

REPORT OF THE INDIAN AFFAIRS INTERTRIBAL BOARD



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STATE OF MINNESOTA

November 15, 1980

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November 15, 1980

To the Governor and the Legislature
of the State of Minnesota:

It is with great pleasure that I submit to you the fifth annual report
of the Minnesota Indian Affairs Intertribal Board.

This report is due on November 15 of each year in compliance with Minnesota
Statutes 3.922, Subdivision 9, and copies are available to state agencies,
tribal governments, institutions of higher learning and other interested
parties.

In view of the fact that state government is in the process of making
numerous budget reductions, we have opted to do our part, and again use
the more economical format for this report.

Respectfully submitted,


Roger A. Jourdain
Chairman

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MEMBERS OF THE MINNESOTA INDIAN AFFAIRS INTERTRIBAL BOARD

VOTING MEMBERS

OFFICERS

Roger A. Jourdain, Red Lake Reservation	Chairman
Arthur Gahbow, Mille Lacs Reservation	Vice-Chairman
Vernell C. Wabasha, Morton, At-Large Member	Acting Secretary
William J. Houle, Fond du Lac Reservation	Treasurer

REPRESENTATIVES

Gary Donald, Bois Forte (Nett Lake) Reservation
James Hendrickson, Grand Portage Reservation
Hartley White, Leech Lake Reservation
Darrell Wadena, White Earth Reservation
Norman Campbell, Prairie Island Reservation
Norman Crooks, Shakopee-Mdewankanton Reservation
Leon Columbus, Lower Sioux Reservation
Walter LaBatte Jr., Upper Sioux Reservation
Elgie V. Raymond, Minneapolis, At-Large Member

URBAN INDIAN ADVISORY COUNCIL

Donna Folstad, Minneapolis	Chairwoman
Sharon Romano, Minneapolis	Vice-Chairwoman
Elsie E. Fairbanks, St. Paul	Secretary
Rose Marie Morriveau, St. Paul	
Michael W. Himango, Duluth	

EX-OFFICIO MEMBERS OF THE MINNESOTA INDIAN AFFAIRS INTERTRIBAL BOARD

State Senator Florian Chmielewski, Sturgeon Lake

State Senator Tom Nelson, Austin

State Senator Douglas Sillers, Moorhead

State Representative Peggy Byrne, St. Paul

State Representative Janet Clark, Minneapolis

State Representative John Drew, St. Paul

Governor Albert H. Quie
Designee: O.J. Doyle

Lieutenant Governor Louis Wangberg
Designee: O.J. Doyle

Commissioner Joseph N. Alexander, Department of Natural Resources
Designee: Roger Head

Commissioner Howard B. Casmey, Department of Education
Designee: Dr. Mildred "Mike" Mueller

Commissioner Kent E. Eklund, Department of Economic Development
Designee: Charlotte White

Commissioner Marilyn E. McClure, Department of Human Rights
Designee: Edward Lohnes

Commissioner Patrick J. McGauley, Iron Range Resources & Rehabilitation
Designee: Mike Gentile

Commissioner Arthur E. Noot, Department of Public Welfare
Designee: Francis Moriarty

Commissioner George R. Petterson, M.D., Department of Health
Designee: Wayne R. Carlson

Executive Director James J. Solem, Minnesota Housing Finance Agency
Designee: Ramona Jones

Commissioner Jack G. Young, Department of Corrections
Designee: Orville Pung

POSITION RECONCILIATION

Authority:	<u>Current</u>	Requested for 6/30/83
<u>Legislative Complement</u>		
General Fund	7.0	7.0
Federal Fund		1.5
LAC Authorized		
Federal Fund	<u>2.5</u>	<u>-0-</u>
TOTAL PERMANENT POSITIONS	9.5	8.5
Employees on 6/30/80	11.5	

Organization Chart
Current as of 7-1-80

Position Summary

Current Positions 9.5

INDIAN AFFAIRS INTERTRIBAL BOARD

BEMIDJI OFFICE

Current Positions 3.0

ST. PAUL OFFICE

Current Positions 6.5

Red Lake Band Of
Chippewa Indians
Red Lake

Minn. Chippewa Tribe
Bois Forte
Fond du Lac
Grand Portage
Leech Lake
Mille Lacs
White Earth

Minn. Sioux Tribes
Upper Sioux
Lower Sioux
Prairie Island
Shakopee

Duluth Indian Community

Advisory Council
On Urban
Indian Concerns

Minneapolis Indian Community
St. Paul Indian Community

STATE OF MINNESOTA

Indian Affairs Intertribal Board

Financial Report

1979 - 1980

RECEIPTS, TRANSFERS & EXPENDITURES

APPROPRIATION:

