for. The Summit was recorded and is available to The Nine Tribes of Oregon.

Search Protocol Development/implementation

In 2022 a Statewide ICWA Search Protocol was developed and piloted in three branches across the state. This pilot addressed issues with American Indian/Alaskan Native membership eligibility searches that affected overall ICWA compliance. The pilot showed to have positive results and began to be implemented across Oregon in 2022. In addition, a Statewide ICWA Search Process map was developed, and values were added into OR-Kids (CW Data System) to track the follow-up on efforts to contact Tribes regarding a child's enrollment or eligibility for enrollment.



*Photo: State ICWA Conference logo
Created by Shuína Skó (Kayce Womack)*

ICWA Consultants Report



ICWA Consultants Report

ICWA Consultant positions provide leadership and direction in ensuring ODHS adheres to the intent of federal law regulating services to Tribal children and families, ICWA/ORICWA. In 2022, Tribal Affairs worked to capture Tribal voice within the ODHS rules, policies, and trainings revisions. Multiple work sessions throughout 2022 created space and captured input and feedback from Oregon Tribal Social Service Departments. Tribal input helped to inform mandatory reporter training, the ORICWA report and several additional policies and procedures.

Throughout 2022, ICWA Consultants coordinated and led many training and capacity-building events related to ICWA/ORICWA. The Tribal Affairs' internal website has been updated to offer resources, tools, and educational videos to Child Welfare staff. Monthly ORICWA bulletins were created and offered to learn about national matters relating to the Nine Tribes of Oregon and encouraged dialogue between managers and staff.

Since the enactment of ORICWA in 2021, ICWA Consultants have also taken a more active role in the oversight of good cause staffing. A protocol was developed which required Child Welfare to seek a staffing each time an Indian child is being placed outside of Tribal or ORICWA placement preferences. These have increased Child Welfare's efforts towards compliance by ensuring active and diligent efforts were made to follow the preferences as well as helping to overcome barriers when workers believed preferences could not be followed.

A few highlights from staffing include:

- Identifying grief and loss support and resources for families.
- Collaborating with Oglala Sioux Indian Child Welfare representatives to ensure ongoing staffing and support for Tribal members served by the Child Welfare Division;
- Ongoing and frequent active effort staffing with child protective service staff, supervisors, and Tribal representatives;
- Good cause staffing to deviate from placement preferences; temporary lodging staffing to assist with identifying options for Tribal members served by Child Welfare that do not have adequate and supportive placement; and
- Ongoing staffing with Child Welfare and the representatives from the Confederated Tribes of Warm Springs, The Klamath Tribes, Coos Lower Umpqua and Siuslaw Indians, and Cow Creek Band of Umpqua Indians.

Regional Indian Child Welfare Act Case Specialists Summaries



District	Summary
District 2 (Multnomah County) – VACANT	<p>Tribal Affairs provided ongoing ICWA/ORICWA trainings to the new employee Academy in District 2. 1270 form and ICWA/ORICWA trainings were provided to multiple units and branches, with a special emphasis on the ORICWA mini-series. Tribal Affairs provided trainings on Tribal Customary Adoption to certification units to better inform how they use as a permanency option. Tribal Affairs participated and facilitated Active Efforts staffings, monthly Tribal staffings and regular case consultation and staffings. Participated in AAG staffings and Prep and Agreement meetings on all district ICWA cases. Tribal Affairs supported case workers on ICWA cases in the field and with Active Efforts and Tribal collaboration. Organized and facilitated the Metro ICWA Bi-Annual that offers information and resources to Child Welfare staff. Provided two Child and Family Service Reviews as well maintained D2 ICWA data collection. In September 2022, the Regional ICWA Specialist in District 2 transitioned to ICWA Unit Supervisor leaving this position vacant.</p>
District 3 (Marion, Polk, and Yamhill Counties) – Joanna Gutierrez	<p>The District 3 Regional ICWA Specialist, Joanna Gutierrez, was hired in September 2022. District 3 continues improve on completions of the Verification of American Indian and Alaska Native Membership or Enrollment (Form 1270). Tribal Affairs assisted staff with completion focusing on the family tree section and specifying the Tribes and their locations (for example if they are Cherokee - does the family know what band of Cherokee/area to help narrow down the information). If staff had challenges in connecting with the Tribe, Tribal Affairs assisted by sending emails and making phone calls. Tribal Affairs accompanied staff in the community during family meetings, to assist with connections and help ease discomfort of families while discussing allegations.</p> <p>District 3 is in the final stages of completing and having the district's Initial ICWA Protocol Guide roll out. This should be helpful to staff and allow for consistency across the district, with the hope of having move staffing with the Tribes.</p>

District 4 (Linn, Benton, and Lincoln Counties) – Kayla Templeton	<p>In 2022, Tribal Affairs conducted approximately 200 Active Effort Pre-staffings in District 4. The consistency of the Active Effort Pre Staffings has progressively increased. District 4 is working on implementing a district-wide protocol to maintain staffing consistency, to ensure the appropriate people are brought to the table, and to consistently collaborate with Tribes at the earliest point of the case y regardless of geographical location. An area of improvement for District 4 has been around consistent engagement of Tribes in collaborative case work. In 2022 there have been six Critical Incident Review Team staffings related to child fatalities. In 2022 District 4 has seen a decrease in the amount of temporary lodging staffings between the local office staff and the Regional ICWA Specialist, which could be attributed to staff early identification of placement options for the child. Maintaining ongoing case staffing ensures staff feel prepared and understand ORICWA/ICWA guidelines.</p>
District 5 (Lane County) – VACANT	
District 6/8 (Douglas, Jackson, and Josephine Counties) – Melissa Katsikis	<p>In 2022, Tribal Affairs observed two practices in D6 & D8 that are becoming increasingly consistent and work well. First, the RIS is offering conference calls with staff when they first reach out to Tribes. In this way, the RIS models' collaboration with the Tribes, leverages relationships with individuals in Tribal Social Service Offices and helps guide early conversations through a role clarification component. Allowing the Tribal representative, the state staff at the local branch discussion from the beginning, to identify what each party needs to be helpful to the family being served. Since this region has become more consistent with up-front conversations there is less delay and continuances in the court process leading to fewer misunderstandings about basic communication between the State staff and Tribal representatives.</p> <p>The second, increasingly habitual helpful practice is “initial ICWA Staffing, “after any “yes” on a ICWA Inquiry Tool. This assists the child protective services (CPS) staff with more nuanced conversations with families in the community regarding the protections of ICWA and the ICWA search process. Gradually, as workers are more competent and comfortable in talking about heritage and culture with every family, they are getting more complete genogram information, which, in turn, affords the Tribes the tools they need to complete more accurate ancestry searches.</p>

**District 7
(Coos and Curry
Counties) – Stacy Farm**

In 2022, Tribal Affairs participated in 136 staffings. District 7 has made many positive strides in ICWA/ORICWA compliance and rarely has there been an Active Efforts Staffing in which a Tribal representative is not able to attend. These staffings have been an integral part of the success of staff to support families by collaborating on what active efforts the Tribe would like to see from the State. This approach often leads to additional family history and other identified relatives that might be available to aid in ensuring child safety so that the child/children may remain in the home. District 7 has used these staffings to creatively brainstorm with Tribal representatives on ways to reduce the disproportionality of American Indian/Alaska Native children currently in State custody and utilize Indian Custodians in lieu of continued foster care. District 7 is also making new conscientious efforts to collaborate by having additional staffing in the permanency unit with Tribal representatives when it appears as though the in-home criteria and conditions for return are close to being met. Tribes have a seat at the table and are encouraged to discuss their apprehensions or confidence in the plan going forward.

Mandatory reporter training

Mandatory Reporter trainings were provided to Coquille Tribal Head Start employees, Coquille Tribal Family Services Department, Ko-Kwell Wellness Center Staff, and Confederated Tribes of Coos, Lower Umpqua, and Siuslaw (CTCLUSI) staff members. These trainings were a great opportunity to not only inform Tribal employees about the legal responsibilities of mandatory reporters but also to demonstrate how ODHS interfaces with the Tribe the moment a call is placed to the Oregon Child Abuse Hotline (ORCAH). Coquille Tribal Case Manager Roni Jackson and CTCLUSI Tribal Case Manager Shayne Platz also co-presented during the trainings to explain how they work in collaboration with Child Welfare caseworkers on open cases. Participants received community resource packets about services in the area to assist families which might be more appropriate than a call to ORCAH. Participants also received information regarding the Child Welfare Division's Vision for Transformation and the ODHS Equity North Star. In addition, presentations acknowledged the historical trauma that Child Welfare policies and practices have inflicted upon Tribal communities and how ICWA/ORICWA ensures safeguards for American Indian/Alaska Native children and families.

**District 7
(Coos and Curry
Counties) – Stacy Farm**
continued

Collaboration with Tolowa Nation

District 7 is currently collaborating with Tolowa Dee-Ni Nation Shu'-'aa-xuu-dvn (In A Good Way Place) Domestic Violence/Sexual Assault Program advocates. The program provides domestic violence and sexual assault services to any Tribally affiliated person that has experienced domestic violence/sexual assault. Through this program staff have been able to assist Tribal families in locating safe/permanent housing, DV/SA emergency shelter assistance, transportation assistance, relocation assistance, DV/SA counseling, victim assistance navigation court systems (State and Tribal), and community education and outreach.

Partnership with Tribal Police and Community Services Officer

District 7 is currently working in partnership with the Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians (CTCLUSI) Tribal Police and Community Services Officer (CSO) on open Child Welfare cases. In addition to the Tribal caseworker, Tribal Police and the CSO are invited to every Active Efforts Staffing. The CSO is also available to make initial contact and any future contacts with the Child Welfare caseworker on open assessments. This collaboration is intended to increase protective factors of community connectedness for CTCLUSI families served. The CSO is often able to assist Tribal families with additional needs to support prevention efforts, build resiliency and connections to community, family, and culture.

Assisted with enrollment of 41 children and 22 parents

This year District 7 assisted with enrollment of 41 American Indian/Alaska Native children and 22 parents for their respective Tribes. Tribal enrollment made it possible for District 7 to collaborate with Tribes and assist families with a multitude of services that would not have been possible without membership including; out-of-state relocation expenses, permanent housing, reliable vehicle purchase, ring home security system, furniture, power and electric bills, solar panels, water purification systems, motorhome towing/relocation, Indian Education Services, Tribal Head Start, dumpsters, sports activities fees and equipment, sanitation services, Tribal medical/dental/mental health services, and trailer and motorhome repairs. These services made it possible for children and families to stay together and improved overall outcomes.

**District 7
(Coos and Curry
Counties) – Stacy Farm**
continued

Areas of improvement for District 7 include compliance with Form 1270 timelines and engagement with additional family members to complete the family history chart when a parent is unable, or unwilling. Additionally, outdated certification rules around who can be considered family or kith/kin and how those individuals are identified in the Tribal community, which leads to challenges for placement preference.

**District 10
(Jefferson, Deschutes,
and Crook Counties) –
Matt Manion**

In 2022, with regular Active Efforts case staffings in District 10, Tribal Affairs has seen positive outcomes. The caseworker is much more likely to continue providing and seeking information from the Tribe once a connection has been established. When connections are made early in the case, communication seems to happen more regularly. Also, the caseworker is often making initial contact with a family with more information than is available on the Screening Report because the case was staffed with the Tribe prior to contact. One indicator that this is working is out-of-state Tribes frequently express how well Oregon does with contacting Tribes and keeping them informed throughout the life of a case.

One challenge this year was the change of leadership at Warm Springs Child Protective Services. Learning the new leadership's priorities, style of communication and goals for their program is an ongoing process but there is progress. The monthly Warm Springs Child Protective Service/ODHS Staffing has continued to occur and has expanded to regularly include cases from all areas of the state instead of just cases from District 10. This has resulted in better communication with the Tribe regardless of where the families are being served in Oregon.

Another challenge this year was communication with Warm Springs CPS due to frequent outages of internet and phone service in Warm Springs sometimes lasting for days at a time. This clearly being outside of staff's control, presented a significant barrier to regular communication. An area for improvement for District 10 is compliance with Form 1270. Tribal Affairs has received lots of questions from the ICWA Search Specialist about incomplete forms and the family tree seems to be a challenge for staff to complete.

District 11 (Klamath and Lake Counties) – Marty Schroeder	<p>Summary of Indian Child Welfare Case Staffing</p> <p>Each case staffing has provided ongoing communication with Tribes regarding assessments and cases (every 60 days.) They help identify areas of improvement/ tasks to be completed through Active Efforts – from the Tribe. Working with multiple partners open up opportunities to discuss diligent relative search and placement preferences and appropriate services. In 2022, challenges we saw were, Inability to reach Tribes – more common for out-of-State Tribes, Initial Assessment Staffing (IAS) not completed once initial contact has been made therefore disrupting the protocol. The success Tribal Affairs has seen in District 11 is early collaboration at the assessment level and recognizing the Tribe has additional information and resources available to ODHS and families</p> <p>New Staff Training and Onboarding</p> <p>New staff trainings offer information on the importance of ICWA/ORICWA and Tribal sovereignty. The District 11 specific new staff trainings are being provided by Regional ICWA Specialist in partnership with local Tribes. In addition to a thorough historical overview of federal policy to better help the workforce understand the need for Federal, State laws and Department policy and practices; workers are provided Tribe specific history, culture and customs education that better prepares them to provide a more competent quality of care to Tribal families and children.</p>
District 12 (Morrow and Umatilla Counties) – Marie Allman (Nez Perce)	<p>In 2022, Regional Indian Child Welfare Act (ICWA) Specialists conducted approximately 89 case staffing's within District 12. The consistency of conducting case staffings support permanency, Child Protective Services, certification, ICWA search specialists, and the business staff in the district to follow protocol and ICWA/ORICWA. These case staffing's collaborate with the Confederated Tribes of the Umatilla Indians who provide monthly meeting opportunities for the district staff to become culturally responsive. Staff is also briefed on what services are the most impactful to the Tribe, Tribal families, and Tribal children served by ODHS Child Welfare. These monthly meetings include the opportunity to ensure active efforts are being provided to the Tribal children and families.</p>

District 14 (Grant, Harney, and Malheur Counties) – Miranda Wagner	<p>Staffing’s and outreach within District 14 have increased but there are still deficits in the actual practice and understanding of ICWA/ORICWA. With the increase in staffing/contacts in the branches and with Tribes, Tribal Affairs has witnessed a reduction in emergency removals of children protected by the ICWA and more family planning. Continued education of staff on Tribal sovereignty and engagement of families to gather information for ICWA search compliance continues to be a priority.</p> <p>On average, Tribal Affairs is requested at approximately 25-30 staffing’s per month in this district. This includes but not limited to Active Efforts staffing, formal monthly Local Indian Child Welfare Act Court staffing’s, legal/court/AAG staffing’s and court hearings.</p>
District 15/16 (Clackamas and Washington Counties) – VACANT	<p>In 2022 District 15 began dedicating more permanency service and support staff to ICWA cases. While it is not an ICWA unit, the District has identified staff who are dedicated to ICWA/ORICWA and eager to work with Tribal families and Tribes. In 2022 District 16 supported more permanency staff to focus and dedicate caseload to ICWA cases. Tribal Affairs has been facilitating bi-weekly “ICWA conversations” open to all workers in both districts to support and enhance the ICWA Mini Series and offer support. The goal is to have the next Regional ICWA Specialist in this District pick up and maintain these discussions.</p>



Program Area Goals

The Office of Aging and People with Disabilities (APD) strives to improve service equity for The Nine Tribes of Oregon within its organizational structure, specific programs, intensive collaboration, and adaptable services and supports for Tribes and Tribal members. APD understands and values the unique relationship that the state has with the sovereign nations of each of Oregon's Tribes. This report highlights both recent work and describes future efforts to make the APD system more accessible, equitable and responsive to Tribal elders and people with disabilities. The work APD has embarked upon includes specific programs and activities are intended to consistently move us toward a more equitable and collaborative approach to serving Tribal members.

Organizational Structure

APD's vision focuses on the ODHS Equity North Star and includes a specific focus on equity and improving services for all residents of Oregon. Recent changes within the organizational structure intended to realize this vision include:

- The hiring of an Equity Strategist who serves on APD's executive leadership team and sets the direction for integrating service equity into everything APD does.
- The hiring of a dedicated Tribal Affairs consultant who serves as a liaison between Oregon Tribes and APD.
- A requirement for each of its district offices and central office units to develop and

maintain service equity plans some of which promote collaboration with Tribal governments.

- Providing opportunities throughout APD for staff to learn more about Oregon's history with Tribal communities.
- Dedicating staff resources to support biannual Meet and Greet events where Tribal leaders and members can develop closer working relationships with APD's staff.

Increasing APD Organizational Support for Tribal Relationships

Tribal Affairs Consultant

APD's Tribal Affairs Consultant, who is part of the APD Equity Strategy Unit, serves as a primary liaison between APD and the Oregon Tribes. The consultant facilitates the Tribal Navigator Program, sits on the Gorge Native American Community Partner Collaboration, and partners with Celilo Village and the Columbia River Inter-Tribal Fish Commission. The Tribal Affairs consultant co-chairs the Equity Review Team and is part of the State Plan on Aging Committee. This position also serves on the Service Equity Communication Workgroup and sits on Rule Advisory Committee Equity Committee.

