



Legislative Commission on Indian Services Report



December 2021
Prepared by the Tribal Affairs Unit

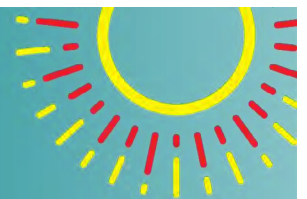


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Introduction

The 2021 Oregon Department of Human Services Legislative Commission on Indian Services Report is the most expansive and imaginative report pulled together by the agency. Tribal Affairs has worked diligently to establish durable working relationships with each of the five programs to ensure coordination and alignment when serving Tribal Nations. Our agency, like many others, is coming off the heels of one of the most challenging times in our country's history. Although we are still living through the COVID pandemic many positive themes arose within our work this year focused on revitalizing health and wellness, reestablishing vision for the future and breaking down historical inequalities. Throughout our work our agency continues to center and reflect on how this impacts Tribal Nations. How do our actions uphold the government-to-government relationships with Oregon Tribal Nations? How are we are improving the wellness and longevity of tribal citizens/members? In this year's LCIS Report, we address those questions as we strive to raise the level of health and wellness of our tribal children, families and elders. ODHS is honored to share our story on how we are evolving to better serve all Oregonians especially our Oregon Tribal Nations.



Respectfully,

Handwritten signature of Adam Becenti

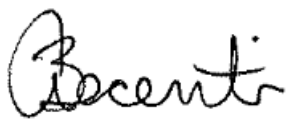
Adam Becenti
Tribal Affairs Director

Acknowledgements

Tribal Affairs is grateful for all the program directors and staff for their partnership on this effort to tell our story on how we are serving Oregon Tribal Nations. Much gratitude for all the program LCIS workgroups (APD, SSP, ODDS) developed specifically to prioritize the LCIS report. A big shout out to the Office of Equity and Multicultural Services, Service Equity Managers for facilitating and assisting our programs in this effort.

Tribal Affairs greatly appreciates our supportive Director Fariborz Pakseresht who continues to center tribal voices, sovereignty and culture. Our agency and unit would not be where it is without his leadership, advocacy, dedication.

Finally, I whole heartedly appreciate all our Tribal Affairs staff for their commitment to serving tribal nations. It is through your work serving our tribal children, families, and elders we can actualize our vision and mission. Although we are a burgeoning team that has experienced growing pains, we will endure and strengthen over time. I look forward to growing with all of you.



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 Oregon's Tribal Nations to foster tribal sovereignty, understanding, and collaboration while promoting and improving government to government relations between ODHS and Tribal Nations.

ODHS Vision:

Safety, health and independence for all Oregonians.

Oregon Department of Human
Services Director

Fariborz Pakseresht

Office of Equity and Multicultural
Services Director

Dion Jordan

Child Welfare Director

Rebecca Jones Gaston

Self-Sufficiency Programs Director

Dan Haun

Aging and People with Disabilities
Director

Mike McCormick (Interim)

Chief Administrative Officer

Don Erickson

Office of Developmental Disabilities
Services Director

Lilia Teninty

Tribal Affairs Director

Adam Becenti

Vocational Rehabilitation Director

Keith Ozols

ODHS Director Fariborz's Message



Since our Tribal Affairs Unit began organizing its efforts into baskets of work, the honored tradition of tribal basketry reinvigorated our government-to-government relationship with Oregon Tribal Nations. The baskets we are weaving together to carry services to tribal members to support their wellbeing are growing large and sturdy. They carried the weight of the burdens and the gifts of the past year, proving their strength and dependability during our journey through 2021.

The burdens of the past year were many. Together, we continued weathering the ongoing COVID-19 pandemic, ice storms and wildfires. We responded to the shocking news of the mass graves of tribal children near Canadian residential schools by creating an event together to raise awareness on the history and impact of boarding schools.

At the same time, we celebrated where we have improved as an agency. Together, we kept our primary focus in 2021 on bringing the Oregon Indian Child Welfare Act into being to address disproportionalities for tribal children in the state's child welfare system. We matured our use of research and data to make informed decisions that lead to meaningful improvements in services for tribal children, families and elders across all ODHS programs. We expanded ODHS Tribal Affairs to better support our partnership and move our shared priorities forward faster.

The Oregon Department of Human Services 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 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,

A handwritten signature in blue ink that reads "Fariborz Pakseresht". The signature is fluid and cursive, written in a professional style.

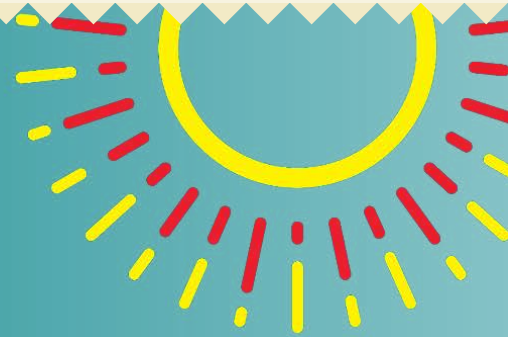
Fariborz Pakseresht

Director, Oregon Department of Human Services

Who We Are

Oregon Department of Human Services

Tribal Affairs



The Tribal Affairs Unit within the ODHS Director's Office is a diverse team committed to all tribal communities in Oregon including Oregon's Nine Tribal Nations thriving mentally, physically, spiritually and emotionally. Tribal Affairs partners with the five ODHS programs to create and provide tribally appropriate programming, services, policies and support. Through tribal consultation and partnership with Oregon's Nine Federally Recognized Tribes, 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, tribally responsive practice, inclusion, transparency, trust, integrity, service oriented and community

Tribal Affairs Staff



Tribal Affairs Director
Adam Becenti
(Diné)



Executive Support
Kristen Potts
(Pit River)



Senior ICWA Manger
Ashley Harding
(Navajo/Diné)



ICWA Consultant
Emily Hawkins



ICWA Consultant
Christine Kamps
(Muscogee Creek)

Regional ICWA Case Specialists



Nicomi Levine
(Grand Ronde)
District 2 –
Multnomah



Kayla Templeton
District 4 – Lincoln/
Benton/Linn



**Victoria (Tori)
Mackey**
District 5 – Lane



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



Stacy Farm
District 7 – Coos/
Curry



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



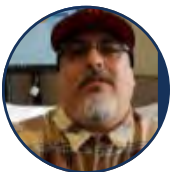
Marty Schroeder
District 11 –
Klamath/Lake



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



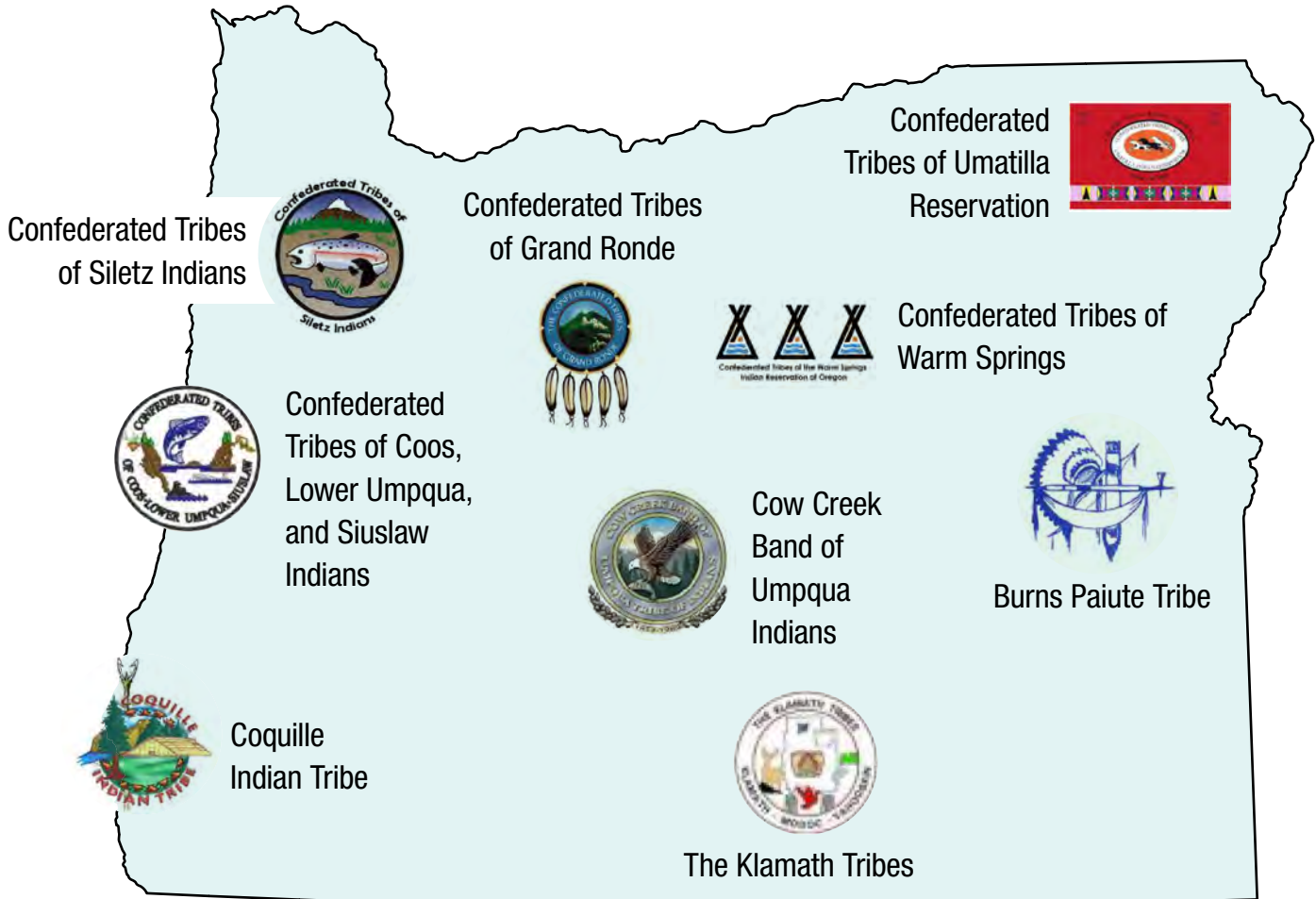
Miranda Wagner
District 14 – Grant/
Harney/Malheur



Christopher Espinosa
District 15/16 –
Clackamas/Washington

Oregon Tribal Partners

Oregon's Nine Federally Recognized Tribes



Indian Child Welfare Act Advisory Council

Karen Hunsucker, Social Services Director, Burns Paiute Tribe

George Lopez, General Manager, Klamath Tribes

Lisa Ruiz, Children and Family Services Program Manager, Klamath Tribes

Aryel Harrington, Social Services Director, Klamath Tribes

Michele Moore, Social Services Director, Cow Creek Band of Umpqua Indians

Roni Jackson, Family Support Advocate, Coquille Tribes

Shayne Platz, Lead Case Manager/ICWA Specialist, Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians

Dana Ainam, Children and Family Services Program Director, Confederated Tribes of Grand Ronde

Kristi Petite, Children and Family Services Program Manager, Confederated Tribes of Grand Ronde

*ICWA Advisory Council Co-Chair

Anita Bailor, Programs Manager, Confederated Tribes of Siletz Indians

Cecelia Collins, Director of Child Protective Services, Confederated Tribes of Warm Springs

Julie Taylor, Department of Children and Family Services Director, Confederated Tribes of Umatilla Indian Reservation



Photo: ICWA Advisory Council Meeting

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 2021 projects within each basket.



Tribal Consultations and Partnership

Through intentional tribal consultation and early engagement with tribal nations, ODHS works in partnership to create or redesign service delivery that effectively serves tribal children, families and elders.

Program, Practice and Policy Development

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.

Training and Capacity Building

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.

Resource Management

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

Research and Data

Research and data can guide the course of action and inform decision making to improve the services delivered to tribal children, families and elders.

Tribal Consultation and Partnership

Throughout 2021 Tribal Affairs ICWA Consultants provided ongoing consultation and support to the Nine Federally Recognized Tribes of Oregon and out of state tribes. ICWA Consultant, Christine Kamps partners and supports The Confederated Tribes of Warm Springs, The Klamath Tribes, Confederated Tribes of Coos Lower Umpqua and Siuslaw Indians and The Cow Creek Band of Umpqua Indians. In 2021, Christine provided 121 consultations with Tribal Nations listed above as well as tribes across the United States.

ICWA Consultant Emily Hawkins partners and supports the Burns Paiute Tribe, Confederated Tribes of Grand Ronde, Confederated Tribes of Siletz, Confederated Tribes of the Umatilla Indian Reservation, Coquille Indian Tribe. In 2021, Emily provided 306 consultations with Tribal Nations listed above as well as tribes across the United States. Due to the ongoing pandemic and for the health and safety of staff, these consultations occurred primarily virtually.

ICWA Council Advisory Meetings/Work Sessions

The ICWA Advisory Council serves as a guiding arm to Oregon Child Welfare program, policy and practice. The Advisory Council Meetings bring together Oregon Tribal Child Welfare/Social Service leadership, ODHS Child Welfare leadership, and Tribal Affairs. Newly added this year is the ICWA Advisory Council work sessions created to dive deeper into discussions and/or problem solve. Below is the list of Advisory Council Meetings and work sessions in 2021.

- 2/17/21 ICWA Advisory Quarterly Meeting
- 3/30/21 Work Session

- 5/16/21 ICWA Advisory Quarterly Meeting
- 6/16/21 Works Session
- 8/18/21 ICWA Advisory Quarterly Meeting
- 10/25/21 Work Session
- 11/17/21 ICWA Advisory Quarterly Meeting

One of the focal points in 2021 was ensuring our agency consulted with Oregon Tribal Partners around how to best implement and apply COVID-19 child vaccination policy to tribal children and families.

COVID-19 Response and Vaccination Pause

In September 2021, Tribal Affairs began consulting with ICWA Advisory Council Members to assess how the approval of COVID-19 vaccinations for children will impact tribal children in care. This discussion ultimately led to Child Welfare revising policy and procedure to ensure tribal parents/tribes have decision making power on their child being vaccinated and to prevent tribal children from getting vaccinated without consent from parent/tribal custodian or Tribal Nation.

During the rollout of the vaccine to Oregon Tribal Nations, ODHS Tribal Affairs assisted and supported the Oregon Health Authority Tribal Affairs Vaccine Workgroup with COVID-19 vaccinations among Oregon tribal communities. Specifically, ICWA Consultant Christine Kamps partnered with BRINK communications to develop culturally specific vaccine messaging to tribal communities and Tribal Nations. Ongoing tribal outreach and engagement continued throughout the year to support OHA Tribal Affairs partners.

ODHS Directors/Oregon Nine Tribes Convening

The ODHS Directors/Oregon Tribes Convening brings together all five ODHS Directors and the Oregon Nine Tribes on a quarterly basis. These meetings give an opportunity for ODHS leadership to hear the experiences of Oregon Tribal Partners and create strategies to provide support. This year, Tribal Affairs was only able to pull together one meeting in July 2021. With Oregon Tribes experiencing increased workloads due ongoing response to the pandemic and other needs, Tribal Affairs decided to hold off until 2022 to restart these meetings.

Program, Practice, and Policy Development

Statewide ICWA Search Protocol and Pilot

In early 2021 Tribal Affairs in partnership with ICWA Search Specialists developed and piloted a Statewide ICWA Search Protocol to establish consistent and effective practice within ICWA eligibility searches across the State of Oregon. The Tribal Affairs Unit and tribal partners have observed inconsistent and incomplete information was being sent to Tribal Nations along with a lack of onboarding, training and unclear expectations for Child Welfare ICWA Search Specialists.

The goals of the Statewide ICWA Search Protocol pilot were to streamline and standardize tribal membership/enrollment inquiries across the state; establish clear and consistent practice; increase with accuracy the completion of CF1270 by Child Welfare staff; obtain faster response times and eligibility responses from Federally Recognized Tribes; and improve customer services and relations with the

Nine Tribes of Oregon and Federally Recognized Tribes across the United States.

After the six-month pilot, it was discovered the Statewide ICWA Search Protocol showed improvements including faster eligibility responses from Tribal Nations. All ICWA Search Specialists indicated the search protocol was easy to understand, accurate to their role and supported their role in completing their required job duties. A significant takeaway is ICWA Search Specialists across the state are requesting more resources to complete diligent ancestry searches. The next steps are scaling up the pilot to be implemented statewide which is planned for 2022.

Application of Indian Child Welfare Act (ICWA) and Oregon Indian Child Welfare Act (ORICWA) Oregon Administrative Rule

A joint effort involving Tribal Affairs, the Nine Tribes of Oregon and multiple partners at Child Welfare have completed a comprehensive review and revision of the ICWA OAR. These revisions will ensure the Child Welfare rules are in alignment with ORICWA as well as provide clarity and other technical fixes. The goal of this process is alignment and coordination of practice and application of ORICWA to produce positive outcomes for tribal children and families.

Klamath County Circuit ICWA Court

In 2021 the Klamath Tribes, ODHS District 11 Branch, and other community partners began developing an ICWA Court located in Klamath County. The ICWA was created to address institutional racism and systematic bias in the Child Welfare system and decrease the disproportionality of Native American children in

foster care. The ICWA Court will be better versed on the application of ICWA and ORICWA guidelines/regulations to ensure reunification of Native families and lessen their time spent in care. The ICWA Court will serve the Nine Tribes of Oregon and out-of-state tribes. The Honorable Judge Andrea Janney will preside over ICWA Court, which will make this ICWA court one out of 16 in the nation. The Tribal Affairs Unit has and will continue to play a supportive role in this amazing initiative as it grows.

Self-Sufficiency Programs, Tribal Family Coach

Under the leadership of Self-Sufficiency Manager, Greg Chandler, the District 11 Self-Sufficiency Programs (SSP) along with Klamath Tribal Social Services has developed a tribal specific family coach position. The Tribal Family Coach position is a response to tribal concerns that children were removed by Child Welfare without prior adequate preventive services. Tribal leaders shared there was a concern that after multiple calls to the hotline, calls were screened out without supportive services to prevent future calls about the family. After multiple calls, a child was then likely to be removed after subsequent hotline calls. The Tribal Family Coach provides preventive services to families before ODHS Child Welfare (CW) involvement but after a hotline call is made. The goal is to ensure tribal families receive appropriate resources and support to prevent the escalation of the family situation.

Child Welfare Tribal Certifier

The Tribal Certifier position recruits, certifies and retains families and tribal homes in accordance with the placement preference of the Tribal Nation. The Tribal Certifier maintains a strong relationship with the Klamath Tribes community to build trust. This collaboration better serves tribal families, that in turn, helps increase the availability of culturally appropriate

homes for tribal children. The Tribal Certifier will also identify certification barriers and advocate to remove barriers by pushing concerns up to Child Welfare leadership to address systemic bias.

Transformations Wellness Center (TWC), Peer Support Specialists/Certified Recovery Mentor

In collaboration with ODHS, The Klamath Tribes and Transformations Wellness Center, District 11 Branch has employed four Peer/Parent Mentor positions to support and engage families in navigating the Self-Sufficiency Programs (SSP) and Child Welfare systems. Two of the four mentors have a specific focus on Black, Indigenous, and People of Color (BIPOC) families in SSP, Klamath Tribal and other Native American families in CW. The mentors have lived experience with the CW and/or SSP systems and can mentor, encourage and instill hope to other parents currently involved in those systems. Mentors help align services and supports to SSP clients struggling with addiction and/or poverty. Mentors also assist in addressing generational trauma of Native families who have lost their children to a child welfare system. Mentors can aid parents in self-advocacy, connection to services, connection to their tribal culture and provide unbiased encouragement during a hopeless situation that will ultimately provide better outcomes for Native American families and children.

Collaboration with Oregon's Juvenile Court Improvement Program

The Oregon Judicial Department's Juvenile Court Improvement Program (JCIP) raises the profile and priority of child abuse and neglect cases through improving the quality of court hearings, the system's response to safety, permanency, well-being of children

in the dependency system and judicial practices and leadership in dependency cases. New this year, JCIP created a Tribal Collaboration Subcommittee to focus on improving court practices and outcomes for American Indian and Alaska Native (AI/AN) families in Oregon’s dependency court system. Tribal Affairs staff have joined this subcommittee along with other Indian Child Welfare workers and leadership. Currently the JCIP-Tribal Collaboration Subcommittee is working on court improvement projects tailored to reducing the disproportionate impact of the state dependency court system on AI/AN families and to improving the experience and outcomes for families involved in the system. More to come in 2022 from this new Tribal Collaboration Subcommittee.

Training and Capacity Building

2021 Virtual Tribal/ State ICWA Conference



In October 2021, Tribal Affairs hosted its second Virtual Tribal/State ICWA Conference. This year’s conference theme, “Every Child Matters,” was a response to the mass tribal children grave sites discovered near Canadian residential schools. The conference underscored the history and impact of boarding schools on U.S. Tribal Nations and First Nations. Conference presenters also offered ideas on how ODHS might address and reconcile this history to ensure child welfare practice protects and preserves tribal children and families. During the two days, Tribal Affairs saw more than 900 participants take part in the virtual conference. The virtual platform continues to increase access for more Child Welfare and Self-Sufficiency Programs staff to expand their knowledge on ICWA/ORICWA, how to strengthen tribal partnerships and Oregon Tribes.

Supervisor Trainings

Throughout 2021 Tribal Affairs took part in the foundational trainings for newly hired Child Welfare Supervisors and MAPS: Mentoring And Promoting Success workers. Tribal Affairs provided training on the historical importance of why the Indian Child Welfare Act (ICWA) and the Oregon Indian Child Welfare Act (ORICWA) exist as well as helping Child Welfare leaders understand their role in adhering to the requirements and expectations of ICWA/ORICWA. This educational opportunity provided Supervisors and MAPS with a rich and well-rounded foundation as they begin serving in their new roles. The shift from an in-person training environment to a virtual space limited the overall learning time and relationship building with these new staff. Additional work is needed to better equip new supervisors with the knowledge and resources needed for the correct application of ORICWA.

Resource Parent Training

Tribal Affairs continued its partnership with Child Welfare’s Foster Care Program to provide virtual ICWA trainings designed specifically for Certifiers, Certification Supervisors and other staff working in Certification Units. For the first time Tribal Affairs offered a four-part training series specific to ICWA/ORICWA for resource parents. The series walked them through why ICWA/ORICWA exist and why these laws are needed today. The series also highlighted what are the differences between an ICWA case and a non-ICWA case, how to help foster children navigate and understand their tribal identity, what services/resource are available, why cultural connection, engagement with their tribe and tribal community are important, and how resource parents can encourage engagement in cultural events, ceremonies and services. The series was done in partnership with

Oregon tribal guest speakers from Grand Ronde, Warm Springs, Coos, Lower Umpqua and Siuslaw Indians.