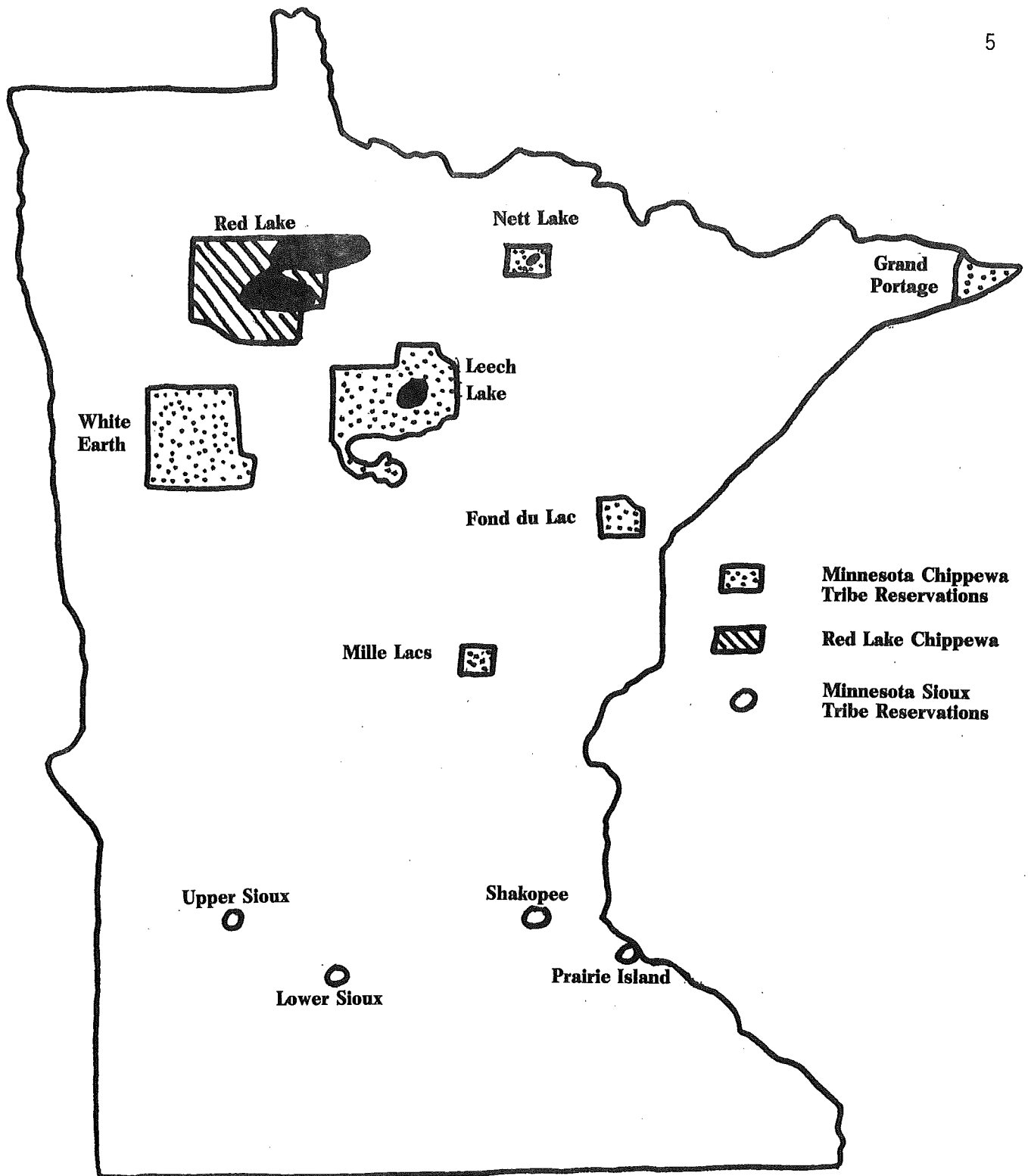
Laws of 1979, Chap. 333, Sec. 43	\$171,500.00	
Transfers In - Salary Supplement	<u>13,200.00</u>	
Total - All Receipts		\$184,700.00

EXPENDITURES:

Salaries	\$146,307.39	
Supplies and Expense	30,543.47	
Board Members Expense	<u>5,243.64</u>	
Total All Expenditures		\$182,094.50

CANCELLED - LAPSE APPROPRIATION

\$ 2,605.50



THE 11 RESERVATIONS OF MINNESOTA

INTRODUCTION

The current Indian Affairs Intertribal Board is a result of a 17 year evolutionary experience that set a precedent for gaining tribal government input and influence in state government. In 1963, the Minnesota Legislature made Minnesota the first state in the nation to have a state agency to deal with Indian Affairs. This was accomplished through Minnesota Statute 3.922, the law creating the original Indian Affairs Commission. In 1967, this Statute was amended to include the voice of urban American Indians. For the next nine years the law remained intact except for an amendment changing the name of the agency and its governing body from a commission to a board. In 1976, the Statute was again amended creating changes in the structure of the Board. Since that date the agency has been operating under the control of the new Board.

