2019 Listening session: Cohort II

Cohort II Includes the areas of education, social services, employment/vocational training, health, and community wellness.

On Education
We asked:

What services and programs are needed?

You Responded:

- Programs for youth
  - Skateboard park
  - Boys and Girls Club
  - Outdoor activities
    - Soccer
    - Baseball league with the surrounding area
- GED Program, College program (apprenticeship program internal and external), a non-credit program as well, academic advisor, public school curriculum, advisors within the school
- Longer hours for Library/Resource Center
  - Computer labs
- Improved outreach (need to know what is available)
- Additional family support services to help Tribal members navigate barriers.
- A school in GR
  - Charter School
  - Private School
  - The local branch of Willamina SD
- Academic coaching for first-time college students, college student support financially expansion – allows for all costs covered
- More programs after 5:00 pm
- Support for young adults who are not in school.
- More STEM programs and activities for the after school programming, robotics, video production.
- Native American focused programs
- Trauma and relationships training
- Non-structured credit learning programs or non-federal credit programs
- YED/ECE – Cultural Values
• More Space/More Staff
• Mentorship programs: Students teaching other students Chinook
• Language program has a gap between the 4th and 8th grade, which is a critical time in maintaining language development. I would like to see the program expanded.
• Expand all programs to allow more kids to get into the program, long waiting list to be able to get your kids into the program.
• More recreation programs for kids and expanded hours into the evening and weekends.
  o Teen center near housing where the kids are at. The teen center provides drop-in tutoring on the weekends.
• Tribal Community Fair, where kids can show off projects, present things they have been working on science projects, speech, cultural items.
• Need to provide an advocate to help students that have student loans navigate the student loan process and loan forgiveness programs.
• Summer youth employment could have older students that could be a lead and help guide and direct that process for staff and students.
• Make student employment all year.
• Tribal Library – community and tribal membership
• Immersion program
• Youth Education Program – after school program, in the summer full-time.
• Local k-12 program improvements. Something with higher expectations and standards. Higher performance standard; better school. More skills opportunities, life-skills especially. Vocational training within the high school. More building opportunities for vocational training other than just traditional training. An innovative model for educational delivery.
• Space for buildings on campus. Space at the schools currently and in the future. More tutoring areas. More space at Willamina, mainly but also Sheridan.
• Transportation needs improved – more staff, more busses, and transportation methods
• Learning through experience
• Expand vocational training
  o Culinary school - Funding should match the dollars for the training required
  o Construction training with Housing, Habitat for Humanity, etc.
  o On the job training
• Virtual classes available for membership (need equipment and infrastructure)
• Services for members living outside the six-county service area
• Paraprofessional positions (e.g., health care trainees)
• Provide training in public services
  o Firemen
  o Ambulance/EMT/Nursing
  o Police
• Satellite College on Reservation
• Environmental Education
• Provide housing support for non-credit programs
What are the barriers the community is facing?

- Academic Retention (keeping kids in school and progressing)
- Lack of integration in education programs and with other programs
- Financial
- Child Care
- Transportation
- Cultural appropriateness for connection/person-to-person
- Student advisors
- Tutors or mentors that help meet the goal/understanding field of study/Education coaches
- Interdepartmental cooperation around education/culture
- Provide funding for youth to attend conferences and trainings (6-12 grade).
- Funding for lessons – arts and art therapy
- Funding for technology, computers, tablets, internet.
- Homeschool students need a group in Grand Ronde where they can get together with other families to share ideas and help teach each other.
- Larger capacity than what we have for birth – 2 years old / 2 years old classroom has a waiting list currently.
- Mental health support for children of all ages
- Trauma-informed training needed
- Support/ Counseling
- High School graduation rate
- Helping students with a learning disability
- Long term rewards – succeed, rise above poverty.
- Housing
- Assistance for Tribal members living outside the area.
- Early screening (EPs)
- Cultural climate/oppression
- Discrimination and bullying
- Addictions
- Cultural traditions that vary
- Communication with youth receiving services
- Separate High School, Middle School, and Grade Schools
On Social Services
We asked:

**What social and community services will be needed to support the community?**

You Responded:

- More garden space (more variety – more like a full-fledged co-op farm)
- Grocery store ran by the Tribe or a Tribal member
- Community Center with a therapy pool for elders
- Financial literacy (wills and estate planning)
- More recreational activities
- Emergency assistance such as
  - Providing work clothes
  - Transportation to work
  - Job training
- Mid-wife/Prenatal Care/Education
- Space/Staff
- Space like Tammy Garrison (inviting and safe)
- Family Planning
- Homeopathic – Holistic Care
- Self-Care for Staff (more)
- Tribal Training
- More collaboration among departments
- Integrated care
- Collaborate with other tribes that are successful in their SS Dept.
- Case Manager approach
- Welcoming Space/More staff
- Own financial advisor in every department
- Help people learn how to deal with stress, meditate stress relief activities.
- Assisting living space for adult with disabilities.
- Need an advocate for veterans that can help them navigate the paperwork and help determine what services they might be eligible for. They need to travel to meet with veterans where they are. We don’t know what services veterans will need in the future because you don’t know how they are going to deal with the issues they will be facing.
- More post-treatment transitional support for families
- Incarceration support especially
- Behavioral health support for our kids with special needs.
- More counselors to help with special needs children and those going through harder things as children
- Staff specialized in specific needs
- Parent-Mentor program
- Abuse reporting program
- Stabilization houses – wouldn’t have to be clean and sober yet, more of a transitional home but more of like a transitional on the beginning stages of becoming clean.
- At-risk services
- Parent program to navigate the CFS program, or helping family members with mental health
- Engaging healthy families – healing program
- Opportunity coordinator
- Family strengthening

