

Arizona Department of Economic Security

Tribal Consultation Report

July 1, 2010 – June 30, 2011

Introduction

The vision of the Arizona Department of Economic Security (DES) is for every child, adult and family in the State of Arizona to be safe and economically secure. The mission of the Department is to promote the safety, well-being and self-sufficiency of children, adults and families.

The Department continues a strong commitment to working with all of Arizona's 22 tribes. Pursuant to Arizona Executive Order 2006-14, the DES Tribal Consultation Policy demonstrates a fundamental respect for tribal sovereignty and self-determination. DES commits to working in consultation with Native American Tribes to improve the quality, availability and accessibility of human services to children, youth, adults and elders.

This report provides an overview of the tribal consultations (both formal and informal) conducted over the past state fiscal year to achieve these goals. This is a process which jointly involves Tribal and Department leadership and staff.

Division of Children, Youth and Families (DCYF)

The Division of Children, Youth and Families (DCYF) has developed working relationships with the tribes to promote safety, permanency and well-being for tribal children and families. It is this consistent effort of tribal consultation that has resulted in Intergovernmental Agreements (IGAs) with the following Indian tribes:

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| • Navajo Nation | Title IV-E Reimbursement |
| • Navajo Nation | Comprehensive Service Development |
| • Hopi Tribe | Title IV-E Reimbursement |
| • Navajo Nation | Family Support, Preservation and Reunification Services |
| • Gila River Indian Community | Family Support, Preservation and Reunification Services |
| • Salt River Pima Maricopa Indian Community | Family Support, Preservation and Reunification Services (two contracts) |
| • San Carlos Apache | Family Support, Preservation and Reunification Services |
| • San Carlos Apache | Specialized Substance Abuse Treatment |

- Pascua Yaqui Family Support, Preservation and Reunification Services
- Pascua Yaqui Specialized Substance Abuse Treatment
- White Mountain Apache Tribe Family Support, Preservation and Reunification Services
- White Mountain Apache Tribe Specialized Substance Abuse Treatment
- Quechan Family Support, Preservation and Reunification Services
- Fort Mojave Indian Tribe Substance Abuse Treatment
- Inter-Tribal Council of Arizona Consultation

DES receives federal funding for children in out-of-home care by court order or voluntary placement agreement signed by a parent under Title IV-E of the Social Security Act. Native American Tribes in turn may enter into IGAs with DES and be reimbursed for the care of tribal foster children in tribal custody. Family Support, Preservation and Reunification services are very important to the tribes' focus to keep tribal children within their own families instead of placing them with non-tribal families. This program facilitates meetings with families and emphasizes the preservation of family units to care for their children.

Indian Child Welfare Act (ICWA)

As required by the Indian Child Welfare Act (ICWA) and under the umbrella of the DES Division of Children, Youth and Families (DCYF), a tribal liaison is designated to collaborate and coordinate complex ICWA/Child Protective Services (CPS) cases. The DCYF Indian Child Welfare Specialist continues to meet regularly with tribal ICWA representatives and state representatives to address common concerns, monitor ICWA implementation and compliance measures outlined in the State Child and Family Services Plan, and consult regarding the implementation of ICWA, including consultation regarding Title IV-E of the Social Security Act. To ensure compliance, the Indian Child Welfare Specialist provides technical assistance, case consultation, training of state and tribal child welfare staff and qualified expert witness testimony in state courts.

Some current work in tribal consultation in the area of child welfare includes:

- The DCYF continues to provide opportunities for tribes to participate in and collaborate on important program activities, such as policy development and training. Tribal and DCYF Indian Child Welfare Act Liaison group was reconvened in December 2010. This group will meet quarterly to work on various issues common to both DCYF and Indian Tribes. Past and current common issues include the following:

1. Prompt identification of any child as American Indian per ICWA definition. Factors to consider:

- Indian parents do not always disclose their American Indian heritage for various reasons, such as: personal issues with relatives, trust issues with state CPS or anger about CPS intrusion into their personal life.