Qualified Expert Witness Training

In November 2021, Tribal Affairs collaborated with the Washington State Department of Children, Youth, and Families of Office of Tribal Relations and Juvenile Court Improvement Project in hosting a virtual Qualified Expert Witness (QEW) Training. The training focused on providing QEW testimony at critical junctures within the span of court proceedings involving tribal children. Having culturally informed QEWs who can accurately and competently represent prevailing social and cultural standards of the child's tribe, the goal is to see a reduction of bias in serving American Indian and Alaska Native children in our child welfare system. The training received positive feedback from participants with additional trainings requested. Tribal Affairs is planning for future trainings in 2022.

Oregon Indian Child Welfare Act Implementation – Phase One



Photo:

- *Confederated Tribes of Grand Ronde Chairwoman Cheryle Kennedy, Children and Family Services Program Manager Kristi Petite, and Grand Ronde Tribal Attorney Deneen Aubertin*
- *Confederated Tribes of Umatilla Tribal Member Woodrow Star and Umatilla Tribal Attorney M. Bent Leonhard*
- *Oregon State Representative Tawna Sanchez*
- *Oregon Judicial Department, Shary Mason*
- *ODHS Tribal Affairs Director, Adam Becenti*

After the passing of the Oregon Indian Child Welfare Act in 2020, the next steps were planning how Child Welfare and Tribal Affairs are going to implement this new law. It was determined the implementation of ORICWA was to be a multi-faceted approach with virtual sessions designed to engage staff beyond reading and hearing content. With the creation of an ORICWA Implementation Team, they intentionally created opportunities for staff to learn in various spaces and in different formats centering the transfer of learning process. Due to the pandemic, the entire implementation occurred via virtual platform, but success was still made. Below are some of the key mechanisms utilized in the first phase of the ORICWA Implementation.

- **Webinars:** Child Welfare staff received immediate trainings on substantial changes within ORICWA. These sessions covered an overview of the new expectations and application to case practice.
 - » Six webinars were released with approximately 250 participants attending each training opportunity.
- **Learning Communities:** these virtual training spaces reinforced the content offered in the webinars giving Program Managers, Supervisors and Mentoring And Promoting Success (MAPS) opportunities to enhance their knowledge and understanding of ORICWA. The Learning Communities dove deeper into the expectations providing staff with practical application guides to help encourage robust conversations and ongoing learning with each of their units.
 - » 13 Learning Communities were offered with approximately 150 participants attending these sessions.

- **Regional ICWA Quarterly Meetings & Quarterly Child Welfare Meetings:** these learning opportunities took the webinar content and broke it down into more focused and intentional learning opportunities. Facilitated discussions allowed for staff to connect and build a stronger understanding of the new expectations.

All training and learning opportunities were implemented fully through the ORICWA Implementation Team by volunteers from Tribal Affairs staff, Oregon Tribal Nation Social Service and Child Welfare workers. Despite the many challenges throughout this initiation phase, feedback received from participants was overwhelmingly positive. Ongoing discussion and planning are underway for the next phase of learning opportunities for Child Welfare staff.

Regional ICWA Quarterly Meetings

The Regional ICWA Quarterly meetings bring together Child Welfare staff, Self-Sufficiency, and the Oregon Tribes. These quarterlies allow for ODHS staff, Oregon Tribes and partners to relationship build. It also is a space to strengthen service delivery to tribal communities and receive guidance on how to improve ICWA/ORICWA practice. In 2021, all Regional ICWA Quarterlies were hosted via virtual platform with one being hosted as a hybrid of in-person and virtual. In 2021, the Regional ICWA Case Specialists, the respective ODHS district/branch staff, and local Oregon Tribe committed to hosting all virtual quarterlies per region. As a result, more than 1,100 ODHS staff, tribal partners and stakeholders were engaged in the quarterlies. The content focused on community-based wraparound services, cultural learning, tribal engagement, enhancing ICWA/ORICWA practice and opportunities to build connections.

Resource Management

Launch of Tribal OWL Page

Tribal Affairs launched a new intranet site for all ODHS employees to access resources and information pertaining to serving tribal partners, tribal children and families. The site provides educational growth opportunities by providing a video library of content related to the Indian Child Welfare Act (ICWA) and the Oregon Indian Child Welfare Act (ORICWA), information on Tribal Nations and resources to assist in compliance with the ICWA and ORICWA laws. The site will provide ongoing resource development for all ODHS staff to build their knowledge and understanding of Tribal Nations and Tribal Affairs.

Tribal Affairs Team Growth and Hiring

In 2021, the Tribal Affairs team centered on intentional connection as a team to establish a cohesive unit. The transition of the Regional ICWA Case Specialists (formerly Active Efforts Specialists) to Tribal Affairs continued with support from Child Welfare executive leadership proactively problem solving and supporting the transition. As a result, the Tribal Affairs Director and Senior ICWA Manager strategized opportunities to team build. Prior to the transition, the consistent connection of the Regional ICWA Case Specialists was limited and infrequent. The focus in 2021 was building team connection and capacity. The Tribal Affairs team committed to virtual, hybrid (virtual/hybrid) and in-person team building events. The team building events were facilitated by contracted technical assistance providers, partnerships with the Office of Equity and Multicultural Services (OEMS) and internal departments.

Aside from team building initiatives, the Tribal Affairs team engaged in the commitment set by the

ODHS Child Welfare Vision for Transformation and the direction of the Child Welfare Equity, Training and Workforce Development team in honoring adult learning. This shift helped the Tribal Affairs team to reimagine the delivery of webinars, trainings, supervision activities, etc., to intentionally engage managers, supervisors, field staff in effective practice change. This also allowed for professional development and growth of the Tribal Affairs team to learn and/or enhance knowledge in effective adult learning aspects.

The Tribal Affairs team committed to recruiting two new Regional ICWA Case Specialists in District 3 (Marion/Polk/Yamhill counties) and District 7 (Coos and Curry counties). The Tribal Affairs team assisted the ODHS Human Resources staff in these respective areas to lend expertise to recruitment efforts and redesigning the interviewing process to ensure quality of candidates for the position. The tribes in each respective region were engaged in the recruitment, interviewing and onboarding processes for each respective position.

The Tribal Affairs team has grown exponentially since 2020 and is continuing to grow and strengthen to better serve Tribal Nations, children and families in an effective manner.

Rise of the ICWA Warriors

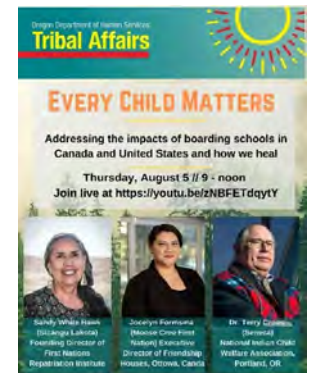
During this year's Tribal/State ICWA Conference, Tribal Affairs initiated the recognition of ICWA Warriors. An ICWA Warrior is an ODHS Child Welfare Division staff member and/or community partner who is a staunch advocate of ICWA and exemplifies the spirit of ICWA through their diligent work and practice. Tribal Affairs recognized and honored twelve people who represented Child Welfare, Oregon Child Abuse Hotline, and two tribal partners from the Klamath Tribes and Confederated Tribes of Warm Springs. Starting in

2022 Tribal Affairs plans to recognize ICWA Warriors quarterly to make sure staff feel appreciated and their hard work does not go unnoticed.

Every Child Matters Event

In August of 2021 Tribal Affairs partnered with the ODHS Director, the Child Welfare Director, community partners and national tribal leaders to address the shocking

news of the mass tribal children graves found near Canadian Residential Schools. With Indian Country reeling from this news, the agency prioritized and elevated this discussion to bring awareness to this issue and underscore the impact of boarding schools on Tribal Nations. The live stream event featured three prominent indigenous speakers: Dr. Terry Cross (Seneca); Sandy White Hawk (Sicangu Lakota); and Jocelyn Formsma (Moose Cree First Nation). They addressed how residential/boarding schools have impacted U.S. and Canadian Tribal Nations and offered guidance on processing and healing.



Link to watch the event: <https://youtu.be/zNBFETdgytY>

Collaboration with Human Resources

In July 2021, ODHS identified a need to differentiate its approach to recruitment and community engagement. This change in historical practice was directly correlated to ODHS's work to dismantle historical barriers to state employment for Oregon's tribal communities. As part of this change in practice, a need was identified to specifically create strategies to recruit, hire and retain more staff of tribal heritage into ODHS careers. In partnership with Tribal Affairs, ODHS Recruitment

began a collaboration on a position description, job announcement and recruitment process of a Tribal Senior Recruiter that will specifically prioritize this new body of work. Interviews for this critical position will begin in January 2022.

Data & Reporting

Oregon Indian Child Welfare Act Reporting

When ORICWA was written and passed by the Oregon Legislature, there were parameters and deliverables set on reporting the outcome of this new law. It is the expectation that the Oregon Department of Human Services (ODHS) and the Oregon Judicial Department (OJD) will submit a bi-yearly report to the interim committees of the Legislative Assembly regarding 11 elements of tribal child within the foster care and juvenile court system.

ODHS and the Juvenile Court Improvement Project (JCIP) have conducted ongoing discussions to confirm how data will be pulled for the bi-yearly report. Efforts have started in updating the Child Welfare data system to ensure tracking of tribal children and placements and active efforts are accurate and transparent. This has led the agency to begin establishing baseline data on tribal children within the Child Welfare and Juvenile Court systems, as well as sparked conversations on how to improve outcomes for tribal children within the state system.

Child Welfare and Tribal Affairs are working with an external tribal organization to develop and implement an IT solution to support the ICWA Inquiry process. This is a required process to identify, establish and track tribal heritage and eligibility for children in care. Currently this is a manually tracked process requiring high levels of staff administrative support.

Tribal Affairs hopes, through the automation of this process, staff resources can be allocated to other vital efforts to support children and families. More to come in 2022.

Regional ICWA Case Specialists (formerly referenced as the Active Efforts Specialists)

In 2021, the transition of the Active Efforts Specialists continued with a change in the name of the position title to Regional ICWA Case Specialist to fully encompass the level of duties the position holds in the field of Child Welfare. The Regional ICWA Case Specialists committed to enhancing their individual capacity to meet the needs of the field through diligent efforts in offering webinars, learning communities, and facilitating discussions related to the many facets of the Oregon Indian Child Welfare Act (ORICWA); the Indian Child Welfare Act (ICWA); and partnership with tribes and stakeholders. This was in conjunction with carrying out duties of working with Child Welfare staff in understanding ORICWA/ICWA policy/practice, arranging Active Efforts staffings, participating in temporary lodging case staffings and other aspects of effective casework practice in their respective Districts/Branches. The chart below details the work of Regional ICWA Case Specialists in 2021.



Photo: Tribal Affairs Team Meeting

	Training/Events	Numbers
<p>District 2: Nicomi Levine</p>	<p>ICWA/ORICWA Practice/Policy (Staffings, Coaching, etc)</p> <ul style="list-style-type: none"> • Active Efforts Staffings, Prep meetings, Agreement meetings, DOJ staffings • CPS and Permanency Case staffing, consultation, coaching and ongoing 1270 training • Family Decision Meetings and Family Engagement Meetings <p>Regional ICWA Quarterlies</p> <ul style="list-style-type: none"> • 2/26- Personal and Professional Journey through a Community and Cultural Lens, ORICWA Q&A- in collaboration with D15/16 • 5/26- Cultural Case Plans, Active Efforts Staffing - in collaboration with D15/16 <p>ICWA Specific Events</p> <ul style="list-style-type: none"> • Academy Training 2/10, 4/21, 7/7, 9/15, 12/15- ICWA 101 (training for new employees in D2) • ORICWA Launch Party presentation • Gresham Permanency ICWA/ORICWA training- 1/13 • Alberta All Staff- ORICWA highlights and implementation 2/23 • Facilitation Quarterly ICWA training 3/11 • Midtown All Staff, ICWA/ORICWA training 3/31 • Alberta Permanency ICWA/ORICWA training 4/2 • ORICWA Webinar 2- 4/6 • Midtown CPS Huddle- ORICWA and 1270's- April 23 • ORICWA Learning Community #3, 4 and 13 • East Permanency ICWA/ORICWA 101 training 9/22 	<p>317</p> <p>75-125 in attendance</p>

	Training/Events	Numbers
<p>District 2: Nicomi Levine</p>	<p>Workgroups/Committees</p> <ul style="list-style-type: none"> • ORICWA Implementation • ORICWA Forms/Document Workgroup • ORICWA Forms Revision subgroup • ICWA Resource Parent Recruitment & Retention Workgroup • NAYA KEEP Workgroup • D2 ICWA Workgroup (strategic planning) • D2 Certification, Recruitment & Placement Implementation Workgroup • ICWA Conference Planning <p>Diversity, Equity, Inclusion (DEI)</p> <ul style="list-style-type: none"> • WAHONE member • WAHONE Leadership- Cultural Celebration Coordinator • Attended Diversity Conference • Planned and Coordinated Native Heritage Celebration- November 18 <p>District Highlight: Tribal/State Partnership</p> <ul style="list-style-type: none"> • Klamath 60-day staffing • Warm Springs 30-day staffing in collaboration with D10 • Tribal collaboration on training, quarterlies and events <p>Other:</p> <ul style="list-style-type: none"> • CFSR review x 2 • District 2 ICWA Data Collection • Review and provide feedback on NTDC curriculum for Resource Parent training • Quarterly Wolf Pack Staffings • Attended NICWA conference 	<p>8-10 cases 4-8 cases</p>

District Highlight: Tribal/State Partnership

	Training/Events	Numbers
<p>District 3: Vacant position</p>	<p>District Highlight: Tribal/State Partnership</p> <p>Due to the vacancy of the District 3 Regional ICWA Case Specialist position, the data for District 3 is woven into District 4 as this Regional ICWA Specialist provided coverage from May 2021 to current. With the transition of the District 3 District Manager, data elements for this report could not be captured from January to May 2021.</p>	

	Training/Events	Numbers
<p>District 4: Kayla Templeton</p>	<p>ICWA/ORICWA Practice/Policy (Staffings, Coaching, etc.)</p> <ul style="list-style-type: none"> • Monthly case staffings with workers and supervisors regarding ICWA eligible cases • Attend pre-petition staffings for all ICWA eligible cases • Attend DOJ Staffings on ICWA eligible cases • Assist workers in completing required court documentation • Ongoing one-on-one trainings with caseworkers, as needed • Present at CPS All-Staff Meeting • Review case notes monthly for all permanency ICWA eligible cases to add feedback on active efforts and tribal contacts • Attend all Prep Meetings and Agreement Meetings for ICWA eligible cases, attend Family Engagement Meetings, etc. as needed • Attend and provide feedback on active efforts for Temporary Lodging Staffings • Facilitate family meetings on ICWA eligible cases • Attend and provide feedback for Safety and Wellness Staffings on ICWA eligible families 	<p>84</p> <p>40</p> <p>40</p> <p>20</p> <p>110</p> <p>12</p> <p>84</p> <p>300</p> <p>2</p> <p>3</p>

	Training/Events	Numbers
District 4: Kayla Templeton	<ul style="list-style-type: none"> Review and provide feedback for statewide NTDC curriculum for resource parents 	24
	<ul style="list-style-type: none"> Participating in Fatality Staffings on ICWA eligible families 	4 days
	<ul style="list-style-type: none"> Track and follow up with CPS assessments 	1
	<ul style="list-style-type: none"> Review ICWA eligible cases for federal CFPSR Reviews (July & December) 	453
	<ul style="list-style-type: none"> Track and follow up with eligibility inquiry process 	2 cases
	<ul style="list-style-type: none"> Ongoing one on one trainings with Inquiry Search Specialist on a monthly basis 	12
	<p>Regional ICWA Quarterlies</p>	
	<ul style="list-style-type: none"> Weekly Planning Committee Meetings 	52
	<ul style="list-style-type: none"> 4/7/2021 – Western ICWA Quarterly (Virtual) 	1
	<ul style="list-style-type: none"> 6/2/2021 – Western ICWA Quarterly (Virtual) 	1
	<ul style="list-style-type: none"> 9/1/2021 – Western ICWA Quarterly (Virtual) 	1
	<ul style="list-style-type: none"> 12/1/2021 – Western ICWA Quarterly (Virtual) 	1
	<p>ICWA/ORICWA Specific Events</p>	
	<ul style="list-style-type: none"> Facilitation Quarterly ICWA training 	4
	<ul style="list-style-type: none"> CPS Quarterly ORICWA trainings 	3
	<ul style="list-style-type: none"> ORICWA Webinar #2 	1
	<ul style="list-style-type: none"> ORICWA Learning Community #3, 4, 13 	3
	<ul style="list-style-type: none"> ORICWA Webinar #3 	1
	<ul style="list-style-type: none"> 2021 Tribal/State Conference Workshops: Baskets of Work (Decision Making in ICWA/ORICWA Case Practice) part 1&2 	2

	Training/Events	Numbers
<p>District 4: Kayla Templeton</p>	<p>Workgroups/Committees</p>	
	<ul style="list-style-type: none"> • ORICWA Implementation 	20
	<ul style="list-style-type: none"> • ICWA Case Mapping Subcommittee 	3
	<ul style="list-style-type: none"> • ICWA Training Subcommittee 	2
	<ul style="list-style-type: none"> • ORICWA Forms/Documents Workgroup 	
	<ul style="list-style-type: none"> • ORICWA Field Tool 	24
	<p>Development Subworkgroup</p>	
	<ul style="list-style-type: none"> • Tribal Customary Adoption & ORICWA Drafting 	2
	<ul style="list-style-type: none"> • ICWA/ORICWA OAR Drafting 	12
	<ul style="list-style-type: none"> • Workgroups for the Microsoft ICWA Build 	4
	<ul style="list-style-type: none"> • Tribal/State Conference Planning Committee 	7
	<ul style="list-style-type: none"> • Tribal/State Conference Workshop 1 & 5 Planning Committee 	5
	<p>Diversity, Equity, Inclusion (DEI)</p>	12
	<ul style="list-style-type: none"> • Anti-racism Community Learning Circle 	3
	<ul style="list-style-type: none"> • Collaboration 	2 days
<p>Other:</p>		
<ul style="list-style-type: none"> • Assist with field contact 	3	
<ul style="list-style-type: none"> • Attend 2021 NICWA Conference 	4 days	
<ul style="list-style-type: none"> • District 4 ICWA Data Collection 	12	

	Training/Events	Numbers
District Highlight: Tribal/State Partnership		
District 4: Kayla Templeton	<ul style="list-style-type: none"> • Coordinating workers to attend the 60-day State-wide Klamath Tribes • Meetings with out of state tribes to discuss cases and current practice • Research of local resources available to our Native families and coordination for Western Region ICWA Quarterlies • Attending Child Protective Team Meeting with CTSI Indian Child Welfare • District 3 Tribal/State Leadership meeting • Assisting with development of a cross program collaboration between SSP, CW, and APD on how to best serve our indigenous community. • Assisting with development of cross program collaboration between the social service programs provided by CTSI and how to best serve our indigenous community 	

	Training/Events	Numbers
District 5: Tori Mackey	<p>ICWA/ORICWA Practice/Policy (Staffings, Coaching, etc)</p> <ul style="list-style-type: none"> • Attend Teal Team (Group Supervision) for ICWA eligible cases • Monthly case staffings with workers and supervisors regarding ICWA eligible cases • Attend pre-petition staffings for all ICWA eligible cases • Attend DOJ Staffings on ICWA eligible cases • Assist workers in completing required court documentation • Ongoing one-on-one trainings with caseworkers, as needed • Present at CPS All-Staff Meeting • Review case notes monthly for all permanency ICWA eligible cases to add feedback on active efforts and tribal contacts • Attend all Prep Meetings and Agreement Meetings for ICWA eligible cases, attend Family Engagement Meetings as needed • Attend and provide feedback on active efforts for Temporary Lodging Staffings on ICWA eligible cases 	<p>70 total</p> <p>5 cases</p> <p>10 cases/30 meetings</p>

	Training/Events	Numbers
<p>District 5: Tori Mackey</p>	<ul style="list-style-type: none"> Facilitate family meetings on ICWA eligible cases Attend and provide feedback for Safety and Wellness Staffings on ICWA eligible families Review and provide feedback for state-wide NTDC curriculum for resource parents Participating in Fatality Staffings on ICWA eligible families Track and follow up with CPS assessments Review ICWA eligible cases for federal CF SR Reviews (October 2021) Assist workers with identifying contracted Qualified Expert Witness testimony when Tribes don't have one Assist workers with the Declaration of Efforts to Identify a Qualified Expert Witness 	<p>70</p> <p>350</p>
	<p>2021 Oregon DHS Tribal/State Virtual ICWA Conference</p>	
	<ul style="list-style-type: none"> ICWA Conference Planning Meetings 	<p>7</p>
	<ul style="list-style-type: none"> ICWA Conference Session Meeting 	<p>3</p>
	<ul style="list-style-type: none"> 10/13/2021 Cultural Continuity Agreement Session 	<p>1</p>
	<ul style="list-style-type: none"> 10/13/2021 Parent Panel 	<p>1</p>
	<p>Western Quarterly</p>	
	<ul style="list-style-type: none"> Weekly Planning Committee Meetings 	<p>52</p>
	<ul style="list-style-type: none"> 4/7/2021 – Western ICWA Quarterly (Virtual) 	<p>1</p>
	<ul style="list-style-type: none"> 6/2/2021 – Western ICWA Quarterly (Virtual) 	<p>1</p>
	<ul style="list-style-type: none"> 9/1/2021 – Western ICWA Quarterly (Virtual) 	<p>1</p>
	<ul style="list-style-type: none"> 12/1/2021 – Western ICWA Quarterly (Virtual) 	<p>1</p>

	Training/Events	Numbers
District 5: Tori Mackey	ORICWA Webinars	
	• ORICWA Webinar #1	
	• ORICWA Learning Community #1	
	• ORICWA Webinar #4	
	• ORICWA Learning Community – Good Cause	
	• ORICWA Learning Community – Placement Preference	
	Workgroups/Committees	
	• ORICWA Implementation	
	• ICWA Case Mapping Subcommittee	
	• ICWA Training Subcommittee	20
	• ORICWA Forms/Documents Workgroup	3
	• ORICWA Field Tool	2
	Development Subworkgroup	
	• Cultural Mediated Agreement Workgroup	
• ICWA/ORICWA OAR Drafting	24	
• Workgroups for the Microsoft ICWA Build		
• D5 ICWA Committee		
• Tribal Customary Adoption & ORICWA Drafting	4	
Diversity, Equity and Inclusion		
• Attended Diversity Conference	1	
• OEMS/Tribal Affairs Meeting		
Other:		
• Assist with field contact	2 sessions	
• Attend 2021 NICWA Conference	3	