APD intends to continue and strengthen our partnerships and the work we have undertaken to support Oregon's Tribes and Tribal members through ongoing commitment to these organizational structures, educational efforts and ongoing collaborations.

Coordination with Oregon's Tribes Tribal Specific Programs and Coordination

Tribal Navigator Agreements and Memorandums of Understanding

APD's formal agreements with The Nine Tribes of Oregon provide accountability for promises as well as show a sign of respect and understanding that The Nine Tribes of Oregon are sovereign governments. These formal intergovernmental agreements support the Tribal Navigator Program. Initiated by discussions with the Tribes in 2018, the Tribal Navigator Program is intended to support Tribal members in accessing the full array of services with the APD system.

The agreements provide critical funding to the participating Tribes, Urban Indian Health Centers (UIHC) and agreed upon not-for-profits. Through these funds, Tribes, UIHC and the not-for-profit organization hire and oversee a Navigator to assist Tribal elders and people with disabilities access services and resources provided by APD and local delivery partners, known as Area Agencies on Aging (AAAs). The navigators receive training, partner closely with APD and the AAAs and become experts in helping Tribal elders and people with disabilities.

The state system can be difficult, overwhelming, and confusing for elders and caretakers to navigate on their own. It is also true that historic mistrust of the government continues to discourage Tribal elders and Tribal members who experience disabilities from seeking assistance from the state. Navigators, who work for the Tribes, can help overcome these barriers because they are from the communities where they serve. As such, they know the cultural norms, struggles, and needs of the people they serve. They also hold the trust within their communities.

In addition to the funding, the State and the local AAAs have agreed to specific actions to support the Tribal Navigators through Memorandums of Understanding (MOUs). These MOUs include promises such as work to ensure equitable access to services, designating a key contact in each local office and meeting regularly to problem solve and address concerns. The MOUs demonstrate APD's commitment to working to break down barriers and truly support Tribes, UIHC, Tribal members and others.

Since the start of the Tribal Navigator Program in 2019, APD has worked to build trusting relationships with each of The Nine Tribes of Oregon. The formal partnerships that have formed as part of the program have helped to identify gaps in APD's service delivery.

One such gap was the identification that individuals living along the Columbia River Gorge were not being served by a Tribal Navigator. At the request of the Confederated Tribes of Warm Spring, in 2022 the Oregon Department of Human Services and APD began discussions on how best to serve Tribal Elders living in the Columbia Gorge and the historical lands not in the specific service area of any of the Tribes. Through those discussions, the joint decision was made to contract with The Next Door Inc. The Next Door Inc. agreed to take on the Tribal Navigator role for all Tribal elders and people with disabilities in the Celilo Village and surrounding areas.

Also in 2022, the Tribal Navigator Program executed contracts with the Confederated Tribes of Grand Ronde. In all, APD has contracts with six Oregon Tribes, one Urban Indian Health Center and one not-for-profit. These include:

- Confederated Tribes of the Coos, Lower Umpqua, Siuslaw Indians
- Confederated Tribes of Warm Springs

- Coquille Indian Tribe
- Cow Creek Band of Umpqua Indians
- Confederated Tribes of the Umatilla Indian Reservations
- Confederated Tribes of Grand Ronde
- Native American Rehabilitation Association
- Next Door Inc.

It is APD's hope to continue to grow this program and establish formal partnerships with all nine federally recognized Oregon Tribes.

State Unit on Aging and Title VI Coordination

As part of APD's responsibility as the State Unit on Aging (SUA), APD is expected by federal law to partner with the Title VI Tribal Programs. Title VI and the SUA terms relate to the specific programs authorized under the Older Americans Act (OAA). APD has partnered with the Tribes' programs to host statewide and regional Meet and Greets to bring together the Tribes, AAAs, and APD staff and leadership from both the local and central offices. In September 2022, APD joined with the Cow Creek Band of Umpqua Indians to host the Statewide Meet and Greet Conference at Seven Feathers Casino. This was the first in-person event since the COVID-19 pandemic started. On day one of the event, 55 state workers, AAA employees and Tribal members joined together. This gave everyone the unique opportunity to meet face to face, network, build strong and trusting relationships, and get to know one another again. As part of the Meet and Greets, there is dedicated time to support the Tribal Navigators. A similar statewide event is planned for 2023.

Participants of Meet and Greets and regional meetings have described the benefits of this work:

- "Where we were 10 years ago is leaps and bounds different than where we are today."
- "Really, it is a relationship builder. Title VI coordinators were not part of the Area Plan creation before. Now we are which is great!"
- "I also love that Tribes get a chance to share their history with the group which is powerful. You learn so much through cultural sharing and heritage."
- "Appreciative of the groundwork to grow these relationships because it took intentional work to get us to this place."
- "We get to work together to collaborate."
- "These systems are so difficult to navigate so knowing that our shared clients can get from point A to B, we can really get needs met."
- "Tribes can be part of the care for a person and now we can all talk to each other."
- "Hold people accountable on both sides and share the needed information."

Oregon sent a group of four presenters to the US Aging Annual Conference and Tradeshow in Austin, Texas, in July 2022 to present a session titled, "Tribal Meet and Greets: Building Relationships across AAAs, State and Tribal Government." The group included a Title VI Director from Warm Springs, a AAA leader from Central Oregon, a Tribal Navigator from the Coast, and an APD staff member. The presentation highlighted the development of government-to-government relationships, Oregon's Tribal Navigator Program, and Oregon's collective efforts to strengthen coordination of OAA services to Tribal elders across Title VI grantees, AAAs and APD.

Regional Meet and Greet events are also part of the program. These provide an opportunity for additional communication, relationship building and problem solving. A Regional Meet and Greet was held in the Southern Oregon Region on Dec. 8, 2022. Tribal Navigators from Coquille, Cow Creek, CTCLUSI and NARA attended along with local APD and AAA employees. It included a virtual and in-person option to accommodate Tribal partners, state workers and AAA employees. APD will continue to assist in planning these Regional Meet and Greets and is involved with planning for an event in the Portland Metro area in early 2023 as well as a possible event in Warm Springs.

Serving caregivers - Native Caring Conference

The two-day statewide Native Caring Conference provides a statewide training opportunity specifically for Native American caregivers. The primary objective of this forum is to increase Native American caregivers' knowledge of self-care and enhance their quality of life along with that of their loved ones. This annual conference is also a time to provide caregivers a short time away from their responsibilities to refresh their body, mind, and spirit.

The first Native Caring Conference was held in February 2005. Annual Native Caring Conferences have been held at various Tribal locations throughout Oregon through 2019 with APD providing staff and financial support for the conference. The most recent in-person conference was hosted by the Coquille Indian Tribe at The Mill Casino in 2019, and no conferences have taken place since then due to the COVID-19 pandemic.

A planning committee of representatives of The Nine Tribes of Oregon was formed again in 2022, supported by APD staff, to plan for a conference in 2023. Initial plans call for the Cow Creek Band of Umpqua Tribe of Indians to host the event at Seven Feathers Casino Resort.

Expanding the Impact of the Tribal Navigator Program

As the Tribal Navigator Program expands externally, it's also increasing its impact within APD, APD advocacy groups and other ODHS programs.

APD's Training and Development Specialist is working on educational content to teach APD staff about the historical traumas endured, but also the resiliency of Native people and how the Tribes are thriving.

Tribal Navigator Program representatives are helping recruit more Native representatives for the Governor's Commission on Senior Services and APD's Tribal Affairs Consultant attends monthly commission meetings to continue to liaise between APD and the Tribes.

Finally, the ODHS Office of Developmental Disabilities Services (ODDS) has met with APD and the Tribal Affairs Consultant to discuss coordination and collaboration with the Tribal Navigator Program. To date, two forums have been held to discuss how this collaboration would come to together, funding sources, sustainability of the program and logistics. The Tribal Affairs Consultant and ODDS's Service Equity and Inclusion Manager continue to meet, and ODDS presented to the Tribal Navigator Program staff on Dec. 15, 2022.

APD Services Available to Oregon Tribal Members

APD serves Tribal members through its programs including Older American Act, Oregon Project Independence, Aging and Disability Resource Connections, Medicaid, cash assistance benefits, and Medicaid Long Term Services and Supports. The following highlights key services and benefits to Tribal members.

Older Americans Act

The Older Americans Act (OAA) is a federal program administered through APD. OAA provides funding for services and supports for individuals ages 60 and older. There are no income or asset requirements to receive most OAA services.

Funding for most OAA services begins with federal appropriations to Oregon based on the number of older individuals living in the state. Most Tribes receive OAA Title VI funding directly from the federal Administration on Community Living.

For funding sent to the state, APD distributes funds received to local Area Agencies on Aging (AAAs) via a funding formula. AAAs develop coordinated, community-based networks to provide programs and services to help meet the needs and preferences unique to individuals in their local areas. OAA programs and services include:

- Supportive services
- Nutrition (through congregate and home-delivered meal programs)
- Family caregiver supports
- Evidence-based wellness and health promotion activities
- Legal services or elder abuse prevention services, among others.

Each AAA is further required to address needs and develop goals and objectives in their Area Plan on Aging to serve older adults, including older Native Americans, in their region. The AAAs are required to coordinate with Tribal organizations serving older Native Americans. In Oregon, APD has also required the AAAs to develop Service Equity plans as part of their contract with the state. Many of these plans

address the needs of Tribal elders and/or coordination with Tribal organizations.

The services most frequently used by Tribal elders include:

- Information and referral;
- Home-delivered meals;
- Congregate meals;
- Case management;
- Health promotion;
- Regular friendly telephone calls and/or visits; and
- Nutrition education.

APD is also mandated by federal law (OAA specific) to periodically develop a State Plan on Aging. A State Plan on Aging steering workgroup was formed in 2022 and includes a Title VI (Tribal) representative, APD's Tribal Affairs Consultant and the Tribal Affairs Director. This group will meet for several months to inform and shape Oregon's next State Plan on Aging.

In 2022, approximately 86,000 Oregonians accessed OAA services, which represents a decrease from past years, likely due to the impact of the COVID-19 pandemic on both availability of services and consumers' decisions to access services. Additionally, changes to the data collection software and training for the AAAs on data collection may also be impacting the numbers.

But more data is needed. For example, APD does not have data on ethnicity and race for 11.5 percent of individuals receiving OAA services. We also are not sure exactly how many Tribal members are served through the AAAs. To assist in resolving this data gap, AAA contracts were amended to require collection of Oregon's Race, Ethnicity, Language and Disability

Demographic Data Collection Standards (REALD). In 2022, AAA staff were also trained on collecting REALD information. As a result of additional training and emphasis on the importance of collecting this information, APD expects data in this area to improve over time.

Oregon Project Independence

Oregon Project Independence (OPI) is a state-funded program delivered through AAAs that offer in-home services and related supports to individuals 60 years of age and older or people under 60 years of age who have been diagnosed with Alzheimer’s disease or a related dementia disorder. There is an OPI pilot project that allows OPI funds to be used for younger people with disabilities. In-home services available through OPI include personal care, housekeeping and chore assistance, transportation, adult day services, respite care, case management, registered nursing services and home-delivered meals. Case management is provided for free for people receiving OPI. Direct services are provided to people on a sliding scale for individuals whose income is over the federal poverty level. Due to limited state funding, the number of people served is capped by each AAA.

As of November 2022, APD was continuing discussion with the Centers for Medicare and Medicaid (CMS) around the terms of agreement for an 1115 demonstration waiver. If approved, this waiver would provide expanded services called Oregon Project Independence – Medicaid. The proposal to CMS includes eliminating estate recovery as well as

increased income and resource limits. These changes could help support additional Tribal members who need daily assistance to meet their needs. APD will train Tribal Navigators once final permission is given by CMS.

The chart at the bottom of this page provides a breakdown of how many Tribal members are being served for the previous three years. The data for 2022 was not available in time for this publication.

Aging and Disability Resource Connection of Oregon (ADRC)

The Aging and Disability Resource Connection (ADRC) provides free information and referral and options counseling services to connect people to the government and community services they need. The following data shows how many people were served by the ADRC in 2022:

- 626 American Indian/Alaska Natives contacted the Oregon ADRC in 2022 for Information and Referral Assistance (I&R) totaling 923 contacts.
- 25 American Indian/Alaska Natives received Options Counseling (OC) in 2022.

Direct Financial Support

Tribal members receiving Oregon Supplemental Income Program Medical (OSIPM) benefits may access special needs payments to help cover various costs that are allowed by rule. This assistance helps with a variety of needs including help with excessive coin-

OPI Consumers			
Year	Total OPI Consumers	Native American/ Alaska Native	Percent receiving OPI by race/ethnicity
2019	2,264	26	1.15%
2020	2,217	24	1.10%
2021	2,331	29	1.25%

Note: Data is based on self-reported information and is not required. Native Americans make up approximately 4% of the Oregon populations.

operated laundry costs or help with purchasing food for a service animal. It also includes assistance with personal expenses for Tribal members residing in a nursing facility who do not have enough income to purchase personal items. This is called the Personal Incidental Fund (PIF). The Integrated ONE system automatically issues the PIF and in-home supplement payments, ensuring every eligible individual receives their payment and, thus, eliminating barriers to accessing benefits.

General Assistance

The General Assistance (GA) program serves Oregonians with severe disabilities who are homeless or at imminent risk of homelessness, who do not have children living with them, who are not yet receiving Social Security disability or Supplemental Security (SSI) benefits, and who meet the Oregon Supplemental Income Program Medical (OSIPM) financial criteria. GA consumers are provided with assistance with their Social Security applications and appeals, along with a small cash grant and monetary support for housing and utilities.

As part of APD's efforts to ensure Tribal members are aware of this program, a manager works with the ODHS Tribal Affairs Director to present information on GA to the Tribes. Ongoing outreach through community action agencies is integral to continued Tribal involvement.

Medicaid Long Term Services and Supports

Oregon assists qualified older adults and people with disabilities with long-term services and supports.

These services and supports are designed to:

- Promote a person's well-being while helping them reach their life goals;
- Meet a person's cultural needs and preferences; and
- Be adapted as a person's needs and preferences change over time.

Services can be provided in the individual's or family's home, in adult foster homes, residential care facilities, assisted living facilities, memory care or nursing facilities. The individual gets to choose which services and where services are received.

A great benefit of the in-home support service option is that an individual can choose to hire individuals from their own community, including their family members, to provide care. Additionally, APD can assist individuals with emergency response systems, home modifications, adult day providers, assistive technology and home delivered meals.

The follow chart provides data on individuals served through these programs:

	All Consumers Served	American Indian and Alaskan Native Total	American Indian and Alaskan Native Percentage
Total consumers	40,222	651	1.6%
In Home	19,395	369	1.9%
Community-Based Care	14,125	179	1.3%
Nursing Facility	6,702	103	1.5%

Note: Data is based on self-reported information and is not required. Native Americans make up approximately 4% of the Oregon population.

Adult Protective Services

The intent of Oregon's Adult Protective Services program is to provide prevention, protection, and intervention to adults who are unable to protect themselves from abuse and self-neglect because of age or physical disability. APS services and service delivery is consistent across all demographic groups. APS workers are trained to implement the Relational World View while modeling equity, respect, honesty, and integrity during all interactions.

Approximately 218 APS investigators in APD and Area Agency on Aging (AAA) local offices across Oregon receive and respond to over 45,000 reports of abuse, neglect, and self-neglect in their local areas every year. Approximately half of those reports are assigned for APS investigation; the rest are referred to other agencies for investigation or to other available resources for assistance.

APS staff work cooperatively with all nine Tribes in Oregon to ensure collaboration and provide interventions that embrace traditional Tribal values. APS workers are trained to recognize the diversity in The Nine Tribes of Oregon and each Tribal member for a person-centered approach. This exemplifies the duty of APS to respectfully connect with Tribal resources, honoring cultural beliefs, convictions, and heritage while providing services.

When APS investigators determine a report of abuse involves a Tribal Member, or a non-member living on Tribal land, they are expected to make every effort to work cooperatively with Tribal resources, law enforcement and Tribal government. Other resources included in the coordinated response are social services, mental health, drug and alcohol treatment, spiritual leaders, and Tribal naturopathic healers. The goal is always to integrate APS and Tribal services to meet the person's needs while also honoring

traditional Tribal approaches for interacting and providing assistance.

APS staff work regularly to strengthen relationships with Tribal members and leaders. Since 2018, APS workers have attended and spoken at Tribal Gathering Centers for annual resource/community introductions. During these events, workers describe APS practices and how Tribal law enforcement and ODHS can work together to keep Tribal members healthy, safe and independent. In most areas, formal Memorandums of Understanding (MOUs) have been developed to outline the working relationship between Tribal authorities and APS. These are reviewed and updated on an annual basis.

Interaction with the Tribes of Oregon and all additional Tribal affiliations served is recorded in the APS Centralized Abuse Management (CAM) data system. This system also documents any language barriers, cultural or social factors, and physical challenges addressed throughout the APS process. APS documents any challenges by asking questions, including the REAL D framework, and by consulting with community partners.

APD Commissions and Councils

Oregon Home Care Commission

In 2000, the citizens of Oregon voted to amend the State Constitution to create the Oregon Home Care Commission (OHCC). OHCC is focused on ensuring that the homecare services funded by the state for older adults and people with disabilities are of high-quality, equitable, and inclusive.

