



Growing and Linking our Knowledge About Data, History and Sovereignty to Strengthen ICWA Practice and Leadership Behaviors

January 26, 2022
1:30 – 5:00 PM



Housekeeping

- Using the three dots in the top right corner of your video square, please change your name to read your name as well as the Native land that you're on (ex: Mia Stizzo, Nisenan). Visit **native-land.ca** and enter your zip code to find the Native territory on which you reside.
- Keep your camera on if you're able.
- Please mute yourself if you are not speaking.
- Direct questions and comments to the chat – we will be monitoring the chat closely and will ensure that all comments are addressed at the appropriate time.

Learning Objectives

- To learn about the states and counties' responsibility to engage in a government-to-government Relationship with Tribes in Child Welfare Matters.
- To learn about the concepts and features of on-going Tribal engagement and consultation.
- To deepen the understanding of the Role of child welfare leadership in the application of the Indian Child Welfare Act.



Agenda

- Welcome
- Recap of Session Two
- Acknowledging the complexity of ICWA implementation
- GONA Principles
- Breakout Session
- BREAK
- Work Currently Being Done
- ICWA ICPM Work
- Child Welfare Practices Influenced by Native Values and Principles
- Panel Presentation
- Commitment to Action
- Closing

Presenters

- Stephanie Weldon, CDSS/OTA
- Laila DeRouen, CDSS/OTA
- Sylvia Deporto, CFPIC
- Anthony Lopez, CCTA Consultant
- Leah Lujan, CCTA
- Karan Kolb, Indian Health Council
- Chris Pettee, CDSS/SOC
- Donald Rodriguez, CDSS/OTA
- Virginia Rondero Hernandez, CFPIC
- Linda Ruis, Iipay Nation of Santa Ysabel
- Andrea Sobrado, CFPIC
- Daniel Wilson, CDSS/SOC





Recap from Session 2

- Understanding Tribal Sovereignty
- Acknowledge complexity of implementing ICWA
 - Working with numerous Tribes that are all unique
 - Working with out-of-state Tribes
 - Varying resource capacity of Tribes
 - PL-280
- Defined Tribal engagement and consultation
- Highlighted the various ways counties are working with tribes
- Overview of the Office of Tribal Affairs (OTA)
- Overview of the Indian Child Welfare Act (ICWA)



Why is ICWA so challenging?

Acknowledging the Complexities of ICWA Implementation

- Tribes are unique and have some common values but distinct Tribal governments, customs and traditions.
- Tribes differ in their resources and capacity to assist.
- PL-280 concurrent jurisdiction is confusing.
- Changes in the law that have changed requirements for noticing-reason to believe vs reason to know, determining the correct name of the tribe
- Not perceived as important
- OTA Survey Report





What are your thoughts about the complexities of implementing ICWA?

What are some ways that would help your CW program to sustain its commitment to tribal engagement, partnership and respect for tribal sovereignty?

1. Co-create and engage in meaningful and consistent communication between tribal leadership and child welfare executive staff.
2. Establish formal contracts with tribes to engage them in consultation services in key design and implementation meetings.
3. Embed tribal principles and values into the design and implementation of key practice models and practice/system change efforts, using tribal consultation to guide that input.
4. Bring a “statement of intent” to honor your specific tribes’ (and name them) sovereignty to your Board of Supervisors and invite your local tribes to share in the presentation and affirmation of agreement.
5. Engage your Juvenile Court Judges in relationship building with tribes through regular brown bag lunches or other regular opportunities for judges to talk about issues facing native children and their families.
6. Partner with your local OTA field liaison as you engage your local tribes or any time there is need for support around a shared family.
7. Set up regular “case reviews” or case roundtables with tribes to review experiences and outcomes of tribal families, with special attention to the overrepresentation of tribal children in foster care, and especially those children who are not placed in tribally approved homes.
8. Invite your local tribes to engage with your workforce at regular meetings (e.g., division meetings, unit meetings, etc.) so that consistent data review might inform and launch strategies for improvement.
9. Create an ICWA unit of responsible and dedicated social workers and other support staff who would work with specific families of tribes they are partnering with.



