



Supporting the rights and
needs of Oregon's tribal
youth

The mission of the
Oregon Youth Authority
is to protect the public
and reduce crime by
holding youth offenders
accountable and
providing opportunities
for reformation
in safe environments.

Oregon Youth Authority

Government-to-Government Report on Tribal Relations

2013-14

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Oregon's federally recognized tribes

This annual "Government-to-Government Report on Tribal Relations" describes the ways in which the Oregon Youth Authority (OYA) and the nine federally recognized tribes in Oregon worked together during 2013 and 2014 to improve outcomes for American Indian/Alaska Native youth in the juvenile justice system.

The nine federally recognized tribes in Oregon are the:

- Burns Paiute Tribe
- Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians of Oregon
- Confederated Tribes of the Grand Ronde Community of Oregon
- Confederated Tribes of the Siletz Reservation
- Confederated Tribes of the Umatilla Reservation
- Confederated Tribes of the Warm Springs Reservation of Oregon
- Coquille Tribe of Oregon
- Cow Creek Band of Umpqua Indians of Oregon
- Klamath Tribes



Highlights from 2013-14:

OYA made many significant strides in 2013-14, including:

- Implementing several leadership changes, including the hiring of a new tribal liaison;
- Partnering with tribes to create Native American services protocols for close-custody facilities;
- Issuing a Letter of Assurance on tribal funding to the Legislative Commission on Indian Services;
- Contracting with the Southern Oregon Indian Center and Joseph Albert Martineau;
- Working with volunteers to provide services for Native American youth;
- Conducting case management meetings with Klamath Tribes and Klamath tribal members at Rogue Valley Youth Correctional Facility (RVYCF); and
- Conducting case management meetings with Confederated Tribes of the Umatilla Indian Reservation, Cow Creek Band of Umpqua Indians, and Coos, Lower Umpqua, and Siuslaw tribal departments.



Oregon Youth Authority

Serving Oregon's most at-risk youth

OYA's mission is to protect the public and reduce crime by holding youth offenders accountable and providing opportunities for reformation in safe environments.

OYA does this by exercising legal and physical custody of offenders adjudicated to OYA by juvenile courts, and physical custody of young offenders sentenced by adult courts. The agency serves the state's most delinquent youth ages 12 through 24 who commit crimes before their 18th birthday.

OYA currently manages approximately 1,524 youth offenders. Approximately 885 youth are in communities on probation or parole. The remainder – approximately 639 youth – live in secure close-custody facilities.

Research shows that the most effective way to encourage youth to lead crime-free lives is by providing the appropriate combination of culturally specific treatment and education. To that end, OYA engages tribal governments in five significant ways:

- Individually, through government-to-government relationships, as established in a memorandum of understanding with each tribe;
- Collectively, through the OYA Native American Advisory Committee;
- Collaboratively, through implementing and coordinating culturally relevant treatment services for American Indian/Alaska Native youth in OYA custody;
- Through participation in Public Safety Cluster meetings; and
- By providing direct services and support to tribal youth in OYA custody.

The Youth Reformation System

Oregon maintains nearly 20 years of data about youth who have touched the state's juvenile justice system at any level. By mining this information and incorporating new research on juvenile brain development and effective treatment methods, OYA is creating more effective approaches to working with youth. This data-driven approach is known as the Youth Reformation System (YRS). YRS enables OYA to ensure the right youth receive the right services in the right location for the right about of time. This results in improved outcomes for youth, their families, and their communities. OYA's ultimate goal is to reduce future victimization and create safer communities.

Positive Human Development

Positive Human Development (PHD) is OYA's culture change initiative. Following PHD's precepts, staff work to ensure safety and security, provide and model supportive relationships, set high expectations in opportunity-rich settings, offer youth meaningful participation in decisions that affect them, and help youth build positive community connections.

PHD unites positive youth development with positive staff development. PHD occurs when everyone – staff, community partners, youth, and OYA's organizational structure – works collaboratively to 1) foster supporting relationships; 2) offer meaning full participation; and 3) set high expectations where engagement, learning and growth can occur.

OYA is committed to infusing a culture of PHD throughout the agency. Introducing PHD involves creating new approaches to staff training, updating policies and practices, and engaging staff in ongoing conversations and education about better ways to work with youth.

American Indian/Alaska Native youth in OYA

Approximately 4.5 percent of youth in OYA's custody are American Indian/Alaska Native. This figure rises to 9.4 percent when youth identify their mixed ethnicities.