In conducting its mission OHCC:

- Defines the qualifications of homecare workers, personal support workers, and personal care attendants (providers);
- Offers training opportunities for Providers and Consumers;
- Provides a statewide Registry; and
- Serves as the “employer of Record” for collective bargaining purposes.

OHCC consists of nine commissioners appointed by the Governor for up to three (three-year) terms. Five are consumers of homecare services. The other four represent the Oregon Department of Human Services/Aging and People with Disabilities, the Governor’s Commission on Senior Services, the Oregon Disabilities Commission, and the Oregon Association of Area Agencies on Aging and Disabilities.

In 2022, OHCC partnered with the Coquille Indian Tribe’s Mill Casino to offer a COVID-19 Vaccine event for providers, Tribal and community members in the Coos Bay/North Bend area. Eligible provider participants received a \$100 gift card and food boxes were offered to everyone who received a vaccine or booster.

Other OHCC efforts are as follows:

OHCC Workforce Collaborative

The primary focus of the OHCC Workforce Collaborative is to address the statewide homecare workforce shortage. OHCC’s goal is to engage all of The Nine Tribes of Oregon to ensure Tribal voices are present in the Workforce Collaborative. OHCC desires to have a collaborative space that is inclusive, encourages rich discussions and out of the box thinking.

OHCC Partnership with The Nine Tribes of Oregon: The Oregon Home Care Commission has participated as vendor and presenter during past Native Caregiving Conferences. OHCC partnered in workforce development activities recruiting Tribal members as homecare workers to serve Tribal elders.

Governor’s Commission on Senior Services

The Governor’s Commission on Senior Services (GCSS) is an official state commission made up of volunteers appointed by the Governor and two Legislators. The GCSS is dedicated to enhancing and protecting the quality of life for all older Oregonians. Through cooperation with other organizations and advocacy, we work to ensure that seniors have access to services that provide choice, independence, and dignity. The commission is authorized to study programs and budgets of all state agencies, recommend development of a comprehensive plan for delivery of services to older adults, and promote responsible statewide advocacy for older adults.

As of 2022, GCSS did not have any Tribal representation. In November 2022, a presentation about GCSS was shared with Tribal Navigators to inform them about the commission and membership opportunities. GCSS continues to recruit qualified and diverse individuals who represent diverse and underserved communities, including seeking representation from The Nine Tribes of Oregon.

Oregon Disabilities Commission

The Oregon Disabilities Commission (ODC) secures economic, social, legal and political justice for individuals with disabilities through systems change. To carry out its mission, the commission identifies and hears the concerns of individuals with disabilities and uses the information to prioritize public policy issues which should be addressed; publicizes the needs and concerns of individuals with disabilities as they relate to the full achievement of economic, social, legal and political equity; and educates and advises ODHS, the Governor, the Legislative Assembly and appropriate state agency administrators on how public policy can be improved to meet the needs of individuals with disabilities.

There are no identified Tribal members currently serving on ODC. Challenges with recruitment are a lack of relationships and partnerships with The Nine Tribes of Oregon. ODC will continue to recruit individuals from diverse backgrounds, including representatives from The Nine Tribes of Oregon.

Oregon Deaf and Hard of Hearing Services Advisory Committee

The Oregon Deaf and Hard of Hearing Services (ODHHS) Advisory Committee:

- Represents individuals who identify as Deaf, deaf, deaf-blind/Deaf Blind, hard of hearing, or late-deafened.
- Assists the ODHS in identifying the needs and concerns of individuals who are Deaf, DeafBlind or hard of hearing.
- Makes recommendations to ODHS related to the full achievement of economic, social, legal, and political equity for the Deaf, DeafBlind and hard of hearing communities.
- Advises ODHS on improving state services for individuals who are Deaf, DeafBlind or hard of hearing and how to best provide information to individuals who are Deaf, DeafBlind or hard of hearing.

There are no identified Tribal members currently serving on ODHS Advisory Committee.

APD is recruiting a Diversity Consultant for the Governor's Commission on Senior Services, Oregon Deaf and Hard-of-Hearing Services Advisory Committee and the Oregon Disabilities Commission to assist in recruitment and building relationships with all communities of color. That work is in progress and will continue into next year.

Program Summary

The Office of Aging and People with Disabilities (APD) is committed to our ongoing collaboration with Tribes in Oregon to better serve elders and members with disabilities. As we work to strengthen our partnership, we are exploring ways to both remove barriers for people who are seeking services and to make services and supports more culturally specific.

Among the initiatives that are either underway or proposed for 2023 are:

- Expansion of the APD Tribal Navigator Program including the recent addition of an agreement with Next Door to serve Tribal members living along the Columbia River and with Grand Ronde to serve individuals in the Willamette Valley. We want to expand this program to all Tribes in Oregon to ensure access and equitable delivery of services;
- Proposed investment in Tribal Title VI programs so that there is additional funding to support Older Americans Act programs serving Tribal members;
- Improved access to services for individuals who have faced systemic oppression and who do not trust government;
- Proposed funding for the AAAs to increase culturally appropriate and responsive meals;
- Equitable emergency planning and management to meet the unique needs of older adults and people with disabilities.

We also are continuing to work on the expansion of Oregon Project Independence through an 1115 demonstration waiver. If successful, Tribal members could receive long term services and supports without their families being subjected to estate recovery after they die.

With the approval from CMS, creation of a new Family Caregiver Assistance Program will help caregivers in their role as the primary caregiver giver of their family member or loved one.

In addition, we are working to serve more people through the Aging and Disability Resource Connection of Oregon and our Senior Health Insurance Benefits Assistance program.

Finally, APD programs are also reviewing significant policy changes and initiatives to ensure they are equitable for Tribal members.

APD deeply values its relationships with Oregon's Tribes. We are committed to continuing to seek out their feedback and find new ways to build trust, understanding and respect.

Key contact for Aging and People with Disabilities:

Nakeshia Knight-Coyle, Director

Nakeshia.Knight-Coyle@odhs.oregon.gov

The Office of Developmental Disabilities Services



Program Area Goals

The Office of Developmental Disabilities Services (ODDS) supports the choices of people with intellectual and developmental disabilities (I/DD) and their families within their communities. ODDS promotes and provides services that are person-centered, self-directed, flexible, inclusive and supportive of the discovery and development of each person's unique gifts, talents and abilities. For members of The Nine Tribes of Oregon who experience I/DD, ODDS works to ensure that services are culturally responsive and to respect each person's history, Tribal citizenship and Tribal community.

ODDS currently serves more than 33,000 people and their families. Many people with I/DD are eligible for Medicaid-funded home and community-based services. Services cover all stages of life. ODDS is committed to service options that ensure people with I/DD have fulfilling and meaningful lives. They strive to empower people to celebrate their culture and contribute to their communities.

ODDS is engaged in intentional and meaningful work focused on improving I/DD services and supports for The Nine Tribes of Oregon and citizens in Oregon. They are working toward the following outcomes:

- Understanding how government-run service-delivery systems have negatively affected The Nine Tribes of Oregon and how they can intentionally engage in repair work through systemic change, self-assessment, Tribal engagement and accountability measures.
- Providing an array of services that are accessible, equitable and culturally responsive.
- Being responsive to emerging demands for individualized, self-directed services.
- Providing sufficient service choices including a workforce that is reflective of the community where it works.
- Ensuring the health, safety and well-being of those served, while continuing to learn and understand the importance of community engagement and support.
- Promoting maximum independence and engagement in homes and communities.
- Making qualitative and quantitative data-informed decisions while leveraging available federal funding options to best serve The Nine Tribes of Oregon and citizens
- Building collaborative training opportunities in partnership with Aging and People with Disabilities (APD) to help case managers across programs take the initiative to learn from and about The Nine Tribes of Oregon and the resiliency of their communities.

Program Delivery

Home and community-based services help people be independent, work towards achieving their goals and have full access to their communities. This includes opportunities to seek employment, work in jobs that pay at least minimum wage, participate in activities, control personal resources, and receive services all to the same degree as people who do not have disabilities.

Examples of Home and Community-based Settings

- **In-home settings** — A person lives on their own or with family. They receive support with everyday activities like bathing, dressing, and making meals. This includes help with communication or behavior challenges. These services are also called community living supports.
- **24-hour settings** — When a person and their guardian identify a need for more support with everyday activities, they can choose to live in group or foster homes with 24-hour support.
- **Supported Living** — This service supports adults to be as independent as possible in their community. They may live in their own or family home. Their home may be rented from or with help of a provider agency.

Community developmental disabilities programs (CDDPs), typically operated by a county, determine a person's eligibility for I/DD services. CDDPs offer case management services to people of all ages who receive services in their own home, their family home, foster home or in a 24-hour setting.

Support services brokerages also offer case management services to adults who receive services in their own or family homes.

ODDS offers case management services to children with significant medical and behavioral needs who live in their own or family home and to children receiving services in 24-hour residential settings. ODDS also operates the Stabilization and Crisis Unit (SACU), which provides 24-hour residential care and supervision to adults and children with I/DD who have very complex support needs.

This table lists Oregonians self-identified as American Indian or Alaskan Native enrolled and receiving I/DD services in November.

Photo: ODHS Staff on Orange Shirt Day, 2022



In response to the federal public health emergency for COVID-19 and to ensure continuous alignment of Medicaid authorities with programmatic and policy changes, ODDS submitted the following Medicaid amendments in 2022:

- Feb. 25, 2022 — Dear Tribal Leader Letter (DTLL) public health emergency amendment to the K Plan to include a temporary 5% rate increase applied to ODDS services and settings such as adult group home, supported living, in-home attendant care, behavioral support services, group care homes for children, children's foster care, and day support activities.
- March 7, 2022 — DTLL public health emergency amendment to all ODDS waivers to include a temporary 5% rate increase applied to employment services.
- June 17, 2022 — DTLL public health emergency amendment to the K Plan to extend the temporary 5% rate increase applied to ODDS services and settings such as adult group home, behavioral support services, group care homes for children, children's foster care, and day support activities.
- June 17, 2022 — DTLL public health emergency amendment to all ODDS waivers to extend the temporary 5% rate increase applied to employment services.
- Aug. 23, 2022 — DTLL amended the ODDS children's waiver and updated language around restraints to align with Senate Bill 710, passed by the Oregon Legislature in September 2021.

ODDS staff, including the deputy director (now interim director), rules coordinator, waiver specialist, and equity and inclusion manager, all participated in the joint ODHS workgroup created to support ODHS in fully adopting the existing OHA Tribal Consultation Policy.

ODDS provided written and verbal feedback and met with the project lead, Soren Metzger, to ensure a full understanding of timelines and expectations and to make necessary adjustments to our internal processes. ODDS is prepared to implement the policy, once formally adopted, and looks forward to additional opportunities to work with The Nine Tribes of Oregon. We are grateful for the invitation to participate in the workgroup.

2022 challenges, lessons learned and opportunities for partnering with Tribes

ODDS continues to work on providing accurate and accessible information on services and supports available through Oregon's I/DD system and how to access it. ODDS has been developing a document of frequently asked questions about the relationship between Tribal Social Services and case management entities that serve people with I/DD. The document's content is complete. ODDS is committed to ensuring the content is inclusive and culturally responsive to The Nine Tribes of Oregon. We are working toward contracting an Indigenous graphic designer, who is experienced in developing inclusive and culturally responsive graphic designs, to complete the project. We will ensure that Tribal Affairs is part of the contracting process.

In partnership with Aging and People with Disabilities (APD), ODDS began gathering information around what is needed to start a Tribal Navigator program. During this process, we recognized the need for an agency-wide evaluation of how we can intentionally prepare to implement a program that centers on the needs of The Nine Tribes of Oregon and citizens. To reduce harm in the building of the relationship between ODDS and The Nine Tribes of Oregon, ODDS must be intentional in how we work on a deeper understanding of Tribal needs and how current service delivery structures may negatively impact and hinder service access within The Nine Tribes of Oregon.

In partnership with the Office of Equity and Multicultural Services (OEMS) and the Office of Tribal Affairs, ODDS developed a plan to evaluate its readiness to support The Nine Tribes of Oregon while minimizing harm to Tribal members. This includes listening to what The Nine Tribes of Oregon would like to see from this relationship and from the Tribal Navigator program, and developing accountability measures agreeable to ODDS and The Nine Tribes of Oregon.

ODDS asked a committee representing case management entities about the current services they provide to Tribal members and challenges they've faced. Their responses shared some common themes:

- Need for a better understanding of Tribal sovereignty and how county and support service brokerage structures can learn more to provide adequate supports.
- Lack of knowledge about how to start efforts to partner and work with Tribes, including lack of awareness of existing efforts within their area or ODDS.
- A desire for better communications between county programs, support service brokerages and Tribes across Oregon, including identifying who and with which departments to connect.
- Interest in more representation of Tribal citizens as service providers.

Some feedback gathered from outside of this committee includes:

- Enrolled members of Tribes in other states, counties and support service brokerages would love to see and participate in efforts that connect them to Tribes in Oregon.

- Service equity assessments revealed county and support service brokerages need to get to know and build relationships with Tribes in their service delivery areas.

Challenges and questions that the same group identified include:

- Concern about well-intentioned efforts causing harm.
- How to move forward as a dominantly white organization in a trauma-informed way to offer supports.
- How to be able to adequately compensate Tribal members who are seeking employment or being asked to help repair relationships between Tribes and their local I/DD office.
- The need to recognize the historical trauma experienced in government systems and how it may impact relationships between I/DD case management agencies and The Nine Tribes of Oregon.

ODDS employees who participate in an internal service equity committee also had the opportunity to share their vision, hopes and questions about working with The Nine Tribes of Oregon. Common themes and goals included:

- Increasing learning opportunities about The Nine Tribes of Oregon and Tribal sovereignty by reviewing educational tools created by Tribes and diving into reflective questions.
- Creating approachability in these relationships by intentionally recognizing and analyzing how we engage in conversations with Tribes.
- Getting a better understanding of how other ODHS agencies partner with and learn from Tribes and discuss opportunities for collaboration.

ODDS continues to work with the Office of Tribal Affairs and the Office of Equity and Multicultural Services (OEMS) to provide technical assistance to local case management entities in cases where enrolled Tribal members who also receive I/DD services are experiencing issues. Some examples from the past year include:

- Connecting Tribal members to Tribal specific resources.
- Working with abuse investigators to ensure Tribal members stay connected with their Tribal case managers.
- Providing technical support and resources to service providers who were seeking to start building relationships with The Nine Tribes of Oregon in their service delivery areas.

Case management entities have shared a strong desire to continue learning about Tribal sovereignty and how they can empower and embrace Tribal members who are accessing services. Many case management entities identified in their action plans that they desire to build relationships with The Nine Tribes of Oregon in their service areas. These case management entities are using these conversations as ongoing opportunities to understand how to best serve and support members of The Nine Tribes of Oregon.

For all questions or to contact someone within ODDS please e-mail: ODDS.Questions@odhs.oregon.gov

Program Summary

As ODDS' leadership looks forward to new opportunities in 2023, we reaffirm our ongoing commitment to ensure ODDS is making intentional steps to build stronger collaborative relationships with Tribal partners while exploring new ways to better support Tribal members who access services in Oregon's I/DD system.

ODDS is exploring ways to make better and more accessible information available, to support Tribal members' access to I/DD services through a Tribal Navigator program, and to fully participate in the implementation of the joint ODHS Tribal Consultation Policy. We plan to fully support this process by building meaningful relationships that allow us to regularly engage Tribal partners about issues affecting those served by our programming. We look forward to new opportunities and will continue to listen to and learn from Tribal partners.

Key contact for The Office of Developmental Disabilities:

Anna Lansky, Director
anna.lansky@odhs.oregon.gov



Program Area Goals

The Oregon Department of Human Services, Child Welfare (CW) continues the effort to ensure our work aligns with the Guiding Principles of the Vision for Transformation, which emphasizes Child Welfare's dedication to Tribal families and children.

The overarching Guiding Principles are:

1. Supporting families and promoting prevention: Child Welfare is built on trauma-informed, family, and community-centered and culturally responsive programs that are focused on engagement, safety, well-being and prevention.
2. Enhancing our staff and infrastructure: A supported, skilled, respected and engaged workforce that reflects and embraces the communities we serve is an essential element for a successful transformation.
3. Enhancing the structure of our system by utilizing data with attention to continuous quality improvement: Data-informed practice supported by continuous quality improvement and modernized information technology systems and tools is a cornerstone for a successful transformation to support our efforts.

These guiding principles cover four key tenets and drivers of Child Welfare's work:

- Collaborating with all nine Tribes in Oregon
- Addressing equity and racial justice
- Collaborating with community partners and other ODHS programs

- Understanding data and expanding access to improve data equity and transparency

With the end of the emergency phase of the pandemic in March 2022 and the lifting of restrictions, ODHS began the process of recovery. Many staff and partners continue to work remotely, while others have returned to offices. Many meetings and training opportunities are now facilitated in a hybrid, virtual, and in-person format to accommodate the differing structures.

The Child Welfare Executive Leadership Team continues to meet monthly with Tribal Affairs to discuss program initiatives and communication strategies. Additionally, Tribal Affairs leadership meets monthly with the Child Welfare Chief of Strategy and Innovation to identify opportunities to align projects for greater success and utilize project management to support implementation of ICWA/ORICWA, as well as other Tribal Affairs initiatives.

