

(General Council Minutes Cont.)

other people. He talked about the White House Conference in Washington, D.C. with the Tribal Leaders. He is very honored to be here and thanked Dee and the Tribal Council for the plaque and wished all the Siletz people well.

Dee stated that she was elected to the Tribal Council in 1975 and it was a very difficult time during the restoration. It took a lot of teamwork, not only from the Tribe but those outside the Tribe as well. The pride that was shown with the Indian Tribes and presenter's at the Presidents meeting was outstanding. The cabinet members stayed to talk with the Tribal Leaders and then they were given a tour and a medal as a gift for the Tribe. Dee and Nelsen met individually with the Secretary of the Interior, other tribes and Senator Inouye. There was a meeting at the hotel for tribal leaders. Joe DeLaCruz and several others are responsible for that meeting.

CONCERNS:

Elouise Case stated that at a previous General Council Meeting the issue of the Siletz School was brought up. Gladys Staggs told Elouise that when she was a young girl she remembered her folks telling her that when they were brought to this reservation that they would always provide schools for us. Elouise stated that the Council has heard testimony after testimony about what the kids are going through and it is not getting any better. She is asking Council to stand behind their people and help them with the School. She would like the Council to look into the treaty regarding the school and see about getting a school back in Siletz for our children. Dee stated that a resolution was recently passed and it was sent out to all the Congressmen and they sent it back and said that what we need to do is be very organized and to vote in the school levees because that is where the funds come from and without the voting support of the community and support of the parents along with the Tribe then it can't happen. Elouise asked for the Council to please push the issue. Lillie stated that because her children were involved with sports she had to purchase vehicles for their transportation. Her children transported other children from Siletz. Dee stated there was a task group set aside to keep up on the situation, but this will be an agenda item at regular council.

Gladys Bolton asked why the Tribal Court Judges did not receive Christmas Bonuses. When she talked to Nelsen, he told her that it was his decision not to give it to the judges and that they were intermittent. Gladys stated that some of the judges have been there 8 years. Carlotta stated that they fill out time sheets and that they should be considered an employee. Dee stated that Council will check on this and get back with her.

Terry Russell stated that his family wishes to raise a concern about our Indian Child Welfare Program with the Tribe and they are asking Council to take a good hard look at that process. They are requesting that council consider setting up a review committee to approve the plans, as they are handled. His family is involved in two separate cases involving 8 children. He is embarrassed and ashamed to say that at this stage of the game his family would much rather deal with Children Services Division than they would their own tribe. The staff has been patronizing, degrading, rude, and they have had more than one meeting with the current family advocate, the previous one and the General Manager. Children Services defers to the Tribe when it comes to setting up visitation and all of the plans. He feels that the Tribe's program is grossly

inadequate. This is very difficult for him to bring up and for his family as well. Unfortunately his family has over 15 years of experience dealing with these kinds of issues with Children's Services and he cannot stress how strong their feelings are that Children's Services treats them far better than our own tribal staff. His mother is sorry to say that she would much rather deal with CSD. They received much better service, they were contacted and nobody ever calls them from the tribe or asks how they are or if there is a need. If she calls the ICW offices she can't reach anybody and the calls are not returned. The family was told at the beginning that the Tribe would work very close with the family and that the family would be very much involved and that they would be aware of all the planning and considerations before decisions are made. She stated that the decisions are being made and carried through without them being notified and they hear it through the grapevine. She stated that she knows where six of the children are and their addresses and phone numbers and she can visit with them any time, but with the other two, she is being denied addresses and phone calls. She was told from the beginning that the top priority is keeping the families together and right now they are keeping this family separate. Janet (sister) agrees with all that has been said. She stated that confidentiality is a problem and she feels that it does not exist. She feels that maybe those working in this field should be required to have a degree in social work. She stated that reports are not complete. Elouise Case stated that she works in that office and she sees them working more with the non-Indian parent than with the Indian parent. They transport them, but the Indian parent has been totally overlooked. Ron Hudson worked previously within the Social Service System and he feels that what everybody is talking about is something that he addressed in a study two years ago and gave to Council and one of the things in the study was the lack of professionalism. The people that hold certain positions within the Tribal Government are not qualified. He stated that the General Manager himself has offered jobs to people because of the fact that they got themselves in trouble in the hiring process. He addressed this in his study and everyone got upset with it because it was directed to the problems that are happening. He was never contacted, but how can we continue to hide this under the rug and how can the Council say that the Tribe is doing good things when internally these things are happening to our tribal people? It is a matter of doing something about it and that is what Council is supposed to be there for. When these complaints come up meeting after meeting then it is time to change the structure. Terry stated that the jobs that are being talked about are not easy jobs and the issues are very serious and emotionally charged and it has been an undesirable burden what the family is going through and then to have to battle the staff and our Tribe as well. It is hard enough to see the places and situations that the children are being placed in and they have repeatedly asked for copies of plans and reports and to this date CSD is the only one to ever provide them with anything. They have been into Tribal Court where ICW has submitted the children's names and birth dates mixed up and after two years of involvement they do not even have the paperwork right. The family has even discussed taking legal action. If they are pushed, it is going to be a sad day. He is strongly encouraging the Council to take a long hard look at the family welfare program and strongly recommends that the Council set up a review board process requiring accountability of the case plans for not only the eight children they are speaking about,