OYA has legal and/or physical custody of approximately 1,524 youth offenders, of whom approximately 143 self-identify as being enrolled in an American Indian/Alaska Native tribe or descent. Of those, 117 are juvenile commitments and 26 are adult commitments sentenced under Measure 11 or waived to adult court.

Relative to Oregon's population, American Indian/Alaska Native youth are over-represented in the juvenile justice system and in OYA. American Indian/Alaska Natives make up approximately 1.8 percent of Oregonians, but 9.4 percent of youth committed to OYA.

Leadership changes

OYA Director Fariborz Pakseresht and Deputy Director Joe O'Leary continue to be highly committed to our partnerships with the Oregon Tribes and developing new creative ways to improve outcomes for American Indian/Alaska Native youth in OYA custody.

Reflecting this commitment, significant changes were made to OYA's leadership in 2013-14. In August 2013, Clint McClellan was appointed assistant director for Facility Services. Clint

worked for OYA in a variety of roles since 1988 and also served as director of Camp Florence Transitional Facility.

In September 2013, Erin Fultz was appointed chief of operations for Facility Services. Before her appointment, Erin served as Community Resources manager. In February 2014, Heber Bray joined the Facility Services team as an Operations and Policy analyst. Heber previously worked in OYA's Community Resources Unit.

In October 2013, Maria Chavez-Haroldson filled the vacancy created by the retirement of Lonnie Jackson, the longtime director of OYA's Office of Minority Services (OMS). Maria came to OYA from Oregon State University's Center for Latino Studies and Engagement. She also worked as a diversity and inclusion consultant and trainer with public and private sector clients in Oregon, elsewhere in the U.S. and abroad. Maria holds an undergraduate degree in human services and a graduate degree in public administration. She currently is studying for her doctorate in leadership and change at Antioch University.

Office of Inclusion and Intercultural Relations

OYA seeks to ensure youth from all demographic groups receive equitable access to services while in our care and custody. OYA was the first – and for many years, the only – juvenile justice agency in the nation to have an office that represents the needs of minority youth.

Several changes were enacted to ensure the needs of culturally diverse youth are met. Besides the leadership appointments discussed above, the first key change was to rename OMS the Office of Inclusion and Intercultural Relations (OIIR).

This new name, developed in collaboration with OYA staff, partners, and advisory committees, better reflects the changing nature of Oregon's demographics and of the youth we serve. As Oregon becomes more diverse, our focus needs to expand to meeting the needs of all our youth.

For those not familiar with the Spanish language, the word "oir" means "to listen." And that is what the staff of OIIR do – listen to the needs of youth and their families, and help provide the culturally appropriate and responsive services that help youth succeed. (OIIR, like the word oir, is pronounced OH-WEER.)

Also in 2014, the OIIR team became mobile, no longer bound to a particular OYA facility. This change better supports our close-custody facilities throughout Oregon.

Tribal liaison change

In July 2013, Katie Staton filled the vacancy created by the retirement of Jack Lawson, OYA's longtime tribal liaison. Katie is Tsimshian (Alaskan Native), a member of the Wolf (Lax Gibuu) Clan, and has had diverse experience with Native American and tribal issues. She is a member of the Sitka Tribes of Alaska, Shee Atiká, and Sealaska.

Katie received her undergraduate degree from Gonzaga University, and juris doctorate and master's degree in conflict resolution from the University of Oregon, where she also was president of the Native American Law Student Association. She volunteered as a mediator for Lane County Circuit Court and Lane County's Center for Dialogue and Resolution.

Native American services provider change

Steve Llanes, OYA's Native American services provider, retired in September 2014. OYA was honored to benefit from Steve's service for many years. He did an outstanding job connecting with and supporting our tribal youth in close custody, during transition, and in the community. He was known affectionately as "grandpa" by many youth and staff. His efforts made a significant and positive difference for hundreds of American Indian/Alaska Native youth in Oregon. OIIR is working to find a qualified replacement to fill this vacancy.



OYA's tribal relations

Communication liaisons

The government-to-government relationships between tribes and OYA support the agency's mission of public safety, accountability, and reformation for youth offenders. These relationships also enhance community safety by increasing the opportunities for successful reintegration of tribal youth returning to their communities.