Please find below updates related to the following programs:

- Equity, Training and Workforce
- Child Fatality Prevention and Review Program
- Family Preservation
- Family First Act Implementation
- Federal Policy and Resources
- Foster Care
- Oregon Child Abuse Hotline
- Child Safety Program

Equity, Training and Workforce Development (ETWD)

In alignment with the Vision for Transformation and the ODHS Office of Equity and Multicultural Services (OEMS) Equity North Star, Child Welfare is building infrastructure, staffing and strategic planning around integrated equity efforts specific to:

- A research agenda that is grounded in Tribal priorities for Child Welfare services and supports to Tribes and ICWA eligible children and families
- Increasing engagement with Tribal partners and exploring with all ODHS partners the need to establish MOUs, consultation policies, and other sustainable practices that honor the sovereignty of Tribes in government-to-government relations

Equity

The Oregon Child Welfare Equity Team has curated an equity framework to support and guide the Vision for Transformation. The framework acknowledges the most important aspects of human-to-human connection and relationships, while appreciating and leveraging culture. The framework, known as The Child Welfare Equity (and Belonging) Continuum, utilizes five key “intentions” to assist in the embodiment of an anti-racist and anti-discriminatory agency:

- Language and communication
- Community collaboration
- Repair
- Workforce development and curiosity
- Data through storytelling

The following current initiative and projects address services and supports for Tribal children and families:

- The Child Welfare Racial Equity and Social Justice (RESJ) tool was fully implemented in Fall 2022, with the goal to formalize consistency in the analysis of new policies and procedures through the use of a grading matrix
- Race, Ethnicity, Language and Disability (REALD) planning and design ensures racial disparities are identified and analyzed to inform best practices across ODHS
- An internal Equity webpage provides staff with up-to-date information, tools, events and resources for consultation.

Workforce Training and Development

Child Welfare is mindful of ensuring that all current or new training initiatives provide up-to date information regarding the requirements of ICWA and ORICWA, Tribal identity, customs, and culture. There is a significant emphasis in the current and future training offerings for resource parents to support partnership with the child, the child’s family, community, and Tribe to better celebrate the child’s identity and sense of belonging (e.g., cultural, Tribal, sexual orientation, and gender identity and expression).

ICWA education and coaching for Child Welfare caseworkers have been provided through ad-hoc information sharing and consultation with Regional ICWA Specialists, ICWA Consultants, and with the Senior ICWA Manager. Essential Elements Training through Portland State University is required for all new Social Service Specialists 1 (caseworkers). The training is delivered over several days and modules, in which the requirements of ORICWA/ICWA have been incorporated. Regional ICWA Quarterly Meetings bring together Child Welfare Program, Self-Sufficiency Program, and Tribes. These meetings facilitate relationship building and discussions regarding approaches to strengthening service delivery to Tribal

communities and improving ICWA/ORICWA practice. In 2021, Regional ICWA Quarterlies were hosted via a virtual platform.

Child Fatality Prevention and Review Program

The Child Fatality Prevention and Review Program's (CFPRP) mission is to improve child safety by identifying determinants of maltreatment fatalities and collaborating with child and family-serving systems to employ equitable, innovative and data-informed strategies for systemic change.

We are committed to building strong partnerships with Oregon Tribes through collaboration on prevention strategies through listening and learning.

CFPRP efforts during 2022:

- Modified the Child Welfare fatality protocol to ensure when there is child fatality in a Tribal family, that Child Welfare professionals, when applicable, make immediate efforts to gather information about family, community, and Tribal cultural practices surrounding death and use the information gathered to inform communication and engagement. To further support Tribal engagement and voice, a Tribal representative and a Tribal Affairs representative are included in the fatality staffing which occurs within three days of the report of the death.
- Ensure representatives from Tribal Affairs and representatives from Tribes are included in the Critical Incident Review Team process, including identifying system improvement opportunities when there are concerns regarding actions of inactions taken or not taken by ODHS or law enforcement agencies in response to the critical incident or to the events that led to the critical incident.
- Collaborated with the Confederated Tribes of Grand Ronde to provide sleep related death data, research, and training content for SIDS Awareness Month activities.
- Participated in and completed the DOJ-led-ORICWA training to enhance understanding of ORICWA in the Court System.
- Developed and provided Suicide Prevention training for Oregon Child Abuse Hotline staff containing information specific to enhanced impact factors for suicide, including increased impacts for Tribal/Indigenous Youth.
- Developed new internal data dashboard to improve understanding of infant safety and well-being with ability to filter by Race/Ethnicity and ICWA status. This data will provide new opportunities to share data, partner with Oregon Tribes and community at all levels of prevention.
- Provided information on Critical Incidents, Comprehensive Addiction & Recovery Act plans of care and the CFPRP's current child maltreatment prevention strategies at ICWA Advisory.

CFPRP continues to seek expert insight and guidance from Tribal Affairs on the Critical Incident Review Process. It is our commitment to have Oregon Tribal voices included in the work of CFPRP.

Family Preservation and the Family First Prevention Services Act (FFPSA)

The Family Preservation vision states that through collaborative efforts between community agencies, families, Tribes, Child Welfare and Self Sufficiency Programs, we will support families by meeting needs to increase stability and well-being. We will do this through using values-based engagement, concrete supports and

connections, and tailored services. Family Preservation is an approach that intentionally refocuses on and prioritizes equitably serving families and children in their homes and communities.

The Family First Prevention Services Act supports Family Preservation by providing federal reimbursement to a small set of services to help states and Tribes create a sustainable practice shift to prevent the removal of children from their homes. Understanding the statewide impact of Family Preservation and FFPSA, Child Welfare and Self Sufficiency partnered with Tribal Affairs to ensure Tribes in Oregon were involved early in planning and implementation.

Family Preservation early implementation sites in Douglas County, Klamath and Lake Counties, and the Alberta Branch in Multnomah County are working closely with Tribes in all aspects of preservation efforts. ODHS continues to learn from Tribes who have been doing preservation and prevention work with families well before this current effort.

Collaboration efforts in 2022 include:

- Community Forums in Districts with Tribal service providers to discuss and better understand what is working, and where there are opportunities for ODHS to do differently.
- Family Preservation branches hold collaborative staffings with Tribes and program representatives from Child Welfare and Self Sufficiency to review individual family needs to prevent the family's interaction with Child Welfare.
- Native-centered Motivational Interviewing (MI) training, supported through the National American Indian and Alaskan Native Mental Health Technology Transfer Center (NAIAN MHTCC) was developed with and tailored to the needs of four of the Tribes in Oregon during 2022. Additional training dates

and locations for Oregon Tribes is being scheduled during the first 8 months of 2023. ODHS is partnering with the NAIAN MHTCC for ongoing coaching and support of MI implementation in Tribal social service programs. In Douglas County, training provided ODHS staff with indigenous teaching methodologies, the Spirit of MI, and its use in Tribal communities.

- Staff in Klamath Fall regularly attend Tribal events to establish relationships and trust in the Tribal community.
- ODHS is currently working with the John Hopkins Bloomberg School of Public Health to bring the Family Spirit home visiting program to more Tribal social services programs in 2023.
- Oregon Tribes participated in Motivational Interviewing training and are exploring the use of other training, including Family Spirit.
- Community partners with lived experience are actively engaged in this work on a statewide level and are approaching each component with a focus on equity and inclusion. In partnership with Child Welfare and Tribal Affairs met multiple times with Tribes to discuss planning and development of a Title IV-E Prevention Plan. Five Tribes have current Title IV-E Plans and are in the process of drafting a Tribal Prevention Plan to facilitate federal reimbursement.

Federal Policy and Resources (FPR)

Federal Policy and Resources' mission is to maximize federal reimbursement for the operations of child welfare programs, including Tribal child welfare programs.

FPR has several inter-governmental agreements (IGA) to pass federal and state funds through to Tribes (see table below). The purpose of these IGAs is to provide additional support to Tribes that operate child welfare programs, including family preservation programs. FPR provides training and technical assistance to Tribal employees, including but not limited to directors, caseworkers and fiscal/administrative staff.

In 2021 ODHS amended IGAs to reduce the number of Inter-Governmental Agreements with Tribes by eliminating the Social Services Block Grant (SSBG) and the System of Care (SOC) agreements. However, the Title IV-B agreement was increased to a total Oregon Tribes allocation of \$600,000. This increase equated to approximately a \$200,000 allocation increase to Oregon Tribes in the 2021 state fiscal year. The reduction of the number agreements creates efficiencies for ODHS and reduces the administrative burden on Tribes.

Title IV-E

Title IV-E provides federal reimbursement for the costs of eligible children in foster care, adoption assistance and guardianship assistance. It covers food, clothing, shelter, daily supervision, school supplies, reasonable travel for visitation and related administrative costs, but does not cover the costs of treatment services. All Title IV-E eligible children are to receive medical coverage under Title XIX (Medicaid). ODHS pays the

non-federal share of the Title IV-E payment, e.g., the match payment from the state's General Fund at approximately 27 percent of the child's monthly cost of care. Title IV-E is an open-ended federal entitlement program, governed by the Social Security Act and monitored by the Administration for Children and Families (ACF), Region X Office.

ODHS currently has Title IV-E agreements with five (5) of the Nine Tribes of Oregon, as listed on the table below.

Tribe	Title IV-E Funding Received	Clients Served
The Confederated Tribes of Grand Ronde	\$ 134,739	16
The Klamath Tribes	\$17,455	38
The Confederated Tribes of Siletz	\$ **	33
The Confederated Tribes of Umatilla	\$ 84,598	33
The Confederated Tribes of Warm Springs	\$ 0	**

Title IV-B Subpart 1 and 2

The primary goals of Promoting Safe and Stable Families (PSSF) are to prevent the unnecessary separation of children from their families, improve the quality of care and services to children and their families and ensure permanency for children by reuniting them with their parents, by adoption or by another permanent living arrangement. States are to spend most of the funding for services that address family support, family preservation, time-limited family reunification, and adoption promotion and support. The services are designed to help state child welfare agencies and eligible Indian Tribes establish and operate combined, preventive family preservation services and community-based family support services for families at risk. Funds go directly to child welfare agencies and eligible Indian Tribes to be used following their five-year plans. All nine of the federally recognized Tribes of Oregon receive Title IV-B Subpart 2 funds.

Foster Care

The Resource Family Retention and Recruitment Champion Team develops quarterly Retention, Recruitment Action Plans, which identify goals and strategies based on local community needs and resources to support Tribal and culturally specific resource parents.

The Multnomah County ICWA Recruitment and Retention Group ceased to meet in early 2022 as both D2 Champion positions turned over. More recently, Washington County, Clackamas County and Multnomah County Champions have begun exploring collaborative efforts with ICWA Units and Tribal Affairs to reconvene the group across all 3 counties.

KEEP is a support group and skills training program for resource families in Oregon, and Native American Youth and Family Center (NAYA), a community partner, has collaborated to make cultural adaptations to the KEEP curriculum. These materials better align with the needs of Tribal children and youth served in the foster care system. The Native American affinity group covers the KEEP curriculum while also incorporating

Tribe	Title IV-B Funding Received	Clients Served in 2021
The Burns Paiute Tribe	\$9,662	3
Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians	\$28,535	61
Coquille Indian Tribe	\$28,084	64
Cow Creek Band of Umpqua Tribe of Indians	\$54,622	70
The Confederated Tribes of Grand Ronde	\$96,618	34
The Klamath Tribes	\$94,557	0
The Confederated Tribes of Siletz	\$97,971	77
The Confederated Tribes of Umatilla	\$66,473	54
The Confederated Tribes of Warm Springs	\$123,478	9

elements that affirm and promote the child/young adult's connection to and involvement with their Tribal culture and community. The affinity groups are led by KEEP certified and trained leaders from NAYA, whose mission is "to enhance the diverse strengths of our youth and families in partnership with the community through cultural identity and education." Since August 2020, 20 affinity groups for resource parents of Tribal children and youth have been held. A total of 106 resource parents (a total of 86 homes), from 20 counties, certified by ODHS Child Welfare or by their Tribe, have participated in the Native American affinity groups.

The new Resource and Adoptive Family Training (RAFT) was implemented in Spring 2022. RAFT is a fully redesigned orientation and pre-service training for new and prospective resource and adoptive parents. This 27-hour curriculum occurs over nine, 3-hour sessions consisting of videos, podcasts and facilitated slide presentations. The new series is based on content from a national curriculum and was adapted to Oregon in consultation with community partners, ICWA Advisory, stakeholders with lived expertise, and resource families.

ICWA/ORICWA

2022 System Updates in Response to ORICWA

The addition of a new Provider File Cabinet type of Tribal Documents under the ICWA category provides a consistent location in the electronic case record to save and locate documentation of enrollment eligibility. Prior to ORICWA, ODHS did not track the enrollment status of resource parents.

In March 2022, the OR-Kids business team, Tribal Affairs, and Child Welfare program staff developed a Statewide ICWA Search Business Process Map. As

a result, new values were recommended to improve the ability to track and follow-up on efforts to contact Tribes regarding a child's enrollment or eligibility for enrollment. Three new values were added to the previous dropdown options. By using a racial equity review process, ODHS is shifting current policy and practice and shaping policy and practice changes to support more equitable outcomes for all families involved with Child Welfare. At every opportunity, CW continues to reinforce the spirit and intent of ICWA and ORICWA and embed attention to Active Efforts with every training delivered by CW and Portland State University training partners. A significant redesign of orientation and precertification training or prospective resource parents was completed in Spring of 2022. The new initial series is based on content from a national curriculum, National Training and Development Curriculum for Foster/Adoptive Parents (NTDC) and was developed and implemented in cooperation from Tribal Affairs and ICWA Advisory partners.

ORICWA Reporting

In accordance with HB 4212 and SB 562, ODHS and the Oregon Judicial Department (OJD) collaborated with Tribal Affairs and the Nine Tribes of Oregon, to draft a report on our combined efforts to ensure compliance with the requirements of ORICWA. The report to the Interim Committees of the Legislative Assembly was submitted on September 29, 2022 and can be found at this link:

[HB 4214 and SB 562 \(ORICWA\) Report to the Interim Committees of the Legislative Assembly](#)

Continuous Quality Improvement

The Continuous Quality Improvement program was created in 2021, when the legislation session approved the policy option package for positions: a program manager, two OPA3 Quality Improvement Analysts, five OPA2 Quality Improvement Analysts, and one OPA3-Tribal Relations CQI Analyst. These positions went through recruitment and onboard. In April 2022, Child Welfare Division hired a program manager to build a new Child Welfare Continuous Quality Improvement (CQI) team. The team has been hired and at various stages of onboarding and hiring. The OPA3-Tribal Relations CQI Analyst is with recruitment. The analysts will be working directly with local sites to facilitate strategy and improvement sessions with Child Welfare staff, community partners, Tribes, persons with lived experience, legal partners, and resource providers to impact how children and families are experiencing that specific community's service provision system. Specifically, the OPA-3 Tribal Relations CQI Analyst position was a direct request from Tribal representation during the CQI workgroups. This position description was built in support of the Tribal Affairs Unit and the CQI program. This position will work with Oregon Tribes to strengthen relations by providing support for data literacy and continuous quality improvement consultation.

Oregon Child Abuse Hotline (ORCAH)

The Oregon Child Abuse Hotline, also known as ORCAH, serves as the first points of contact for children in Oregon at risk for or experiencing abuse. The 24-hour hotline receives, and screens reports of child abuse statewide. The hotline assigns reports for Child Protective Services (CPS) assessments when allegations of abuse meet the criteria for assignment

and within the appropriate timeline to ensure child safety. Additionally, the hotline serves Oregonians through cross-reporting to local law enforcement, completes required notifications with multiple community partners, and coordinates emergency services when appropriate.

The screening program within the Child Welfare program develops and delivers initial and advanced training and ongoing coaching using decision-making and data-informed tools. A formalized Continuous Quality Improvement (CQI) program, based on national research models, has been implemented to inform internal and external partner performance, ensure quality improvement and create a workplace culture that encourages ongoing learning and development with a goal of increased consistency and reduced bias in screening decisions.

Program Delivery

ORCAH and Oregon Tribes have agreed on methods of communication. A designated ICWA liaison provides consultation and support to screening staff, which has proved effective at increasing communication with Tribes and Tribal Affairs when issues arise.

Quality Assurance (QA)

Live Call Review

The ORCAH Continuous Quality Improvement (CQI) Unit and supervision team conducted Live Call Reviews of 1,834 calls in the last year (November 2021- October 2022). No reviews were conducted in August or September due to the introduction of the Structured Decision-Making tool. Call and report review were suspended for two months to allow screeners time to practice applying the tool before evaluating their work. The data in Table 1 below represents the extent to which screeners fully inquired with the reporter about whether Native heritage may exist.

Screening Report Review

The ORCAH Continuous Quality Improvement (CQI) Unit conducted Quality Assurance (QA) reviews of 1,100 screening reports in the last year (November 2021-October 2022). The data in Table 1 below demonstrates the extent to which screeners were documenting their inquiry with reporters as well as their search of OR-Kids for information regarding Native heritage.