Results of Poll from Session 2

What are some ways that would help your child welfare program to sustain its commitment to tribal engagement, partnership, and respect for tribal sovereignty? Top 2 responses were:

- **Response #1**–Embed Tribal principles and values into the design and implementation of key practice models and practice/system change efforts, using Tribal consultation to guide that input.
- **Response #2**–Co-create and engage in meaningful and consistent communication between Tribal leadership and child welfare executive staff.

GONA Principles:

Belonging

Mastery

Interdependence

Generosity



Artist: Joshua Mangeshig Pawis-Steckley - Ojibwe



Belonging

“Building and strengthening the sense of team, family, community”

A place for all ages, a place for all kinds of people. The first day represents infancy and childhood, a time when we need to know how we belong.

Belonging

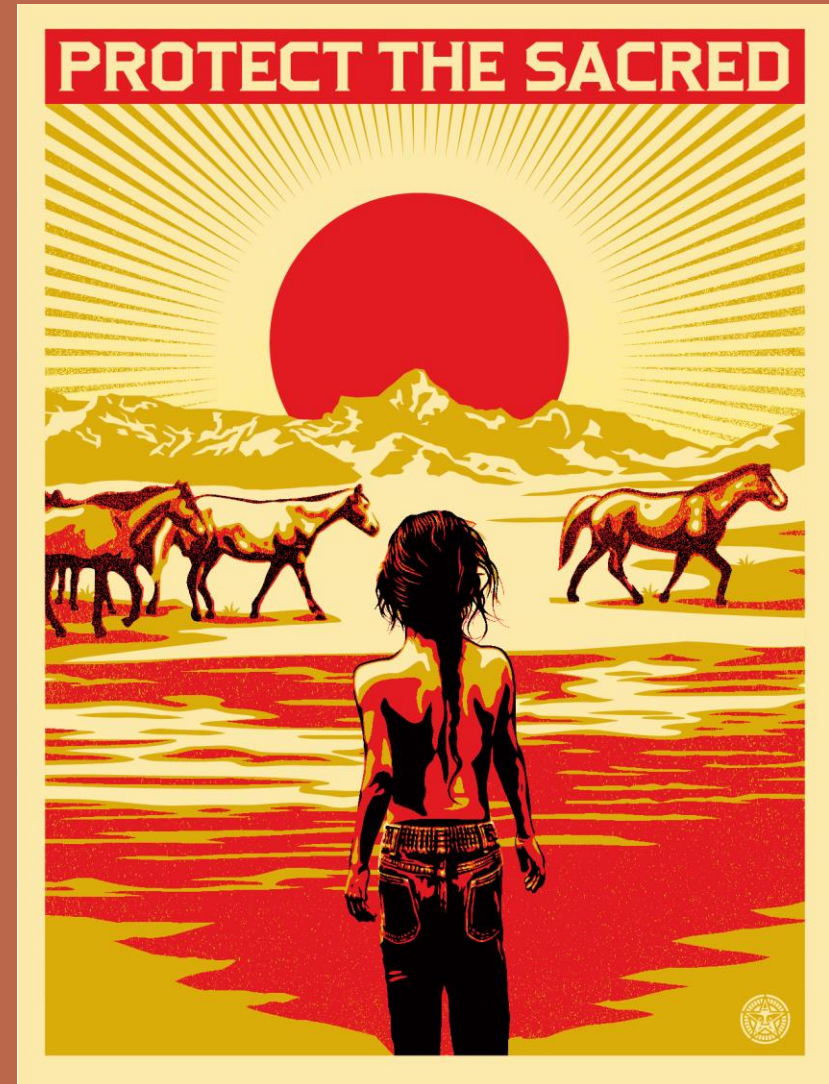
- Songs and dances
- Traditional values
- Teamwork
- Family
- Creation stories
- Traditional knowledge



Mastery

“Gaining Mastery and Healing from what holds us Back”

Empowerment, for individuals and community. The Second Day honors adolescence as a time of vision and mastery.



Mastery

- Cultural knowledge
- Personal stories
- Healing
- Exploration of general patterns



Interdependence

“Working Together Interdependently
For Positive Change, Action,
Community Leadership”

The Third Day is symbolized by adults'
being integral, and interdependent
with their families and communities.



