

Deer addresses NCAI convention in Phoenix



century. At the same time, Secretary Babbitt and I have worked together to institute new policies and procedures. Consultation is mandatory when the Department's actions affect tribal and Indian interests. But, meaningful policy implementation requires more than words on paper; we've worked hard to create a working environment that embraces change, rather than being skeptical of it! For the first time, Departmental employees have been provided an array of materials to aid their understanding of tribal sovereignty, the government-to-government relationship and the trust responsibility. We have established formal, as well as informal, working groups with other bureaus to ensure better coordination in areas of overlapping concern. With understanding comes an opportunity to cultivate partnerships!

As we come to the end of President Clinton's first term in office, it is time to pause and reflect upon where we have been and where we want to go. This Administration is building a bridge to the 21st century and I welcome you to join us as we create meaningful change for future generations. History will reflect that this Administration has done more to capture than any Administration before it. Our job is far from done, though working in consultation with you we can overcome existing challenges.

I stand before you today with a great sense of optimism and an even stronger sense of direction. Time has made me wiser and the fights have fortified my resolve! It is a credit to everyone in this room and many others who are not here that not only have we survived the single most brutal attack on Indian peoples since the 83rd Congress instituted the termination policy, but Indian tribes are stronger, better equipped, more powerful, and have greater control over what happens within tribal communities than ever before in this

litigate tomorrow, may be the lesson learned!

We are making progress on other fronts as well. Over the past two years, the BIA has led all departmental bureaus in closure of outstanding audits. This is amazing progress considering that when I started at Interior we had more than 100 audits which had been waiting for a management decision for six months or more. It is even more remarkable if one considers that BIA annual audit workload exceeds the combined total of that of the National Park Service, the Bureau of Land Management, the Fish and Wildlife Service, and the Bureau of Reclamation. And, we have also made dramatic reductions in reported material weaknesses. As a result, for the first time ever the BIA is able to provide a statement of reasonable assurance to the Secretary that their management processes meet the requirements of the Federal Managers Financial Integrity Act.

In spirit of consultation and disclosure, we have provided the most complete comprehensive budget information to tribes in the history of Indian Affairs. As a result, tribal leadership has more influence over the Indian Affairs budget today than ever before.

We have addressed and corrected long-standing wrongs. We have settled disputes in a manner favorable to tribal interests in cases which were filed literally decades ago. The Crow Boundary Dispute; the Colville/Bonneville Power settlement; the Navajo-Hopi dispute; and many others. We won on the question of the status of Alaska Natives, alleviating the uncertainty the Alaska Native villages have been living with for decades.

We got the ball rolling again on confronting the water rights issues after 20 years of stagnation and endured that the Indian Affairs assistant and field solicitors received legal training on Indian water rights to better prepare and equip them to protect your interests.

In the budget wars of 1996, we made the Tribal Priority Allocation and education, our top priority. We fought against harmful amendments and won on nearly all. When the same attacks were launched against the tribes in the '97 appropriations process, we once again mobilized. With the help and the leadership of President Clinton and Secretary Babbitt, we fought hard and defeated all ill-conceived proposals that would have forced tribes to adopt an all or nothing approach to self-determination. We stopped harmful amendments that would have halted Interior approval of even voluntary tribal-state compacts.

On a more personal note, I would like to share some of my thoughts about the future of Indian Affairs and the challenges we all face as we proceed into the new millennium.

It is sometimes hard to think about the big picture when the day is filled with a thousand details and the struggle is just about protecting what we have. Today, as in centuries past Indian people have had to adopt a defensive posture in order to survive. This "under siege" mentality taxes our creativity and we often don't have the ability to dream - to envision a future with our encumbrances!

My life and my beliefs have been most heavily shaped by my values as a Menominee. To extinguish and entire people is an unspeakable wrong and I have spent my life working against the possibility of a return to such policies. This is why I first decided to seek tribal office and this is why I urge Indian people to participate politically at all levels. America's political leaders must understand Indian right and they must be held accountable. By the same token, Indian people must be encouraged to boldly step up and assume leadership positions.