	Training/Events	Numbers
District Highlight: Tribal/State Partnership		
District 5: Tori Mackey	<ul style="list-style-type: none"> • Assist with Co-Sponsored Tribal Parenting Workshops with Confederated Tribes of Coos, Lower Umpqua and Siuslaw, Confederated Tribes of Siletz Indians and Cow Creek Band of Umpqua Indians – Two Workshops (3/17/21 to 5/5/21; 9/15/21 to 10/20/21) • Assist with identifying parents to attend CTCLUSI’s budgeting workshop on 11/30/2021 • Two presentations from Cherokee Nation regarding traditional practices and how to stay connected • Coordinating workers to attend the 60-day State-wide Klamath Tribes • Meetings with out of state tribes to discuss cases and current practice • Research of local resources available to our Native families and coordination for Western Region ICWA Quarterlies 	

	Training/Events	Numbers
District 6/8: Melissa Katsikis	<ul style="list-style-type: none"> • AE Guide Staffings-assements with known Tribe, prior to contact • Initial ICWA (CPS) staffing- whenever there is a yes on a 1270 (this is 1:1 Thinking ICWA training for workers) • Agreement Meetings - when case is opening • DOJ staffings for all ICWA hearings • Initial ICWA Staffings w/CPS-whenever there is a yes on a 1270 • Monthly ICWA staffing- minimum requirement that we staff each ICWA case at least once a month (this is 1:1 ICWA training for workers) • ORICWA or Current ICWA News updates and Micro-trainings at Unit Huddles, Unit meetings and All-staff Meetings 	<p>280 ICWA Case staffings -</p> <p>made 118 tribal contacts</p> <p>Involved in 15 court hearings about times and observed another 23 ICWA hearings</p> <p>active in field work on 14 cases</p> <p>involved with 40-plus tribes across the US</p>

	Training/Events	Numbers
<p>District 6/8: Melissa Katsikis</p>	<ul style="list-style-type: none"> • Monthly Cow Creek and DHS case staffings- this has been a standing meeting for 2 years w/Douglas Branch, but we are now trying to invite workers, w/Cow Creek cases, from throughout the state • Creating email groups with caseworkers, Sups, tribal reps and me for ease of communication • Attending ICWA hearings and trials • Doing Home Visits with workers to model conversations about culture • Assisting with relative contacts as modeling of this value • Tribal Contacts with Workers (Modeling) • When Tribes cannot provide their own QEW, work with Branch, Tribal Affairs Unit and DOJ to follow the steps for engaging an appropriate, independent QEW <p>Workgroups/Committees</p> <ul style="list-style-type: none"> • ORICWA Implementation Workgroup • ORICWA Forms/Documents Workgroup • ICWA/ORICWA OAR Drafting <p>ICWA/ORICWA Presenter for Specific Events</p> <ul style="list-style-type: none"> • ORICWA Webinar #2 • ORICWA Learning Community #3, 4, 13 • Micro-training: What Foster Care certifiers need to know about ORICWA • Micro-Training: Jackson Permanency Units; Assisting families with Tribal Enrollment • Micro-Training: Douglas PS Units: Legal Notice • Micro-Training: Douglas Management: Emergency Removal Under ICWA 	

	Training/Events	Numbers
<p>District 6/8: Melissa Katsikis</p>	<p>2021 Oregon DHS Tribal/State Virtual ICWA Conference. Planning & Presenting</p> <ul style="list-style-type: none"> • ICWA Conference Planning Meetings • Presenter: Baskets of Work session #1 • Presenter: Baskets of Work Session #2 <p>Southern Quarterly Presentation Team</p> <ul style="list-style-type: none"> • Regular Planning Committee Meetings • 4/9/2021 – Western ICWA Quarterly (Hybrid Model) • 8/20/2021 – Southern ICWA Quarterly (Virtual) <p>Training Topic: Qualified Expert Witnesses</p>	
<p>District Highlight: Tribal/State Partnership</p>		
<ul style="list-style-type: none"> • Coordinating workers to attend the Monthly State-wide Cow Creek Band of the Umpqua Tribe of Indians • Regular Contact with tribal reps from Cow Creek, Klamath Tribes, Coquille, Choctaw Nation of Oklahoma, Cherokee Nation, Karuk, and Tlinget/Haida based on concentration of cases across my counties 		

	Training/Events	Numbers
<p>District 7: Stacy Farm</p>	<ul style="list-style-type: none"> • Provide one on one training for new CPS workers pertaining to ICWA, OR-ICWA, and active efforts • Facilitate Active Efforts Staffings on all ICWA CPS cases • Attend group supervision and case transfer meetings of all ICWA cases • Attend all family decision meetings and family engagement meetings on ICWA cases • Assist caseworkers to determine ICWA eligibility • Attend all prep and agreement meetings for ICWA cases 	<p>13</p> <p>32</p> <p>5</p> <p>16</p> <p>44</p>

	Training/Events	Numbers
<p>District 7: Stacy Farm</p>	<ul style="list-style-type: none"> • Developed cultural continuity training for District 7 permanency and certification units • Attend placement staffings for ICWA eligible children to ensure tribal placement preference is followed • Assist caseworkers in the field on initial contacts for CPS ICWA cases • Attended NICWA conference 	<p>4</p> <p>13</p>

District Highlight: Tribal/State Partnership

- Assisted with recruitment of tribal families to attend CTCLUSI Budgeting Workshop
- Assisted in the development of District 7 ICWA unit including a designated ICWA permanency worker and CPS worker in order to better assist tribal families and to ensure ICWA, OR-ICWA, and active efforts are implemented consistently
- Assisting with development of a cross program collaboration between SSP, CW, and APD on how to best serve indigenous families
- Assisted in the recruitment of area tribal youth to attend CTCLUSI Spring Break Camp and delivered supply boxes to enrolled tribal children in the area
- Assisted in the recruitment of tribal youth ages 12-18 from CTCLUSI and Coquille Tribe to attend the Coquille Tribe Native Youth Leadership Gathering
- District 7 Founded Abuse Committee
- Assisted with enrollment and gathering of required documents for 29 eligible children and family members

	Training/Events	Numbers
<p>District 10: Matt Manion</p>	Regular case staffings for ICWA eligible cases with caseworker and their supervisor	93
	Attend pre-petition staffings for all ICWA eligible cases	45
	Attend DOJ Staffings on ICWA eligible cases	28
	Assist caseworkers in completing required court documentation	
	One-on-one trainings with caseworkers when needed	
	Attend all Prep Meetings and Agreement Meetings for ICWA eligible cases, attend Family Engagement Meetings as needed	
	Review and provide feedback for state-wide NTDC curriculum for resource parents	
	Track and follow up with CPS assessments	
	<ul style="list-style-type: none"> • Presented 2 ORICWA webinars and 3 learning communities; Active Efforts & TSAs • Presented 2 Southern Region ICWA Quarterlies; 4/9 & 8/20/2021 • Virtual ICWA Conference planning – ICWA Warrior Project • Attended NICWA annual conference • ORICWA Implementation Committee 	
	<ul style="list-style-type: none"> • ICWA Trainings for D10 New Caseworker Cohort • Monthly Case Staffing with Warm Springs CPS 	<p>3</p> <p>12</p>
<p>District Highlight: Tribal/State Partnership</p>		
<ul style="list-style-type: none"> • Held a monthly staffing each month with WS CPS for the first time in several years. Also, began including D2 in Monthly ODHS/WS CPS Staffing 		

	Training/Events	Numbers
District 11: Marty Schroeder	Weekly meetings/staffing with D11 ICWA unit <ul style="list-style-type: none"> • Monthly presentations at D11’s mandatory district all staffs • Presented 2 ORICWA webinars and 4 learning communities; Active Efforts & TSAs • Presented 2 Southern Region ICWA Quarterlies; 4/9 & 8/20/2021 • Virtual ICWA Conference planning and support • Attended NICWA annual conference • Monthly data collection and on the spot training to workers regarding cases/areas needing improvement • Guardianship Tracking and on the spot training to workers regarding cases/areas needing improvement • Attend Permanency and PS unit meetings and/or staffing and present on current ICWA matters and/or training • ORICWA Implementation Committee, • Case Mapping Subcommittee, • Forms Development Subcommittee • 60 day state-wide Klamath Tribes staffing (with the exclusion of Multnomah as they facilitate their own staffing) 2/16, 4/27, 6/9, 8/11, 10/20 & 12/14. • New Worker ICWA Orientation with support from The Klamath Tribes 	110 200 200 50 20
District Highlight: Tribal/State Partnership		
<ul style="list-style-type: none"> • ICWA Court development and training in partnership Klamath Tribes, JCIP, Casey Family Project and NCJFCJ • ICWA specific CRB development and training 		

	Training/Events	Numbers
District 12: Marie Allman	ORICWA Webinars # 4 and learning communities	1/2
	One on One training/discussions (CFL 1270)	7
	Participation in CPS Unit Meetings to discuss (CFL 1270) and the Active Efforts Staffing Guide	5
	Eastern ICWA/ORICWA quarterlies including CTUIR and Burns Paiute (D14 RICS); collaboration with D9 and D13 - May and August 2021	2 125/132 attendees
	ORICWA Conference	1
	Oregon ICWA Virtual Conference planning	1
	Staff ICWA Cases monthly basis	108
	Case discussions and correspondence	35
	Active Effort Staffing	7
	CFSR	2

District Highlight: Tribal/State Partnership

- Monthly meeting/case staffing with CTUIR
- Developing a monthly training Tribal/ORICWA with the CTUIR
- Chairman of the EIC for D-12

	Training/Events	Numbers
District 14: Miranda Wagner	ORICWA webinar planning meetings	20
	Preparation and presentation of ORICWA webinar #4	10
	ORICWA learning community preparation and presentation	5
	SSA ICWA training and active efforts	
	District All Staff updates and 1270 training	80
	One on one case staffing at training as needed district wide	
	2021 Oregon DHS Tribal/State Virtual ICWA Conference planning	2

	Training/Events	Numbers
District 14: Miranda Wagner	Eastern ICWA Quarterly Planning meetings with Burns Paiute Tribe and CTUIR	10
	<ul style="list-style-type: none"> • 05/20/21 Eastern Quarterly 	1
	<ul style="list-style-type: none"> • 08/31/21 Eastern Quarterly 	1
	NICWA Conference Attendance	
	ORICWA forms development and revision	24
	ORICWA Implementation	20
	CPS Active Efforts Staffings on new intakes	15
	Case staffings, consultation, and coaching	75
	DOJ staffings	
	Data Collection through ROM to track ICWA search status	15
	Guardianship tracking, training and assistance for completion	12-15
	Intensive Follow Up: clinical supervision ICWA-assisted perm consultant with training for new supervisors.	3
	NTDS review and recommendations for resource parent training	2
District Highlight: Tribal/State Partnership		
<ul style="list-style-type: none"> • LICWAC-Local Indian Child Welfare Act Committee Monthly meeting • Ongoing case staffings and collaboration as ODHS continues to provide coverage for Burns Paiute Tribe CPS. • 2-CFSR reviews • EIC member • Additional support and coverage for District 13 		

	Training/Events	Numbers
<p>District 15/16: Chris Espinosa</p>	<ul style="list-style-type: none"> • Clackamas MDT presentation – Effectively Serving Tribal Families – With Ashley Harding • Metro Quarterly X2 – (Personal and Professional Journey through a Community and Cultural lens, ORICWA Q&A) (Cultural Case Plans, Active Efforts Staffing) – With Nicomi Levine • ORICWA Implementation Presentation – Tribal State Agreements- With Marty Schroeder, Miranda Wagner, and Matt Manion • ORICWA Implementation Feedback Sessions • QEW training – Support All Staff • 1270 info session D15 (NC and OC) • Substance Use Disorder workgroup 	<p>20</p> <p>75-125</p> <p>50</p> <p>20</p> <p>60</p>
<p style="text-align: center;">District Highlight: Tribal/State Partnership</p>		

Tribal Affairs Summary

Every year the Tribal Affairs Baskets of Work fill up with new projects highlighting the actions to address tribal needs or the ongoing partnership work within the agency. Tribal Affairs has also experienced growth in staff, which by 2022 will be fully staffed at 16 people. Using this momentum, Tribal Affairs will continue to hone and clarify the interdependency of the team along with conceptualizing a vision that aligns with the needs of tribal partners and ODHS. Moving into 2022, Tribal Affairs will work to align with the ODHS Equity North Star, Child Welfare Vision for Transformation, the Family First Initiative and the Well-Being project. As this alignment comes together the hope is to realize service delivery that is holistic, well integrated, culturally informed, and transparent. It is through this future realization that ODHS can uphold the government-to-government relationship with Oregon Tribal Nations.

Aging and People with Disabilities

Program area goals

The Office of Aging and People with Disabilities (APD) is committed to embodying the Oregon Department of Human Services Equity North Star.

This means that we invest time, resources and staff. We offer humility, open-mindedness and repair. We analyze our impacts and reframe our approaches.

Aging and People with Disabilities continues to develop structures and supports in providing Service Equity to members of Tribal Nations. This includes: creating an executive leadership position of Equity Strategist; continuation and expansion of the Tribal Navigator Program; promoting collaboration between APD districts, central office units, and tribal governments within established Service Equity Plans; providing opportunities in the workplace for staff to learn more about Oregon's history with tribal communities; partnership with Tribal Affairs to address the needs of tribal elders living in Celilo Village and along the Columbia River; and supporting biannual Meet & Greet opportunities for Older Americans Act Title VI coordinators.

We know that there is always more to do and learn, that equity and anti-racism are lifelong commitments, and we won't always get it right. We are grateful for the relationships we have with Tribal Nations and the opportunity to serve communities that have loved and shaped this land since time immemorial.

Formal Agreements:

Formal agreements are integral to government-to-government relationships. Not only do they provide accountability for promises, but they are also a sign of respect and understanding that Tribal Nations are sovereign.

Sovereign nations have self-determination. The agreements under the Tribal Navigator Program honor this dynamic by providing up to \$100,000 each year to the participating tribes or Urban Indian Health Center (UIHC). Through these funds, tribes and the UIHC hire and oversee a Navigator to assist elders and people with disabilities access services and resources provided by APD and our county contract entities known as Area Agencies on Aging (AAAs).

The state system can be overwhelming and confusing for many. These issues combined with historic and current mistrust of government prevent many tribal elders and tribal members who experience disabilities from seeking assistance from the state. The Navigators are unique in that they are from the communities they serve, know the cultural norms, struggles and needs of the people they support.

Since the inception of the Navigator Program the circle of partners and relationships has increased to provide better understanding of the interconnectedness of our systems and help APD identify gaps in service delivery. With the Navigators integrated into the APD system, it is a true relationship.

To date, there are six active Tribal Navigator contracts in place and one moving through the contract process. The hope is that each tribal entity in the state of Oregon will be contracted to have their own Navigator to help better serve their elders and members who experience disabilities.

Contracts for the Tribal Navigator program are in place with:

The Confederated Tribes of the Coos, Lower Umpqua, Siuslaw Indians

The Confederated Tribes of Warm Springs

The Coquille Indian Tribe

The Cow Creek Band of Umpqua Indians

The Native American Rehabilitation Association

The Confederated Tribes of the Umatilla Indian Reservation

Contracts that are underway to completion are with The Confederated Tribes of Grand Ronde.



Photo: APD and Warm Springs staff meeting to sign the Tribal Navigator contract at the Warm Springs offices.

Older Americans Act:

The Older Americans Act (OAA) is a federal program administered through the Office of Aging and People with Disabilities (APD). The act provides funding for services and supports for individuals ages 60 and older. In 2021, approximately 115,000 Oregonians accessed these services. This represents a significant decrease from past years, likely due to the impact of COVID on both availability of certain services and consumers' decisions to access services.

Funding for OAA services begins with the federal partners awarding funds to Oregon based on the number of Older Americans living in the state. APD distributes funds received to local Area Agencies on Aging (AAAs) via an approved funding formula, and AAAs develop coordinated, community-based networks to provide programs and services that meet the needs and preferences unique to individuals in their local areas.

These networks often include senior or community centers that offer programs and services such as: family caregiver supports; case management; nutrition (through congregational and home-delivered meal programs); evidence-based wellness and chronic health condition management activities; transportation; senior employment; legal services or elder abuse prevention services.

Federal law requires that OAA services target those with the most significant economic and social need, as well as minorities and those residing in rural areas. There are no income or asset requirements to receive OAA services except those related to the Senior Community Service Employment Program (SCSEP).

Coordination with Oregon's Tribes (OAA Title VI grantees)

The Older American Act Native Americans Programs (described in Title VI of the OAA) were first established in 1978 with the provision of nutrition and supportive services and were later expanded to include caregiver support services. Programs provide grants to eligible tribal organizations (Title VI grantees) to promote the delivery of home and community-based supportive services to tribal elders, including nutrition services and support for family and informal caregivers. The OAA requires coordination between AAAs and Title VI grantees in efforts to better meet the needs of tribal elders. Tribes may decide the age at which a member is considered an elder and thus be eligible for services. The APD Community Services and Supports Unit (CSSU) supports AAAs and Title VI grantees to coordinate, work together and build relationship through the local AAA liaisons and in helping facilitate statewide “Meet & Greets” and regional gatherings of AAAs and Title VI and other tribal representatives. Meet & Greets are scheduled approximately twice a year and are often hosted by a local tribe. They include opportunities for tribal representatives, AAAs and state staff to discuss needs and ways to build partnerships and collaborations to better serve tribal elders. Local areas also schedule more frequent meetings and check ins where a variety of topics and collaborative work are developed and discussed.

2021 Challenges, Lessons Learned, or Opportunities Partnering with Tribes

Despite the challenges of initiating and building relationships virtually, we continue to prioritize these activities because remaining connected to our tribal partners is crucial and worth the effort.

It has been challenging to stay current with partners because of staff turnover and the fact that AAA and tribal offices remain mostly closed. With reduced contact, in person or other, it may take months to learn when a new person is hired.

Although everyone struggled (and continues to do so) with the effects of the pandemic, wildfires, natural disasters, water shortages, etc. acts of generosity and sharing of resources and time were seen across the aging network. Partners had opportunities to help each other in ways they had not done so before. In many cases, that adversity has strengthened relationships and connections.

The challenges of the past 18 months have created heavy workloads, travel restrictions, office closures and reduced resources and limited contact with others. Getting basic work done is much more challenging and impacts from grief and loss have exacerbated these challenges. These circumstances, while difficult, have also caused us to recognize and be grateful for the understanding, support and grace people offered each other.



Photo: Screen shot of some attendees at our virtual statewide Meet & Greet.

Data

American Indian/ Alaskan Natives Served Through OAA Title III Funded Programs		
Year	Total Served	Percent receiving OAA Services*
2016	212	
2017	217	
2018	229	
2019	456	
2020	391	
2021	378	1.51%

* Percentages of tribal elders receiving services is not easily obtained for years prior to 2021, and this is a new data point for this report.

The services most frequently used by tribal elders include: information and referral; home-delivered meals; congregate meals; case management; health promotion; reassurance; and nutrition education.

One data-related challenge is that approximately 16 percent of OAA data related to race and ethnicity is missing. In other words, for 16 percent of individuals receiving OAA services, we do not have data about which racial/ethnic groups individuals identify with. In early 2022, AAAs will be trained to collect additional information about race and ethnicity as part of Oregon's Race, Ethnicity, Language and Disability Demographic Data Collection Standards (REALD). As a result of additional training and emphasis on the importance of collecting this information, we expect a decrease the amount of missing data in this area in the future.

Key contact for Older Americans Act: Ann McQueen
503-930-7293

Oregon Project Independence:

Oregon Project Independence (OPI) is a state-funded program offering 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. Oregon Project Independence consumers must not be eligible for Medicaid, must meet the requirements of the long-term care Service Priority Rule and must not live in a licensed long-term care setting. There is also a small pilot that allows OPI funds to be used for younger people with disabilities. In-home services available through OPI and the OPI Pilot include personal care, homemaker and chore assistance, transportation, adult day services, respite care, case management, registered nursing services and home-delivered meals. Case management is provided for free, while other services are provided on a sliding scale and are free to families below the federal poverty level. Services are provided through local AAAs.

In October 2021, APD applied for what is called an 1115 demonstration waiver with the Centers for Medicare and Medicaid (CMS). If approved, this waiver would allow OPI services to be funded partially by Medicaid rather than continuing to be fully funded by the State's General Fund. If CMS approves Oregon's application, we will be able to expand OPI to serve more individuals, including serving younger people with disabilities throughout Oregon.

OPI Consumers			
Year	Total OPI consumers	Native American/ Alaska Native	Percent receiving OPI by race/ethnicity
2019	2264	26	1.15%
2020	2217	24	1.1%
2021	2331	29	1.25%

2019	
Benton County	1
Clackamas County	1
Columbia County	1
Jackson County	4
Josephine County	2
Klamath County	1
Lincoln County	1
Linn County	1
Marion County	2
Multnomah County	9
Polk County	1
Umatilla County	1
Washington County	1
Total	26

2020	
Benton County	1
Columbia County	1
Coos County	1
Jackson County	3
Josephine County	1
Klamath County	1
Linn County	2
Marion County	1
Multnomah County	9
Polk County	1
Umatilla County	1
Wasco County	1
Yamhill County	1
Total	24

2021	
Baker County	1
Benton County	1
Columbia County	1
Coos County	1
Jackson County	4
Josephine County	1
Klamath County	1
Linn County	1
Marion County	5
Multnomah County	5
Polk County	1
Umatilla County	2
Union County	1
Wasco County	1
Washington County	1
Yamhill County	2
Total	29

Data analysis:

- OPI consumers who self-identify as American Indian or Alaska Native. This is how it is listed in the Oregon ACCESS software system.
- Fifteen counties have at least one consumer who self-identifies as AI/AN.
- Over the course of the three years, Multnomah County had the highest number identified and Jackson County, the second highest.

Key contact for OPI: Ann McQueen 503-930-7293



Photo: The last in-person regional Meet & Greet before the COVID pandemic hit.

Aging and Disability Resource Connection of Oregon (ADRC):

The ADRC of Oregon is a “no wrong door” system that is the first contact for anyone to find both statewide and local information and services to address aging or disability needs. The ADRC helps individuals learn about public and privately paid services in local communities throughout the state. Each ADRC has professionally trained staff who can help connect individuals with resources for both immediate needs and planning for the future. The ADRC is a statewide resource for anyone and everyone, regardless of income level. To reach the ADRC:

- Call the toll-free number (1-855-673-2372 or 1-855-ORE-ADRC),
- Visit the ADRC website at: www.ADRCoforegon.org, or
- Contact a local ADRC office.