In response to Continuous Quality Improvement reviews, ORCAH provided refresh coaching to all staff in March to emphasize the importance of inquiry, research and documentation at screening. The Tribal Affairs Unit (TAU) provided support and guidance in the development of this training. The coaching hour included the video presentation of Indigenous in Plain Sight, procedure review, notification protocol review, discussion of updated guidance to support accurate data collection, and video demonstrating required OR-Kids searches.

The OWL ICWA/ORICWA page was updated to include links to the Tribal Affairs Unit OWL for efficient access to Regional ICWA Specialist contacts and updated Oregon Tribal Contacts lists. It also provides screening resources, video resources, Heart of ICWA video series, CPS On call contacts, etc.

The screening program has taken on the lead role of mandatory reporter of child abuse materials, training, and outreach. Over the last four years, ORCAH worked to improve access to information and resources. One area identified is that the ODHS Employee Mandatory Reporter E-Learning Training had not been updated for many years. This is a required onboarding training for all ODHS staff as their employment requires them to be mandatory reporters. The draft training was provided to Tribes for review with two listening sessions in September to share and gather feedback from Tribes. The ideas shared provided valuable insight and were included in the training. The draft training will be available in Workday and preview offered to Oregon Tribes.

ORCAH launched the Structured Decision Making (SDM), Screening and Response Time tool on August 1, 2022, after a year of development. Feedback and listening sessions were completed with Tribes and the Tribal Affairs Unit. We acknowledge there are challenges to consistency when screeners/supervisors use professional judgment exclusively to make decisions, as bias and different interpretations come in to play, and we look forward to how the implementation of the SDM Screening and Response Time Tool will bring us more in line with the Vision for Transformation and the Equity North star. We will



continue to analyze the effectiveness of the SDM Tool and its implementation through a SDM Evaluation Plan that will be updating our CQI process and sure any modifications to the tool and/or decision moving forward are data informed.

In response to feedback from Tribes regarding inaccurate documentation of inquiry and research by screeners, an internal tracking survey was developed and implemented by ORCAH. The short survey is utilized by screening supervisors as they are reviewing and approving reports for closure at screening. This focused and data driven tool will hone training and coaching needs for screeners to improve inquiry and documentation requirements.

ORCAH continues to seek regular engagement in ICWA Advisory, ICWA Conferences, and through staffing of screening reports.

Child Safety Program

The Child Safety Program goals include:

- a. Continuing to build our relationships with the Nine Oregon Tribes.
- b. Improving outcomes for Tribal children impacted by our system through early identification of ICWA eligibility
- c. Improving outcomes for Tribal children through consistent coaching about partnering with Tribes during CPS assessments.
- d. Increasing our active efforts to prevent foster care.
- e. Continuing to implement family preservation with an emphasis on preserving families' spiritual and cultural identity

Program Delivery

The Child Safety Program is responsible for the delivery of child protective services (CPS) statewide. The program is made up of subject matter experts in alcohol and substance use/treatment, domestic violence, commercial sexual exploitation of children, and child protective service laws, administrative rules and procedures. The program also provides a team of child safety consultants who offer expertise, guidance, training and support to CPS staff in the various districts and local offices. The child safety consultants also provide direct support in a program rule, procedure and practice implementation.

Of the children (who have a race identified) *served by CPS when a report of abuse is accepted for assessment*, we continue to see a decline in the number of American Indian or Alaska Native children.

Month/Year	Total Children	% Children Identified as American Indian or Alaska Native
September 2020	46,617	4.07% were American Indian or Alaska Native (11,045 children with no race identified)
September 2021	45,210	3.85% were American Indian or Alaska Native (12,706 children with no race identified)
September 2022	44,024	3.73% were American Indian or Alaska Native (16,378 children with no race identified)

Of the children *identified by CPS workers as victims of abuse*, 2022 showed a decline in the number of American Indian or Alaska Native children.

Month/Year	Total Children	% Children Identified as American Indian or Alaska Native
September 2020	9,845	4.47% were American Indian or Alaska Native (1,897 children with no race identified)
September 2021	9,494	4.59% were American Indian or Alaska Native (2,284 children with no race identified)
September 2022	7,312	3.84% were American Indian or Alaska Native (2,446 children with no race identified)

Of the children who *entered foster care*, we continue to see a decline in the number of American Indian or Alaska Native children.

Month/Year	Total Children	% Children Identified as American Indian or Alaska Native
September 2020	2,683	5.93% were American Indian or Alaska Native (107 children with no race identified)
September 2021	2,282	5.35% were American Indian or Alaska Native (118 children with no race identified)
September 2022	2,097	4.77% were American Indian or Alaska Native (232 children with no race identified)

The Child Safety Program worked with Tribal partners and Tribal Affairs to design and implement an Active Efforts Staffing protocol to be utilized prior to CW making initial contact with a family. The protocol facilitates collaboration between Tribes, Active Efforts Specialists, caseworkers and ICWA consultants. Discussions about safety concerns, family needs, strategies for engagement, identified strengths/ supports within the family, possible barriers and recommended culturally appropriate services have enhanced our response to families and improved outcomes for children. The protocol also includes follow-up actions and activities for continued consultation, collaboration and support throughout the CPS assessment.

The Child Safety Program has been involved in the ORICWA changes. Efforts this year have included the implementation of ORICWA through updating CPS rule, procedures and practice. The Child Safety Program has been working to implement the changes through staff training, consistent coaching, the creation of guides for staff and promoting communication and collaboration between the Tribes and active efforts specialists. Additionally, the program is working with judges and the DOJ in the implementation of ORICWA in the court system. Additionally, there was a collaboration in making rule changes to provide more flexibility in safety planning with Tribal families through collaboration with the Tribes to reduce the number of Tribal children entering foster care.

The Child Safety Program has actively participated with Tribes as a part of the following groups:

- I. The ICWA Advisory Committee
- II. ORICWA Implementation Team
- III. Juvenile Court Improvement Project, Tribal Collaboration Team

The Child Safety Program worked in partnership with other programs and efforts in Child Welfare to develop cultural continuity agreements with Tribes to ensure that cultural needs of Tribal children experiencing are met. The Child Safety Program collaborated with Tribal Affairs to revise rules to require workers to provide advanced notification to a Tribe of any intent to make contact with an individual on a reservation during a safety assessment. This change was made to reinforce Tribal sovereignty and collaboration with the Tribe.

Program Direction for 2023

The Biden-Harris Administration nominated ODHS Child Welfare Director, Rebecca Jones Gaston to be the Commissioner for the Administration on Children, Youth and Families (ACYF). The ACYF is part of the U.S. Department of Health and Human Services and oversees federal programs that support social services that promote the positive-growth and development of children, youth and their families, protective services and shelter for children and youth in at-risk situations and adoption for children with special needs. Until the Senate confirms her role as commissioner, the Director and Child Welfare Executive Leadership team are focused on the meaningful work in Oregon. Aprille Flint-Gerner, currently ODHS Child Welfare's Deputy Director focused on Workforce Development, Equity, and Training, is poised and ready to step in to the interim Director role when Rebecca Jones Gaston transitions to the federal administration. Future facing, Child Welfare leadership is collaborating with the Governor's office, ODHS leadership and partners across the state to continue the solid progress on building a stronger child and family well-being system centered around the needs of our children and community.

Key Contact for Child Welfare:

Rebecca Jones Gaston, Director

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Office of Resilience and Emergency Management



Program Overview

The Office of Resilience and Emergency Management (OREM) is responsible for mass care, which includes evacuation support, sheltering, reunification, planning and providing food/water. OREM is structured to prepare, respond to, and recover from emergencies. The field staff, which includes social service emergency liaisons, mass care/shelter specialists and disaster case managers, are led by regional emergency coordinators who support ODHS districts, their clients, and the local jurisdictions within those districts. There are four regional coordinators, including the Tribal emergency coordinator. Coordinators cover the state geographically (north, south and east of the Cascades). OREM's Tribal emergency coordinator works with all the staff above to ensure that the Nine Tribes of Oregon have the resources and support needed. The field staff is supported by an operations section, external affairs section, logistics section, finance section and preparedness section.

OREM's Tribal emergency coordinator is committed to working with Tribal emergency managers and other related Tribal programs through relationship building, planning, response, and recovery. OREM is engaged in the Tribal Emergency Preparedness Coalition which includes Tribal emergency managers, state, and federal partners. The Tribal Emergency Preparedness Coalition meets bi-weekly to discuss any barriers to services, best practices, funding opportunities, training and or support needed. Another form of engagement OREM's Tribal emergency coordinator has used is traveling to meet with Tribal partners in their jurisdictions. The purpose of direct, face-face engagement is to continue building relationships, trust, and partnerships.

2022 engagements between OREM and the Nine Tribes of Oregon:

- Portable air conditioner distribution. Throughout summer 2022, OREM's Tribal emergency coordinator, in coordination with OHA's Tribal liaison, worked with Tribal emergency coordinators, social service directors and Tribal health services staff to send direct allotments of portable air conditioners to any of the Nine Tribes of Oregon who requested them. The A/C units were then distributed to Tribal members with vulnerable conditions during times of excessive heat.
- Cleaner air grant. All Nine Tribes of Oregon were invited to apply for a grant distributed by OREM. There were two options to apply. Option 1, The Nine Tribes of Oregon could apply for a mobile air scrubber, intended to clean the air of hazardous smoke particulates in a sheltering environment. Option 2 allowed The Nine Tribes of Oregon to identify a building they would like to upgrade or install new HVAC equipment in. The purpose of this funding is to help The Nine Tribes of Oregon and counties establish cleaner air centers for community members to access during times of poor air quality. Two of The Nine Tribes of Oregon took advantage of option 2 and eight Tribal Nations have received or requested the mobile air scrubbers.
- Drinking water and communication support. In Spring 2022, OREM provided pallets of drinking water and set up mobile shower systems for The Confederated Tribes of Warm Springs. Additionally, OREM deployed mobile satellite communication

equipment to assist during an extended network outage in Warm Springs. This equipment gave The CTWS an option to get online, provide services and or request additional resources.

Additional water support. Working with ODHS District 9, Columbia River InterTribal Fishing Commission and community partners, OREM provided community drinking water filters at some of the in lieu/ treaty fishing access sites. Currently, three filters are being piloted. If these pilots are successful, OREM will look to expand these efforts where needed. The intent of this effort is to provide safe and healthy drinking water that people feel comfortable consuming, in addition to eliminating single use water bottles along the river.

Upcoming

Mass care sheltering guidance

Mass care sheltering guidance is being developed to be used by external partners. This guidance will include an in-depth template that The Nine Tribes of Oregon and other jurisdictions can use to plan for and operate a shelter and or cooling/warming center. OREM is additionally building mass care response teams which use ODHS staff to increase support to sheltering efforts. MCRTs could be called upon to support The Nine Tribes of Oregon when needed.

Able-Readiness 3

An upcoming exercise with the state of California, The Nine Tribes of Oregon, and counties. The intent of Able Readiness 3 is to exercise agreements with OREM's counterparts in California, provide training to local partners and examine existing agreements and capabilities between jurisdictions. Two The Nine Tribes of Oregon in Oregon are engaged in the planning process of the exercise, one tribe in California is currently engaged.

In summary, throughout 2022, OREM continued building partnerships with The Nine Tribes of Oregon and provided support when needed. Throughout the next year, OREM will continue to look for opportunities to partner with all Nine Tribes of Oregon , internal programs, and the Office of Tribal Affairs. OREM is adopting and implementing the ODHS Tribal Consultation Policy to ensure any agreement, engagement or partnership is discussed at the appropriate level and that The Nine Tribes of Oregon are always addressed in an OREM decision.



Photo: The Office of Resilience and Emergency Management (OREM) delivering air scrubbers to community organizations to help them keep people safe.

Key Contact for the Office of Resilience and Emergency Management:

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Program Overview

Oregon Department of Human Services (ODHS) Self-Sufficiency Programs (SSP) administers an array of programs to Oregon individuals and families experiencing low or no income. These benefits and services are aimed at helping individuals and families move out of poverty into economic stability. SSP's scope of work can be divided into five main categories: food supports, cash assistance, career supports, child care and family stabilization. SSP provides direct services through a network of 16 district offices in every county across Oregon.

Below are updates and highlights from the following programs, with examples of the work from many of SSP's local offices around the state:

- Supplemental Nutrition Assistance Program (SNAP)
 - Pandemic EBT (P-EBT)
 - SNAP-Ed
 - SNAP Employment and Training (SNAP E&T)
- The Emergency Food Assistance Program (TEFAP)
- Local Food Purchasing Agreement with Agricultural Marketing Service
- Temporary Assistance for Needy Families (TANF)
 - Job Opportunity and Basic Skills (JOBS)
- Family Support and Connections (FS&C)
- Employment Related Day Care (ERDC)

- Domestic Violence Programs
 - Temporary Assistance for Domestic Violence Survivors (TA-DVS)
- Refugee Program
- Youth Experiencing Homelessness Program (YEHP)

Statewide Caseloads

SSP is working toward a future where its services and resources are centered around whole-person well-being. This represents a fundamental shift from SSP's previous system-centered approach in which services and resources are primarily shaped by federal programs and funding sources like TANF and SNAP. By moving the person or family to the center of the SSP's work, the division can better address the complexity of needs that must be met if individuals and families are to thrive in our economic and social climate – including stable housing, affordable childcare, and adequate cash resources. Without these basic supports, individuals and families cannot be expected to exit poverty.

SSP also recognizes the structural racism and oppression embedded within our programs and is committed to addressing historic and current harms while working with impacted communities to transform these systems. With this transformation, individuals and families can not only reach stability but also have access to asset-building tools, generational wealth, and equal economic and social mobility opportunities.

SSP has continued to move toward a more seamless model in providing services to individuals and families, collaborating across programs, and partnering with ODHS Child Welfare to share a common vision and knowledge base to better serve families. We hope this report reflects how the work in motion has deepened relationships with the Nine Tribes of Oregon and highlights the division's many opportunities for future growth and learning in this area.

Supplemental Nutrition Assistance Program

Supplemental Nutrition Assistance Program (SNAP), formerly known as Food Stamps, is a national program that offers nutrition assistance to eligible individuals and families experiencing low-income and provides economic benefits to communities. This program is the largest program in the domestic hunger safety net and helps bridge the gap for people who need help meeting their basic nutrition needs.

It should be noted that if an individual participates in a Food Distribution Program on Indian Reservations (FDPIR) they are not eligible for SNAP benefits in the same month they accessed FDPIR, as FDPIR is intended to provide food access options to individuals living on reservations or who are Tribal members and may not have direct or easy access to an ODHS office or grocery store that accepts Electronic Benefits Transfer (EBT) cards to utilize SNAP fully.

SNAP Program Components

- Food benefits
- Employment and training programs to help participants quickly enter the workforce
- Outreach through local community organizations to improve participation
- Nutrition education in every county through classes, demonstrations, and informational materials

Key Contact for SNAP

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Program	Tribal Families		All Families	
	Count of Cases	Count of Individuals	Count of Cases	Count of Individuals
TANF Cash Assistance	891	1,687	26,943	70,539
ERDC	135	214	12,834	22,544
TA-DVS	41	57	4,058	11,074
Medical	11,078	15,627	897,290	1,454,144
SNAP	4,243	6,723	189,751	309,789
SNAP Expedited	4,004	5,637	115,462	194,679

Pandemic EBT

Pandemic EBT (P-EBT) is part of the response to the COVID-19 pandemic and provides food benefits to families with children missing free or reduced-price meals due to school and childcare closures. P-EBT is a program in partnership with ODHS and the Oregon Department of Education (ODE).

Oregon was approved to provide retroactive food benefits to eligible children for the 2021-22 school year and eligible children and students for the summer of 2022.

For the 2021-22 school year, benefits were issued to children in October 2022. Approximately 97,000 Oregon children were issued approximately \$41 million in food benefits.

For summer 2022, Oregon estimates to issue approximately \$170 million in food benefits to 434,000 Oregon students and children. Benefits will be issued in January 2023.

More detailed information can be found on the [ODHS P-EBT website](#).

SNAP-Ed

SNAP-Ed provides education on food safety, nutrition and physical activity for people who are receiving or may be eligible for SNAP benefits. SNAP-Ed also addresses food insecurity, with a focus on improving nutrition to prevent and reduce diet-related chronic disease and obesity among SNAP-eligible individuals. Oregon SNAP-Ed supports this goal by providing evidence-based educational programming, using social marketing, and supporting or implementing policy, systems and environmental changes that affect the food and activity environments where people live, learn, work and play.

These goals overlap with health issues that Tribal communities face. CDC data from 2020 reflects that 31.4 percent of American Indians are overweight, and a further 38.8 percent are obese¹. From 2015 to 2020, obesity rates among Alaska Natives and American Indians increased by 2.8 percent, while the rate of overweight persons decreased by 3.8 percent.

The SNAP-Ed program consists of the state agency (ODHS) who oversees the program and planning and implementing agencies who deliver programming and work directly in communities. In Oregon, there is one implementing agency, Oregon State University Extension Service (OSU ES). Our partners at OSU ES live and work in the communities SNAP-Ed serves, which include communities of the Nine Tribes of Oregon.