Throughout my life and especially in the role of Assistant Secretary, I have worked to shift control and decision-making to tribal governments because I believe tribal

governments should control the destinies of their own communities. Some of the things we have accomplished during the past four years may not seem glamorous to some, but they represent a fundamental shift in the way the Interior Department and the Bureau do business with tribes.

Over the past ten years, a great deal of time, money, and energy has been spent arranging and re-arranging the boxes in the BIA's organization plan. It is due three months from now. If we are to avoid yet another empty exercise, I believe we need to change the focus of the discussion. We must radically alter the way we have been proceeding or I foresee yet another in a long series of reorganization plans that tribes will oppose and Congress will reject. I call upon you today to work with us to reverse the 30 years of failed reform efforts and avoid the endless debates as to how many boxes go where and how many people go in each box.

My view is that we need to re-direct our attention to the results we want. What we need to hear from tribes is the level of performance you expect from the BIA! If we can agree on performance goals - then we can direct our managers to organize themselves in a manner to deliver. Then we can hold managers directly accountable for the results. I urge you to consider working closely with us on such an approach - maybe not for all programs at once, but in key areas so that we can build a strong foundation. I submit that this approach has greater potential for success and will alleviate the stress, contention, and frustration that we all feel. In the past we've only treated symptoms, now I challenge you to look at the core problems and define what is efficient and reasonable fulfillment of your trust responsibilities! That would be meaningful dialogue that would create systemic change!

You also need to spend some time addressing the infrastructural needs

of tribal government. The management and flow of information between tribal and federal governments is a key issue as we explore the shape of the federal Indian relationship at the dawn of the 21st century. Many tribes lack the resources, tools, and manpower to process and distribute information effectively.

The governmental infrastructures under which tribes operate, in many cases needs to be re-examined. I have been surprised by the number of tribal requests for Secretarial approval of codes, ordinances, and amendments. Tribal governments are sovereign entities. Constitutions that require Secretarial approval for every official tribal governmental action harken back to the days of paternalism. There is no federal legal basis to require Secretarial approval for tribal for tribal legislative action other than the tribal constitutions themselves. The approval process is slow, expensive, and often frustrating. It isn't necessary. There is nothing sacred about tribal constitutions which were drafted by outsiders. Tribal constitutions should truly reflect the will of the people.

One of truly wonderful things about serving as Assistant Secretary for Indian Affairs is the opportunity to meet, talk and spend time with Indian and Alaska Native peoples from all the four directions. As different as people may seem, the words I have heard are remarkably similar. The dreams are about the future. In closing, remember what President Kennedy said, "some men see things as they are and say why? I dream things that never were and say why Not!" Our children deserve largest share of our time, energy, and resources - for they provide us security in knowing that Indian and Alaska Native peoples will be around to cross that bridge not only into the 21st century, but the centuries beyond.

Thank you and I challenge you all to dream and ask "why not!"

Annual NCAI held in Phoenix, Arizona

The 53rd National Congress of American Indians Annual conference was held in Phoenix, Arizona, October 20-25, 1996. The conference was filled with speakers, seminars, beauty pageant, pow-wow, and a first ever rodeo. The theme this year, "Victory in Unity, the 96 Vote."

The convention brought together tribal leaders from all parts of the country and Alaska along with some prominent high officials out of D.C., that addressed cultural issues of importance to tribal governments. All issues pertaining to problems the Indian people are facing today.

Getting the Indian vote was a major concern, as stated by NCAI Chairman, Ron Allen. At this gathering the focus will be on the power of the Indian and Alaska native vote. The leaders feel that every vote counts and during the election year we need all the votes we can get. We need people in office who will work for and with the Native Americans.

The National Congress of American Indians (NCAI) founded in 1944, as consensus on national priority issues and the need of unity and cooperation among all Indian governments. The Valley of the Sun host tribes made preparations to entertain more than 2,000 plus Indian leaders who were to participate in the

week long gathering.