Key contact for ADRC: Ann McQueen 503-930-7293

Direct Financial Support:

Oregon used to provide a single direct monthly payment of \$1.70 to eligible individuals to meet a federal maintenance of effort (MOE) requirement. A few years ago, Oregon altered its approach, replacing the \$1.70 per month payments with more targeted

payments known as Special Needs payments. These Special Needs payments are tailored to meet Oregonians’ unique needs. These payments are available to individuals receiving Social Security Supplemental Income (SSI) and to those who meet other income requirements.

Special Needs payments cover various situations, such as the need for a special diet allowance or a moving costs allowance. For example, an Oregonian with renal disease who requires increased protein and vegetables can receive the special diet allowance to pay for the higher cost of these nutrient-rich quality foods. The Moving Costs payment allows Oregonians who are in unsafe living situations due to domestic violence or uninhabitable housing up to \$1,000 in any 12-month period to move to safer housing.

Another example is a tribal member, residing in a nursing facility, receiving the Nursing Facility Personal Incidental Fund (NF/PIF) payment. Personal incidental funds (PIF) are monies that individuals receiving long-term care services are allowed to keep from their income to use for personal items. The current PIF amount allowance for an individual in a nursing facility is \$64.94. The Social Security Administration reduces SSI payments to \$30 when an individual resides in a nursing facility. This tribal member is receiving \$30 in Social Security Supplemental Income (SSI) and a

monthly Tribal Senior Pension benefit of \$100. The tribal income is excluded under Public Law 97-436, therefore not considered in the determination of the NF/PIF payment. The state of Oregon is giving this individual a monthly payment of \$34.94 to ensure they receive their full PIF allowance of \$64.94.

Oregon offers the following payments to eligible individuals:

One-time payments:

- Community-based facility room and board
- Community transition services used to transition Oregonians from nursing facilities back into their communities. Services can include security deposits, furniture, kitchen items, etc.
- Diversion and transition services used to maintain community housing for individuals who would otherwise receive their services in a nursing facility.
- Home repairs
- Moving costs
- Property taxes

Ongoing payments:

- Accommodation allowance, which can be used, among other things, for disability-related housing needs. For example, an individual living in an upstairs unit who can no longer use the stairs can use this payment to offset the cost of a downstairs unit.
- Food for assistance animals
- The in-home supplement provides a \$22 monthly payment to individuals receiving SSI as their only source of income and community-based care in-home services or State Plan Personal Care.

- Laundry allowance
- Personal incidentals and room and board allowance
- Special diet allowance
- Supplemental communication allowance
- Prescription drug co-pay coverage

With the implementation of the Integrated ONE system, Oregonians have greater access to these payments than in previous years. The No Wrong Door approach to Integrated Eligibility encourages Oregonians to access public assistance programs, including special needs payments, in the way that best works for them, whether that be calling the ONE Customer Service Center, using the online Applicant Portal, or contacting their local ODHS or Type B Area Agency on Aging (AAA) office.

The Integrated ONE system automatically issues the nursing facility personal incidental fund and in-home supplement payments, ensuring every eligible Oregonian receives their payment and eliminating barriers to accessing benefits. In addition, an increased focus on training all ODHS and AAA eligibility staff and other community partners means Oregonians have more opportunities to access direct financial support payments, allowing Oregonians to retain their independence and dignity in a safe environment of their choice.

Data:

In 2021, 171 tribal members received the monthly in-home supplement payment, and 12 tribal members received the monthly Nursing Facility Personal Incidental Fund payment.

Key contact for Direct Financial Support: Erika Miller at 503-269-7192

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. General Assistance consumers are provided with free assistance with their Social Security applications and appeals, along with a small amount of cash and some support for housing and utilities. This current version of the GA program started on July 1, 2016. The manager worked with Tribal Affairs Director to present information on GA to the tribes before the launch of the program.

Key contact for General Assistance:
Christopher Ellis at 503-373-2305

Disability Determination Services:

People with disabilities may qualify for one of two federal disability programs: Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI). These programs are governed by the federal Social Security Administration (SSA) but the medical decision is provided by the Oregon Department of Human Services as outlined in the Code of Federal Regulations (CFR). While these two programs are different in many ways, both are administered by the Social Security Administration and only individuals who have a disability and meet medical criteria may qualify for benefits under either program. Social Security Disability Insurance pays benefits to you and certain members of your family if you are “insured,” meaning that you worked long enough and paid Social Security taxes. Supplemental Security Income pays benefits based on financial need.

Key Contact for Disability Determination Services:
Jay Minten 503-986-4803

Long Term Services and Supports:

Oregon assists qualified low-income older adults, people with disabilities and other adults covered under traditional Medicaid and the Affordable Care Act expansion 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. Services and supports are designed to meet a person’s cultural needs and preferences and the services can be adapted as a person’s needs and preferences change over time.

APD works in partnership with the nine federally recognized tribes in Oregon and with NARA through the Tribal Navigator Program (TNP) and in Tribal Meet and Greets to create and maintain relationships that improve long term services and supports so that they are more culturally-responsive to the needs and preferences of tribal members who use these services. With the challenges of COVID-19 and wildfires, these relationships are more critical in coordinating services and supports for older adults and people with physical disabilities.

One new initiative in APD is the expansion of Oregon Project Independence (OPI) and the creation of the Family Caregiver Assistance Program (FCAP) under a Medicaid 1115 Demonstration. Once implemented, these programs provide options for tribal members to access services and supports for themselves, as well as caregivers who support them, without estate recovery that exists in the current Medicaid long term services and supports program. APD intends to launch these programs on July 1, 2022.

For the current Medicaid long term services and supports program, individuals must meet specific eligibility criteria around limitations in specific Activities of Daily Living. (ADLs). Assistance is provided to eligible individuals with their ADLs and instrumental activities of daily living (IADLs). Activities of Daily Living are those personal functional activities required by all of us for continued well-being, which are essential for health and safety. Activities include tasks such as:

- Bathing
- Cleaning your body
- Decision-making
- Emotional and mental health
- Dressing
- Caring for your body
- Eating
- Using the toilet
- Moving from place to place
- Getting out of a chair or bed

IADLs include tasks such as:

- Housekeeping
- Laundry
- Meal Preparation
- Taking your medication at the right time and in the correct amount
- Shopping
- Transportation

In-Home Services:

In-home services are the cornerstone of Oregon's long-term services and supports system. For older adults and people with physical disabilities, the ability to live in their own homes is compromised by the need for support in regular daily living activities. For more than 40 years, Oregon has created options to meet people's needs in their own homes. Services include in-home support through individual Home Care Workers, in-home agencies, emergency response systems, home modifications and home delivered meal providers.

Community-Based Care:

These include a variety of licensed 24-hour care settings and services to provide an alternative to nursing facilities. Services include assistance with activities of daily living, medication oversight and social activities. Services can include nursing and behavioral supports to meet complex needs. State and federal guidelines related to health and safety of these facilities must be met. Facilities are licensed and overseen by APD. Community based care providers (CBC) include adult foster homes, assisted living facilities, residential care facilities and memory care facilities.

Nursing Facilities:

Institutional services for older adults and people with physical disabilities are provided in nursing facilities licensed and regulated by APD. Nursing facilities provide individuals with skilled nursing services, rehabilitation after a hospitalization, housing, related services and ongoing assistance with activities of daily living.

Key contact for Long Term Services and Supports:
Jane-ellen Weidanz 503-602-8399

Adult Protective Services:

Purpose and Scope of Oregon's APS Program

The intent of Oregon's Adult Protective Services (APS) program is to provide prevention, protection, and intervention to adults who are unable to protect themselves from abuse and self-neglect because of their age or physical disability. Adult Protective Services and service delivery is consistent across all demographic groups. Adult Protective Services workers are trained to model respect, honesty and integrity when entering someone's home and family structure.

Approximately 185 APS workers 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. About half of those reports are assigned for APS investigation; the rest are referred to other agencies for investigation or to other available resources for appropriate assistance.

When a referral is assigned for APS investigation, APS workers coordinate with law enforcement and other local resources to investigate the reported abuse and offer protective services to victims. APS investigates abuse allegations in private homes as well as in licensed care facilities, including adult foster care, assisted living and residential care facilities. About one-third of abuse investigations occur in licensed facilities; the remaining two-thirds involve reports of abuse in private homes, the homes of extended family, friends or acquaintances.

In addition to taking steps to ensure the alleged victim's safety, APS investigations attempt to determine whether the alleged perpetrator did, or did not, commit the reported abuse. Alleged perpetrators in APS cases fall into one of the following categories:

- Familial (adult child, sibling, spouse, etc.),
- Professional (caregiver, landlord, medical professional, etc.),
- Situational (roommate, stranger/unknown, etc.), or
- Social (acquaintance, friend, neighbor, etc.)

More than two-thirds of alleged perpetrators reported to APS are family members. The top two alleged perpetrator relationships are adult child and spouse.

APS Coordination with Oregon's Tribes

Adult Protective Services staff are expected to work cooperatively with all nine Confederated Tribes in Oregon to ensure collaboration and provide interventions that embrace traditional tribal values. APS workers are trained to recognize the diversity in Tribal Nations, the need for connection to tribal resources, and to an obligation to provide services in a way that is respectful of all cultural beliefs, convictions and heritage.

When APS staff in local offices determine that a report of abuse involves a tribal member, or a non-member living on tribal land, they are expected to reach out to the tribe to discuss and coordinate their response.

In addition to collaborating on individual situations, APS staff work regularly to strengthen relationships with tribal members and leaders through various means. Since 2018, APS workers have attended and spoken at Tribal Gathering Centers for annual resource/community introductions ("Meet & Greets"). During these events, workers describe APS practices and how law enforcement and ODHS can work together to keep tribal members healthy and safe. In some areas, more formal Memorandums of Understanding (MOUs) have been developed to outline the relationship between tribal authorities and APS and are reviewed and updated on an annual basis.

When assessing individuals or planning interventions involving tribal members, APS staff work with tribal resources including law enforcement, social services, mental health, drug and alcohol treatment, spiritual leaders and tribal naturopathic healers. The goal is always to integrate services to meet the person's needs while also honoring traditional tribal approaches to interacting and providing assistance.

Some examples:

- A situation reported to APS involved an elderly married couple, each members of different recognized tribes, living on the husband's tribal lands in Oregon. When the husband died, the wife was no longer able to access local tribal resources for medical care. APS assisted the wife, who belonged to an out-of-state tribe, to apply for medical services from a community medical center off the reservation and supported the elderly woman in transferring her medical records. She remained in tribal housing and applied for Medicaid services to meet her ongoing needs, including using tribal members as home care workers.
- A female APS investigator approached the home of an older, respected tribal member regarding a report of a family member's care needs being neglected. To interview the gentleman about the reported neglect in a respectful manner, the APS investigator was seated by the gentleman's spouse in one section of an open living space, facing away from the center of the room. The gentleman was seated in the other end of the space, also facing away from the center of the room. The investigator was asked to conduct the interview by speaking to the spouse who, in turn, would walk across the room to ask the question. In this way, the investigator completed the interview while avoiding a face-to-face

interaction with the older man, in respect for tribal beliefs.

- A young tribal member living with traumatic brain injury was reported to be self-neglecting, including using alcohol in excess. He had been taken to a detoxification unit several times in the past by tribal and county law enforcement and was never incarcerated due to his brain injury. He had a guardian that moved away and struggled with substance use disorder himself. The Tribal Council was frustrated, and the drug and alcohol team struggled to address the misuse due to the guardian remaining the legal decision maker. Through collaboration it was learned that the young man appreciated the spiritual services offered by a nearby tribal spiritual leader. The leader and the young man agreed to talk every time he was walking to the store (past the home of the leader). This plan worked and the spiritual leader was able to redirect the young man with projects and other things to do, stabilizing the situation.

Data Collection on APS Interactions with Tribal Members

APS utilizes a Centralized Abuse Management (CAM) data system that allows for the recording of all Oregon Tribal affiliations. Language barriers, cultural or social factors and physical challenges are addressed throughout the APS process by asking questions, including the REALD framework, and by consulting with community partners.

In 2021, APS has received 195 allegations of abuse and/or neglect of Native American/Alaskan Native and Canadian Tribal members. Each allegation was screened and investigated in cooperation with tribal resources and referrals were provided for those allegations that did not meet the definition of abuse/

neglect OAR 411-020-0010. Interaction with the Confederated Tribes of Oregon has been recorded in the APS CAM data collection system, along with several other self-reported tribal affiliations.*

*Other tribal affiliation reported

Lower Muskogee Tribe, Yellowhawk Tribe, “American Indian,” Cherokee, Karuk Tribe, Chippewa Cree, Laguna Tribe, Gila River Pima Tribe, Apache, Blackfoot, Abenaki, Nehalem, Choctaw, Juaneno, “Native American,” Metis/First Nation (Canada), Yakama Nation, Mountain and Southern Ute, Alaskan Native, Aleut Tribe, Yup’ik People, Emmonak.

Additional Resources Related to Abuse:

Why Should I Care About Elder Abuse flyer: <https://www.oregon.gov/DHS/SENIORS-DISABILITIES/Documents/Why-Should-ICare-About-Elder-Abuse.pdf>

Are you a mandatory reporter of abuse? Review this brochure to find out more about being a mandatory reporter: <https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/de9373.pdf>

If you become aware of an older adult or a person with a physical disability who may be in an abusive situation or if you suspect abuse, neglect or financial exploitation has occurred, call Oregon’s Safeline at 1-855-503-SAFE (7233) to report it.

Websites that have more information:

National Adult Protective Services Association: <https://www.napsa-now.org/about-napsa/>

National Committee for the Prevention of Elder Abuse: <http://www.preventelderabuse.org/>

Oregon Department of Human Services Aging and People with Disabilities website: <https://www.oregon.gov/dhs/seniors-disabilities/SPPD/Pages/index.aspx>

Follow DHS-APD on Twitter (@OregonDHSAPD) and find DHS-APD on Facebook.

Oregon Home Care Commission:



In 2000, the citizens of Oregon voted to amend the State Constitution to create the Oregon Home Care Commission (OHCC).

The Commission is focused on ensuring that the homecare services funded by the Oregon Department of Human Services 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
- 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 & 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.

OHCC Strategic Workforce Development Plan Vision

Individuals will have access to supports and services from a qualified, trained, and diverse workforce accessible through the Oregon Home Care Commission Registry.

OHCC Strategic Workforce Development Goals

Goal 1: Position homecare workers, personal support workers, and personal care attendants as trained, credentialed professionals.

Goal 2: Attract and retain a diverse and appropriate pipeline of qualified workers to meet the demand for homecare workers, personal support workers and personal care attendants.

Goal 3: Facilitate user-friendly approaches to connecting homecare workers, personal support workers, and personal care attendants with prospective employers.

OHCC Collaboration with Oregon Tribal Nations

The Commission has participated as vendor and presenter during past Native Caregiving Conferences.



Partnered in workforce development activities recruiting tribal members as homecare workers to serve tribal elders.

We look forward to future collaborative ventures.

The Commission has vacancies and is seeking to fill the positions with individuals from Black, Indigenous, (BIPOC) and People of Color (POC) community members.

Boards, Commissions, and Councils staffed by Aging and People with Disabilities:

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, one from the House and one from the Senate. 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 which affect elderly persons, recommend development of a comprehensive plan for delivery of services to elderly persons, and promote responsible statewide advocacy for elderly persons. The commission generally meets monthly, and meetings are open to the public.

Oregon Disabilities Commission

The Oregon Disabilities Commission (ODC) is to secure 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.

The ODC has no identified tribal members currently.

The Director of Executive Appointments within the Governor's Office recently asked all boards and commissions whose members are appointed by the Governor to ensure a minimum of 25 percent of commission members represent the Black, Indigenous, and People of Color (BIPOC) community. ODC supports this goal and is committed to ensuring its representatives reflect the diversity of Oregon's population. ODC will continue to recruit individuals from diverse backgrounds, including representatives from tribal entities, in pursuit of this goal.

Oregon Deaf and Hard of Hearing Services Advisory Committee

The Oregon Deaf and Hard of Hearing Services Advisory Committee (ODHHSAC) is to represent the interests of deaf, DeafBlind, and hard of hearing Oregonians and to provide feedback and recommendations to the ODHS Director.

This committee strives to maintain a balance of perspectives among its members to represent individuals who are deaf, hard of hearing, deaf-blind/DeafBlind, deaf/hard of hearing with additional disabilities, family members of deaf/hard of hearing people, and professionals who serve deaf and hard of hearing people.

ODHHSAC has one identified tribal member on the committee. ODHHS staff are about to recruit more candidates, providing an opportunity for more involvement.

Program Summary:

The Aging and People with Disabilities (APD) program appreciates our relationship with Oregon's tribes and is committed to enhancing our relationship to better serve Oregon's tribal members. One particularly important initiative underway involves the expansion of Oregon Project Independence through an 1115 demonstration waiver. If successful, tribal members could receive long term services and supports without being subject to estate recovery, a common complaint among tribal members. Most APD programs have institutionalized a tribal review of significant policy changes and initiatives. We are committed to this practice and look forward to continuing to expand our collaborations over time. As APD programs grow, we know that will help improve tribes' ability to offer more detailed feedback. APD views this relationship as a journey that requires trust, education, understanding and respect. APD is committed to achieving these goals.

Key contact: Mike McCormick, Interim Director
503-945-6229 Mike.r.mccormick@dhsosha.state.or.us

ODHS Programs

Child Welfare

Program Overview

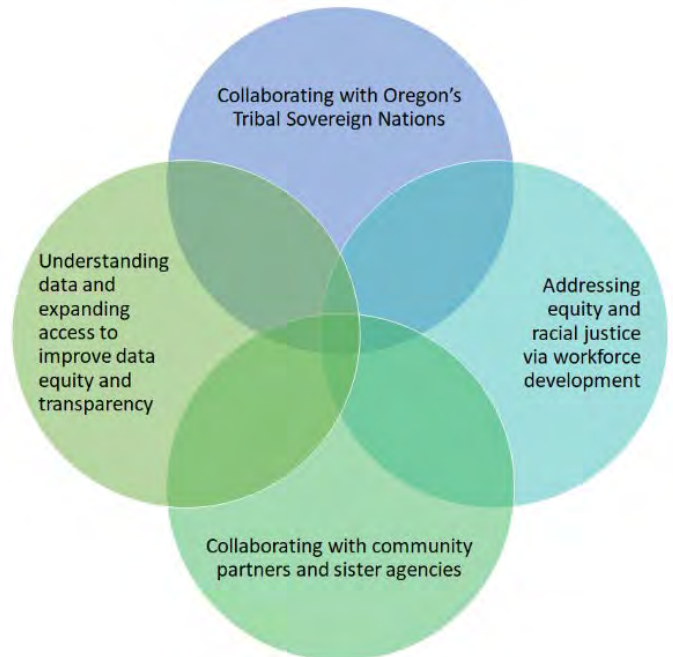
Oregon Department of Child Welfare (CW) has passed the one-year mark from its Vision for Transformation, which emphasizes Child Welfare’s dedication to our Tribal Nations and children.

The overarching Guiding Principles include:

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 improvement efforts.

These Guiding Principles cover these four key tenets and drivers of Child Welfare’s work:

- Collaborating with Oregon’s Tribal Sovereign Nations
- Addressing equity and racial justice
- Collaborating with community partners and sister agencies
- Understanding data and expanding access to improve data equity and transparency



With another year completed, the opportunity to connect virtually remains the main option, thus increasing accessibility to collaboration and routine attendance. Additionally, virtual training, meetings, support groups and resource parent certification processes have increased accessibility for recruitment, training and support of staff, families and partners across the board. In addition, the Child Welfare Director and the Tribal Affairs Director continue to meet regularly, allowing connection to flourish. In addition, the Tribal Affairs Director and the Child Welfare Deputy Chief of Strategy and Innovation meet monthly to discuss opportunities to align and work collaboratively. Oregon's continued commitment to tribal children and tribal communities, with the implementation of HB 4212 throughout 2021. The Child Welfare Project Management Office (PMO) continues to partner with the Tribal Affairs Unit to support the implementation of the 2020 Oregon Indian Child Welfare Act (ORICWA) House Bill 4212 requirements.

Below are program updates and highlights from 2021:

- Equity, Training and Workforce Development
- Child Fatality Prevention and Review Program
- Family Preservation
- Family First Services Act Training Provided by Federal Policy and Resources
- Federal Policy and Resources
- Foster Care
- Oregon Child Abuse Hotline
- COVID-19 Impacts

Equity, Training and Workforce Development (ETWD)

In alignment with the Child Welfare Vision for Transformation and ODHS Office of Equity and Multicultural Services' (OEMS) Equity North Star, CW is building out infrastructure, staffing and strategic planning around integrated equity efforts with the following areas of focus and their associated Guiding Principle (GP) 1, 2, or 3 from the Vision for Transformation:

- Using data and metrics to better understand where decision-making, documentation, and practice are contributing to racial disproportionality and disparity (GP3)
- Establishing clear metrics for measuring the success of our equity enhancement efforts and use of data in decision making (GP3)
- Increasing engagement of staff, resource parents, central office and field leadership, the Office of Tribal Affairs, as well as our tribal and system partners in collaborative support around the implementation of ORICWA (GP1, GP2)
- Planning related to a research agenda that is grounded in tribal priorities for Child Welfare services and supports to Native American and ICWA eligible children and families (GP1, GP3)
- Increasing engagement with tribes and tribal partners and exploring with our ODHS partners the need to establish MOUs, consultation policies and other sustainable practices that honor the sovereignty of tribes in government-to-government relations (GP1, GP2, GP3)
- Focusing on a clear commitment to becoming a prevention and stabilization system as opposed to a surveillance and crisis response system (GP1, GP2)

- Ensuring that equity and equity-related expectations are called out in our contracting practices (GP2)

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. The intentions focus on equity related to:

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

The following current initiatives and projects are addressing services and supports for tribal children and families:

- The Child Welfare Racial Equity and Social Justice tool is designed to help eliminate bias in policy, practice, and program development and better leverage the autonomy and cultural wisdom of traditionally marginalized, oppressed, or excluded communities by focusing on the shared buy-in and partnership at early stages of planning. This is being implemented across Child Welfare system improvement efforts to ensure equitable and inclusionary projects, policy development and large-scale practice changes.

- Tribal Affairs, tribal and community partner collaboration activities are engaging staff in equity-related learning opportunities. These intentional relationships help combat historical “tokenizing” and decolonize the way Child Welfare leads practice.
- Race, ethnicity, language and disability (REALD) planning and implementation ensures racial disparities are identified and analyzed to inform best practices in ODHS.
- An all-staff required American Disabilities Act (ADA) Training has been implemented to strengthen and improve disability-related knowledge and practice. The intersectional identities of our tribal children and families include their abilities.
- An equity resource page for staff provides up-to date information, tools, events and consultations. The information builds staff’s learning capacity in regards cultural significant traditions, beliefs and relationships.