SNAP-Ed foundational program design is the same no matter the population or community. For all customers, the focus is on nutritional and physical health and well-being using evidence-based curricula. With that said, populations can have different specific health, dietary and cultural needs. While developing new recipes, SNAP-Ed works with Tribal members to identify traditional foods that can be incorporated. The program strives to strike a balance between culturally available foods and commercially available foods. It is important that our recipe development remains respectful of the cultural significance of ingredients which the Nine Tribes of Oregon and Tribal members might not want shared with a broader audience. Because SNAP-Ed works with all nine Tribes, the program is better able to meet the needs of the local population, rather than a “one-size-fits-all” approach.

¹ https://ftp.cdc.gov/pub/Health_Statistics/NCHS/NHIS/SHS/2018_SHS_Table_A-15.pdf

In designing curriculum for Tribal communities, SNAP-Ed seeks direct input from the community. In a previous SNAP-Ed three-year plan cycle, Oregon established several culturally focused workgroups which included the creation of the Indigenous Peoples Workgroup. This workgroup is co-lead by SNAP-Ed staff who are also Tribal descendants. Additionally, SNAP-Ed staff have contacts at each of the nine Tribes.

Tribal Members Served by SNAP-Ed

In federal fiscal year 2022 (October 2021 -September 2022) Oregon SNAP-Ed worked directly with nearly 900 individuals who identify as American Indian or Alaska Native.

SNAP-Ed Funding

The SNAP-Ed program does not directly provide funding to tribes, but rather works to collaborate on projects and share resources. SNAP-Ed is federally funded, and ODHS contracts directly with OSU ES for SNAP-Ed delivery. Additional funding comes in grants and donations, such as the \$15,000 Healthy Outreach Grant received from the Moore Family Center. In 2022, SNAP-Ed received a \$95,000 grant from the Oregon Community Foundation, which was used to purchase materials for food preservation and gardens in Warm Springs. In Portland, SNAP-Ed worked with Oregon Department of Agriculture to secure a farm-to-school grant that focused on urban Indigenous programs.

SNAP-Ed Outreach and Engagement with the Nine Tribes of Oregon

Oregon SNAP-Ed has been included in several coalitions across Oregon, working with Tribal communities in their counties. SNAP-Ed also has an office located on reservation lands of the Confederated

Tribes of Warm Springs. In the Portland metro area, SNAP-Ed continues to work with organizations representing tribes from all parts of Oregon. These partners – Native American Agricultural Fund, Columbia River InterTribal Fishing Commission, Native American Youth and Family Center and others – are the key to providing effective nutrition education to Tribal communities.

In May of 2022, SNAP-Ed co-presented a statewide live cooking event, hosted by Chef Nephi Craig, founder of the Native American Culinary Association. SNAP-Ed's Indigenous Peoples Workgroup made a concerted effort to deliver 500 one-pound bags of quinoa and harissa spice to participating families. In addition to Tribal members in Oregon, the event had participants from Washington, California and Washington, D.C. In addition to learning new recipes, participants had an opportunity to connect with each other, with one participant stating that “being able to gather with my people around the state during the pandemic... [helped me] feel not so alone.”

SNAP-Ed Committee Participation and Tribal Representatives

The SNAP-Ed Indigenous Peoples Workgroup meets monthly and includes participation from members of multiple Tribes. Additionally, the Portland-area SNAP-Ed Tribal liaison participates in regular meetings with various Tribal organizations, such as the Northwest Portland Area Indian Health Board and Wombyn's Wellness. Each SNAP-Ed county unit also has a direct contact within any Tribes in that county.

Key Contacts for SNAP-Ed

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SNAP Employment & Training

Oregon offers SNAP Employment and Training (E&T) activities for SNAP participants in every area of the state. Oregon has two voluntary SNAP E&T programs:

- SNAP Training and Employment Program (STEP), nationally called the SNAP 50/50 program
- Able-bodied Adults Without Dependents (ABAWD) program

Oregon Employment Department (OED) offers STEP in all 37 Work Source offices around the state and all 17 community colleges offer STEP services under the Community College Consortium. The statewide expansion of STEP has provided an increased number of participants with robust components and opportunities, including education, vocational training, work experience, job search training and support services.

Currently, Oregon is working under the Public Health Emergency (PHE) and its waiving of the SNAP time limits for individuals with an ABAWD status.

Oregon continues to serve all E&T participants through the STEP Program.

FFY23 Oregon STEP Provider Network

Number of Providers	Organization
29	Prime STEP Providers ²
11	WorkSystems, Inc. Subcontractors
16	Community College Subcontractors
1	Human Solutions Subcontractor
1	Clackamas Workforce Partnership Subcontractor
37	OED WorkSource Centers
95	STEP sites offering SNAP E&T services
Total SNAP E&T Budget: \$63,375,819.01	

STEP supports Tribal communities by providing access to anyone receiving SNAP in the district. While STEP does not have any formal agreements with the Tribes, the program has met with Tribal Affairs and continues to develop communications plans. The federal government offers a 75 percent reimbursement rate to Tribal STEP providers, compared to the 50 percent offered to non-Tribal providers.

The Emergency Food Assistance Program

The Emergency Food Assistance Program (TEFAP) is a federal program intended to provide lower-income households with food for household consumption and congregate meal use at no cost. Anyone who meets the income guidelines (monthly income at or below 300 percent FPL) qualifies for TEFAP and can access a pantry or congregate feeding site that distributes emergency food anywhere in the state.

² A Prime STEP Provider is one that has its own contract and is not a sub-contractor of another contractor.

Under TEFAP, the U.S. Department of Agriculture (USDA) makes USDA Commodities available to State Distributing Agencies. ODHS provides oversight for the administration of TEFAP in Oregon. All USDA commodities and 100 percent of the administrative funding for the program is passed through to the Oregon Food Bank (OFB) as the sub-grantee. OFB works with a cooperative statewide network of regional food banks, partner agencies, and programs as the sub-contracts who distribute food to eligible individuals and families. In addition, OFB delivers programming to address the root causes of hunger through public policy, outreach, and education.

TEFAP Reach and Resiliency Grant

ODHS applied for and received a grant to expand TEFAP into remote, rural and Tribal communities. Awarded funding from USDA's Reach and Resiliency grant (period of performance from June 2022 through June 2024) will support ODHS in partnership with OFB's Network of Regional Food Banks (RFBs) throughout the state. These specific Regional Food Banks will include:

- Columbia Gorge Food Bank (CGFB) serving Wasco, Hood River and Sherman counties
- Oregon Food Bank Southeast Services serving Malheur and Harney counties
- NeighborImpact serving the rural communities of Crook, Deschutes and Jefferson counties, as well as the Confederated Tribes of Warm Springs
- Community Connection of Northeast Oregon Inc. (CCNO) in LaGrande serving Baker, Grant, Union and Wallowa counties
- Josephine County Food Bank (JCFB) in Grants Pass

Grant activities include:

- Adding and expanding partnerships (focusing on Tribal, Indigenous, immigrant and refugee, and migrant farmworker communities) in the Southeast Oregon and Columbia Gorge Food Bank distribution areas
- Purchasing equipment to expand NeighborImpact's warehouse capacity
- Supporting CCNO with necessary warehouse upgrades and completing the purchase of a refrigerated truck
- Supporting the implementation of Link2Feed database systems at JCFB as well as supporting a Network Coordinator position that will be directly responsible for the expansion of service areas and distribution sites across rural Josephine County.

All the activities outlined in this proposal will increase the staffing and warehouse capacity necessary for these Regional Food Banks to successfully expand TEFAP's reach in remote, rural, Tribal and low-income communities in Oregon

Key Contacts for TEFAP

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Local Food Purchasing Agreement with Agricultural Marketing Service

ODHS is partnering with subgrantee OFB to implement the Oregon Producers Feeding Oregon Communities project through a local food purchasing agreement (LFPA) with the Agricultural Marketing Service (AMS). Through this program ODHS and OFB will increase access to food systems and improve supply chain resiliency by building partnerships with local and regional producers, socially disadvantaged farmers and producers, and underserved communities across Oregon. The program will work to strengthen the regional food system by establishing purchasing agreements with disadvantaged and local farm enterprises, as well as lay out pathways for alternative distribution channels to combat hunger. This project will also work to mitigate harm from historical policies rooted in racism and oppression affecting Black, Indigenous and People of Color communities' access to land and healthy food.

Along with OFB, key partners on the project include the Oregon Department of Agriculture, the Oregon Community Food Systems Network, Oregon State University Small Farms program, and Columbia River Inter Tribal Fish Commission (CRITFC). ODHS will collaborate with CRITFC on opportunities to source fish and other First Foods from native fishers and Tribal members in meal programs that reach underserved communities in Oregon. ODHS will also meet with CRITFC partners for the duration of the project to determine supply chain needs and how the producers funded through the state program can access Tribal market channels.

Key Contact for LFPA

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Temporary Assistance for Needy Families

Temporary Assistance for Needy Families (TANF) is a federally funded cash assistance and employment program. The purpose of TANF is to help families with children living in poverty pay for basic needs such as shelter, utilities and daily necessities. This program also provides services to help participants find and maintain employment through the Job Opportunity and Basic Skills (JOBS) program. In addition, the TANF program offers assistance with applying for Supplemental Security Income (SSI) and grants to escape domestic violence to help families stabilize their lives, find and sustain employment and end their need for assistance.

Eligibility and income requirements must be met to receive TANF services. Applicants must generally have an income below 34 percent of the Federal Poverty Level (FPL) to qualify. A family of three qualifies for up to \$506 per month in cash assistance approximately 28 percent of FPL.

The Confederated Tribes of Siletz Indians (CTSI) and The Klamath Tribes operate their own Tribal TANF programs within Oregon. These programs are funded by the U.S. Department of Health and Human Services (DHHS). Program administration for these programs use Tribal processes and methodology for tracking data on program participants. Oregon's TANF program has been working closely with both The Klamath Tribes and the CTSI TANF programs on service improvements.

Key Contacts for TANF

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(971) 301-1737

Job Opportunities and Basic Skills

The Job Opportunity and Basic Skills (JOBS) program for TANF participants offers an array of services that work to build a strong foundation for participants. JOBS services align with the Family Assessment tool, in which participants identify their strengths and areas in need of support as they work to develop an individual plan toward supporting themselves.

These services are designed to help participants build employment-related skills, stabilize families, and look for work while meeting participants where they are at in their lives.

Oregon has been expanding to create a continuum of services so that as families transition off TANF, there are continued resources and wraparound services

available through the SNAP STEP program as well as community providers and resources.

The JOBS program provides participants who are engaged in employment and training activities with support services such as paying for childcare, meeting transportation needs, providing books and supplies, and many other support services that are needed for the participant to be successful in their plan. These supports are available to those who are engaged in the JOBS program as well as those transitioning off TANF who continue to work with our contracted providers.

Tribal Members Served by JOBS

Over the last few biennia, the JOBS program has shifted the way staff work with families. It is no longer the goal to get a participant any job, rather, it is about ensuring that the whole family has stability, and that needs and barriers are being addressed. The goal is to work alongside of families and support them as they work towards their interests and employment goals, including living wage jobs with opportunity for career advancement. The table above gives an overview of where the focus lies within our program with examples of some of the activities that families have access to.

The JOBS program is offered to eligible families and adults who receive TANF cash assistance. For any Tribal family or individual receiving TANF, these are the types of services available to them.

Well-Being	Family Stability	Job Readiness & Employment	Education & Training
<ul style="list-style-type: none"> • Child Activities • Stabilized Living • Life Skills 	<ul style="list-style-type: none"> • Drug/Alcohol Services • Medical Related Services • Mental Health Services • Rehabilitation Services 	<ul style="list-style-type: none"> • Job Search Support • On the Job Training • Jobs Plus (subsidized employment) • Supported Work • Work Experience (unsubsidized employment) 	<ul style="list-style-type: none"> • GED/High School Diploma • English as a Second Language • Adult Basic Education • Jobs Skills Training • Self-Initiated Training • Vocational Training

Family Support and Connections

The Family Support and Connections (FS&C) program supports community-based services intended to prevent the need for future Child Welfare involvement and to assist clients in moving towards holistic family stabilization using a comprehensive array of life skills, parent training and support services.

FS&C Program Funding and Delivery

The foundational purpose for FS&C is set by the Community-Based Child Abuse Prevention Program (CBCAP). CBCAP, a component of the Child Abuse Prevention and Treatment Act (CAPTA), is a nationwide program funded by the Children's Bureau (CB) within the federal Administration for Children and Families, of the Department of Health and Human Services. Tribal and Migrant grant funding reserves one percent of the available Title II funding for Tribes, Tribal organizations, and migrant programs. The goal of the programs and activities supported by these funds is to prevent child abuse and neglect within Tribal and migrant populations. Oregon is not a grantee of this funding.

FS&C funding utilizes a combination of CBCAP, TANF Maintenance of Efforts (MOE), and General Funds. Funding is not dedicated for Tribal members, though is available for Tribal members meeting eligibility requirements.

FS&C is available statewide in each of Oregon's 36 counties. SSP has organized these counties into 16 regional districts with an FS&C contracted community-based provider in each district. FS&C primarily serves families receiving Temporary Assistance for Needy Families (TANF) with indicators of risk for child abuse or neglect.

FS&C services offer a research-based approach

focusing on family's strengths and promoting protective factors that are essential in minimizing the likelihood of child exposure to maltreatment and neglect. Services include home visiting, strength and needs based family assessments, connections to needed community services and resources, advocacy, individualized interventions, concrete emergency services, and joint outcome-based case planning.

The FS&C and Prevention Coordinator works directly with Tribal prevention coordinators and attends the Tribal Quarterly Prevention meeting and has requested to participate in the ICWA advisory. FS&C does not yet have any formal agreements with Oregon Tribes.

Key Contact for FS&C

Tina Gorin
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(503) 305-0154

Employment Related Day Care

Employment Related Day Care (ERDC) helps eligible families experiencing low income pay for quality child care, including registration fees, thereby providing them the same opportunity to access reliable, quality child care as families with higher incomes. ERDC also contributes to the school readiness of children and supports children with special needs, as well as offering resources to support providers who come from diverse cultural backgrounds.

ERDC provides subsidized child care for low-income families who are working or attending school so that they may gain or maintain employment and work toward supporting themselves. The program's subsidy helps pay for child care services by an ODHS-approved provider. Providers could include a child care center or a registered or certified family child care home. Providers may also be a friend or relative. Each family eligible for child care assistance may be required to pay

their provider a portion of the child care cost, called the copayment, based on the family's size and income. The family must also pay for child care costs above the ODHS maximum rate, which varies depending upon age of the child, geographic location, and type of provider.

Child care providers are required to meet a set of health and safety standards, provider requirements, and pass required background and fingerprint checks before they can become ODHS providers and receive payment. In recognition that Tribally licensed child care facilities meet the same health and safety standards, ODHS ensures the same payment rates as facilities licensed through the Oregon Department of Education's Office of Child Care.

Direct services are accessible through statewide local offices. Oregonians do not need to come to an ODHS office to apply. ODHS can mail applications and call to set up interviews. Services can also be accessed by applying online through the ONE Eligibility system.

The ODHS Child Care Policy team, along with the Early Learning Division (ELD), participates in Oregon and Tribal Child Care Development Fund (CCDF) Administrators Gatherings. The Child Care Policy team has a designated analyst to act as a child care Tribal point of contact for ODHS staff and Tribes. ODHS management continues to have a goal of developing a list of local Tribal contacts to support the Nine Tribes of Oregon. This will be utilized for collaboration, to share ERDC program outreach materials and offer child care policy contacts for Tribes to access as needed.

Upcoming Changes to ERDC

The Oregon Legislature passed HB 3073 in 2021, which included the establishment of the new early learning agency, named the Department of Early Learning and Care (DELIC). The bill calls for DELIC to be established by July 1, 2023. It also directs movement of the ERDC

program, currently housed in ODHS, to DELC by July 1, 2023. ODHS and DELC are working collaboratively on ERDC program delivery and changes through the transition. Effective January 1, 2023, ODHS will implement policy changes to extend eligibility to allow more families to utilize childcare services.

Key Contact for ERDC

Kirstin Sands

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(503)756-3977

Domestic Violence Programs

SSP has multiple survivor-centered domestic violence programs. These programs focus on increasing safety for survivors and their families, while decreasing the risk of returning to an unsafe situation. These programs include:

- Temporary Assistance for Domestic Violence Survivors (TA-DVS)
- Co-Located Domestic Violence (DV) Advocates Program
- Survivor Investment Partnership (SIP)

Temporary Assistance for Domestic Violence Survivors

The TA-DVS program is a TANF-funded program intended to provide temporary financial assistance and support to families affected by domestic violence during crisis or emergent situations. This program is used to help the family address their safety concerns and stabilize their living situation, reducing the likelihood of a survivor having to return to an abuser. The most common need for TA-DVS is when a domestic violence survivor is fleeing their abuser. The grant helps with up to \$1,200 over a 90-day eligibility period, and payments are dependent on the survivor's specific safety needs.

Co-located Domestic Violence Advocates Program

ODHS' supports for domestic and sexual violence survivors are enhanced by contracts that allow the agency to partner with local domestic violence sexual assault (DVSA) agencies to provide confidential advocacy services in all SSP and Child Welfare offices. The advocacy services are available through co-location of advocates in ODHS offices and provide enhanced and confidential supports and safety planning to survivors working with ODHS.