OYA is represented in these relationships by the tribal liaison. Each of Oregon's nine federally recognized tribes also has identified a key contact to be the first link in communications between OYA and the tribes. Each key contact is a vital liaison who provides opportunities to identify mutual concerns, resources for youth offenders, and activities in OYA and communities. These individuals are instrumental in enhancing communications between OYA and the respective tribes, and also serve on OYA's Native American Advisory Committee.

Key tribal contacts

- Tracy Kennedy, Burns Paiute Tribe
- Doug Barrett, Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians of Oregon
- David Fullerton and Lisa Leno, Confederated Tribes of the Grand Ronde Community of Oregon
- Loraine Butler, Confederated Tribes of the Siletz Reservation

- Ryan Sams, Confederated Tribes of the Umatilla Indian Reservation
- Leona Ike, Confederated Tribes of the Warm Springs Reservation of Oregon
- Laura Angulo, Coquille Tribe of Oregon
- Andrea Davis, Cow Creek Band of Umpqua Indians of Oregon
- Torina Case, Klamath Tribes

Memoranda of understanding

To establish formal relationships with Oregon’s tribal governments, OYA has entered into or is in the process of negotiating memoranda of understanding (MOU) with each tribe pursuant to state law. While MOUs are tailored to meet the individual needs and concerns of each tribe, the agreements generally identify areas of mutual concern, including services to American Indian/Alaska Native youth, mutually agreed upon roles and responsibilities, and methods for promoting effective communications and positive relationships.

Each MOU generally includes assurances that tribal youth are identified when they enter OYA custody. Other assurances include that tribal and American Indian/Alaska Native youth in OYA’s care receive culturally appropriate services, and that tribes have opportunities to participate in planning the reformation and transition services for their youth as they change placements or leave the agency’s custody.

OYA currently has MOUs with seven Oregon tribal governments:

- Burns Paiute Tribe
- Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians of Oregon
- Confederated Tribes of the Siletz Reservation
- Confederated Tribes of the Umatilla Reservation
- Coquille Tribe of Oregon
- Cow Creek Band of Umpqua Indians of Oregon
- Klamath Tribes

Although OYA has yet to finalize MOUs with the Confederated Tribes of Grand Ronde and the Confederated Tribes of Warm Springs, the agency continues to pursue agreements with these tribes. In addition, OYA continues to conduct its relationship with these tribes as if an agreement exists. This ensures consistent support for all nine federally recognized tribes in Oregon. OYA remains hopeful an agreement with the Grand Ronde and Warm Springs tribes will be reached in the future.

Public Safety Cluster

The Public Safety Cluster (PSC) convenes meetings with state public safety agencies and tribal officials to discuss and address tribal-specific public safety issues and issues of mutual concern. OYA’s tribal liaison serves as a member of the PSC. The Oregon Department of Corrections (DOC) Diversity and Inclusion administrator serves as chair of the PSC.

The PSC met in 2013 and four times in 2014. All of the meetings were hosted by the Oregon Department of Public Safety Standards and Training (DPSST). These meetings brought together state and tribal public safety agencies, departments, commissions, and judicial systems. We are

grateful to DOC and DPSST for their continued support and collaboration with the government-to-government meetings.

PSC meetings provide a forum for identifying issues affecting public safety in tribal and Oregon communities. These meetings enable participants to share ideas, information, and strategies to promote safer communities throughout Oregon. In addition, these meetings enhance government-to-government relationships among state agencies and tribal public safety partners.

Native American Advisory Committee

OYA's Native American Advisory Committee (NAAC) helps the agency identify matters of mutual concern between the agency and the tribes. The committee includes representatives from Oregon's nine federally recognized tribes and community representatives throughout the state.

NAAC's primary functions are to:

- Establish community links between OYA and the Native American community;
- Recruit volunteers to support services offered by OYA for American Indian/Alaska Native youth in OYA close-custody facilities;
- Consult regarding transition and aftercare services for American Indian/Alaska Native youth;
- Develop staff training on American Indian/Alaska Native cultures and tribal structures;
- Recruit and retain American Indian/Alaska Native staff within OYA to sustain an employee workforce that reflects the diversity of youth;
- Consult on the cultural competency of programs, services, and policies regarding Native American youth within OYA; and
- Establish resources for out-of-home placements (foster homes).

Topics of advisory committee meetings have included:

- Priorities of the tribes;
- Review of American Indian/Alaska Native youth in OYA custody;
- Culturally responsive intake processes;
- Developing support and resources for our Native American youth;
- Developing transition supports and tribal foster care;
- Conducting powwows and Native American services in close-custody facilities, and
- Developing protocols for Native American services offered in facilities.