Youth and education is one of the large issues facing the Indian communities. It was announced on Monday at the Phoenix Civic Plaza during the opening of the week long conference where Indian education from across the nation, praised an order signed by President Clinton, that promises more federal tax dollars for Indian colleges. The announcement was made by Assistant Secretary of the Interior, Ada Deer, which is similar to recent order by Pres. Clinton, boosting the ability of pre dominantly African-American and Hispanic colleges, to obtain federal funds so they can compete with other public and private interscholastic of higher learning.

The nation's 29 Indian colleges receive little funding from states and private institutions. Past federal actions have promised Indian community colleges up to \$6,000 per student a year, actual appropriations last year were only \$2,900, per student, according to a report released by the Institute of Higher Education Policy in Washington D. C.

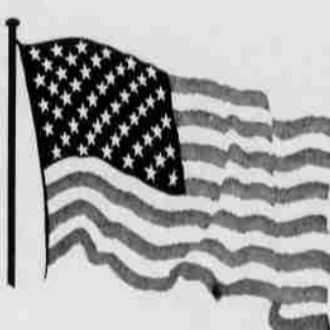
One of the highlights of the conference was the Miss National Congress of American Princess pageant. There were a total of 14 contestants entered where the talent was spread out so well that a flip of a coin could have been the choice of Miss NCAI. All the girls have tremendous skill and ability. But this year's crown went to Miss Keduetscha Lara of the Hoopa tribe located in Northern California. The new Miss NCAI, was crowned on Monday night at the Hyatt Regency. Lara is 19 years old and currently attending Humboldt State University.

Miss Warm Springs, Sunmiel D. Minnick gave a great showing at the pageant, but with all the talent so fine where a toss of the coin could have decided the winner. The young Indian women were judged on their tribal

knowledge and presentation of cultural background, presence, appearance, personality, communication skills and scholastic achievement. The Fort McDowell Indian Community, will award a \$10,000 scholarship to Miss Keduetscha Lara, the new crowned Princess. The new Miss NCAI, will serve as the organization's official ambassador over the next year.

Local Council and Committee members who were in attendance had the opportunity to attend all the workshops regarding, water rights, housing, fish and wild life, health and welfare of the veterans affairs, education and just about what ever a person was interested in. Many resolutions were drawn up for further action in D.C.

The Secretary of the Interior was one of the main speakers and the following the presentation of Ada Deer.



New manager hired at Indian Head

Indian Head Gaming's new manager Jeff Ford has his work cut out for him. Not only must he make the Tribe's gaming center more visible throughout the state, he also is charged with making a profit and maintaining tribal member employment. It's a big order.

Ford has vast knowledge in casino management. He was most recently employed by Harvey's Casino Resorts in Lake Tahoe. He worked as the resort's vice-president of player development and casino games, vice-president of casino operations and director of VIP casino services. He was with Harvey's from 1991 until October 1996, when he was hired by Indian Head Gaming. His first day at Indian Head was October 26.

From 1988 to 1991, he worked for Computer Aided Management, a California-based company specializing in assisting companies with employee training.

From 1976 to 1986, Ford worked in numerous positions with Harrah's Hotel and Casino.

Coupled with improving Indian Head's visibility is addressing the casino's remoteness. Ford feels management must take a very hard look at this challenge. "It will be difficult to overcome," he says. He is concerned, too, with the lack of "image" that has been created for the



Tribe's newest economic endeavor. There is a complicated formula that determines the benefits of marketing as opposed to the cost of marketing. "We have to understand what marketing is getting us...No analysis has been done," Ford asserts.

Many other challenges exist for Ford. Indian Head has not made a profit since it opened. Ford must determine what the financial implications will be for 1997 and identify what the business will need in salaries, wages and costs to provide a profit next year. He is also determined to create a positive and fruitful dialog among supervisors, managers and front-line employees. Ford is "communication conscious" and whole-heartedly believes in the teamwork concept among the board

of directors, commissioners, casino management team and employees.

He foresees no problems working with the Board or the Commissioners. He adds that the Commissioners serve as an "internal audit" team.... "they keep you sound. As general manager, I welcome their input. If we do something wrong, I need to know about it so that we can fix it."