Currently the voting Board consists of one duly elected chairman of each of the 11 reservation governments in the state, in addition to two at-large members elected by - and from among - Minnesota Indians who are enrolled in federally recognized Indian tribes outside the borders of Minnesota. There is also included in the composition of the Board, five non-voting Urban Advisory Council members appointed by the above Board. At least one of the five members is from the city of Minneapolis, at least one from the city of St. Paul and at least one from the city of Duluth. This council advises the Board on the unique problems and concerns of Minnesota Indians who live in urban areas. Additional input is received in the form of ex-officio membership which includes the Governor, various Commissioners, members of the House and Senate.

The Board has authority to employ the staff that accomplishes the liaison responsibilities between the Intertribal Board and the State Legislature and agencies. The Board has offices in Bemidji and St. Paul. The staff consists

of an Executive Director, an Assistant Director, an Administrative Assistant, two Indian Affairs Representatives and two Clerk-typists. The staff is also incorporating a student internship program which has proved extremely successful.

Creation of this agency was a forward looking effort to introduce the Indian voice into state government. It recognized the unique status of American Indians not as a racial group, but as a political entity with functioning governments traceable to tribal councils which existed before Minnesota became a state.

It is this relationship between Indian people through their tribal governments and the state government which is the key to the existence of an Indian Affairs agency. In recent years, the Legislature has created other governmental units which seek to give status to other distinct groups of Minnesotans. While we applaud these efforts, we nevertheless must point out that these councils represent entities which are racial in character and lack the special government of Indians as reflected in Indian Affairs.

While this agency clearly benefits Indian people, it also helps improve the understanding of Indians by their non-Indian neighbors, and is devoted to the enhancement of goodwill and equality between the two groups.

Other state governments with Indian populations have marveled at the ease with which Minnesota state officials are able to sit down and confer with tribal officials about matters of mutual concern. This is not the case all over. As a result, the Minnesota Model in Indian Affairs today is under close scrutiny by other state governments.

URBAN INDIAN AFFAIRS

The Urban Advisory Council was created by the Legislature in 1976 to advise the Minnesota Indian Affairs Intertribal Board on the unique problems and concerns facing Minnesota Indians who live in the major metropolitan areas.

More than a year ago, this five-member council began to intensify its commitment to its urban constituents through regularly scheduled monthly meetings held within the communities of St. Paul, Minneapolis and Duluth. A brochure was developed describing the role of the UAC and identifying its members. The brochure has been widely distributed throughout the three urban areas, and individuals have been encouraged to contact their UAC representative with any concerns or suggestions. In addition, public hearings have been held in the three major cities in order to elicit personal input from community members. The staff also has devised a questionnaire designed to poll the priorities of urban Indians who have been unable to testify.

Prior to the determination of priorities through the public meeting and questionnaire technique, the staff in 1979 determined that the three top urban concerns were housing, employment and the Indian Child Welfare Act. (As we shall point out, this determination was upheld by the poll results.)

The first 1979-80 priority -- urban housing -- has become an increasingly critical issue. The UAC by law has a role in urban Indian housing because it is required to review and make recommendations to the Housing Finance Agency on funding of urban housing proposals. After lengthy consideration and careful weighing of proposals, the UAC recommended in October that three urban housing programs be funded. The recommendations were subsequently approved by the MHFA Board, and (contingent on development of final program details) the following proposals will be funded:

Minneapolis, \$907,500, to be administered by the city HRA; St. Paul, \$820,000, St. Paul Intertribal Housing Board; and Duluth, \$219,686, the Minnesota Chippewa Tribe.

Regarding the second priority -- employment -- an Indian Women's Employment Workshop was sponsored in May, 1980. This was an exciting event which provided an important opportunity for Indian women to express their employment concerns and focus in on possible resolution of job problems. Details of the workshop are highlighted in another section of this report. Some Urban Advisory Council members also were involved as part of the panel at a public hearing on the employment discrimination enforcement process held November 6. This exercise also is detailed under a separate heading in this report.

The Indian Child Welfare Act, priority No. 3, has been implemented to a small degree through the funding of some social services and planning programs in the urban areas. The UAC has disseminated information and encouraged the development of a coordinated planning effort in the urban areas. The council directed the agency staff to participate in the Indian Child Welfare Task Force to the Metro Urban Indian Directors group. That Task Force is gathering information on existing Indian services and potential service developments under this legislation. The Council further directed staff assistance in the development of a group home treatment program model for Indian youth and supported the implementation of a group family foster care program for children of women undergoing chemical dependency treatment.

The staff has been heartened by unsolicited comments of urban Indian community members who have expressed appreciation for the increased involvement of the Indian Affairs Board through its Urban Advisory Council.

Poll results from the hearings and questionnaires will be used as a guide for activities for the coming year. As seen by members of the Urban

Indian Communities of the Twin Cities and Duluth, those concerns are:

1) Housing; 2) Education; 3) Employment; 4) Health; 5) Legal Services;
6) Senior Citizens Services; 7) Child Abuse; 8) Small Business Development;
9) Scholarships; and 10) Alcohol and other drug abuse.