- Allocate resources to get youth active and interested
  - Youth prevention
  - Recreation programs for youth
  - After school activities.
- Postpone per capita to 25 yrs old. Add restrictions to getting dollars
- N.A. Boot Camp, Wilderness camp
- A&D counseling/residential treatment facility.
- Dealing with historical trauma
- Energy assistance – weatherization.
- Combine all utilities (gas, water, sewer, garbage) into one bill.
- Provide economic empowerment training early (10 yr. olds)
- Support Foster Parent program with respite care, an exchange program.
- Education on services that are offered now and in the future.
- Supportive housing services partnerships
  - Mental health professionals
  - Separate housing development
- Group home for young adults – provide wrap-around services

**How will our youth be connected to elders and our elders connected to youth?**

- Enhanced outreach so people know what is going on and what is available.
  - Late-night out as an example of good outreach event
- Monthly activities that bring youth and elders together
- Change management structure.
- More family activities
- Train up youth to be elderly caretakers
- Have elders develop an elder need or wish list the kids could sign up for and help meet. Need the garden weeded, car washed, Adopt an elder program
- Elders feel isolated – pick them up and bring them to events. Elder Taxi
• Bring events to the elders, and have the events in the elder area, pay an elder to organize the event.
• Identify elders who do not want to be around kids.
• Auntie/Uncle program
• Storytelling
• Equine/Horsemanship program
• Outings
• Create opportunities to bring youth and elders together
  o Storytelling
  o In-home companions
  o Prevention activities for youth

The Tribe values self-sufficiency and access to resources...what services are critical to support and fulfill this vision?

• Drug recovery
• Transportation support (from recovery to participating in the community)
• Help to transition from location or job to another.
• Needs out here depend on the types of housing we have; low-income housing will have different needs than homeownership.
• We need the internet.
• More support for families lots of needs in all areas of social services.
• Domestic violence and elder abuse prevention, including education/support.
• Basic Needs?
  o Emergency preparation
  o Emergency housing – short-term
  o Resource center warehouses – diapers, basic needs, gleaners, formula, dishes
  o Shelters
• Reduce isolation and increase inclusion
On Employment/Vocational Training
We asked:

**What employment opportunities would you like to see in the next ten years?**

You Responded:

- More full-time positions
- More equity in benefits and work conditions between Spirit Mtn employees and Government employees
- More local businesses owned and operated by Tribal members, Stop out-sourcing our resources.
- More entertainment venues (restaurants, coffee shops, movie theater, bowling alley, etc.)
- Barber/Beauty Shop
- Birthing Center/Prenatal care
- Family planning
- Child Care/Own Child Care Center (start from ages 0-2)
- Expanded ECE Programs
- After hours of child-care programs (after 5pm)
- Connecting people with other trade schools
- More support in career pathways to-from education, for current and recently, graduated Tribal members
- Providing employment opportunities for elders to come back into the workforce part-time
- Flexible work hours
- Working with people who suffer from mental illness / Disabilities to afford them with the same opportunities as those without
- Expand the fire program to all year
- Need a hotshot crew.
- Youth employment all year
- Train supervisor on how to work with people with disabilities
- We need our infrastructure and then offer it to the broader community. (internet, water, sewer, power, utility company)
- Need to train member for jobs that we will need here. Construction, landscaping, maintenance. This way, we don’t have to subcontract the work-out.
- Construction trades to build and maintain our housing.
- Training positions increased, rotational options
- Requirements need to stay stable. Not decrease expectations. Qualifications need to be met.
- Improved the recruitment system.
- Temp pool revamping.
• Succession plan improvement – non-tribal members not able to move up into the position
• On-the-job training opportunities outside of our service area
• Hard conversation with folks that are not successful, chronic repeat unsuccessful positions
• Internship package, Career development program
• Work towards Tribal members managing departments.
• Skill-building for Tribal members
• CTGR Construction Crew/Excavation
• Community rehabilitation projects – keep our $ in our community.
• Property for housing and vocational training facility.
• Expand college internship opportunities to other departments.
• Rez Rides (uber)
• More services related to “21 money” distribution
• Follow-up with unsuccessful Tribal member candidates after a job has been filled to coach them on preparing for the next opportunity.