Establishing Indian Head as THE casino in Oregon will be a huge task, but not one that Ford feels is impossible to achieve. It will take hard work and an innovative approach. "I do not have a magic wand to make it all work and be profitable," he says.

Ford and his wife Kellie have five children, one of whom will be living with them in Bend.

Senior Party Parent Meeting

Tuesday, Nov. 12
7:30 p.m. at MHS Library

This is the last meeting for the '96 calendar year. All parents of Madras High School seniors are encouraged to attend.

When should you report child abuse or neglect?

Reporting Child Abuse and Neglect

Child Abuse Reporting Law

The term child abuse and neglect includes the physical or mental injury, sexual abuse or exploitation, negligent treatment or maltreatment of a child. Juvenile court laws authorize the court to provide protection for children through supervision in their own homes or in substitute care. Harmful acts perpetrated against children by strangers or persons not in an ongoing caretaker role are handled directly by law enforcement, who will determine whether a criminal act has occurred. The tribe has the obligation to intervene for the general welfare of the child when there is a clear and present danger to the child's health, welfare, and safety. The tribe does not intend to interfere with reasonable parental discipline and child raising practices that are not injurious to the child.

Threat of Harm

Threat of harm includes all activities, conditions, and persons which place the child at substantial risk of physical or sexual abuse, neglect, or mental injury. Threat of harm includes all actions, statements, written or non-verbal messages conveying threats of physical or mental injury which are serious enough to unsettle the child's mind.

Who must report?

Any person who suspects that a child is being abused or neglected or is at risk of abuse or neglect.

According to Warm Springs Tribal Code Section 305.140 "Any public or private official having reasonable cause to believe that any child with whom the official comes in contact has suffered abuse, or that any person with whom the official comes in contact has abused a child shall report or cause a report to be made." Those public or private officials include, but are not limited to:

- Doctor, nurse, dentist, optometrist
- School personnel
- Any employee of child serving agency
- Police
- Psychologist
- Clergy
- Social Worker
- Any employee or provider of day care, foster care
- Attorney
- Firefighters, EMT's, Therapist, Counselor
- Relatives
- Neighbors

A referral should be considered a request for an assessment of a suspected incident or risk. It is a beginning of a helping process for children and their families. Failure to report direct knowledge of an act of child abuse or neglect is

itself an act of child abuse and neglect.

Who to contact to report suspected abuse and neglect?

A person making a report of child abuse may make a report by telephone or otherwise to Children's Protective Services. If known, reports of suspected child abuse shall contain the following:

- Name and address of person reporting and the relationship to the child
- Name, address and DOB of the child(ren)
- Name and address of parents
- The incident or circumstances
- Location of incidents
- Where parents can be contacted
- Name and address of alleged perpetrator
- History of prior incidents
- Present condition and location of the child
- Action taken to protect child, if any

Will my report be confidential?

The reporter's identity will remain confidential to the full extent allowable by law.

Can I be sued if I report?

Anyone participating in good faith in the making of a report of child abuse and who has reasonable ground for making the report, shall have immunity from any liability, civil or

criminal, that might otherwise be incurred or imposed with respect to the making or content of such report. Any such participant shall have the same immunity with respect to participating in any judicial proceeding resulting from such report.

What to say when reporting suspected abuse and neglect.

1. Contact CPS at the number listed below.
2. When CPS' receptionist or secretary answers the line, inform them that you are calling to report suspected abuse or neglect. The receptionist or secretary will route your call to the appropriate person to give the information of the suspected abuse or neglect.
3. When your call is routed to the appropriate person give them as much information that you can.
4. You can also make a report of suspected abuse or neglect to your local law enforcement agency.

Hours of operation

CPS Administration hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. If there is an emergency after hours (5:00 p.m.) please contact the Warm Springs Police Department.

Children's Protective Services, P.O. Box C, 1109 Wasco Street, Warm Springs, OR 97761. The CPS phone number is (541) 553-3209/3216, FAX No. is (541) 553-1894.

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