BURIAL GROUNDS PROTECTED

*"Indian and archaeology really don't go together like a horse and carriage." -- Donald G. Gurnoe, Jr.
in THE MINNESOTA ARCHAEOLOGIST, August 1980*

Gurnoe wrote the comments in an article about the revision of the old state burial law as it relates to Indian burial grounds. The action was taken by the 1980 Legislature, and it became effective August 1.

"The Indian community for a long time viewed archaeologists as people with spades and picks digging up Indian remains for no good reason. And Archaeologists sometimes viewed Indians as unreasonable obstacles in the reasonable pursuit of valuable information on the past," Gurnoe wrote.

But in recent years, an improved understanding between the two once hostile entities has resulted in greater cooperation and gains for both sides. The revision of M.S. 307.08 (The Burial Law) is an example of that new spirit. The change in the law was advocated by the Indian Affairs Intertribal Board and it had the vigorous support of the State Historical Society.

The revision was hailed as a distinct gain for American Indians in their determination to protect the resting places of their ancestors. It also was a step forward for the archaeological community.

A brief telling of a recent incident will highlight inherent flaws in the old law which indicated that a change was in order.

Late in the winter of 1976-77, the Indian Affairs office was contacted by Leslie Peterson, a MHS archaeologist on assignment to

the State Department of Transportation. He reported a potential problem in the area of the immense Cedar Avenue bridge project in Eagan in Dakota county.

Mr. Peterson said Park Construction Company, the contractor on the project, had entered into an agreement with a private landowner near the site to borrow gravel from his land for use in the project. He said the area which would be excavated included land where Indian burials had been uncovered in 1942.

Park cooperated with the Historical Society and the Indian Affairs Board in what could have been an explosive situation, agreeing that conditions justified shutting down the operation until a course of action could be determined. After extensive discussion, it was decided that the suspected burial ground should be carefully searched for graves. Park provided a scraper and operator; Mr. Peterson and an assistant along with a representative of the Indian Affairs office were on hand for the search which commenced shortly after dark lifted on a cold, clear morning in February.

The scraper inched off soil and the archaeologist followed, carefully searching for the stains which would indicate a burial beneath. Nothing was discovered until just before nightfall when the archaeologists found absolute proof of an Indian burial. Park closed down the operation and more talks were held.

It was determined that the burial ground marked a village of Black Dog, a Mdewakanton Sioux leader who lived along the Minnesota River with his people more than 100 years ago. The Minnesota Sioux Intertribal Council, therefore, was made aware of the situation and it was decided--with the express approval of the Council--that the

area should be searched to determine how many burials were there.

Again Park Construction provided a scraper and operator and Mr. Peterson and his assistant went to work. Topsoil was chipped away a bit at a time to assure that the burials would not be seriously disturbed, and it was determined there were seven grave sites on the grounds. Park then stopped the burrow operation and stayed away from the burial ground.

The private owner of the land involved was unmoved by arguments on the sanctity of the burial ground. He wanted the burials removed. Meanwhile, the construction company worked around the burial ground and by spring it jutted upward like a wide pillar. There was worry that the burial ground would be toppled by rain and erosion, or disturbed by treasure seekers and grave robbers.

With these concerns in mind, the staff approached the Sioux Intertribal Council, and its members moved to remove the remains of their ancestors and rebury them on Indian land. It was felt that this course of action was the most respectful alternative available.

Staff from the Indian Affairs office and the MHS actually dug up the remains and prepared them for reburial. That occurred with proper ceremony on September 9, 1977, at the Sioux Cemetery at Morton on the Lower Sioux Reservation.

Specific problems encountered during the "Black Dog Incident" made it clear that the existing Indian burial law was deficient.

The MHS/MIAIB ability to authenticate and identify Indian burial grounds in order to protect them under the law required a request by "the political subdivision having title to the land."

In the Black Dog case, the only person having title to the land was the unsympathetic landowner himself.

The law stated that all identified Indian burial grounds were to be posted and the cost of such posting as well as the costs of identification were to be borne by the political subdivision involved. The law did not address the financial responsibilities involved in removal and reburial of remains if conditions advised such action.

In addition to the old law's silence on problems encountered with burials discovered on privately owned lands, it failed to allocate monies or establish a workable channel for information and procedures for parties involved to follow.

With this experience in mind, the MIAIB approached the Legislature for a legal solution. A bill was drafted with the agreement of the Board and the MHS, and it was enacted by the 1980 Legislature and signed into law by the Governor on April 3, 1980.

M.S. 307.08 now looks at the potential problem as an issue of human dignity and treats it cross-culturally. The statute redefines the responsibilities of the parties affected when remains are discovered, giving the MHS and the MIAIB a more workable relationship. The statute provides for joint decision-making between the MHS and the MIAIB. It also allows, with permission, the study of the remains prior to reburial.