Interdependence

- Ceremony
- Talking circles
- Identify problems
- Create solutions
- Exploring resiliency
- Healthy community vision



Generosity

“Giving back to self and community”

Teacher/Elder and resources in the honor of our elders, who give their knowledge and teachings to our generations of the future.



Generosity

- Giving back to community
- Commitment to team through traditional activities
- Action planning
- Ceremonial “Give-Away”





Metis artist Leah Marie Dorion

Community Growth Model

- Grow capacity/relationships for families, Tribes, communities, service providers
- Skill-building
- Creating a safe environment for youth
- Community support

Core Elements of GONA Principles

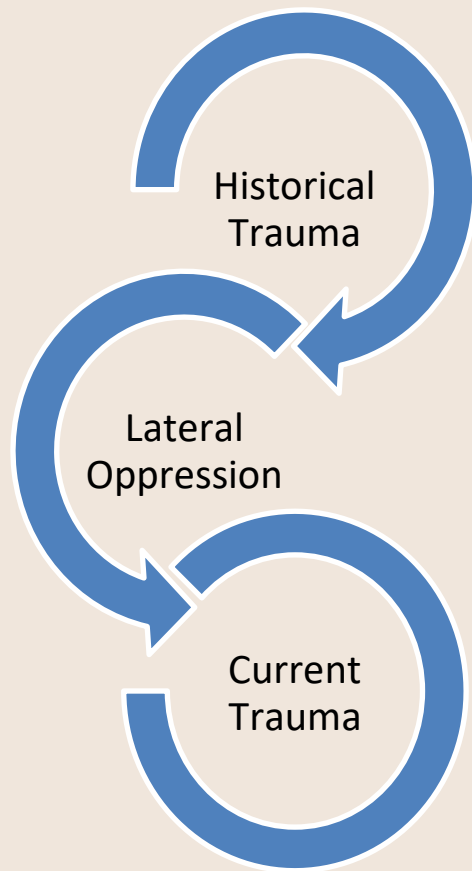
- Spirituality
- Norms
- Team Building



Core Elements of GONA Principles

- Cultural strengths
- Honor the Land
- Spirit/Quiet Table/House/Place
- Youth Advisory group
- Advisory group
- Belmont Process
- Healthy Risks: Multiple levels





Trauma Informed Living



Sister To US. Hear OUR VOICES.



HEALTH = MIND + BODY + SPIRIT



NATIVE PATHWAYS to HEALTH

RECOGNIZE OUR POWER!
WHO ARE OUR HEALERS?
WHAT IS YOUR MEDICINE?



WE ARE SPINNING IN TRAUMA. HEALING REQUIRES GRACE.

LET'S WALK TOGETHER

COHARIE TRIBE
this land is sacred



MR. GREG JACOBS



WE REMEMBER YOU WE HONOR YOU, MS. CAROL BREWINGTON.



NO BUCKET HERE!

youth

elders

COMMUNITY GARDEN



THE TREES CALL OUT TO ME.



SOMETIMES IT'S OUR TURN TO STAND IN THE FIRE. BUT WE DO NOT EVER STAND ALONE.

VISUALIZE
Change
CIRCLES

MORE talking

CONVERSATION CONNECTION
medicine

voice
EVERYONE REMEMBERS HAVING



STOP

NO MORE SUFFERING IN SILENCE. WE INVITE OPEN DIALOGUE.

TALKING CIRCLES ARE ABOUT YOU... AND WHAT'S HERE

DON'T FORGET ABOUT THE SILENCE WORK.

MR. TONY LOCKLEAR

MS. VIVETTE JEFFRIES - LOGAN

PRAYING

our Creator's gifts

Seeing each other

ceremony

family

the river

plants

animals

hugs

free!

youth

Belmont Process

What did you see?

What did you hear?

What did you feel?



A decorative vertical strip on the left side of the slide featuring a symmetrical geometric pattern. The pattern consists of horizontal bands of color (dark purple, red, gold, dark green, light blue) with various geometric shapes (triangles, diamonds) in dark purple and light blue overlaid on them.

Breakout # 1: 15 Minutes

Based on what has been presented and what you saw, heard, and felt, how does it help you facilitate conversations and build relationships between child welfare and Tribes, their families, and their communities?