Survivor Investment Partnership

SIP is a new program in development with the Nine Tribes of Oregon and DVSA agencies across the state in alignment with the Governor's Vision for 2021-2023 to enhance culturally responsive domestic violence services across Oregon with a focus on underserved populations, including The Nine Tribes of Oregon and culturally specific populations. SIP recognizes that Tribes and culturally specific organizations know their communities best and survivors know their situation best.

SIP was allocated a \$10 million investment in the 2021 legislative session that increases accessibility and meaningful financial supports for survivors while centering autonomy and resources for providers. Through collaboration and with a focus on equity, these funds will assist with capacity building for the Nine Tribes of Oregon and culturally specific providers and provide increased funding to co-located advocacy agencies. The funding will be provided directly to the Tribes and DVSA organizations to support individuals they are working with to meet their specific safety needs. SIP will allow flexibility for providers to offer resources to survivors to meet their needs in whatever ways they see fit, thus removing barriers to accessing services.

Key Contact for TA-DVS

Kirstin Sands

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(503) 756-3977

Refugee Program

The Refugee Program assists refugees, individuals with qualifying immigration statuses and victims of human trafficking. The program is primarily funded by the federal Office of Refugee Resettlement (ORR) with TANF funds being used for TANF eligible refugees. General funds were authorized during the present biennium. The program partners with local Refugee Resettlement Agencies (RRAs), the Refugee Immigrant Community Organization (IRCO), and other community partners to provide services. Statewide coordination to services and resources is provided by the program staff.

Cash and medical assistance are provided to eligible single and childless couples that are in their first twelve months of arrival in the U.S. or from the date in which an eligible immigration status is granted. Refugees that arrive in the U.S. with dependent children receive TANF. Additional services are acculturation, case management, employment services, school impact, youth mentoring, and senior services. These additional services are available to refugees within 60 months of their U.S. arrival date.

Key Contact

Annette Palmer

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(503) 945-6110

Youth Experiencing Homelessness Program (YEHP)

ODHS is responsible for coordinating statewide planning for delivery of services to runaway and homeless youth and their families. The Youth Experiencing Homelessness Program (YEHP) – formerly the Runaway and Homeless Youth (RHY) program – provides youth experiencing homelessness with service and housing supports through grant agreements with youth-serving organizations.

In January 2022 the program name changed from Runaway and Homeless Youth Program (RHY) to Youth Experiencing Homelessness Program (YEHP) to better align with person-centered terminology with respect to youth experiencing homelessness. The name change was requested by the program’s advisory committee established under ORS 417.799 which consists of leaders from state and local government agencies and nonprofit organizations in communities across the state.

The program recommends policies that integrate a system of services and support into the state’s continuum of care for children and youth through 24 years of age who continue to be or who become homeless. The program also coordinates the collection of data, provision of technical assistance to communities for assessing the needs of runaway and homeless youth, identification and promotion of the best practices for service delivery and recommends long term goals to identify and address the underlying causes of homelessness of youth.

Tribal youth have more than double the risk of homelessness as other youth. Due to limitations surrounding funding, both in terms of a small biennium budget and legislative limitations on what programs can access new funding, there has been minimal opportunities for the Nine Tribes of Oregon to access

funding and support outside of local partnerships. Most of the housing and support services for youth experiencing homelessness have historically and presently come from non-YEHP funding (for example, federal, county and city funding).

YEHP Program Delivery

The Youth Experiencing Homelessness Advisory Committee (YEAC) advises ODHS with respect to policies and procedures to coordinate statewide planning for delivery of services to runaway and homeless youth and their families. Most of the funding is delivered to local public agencies or private nonprofit agencies that, under grant agreements, undertake the responsibility of assisting youth experiencing homelessness by enabling the provision of housing, services and support, as well as connecting youth to other pertinent public and private service provider agencies.

Tribal Members Served by YEHP

Since 2014, the Native American Youth Association (NAYA) has been a YEHP grantee, receiving \$50,000 a year. NAYA provides job development skills, mentoring and, most recently, culturally specific LGBTQIA2S+ youth case management. While NAYA serves many more youth within their programming, their YEHP grant has historically served around 50 youth per year for grant-specific services.

NAYA also received a grant from YEHP to act as the youth-serving agency leading support for YEHP’s Direct Cash Transfer Plus pilot. This pilot will eventually provide up to 50 Tribal young people experiencing homelessness with \$1,000 per month to navigate their experience of homelessness and become more stably housed. NAYA will provide optional services surrounding housing assistance, financial readiness and case management to enrolled youth.

YEHP Outreach and Engagement with the Nine Tribes of Oregon

Within local YEHP programming, there is increased engagement with Tribal Partners and YEHP grantee organizations. For example, the Mid-Willamette Valley Housing Alliance – and one of their youth-specific partners (and YEHP Program grant recipient) Mid-Willamette Valley Community Action Agency – received a federal grant for Marion and Polk County that includes representation from the Confederated Tribes of Grand Ronde. Other examples include recent grantees making plans to enhance connection to Tribal partners (grantees in Lincoln County, Klamath County, Clackamas County and Coos County – as examples).

The Youth Experiencing Homelessness Advisory Committee (YEHAC) once again has a Tribal representative.

Key Contact for YEHP

Matthew Rasmussen

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(503) 602-1087

Tribal Agreements

SNAP-Ed

SNAP-Ed Unit	Tribe Name	Agreement
SNAP-Ed Warm Springs Unit	Confederated Tribes of Warm Springs	OSU SNAP-Ed MOU
SNAP-Ed Lincoln County	Confederated Tribes of Siletz Indians of Oregon in Lincoln County	OSU SNAP-Ed MOU
SNAP-Ed Klamath County	The Klamath Tribes (Klamath, Modoc, Yahooskin)	OSU SNAP-Ed MOU
SNAP-Ed Coos County	Coquille Indian Tribe in Coos County	OSU SNAP-Ed MOU
SNAP-Ed Marion-Polk Counties	Confederated Tribes of Grand Ronde	OSU SNAP-Ed MOU
SNAP-Ed Urban Indigenous Unit	Multnomah County has designated services associated with the Confederated Tribes of Grande Ronde and the Confederated Tribes of Siletz Indians as well as many other Pacific Northwest Tribes. Urban Collaboratives have Tribal liaisons for all Nine Tribes of Oregon.	OSU SNAP-Ed MOU

Temporary Assistance for Needy Families

As stated previously, the Confederated Tribes of Siletz Indians and The Klamath Tribes operate their own Tribal TANF programs within Oregon.

ODHS has agreements with the Confederated Tribes of Siletz Indians and The Klamath Tribes to provide quarterly disbursements to each Tribe for the purpose of financially assisting the Tribe in the operation of their Tribal TANF program. Per the agreements with these two Tribes, ODHS also provides additional services to members receiving Tribal TANF assistance. The additional services include employment and training, work experience and family supports. The Tribes submit quarterly invoices for the additional services that are then paid with state funds. Both the quarterly disbursements and the invoiced amounts are counted toward Oregon's TANF maintenance of effort requirement. Included in the agreements with the Tribes is a requirement for the Tribes to submit data related to the number of individuals served through the agreements.

- The Klamath Tribes: Receive quarterly disbursements each year of no more than \$205,256. The maximum not-to-exceed amount, including both quarterly disbursements and invoiced amounts, is \$455,813 per year.
- Confederated Tribes of Siletz Indians: Receive quarterly disbursements each year of no more than \$244,752. The maximum not-to-exceed amount, including both quarterly disbursements and invoiced amounts, is \$489,054 per year.
- The Tolowa Dee-ni' Nation also operates a TANF program in Oregon but there is no formal agreement or funding exchanged between the Tribe and Oregon DHS.

Youth Experiencing Homelessness Program

Since 2014, the Native American Youth Association (NAYA) has been a grantee of YEHP, providing job development skills, mentoring, and, most recently, culturally specific 2SLGBTQIA+ youth case management. This grant continues through June 2023, allowing for American Indian and Alaska Native youth experiencing homelessness or housing instability to receive culturally specific youth services.

2021 Challenges, Lessons Learned, and Opportunities

SNAP-Ed

Oregon SNAP-Ed has created many strong partnerships over the last several years, and 2021-22 was no exception. While somewhat hampered by public health restrictions, 2022 was very productive in terms of strengthening connections.

The co-leaders of the SNAP-Ed Indigenous People's Workgroup assist county educators with communication and understanding around how to build connections with multiple Tribal communities. SNAP-Ed county educators then work with each of their Tribal partners to create educational materials that are specific to the cultures and traditions of each individual tribe. Oregon SNAP-Ed asks participants, "What do you want from this class, presentation or curriculum?" and "What are the needs of this specific community?" In Warm Springs, there was significant focus on reducing sugar intake; while reducing sugar is part of most nutrition education curricula, prevalence of diabetes amongst Tribal communities is high and was a self-identified area of concern for those participants.

The Culture and Heritage Department of Warm Springs reached out to SNAP-Ed to provide training for early childhood educators. As part of the ask, SNAP-Ed developed and utilized materials that included culturally appropriate foods and resources. The “Plan, Shop, Save, Cook” curriculum was used and adapted for Warm Springs. This curriculum takes participants to stores in their own community; Educators help participants through the shopping process and assist them in finding ways to save money and shop healthy, based on their own family’s needs. In 2022, SNAP-Ed provided a specific curriculum, “Tribal Health & Family Services Diabetes Program” for The Klamath Tribes community. A total of 45 participants took part in the hybrid online/in-person class sessions.

Temporary Assistance for Needy Families

Collaboration with The Klamath Tribes has focused on a shift to allow family choice for Tribal members applying for TANF. Prior to March 2022, policy was to deny state TANF when a family may be eligible for TANF through The Klamath Tribes. The Klamath Tribes requested a change to this policy to allow low-income members of The Klamath Tribes to choose whether to apply for Tribal TANF or TANF through the state. ODHS collaborated with the Tribe to make this policy change. To further support this change, the state partnered with The Klamath Tribes to offer information on the Tribe’s TANF program to a family who may be eligible, allowing the family to make an informed decision regarding which TANF program best fits their needs. As an example of this work, District 11 continues to work with The Klamath Tribes to support the new manager of their Tribal TANF and has begun to collaborate with the Tribal TANF program to better align services between Tribal TANF and ODHS TANF and help families understand the difference.

Collaboration with the Confederated Tribes of Siletz Indians (CTSI) has focused on an expansion of the population eligible for CTSI TANF. The CTSI TANF program currently serves enrolled members of the Tribe. The Confederated Tribes of Siletz Indians are expanding this population to serve members of any federally recognized Tribe. To support this change, the Tribe and ODHS are partnering on policy updates, notifying potentially eligible families, making referrals to the Tribe and exploring the possibility of ODHS liaisons to serve as points of contact in branches that serve the Tribe’s 11-county service area. Partnering on these points will help ensure services to families are seamless and that families have timely access to benefits whether through the Tribe or through the state.

Job Opportunities and Basic Skills

Along the Columbia Gorge as well as in Klamath Falls, there is an intentional effort to build on relationships with the Tribal communities, regardless of if they have Tribal TANF, to ensure they know what the program can offer, they have access to the program, and their needs are being considered so the program works for them. This has been a collaborative effort to ensure the program incorporates the culturally specific needs of Tribal communities

While these are very concrete examples of two areas that are leading in their work with the Tribal communities, there is also a larger effort taking place to look at the population in each district across the state and ensure services are meeting the needs of Black, The Nine Tribes of Oregon and People of Color communities, families and individuals.

Family Support & Connections

ODHS SSP was approved to expand FS&C services with the transfer of TANF funds. This includes:

- Increasing the number of families that can be served through FS&C
- Providing access to FS&C services for families living in low-income households
- Expanding intentional FS&C program adjustments that provide culturally responsive services in all parts of the state
- Providing compensation to support the infusion of parent voice and engagement in programming

This investment includes a Tribal set aside and efforts are underway to engage with the Office of Tribal Affairs on how this expansion can better serve Tribal members.

In Federal Fiscal Year 2021, a cultural tracker was implemented for FS&C providers to identify demographic information for families served. This tracker has continued, and efforts are underway to further develop data collection efforts to better understand the percent of Tribal families served by FS&C and inform outreach needed.

District Offices

Ongoing Collaborations

District 2 (Multnomah County)

District 2 holds monthly meetings with community partners, such as NAYA, NARA, and Wolf Pack to coordinate services for families. The district's Community Partnership Coordinator is attempting to reestablish a connection with the Confederated Tribes of Siletz Indians. The Child Welfare Program Manager and the SSP Program Manager meet with

[Safe Families for Children](#) and the [Future Generation Collaborative](#) about prevention work and community collaboration.

District 3 (Yamhill, Polk and Marion Counties)

SSP eligibility staff and family coaches are out stationed at the Confederated Tribes of Grand Ronde location four days each month. These staff participate in Tribal all-staff meetings as well as provide services to the community onsite.

District 4 (Benton, Lincoln and Linn Counties)

SSP staff in Newport collaborated with the Confederated Tribes of Siletz Indians to implement visits to their respective all-staff meetings to present on programs, services and changes. The Confederated Tribes of Siletz Indians are a member of the Coastal Equity and Inclusion committee, including a Tribal sub-committee.

District 9 (Hood River, Wasco, Sherman, Gilliam and Wheeler Counties)

During 2022, District 9 partnered with multiple community partners including representatives of the Columbia River Inter-Tribal Fish Commission (CRITFC) as well as representatives from multiple Tribes who have traditionally lived in the Columbia River Gorge in both Oregon and Washington. This partnership has been identified as the Gorge Native American Collaboration (GNAC). The GNAC began meeting virtually shortly after the beginning of the COVID-19 pandemic in March 2020 and has continued weekly, every Tuesday afternoon since. During these conversations, staff learn about cultural events, services and supports that have been requested by Tribal communities living along the Columbia River. Similarly, requests for assistance or outreach also come from Tribal members or representatives.

ODHS staff in District 9 and Tribal representatives have delivered food boxes to Tribal families at least twice a month since mid-2020. Similarly, ODHS staff, community-based organizations and CRITFC have participated in multiple COVID-19 outreach events over the last 2.5 years including vaccination and testing events at local In-lieu and Treaty Fishing Access sites in the Columbia River Gorge. District 9 has also participated in health fair events at multiple locations including Celilo Village and Cascade Locks.

District 10 (Jefferson, Deschutes, and Crook Counties)

District 10's SSP office on the Confederated Tribes of Warm Springs Reservation continues to provide services to local families. District 10's leadership team and Community Resource Team have been partnering with the Confederated Tribes of Warm Springs to share additional resources. This has included donating 250 new backpacks for the Warm Springs back-to-school supply event. The SSP resource area is stocked and available to all clients, and includes diapers and wipes, pack-n-plays, car seats, diapers, wipes, parent/child engagement kits, bottles, newborn bags filled with clothing hygiene items, birthday party bags, and backpacks filled with coloring books and crayons.

Additionally, the District 10 Community Partnership Team also written grants including services to Warm Springs as part of their requests. The team has been awarded \$9,000 in grants in 2022. District 10 is also continuing planning efforts for a new building which will include an on-site Virtual Eligibility Center to increase job opportunities on the Warm Springs Reservation.

District 11 (Klamath County)

District 11 has offered to process all applications that are Tribal TANF-eligible locally through The Klamath Tribes to provide fast and culturally sensitive service. They provide a space for the Klamath Tribal Family

Coach to be housed in their office to provide service to the families that live in Klamath Falls, making it easier for the Tribal families to apply and spend less time traveling to Chiloquin to apply or meet with the Tribal family coach.

District 11 continues to staff weekly all Tribal families who may be struggling and need extra assistance. SSP staff complete a home visit on every family the Tribe may be concerned about regardless of their ODHS benefits. The district works daily to inform The Klamath Tribes of all available positions at SSP including temporary positions.

The Confederated Tribes of the Umatilla Indian Reservation collaborated with District 12 (Morrow and Umatilla Counties) for the district's Equity and Inclusion Summit. The Tribe additional participates in the district's advisory committee and has been invited to join the equity and inclusion committee. Staff in District 12 have worked with Tribe to gain access to the ONE eligibility system; Training will be provided to Tribal staff on how to access ONE for information. The district is also collaboratively working with the Tribe to create a Community Resource Network for Umatilla and Morrow Counties.

Indian Child Welfare Act (ICWA) Collaborations

This year, many districts included SSP staff in addition to Child Welfare staff when attending ICWA quarterly events, luncheons and the yearly ICWA conference. This participation is informative to staff as they learn the unique cultural customs of the local Tribes and work to make services more culturally appropriate to better address the needs of Tribal members.

District 5 (Lane County)

SSP staff in District 5 have participated in Child Welfare's local ICWA meetings where they continue

to identify ways to serve families together. District 5 has a social worker from the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians on the D5 Advisory and Community Alignment Meeting who has extended parenting class invites to both SSP and Child Welfare.

District 6 (Douglas County)

District 6 has regular interaction with the Cow Creek Band of Umpqua Tribe of Indians – more so with the Child Welfare Program than the SSP – but has been successful in including SSP more meaningfully. D6 staff have monthly meetings with the Tribe’s social service director and both Child Welfare and SSP program managers.

District 8 (Josephine and Jackson Counties)

District 8 allotted slots for SSP employees to attend this year’s ICWA conference. Two members of management were able to attend the in-person event to engage in community building, learning, and sharing in cultural activities. The presenters gave an overview of the local SSP services as well as the holistic approach to services that included family mapping, home visiting, elder advisory groups, youth leadership and workforce development.