The revision allocated \$15,000 for expenses incurred in identification, posting and/or removal and reburial. This allocation will alleviate some of the problems encountered when Indian

burial grounds are discovered. In the past, it was felt that there was a hesitancy about reporting burial grounds because of the possible financial responsibilities.

The statute further sought to resolve the problem of discoveries on private lands by no longer referring to the "political subdivision having title to the land." Now, the language is the "political subdivision in which the alleged Indian burial grounds are located" in respect to requesting identification/authentication.

Thus, the revised statute while making the reporting procedure and subsequent actions more specific, also allows for a more flexible relationship between the MIAIB and the MHS once the burial ground has been reported.

Archaeologists and members of the American Indian community are still faced with some problems. As a result of the past policy to post all known burial grounds, they can easily be identified by artifact hunters. Although disturbing such a site is a misdemeanor, violations occur frequently and the violators are difficult to apprehend.

There also still remains an insensitivity among some property owners. The allocation of funds to cover the costs and the tone of the law regarding human dignity may have an effect on such attitudes and help emphasize the necessity or duty to report a finding.

A third problem is the vast amount of remains which can be traced to extinct tribes which once inhabited the State. There is not an existing tribe to return to the remains once they have been disturbed or removed. These bones ultimately find their final resting place on various shelves. The revised statute

places the remains in the jurisdiction of the State Archaeologist who, with the MIAIB, is examining various alternatives for such remains.

The revision of M.S. 307.08 was a vast improvement for the American Indian and scientific communities in their service of the people of the State. By working together, the Minnesota Indian Affairs Intertribal Board and the Minnesota Historical Society can assure people of all cultures, races and religions a dignified and lasting burial.

INDIAN ARTS AND CRAFTS

State law recognizes that Indian arts and crafts need to be protected from imitation and counterfeiting, but recently the question has arisen about how effective the law is in halting abuse of Indian craftsmanship and the economic damage inflicted by phony beadwork, leather goods, jewelry, and other items.

M.S. 325.41 requires that goods produced in imitation of genuine Indian made wares must be branded "Not Indian Made" and that brand must be clearly visible to the purchasing public. Despite the law, there has been a proliferation of counterfeit Indian goods in Minnesota in recent years, and this agency has been frequently alerted to the problem by its constituents who have complained about economic injury they have suffered.

It is interesting that the law on Indian-made goods is in the same section in which prison-made goods are required to be clearly marked, branded or labeled as such.

It appears, however, that the difference in treatment of the two types of products -- prison-made and imitation Indian-made goods -- occurs in the penalties required by law. The penalty for violation of the prison-made goods law is a misdemeanor. On the other hand, there appears to be no criminal penalty for failure to mark imitation Indian-made wares as "Not Indian Made." The recourse is a civil action. The individual cost of bringing a civil action and the general reluctance of Indian people to get involved in such a proceeding, we believe, strips the law of its effectiveness.

Legislation to include a criminal penalty for violation was drafted early in 1980, and will be submitted to the 1981 session.

INDIAN MENTAL HEALTH WORKSHOP

A workshop designed to improve the quality, delivery and utilization of community mental health services for Indian people was held November 17-18 at the Grand Portage Lodge on the Grand Portage Reservation.

The Indian Affairs Board co-sponsored the workshop along with the State Department of Public Welfare. Special participants included North Area Mental Health-Mental Retardation Program, Inc., Grand Rapids; Range Mental Health Center, Virginia; and Human Development Center, Duluth. The Grand Portage, Nett Lake and Fond Du Lac Reservations provided faculty members along with the University of Minnesota Duluth, Duluth Public Schools, State Indian Education Office in Duluth and the Minnesota Indian Affairs Intertribal Board.

Objectives of the workshop were to enhance communication between community mental health boards and Indian people, to provide the boards with an understanding of Indian mental health needs, and to develop and refine strategies for meeting the needs of the individual Indian people.

Lindsey Williams, Director of the Office of Program Development and Analysis, at the National Institute of Mental Health, Rockville, Maryland, was a dinner speaker. Mr. Williams represents the Institute in policy development, planning, program analysis and evaluation and in carrying out these programs for American Indians and Alaskan Natives. He is currently involved with implementation of the Mental Health Systems Act of 1980 which gives recognition to the special status of American Indian and Alaskan Native Tribal Government (including intertribal organizations) and urban Indian organizations.

As a result of the agency's involvement in developing the mental health workshop, State Welfare Commissioner Arthur E. Noot appointed Donald G. Gurnoe, Jr., the Board's Executive Director, to the State Mental Health

Advisory Council.

Gurnoe, who will be representing the Indian viewpoint on the Council, will serve a three-year term on the Council which approves the annual state mental health plan and advises DPW on policies, legislation and procedures which affect programs and services for the mentally ill.