- Indian parents do not always enroll their children with their tribes, in part because they live in urban areas and have little or no social or cultural ties to their tribes.
 - Tribal enrollment policy may not be mandatory.
 - A parent claiming tribal affiliation may not have verifiable documentation or does not have access to documentation because she/he is a descendant of someone; two or more generations and the person(s) is either deceased or whereabouts unknown.
2. ICWA notification requirement to a child's Indian tribe by registered mail with return receipt requested. Factors to consider:
- Affidavit of notice may go to the wrong person within a tribe.
 - Internal tribal ICWA policy and procedures may not be well defined.
 - Regional Bureau of Indian Affairs (BIA) Office may or may not assist tribes in identifying and/or locating absent parent when Affidavit of Notice is received.
3. Tribal response to Attorney General Office's Affidavit of Notice. Factors to consider:
- Tribal response time depends on the enrollment status of a child who is the subject of a state dependency petition. For example:
 - the process of verifying enrollment and membership determination takes time and this process varies from tribe to tribe; or
 - a tribe may not be able to participate in a state decision-making process; such as, team-decision-making, case conferencing, case staffing, etc., until a decision is made regarding the child's eligibility for enrollment by the tribe's enrollment office.
 - Untimely response to an ICWA Affidavit of Notice has ramifications for a tribe, such as:
 - not having immediate access to case related information;
 - missed opportunity for participation in decision-making; or
 - losing a child by default at permanency hearing.
4. CWA Placement Preference Compliance. Factors to consider:
- Good cause to deviate from ICWA placement preferences include:
 - no identified relative who is willing and able to provide care;
 - tribal intervention at a late stage of case development;
 - the child's tribe lacks resources to meet the child's special needs; and
 - joint search for potential Indian caregivers is unsuccessful.
 - Recruitment strategies utilized by private agencies are not conducive to attracting potential American Indian resource families
 - *outcome desired* - build capacity of private agencies under contract with DES to effectively recruit and licensed Native American resource families.
 - *outcome desired* - increase the number of licensed American Indian resource families to care for Indian children.
 - Cultural barriers to licensure – American Indians view the following disclosures as intrusive:
 - background/fingerprint check;

- personal information relating to income;
 - health information;
 - family composition;
 - references; and
 - living/sleeping arrangement, etc.
5. Culturally appropriate reunification services for Native American parents. Factors to consider:
- Acculturation and dominant societal influences affect young American Indian parents in profound ways in their daily decision-making. For example, negotiating social settings, choice-making, decision-making are carried out within the context of tribal community and main stream society causing dilemmas and cultural compromises. Often times, these dynamics may influence a person's tendency to comply or not comply with a case plan and/or to follow through with reunification services.
 - Perception by some state CPS staff that Native American families who have multiple personal/family issues are not likely to follow through with a case plan
 - *outcome desired* - build capacity of DES contracted private agencies to provide services in a culturally sensitive matter when they offer parenting skill training, parent aide services, individual/group substance abuse counseling, and psychological evaluation to Native American parents.
 - *outcome desired* - when appropriate, DCYF and Indian tribes collaborate to obtain culturally appropriate services to tribal members who reside in urban areas to use talking circle, traditional counseling, tribal parenting programs, and substance abuse treatment to remedy issues that led to the removal of an Indian child.
6. Permanency options when reunification is not possible.
- Issues of attachment/bonding and separation supersede the importance of preserving the Indian child's cultural identify as a way of protecting his/her best interests as defined by ICWA.
 - Appellant Courts continue to support lower court decisions to deny tribal requests for transfer of jurisdiction because of untimely tribal intervention (late stage of case development).
7. ICWA Qualified Expert Witness (QEW). Factors to consider:
Tribes are encouraged to provide their own ICWA/QEW to testify in state court; however, not all tribes agree to provide testimony due to conflict of interest.
- Indian tribes preference is to use someone who is independent of DES as QEW; tribes do not generally support CPS staff providing the required "qualified expert" testimony.
8. Terminating the rights of Indian parents to achieve permanency for Indian children under state custody, care and responsibility is not supported by Indian tribes because the concept is not culturally accepted, especially when an Indian child is being adopted by a non-Indian person.

- During SFY 2010, the DCYF Indian Child Welfare Specialist continues to participate in the Urban Indian Child Welfare Coalition. The DCYF collaborated with the Coalition in the writing and submission of a grant application to the U.S. Department of Health and Human Services (DHHS) to address the need for American Indian resource families for American Indian children who are in out-of-home care and under the supervision of DES. Unfortunately, DES was not considered for funding. A second grant submitted to DHHS by DCYF, however, was funded for five years to reduce long-term foster care placements of children who are 12 and 17 years of age. This population includes American Indian children. The focus of the grant is to provide intensive services to prepare children for permanency.
- DCYF Indian Child Welfare Specialist and the Independent Living Specialist collaborates with the Inter-Tribal Council of Arizona, Inc., to provide information to Tribal Social Services Directors work group about Chafee Foster Care Independence and Education and Training Vouchers Programs. American Indian youth between the ages of 16 and 20 who are under tribal court custody and are in tribally licensed foster care placement are eligible to receive education, training, and transitional services to self-sufficiency. Also included are support services which include financial, housing, counseling, and employment to complement their efforts to achieve self sufficiency. Indian tribes work with local contracted independent living program providers to access these services for their eligible Indian youth.