Training and Workforce Retention and Recruitment

A comprehensive review of ODHS Child Welfare has helped set the path for improvement. Retention and recruitment strategies for staff, resource parents and providers are focused on clarifying that equity is central to ODHS. This is reflected in revising position descriptions and setting clear expectations of staff at all levels.

Child Welfare is conducting an ongoing assessment of existing policy, rule and procedure, as well as using data to understand disproportional and outcomes for communities of color. By using a racial equity review process, we can shift policy and practice and proposed policy and practice changes, which will contribute to more equitable outcomes for staff or communities.

Reviewing training curriculum, learning objectives and clarifying competencies are ongoing. 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.

Child Welfare is continuing to offer learning opportunities throughout the career span of all staff and resource families. This will require the development and use of technology, tools and coaching approaches that effectively transfer learning into skill development, rather than singular training events. To that end, specifically for resource parents and families, a significant redesign of orientation and pre-certification training is underway, with the intention of implementing the new program in Spring/Summer 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 is being developed and adapted in partnership with consultation from Tribal Affairs and ICWA Advisory partners. Meanwhile, CW's ongoing training initiatives continue to provide offerings regularly covering ICWA and ORICWA, tribal identity, customs, culture, and practices. There is significant emphasis in the current and future training offerings on resource parents to partner with the child, and the child's family, community and tribe, which will explore and celebrate the child's identity and sense of belonging (e.g., cultural, tribal, sexual orientation, and gender identity expression equality (SOGIE)).

The Equity, Training and Workforce Development (ETWD) team also participated in the ORICWA training rollout, which included leading several of the learning sessions that focused on leadership and applying the skills and knowledge from the training events, as well as participating in consultative training to support Active Efforts Specialists. New Supervisors

and Mentoring, Assisting, Promoting Success (MAPS) also participated in a training session as a part of their initial pre-service training to help establish a foundation of equity-centered work and work with tribes as being critical to effective child welfare practice. Supervisor pre-service training is also offered to our tribal child welfare partner staff along with other training, such as OR-Kids specific training and one-on-one learning opportunities.

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 a strong partnership with Oregon Tribal Nations to collaborate on child maltreatment and fatality prevention opportunities through listening and learning.

CFPRP efforts to build this relationship during the past year include:

- Developing the Safe Sleep Self Study for Oregon's Family Serving Professionals. Feedback was sought and received from the Native American Rehabilitation Association of the Northwest, Inc. and Tribal Affairs to include Native American/Alaska Native and First Nations traditional sleep practices. Once completed, the release of the materials was messaged directly to Oregon Tribal Nations to ensure access and awareness.
- CFPRP was honored to present at ICWA Advisory on Plans of Care, collaboratively developed plans for infants exposed to substances

during pregnancy and their families and focused on keeping infants safely with their families, eliminating or reducing Child Welfare involvement, mitigating the impact of substance use and supporting parents diagnosed with substance use disorder with their recovery.

- Received expert consultation and guidance from Tribal Affairs about reducing traumatic impact at the profound and significant time of the death of a child. Incorporated guidance into the Fatality Protocol revisions and plan future partnerships to draft procedures on the topic.
- CFPRP is partnering with the Confederated Tribes of Grand Ronde's child welfare program to adapt a two-day Assessing Neglect training for both their internal staff and external prevention and intervention service providers. The goal is to deliver the training onsite in the first quarter of 2022. CFPRP believes this effort will lay the groundwork for other trainings to roll out in partnership with Oregon Tribal Nations.
- CFPRP has trained Regional ICWA Case Specialists on Question, Persuade, Refer, an evidence-based suicide prevention training.
- CFPRP in partnership with Tribal Affairs and ORCAH are developing a process to engage Tribal Affairs, Child Welfare Regional ICWA Case Specialists, and Oregon Tribal Nations early when a child dies, and the child's family has identified having Native American heritage. This early consultation will offer guidance to ensure Child Welfare professionals gather information about the family, community, and tribal cultural practices surrounding a child's death and use the information gathered to inform communication and engage.
- CFPRP continues to seek the expert insight of Tribal Affairs in the Critical Incident Review Process.

Our commitment to Oregon Tribal Nations having voice in the work of CFPRP will remain central to our efforts. With humility, we look forward to continuing to develop relationships and doing better each year.

Family First Prevention Services Act (Family First)

The purpose of the Family First Act is to avoid out of home placement and involvement in the foster care system, with an emphasis on the need for in-home services to be culturally responsive. Understanding the statewide impact of Family First, Tribal Affairs has partnered with Child Welfare to ensure Oregon Tribes are well engaged in the process. As part of the demonstration, three early implementation sites have been identified for Family Preservation: Klamath/Lake, Douglas, and the Alberta branch in Multnomah County. Community and partners with lived experience are actively engaged in this work on a statewide level and approaching each component with a focus on equity and inclusion. In partnership with Child Welfare, Tribal Affairs have met during the year discuss how Oregon Tribes should be reflected in the Family First Prevention Plan. To align programs, Child Welfare and Self-Sufficiency Program are partnering to develop a Family Preservation program that ensures consistency in Child Welfare and Self-Sufficiency policies and service array. The team has set up individual meetings with four of the nine Oregon Tribes to discuss and plan how to collaborate and partner in the rollout of Family First. Oregon department of Human Services CW met with Confederated Tribes of Warm Springs Tribal Council to discuss the implications of Family First and collected their input on how they would like to collaborate on the implementation of the Family First Plan. Below are the highlights from 2021:

- With the Confederated Tribes of Grand Ronde and Confederated Tribes of the Umatilla Indian Reservation successfully implemented family

preservation programs for many years. Child Welfare is collaborating with these two Tribal Nations to ensure they are included in the Phase One-Family First implementation planning and to learn from their successes. Most importantly, Child Welfare has assigned a Senior Federal Policy Analyst with the singular focus to liaison with each Oregon Tribal Nations.

- Five of Oregon's Nine Tribal Nations have current Title IV-E agreements and are in the process of documenting the tribal prevention plan and services in preparation to present to Tribal Councils.
- Oregon Tribes have an interest in training and are exploring training options for Motivational Interviewing and exploring training options and trainers who can provide training specific to tribal communities and tribal culture.
- Oregon Tribes have been offered the opportunity to have tribal staff trained in *Honoring Children, Making Relatives*, a cultural adaptation of Parent Child Interaction Therapy (PCIT).
- ODHS meets regularly with Oregon Tribes to provide consultation and support to Family First implementation in conjunction with existing tribal prevention services, with continued plans to set up individual meetings with four of the nine Oregon Tribes to discuss and plan how to collaborate and partner in the rollout of Family First.
- Met with Confederated Tribes of Warm Springs Tribal Council to discuss the implications of Family First and collected their input on how they would like to collaborate on the implementation of the Family First Plan.

As demonstrated in the illustration below, Family First has been incorporated into the Family Preservation

program. Family First is an important step to providing federal reimbursement to help states and Tribal Nations create a sustainable practice shift to prevent the removal of children from their homes.

Federal Policy and Resources

Federal Policy and Resources' (FPR) mission is to maximize federal reimbursement for the operations of the Child Welfare program which includes the Child Welfare programs for Oregon's Tribal Nations. Federal Policy and Resources has a unique partnership with Oregon Tribal Nations.

Federal Policy and Resources has several Inter-Governmental Agreements (IGAs) to pass through federal and state funds (as seen below). The goal and purpose of these IGAs are to provide additional supports for Tribal Nations to operate their Child Welfare programs including Family Preservation programs. FPR provides training and technical assistance to tribal employees, including but not limited to Tribal Child Welfare directors, caseworkers, and fiscal staff.

Social Service Block Grant/Title XX Agreements

Through the Social Service Block Grant (SSBG) Agreement, funds are authorized to the tribes to support their work to provide effective, culturally relevant child welfare services to tribal children and their families.

The objective of this Agreement is to provide SSBG funding directly to the tribes to meet the needs of individuals enrolled or affiliated within the tribe. Services may include but are not restricted to, daycare for children, protective services for children, special services to persons with disabilities, adoption, case management, health-related services,

transportation, foster care for children or adults, substance abuse, housing, home-delivered meals, independent/transitional living, employment services or any other social services found necessary by the tribe for its population.

All nine of the federally recognized tribes of Oregon receive SSBG funds. The source of these funds is Title XX of the Social Security Act and must therefore meet program requirements for Title XX and stay within the parameters outlined in Oregon's Title XX state plan.

Tribe	SSBG Funding Received	Clients Served
The Burns Paiute Tribe	\$2,818.00	0
Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians	\$8,323.00	46
Coquille Indian Tribe	\$8,191.00	60
Cow Creek Band of Umpqua Indians	\$15,931.00	158
The Confederated Tribes of Grand Ronde	\$28,180.00	375
The Klamath Tribes	\$27,579.00	132
The Confederated Tribes of Siletz	\$28,575.00	180
The Confederated Tribes of Umatilla	\$19,388.00	14
The Confederated Tribes of Warm Springs	\$36,015.00	**

** The department is still waiting for final reports therefore clients served is not available.

System of Care

Oregon's System of Care (SOC) child welfare model is the result of a collaborative agreement between the Department of Human Services, the Juvenile Rights Project (JRP), and the National Center for Youth Law. That agreement was in response to the concern that child welfare agencies were failing to address the individual needs of children in the foster care system. The agreement included provisions for the use of flexible funds to meet the individual needs of children

and their families to promote safety, permanency, and well-being, and to employ a strength/needs-based philosophy and practice relative to child welfare.

All nine of the federally recognized tribes of Oregon receive SOC funds. These funds are state General Fund dollars, with no federal requirements. There is an agreement between the state and the tribes that outlines the requirements of how SOC funds are to be used and how the expenditures are to be reported.

Tribe	SOC Funding Received	Clients Served in 2020
The Burns Paiute Tribe	\$10,425.00	0
Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians	\$21,021.00	33
Coquille Indian Tribe	\$20,768.00	0

Tribe	SOC Funding Received	Clients Served in 2020
Cow Creek Band of Umpqua Tribe of Indians	\$35,668.00	35
The Confederated Tribes of Grand Ronde	\$59,247.00	9
The Klamath Tribes	\$58,090.00	7
The Confederated Tribes of Siletz	\$60,006.00	0
The Confederated Tribes of Umatilla	\$42,322.00	50
The Confederated Tribes of Warm Springs	\$74,328.00	40

** These numbers of clients served are based on half year reporting.

Title IV-E Agreements

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 agreements with seven Oregon tribes for Title IV-E funding:

Tribe	Title IV-E Funding Received	Clients Served
The Burns Paiute Tribe	*	
Coquille Indian Tribe	*	
The Confederated Tribes of Grand Ronde	\$ 496,307	16
The Klamath Tribes	\$ 38,562	38
The Confederated Tribes of Siletz	\$ 47,886	33
The Confederated Tribes of Umatilla	\$ 232,636	33
The Confederated Tribes of Warm Springs	\$ 0	**

*Burns Paiute and Coquille Indian Tribe do not have any children in care.

**Final reports are not yet available for The Confederated Tribes of Warm Springs.

Title IV-B Subpart 2 – Promoting Safe and Stable Families

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.

Tribe	Title IV-B Part 2 Funding Received	Clients Served in 2020
The Burns Paiute Tribe	\$8,600	3
Confederated Tribes of Coos, Lower Umpqua & Siuslaw Indians	\$8,600	61
Coquille Indian Tribe	\$8,600	64
Cow Creek Band of Umpqua Tribe of Indians	\$8,600	70
The Confederated Tribes of Grand Ronde	\$8,600	34
The Klamath Tribes	\$8,600	0
The Confederated Tribes of Siletz	\$8,600	77
The Confederated Tribes of Umatilla	\$8,600	54
The Confederated Tribes of Warm Springs	\$8,600	9

Foster Care

Tribal Affairs and Child Welfare recognize culturally specific and familial placements are needed for children involved with Child Welfare. Initiatives have been implemented to maintain and increase familial and culturally specific homes. In May 2021, the Child Welfare Foster Care Program Resource Parent Retention and Recruitment Unit finalized retention and recruitment Action Plans in each of ODHS's 16 Districts, covering all 36 counties in Oregon. These goals are based on needs of the community. Seventeen of Oregon's 36 counties have specific measurable goals focused on the recruitment of tribal-affiliated homes. All other counties have goals focusing on the recruitment of culturally specific homes. The Multnomah County ICWA Recruitment and Retention Group started meeting in 2019. Although the pandemic has hampered their ability to meet as frequently, the group continues to focus on finding and supporting families equipped to serve tribal children in foster care. The team is comprised of permanency workers, supervisors, resource parent trainers, program consultants, Tribal Affairs representatives and local retention and recruitment champions.

There are specific examples of work around the state:

- Child Welfare staff in District 3 are currently working with the Confederated Tribes of Grand Ronde to improve educational opportunities between Child Welfare staff, tribal and non-tribal resource parents and tribal children.
- The District 4 retention and recruitment champion is coordinating with a representative at Siletz Tribe and Tribal Affairs for future recruitment events. The retention and recruitment champion in Klamath Falls is working closely with the local tribal certifier who has an established relationship with local tribes

to recruit three tribal affiliated resource homes by November 2022.

- In spring 2021, District 11 hired a tribal home certifier and recruiter specific to Klamath and Lake counties. The goals of tribal recruitment and retention fall under the deeper need for building trust and connection between the tribe and Child Welfare. With these efforts in mind, the Klamath Tribes hosted a retreat with Child Welfare staff and the Tribe's Social Services Department staff on November 9, 2021. Everyone was honored to have the Chairman, Don Gentry, provide the opening prayer and share his commitment to work with CW. The retreat was designed to break barriers and build strong relationships between the Tribal Nation and the state. Tribal Nations and CW agreed quarterly retreats would be a great way to keep the lines of communication open and gain a better understanding of our mutual goals while working through any concerns. Specific tribal recruitment ideas will be discussed after the holidays, and after the tribal community has had time to grieve the loss of several members of their community recently.
- Child Welfare is excited about this renewed collaboration and the agency will proceed with the guidance of tribes. Child Welfare Staff in District 14 are collaborating with the Burns Paiute Tribe on future recruitment events in 2022. They plan to create co-branded recruitment materials, form a local workgroup for tribal collaboration, and host a joint recruitment event at an agreed-upon community event in 2022. There is also a plan to develop a Cultural Companion pilot to help tribal youth experiencing foster care remain connected to their culture.

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 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, 12 affinity groups for resource parents of tribal children and youth have been held. A total of 53 resource parents, certified by ODHS Child Welfare or by their tribe, from 16 counties, have participated in the Native American affinity groups.

In the spring of 2022 ODHS will be launching an updated training curriculum for our ODHS certified resource parents and families certified by the tribe. The content includes culturally adapted information on ICWA/ORICWA.

Oregon Indian Child Welfare Act (OR-ICWA)

The scope of this effort includes planning and coordination of project activities for all aspects of the House Bill statewide including communications, change management, IT system updates, training, and organization of updates for Oregon Administrative Rule (OAR). These efforts were currently anticipated to be completed by November 2021 and CW is actively in planning sessions with multiple partners across ODHS. Tribal Affairs is also pursuing appropriate communications for ODHS partners, impacted tribes

and tribal families through the next calendar year to ensure appropriate knowledge of incoming changes related to ORICWA.

ORICWA Implementation

The implementation of ORICWA took on a multi-faceted approach where virtual sessions were designed to engage staff beyond reading and hearing content. The ORICWA Implementation Team carefully created opportunities for staff to learn in various spaces and in different formats to allow for the transfer of the learning process. Due to the pandemic, the entire implementation occurred through a virtual platform.

Webinars were developed to facilitate statewide training. These sessions provided an overview of the new ORICWA requirements and their application to casework practice. A total of six webinars were released with approximately 250 participants attending each session. Resources and training guides were developed for managers and staff to be used at the local level to reinforce ongoing learning.

Thirteen learning communities were offered, with approximately 150 participants attended these sessions. During regional ICWA quarterly meetings and quarterly Child Welfare meetings, these learning opportunities took the webinar content and broke it down into more focused and intentional learning opportunities. Facilitated discussions allowed for staff to connect and build a stronger understanding of the new expectations.

All training and learning opportunities were implemented fully through the ORICWA Implementation Team by volunteers from Tribal Affairs staff, Tribal Nation Social Service Workers, and Child Welfare. Despite the many challenges throughout this initiation phase, feedback received from participants was overwhelmingly positive. Ongoing discussion and

planning are underway for the next round of learning opportunities for Child Welfare staff.

Application of the Indian Child Welfare Act (ICWA) and Oregon Indian Child Welfare Act (ORICWA) Oregon Administrative Rule

Tribal Affairs, the nine Oregon Tribes and multiple partners within the CW program have collaborated to complete the comprehensive review and revision of CW ICWA rules to incorporate the requirements of the ORICWA legislation.

ORICWA Reporting

ORICWA requires ODHS and the Oregon Judicial Department (OJD) to submit to the Legislative Assembly bi-annual reports regarding 11 specific elements for tribal children within the foster care and juvenile court system.

Oregon Department of Human Services and the Juvenile Court Improvement Project (JCIP) have conducted an ongoing partnership discussion to confirm data sources. Specific efforts have been started with the OR-KIDS team to update the system to ensure tracking of tribal children, placements and active efforts is more accurate and support reporting visibility. This new reporting requirement has assisted in establishing baseline data regarding the tribal children within the Child Welfare and Juvenile Court system as well as helped to enhance solutions to ongoing trends and beginning conversations on how to improve outcomes for tribal children within our system.

Child Welfare and Tribal Affairs Unit (TAU) are also researching automated solutions to replace the longstanding manual process used to identify and track ICWA eligibility and tribal heritage for children in care.

Pursuant to the passage of the 2020 ORICWA laws, OARs and procedures for ODHS staff regarding the purpose and use of Cultural Continuity Agreements (CCAs) were developed collaboratively by representatives of the Nine Oregon Tribal Nations, ODHS central and branch offices, and other partners and stakeholders (for example, mediators contracted through ODHS). CCA Trainings for ODHS Child Welfare and the Nine Oregon Tribal Nations were also developed and provided in 2021. Training and discussion sessions were held in 2021 for representatives of the Nine Oregon Tribal Nations and the four ODHS contracted mediators selected to provide mediation to develop Cultural Continuity Agreements. Those trainings and discussions, coordinated through Tribal Affairs and the Child Permanency Program, provided opportunities for the representatives of the tribes and mediators to meet each other as well as for them to learn more about each other and about mediation and other avenues to develop Cultural Continuity Agreements.

Funding and resources through the Children's Bureau are being used to develop written instructional materials for ODHS contracted mediators regarding the development of CCAs and post-guardianship/ adoption communication agreements between birth families and guardian/adoptive parents when ICWA/ORICWA apply. Those instructional materials are in the final editing stages and are expected to be completed by the end of 2021. These additional training materials are intended to help ODHS contracted mediators have a better understanding of the history of ICWA and ORICWA, the importance of cultural connections for children being adopted or under guardianships and ways to work with tribes and families to ensure their voices and wishes are included during the mediation process. The same funding and resources are being used to develop informational materials about these

types of mediation and will be provided to tribes, birth/guardian/adoptive families and ODHS caseworkers to help them understand the benefits of and processes for using mediation when ICWA and ORICWA laws apply. Those materials will be completed by the end of March 2022.

Development of and amendments to OARs, reports/forms, and procedures related to adoption petitions and the new permanency plan of Tribal Customary Adoption are underway because of additional changes to the ORICWA laws in 2021. That work is being done in collaboration with the Nine Oregon Tribal Nations, ODHS staff, and other community partners and stakeholders. Much of that work will be completed by the end of 2021 and the rest will be completed in early 2022.

Oregon Child Abuse Hotline

The Oregon Child Abuse Hotline, also known as ORCAH, serves as one of 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 and provides guidance and subject matter expertise to callers and partners to ensure child safety. The hotline also assigns reports for Child Protective Services (CPS) assessments when allegations of abuse meet 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 and models, has been implemented to inform internal and external stakeholders of ORCAH's

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

Oregon Child Abuse Hotline and Oregon tribes have agreed on methods of communication, and designated ICWA liaison Sabra Darcy provides consultation and support to screening staff. Having an established ICWA liaison has proved effective at increasing communication for Oregon tribes and our Tribal Affairs partners when issues arise.

ICWA Consultants; Sabra Darcy and Screening Program Consultant Kym Lindberg partnered to develop a screening-specific ICWA training for all ORCAH staff that was first delivered in June 2020. This collaboration continues as we seek to ensure that training, coaching, and practice guidance for all ORCAH staff is consistent and strengthens the processes that we have with our tribal partners. Ongoing efforts to support learning have continued as new staff participate in Screening Training Academy and Business Support Training Academy in which Tribal Affairs presents.

ICWA Consultant Emily Hawkins provided Screener Academy training in March, July, and November 2021. Recently, ORCAH's OR-Kids trainer Jessica Telling developed training videos that demonstrate the required searches screeners must complete for every report documented. These videos were used in the November Screening Training Academy and were added to the ORCAH internal website. These are all part of ORCAH's ongoing efforts to reinforce training expectations.

ORCAH launched the ICWA/ORICWA page within the ORCAH OWL in 2021. This was designed with the feedback and guidance of Tribal Affairs. The web hub provides a one-stop for screeners for everything best-

practice related, training, protocols, tips and links to the nine Tribal Nations of Oregon.