INDIAN BUSINESS LOAN PROGRAM

M.S. 362.40 establishes the Minnesota Indian Business Loan Program with proceeds from a special tax on the severed mineral rights of lands held by individuals, corporations and organizations in Minnesota.

The concept behind establishment of the program was that all the land originally was in Indian hands, and that when it left Indian ownership no provision was made for the valuable subsurface minerals. In view of the fact that there was a definite need for Indian ownership of business in reservation areas, it was suggested to the Legislature that a portion of the special 25 cent an acre tax on severed mineral rights be dedicated to an Indian business loan program. Indian advocates provided the compelling arguments for the program and the Legislature fixed a 20 per cent share of the 25 cent per acre tax, or five cents per acre, as the Indian share to be deposited with the state treasurer for a business loan program.

Originally, the law specified that tribal councils had the power to approve or reject loan applications from their members. But in 1979 the Legislature -- without notice or hearing -- changed the law by way of conference committee action on an omnibus appropriation bill and removed the power of the councils to approve or reject loans. That power was transferred to the Department of Economic Development which administers the law.

At a meeting in May, the Indian Affairs Intertribal Board expressed alarm at the change and adopted a resolution recommending that all tribal councils refuse to work with the Department of Economic Development under terms of the law, and that the funds be kept intact until the Legislature can restore the councils' power.

As of November 15, no loans have been made. At a meeting in November,

the Board further expressed concern that objections voiced by the tribes during hearings on the Department's rules and regulations pertaining to the law were ignored. For instance, the fact that the Indian Business Loan Program limits the amount available to 25 per cent of the total project cost effectively eliminates most potential Indian businessmen from consideration. According to the Minnesota Chippewa Tribe Executive Director and legal counsel, both of whom helped develop the original concept of the loan program, it was intended that the program should provide the major source of loan funds for a project, not a mere 25 per cent.

Therefore, the Board instructed the staff to approach the 1981 Legislature and seek to have the law changed to eliminate the problems we note here. That activity will be a major portion of the agency's 1981 legislative package.

In addition, the Board directed that the staff seek a level of funding for Sioux business loans which will provide realistic levels of funding. For example, under the share of the program currently earmarked for the Sioux communities, only a few thousand dollars are available because of the small size of the Sioux communities. The Board has suggested the Legislature find a different approach in determining the amount of money available for Sioux business loans.

RESERVATION WEATHERIZATION ASSISTANCE PROGRAMS

The agency currently is seeking a person to function as weatherization training officer. This position was authorized by the Legislative Advisory Committee in July and will be funded with \$45,000 in U.S. Department of Energy funds funneled through the state Office of Economic Opportunity.

It is hoped that the slot will be filled in early 1981. The person hired will provide management and training for reservation weatherization crews.

In 1980, our staff conducted two training and technical assistance sessions for reservation weatherization personnel. Addition of the training officer will greatly enhance this function and contribute to more efficient use of federal and state weatherization funds on the state's 11 reservations, an important consideration in the national effort to conserve energy.

The Indian Affairs Intertribal Board has disbursed a total of \$226,560 in federal funds (DOE 1-2-3) and \$14,885 in state monies to reservations for weatherization during the period May 1978 through July 1980. This activity was the result of delegation from the Minnesota Department of Economic Security, Office of Economic Opportunity.

Currently, OEO is working directly with the Indian Reservations and providing assistance in the application for and actual funding of DOE 4 weatherization programs. Hopefully, this change in delivery systems will improve efficiency through the elimination of a "middle man" in the system. We served the vital function of introducing the programs and OEO personnel to reservation officials responsible for the activities. OEO also will provide better monitoring of expenditures and assistance to insure compliance with applicable rules and regulations. These functions were not available through this agency because of lack of staff.

GROUP HOME TREATMENT MODEL FOR ADOLESCENT INDIANS

During the summer of 1980, the agency staff participated in development of a model program for a Department of Public Welfare Rule 8 Treatment Group Home for Indian Youth. Since May, Staffer Frances Felix was a member of a task force which worked to develop a group home program which would be sensitive to Indian values and culture.

A high percentage of Indian families live at poverty level and experience stress producing problems such as unemployment, discrimination, and alcoholism. Adolescent members of such families may develop problems of low self-esteem, chemical abuse and inappropriate functioning at school and in the community. At some point, an Indian youth may need a treatment program to assist him in coping with foster care or living at home. The model describes such a treatment portion of a group home program. It proposes use of groups, settings and positive reinforcement of desirable behavior relevant to current Indian community life.

In developing this program, the concept of family and the goal of keeping Indian children with their own family was stressed. The Indian Child Welfare Act was an important consideration during this process. The Indian community has expressed much concern over the lack of any Indian resources for this need, and supported the task force activities. The program model was developed by a task force of knowledgeable Indian people and other professionals and represents a thoughtful and thorough Indian perspective.