During 2013-14, OYA partnered with the Oregon Health Authority's (OHA) Addictions and Mental Health Services to hold NAAC meetings in conjunction with the Nine Tribes Quarterly Prevention meetings, resulting in increased meeting attendance.

Statewide Advisory Committee

The Statewide Advisory Committee includes juvenile justice partners and stakeholders to provide input and information on issues and events affecting juvenile justice, as well as to advise OYA on its policies and practices. The NAAC co-chair represents tribal concerns on the committee and shares tribal issues that need to be addressed by all of the agency's stakeholders.

Ongoing support

OYA staff attended the Legislative Commission on Indian Services Spring Gathering hosted by the Confederated Tribes of Grand Ronde. Among those attending were Deputy Director Joe O’Leary, OIIR Director Maria Chavez-Haroldson, and Tribal Liaison Katie Staton.

OYA’s leadership remains committed to maintaining ongoing, open communications with the tribes in Oregon, and to developing ways to ensure better outcomes for American Indian/Alaska Native youth in our care.

Relative foster care pilot

NAAC members recently were briefed on the OYA relative foster care pilot program, in which the agency will certify members of a youth’s extended family to be their foster parent(s) on a case-by-case basis. Relatives will be required to adhere to all the expectations that regular OYA foster parents must comply with, and will in turn receive a monthly reimbursement for youth expenses.

In some cases, placing tribal youth with relatives or in a tribal home instead of in a residential program or foster care could produce better outcomes. Certifying relatives as foster parents also would qualify them for a stipend to cover expenses, as well as extending medical coverage to foster youth. OYA staff will continue to evaluate the pilot for effectiveness.

Native American service protocols

After much thought and consideration, OYA is finalizing the development of agency-specific protocols for Native American services in close-custody facilities. NAAC guided the process to develop these protocols to ensure that Native American ceremonies are respected and honored. The agency-specific protocols were developed to enhance OYA’s culturally responsive practices by increasing communication, education, and understanding of Native American ceremonies and services within facilities. The process to develop these protocols required OYA staff and NAAC members to work closely together to support the cultural needs of youth.

Letter of Assurance

OYA worked with the Legislative Commission on Indian Services to establish a mutual understanding and memorialize it in a Letter of Assurance on tribal funding contributions.

The letter commits OYA to establishing account coding within the Statewide Financial Management System for the receipt of tribal funds. These funds will be for the sole use of activities and costs related to religious programs and practices for Native Americans served by OYA. Other funds, as identified upon receipt, may be directed to this account coding for related purposes. The tribal liaison will review requests to expend funds.

Contract for Native American services at Rogue Valley Youth Correctional Facility

In May 2014, OYA contracted with the Southern Oregon Indian Center to provide Native American services at Rogue Valley Youth Correctional Facility (RVYCF) in Grants Pass. RVYCF and the Center have worked together to provide Native American services for many

years. The Center provides cultural and mentorship support, ceremonial sweats, talking circles, smudges, beading and drum making classes, meals, and powwows.

Contract for Native American services

In December 2014, OYA contracted with Joseph Albert Martineau to provide Native American services at Hillcrest Youth Correctional Facility (YCF) in Salem, MacLaren YCF in Woodburn, North Coast YCF in Warrenton, and Tillamook YCF and Camp Tillamook Youth Transitional Facility (YTF). Mr. Martineau is an enrolled member of the Minnesota Chippewa Tribe, Fond De Lac Band, and has worked in the field of chemical dependency counseling for 25 years. Mr. Martineau also provides cultural classes for the Confederated Tribes of the Grand Ronde. OYA is proud to partner with Mr. Martineau to provide Native American services for our youth.



OYA and individual tribes

Klamath Tribes

Compared to other Oregon tribes, the Klamath Tribes have the most youth in OYA custody. To strengthen our relationships with this tribe, OYA has met with tribal officials several times. Additionally, the tribal liaison regularly communicates with Klamath Tribal Health and Family Services to provide support for tribal youth in OYA's care.