District 14 SSP and Child Welfare staff meet monthly with Tribal representatives from the Burns Paiute Tribe to discuss community relationships, resources and needs of families and neighbors living in the area. The family coach in Burns and Child Welfare staff meet monthly with the Local Indian Child Welfare Advisory Committee (LICWAC). The family coach conducts all the application processes needed for Tribal neighbors to gain access to the General Assistance and Commodities programs.

District 15 held regular meetings and luncheons across 2022 with SSP and Child Welfare staff, Tribal leadership, staff, and members from The Klamath

Tribes and the Confederated Tribes of Grand Ronde. The district will kick off its management meetings in 2023 with a visit from Alaska’s statewide ICWA coordinator to share information and learn from other states.

District 16 (Washington County)

District 16 does not have a Tribe within its geographic area; however, the district continues to work with Tribes across county lines, specifically supporting families involved in multiple systems. Child Welfare engages with Tribal families to promote proficiency in the ORICWA law and works closely with SSP to ensure family engagement and prevention services are offered to support in-home plans. Cases are identified early on by Child Welfare to ensure SSP is engaged as early as possible in the case.

New Opportunities and Room for Growth

Last year, **District 5** planned to connect with the Coquille Indian Tribe, arranging a staff visit to the Ko-Kwell Wellness Center. However, social service staff changed, and it was suggested to hold off on the visit until a new person was onboarded. District 5 looks forward to reconnecting with the Tribe in 2023.

District 7 (Coos and Curry Counties) reports that staff have an ongoing check-in meeting with the Coquille Indian Tribe and continues to maintain co-locations in Gold Beach and North Bend with Tolowa Dee-Ni’ Nation at ODHS sites.

District 8 serves Jackson and Josephine Counties where there is no direct Tribal partner. However, there have been efforts this year to stay connected to Tribal communities in the region to both increased awareness and build capacity for further partnership. D8 has hosted the Tolowa Dee-Ni’ Nation’s Outreach and Resource Van to operate from the SSP parking

area in both Cave Junction and Grants Pass as needed. This partnership serves Tribal members from all nations by having onsite access to Tolowa Dee-Ni' outreach specialists who provide information and services. SSP staff were also able to support their efforts by posting promotional materials, distributing information about men's and women's healing circle events, and posting domestic violence flyers.

In addition to attending the ICWA Conference, this is a small step toward building partnership and trust between SSP and Tribal partners in the region. D8's goal is to build from these accomplishments as they work toward increasing partnership opportunities in the next year.

District 11 is planning to connect with the Tribal elders from The Klamath Tribes and local ODHS Aging and People with Disabilities staff to build additional relationships that will support Tribal communities in 2023.

District 13 (Wallowa, Union, and Baker Counties) has no active Tribal presence in its three counties but is always looking for opportunities to partner. This year, a collaboration was initiated with both ODHS in District 12 and the Confederated Tribes of the Umatilla Indian Reservation. In D13, the Eastern Oregon Community Resource Network (EOCRN) supports the needs of residents and families when they can't be met in other ways. The EOCRN has a diverse membership of partners and community members who can make requests of the larger group for meeting the needs of individuals and families. It also provides the opportunity for SSP to share resources locally. This has been collaborative work with ODHS Self Sufficiency and Child Welfare in District 12, along with the Tribal leadership.

Program Summary

This calendar year brought many changes to SSP. Dan Haun stepped down as SSP's director at the end of 2021, and I was appointed as interim director for the program, returning to ODHS after building and leading the COVID-19 Response and Recovery Unit for OHA. Next year, SSP will once again experience a change in executive leadership. I have announced my acceptance of a role with the Oregon Youth Authority and will end my time as SSP interim director as the year wraps up. I am pleased to report SSP's deputy director, Claire Seguin, will be taking on the interim director position in the new year.

While COVID-19 no longer looms quite as large, it persists in impacting our neighbors and communities. The federal Public Health Emergency (PHE) remains in effect, and Oregon has continued to apply for federal programs linked to the PHE. This year, SSP continued to distribute SNAP Emergency Allotment benefits to SNAP households every month. The Pandemic EBT program for the 2021-2022 school year distributed approximately \$41 million in additional food benefits to SNAP families with children under 6 years old. SSP was also approved for Pandemic EBT for Summer 2022 and plans to distribute an estimated \$170 million in food benefits to approximately 434,000 children and students in January 2023 for the summer session.

SSP continues to work to improve Tribal partnerships at the central office and district levels. SSP staff have worked with Tribal Affairs to develop a Tribal Engagement Toolkit to support local offices as they initiate and expand relationships with the Tribe(s) in their region. The toolkit provides historical and contemporary context, practical guidance, examples and strategies in an open and accessible way. SSP plans to launch the toolkit in early 2023, using a communication strategy to make sure the information

reaches all staff who could benefit from the toolkit. This incredible resource is a product of SSP and Tribal Affairs' collaboration, and has flourished thanks to critical input from partners, staff and Tribal members.

Collaborative efforts with Child Welfare have continued this year as well, with plans for additional connection around family preservation work in 2023. Local offices intentionally included SSP staff in ICWA-related efforts and events to ensure cross-program collaboration and better supports for Tribal families. As demonstrated in the SSP district office section of this report, Districts 6, 7, 13, 14 and 16 – each without significant Tribal partnerships to report last year – now have activities to report this year. Many of our districts reported improved ongoing outreach to local Tribes and Tribal members in 2022.

Heading into 2023, SSP remains firm in its goals to center equity within all work, to increase ease of access to services for Oregon individuals and families, and to honor authentic family and community voice in improving our services and how we deliver them across the state. The SNAP and TANF policy teams have worked closely with the Office of Tribal Affairs on the development of a Tribal Consultation Policy, detailed elsewhere in this report. Policy teams assisted in including language to align with federal requirements on Tribal consultations and in improving understanding of Tribal/State Agreements.

In the year to come, SSP will continue to work collaboratively and cross-agency to support the stability and well-being of Tribal families, individuals, and communities and to seek input, guidance, and direction through meaningful partnership with the Nine Tribes of Oregon.

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Program Area Goals

Oregon Vocational Rehabilitation (VR) provides employment services to people who experience disabilities. VR offers individualized services to help clients gain, maintain or advance employment. VR also offers youth services to help students ages 14 through 21 prepare for the transition to work.

In addition, VR holds cooperative agreements with five of The Nine Tribes of Oregon that provide a Tribal VR program:

- Confederated Tribes of the Grand Ronde Community of Oregon,
- Confederated Tribes of the Klamath Falls,
- Confederated Tribes of the Siletz Indians of Oregon,
- Confederated Tribes of the Umatilla Indian Reservation, and
- Confederated Tribes of Warm Springs.

VR and Tribal VR follow the same processes. Both partner with other organizations, employers and providers to support Oregonians to achieve employment goals that match their skills, interests and abilities. The intention is to create pathways to competitive integrated employment that will lead to community participation, independence and overall well-being.

VR strives to provide access to VR services for Tribal members and members who are not served by one of the Tribal VR programs, as well as to those

who identify as American Indian, Alaska Native or Indigenous

VR is committed to the Oregon Department of Human Services Equity North Star. This means we invest time, resources and staff in our relationships with The Nine Tribes of Oregon. It means we develop structures and supports that ensure full access to VR's services for Tribal members, as well as those who identify as American Indian, Alaska Native or Indigenous.

Program Delivery

To be eligible for VR and Tribal VR, individuals must have a physical or mental disability that is an impediment to employment. Eligibility also requires that the person must benefit from and require VR services to reach their employment goal.

Once eligibility is determined, a Vocational Rehabilitation Counselor (VRC) will work with the client to form an Individualized Plan for Employment (IPE) to reach a specific employment outcome. The counselor and client may work with community service providers to help the client meet their goals. Services in the plan may include:

- Job exploration counseling to determine what jobs may be a good fit for the client and what skills the client may need to obtain or maintain employment;
- Purchase of and training to use assistive technology;
- Workplace ergonomic assessment;
- Job readiness skills, such as interview preparation and resume writing;

- Counseling in self-advocacy and how to request accommodations;
- Job coaching if support is needed at the worksite.

Counselors use a variety of counseling techniques to help clients overcome barriers and achieve employment goals.

VR also runs an early intervention program that provides Pre-Employment Transition Services (Pre-ETS) to all students ages 14 through 21, including Tribal members and students attending a Tribal school. Students do not need to apply for these services; to be eligible, students simply need to experience a disability. Students seeking Pre-ETS may receive one or more of the following services:

- Job exploration counseling;
- Work-based learning experiences, which may include internships, in-school or after school opportunities, and experiences outside of the traditional school setting;
- Workplace readiness training to develop social skills and independent living skills;
- Information about postsecondary educational programs;
- Self advocacy skill building.

Tribal Members Served in 2022

Our records show that during program year 2022:

- 23 Tribal members were served in Tribal VR programs.
- 212 clients were served who identified as “Native American” or “Alaska Native.”

Individuals may choose not to disclose whether they are American Indian or Alaska Native. Numbers may be under-reported.

Overall, VR saw a decrease in participation since 2020, including among those who identify as “Native American” or “Alaska Native.” This may be in part due to the COVID-19 pandemic. The pandemic changed the way we deliver services as well as the ways individuals engaged with VR.

However, we have reason to be optimistic that participation among Tribal members and clients who identify as Native American and Alaska Native will increase in the coming year as we resume in-person outreach.

Outreach and Engagement

Reopening offices in May presented us with an opportunity to re-engage with our Tribal partners and resume in-person outreach. Sharing VR services in person is especially crucial in serving members of The Nine Tribes of Oregon and people identifying as Native American. Our outreach must be intentional and culturally appropriate in order to rebuild trust in government services following a long history of government-sponsored and harm.

A recent success illustrates a step forward in repairing trust. VR coordinated with other ODHS programs to bring resources and social service information to Indigenous people who live along the Columbia River at treaty fishing sites. We were able to visit families who otherwise may not have sought out services at a government office because of historical trauma and mistrust.

In-person outreach has also been essential in our relationship-building with people affiliated with the Burns Paiute Tribe, located in Harney County. Burns Paiute does not have a Tribal VR program.

Outreach and engagement with youth who are Tribal members is a very important area for collaborations with our Tribal VR program and other Tribal partners. Tribal VR programs provide services to adults, after an individual has turned 18. Oregon VR provides services to youth seeking pre-employment transition services. A strong relationship with our Tribal partners facilitates an easier transition to employment for clients when they turn 18. The client may choose to continue to work with state VR, or they may choose to work with Tribal VR, where available. Services center on client choice. The adult client may be co-enrolled or choose to work with one of the programs. All partners endeavor to honor this choice and what is most culturally appropriate.

Tribal Representation

Oregon VR and the Tribal programs have quarterly meetings with the directors to coordinate activities and to improve service delivery. Oregon VR has a dedicated liaison with the Tribes to address any emerging issues that may arise in any part of the state at any time. The liaison regularly shares information with Tribal VR partners and meets as needed.

Tribal VR partners regularly deliver trainings to state VR employees. These often have to do with cultural considerations for Tribes and Tribal members, as well as Tribal VR programs. The virtual platform has opened even more opportunities for this exchange of information. Finally, reintroducing in-person meetings has been a welcome change to building relationships and conducting business.

State Rehabilitation Council

Oregon VR has Tribal membership on our State Rehabilitation Council (SRC). The SRC is a group of 15-25 consumers, advocates, business and community representatives, appointed by Oregon's

Governor to advise Vocational Rehabilitation (VR) in the development, implementation, and review of rehabilitation service delivery for Oregonians with disabilities. It is the mission of the SRC to work to ensure VR is consumer driven and that available programs, services, and resources result in competitive integrated employment.

Service Equity Council

Oregon VR also has Tribal membership on our statewide Service Equity Council. This council is guiding the program in our diversity, equity, inclusion and access efforts for both consumers and VR staff. State and Tribal VR partners value our relationships. We recognize that relationship is germane to ensuring clients receive appropriate, culturally safe and timely services.

Funding and Cooperative Agreements

Oregon VR receives federal funding for program operation, which involves a cost sharing agreement with the state (34 CFR §361.60).

Federally recognized Tribes are eligible to apply for funding under section 121 of the Federal Rehabilitation Act reauthorized by WIOA. Five Tribal VR programs in Oregon currently receive this 121 funding for VR services. State VR holds cooperative agreements with each of these sovereign nations: Confederated Tribes of the Grand Ronde Community of Oregon, Confederated Tribes of the Klamath Falls, Confederated Tribes of the Siletz Indians of Oregon, Confederated Tribes of the Umatilla Indian Reservation, and Confederated Tribes of Warm Springs.

Tribal VR programs vary in who they serve within their geographic area. Some Tribal programs serve only those individuals who are enrolled with that Tribe. Others may serve individuals enrolled with any Tribe.

Each Tribal VR program is on a unique grant schedule, with funding provided through Rehabilitation Services Administration (RSA) at different levels depending on the Tribe's agreement with RSA. These agreements outline the coordinated service delivery process between Oregon VR and Tribal programs. They include the referral process, how the state and the Tribal program will co-case manage clients, and how the two programs will support each other in efforts to reach competitive integrated employment goals for Tribal members.

2022 Challenges and Lessons Learned

The past year will stand out as the year VR established a hybrid service delivery model in response to the COVID-19 pandemic. Offices reopened May 1, 2022, when VR began to regularly see clients in person for the first time since April 2020.

Emerging from the pandemic presented both challenges and opportunities. Adapting to virtual platforms opened up a new way to connect with clients. Some clients prefer this method, and we are glad to be able to offer another option. Virtual communication can help improve our partnerships as well by providing a convenient way to connect.

On the other hand, we learned that with virtual communication alone, we miss the very important human connection that is made through in-person interactions. This is especially true and important with our Tribal partners. Some very meaningful interactions can only be found within the community and when we are together. 2022 has been a year to revive these opportunities for in-person interactions with our partners. Together, we are finding a balance between virtual and in-person communications.

A two-year gap in grant funding for the Warm Springs Tribal VR program presented some challenges in

consistent service delivery. Throughout the two years, we maintained relationships with the Tribe through our mutual program contacts at ODHS and the Tribe's social services delivery systems. We took all opportunities to serve Tribal members and share information during this gap.

Warm Springs was recently awarded a new 121 Vocational Rehabilitation Grant. We look forward to working with Warm Springs Tribal VR program, as detailed in the next section of this report.

Opportunities on the Horizon

Oregon VR and our Tribal partners have a wonderful opportunity over the next four years to create greater access to employment in high demand industries with livable wages. This fall, Oregon VR began enrolling students in the new pilot Inclusive Career Advancement Program (ICAP). The grant-funded program provides a pathway to secondary education and training at community colleges throughout the state.

A stipulation of the grant is that we do intentional outreach to Tribal members and people who identify as Native American and Alaska Native. It is Oregon VR's intention to continue to partner with The Nine Tribes of Oregon to make this opportunity available to all interested applicants.

Oregon VR will also collaborate with the Higher Education Coordinating Commission on sharing information about the Tribal Education Scholarship to provide greater access to post-secondary education and other training programs that result in industry-recognized credentials and careers with a true living wage.

Looking ahead, Oregon VR also seeks to increase our outreach and coordination with The Nine Tribes of Oregon and Tribal partners to ensure that the benefits of the VR program are available to all Tribal members. We will partner with Tribes that have a Tribal 121 grant to provide coordinated case management. To accomplish this, we will ensure that new staff are trained on the comparable benefits offered by our Tribal VR partners and the benefit of working together.

Additionally, we are excited to again partner with the Confederated Tribes of Warm Springs that has recently been awarded a new five-year 121 Vocational Rehabilitation Grant. Oregon VR's Bend office will have assigned staff to support this program and will look to develop ways to elevate the grant funds and leverage Oregon VR funds to support clients served by both programs.

We are also committed to the ODHS Tribal Consultation Policy project to facilitate greater collaboration and consultation on the delivery of services. Our goal is to work with our Tribal leaders to craft culturally responsive services that meet our clients' needs.

It is our goal to have greater local collaboration with VR branch offices and local Tribal programs to increase the number of referrals from Tribal programs to VR and from VR to Tribal programs. In the coming year, Oregon VR looks forward to deepening the collaboration with The Nine Tribes of Oregon and our Tribal partners to better serve our shared clients.

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Conclusion



The Oregon Department of Human Services and Office of Tribal Affairs is pleased on how this year's report turned out and delighted for the new projects and initiatives started this year. As we transition into 2023, the Office of Tribal Affairs is working to establish service delivery standards for each program so that we can accurately track our progress on how we've served the Nine Tribes of Oregon. The intention is to continue making the necessary shifts, so we see Tribal children, families, and elders thrive. It is an honor and privilege to serve the Nine Tribes of Oregon and Tribal communities across the state. We look forward to growing our partnership and raising the level of health and wellness for all of Oregon.

Ahéhee' (Thank you),

A handwritten signature in black ink, appearing to read "Becenti", with a stylized, cursive script.

Adam Becenti

Legislative Commission on Indian Services Report



Oregon Department of Human Services

Tribal Affairs

For questions on the ODHS LCIS Report contact Adam Becenti, Tribal Affairs Director at adam.k.becenti@odhs.oregon.gov or 503-509-9359.

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