but all our children. Terry's mother stated that if the Tribe is not going to follow through and do their job, then give the children back. Gladys Bolton stated that there is an ICW code and in the Juvenile Code it says that we are supposed to have a Child Protection team and it is supposed to be made up of 4 people along with the Tribal Chairman. She has asked about this at Christmas time and was told that Kristi is working on that. Dee stated that it is supposed to have been organized, but has not yet. There have been many issues that have come to Council regarding ICW and they have taken some action. About a month ago they had a review completed of the programs to see how the records are kept. The Council has been discussing it and they definitely know that problems exist and have not tackled them yet. Dee stated that in prior years she has been kept very well informed of ICW issues and needs and in the last year or so she does not feel that she is being informed or kept up on the issues as she should be. When there is an issue with the Tribe and with ICW, she is generally called to see if she is aware of the issues and when she is not aware of a situation then she feels like a fool. The matter of confidentiality comes up in all areas and it is a problem that needs to be addressed immediately and Council needs to take that burden on their shoulders and deal with it. They have began the process, but have not finished it. They appreciate the comments and they realize that it is very difficult to bring those issues to Council and they apologize for that. Reggie Butler stated that we have a CEO that is supposed to take care of that, what good is it going to do to call him if we have to come to Council? Dee stated that the Tribal Council has to decide what standard they want programs to operate in, that is a policy decision that has to be made and then handed down to the CEO and then he or she has to carry out the policy of the Tribe. Ron Hudson stated that the leaders of any organization have to act on policies that they want to be given to those below them. Tammi Hickel stated that everybody is telling Council that it is the ICW staff that has the problem, but she knows that Council has directed to the court that it is the court that is making these decisions. How come Council is passing the buck over to court? Dee stated that they are not passing the buck over to the court. It is Tammi's understanding that the Council asked the Chief Judge to step down due to the ICW issues. Dee stated that was not true. Tammi stated that to become a foster home you can not be accused of any sort of Child abuse and you have a head ICW worker that brags about locking her child in a closet, when this ICW worker got her job because she did not sue the Tribe. Dee stated that she has not heard those stories. Hudson stated that everyone else has. Ed Ben stated that he has to agree with the point that there is a lack of confidentiality and if we know that this exists then why are we paying this man big dollars and an assistant if the basic things can not get done and how can we expect the big things to get done. Elouise Case stated that we went to signing in and signing out and we would be docked pay if we were late. She told Nelsen that he is the boss of all of us and she would not want any staff being put down and check their time because of herself and he should keep his staff in line. Dee does not disagree that it has to come from the CEO down through the various supervisors and managers. Tammi Hickel stated that she was reprimanded for bringing to Council's attention the fact of our disallowed costs within her program, she works for JTPA and they have disallowed costs in that program, which she brought to the attention of the JTPA Representative that sits on Council, Mike Darcy and he brought it to Nelsen's