Significant developments in OYA's relationship with the Klamath Tribe in 2013-14 include:

- The tribal liaison met with several tribal departments including the juvenile court, youth substance use disorders, prevention, tribal social services, tribal cultural and heritage, education and employment, tribal enrollment, and others. OYA juvenile parole and probation officers and the tribal liaison also held an informational introduction and a case management meeting with tribal officials.
- RVYCF, the Southern Oregon Indian Center, and the tribal liaison met with tribal officials and Tribal Chair Don Gentry to discuss partnering to support Klamath Tribal youth in OYA's care.
- OYA invited Klamath Tribal Juvenile Court personnel to RVYCF. Youth guided them on a tour of the facility and provided information on Native American services. OYA hopes these support visits will continue on a quarterly basis.
- RVYCF hosted Klamath Tribal Chair Don Gentry, Pastor John Karoglou, and Native American artist Arwin Head. Youth guided them on a tour of the facility and provided information on Native American Services provided at RVYCF. Mr. Gentry, Mr. Karoglou, and Mr. Head provided music, inspiration, stories, and support for youth at RVYCF.
- The tribal liaison provided a short informational introduction to the Klamath Tribal Health and Family Services Department at its holiday retreat.

Confederated Tribes of the Umatilla Indian Reservation

To build relationships, provide better communication, and provide additional support for Confederated Tribes of the Umatilla Indian Reservation (CTUIR) youth in OYA custody, the tribal liaison met with the tribal court, public safety, child human services, family violence services, and with the tribal board of trustees.

The tribal liaison held an informational introduction and case management meeting with CTUIR tribal court, including Chief Judge William D. Johnson, Judicial Assistant/Court Services Manager David Quaempts, Deputy Prosecutor Kyle Daley, Truancy Officer Ryan Sams, and Katherine Puceta, family therapist.

CTUIR's Les Minthorn has provided ceremonial sweat lodge services to Riverbend YTF. OYA hopes to partner with CTUIR for future Native American services at Riverbend.

Cow Creek Band of Umpqua Indians of Oregon

The tribal liaison held an informational introduction and case management meeting with Cow Creek tribal departments, including human services, prevention, education, housing, cultural education, and legal counsel. OIIR staff and Cow Creek officials have discussed partnering for some traditional cultural services at RYVCF beginning in 2015.

Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians of Oregon

The tribal liaison attended the tribal Peacegiving Court Roundtable discussion hosted by attorney J.D. Williams and tribal Supreme Court Justices Marsha Harlan and Charles Tripp. She also held an informational introduction and case management meeting with Doug Barrett, the tribe's certified prevention specialist. The tribal liaison and Mr. Barrett hope to provide support for a tribal youth in OYA's care who may participate in the tribe's Peacegiving Court.

Confederated Tribes of the Siletz Reservation

OYA has worked extensively with Siletz Certified Prevention Specialist Rusty Butler. Mr. Butler has been instrumental in supporting Siletz tribal youth and all tribal youth in OYA's care. He has provided direct mentorship support for struggling youth, ceremonial sweat lodges, and prevention groups in several close-custody facilities. He also has supported youth participation in multi-disciplinary team meetings. Mr. Butler and the tribal liaison regularly discuss case management and support. He has provided guidance and support for agency protocols, ceremonies, and events. He also presented at the 2014 Governor's Summit to Reduce Disproportionate Minority Contact in the Juvenile Justice System. OYA is immensely grateful for the support and dedication Mr. Butler has provided to tribal youth in the agency's care. We look forward to continuing this partnership in the future.

Confederated Tribes of the Grand Ronde Community of Oregon

OYA has frequently worked with Grand Ronde Tribal Social Services Department Manager David Fullerton and Tribal Youth Prevention Supervisor Lisa Leno. Mr. Fullerton and Ms. Leno strongly support Grand Ronde youth and all tribal youth in OYA's care. The tribal liaison regularly discusses case management and support with Mr. Fullerton and Ms. Leno.

Mr. Fullerton and Ms. Leno have provided guidance and support for agency protocols, ceremonies, and events. Additionally, Ms. Leno has provided direct mentorship support to youth in several OYA facilities. OYA is very grateful for the support and dedication Mr. Fullerton and Ms. Leno have provided to tribal youth in the agency's care, and we look forward to continuing these partnerships in the future.



A shared commitment

Collaborating on facility programs

OYA has 10 close-custody facilities throughout Oregon. It takes OYA staff, contractors, and volunteers working together to meet the objective of incorporating and maintaining services for Native American youth in these facilities.