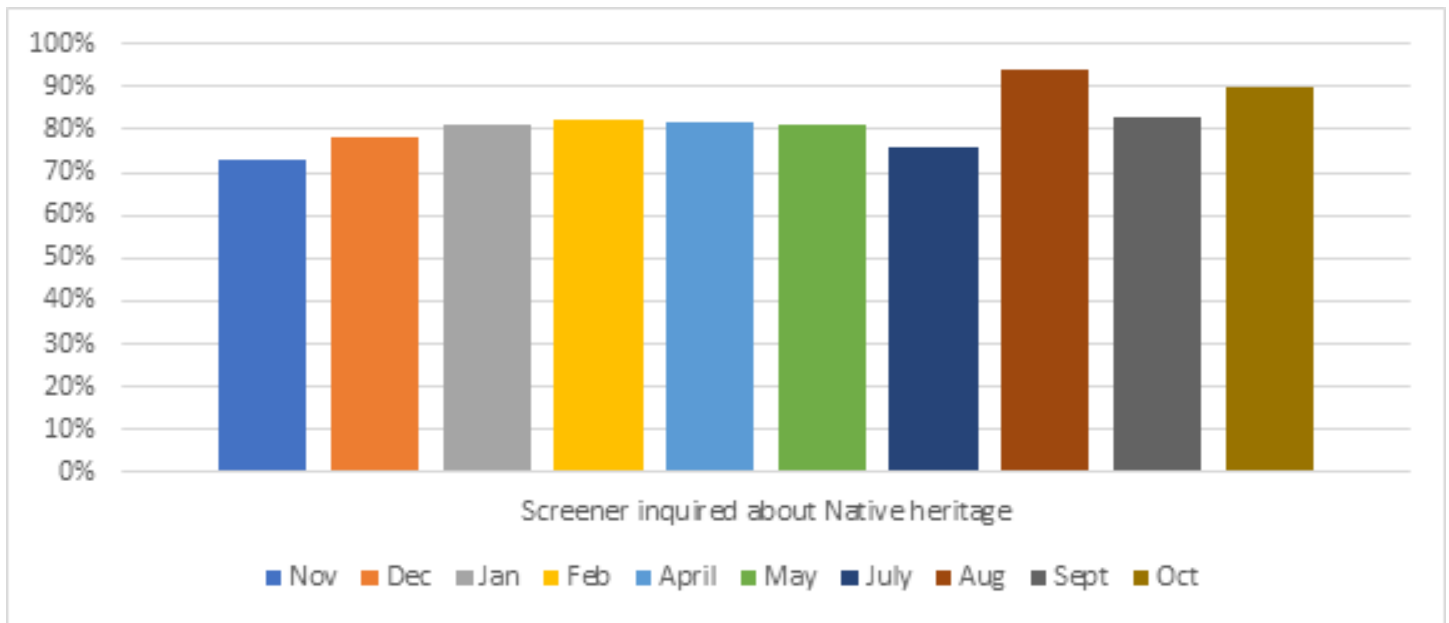
The Oregon Child Abuse Hotline and screening program leadership work collaboratively with Tribal Affairs to evaluate data and ensure the ongoing development of screening staff knowledge and skills. The Continuous Quality Improvement (CQI) program within ORCAH reviews both documented screening reports and live calls to evaluate compliance with the

law, rules, and procedures related to screening and ICWA. For example, the ORCAH CQI Unit conducts reviews of random calls and screening reports regularly using standardized review tools. The tool for calls includes a review of whether the screener sufficiently inquired with the reporter about Native heritage while the tool for reports includes a review of whether the screener sufficiently documented their inquiry of the reporter and in the OR-Kids system.

Quality Assurance (QA): Live Call Review

The ORCAH Continuous Quality Improvement (CQI) Unit and supervision team conducted Live Call Reviews of 1,857 calls in the last year (November 2020-October 2021). No reviews were conducted in March or June due to an all-hands-on-deck approach to

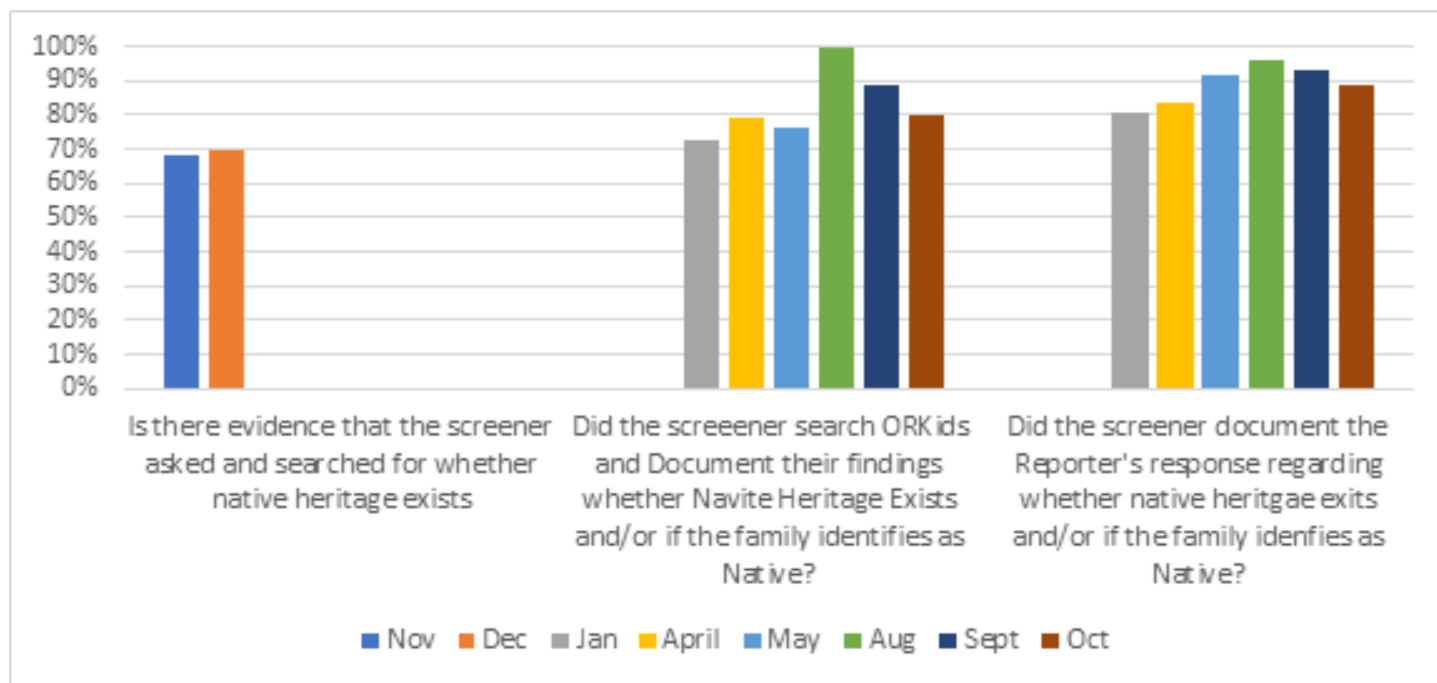
call volume that resulted in CQI unit members taking hotline calls. The data below represents the extent to which screeners fully inquired with the reporter about whether Native heritage may exist.



Quality Assurance: Screening Report Review

The ORCAH Continuous Quality Improvement (CQI) Unit conducted Quality Assurance (QA) Reviews of 1,150 screening reports in the last year (November 2020-October 2021). The chart 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. These two questions were combined in the original rendition of the Report QA tool. In 2021, the tool was updated to separate the two questions, as is evidenced in the data below.



Oregon Child Abuse Hotline's ability to serve Oregonians was unchanged when 95 percent of our workforce transitioned to remote work in late March 2020 due to the COVID-19 Pandemic. Additional staff has been able to work from home as remote security enhancements were made. As state offices reopen in 2022, there will be a more hybrid work environment in which workstations, meetings, and trainings will accommodate in-person and remote participation.

While calls initially decreased at the onset of the pandemic, call volume stabilized and is now increased, especially since students returned to classrooms this fall. Because call hold times increased along with call volume, ORCAH reached out to tribal partners to ensure the individual needs of each tribe are being met as best as possible related to screening.

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

Safety

The Child Safety Program goals include:

- a. Continuing to build our relationships with the nine Oregon Tribal Nations.
- 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.

Based on the RD.01 report, which contains data up through the last 12-month period ending September 30, 2021:

- Of the 44,411 children served by CPS when a report of abuse is accepted for assessment, 3.79 percent of those children were identified as American Indian or Alaskan Native. This is a decrease from 4.02 percent in the previous twelve-month period ending September 30, 2020.
- Of the 7,895 children identified by CPS workers as victims of abuse, 4.67 percent were identified as American Indian or Alaskan Native. This is an increase from 4.41 percent in the previous 12-month period ending September 30, 2020.
- Of the 2,222 children who entered foster care, 5.4 percent were identified as American Indian or Alaskan Native, which is a decrease from 6.01 percent in the previous twelve-month period ending September 30, 2020.

Key contacts for the Child Safety Program:

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The Child Safety Program worked with our tribal partners and Tribal Affairs to design and implement an Active Efforts Staffing protocol to be utilized prior to a CPS worker making initial contact with a family to improve our response to and engagement with the family and the tribe and to improve outcomes for tribal children. This protocol requires contact, coordination and collaboration with the tribal representative, Active Efforts Specialist and ICWA consultant to discuss the report, information known about the family, strategies for engagement, strengths and supports within the family, possible barriers and potential culturally appropriate services or resources. 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. JCIP Tribal Collaboration Team

The Child Safety Program worked in partnership with other programs and efforts in Child Welfare in the development of the cultural continuity agreements with the tribes to ensure tribal children experiencing foster care have their cultural needs met.

The Child Safety Program collaborated with the Office of Tribal Affairs to update CPS rule to require CPS workers to provide advanced notification to a tribe of any intent to make contact with an individual on a reservation during a CPS assessment. This change was made to reinforce tribal sovereignty and collaboration with the tribe.

The Child Safety Program is continuing to increase communication and collaboration with tribes to support them as they continue to experience challenges related to COVID-19.

COVID-19 Impacts

In 2021, the COVID-19 pandemic continues to impact our Oregon communities. With vaccine options opening the new year, questions about vaccination status and continued accessibility to Personal Protective Equipment (PPE) have been part of many conversations. To ensure these conversations were centered around the children in care and parental voice, Child Welfare has partnered with Tribal Affairs and Oregon Tribal partners in the development of the ongoing field and visitation guidance for children and parents through a continuing workgroup that also seeks to develop guidance for staff, resource families, and partners around testing, availability of PPE and



basic resources for families, educational supports in virtual environments, case practice and more. In the days and months to come, CW will continue to work with the larger ODHS and OHA system to support the needs of tribal families and communities and continue to seek input, guidance and direction on how we can best meet the safety, permanency, and wellbeing needs of tribal children and families experiencing foster care in Oregon.

Program Direction for 2022

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. 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
childwelfare.directoroffice@state.or.us

Emergency Management Unit

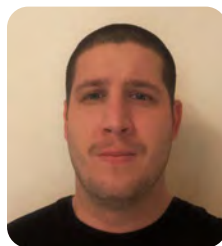
Program area goals

As of February 2021, Oregon Department of Human Services' Emergency Management Unit (EMU) hired a full time Tribal Emergency Coordinator to work with the nine federally recognized Tribes in Oregon. Eli Grove is a member of the Confederated Tribes of Siletz Indians and has been serving as the primary point of contact for tribes who need emergency support from ODHS. ODHS' Emergency Management Unit is also working on hiring additional staff to work directly with tribes through all phases of Emergency Management. One of the positions they are looking to add to the unit includes a social service emergency liaison to work with tribal social service programs and tribal emergency management to support tribes whenever they request state assistance. Further, the social service emergency liaison position will strive to help tribal social service programs become more resilient before disaster strikes, to ensure services are still provided to membership.

Since the formation of the ODHS Emergency Management Unit in 2020, the EMU has assisted with wildfire recovery efforts. These efforts include sheltering and feeding tribal members displaced by disaster, navigation of tribal and non-tribal services, housing navigation and building recovery plans with tribal members and families. The EMU also helped to coordinate food and water delivery when requested during emergencies. This includes providing food boxes and water during COVID vaccine events hosted

by Tribal Nations. Additionally, the EMU has advocated for Tribal Nations to be fully eligible to apply for smoke filtration grants made possible by Senate Bill 762. This amendment effort was led by the EMU team who gathered existing DEQ air quality data to justify tribes' eligibility. Lastly, we have invited all nine tribes to observe and give feedback on our able-readiness demonstration which is occurring in the next few months. Able readiness will demonstrate The EMUs' ability and capacity to respond during a high magnitude earthquake here in the Pacific Northwest.

It's important to ODHS' Emergency Management Unit that our staff understands and upholds Tribal Affairs' mission on how to interact, communicate and support tribes. EMU staff have been educated to ensure sure tribal people, culture, interests and resources are always respected and accounted for in the decisions we make, from policy and planning to response and recovery. We look forward to continuing to grow this program to have additional capacity to assist Tribal Nations whenever called upon.



Eli Grove (Siletz)

Tribal Emergency Coordinator

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503-522-2359

ODHS Emergency Management

I. Program Area Goals

The Intellectual and Developmental Disabilities (I/DD) program strives to support the choices of individuals with I/DD and their families within communities by promoting and providing services that are person-centered, self-directed, flexible, community inclusive, and supportive of the discovery and development of each individual's unique gifts, talents and abilities. For people with I/DD who are members of Oregon Tribal Nations, this means ensuring services are culturally responsive and respect the person's history and tribal community.

We are committed to working toward service options that ensure people with I/DD have fulfilling and meaningful lives, allowing them to contribute to and enjoy their communities.

We currently help more than 32,000 children, adults and their families to have the best quality of life possible through all stages of life. Many individuals with I/DD are eligible for Medicaid-funded, home and community based services.

We seek to achieve the following outcomes and goals:

- Provide an array of services that are equitable and culturally competent.
- Be responsive to emerging demands for individualized, self-directed services and provide sufficient service choices.
- Ensure the health and safety of individuals served.
- Promote maximum independence and engagement in homes and communities.
- Leverage use of available federal funding options.

II. Program Delivery

Home and community based services ensure that individuals receive services in settings that are integrated into and support full access to the greater community. This includes opportunities to seek employment, work in competitive and integrated settings, engage in community life, control personal resources, and receive services in the community, all to the same degree as people who do not have disabilities.

Examples of home and community based settings include:

- In-home supports — A person lives on their own or with family, is supported in everyday activities like bathing, dressing and making meals, and help with behavior or communication challenges.
- 24-hour settings — When a person is unable to stay at home on their own or with their family and requires support for everyday activities. These settings are either group homes or foster homes.
- Community living supports — These promote a person's integration, independence, and participation in the community.

An individual's eligibility for I/DD services is determined by a Community Developmental Disabilities Program (CDDP), typically run by a county. Adults who receive services in-home may receive case management from a CDDP or Support Services Brokerage. Individuals receiving services in a residential setting are served through a CDDP.

The state also operates the Stabilization and Crisis Unit, which provides 24-hour residential care and supervision to adults and children with I/DD who have complex support needs.

This table lists Oregonians self-identified as American Indian or Alaskan Native enrolled and receiving I/DD services in 2021 (data pulled in November 2021).

American Indian or Alaskan Native	Child	Adult
Case Management	171	329
Employment		70
Foster Care	28	75
Group Home	5	37
In Home Supports	97	164
Supported Living		16
Transportation		25
Unduplicated Total	172	330

Questions about the program can be directed to odds.info@dhsosha.state.or.us

In operating its programs, ODDS consults with the Oregon tribes to promote inclusive decision making around any program or policy change as required by federal and state law. Tribal consultation is conducted in accordance with the Tribal Consultation and Urban Indian Health Program Confer Policy:

https://www.oregon.gov/oha/documents/Tribal_Consultation_and_UIHP_Confer_Policy.pdf.

In response to the COVID-19 pandemic, OHA adopted a modified tribal consultation process which included the

notification of tribal leaders about the changes made in response to the public health emergency. These CMS submissions that impact ODDS operations included requests for flexibilities and resources to respond to the pandemic under the following authorities:

- Disaster relief K State Plan Amendment
- Appendix K for 1915c Waivers
- 1115 demonstration waiver

Over the course of 2021, ODDS worked with tribes through the tribal consultation process on changes to Medicaid authorities that support and fund I/DD services and supports.

Here is a high-level list of consultations conducted in 2021 in accordance with the policy.

- November 19, 2020 — The Dear Tribal Leader Letter (DTLL) for the K Plan addressed the following changes:
 - » Removed the prohibition of using Physical Therapists and Occupational Therapists.
 - » Allowed Long-Term Care Community Nursing (LTCCN) services in settings in which nursing services are currently restricted by rule, contract, or K Plan language.
 - » Increased local approval limit for electronic backup systems including electronic devices from \$500 to \$1,200.
 - » Updated the rate methodology for Group Care Homes for Children (GCH).
- January 7, 2021 — DTLL extended the end dates of waiver amendments completed on the Appendix K form. This was in response to the COVID-19 public health emergency from March 10, 2021, to six months from the end of the public health emergency.

- May 20, 2021 — DTLL amended all five ODDS waivers.
 - » Updated references from DHS to ODHS and added Oregon to Department of Human Services throughout the waiver application.
 - » Updated language regarding the OHA review of ODDS quality assurance reports.
 - » Allowed face-to-face requirements for service-planning meetings to be waived and signatures of service plans to be made verbally or by email when an emergency has been determined by ODDS.
 - » In addition to the above changes and to be consistent with current practice, the #0565 Medically Involved Children’s waiver, #40193 Medically Fragile Model waiver, and #40194 Behavioral Model waiver were amended to remove “relative” as an option for providing Employment Path. No relatives are currently providing Employment Path services through these waivers.
- July 15, 2021 — DTLL amended Adult waiver #0375 to revise language for post-eligibility treatment of income for people living in their own homes.

III. 2021 Challenges, Lessons Learned and Opportunities Partnering with Tribes

As part of its strategic effort and in concert with ODHS guidance, ODDS continues to work with partners on developing a Service Equity Plan for the I/DD service delivery system. One service equity priority is to better collaborate with local communities and community organizations which includes a focus on engaging with tribal nations across Oregon.

ODDS, OEMS and Tribal Affairs also began meeting to develop strategies to improve and expand tribal relations between ODDS, contracted case management entities, providers, and tribal partners.

The Office of Developmental Disabilities Services (ODDS) has been working to build stronger relationships with tribal partners over the past year. Through conversations with tribal partners, ODDS learned that more work needs to be done to support tribal members with accessing and understanding ODDS services. Oregon tribal case managers have leaned on other programs within Oregon Department of Human Services to help a person and their family gain access, apply or receive I/DD services. For this reason, ODDS worked with Tribal Affairs and the Office of Equity and Multicultural Services (OEMS) to develop a frequently asked questions document for tribal social services offices. The document shares information based on questions asked of tribal case managers by individuals and families seeking to better understand how to apply and access services through local CDDP offices across Oregon.

In the continuous effort to improve the relationship between I/DD case management entities, service coordinators and personal agents (case managers for I/DD services) and to provide culturally appropriate case management, ODHS Tribal Affairs Director Adam Becenti joined ODDS in September 2021 to present a virtual training session to the ODDS case management workforce about working with Tribal Nations. Over 120 participants attended, eager to provide culturally responsive services to Oregonians with I/DD who are members of Tribal communities.

There are ongoing efforts to ensure projects related to I/DD services engage tribal partners early to better understand and address unknown impacts that could occur in tribes when policy or rules change within the system. After learning they had a higher number

of tribal citizens in their service areas, two local I/DD case management offices reached out to brainstorm better ways they can reach their local tribes. They also participated in the Tribal Affairs director's presentation to program managers in early 2021.

ODDS has consulted with Tribal Affairs to ensure that a tribal citizen's rights are honored, and services are offered in a culturally responsive way. For example, there was partnership with a case management office, ODDS field liaison and Tribal Affairs to work through the legal rights when an adult needs an emergency commitment due to safety concerns. This conversation led to notifying the tribe of any proceedings to ensure they were involved with the tribal citizen experiencing safety concerns.

There have been several individual cases where ODDS partnered with Tribal Affairs to find the most culturally responsive support and options for tribal citizens and their families.

ODDS also consulted with OEMS and Tribal Affairs to better understand how to honor tribal partners when sending public messages that honor the history and sovereignty of Tribes in Oregon, recommending using tribal partners and tribes rather than general partners in public messages.

Throughout the year, ODHS Tribal Affairs and ODDS staff met regularly to update materials, staff individual situations and maintain open lines of communication. While delayed by COVID-19 complications, ODDS and Tribal Affairs hope to bring coauthored, accessible materials to both Tribal leadership and local Community Developmental Disability Program leadership to better support people and families.

IV. Future Opportunities

To assist with these efforts, ODDS created a Service Equity Coordinator role within the program and hired a Service Equity Manager for I/DD programming to assist with those efforts. In the next year, ODDS will work to add an Equity and Inclusion Manager who will serve as a resource and work toward implementation of ODDS service equity goals.

In March 2021, the American Rescue Plan Act of 2021 (ARPA), also called the COVID-19 Stimulus Package or American Rescue Plan, was passed to speed up the country's recovery from the economic and health effects of the COVID-19 pandemic and the ongoing recession. Section 9817 of ARPA provides funding to enhance, expand or strengthen home and community based services. As part of ODDS ARPA spending plan, ODDS allocated funding for I/DD case management entities to fund local efforts to increase partnerships with local tribes. Additional efforts include diversity, equity and inclusion grants and initiatives, the scope of which will include tribal relations.

ODDS is committed to continuing and expanding efforts around strengthening its relationship with tribal partners and improving services and supports to individuals and families from tribal communities.

ODHS Programs

Self-Sufficiency Programs

Program Area Goals

Self-Sufficiency Programs (SSP) offer assistance for low-income families to promote family stability and support families' path out of poverty. SSP's scope of work can be divided into five main categories: food supports, cash assistance, career supports, childcare and family stabilization. SSP provides direct services through a network of 16 district offices in every Oregon county.

Below are updates and highlights from the following programs, with examples of the work from many of our 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)
- Temporary Assistance for Needy Families (TANF)
 - » Job Opportunity and Basic Skills (JOBS)
- Family Support and Connections (FS&C)
- Employment Related Day Care (ERDC)
- Temporary Assistance for Domestic Violence Survivors (TA-DVS)
- Refugee Program
- Runaway and Homeless Youth Program (RHY)

Statewide Caseloads

Program	Tribal Families		All Families	
	Count of Cases	Count of Individuals	Count of Cases	Count of Individuals
TANF	804	1,520	22,114	58,408
ERDC	108	172	11,578	20,669
TA-DVS	N/A	N/A	2,787	7,551
Medical	7,705	11,142	831,887	1,349,885
SNAP	3,782	6,044	366,654	617,902
SNAP Expedited	2,275	3,322	115,462	194,679

During the past few years, SSP has been deliberate with efforts to transform the agency from operating as a compliance-driven organization to one that honors the unique strengths and needs of the individuals, families and communities served to foster health and well-being. Though much has been accomplished to date, it is important to remain vigilant to the changes needed for sustainable, meaningful and equity-centered transformation.

To help individuals and families achieve economic mobility, SSP must recognize and support the physical, social and emotional well-being of those served. Individuals and families should have access to adequate culturally appropriate assistance and services that support them in meeting basic needs while also working to achieve long term goals and objectives.