**What do you see as barriers to employment?**

• Better adherence to Tribal preferences
• If you don’t want to or can’t work at Spirit Mtn, very few local options
• Better incentives and work conditions at Spirit Mtn
  o Better food
  o Bonuses for retention
• Transportation – if you don’t drive you have few options
• The intersection at GR Road and Hwy 18 is dangerous and hard to get onto
• Need to better align vocational training, the curriculum at High School, and local opportunities.
• Lack of awareness of opportunities and programs.
• Housing
• Childcare
• Flexibility
• DMV – not requiring a license for some employment positions.
• Trauma
• Affording opportunities for advancement
• Competition within Tribal Membership and employment
• Cultural sensitivity
• Trauma Training in HR Dept.
• Background checks, lack of housing, traffic,
• Utilize the MOA’s that we currently have to get additional jobs for members (such as with the forest service)
- Need a consistent TERO director, TERO could create lots of money out there for us to access.
- Education
- Giving jobs for positions, they’re not developed yet.
- Issue with even discussing employment regarding non-natives.
- Vocational rehabilitation person in Portland
- Requirement of an educational degree

**Would you like to engage in vocational and/or career development training, if so what types?**

- On the job training / Job Shadowing
- A better understanding of TERO and how it works
- Mid-Wife
- Babysitting
- ARTS
- IT
- Internships
- Traditional Carvers
- Nursing
- Family Development
- Train members to become independent contractors that we utilize. Finance
- Small Business support
- Get more women in vocations.
- Need daycare and train members how to run and operate it.
- Construction
- Roofing
- Plumbing
- Electrical
- Truck Drivers
- Groundskeeping
On Health and Community Wellness

We asked:

**What improvements or changes are needed?**

You Responded:

- Alternative medicine (acupuncture, naturopath, traditional healing)
- Self-sufficiency – grow own healing herbs
- Urgent Care
- Expand the pharmacy services to cover the entire community
- New gym (expanded room and opportunities for exercise)
- Martial arts classes for all ages
- Dental services for non-Tribal members
- Elder Foster Care to include other natives
- OBGYN
- Cardiologist in GR
- Trauma Training for physicians
- I and Outpatient Treatment A&D
- Expanding the community garden
- Connecting staff community in a informal way
- Preventable education and care
- Fitness Training/Facility other than the gymnasium
- Monthly self-care with childcare availability
- Hearing/speech Therapist
- Qualified persons’ in position – with opportunities for professional development
- Space/Staff
- Prenatal Care- location consultant
  - Nursing Station
- Occupational Therapy
- Mid-wife School (traditional)
- Larger pharmacy
- Outreach with other clinics-tribal clinics
- Sweat lodge space – spiritual hall
- Greeters
- More inviting (culturally relevant)
- More involvement with the community and other departments.
- Nutrition, vitamins at low or no cost get a prescription for vitamins.
- Drop-in mental health hours.
- Wellness Day – Employees get paid to attend topics on how to care for your self, exercise, diet, and nutrition, take a break from normal routine.
• Elders Ear somebody to listen when they want just to chat. Go for a ride in the woods
• Remove the stigma around mental health, change the name. Mental Health education what it is.
• Counseling around the various stages in life, significant milestones in life. (graduation High School, College, getting a job, getting married, having a baby, retirement, death, etc.)
• Treat all veterans, Tribal and non-Tribal, and expand services for the veterans.
• F.A.M.E. – Food As Medicine every day program
• Alternative Payment System – providers get paid for healthier patients
• Provider incentives for healthier patients
• Healthcare integration and collaboration with other departments.
• Resource worker
• Sustainability w/ current services
• Full-time Pediatrician services
• More radiology options - ultrasound, MRI
• Full-time orthodontist
• Dental implants
• Best practices in head lice treatment
• Universal housekeeping in the clinic
• Well checks for single parents
• Take a wellness approach as opposed to a sickness center
• Need to improve the mental health department
  o Lack of professionalism
  o Lack of confidentiality
• Support and aftercare for outpatient treatment
• Recruit and keep high-quality pharmacy staff
• Oxycodone to Saboxyn – still costs money – misuse of prescriptions.
• Add nutritionist to the staff at the clinic
• Mental health professional located at the housing
• Drive through window for the pharmacy
• Senior services home evaluation for safety concerns.
• Coordinated Care
• Mom’s health and wellness programs
• Work more with universities to utilize residents or students
• More health conveyance for non-tribal spouses
• Equine therapy
• Ethnobotany (herbs for healing)
• Enhance dental approach to services
• X Rays
What are some of the words or phrases that come to mind when you think of a health and wellness center?

- Friendly staff
- Good providers
- Long lines at the pharmacy
- Thankful
- Thankful for community health program
- Like the online refills of prescriptions
- Like prevention classes
- HIPPA/Confidentiality
- Drug pushers
- Sickness center

Is there anything you would like to say about the services at the Health and Wellness Center?

- Can non-tribal members pick up their prescriptions at the pharmacy?
- Get people up and moving – offer walking, gathering, lands tours open to everyone in the community.
- Wellness Center models (Muckleshoot – Cour De Lane Health Center)
  - Swimming
  - Track
  - Exercise