OYA's Willamette Valley facilities are:

- Hillcrest YCF (Salem)
- MacLaren YCF (Woodburn)
- Oak Creek YCF (Albany)

OYA's coastal facilities are:

- North Coast YCF (Warrenton)
- Tillamook YCF (Tillamook)
- Camp Tillamook YTF (Tillamook)
- Camp Florence YTF (Florence)

OYA's eastern facilities are:

- Eastern Oregon YCF (Burns)
- Riverbend YTF (La Grande)

OYA's southern Oregon facility is:

- Rogue Valley YCF (Grants Pass)

Each facility offers a range of events from sweat lodge ceremonies to powwows and other opportunities to honor and celebrate Native American culture. Support for these events is provided through a network of tribal and other volunteers.

Reconnecting Native American youth with cultural traditions

Services provided to Native American youth in OYA's care promote personal responsibility, accountability, community safety, and reintegration into family and community. Services include transitional assistance, culturally relevant treatment and interventions, culturally relevant social and spiritual activities, and tribal support resources.

Many of the American Indian/Alaska Native youth who enter OYA have not had contact with their tribes and cultural or spiritual traditions prior to entering the juvenile justice system. While these youth will receive treatment programs offered by OYA, the exposure to and practice of Native American values and traditions provide a unique opportunity for many youth to become acquainted with their culture and heritage for the first time. OYA views these services as crucial to the treatment and reformation needs of Native American youth.

OYA encourages tribes to engage with their youth while the youth are in close-custody facilities or in community placements. Tribes are welcome and encouraged to conduct ceremonies and rituals specific to their tribal traditions.

Coordinating treatment services

Juvenile probation and parole officers (JPPOs) working out of OYA field offices are responsible for both the direct supervision of youth offenders in the community and for case management of youth in close-custody facilities. JPPOs coordinate multi-disciplinary team (MDT) meetings for youth to develop and monitor treatment plans.

In coordinating treatment services for youth offenders, JPPOs have direct contact with tribes. OYA's tribal notification policy directs JPPOs to provide notification when a youth in the agency's custody is identified as a tribal youth. Additionally, Oregon tribes are included as MDT core members for their youth, enabling them to participate in planning and service delivery.

Providing culturally relevant services

OYA recognizes that treatment and reformation efforts are more effective when provided in the context of each youth's culture. OIIR coordinates a variety of cultural events, provides culturally specific support groups, provides staff training, and coordinates and provides gang intervention services through a curriculum.

OIIR provides Native American youth with opportunities to participate in sweat lodge and pipe ceremonies, talking circles, powwows, culturally relevant support groups, and individual meetings with staff, contracted providers, and volunteers. In addition, OYA welcomes and encourages tribal participation if tribes wish to conduct a ceremony for their youth. These Native American services provide youth with positive identity development, strengthen resistance to negative peer associations, offer increased options for positive thinking and behavior, and generally support and enhance other treatment opportunities in OYA.

Supporting minority youth transition

OIIR has two full-time youth services coordinators, Johnny Demus and Reneé Hernandez. Mr. Demus and Ms. Hernandez coordinate treatment and aftercare for youth returning to their communities from close-custody facilities. American Indian/Alaska Native youth eligible for

these transition services include enrolled youth from Oregon’s tribes and also youth whose tribes are outside Oregon. OIIR is in the process of hiring three additional youth services coordinators to be based at North Coast YCF, RVYCF, and Riverbend YTF.



Looking ahead

Training opportunities for OYA staff

All new OYA staff receive an orientation on tribal governments and state law governing the legal relationship between tribes and the state. Training on tribal governments during new employee orientation ensures OYA staff have a basic awareness of tribal issues and the agency’s notification policy.

Cultural competency training is required for all OYA staff working with youth offenders. All new staff are expected to have a basic awareness of Native American cultural values, beliefs, social norms, and customs. This training begins laying the foundation for new employees to work with tribal youth and emphasizes the need for culturally relevant services.

Resources

The tribal liaison will continue to work with Oregon’s nine federally recognized tribes to develop educational materials and to provide information and guidance to all OYA staff on Native American cultures, traditions, and ceremonies.

Recruitment

With the retirement of Steve Llanes, OYA’s Native American services provider, the agency will actively recruit for a qualified replacement and refill this position. The agency views this position as a critical member of the OIIR team. The tribes are aware of this change and will play a key role in the recruiting and selection process.

Ongoing relationship building

OYA continues to be actively committed to building, maintaining, and supporting strong government-to-government relations with Oregon's nine federally recognized tribes. The tribal liaison continues to build relationships, share resources and information, coordinate services for tribal youth, and maintain communication with tribal partners.



Additional Resources

For more information, contact:

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