In addition, SSP has continued to move toward a more seamless model in providing services to individuals and families, collaborating across programs, partnering with ODHS Child Welfare and the Aging and People with Disabilities programs to share a common vision and knowledge base to better serve people where they are at. We hope this report reflects how the work in motion has deepened relationships with Oregon Tribes, and highlights SSP'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, low-income individuals and families, 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, because 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 EBT to use 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

Heather Miles, heather.j.miles@dhsosha.state.or.us; 503-945-6092

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. The P-EBT program is in partnership with the Oregon Department of Human Services (ODHS) and the Oregon Department of Education (ODE).

Oregon was approved to provide retroactive food benefits to eligible students for the 2020-21 school year and the summer of 2021. Benefits were issued to students and children beginning in July 2021 and ending in October 2021. Approximately

429,000 Oregon students and children were issued approximately \$563 million in food benefits for the 2020-2021 school year and summer 2021. More detailed information can be found in the [P-EBT FAQ](#) that was provided to families on the [ODHS P-EBT website](#).

No demographic information was collected about students and children eligible for P-EBT benefits aside from date of birth. For this reason, it is difficult to pinpoint how many tribal families were served by the program.

Data from ODE suggests that at a minimum, the following number of students were eligible to receive P-EBT benefits in Oregon:

- 1,499 for members of the nine Oregon Tribes OR
- 2,794 for members of any U.S. tribe (Oregon or not)

The true number is likely somewhat higher because it is very possible that a number of students with tribal membership may not have that indication in ODE data and additional schools with eligible students were added later. Nevertheless, this gives a conservative picture of how many students received support through the P-EBT program.

SNAP-Ed

SNAP-Ed provides education on food safety, nutrition and physical activity for people who may be eligible for SNAP benefits. SNAP-Ed addresses food insecurity as well, 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 the tribal communities face, such as obesity. A CDC study from 2018 found that more than 33 percent of American Indians are overweight, and 48.1 percent are obese¹. While overweight rates are similar to the overall national average (approx. 34 percent of adults are overweight), the rate of obesity in tribal communities is far and away the highest.

The SNAP-Ed program consists of the state agency (ODHS) that 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 tribal communities across the state.

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. With that said, populations can have different specific health and dietary needs.

In designing curriculum for tribal communities, SNAP-Ed seeks direct input from the community. In the last SNAP-Ed three-year plan cycle, Oregon established several culturally focused workgroups; this included the creation of the Indigenous Peoples workgroup. This workgroup is co-lead by SNAP-Ed staff who are also tribal descendants.

While developing new recipes, SNAP-Ed works with tribal members to identify traditional foods that can be used. 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

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

significance particular ingredients have which tribes and tribal members might not want shared with a broader audience.

Tribal citizens served by SNAP-Ed

In federal fiscal year 2021 (October 2020 -September 2021) Oregon SNAP-Ed directly reached more than 1,200 individuals. This represents 9.2 percent of all SNAP-Ed customers served in the state.

Improvements to SNAP-Ed services for Tribal Nations

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

SNAP-Ed works with tribes in a way that puts the tribe/tribal members in the driver's seat. The co-leaders of the Indigenous People's workgroup assist SNAP-Ed county educators with communication and understanding around how to build connections with multiple tribal communities, upon request. 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.

The most important component of SNAP-Ed's relationship with Oregon's Tribal Nations and citizens is our focus on the community itself. Many educational programs can come across as too directive – "We will tell you what you should know, and we will tell you what to eat." However, Oregon SNAP-Ed takes a different position and 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 an 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 used 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. Early childhood educators also had in-depth discussions with the SNAP-Ed trainer, focusing on dietary needs. A version of the USDA MyPlate nutritional guidance – called My Native Plate – was also used in these sessions.

SNAP-Ed funding

The SNAP-Ed program does not directly provide funding to tribes, but rather, works to collaborate on projects and share resources. ODHS does not contract with any entities other than OSU ES for SNAP-Ed delivery. Grants and other externally awarded funds (such as non-ODHS funds) are often co-written with tribal collaboration. For example, SNAP-Ed staff in Portland collaborated with tribal members to secure funding that resulted in two Native Gardens this past year. SNAP-Ed staff in Portland also collaborated with partners to obtain the MFCHO Grant which will support Indigenous Cultural Preservation and Reclamation through Food Preservation. The grant funding will provide preservation equipment available to be set up in two tribal organizations that can be loaned out to the community. The program will include training for staff on equipment use, care and preservation

techniques. Free access to equipment adds to equity in reclamation of food sovereignty and uplifting Native values.

Additionally, five Tribes in Oregon (Coquille, Cow Creek, Klamath, Umatilla-Yellowhawk and Warm Springs) were awarded Title V grants to focus on breastfeeding and well-women care. SNAP-Ed has been working with these tribes to provide education and programming on those subjects. Another recent success was the award of a \$25,000 grant from the Moore Family Center. This grant is the result of collaboration with 7 Waters Canoe Family, Women's Wellness, NAYA, and the Oregon Health & Science University School of Public Health and will be used for education on food preservation and traditional foods.

SNAP-Ed outreach and engagement with Oregon Tribes

There are currently 10 SNAP-Ed units in Oregon working with tribal communities in their counties. SNAP-Ed also has an office embedded on reservation lands of the Confederated Tribes of Warm Springs. In the Portland metro area, SNAP-Ed works with organizations representing members of multiple tribes. The Native American Youth and Family Center (NAYA) and Native American Rehabilitation Association (NARA) are two such organizations that SNAP-Ed has had relationships with.

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 frequent, regular meetings with various tribal organizations. This includes twice monthly meetings with the North

Portland Indian Health Board, weekly meetings with Women's Wellness; other regularly attended organizations/committees include the 7 Waters Canoe Family, Future Generations Collaborative and NAYA.

Key contacts for SNAP-Ed

ODHS SNAP-Ed Coordinators:

Adam Rea, ADAM.J.REA@dhsosha.state.or.us;
503-383-8230

Lucy Huffman, LUCY.HUFFMAN@dhsosha.state.or.us;
503-856-2729

OSU ES SNAP-Ed Program Lead:

Sally Bowman, bowmans@oregonstate.edu;
541-737-1020

Specific SNAP-Ed county staff and tribal contacts are listed in the Tribal Agreements section below.

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 SNAP Employment and training Program (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.

Beginning April 1, 2020, ODHS received a statewide ABAWD waiver from the U.S. Department of Agriculture's Food and Nutrition Services (FNS). This federal waiver is in place through September 30, 2022.

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

FFY22 Oregon STEP Provider Network

Number of Providers	Organization
26	Prime STEP Providers ²
21	WorkSystems, Inc. Subcontractors
17	Community Colleges
1	Human Solutions Subcontractor
37	OED WorkSource Centers
102	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 will be meeting with Tribal Affairs in the coming months to develop a communications plan with the tribes to encourage the establishment of tribal STEP providers. The federal government offers a 75 percent reimbursement rate to tribal STEP providers, compared to the 50 percent offered to non-tribal providers. District 11 (Lake and Klamath Counties) has already begun working with The Klamath Tribes to potentially re-start a tribal STEP program to help support tribal families who are looking for work or looking to promote/find more gainful employment.

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

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.

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-contractors 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.

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.

Collaboration with The Klamath Tribes has focused on a shift to allow family choice for tribal members applying for TANF. Current policy is to deny state TANF when a family may be eligible for TANF through The Klamath Tribes. The Klamath Tribes have requested a change to this policy, which would allow low-income members of The Klamath Tribes to choose whether to apply for tribal TANF or TANF through the state. ODHS is currently collaborating with the tribes to make this policy change, and a draft is underway. To

further support this change, the state plans to partner 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 is working 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 CTSI has focused on an expansion of the population eligible for CTSI TANF. The CTSI TANF program currently serves enrolled members of the Tribe. CTSI is expanding this population to serve members of any federally recognized tribe. To support this change, CTSI and ODHS are partnering on policy updates, notifying potentially eligible families, making referrals to CTSI and exploring the possibility of ODHS liaisons to serve as points of contact in branches that serve CTSI'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 CTSI or through the state.

Key contacts for TANF

General: Annette Palmer, TANF Program Manager - annette.l.palmer@dhsosha.state.or.us; 503-945-6110

Klamath Tribes and CTSI TANF: Amy Sevdy - amy.sevdy@dhsosha.state.or.us; 503-945-7017

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 self-sufficiency.

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

These services are designed to help participants build employment-related skills, stabilize families, and look for work while meeting participants where they are 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 citizens served by JOBS

During 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 the family's needs and barriers are addressed. The goal is to work alongside 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 is in 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.

Along the Columbia Gorge as well as in Klamath Falls, there is an intentional effort to build on the relationships with the tribal communities, whether or not they have Tribal TANF, to ensure they know what the program can offer, that 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 our 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, Oregon Tribal Nations and People of Color communities, families and individuals.

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 1 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 uses a combination of CBCAP, TANF Maintenance of Efforts (MOE) and General Funds. Funding is not dedicated for tribal members but is available for tribal members meeting eligibility requirements.

FS&C is available statewide in each of Oregon's 36 counties. Self-Sufficiency Programs (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 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, attends the Tribal Quarterly Prevention meeting, and has participated in the ICWA advisory. FS&C does not have any formal agreements with Oregon Tribes.

Key contact for FS&C

Tina Gorin (Replacing Lawrence Piper who recently retired), Tina.m.gorin@dhsosha.state.or.us; 503-305-0154

Employment Related Day Care

The ERDC program helps low-income working families pay for quality childcare, including registration fees, thereby providing them the same opportunity to access reliable, quality childcare as families with higher incomes. The ERDC program 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 childcare for low-income families who are working or are working and attending school so that they may maintain employment and work toward self-sufficiency. The program's subsidy helps pay for childcare services by an ODHS-approved provider. Providers could include a childcare center or a registered or certified family childcare home. Providers may also be a friend or relative. Each family eligible for childcare assistance may be required to pay its provider a portion of the childcare cost, called the co-payment, based on the family's size and income. In October 2021, the ERDC co-payment was restructured, with copay amounts lowered to between \$0 and \$130 a month. The family must also pay for childcare costs above the ODHS maximum rate, which varies depending upon age of the child, geographic location and type of provider.

Childcare 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 childcare 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 childcare tribal point of contact for ODHS staff and tribes and is working with ODHS management toward developing a list of local tribal contacts to support the nine federally recognized Oregon Tribes. This will be used for collaboration, to share ERDC program outreach materials and offer childcare 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 on January 1, 2023. It also directs movement of the ERDC program, currently housed in ODHS, to DELIC by July 1, 2023. ODHS and DELIC are working collaboratively on ERDC program delivery and changes through the transition.

Key contact for ERDC

Carrie Baughman, carrie.baughman@dhsosha.state.or.us; 503-945-6108

Temporary Assistance for Domestic Violence Survivors

Temporary Assistance for Domestic Violence Survivors 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 leaves their abusive relationship.

The TA-DVS program is enhanced by contracts that partner with local domestic violence organizations to provide confidential advocacy services in all Self-Sufficiency 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

The Survivor Investment Partnership (SIP) is a new program in development with Oregon Tribes and domestic violence partners throughout Oregon.

As mentioned above, SSP has supportive services for survivors and partnerships with domestic violence sexual assault (DVSA) community-based advocacy agencies. SSP recognized a significant gap in collaborating with our tribal domestic violence advocacy partners and our culturally specific DVSA providers, as well as the impact for many survivors in accessing supportive and financial assistance through a government agency. SSP began evaluating programs in 2018 through a workgroup process to enhance an

equity framework, provide supportive services in a way that meets the needs of survivors, and expand collaborative partnerships. Over a few years and with support from Oregon Tribes, the Governor's Office, Oregon Coalition Against Domestic and Sexual Violence (OCADSV), Oregon Attorney General's Sexual Assault Task Force (SATF), many of our current co-located DV advocacy agencies, and more statewide partners, the Survivor Investment Partnership (SIP) Program was developed.

SIP is a new \$10 million investment that increases accessibility and meaningful financial supports for survivors while increasing autonomy and resources for providers. Through collaboration and with a focus on equity, this program funds positions for capacity building with Oregon Tribes. SIP provides the tribes with autonomy on how to administer this program by providing funding for positions to build capacity to meet the tribes' needs. The program also includes Survivor Investment dollars which are flexible funding for survivors of domestic and sexual violence. The funding will be provided directly to the tribes to use with individuals they are working with to meet their specific needs such as emergency services, cultural items and legal costs. SSP recognizes that receiving financial support and advocacy in a survivor's community enhances support and success. SIP allows flexibility for providers to offer resources to survivors to meet any of their needs, removing the requirement to "meet eligibility" and engage with government agencies. SIP recognizes that tribes and culturally specific organizations know their communities best and survivors know their circumstances best.

Key contact for TA-DVS

Amber Harchuk, amber.r.harchuk@dhsosha.state.or.us
503-586-6450

Refugee Program

The Refugee Program assists refugees and individuals with qualifying immigration statuses such as Refugees, Special Immigrant Visas (from Iraq and Afghanistan), Certified Foreign-born Victims of Human Trafficking, Cuban/Haitian Entrants, certain Amerasians and Asylees. 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 eight 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.

Runaway and Homeless Youth

The Oregon Department of Human Services is responsible for coordinating statewide planning for delivery of services to runaway and homeless youth and their families. The Runaway & Homeless Youth Program (RHY) is how ODHS provides youth experiencing homelessness with service and housing supports by entering into, and renewing grant agreements with youth-serving organizations to meet the needs of youth.

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 youth³. Due to limitations surrounding funding, both in terms of a small biennium budget and legislative limitations surrounding what programs can access new funding, there has been minimal opportunities for Tribal Nations to access funding and support outside of local partnerships. The majority of housing and support services for youth experiencing homelessness have historically, and still currently, come from non-RHY Program funding (Federal and County/City, for examples).

RHY program delivery

The Homeless Youth Advisory Committee (HYAC) advises ODHS on 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.

³ <https://www.chapinhall.org/wp-content/uploads/Youth-Homelessness-in-Rural-America.pdf>

Tribal citizens served by RHY

Since 2014, the Native American Youth Association (NAYA) has been a grantee of the program, receiving \$50,000 a year. NAYA provides job development skills, mentoring, and, most recently, culturally specific 2SLGBTQIA+ youth case management. While NAYA serves many more youth within their programming, their RHY grant has historically served about 50 youth/year for grant-specific services.

Improving RHY program service delivery to Tribal Nations

In 2021, the RHY Program completed a statewide needs assessment to determine the continuum of housing and service needs for youth experiencing homelessness. The RHY Program engaged tribal partners during the statewide needs assessment, especially as regional teams were established for system-modeling. Participation from tribal communities was limited, however, because of the impacts that COVID-19 had on their communities.

One specific recommendation from the statewide needs assessment was to create deeper engagement with tribal partners to ensure that housing and services for youth in Oregon will meet the needs of all young people, including tribal youth. Implementing new housing resources is an opportunity to create a more equitable system, but it must be done in close partnerships with those from impacted communities and should include a Racial Equity Impact Analysis as part of future implementation and funding decisions for youth housing and services.

RHY outreach and engagement with Oregon Tribes

Pre-COVID, the RHY Program had started connecting in-person with tribal partners to discuss RHY programming and learn more about needs in tribal communities. RHY connections decreased during COVID-19, as priorities shifted within tribes due to the COVID-19 pandemic, wildfires and other weather-related situations, as well as funding opportunities being depleted. There are currently three Oregon Tribes on the RHY Program listserv and receiving updates from the program.

Within local RHY programming, there is increased engagement with tribal partners and RHY grantee organizations. For example, the Mid-Willamette Valley Housing Alliance – and one of their youth-specific partners (and RHY Program grant recipient) Mid-Willamette Valley Community Action Agency – received a federal grant for Marion and Polk counties 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, Klamath, Clackamas and Coos counties – as examples).

The Homeless Youth Advisory Committee (HYAC) will be recruiting at least one tribal representative in 2022. The current tribal representative is unable to continue involvement.

Key contact for RHY

Matthew Rasmussen, matthew.rasmussen@dhsola.state.or.us; 503-602-1087

Tribal Agreements

SNAP-Ed

SNAP-Ed Contact	Tribe Name	Tribal Contact	Agreement
Olivia Davis – SNAP-Ed Outreach Coordinator, Sara Rogers – Education Program Assistant, Rosanna Sanders – Nutrition Education Assistant	Confederated Tribes of Warm Springs	Valerie Switzler, Education Branch Manager Kathleen Boxx, WIC Director Dustin Sayler, WSCAT Director Theo Perez, Commodities Director Sue Matters, KWSO radio Manager Terry Macy, Macy Market Owner Deanie Smith, ECE Director Bambi VanDyke, WSA Principal	OSU SNAP-Ed MOU
Jillian Drewes, SNAP-Ed/EFNEP/Family & Community Health Education Coordinator	Confederated Tribes of Siletz Indians of Oregon in Lane County	Adrienne Crookes, Community Health Advocate	OSU SNAP-Ed MOU
Stephanie Russell, SNAP-Ed Coordinator and Jennifer Petit, Nutrition Education Program Assistant	Confederated Tribes of Siletz Indians of Oregon in Lincoln County	Sam Tupou, Siletz Valley Charter School Principal/ Superintendent and Kathy Kentta Robinson, Healthy Traditions Project Coordinator w/ Siletz Community Health Clinic	OSU SNAP-Ed MOU

SNAP-Ed Contact	Tribe Name	Tribal Contact	Agreement
Maria-Ximena Williams, SNAP-Ed Coordinator	Umatilla Indian Reservation	Alisa Portley-White, WIC Coordinator w/ Yellowhawk Tribal Health Center	OSU SNAP-Ed MOU
Mandy Hatfield, Nutrition Education Unit Manager	Cow Creek Band of Umpqua Tribe	Jeremy Johnson, Cultural Resource Programs Manager,	OSU SNAP-Ed MOU
Paolina Mulleneix, Farm to School Outreach Program Coordinator and Patty Case, Family and Community Health	Klamath, Modoc, Yahhooskin	Rita Heppner, Principal of Chiloquin Elementary School	OSU SNAP-Ed MOU
Shana Withee, State 4-H International Program Coordinator	Burns Paiute Tribe	Lyla Teeman, IHS Nurse, also oversees Commodity Food Program	OSU SNAP-Ed MOU
Allison Harris, Nutrition Program Coordinator	Coquille Indian Tribe in Coos County	Laura Angulo, Prevention Coordinator	OSU SNAP-Ed MOU
Carly Kristofik, SNAP-Ed Program Coordinator and Chris Scadden, Family & Community Health Education Program Assistant	Confederated Tribes of Grand Ronde	Francene Ambrose, Iskam MəkhMəkh- Haws, Program Manager Rebecca Ambrose, Early Childhood Education Program Manager Chris Mercier, FACT Team member and Tribal Council Member	OSU SNAP-Ed MOU

SNAP-Ed Contact	Tribe Name	Tribal Contact	Agreement
Danita Macy, SNAP-Ed Program Coordinator	<p>Multnomah County has designated services associated with The Confederated Tribes of Grande Ronde and The Confederated Tribes of Siletz as well as many other Pacific Northwest Tribes</p> <p>Urban Collaboratives have Tribal liaisons for all 9 federally recognized Tribes</p>	<p>Paul Lumley Executive Director, Native American Youth and Family Association (NAYA);</p> <p>Jacqueline Mercer CEO, Native American Rehabilitation Association (NARA)</p> <p>Roberta Eaglehorse-Ortiz Founder, The Wombyns Wellness Garden (WWG)</p> <p>Lukas Angus Founder, 7 Waters Canoe Family</p> <p>Kelly Gonzales Director, Natives for Community Equity and Engagement</p> <p>Nora Frank-Buckner NW WEAVE Epidemiology Coordinator, Portland Area Indian Health Board/Tribal Food Sovereignty Coalition</p> <p>Brianna Bragg MCHD Senior Program Specialist, Future Generations Collaborative (FGC)</p>	OSU SNAP-Ed MOU

On the Warm Springs Reservation in Jefferson County, SNAP-Ed staff and their tribal contacts partner with local markets to include SNAP-Ed Food Hero demonstrations, coordinate direct nutrition education for first and second grade students, provide seasonal after-school cooking education, work together on the Oregon Department of Education Healthy Harvest for Schools grant activities, work with the senior center and focus on gardening initiatives.

In Lane County, SNAP-Ed staff collaborate with the Confederated Tribes of Siletz to provide Cooking Matters classes and education at the community center.

In Lincoln County, SNAP-Ed staff collaborate with their tribal partners to provide nutrition and outdoor education with the schools. SNAP-Ed staff collaborated with the Confederated Tribes of Siletz Indians and their Cultural Department along with the non-profit View the Future to plan and implement their TRAIL-ED (Thankful Respect and Acknowledgment for Indigenous Land-Education) project which developed an interactive pocket guide to the Amanda Trail featuring information about native plants and their indigenous uses, local wildlife and cultural education about the geographic area. This project went through tribal review and approval.

SNAP-Ed staff serve tribal citizens/members of the Confederated Tribes of the Umatilla Indian Reservation through partnerships to provide Food Hero family cooking classes and nutrition education programming to the Yellowhawk Tribal Health Center.

In Douglas County, SNAP-Ed staff are creating partnerships with the Cow Creek Band of Umpqua Indian Tribe to collaborate on educational materials that focus on traditional garments, baskets, patterns, tools and demonstrates the landscape of the area. These materials go through a review and approval process with the tribe.

In Klamath County, SNAP-Ed staff partner with school greenhouse staff to offer nutrition and Farm to School education with an emphasis on Native foods. SNAP-Ed staff also collaborate with schools to provide education on locally grown foods in the cafeteria.

SNAP-Ed staff partner with the Burns Paiute Tribe in Harney County to offer physical activity classes, to provide support in community gardens and collaborate with the Tribal Youth and Cultural departments.

SNAP-Ed and 4-H staff work with the Coquille Indian Tribe in Coos County to coordinate a youth day camp every summer that focuses on nutrition, gardening and physical activity.

In Polk and Yamhill counties, SNAP-Ed staff partner with the Confederated Tribes of Grand Ronde to coordinate Farm Share Rx to offer recipe tastings at local food pantries and through summer youth programs.

SNAP-Ed staff in Multnomah County partner with NAYA, NARA, 7 Waters Canoe Family and WWG to provide culturally sensitive food preservation programs to youth, adults and older adults. SNAP-Ed staff are involved in efforts related to the Future Generations Collaborative (FGC) and help pursue and obtain funding for community gardens. SNAP-Ed staff have been working to build new partner collaborations with Natives for Community Equity and Engagement (NCEE) and collaborate on current projects and relationships with Indian Health Board Northwest Tribal Food Sovereignty Coalition (NWTFC) PNW coalition.

Temporary Assistance for Needy Families

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

The Oregon Department of Human Services 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 ODHS.