Weekly meetings were held throughout the summer and discussions included interviews with Indian people with expertise in various areas of concern. A public hearing was held September 11 to get community reaction and input. Draft copies of the model were distributed to all urban Indian organizations and advertised widely in local Indian and community newspapers.

Copies of the draft were available at a number of different locations or could be obtained through telephone requests well in advance of the public hearing. Written comments were also solicited through these same sources.

On September 30, some of the task force members and other interested Indian community people approached Hennepin County to assess their interest in the model and request that program proposals be accepted and funded using this approach. Subsequently, county staff indicated that proposals would be likely to receive positive consideration. On October 15, the task force officially disbanded with a clear sense that community organizations would be picking up the task of developing and implementing an actual program.

TECHNICAL ASSISTANCE SPECIALIST REPORT

In 1979, the Department of Housing and Urban Development contracted with the Minnesota Indian Affairs Board for a program designed to provide technical assistance in the development of Indian Community Development Block Grants (CDBG). A total of \$40,000 in federal money was provided to hire staff and cover expenses. A director and part-time secretary were authorized by the Legislative Advisory Committee (LAC), and they came on board late in 1979.

The HUD-Community Development Block Grant Technical Assistance Program recently completed its first year of operation. During this period, the focus of technical assistance activities were on information dissemination, providing on-site assistance on the CDBG application process, and monitoring visits. In addition, activities emphasized the provision of specialized information assistance in the form of workshops and seminars.

The success of the Technical Assistance Program was apparent when results of the pre-application rating were completed by HUD on June 20, 1980, and the tribes informed in late July. There were two applicants invited to submit full applications (Leech Lake and Bois Forte), one "back-up" applicant (White Earth) and one continued comprehensive funding (Fond Du Lac). There was a general feeling that there was little need for these groups to have additional workshops on the full application process because both Bois Forte and Leech Lake were prior CDBG recipients and could write their programs with little trouble.

The Minnesota Sioux Tribe, Inc. pre-application, representing the Sioux communities of Prairie Island, Shakopee, and Lower Sioux, was omitted from the rating process. This policy, made in HUD's Washington office, was

based on the fact that MST, Inc., did not appear on the Bureau of Indian Affairs list of eligible entities. In light of the tremendous planning effort completed under a past CDBG and 701 planning grant, it appears that this was an arbitrary decision on Washington's part, and was contested by MST, Inc. Subsequently this decision was reversed, but the final impact of the reversal is uncertain.

At this point, the HUD reorganization which established the new HUD Indian Programs Division in Chicago has been completed. However, not all staff have been hired, including an Executive Director. Until these things are settled, the future of the TAS Program is uncertain, but we expect to be notified of refunding by the end of 1980.

INDIAN WOMEN'S EMPLOYMENT WORKSHOP

The first Indian Women's Employment Workshop was held May 28 on the campus of the College of St. Catherine. This exciting workshop, featured sessions on career development, job seeking skills, self employment, support services for keeping jobs, as well as a panel on employment rights. Prospective employers and training resources had staffed information booths and exhibits at the one day event, which was co-sponsored by the Indian Affairs agency.

Planning for this workshop started in the spring of 1979 when staff members and area Indian women met with Mary White Eagle Natani of the Women's Bureau, Washington D.C. to look at employment issues and problems. Much concern was expressed about the special needs of women who encounter double discrimination because of sex and race or ethnic origin. A need for information regarding employment and training rights and opportunities became apparent. A workshop would provide information as well as heighten an awareness of employment and training rights and resources, and enhance communication between Indian women and those resources.

A small group of Indian women made up the core planning committee, although input and support was received from a large segment of the Indian communities. These individuals also acted as the facilitators for the various segments of the workshop. Advice in the planning efforts and vital assistance was provided by Ms. Natani and Sandra Frank of the Women's Bureau in Chicago.

The workshop was opened with an original Indian poem and followed by guest speakers Billie Nave Masters, Mary Natani, and Dorothy Loeffler. Ms. Masters, Cherokee, is Supervisor of Teacher Education at the University of California and a community activist for human rights. She spoke on the cultural development of the Indian woman, inherent conflicts with the non-

Indian world, and the great need for Indian women to assert themselves, and become active in supporting each other. Ms. Natani, Winnebago, is a Social Science Advisor for the Women's Bureau of the U.S. Department of Labor in Washington D.C. She spoke on the special needs of Indian women.

Dorothy Loeffler, a University of Minnesota Associate Professor, spoke on "Personal Power" - the power to make informed choices through self-knowledge and knowledge of the work world. A group exercise was done to demonstrate how people can become more aware of their own abilities.

An Employment Rights Panel reinforced the concept that all people have a right to opportunities for decent employment and that this right is supported by laws from the Federal level of government down to state and county levels. Panel members were Kay Burt, Equal Opportunities Specialist, Office of Federal Contract Compliance Division, U.S. Department of Labor; Roberto Avino, Information Officer, Constituent Relations of the MN Human Rights Department; and Shontal Dubra, Equal Opportunities Employment Specialist at Hennepin County's CETA Program.