Break

Work Currently Being Done

- Meaningful relationships being built between child welfare directors and Tribes.
(Presentations by San Diego and Mendocino Counties.)
- CDSS engaging with Tribal representatives to integrate Tribal values, principles and behaviors into the Integrated Core Practice Model.
- AB 153 requires that counties include Tribal representation and voice in the development of the multi agency protocol.
- ICWA statewide plan being developed by OTA to assist counties to improve ICWA implementation.
- Tribal involvement in the statewide discussions regarding Structured Decision Making.



ICWA State Plan Objectives

Objective 1: Develop a clear process and timeline for the yearly work on the APSR in partnership with the TAC.
Dave/Shala

Objective 2: Work collaboratively with tribes and counties to develop methods to provide oversight of county compliance.

2A- Development of an ICWA complaint/compliance line – Dave/Jessie
2B- OTA will work with the TAC or any other identified group(s) as appropriate to design an ICWA dashboard - Kevin/ Cindy

Objective 3: Work with tribes to explore options for developing tribal-state agreement types and options.

Objective 4: Work with the TAC and other appropriate groups to identify best practices for counties and provide technical assistance for implementation of ICWA

Objective 5: OTA will provide webinar/virtual or call in meeting access to OTA meetings and other methods to increase tribal participation.
OTA/HH

Objective 6: Include tribes in statewide SDM workgroups for revisions, SDM Core meetings, workgroups and contract discussions; work with the TAC to explore and map out strategies related to SDM.
Kelly W/ Julie Waters

Objective 7: Develop agency procedures that outline guidance and expectations for CFSD branches and bureaus to obtain tribal input on program and policy development through the TAC.

Objective 8: Work with Tribes, the JCC, and counties to develop a process to address the timeliness of communication, noticing, on behalf of counties to tribes and to have a shared court collaborative approach for court cases involving Indian children and families. Valerie

Let's Focus our Discussion on the ICWA/ICPM Integration

- History and background of integration of Tribal values into the ICPM
- Meeting monthly with Tribes to incorporate Tribal perspective into ICPM
- Expanding reference from “children and families” to “children, families, communities, and Tribes”
- Specifically calling out what the ICPM behaviors should look like in the case of an Indian child when ICWA applies
- Ensuring that tribes are a core source of information for assessments and the CANS, and a core source of support in case planning and service delivery

How Traditional Indigenous Values Have Influenced Child Welfare Practice

- Relative care (kinship care)
- Tribal Customary Adoption
- Culturally responsive practice
- Placing value on familial and community ties



Panel Discussion: Panelists

Moderators:

Andrea Sobrado (CFPIC), Leah Lujan (Central Training Academy), & Donald Rodriguez (Office of Tribal Affairs)

Panelists:

Karan Kolb, *Tribal Director of Social Services*
Indian Health Council

Anthony Lopez, *Consultant*
Central Training Academy

Linda Ruis, *Tribal Director of Social Services*
Iipay Nation of Santa Ysabel



Panel Discussion

As a Tribal Social Serviced Director representing several Federally Recognized Tribes:

- What do you feel are necessary steps for county and state leadership to take to develop better relationships and to collaborate in a more inclusive manner?
- What benefits to your community have you seen as a result of improved communication and relationships?
- What is your hope to sustain and improve communication and relationships?



Reflection

As we think about all that we have learned and experienced today, let's reflect back to your earlier priorities:

To embed tribal principles and values into the design and implementation of key practice models and practice/system change efforts with the support of tribal consultation

To engage in a co-created process for meaningful and consistent communication with tribal leadership



A Commitment to Action

What are some tangible next steps that you might take now? Here are a few examples:

- Connect with your regional OTA Liaison
- Practice land acknowledgement anytime you are welcoming and convening people
- Learn who the local non-federally recognized Tribes are and do some outreach
- Improve ICWA inquiry e.g. hotline, court reports, etc.
- Review and analyze county data
- Engage local tribal leadership in an initial (or ongoing!) listening session
- Invite ICWA liaisons from local tribes to your next leadership meeting to hear their perspectives

Wrap up & Closing

Thank you for attending!