Runaway and Homeless Youth Program

Since 2014, the Native American Youth Association (NAYA) has been a grantee of the RHY Program, providing job development skills, mentoring, and, most recently, culturally specific 2SLGBTQIA+ youth case management. These were recently updated in 2021 and continue through June 2023.

This grant allows for youth experiencing homelessness and/or housing instability to receive culturally specific youth services in supportive sphere.

2021 Challenges, Lessons Learned, and Opportunities

SNAP-Ed

COVID-19 has presented hardships unique to tribal communities. The CDC estimates that, nationwide, American Indians and Alaska Natives have infection rates over 3.5 times higher than non-Hispanic whites and are over 4 times more likely to be hospitalized.⁴ SNAP-eligibility rates have always been high in Warm Springs and participation increased since the pandemic began. The pandemic necessitated creating remote and hybrid approaches to partnerships and in the delivery of SNAP-Ed nutrition and physical activity lessons. Internet service can be unreliable, and most families only have smart phones for access, therefore SNAP-Ed staff in Warm Springs shifted to sharing information through social media such as Facebook.

In-person programming will re-emerge when local partners and communities and public health guidelines permit. SNAP-Ed staff are continuously reassessing local opportunities and partnerships as counties and agencies provide flexibility in programming and are responsive to local needs.

SNAP-Ed staff in the Mid-Columbia Unit worked with local tribal communities to ensure they had adequate food supplies during COVID. SNAP-Ed staff supported connections between tribal members and the Columbia Gorge Food Bank. This unit is working to grow their relationship with the local tribes through our local Food Security Coalition efforts which include members of the Columbia River Inter-Tribal Fish Commission (CRITFC).

⁴ <https://www.ihs.gov/coronavirus/>

SNAP-Ed has also been collaborating with local community action teams and other OSU Extension programs on projects that do not require in-person interaction or access to the internet, such as providing gardening kits for youth and adults and developing education materials for Tribal individuals and families as part of a statewide grant.

The cultural workgroups actively informed and developed new Food Hero educational materials. These efforts will expand, resulting in more culturally appropriate and relevant Food Hero products that accurately reflect the many ways in which individuals and communities are unique. The resulting educational resources will foster an appreciation and understanding about the importance of traditional foods to the diverse cultures represented in Oregon.

JOBS/SNAP Employment and Training

During the COVID-19 state of emergency several changes have been implemented to continue to provide services while following social distancing requirements. These changes allow more families to qualify for benefits and allow staff to gather information from participants differently. SSP has also implemented new services that provide relief during the COVID-19 pandemic. To ensure information reached all partners, including Oregon Tribes, SSP increased the frequency of partner calls and invited all Oregon Tribes to participate. Oregon Tribes were also invited to participate in the Poverty Relief Task Force.

In October of 2021, SNAP E&T and TANF JOBS policy analysts attended an engaging conference titled “Being an Ally in Indian Country” to connect and learn about Tribal history, appropriate engagement, and Tribal issues. The conference was very informative and helped give policy analysts a better understanding of tribal cultures and how to more holistically approach contracting and funding opportunities.

SNAP E&T has consulted with The Klamath Tribes and Confederated Tribes of Siletz Indians. SNAP E&T continues to have ongoing conversations with Tribal Affairs Director Adam Becenti, to ensure the employment and training needs of Oregon Tribes are supported. Oregon has been expanding SNAP E&T services which will help to ensure that there will be more access and opportunities for SNAP recipients across the state, including tribal members. Further coordination with the tribes is planned moving forward, including reaching out to tribes regarding the possibility of them becoming STEP program providers. The additional incentive for tribes to be a STEP provider is they are reimbursed 75 percent of their SNAP E&T related expenses and only have to secure 25 percent of non-federal funds as a match. The Tribal Affairs Director will be included in these conversations to ensure that the messaging and conversations are culturally appropriate and inclusive.

Family Support and Connection

ODHS SSP has submitted a request to expand FS&C services with the transfer of TANF funds beginning in the second year of the biennium. This would include:

- Increasing the number of families eligible for TANF that can be served through FS&C
- Providing access to FS&C services for families connected to SNAP
- Expanding intentional FS&C program adjustments that provide culturally- responsive services in all parts of the state
- Providing compensation to support the inclusion of parent voice and engagement in programming

Following approval of this expansion of FS&C, the Prevention Coordinator will consult with Tribal Affairs on how this expansion can better serve tribal citizens and members.

In Federal Fiscal Year 2021, a cultural tracker was implemented for FS&C providers to identify demographic information for families served. This tracker will help to understand the percent of tribal families served by FS&C and inform outreach needed.

Runaway and Homeless Youth Program

As mentioned previously, engagement with tribal partners relative to youth homelessness decreased in the last two years. We look forward to engaging with tribal partners in 2022 and beyond to ensure that housing and services for youth experiencing homelessness in Oregon will meet the needs of all young people, including tribal youth.

District Offices

COVID-19

District 12 (Morrow and Umatilla counties) holds an annual meeting with Family Coaches and Tribal Case Managers for staff to share information and ideas, but due to the pandemic, this meeting was not held in 2021. The district plans to reach out to the Confederated Tribes of the Umatilla Indian Reservations in 2022 to hold a joint meeting to discuss several collaborative projects, including exploring if the tribe is open to having a Family Coach on site when SSP can safely support full in-person services. Another struggle the district has faced due to the pandemic has been securing tribal representation for Diversity, Equity and Inclusion work due to closures, lack of staffing and other pandemic-related barriers.

While COVID-19 has created some barriers to developing relationships with Oregon Tribes, many districts have found ways to foster connection. District 15 (Clackamas County) created Land Acknowledgment

displays in all their office lobbies. The displays include blankets donated by the Confederated Tribes of the Grande Ronde, a photo of fishing practices at Willamette Falls, a land acknowledgment and the story of the blanket. A dedication ceremony for these displays is planned but will need to wait until offices have been reopened and it is safe to hold such an event. District 15 has also developed a Memorandum of Understanding with the Confederated Tribes of the Grande Ronde to memorialize the intent to be in relationship and work together to support local community members.

In collaboration with the Columbia River Intertribal Fish Commission (CRITFC)⁵ and One Community Health, District 9 (Hood River, Wasco, Sherman, Gilliam and Wheeler counties) has participated in COVID-19 testing and vaccination events. These health events have occurred in multiple locations on the Oregon and Washington sides of the river. In Oregon, the events have primarily taken place at the Celilo Village and in Cascade Locks near the in lieu site. District 9 staff have attended these events with paperwork and laptops to promote and assist attendees with benefits enrollment and referrals.

District 9 has also participated in a regular food delivery event with the WAVE Foundation. This event is also done in collaboration with the CRITFC. The group delivers food to families who live and fish at the 30-plus in lieu sites and fishing access treaty sites along both sides of the Columbia River, from Fort Raines to as far away as Umatilla. They deliver about 400 boxes of food to families throughout the day.

⁵ CRITFC represents the four treaty Tribes (Yakama Nation, Confederated Tribes of the Umatilla Indians, Confederated Tribes of the Warm Springs Indians and the Nez Perce Tribe) through the Treaty of 1855

Hiring practices

Many SSP offices around the state are connecting with local tribes in their hiring process. Below are a few examples:

- District 11 (Klamath County) now sends The Klamath Tribes all local position openings. The district also benefitted from tribal involvement during the hiring process for the Tribal Family Coach, including developing questions for the interview. The Tribal Family Coach works with tribal families, and since hiring has been invited to many Tribal events and trainings.
- Similarly, District 12 (Umatilla and Morrow Counties) has invited someone from the Confederated Tribes of the Umatilla Indian Reservations to participate in hiring panels and posts ODHS SSP positions with the tribes.
- In District 15 (Clackamas County), the Confederated Tribes of Grand Ronde have provided senior social services leadership to the hiring panels for a Self-Sufficiency Program Manager and a Child Welfare Program Manager positions.

Knowledge exchange and general collaborations

There are many examples from around the state of local district offices connecting with their local tribes to improve services for all Oregonians:

- District 3 (Yamhill, Polk and Marion Counties) hosts a tribal leadership meeting with Tribal Affairs, Siletz and Grand Ronde. These meetings provide an opportunity to build relationships and problem solve as needed.
- District 4 (Linn, Lincoln and Benton Counties)

has participated in the Confederated Tribes of the Siletz Indians' (CTSI) All Staff meetings and delivered an SSP "road show" to highlight services provided by SSP. CTSI has been invited to the District 4 All Staff, where they shared new program information with the district team. This shared information helps the district know how to support the enrolled members of the tribe. While District 4 and CTSI plan to hold these meetings twice a year moving forward, they have also made informal commitments to share information as needed that may impact the work on both sides. Staff at CTSI call the district office directly to look up information around dual enrollment, resources and supports, and the district calls CTSI for support as well.

- District 5 (Lane County) has a tribal member who participates on the district's Advisory Board as well as a new Coquille Indian Tribal clinic community health care facility that they plan to connect with and explore partnerships in 2022.
- District 9 participates in a weekly virtual meeting called the Gorge Native American Collaboration which started near the beginning of the pandemic and has continued consistently since that time. The meeting, established by Dawn LeMieux, has grown from eight to about 50 participants. It is well represented by the district's tribal partners as well as other partners from Oregon and Washington. Participants regularly include representatives from state and local government entities and elected officials.
- District 10 (Jefferson, Deschutes and Crook Counties) reopened their SSP storefront office on the Warm Springs reservation this year. The district partnered with the Confederated Tribes of Warm Springs to move into a much larger location which has allowed a greater allocation of

staff to the branch to serve the public in person, as well as beginning the process of hiring ONE System customer support line staff who will be connected to this branch.

Indian Child Welfare Act (ICWA) Collaborations

While District 2 is collaborating with Tribal Partners on multiple projects, their primary focus remains on ICWA work. This includes:

- Holding monthly meetings with Community Partners, such as NAYA, NARA and Wolf Pack to coordinate services for families.
- Child Welfare Program Manager, SSP Program Manager meeting with Safe Families Programs about prevention work and community collaboration with Future Generation Collaboration.
- Partnering with Multnomah County Library partnership to provide ICWA unit books written by Native authors for the children, youth and families they work with.
- Assisting in enrolling children and adults with their tribe.
- The district's ICWA program has grown from the initial three caseworkers to 12 caseworkers, two ICWA supervisors, two SSA and one case aid to best achieve active efforts, relationships and collaboration.

District 3 has participated in a Polk County pilot program to bring together its ICWA case worker, SSP Family Coach and Grand Ronde Tribal member to staff new Child Welfare cases. The work has brought a better understanding of resources available and improved collaboration with the

tribe. These meetings are intended to provide the resources upfront to families who are vulnerable. The program's intent is to put the right support in place based on the family's needs to prevent future intervention from Child Welfare.

Room for growth

Districts 7 (Coos and Curry counties), 13 (Wallowa, Union and Baker counties), 14 (Grant, Harney and Malheur), and 16 (Washington County) did not have significant Tribal collaborations to report for 2021. However, all four counties noted plans for improved connection with local tribes in 2022 and many have begun to explore using a model similar to other districts already successfully connecting with the tribes in their area.

Annual Wellbeing Survey and Customer Satisfaction

Since 2019, SSP has conducted an annual statewide Wellbeing Survey of individuals and families who are connected to the SNAP program. The survey is voluntary and during the COVID-19 health pandemic, it has been conducted over the phone.

The Wellbeing Survey informs SSP customer service and provides data for three of the SSP Key Performance Measures: housing stability, food security and hope/self-efficacy. The goal is to track these outcomes over time in order to increase outcomes for all populations.

This year the survey began in mid-July 2021 and closed at the beginning of November 2021. Of the 1,841 survey participants this year, 38 identified as tribal individuals and families. The survey results for 2021 and the two prior years are in the following table.

Measure	Measure Calculation	Tribal Individuals and Families (by year)			All Individuals and Families (by year)		
		2019	2020	2021	2019	2020	2021
Customer Satisfaction	Percent of survey respondents reporting SSP has been helpful to them	85.2%	90.8%	92.1%	80.5%	88.8%	89.9%
Housing Stability	Percent of survey respondents reporting that “I and/or my family’s housing needs are fully met”	19.9%	29.5%	28.9%	22.2%	40.5%	38.3%
Food Security	Percent of survey respondents selecting “Never True” for “Within the past 12 months, we worried whether our food would run out before we got money to buy more” AND “Within the past 12 months, the food we bought just didn’t last and we didn’t have money to get more”	17.3%	28.7%	34.2%	12.3%	25.3%	39.1%
Self-Efficacy	Percent of survey respondents reporting that SSP & other services SSP referred them to help them experience greater self-efficacy	70.2%	72.1%	71.1%	66.6%	73.4%	71.0%
Hope	Percent of survey respondents reporting that SSP & other services SSP referred them to help them feel more hopeful about their future	72.0%	74.7%	73.7%	67.3%	74.1%	74.1%

While a sample of only 38 self-identified tribal individuals/families means SSP does not yet have comprehensive data from which we can draw significant conclusions, it is heartening to see many responses are close to or better than Oregonians overall. SSP welcomes the opportunity to partner with tribal communities to improve outcomes for tribal families.

Program Summary by SSP Director

This year was our second living with the COVID-19 pandemic and likely will not be the last. Like the previous year, SSP oversaw a number of supports to help individuals and families in Oregon through this difficult time. SNAP Emergency Allotment benefits continued and SNAP interviews were waived through the end of September of this year. The Pandemic EBT program for the 2020-21 school year and summer 2021 distributed more than \$550 million to Oregon families. Every TANF family received \$735 in Pandemic Emergency Assistance Funds (PEAF) in November, with funding provided by the American Rescue Plan Act of 2021.

In addition to these temporary supports, SSP also saw several permanent changes this year which we hope will improve the quality and effectiveness of our services. A new federal method of calculation meant an increase in average SNAP benefits by about \$36 per family per month. Family co-pays for the Employment Related Day Care (ERDC) program were transitioned to a new co-pay structure, with lower average and maximum copay amounts. Now, the maximum a family can expect to pay is \$130 a month, a significant decrease compared to the previous

average co-pay amount of \$272 a month. Another change to improve access to services was removing the requirement of verification of a valid driver's license or insurance for vehicle-related payments. This is important because SNAP E&T and JOBS participants, as well as domestic violence survivors receiving TA-DVS funds, may not be the one driving or may not be using their own car, but need to travel to participate in their case plan or move to a safe location.

Heading into 2022, 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. We continue to work to improve tribal partnerships at the central office and district levels. This includes partnering with Tribal Affairs on best practices to improve our engagement with tribal partners. In addition, SSP implemented bilateral learning and understanding of Oregon's racial history and the impact on Tribal Nations for leadership and staff, and reviewed [OAR Chapter 461](#) to identify inappropriate language used to describe Tribal Nations. In the year to come, SSP will collaborate with the larger ODHS and OHA system to support the stability and well-being of tribal families, individuals and communities and continue to seek input, guidance and direction from Oregon Tribes.

Key contact

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Vocational Rehabilitation

I. Program Area Goals

a. Provide overview of program services – how might the goals serve tribal interests Vocational Rehabilitation (VR) assists individuals with disabilities to get and keep a job that matches their skills, interests and abilities. VR staff work in partnership with community partners and businesses to provide services that are individualized to help each eligible person receive services that are essential to their employment success.

The services of VR, to empower individuals with disabilities in reaching their employment goals, extends to and will benefit tribal citizens/members in many ways. VR Counselors have been trained to assist individuals identify their desired employment outcome in addition to identifying barriers to employment that their disability presents. Elements of this comprehensive vocational assessment will include labor market research that will help the individual identify emerging and viable employment options in their communities. Once the tribal citizens/member and their VR Counselor agree on an employment goal then they can develop a plan for employment including services that will assist that individual overcome the barriers to that goal that their disability presents. These plans encompass a wide array of individualized services like assistive technology, job placement services, and at times further education or training. If a tribe has a American Indian Vocational Rehabilitation Services (AIVRS) program, funded through section 121 of the Rehabilitation Act of 1973, then Oregon VR and the tribal VR program can co-case manage for the tribal citizens/member to provide culturally responsive

services while leveraging state resources to bring the greatest level of support to the individual.

There is also an early intervention program run by VR that provides Pre-Employment Transition Services (Pre-ETS). These services are made available to all students, including tribal citizens/members at a tribal school, ages 14 through 21. The student does not need to apply for these services. The eligibility is simply that the student experiences a disability and requests one or more of the following services:

1. Job exploration counseling
2. Work-based learning experiences, which may include in-school or after school opportunities, experiences outside of the traditional school setting, and/or internships
3. Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs
4. Workplace readiness training to develop social skills and independent living
5. Instruction in self-advocacy

These Pre-ETS are meant to be early vocational exploration activities that will elevate expectations and opportunities for young people who experience disabilities and encourage them to plan for post-secondary education or to begin their vocational career while there are still in school.

All services that VR provides, traditional adult services and the youth focused Pre-ETS, are available to tribal citizens/members. The intention is to create pathways

to competitive integrated employment that will lead to community participation and fulfilling outcomes for the VR clients.

II. Program Delivery

a. Describe how the program is designed, delivered, and implemented

- i. How many tribal citizens/members were served in 2021?

340 tribal citizens/members were served through the comprehensive VR adult program.

991 Pre-ETS services were delivered to 353 tribal citizens/members through the youth focused Pre-ETS program.

- ii. How has service delivery improved/strengthened to Tribal Nations and citizens in 2021?

b. List key contact for each program with name and contact information (email/phone)

Keith Ozols, VR Director 503-602-4055;
keith.s.ozols@dhsosha.state.or.us

c. Describe how funding is provided and the amount to each tribe (if applicable)

Currently four Oregon Tribes have federally funded AIVRS tribal programs: Confederated Tribes of the Umatilla, Confederated Tribes of Grand Ronde, Confederated Tribes of the Siletz and the Klamath Tribes. Each of these programs are funded buy the Rehabilitation Services Administration at different levels depending upon the tribe's agreement with the federal administration.

d. Describe outreach and engagement with Oregon Tribes (i.e. consultations, meetings) and consistency of outreach and engagement

Oregon VR and the Tribal programs have quarterly meetings with the directors to coordinate activities and to improve service delivery. Additionally, Oregon VR holds an in-service training in August and in the summer of 2021 all of the tribal programs collaborated with VR to run trainings for staff to improve collaboration and the delivery of VR services. Oregon VR also has a dedicated liaison with the tribes to address any emerging issues that may arise in any part of the state at any time.

e. List committees' tribal representatives serve on for program service guidance (i.e. advisory boards)

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.

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.

III. Formal program services agreements with Oregon Tribal Partners

a. List formal agreements with Oregon Tribes – Are these agreements new, existing, and have they been recently updated?

Oregon General VR has updated the cooperative agreements with each of the Tribal VR programs, which currently consist of these four Tribal programs: Confederated Tribes of the Umatilla, Confederated Tribes of Grand Ronde, Confederated Tribes of the Siletz and the Klamath Tribes.

b. How is this agreement better serving tribal citizens/members?

These agreements outline the coordinated service delivery process between Oregon VR and the AIVRS tribal programs. They outline 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 the efforts to reach competitive integrated employment for tribal citizens/members.



IV. 2021 Challenges, Lessons Learned, or Opportunities Partnering with Tribes

a. Describe challenges such as COVID-19, wildfires, or other emergency response to tribal communities

The COVID-19 pandemic devastated our economy, disrupted our communities and changed the daily lives of nearly every Oregonian. And this past summer Oregon yet again experienced an active fire season with hundreds of thousands of acres of land burned, hundreds of homes and businesses destroyed, and thousands of Oregonians displaced by this natural disaster. These external factors have had huge implications for VR staff, our Tribal partners, vendors, employers, WIOA partners, and ultimately for our clients.

b. Other challenges, lessons learned, or opportunities serving tribal citizens/members in 2021?

A major lesson learned during this pandemic is that virtual and online meetings are not the ideal service delivery model for all clients. Throughout 2021 VR continued to deliver most client services in a virtual, non-contact service model. VR as a program was open for business but whenever possible our counselors and staff are scheduling appointments with clients to be online or over the phone. In the rare instance that an individual needs to be physically present in a VR office to receive services the VR Counselor and Branch manager will ensure that there is appropriate meeting space available to adhere to social distancing to reduce the risk to VR staff and the public. This model could be challenging for individuals in rural settings where access to high speed, broadband internet could be limited or not available. The VR program is eager to reopen offices and reengage with tribal and other community partners in their communities to reach clients in their preferred and most accessible settings.

V. Program Summary by ODHS Program Director

a. Are new opportunities on the horizon?

In October of 2021 Oregon VR was awarded a Disability Innovation Fund grant from the Rehabilitation Services Administration. The proposed model demonstration project by Oregon VR, called the Inclusive Career Advancement Program (ICAP), will provide access to existing career pathways in the state for VR clients including tribal citizens/members.

ICAP will leverage Oregon's current statewide success with the Self Sufficiency programs STEP program in utilizing career pathways for other populations, including integrated education and wraparound support, to advance educational and economic equity for people with disabilities including those from marginalized populations. ICAP will braid the supports and services of all 17 Community Colleges (urban, suburban, and rural) in the state, the VR program and the state's Self-Sufficiency Programs in addition to local collaboration with employers and other WIOA workforce partners. ICAP will be a comprehensive, coordinated and personalized approach to engage 500 VR clients through the provision of layered coaching supports and navigation capacity (an evidence-based practice for increasing access and success at community college campuses in Oregon) with the addition of the current VR services. Cornell University, a core ICAP partner, will evaluate the project's implementation and performance to document the efficacy of specific practices and strategies implemented by ICAP. These findings will be disseminated nationally to expand access and opportunities for people with disabilities to enter and be supported in career pathways. This is a five-year grant and we will start enrolling students for the fall term of 2022. Oregon VR has been working with the

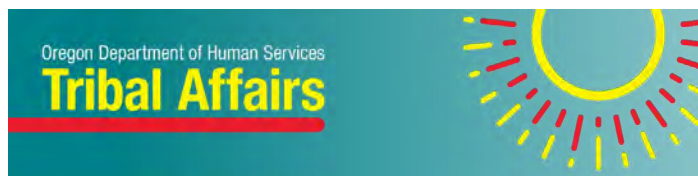
AIVRS tribal programs to have an intentional outreach plan to recruit and support tribal citizens/members in their participation in this program.

b. What is the program direction for better serving tribal citizens/members?

Beginning in 2020 VR collaborated with the Office of Equity and Multicultural Services to develop a Service Equity Council for the program to develop a charter to further develop equitable services for all Oregonians. The VR Director of the Confederated Tribes of the Grand Ronde has been serving on this council to give voice to tribal members who may seek VR services. This direction is being integrated into the fabric of the program in our efforts to create diversity, equity, inclusion and access as the center of our service delivery.



Legislative Commission on Indian Services Report



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

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