The first workshop session, was facilitated by Bonnie Wallace, Director of the American Indian Programs at Augsburg College. The presentation, "Where Do I Go From Here?", was done by Carol Weeks, a Counselor at Working Opportunities for Women (WOW). This session focused on self marketing - identifying skills and matching them with job resources. An important message for the job seeker was to communicate that one is eager to work and learn.

The second session "Going and Getting It!", dealt with job seeking skills. A panel presentation was done by the CETA staff of the Minneapolis American Indian Center, Karen Cobenais, Marilyn Dorr and Dawn Nyberg. This

session included issues of assertiveness, resume development, interview techniques (AIDA) and follow-up tips for successful job seeking.

A third session titled "Alternatives: Being Your Own Boss", dealt with uncommon work situations which include starting a business in the home or on a larger scale. The facilitator was Marie Funmaker and speakers included Barbara Ballenger-Raygor, Business Development Specialist with the Minnesota Chippewa Tribe, and Sandra Vargas, Economic Development Consultant, Equal Business Division of the Office of Economic Development.

The fourth session was called "Keeping Your Job: Special Services", focusing on related issues which affect one's ability to get and maintain employment. The panel, facilitated by Frances Felix, described problems in areas of welfare rights, support counseling, child care, legal aid, and identified resources and methods for resolving them. A highlight of this presentation was a humorous scenario of a young woman starting her first job and encountering every imaginable problem. This scene was set by Betty Olbekson, Women's Rights Advocate and former Counselor at the Tubman Battered Women's Shelter. Other presenters were Pam Riley, social worker at the University of Minnesota Hospitals, David Grant, Greater Minneapolis Day Care, and Bonnie Watkins, Legal Research Association, Council on Economic Status of Women.

A resume session was available throughout the afternoon for individual attention in resume development, supervised by Evy LaChapelle. Employment information booths were available all day from public and private businesses.

The workshop experience ended with a group discussion to get reactions from the participants and to plan a support network. It was clear that most participants felt a strong need for a formal organization network to make people aware of issues. This concept would include staff time to coordinate activities and a financial base for salaries and other activities.

An evaluation form was completed by the workshop participants. Factors considered to be the greatest barriers to employment were discrimination as Indian women, transportation and child care. A need was expressed for more education, a knowledge of available jobs, resume development, and interview skills. Resource people who completed evaluations indicated a desire for more contact with Indian clients, more information and orientation to the Indian community, culture and philosophy, and a mechanism for getting more information about programs to the prospective Indian employee.

EMPLOYMENT DISCRIMINATION HEARING

The Indian Affairs Intertribal Board co-sponsored a public hearing on the enforcement process for laws prohibiting discrimination in employment. The hearing was held in two parts in the State Office Building in St. Paul on November 6, and brought a steady stream of witnesses who complained about problems they encountered in seeking satisfaction on charges of employment discrimination based on race and sex.

The hearing was called to gather information on the current enforcement of state and federal laws prohibiting discrimination, and sought recommendations for improvement of anti-discrimination laws and their enforcement.

As a result of the hearing, the Board and other sponsoring agencies are developing recommendations for legislative and administrative action to improve the enforcement process.

Other sponsors were the Council on the Economic Status of Women, the Spanish Speaking Affairs Council and the Council on Black Minnesotans.

INDIAN CHILD WELFARE ACT

The Indian Child Welfare Act, Public Law 95-608, was passed on November 8, 1978. This legislation promotes the reassertation of tribal jurisdiction over child matters. Minnesota Indian Affairs Board staff has facilitated and supported the coordination of planning and program development toward the implementation of this Act.

Recent activities include participation in an Indian Child Welfare Task Force in the metropolitan area. This Task Force is attempting to identify and gather relevant information on those programs which provide services in this area. The goal of the Task Force is to use this information to provide some unity in community planning decisions and to have a basis for future child welfare program development.

Currently, draft material from the State Department of Public Welfare is being circulated to county agencies and the Indian community. It will eventually be included in county social services manual. Minnesota Indian Affairs Intertribal Board staff will review and submit input on these materials which will provide information on the requirements of the Act as well as state guidelines to county agencies.

Support for the development of Indian community programs is an ongoing function of this agency.

HONOR ROLL

The Indian Affairs Intertribal Board is indebted to the contributions of the following people who have played a part in its development since its creation by the Legislature in 1963.

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*	Roger A. Jourdain	1964-1967, 1969-1971, 1975-
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* Norman Crooks, Shakopee	1976, 1980-
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David Munnell, Cass Lake	1976
Iola Columbus, Morton	1976-1977
Dennis Blue, Morton	1977-1978
Michael Prescott, Redwood Falls	1978-1979
* Roger A. Jourdain, Red Lake	1963-
Amy Stade, Shakopee	1978-1980
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