The DCYF Indian Child Welfare Specialist is constantly engaged in meeting with tribes and training about the intent and regulations of the ICWA. This applies to organizations and other entities such as law enforcement agencies and court systems who desire to become more knowledgeable about ICWA. Although there are only a few tribes currently pursuing IGAs, other tribes are also being served through the diverse training and technical assistance offered by the Indian Child Welfare Specialist.

Temporary Assistance for Needy Families (TANF)

DES has Intergovernmental Agreements (IGAs) with six tribes to provide technical assistance and services for their respective Temporary Assistance for Needy Families (TANF) programs. The six tribes include: Pascua Yaqui, Salt River Pima-Maricopa Indian Community, White Mountain Apache, Navajo Nation, Hopi and San Carlos Apache. Each tribe has its own TANF plan approved by the federal government. Each of the Tribal TANF program plans were developed by the respective tribe, with flexibility to implement strategies for promoting culturally appropriate work and self-sufficiency. It further provides for tribal responsibility for program results and outcomes.

DES works closely with each Tribal TANF program to provide technical assistance and coordination of Tribal TANF Program operations DES interactions. DES also assists tribes with completion of federal TANF reports when requested. DES makes available a Tribal TANF Coordination team to each tribe. This team is composed of the DES Native American Tribal Liaison, Division Liaisons, policy analysts, data systems personnel, financial analysts, strategic/budget analysts and computer programmers from the DES Division of Benefits and

Medical Eligibility (DBME), Family Assistance Administration (FAA), the Division of Employment and Rehabilitation Services (DERS), Employment Administration (EA) and Child Care Administration (CAA). This team is available to the Tribal TANF programs and is represented at the meetings on a quarterly basis and also available to the TANF tribes between the quarterly meetings to focus on issues specific to them. Some of the issues worked collaboratively with the following tribes include:

Pascua Yaqui Tribe:

- Intergovernmental Agreement with the Division of Aging and Adult Services (DAAS) for the Social Services Block Grant.
- Data sharing agreement regarding access to Social Security information for their customers.
- Programmatic issues such as connectivity, pre-compliance, facilities, lifetime benefit limits, TANF application, work program referral and approval process.
- Revising policy and procedure for the referral process to the Pascua Yaqui Jobs Program when the interview is done by phone.
- Enhancing the communication system between the tribe and DES.

White Mountain Apache Tribe:

- Providing technical assistance to the White Mountain Apache Tribal TANF Program as it now administers their own TANF.
- DBME is developing a referral process for applications received that are potentially eligible for White Mountain Apache Tribal TANF.
- Established Intergovernmental Agreement for the Employment Administration (EA) regarding the use of the Jobs Automated System (JAS) for the processing of data pertaining to the work participation rate.

Salt River Pima-Maricopa Indian Community:

- Data sharing agreement regarding their access to information on customers.
- Revision of their TANF Plan.

Navajo Nation Self-Reliance Program:

- Intergovernmental Agreements and contract amendments.
- Policies and procedures.

Hopi Tribe:

- Policies and procedures.
- Intergovernmental Agreements.
- Data sharing agreement.
- Jobs program policies and procedures.
- Intergovernmental Agreement for the Employment Administration (EA) regarding the use of the Jobs Automated System (JAS) for the processing of data pertaining to the work participation rate. Data security system.
- Internal programmatic issues.
- Policy revision.

San Carlos Apache Tribe:

- Intergovernmental Agreement and contract amendments.

- Data sharing agreement.
- FAA and Jobs policies and procedures.
- Policy revision.
- Data security system.
- Internal programmatic issues.

Division of Aging and Adult Services (DAAS)

The Division of Aging and Adult Services (DAAS) provides an array of services to tribal elders who reside on reservations. DAAS works closely with the tribes to provide technical assistance and consultation regarding policies and procedures, Intergovernmental Agreements (IGAs), contract amendments and other relevant issues. DAAS is also the point of contact for appropriations made by the Arizona State Legislature regarding capital projects on Native American reservations.

DAAS currently has IGAs with the following tribes:

1. Ak Chin Community
2. Cocopah Tribe
3. Colorado River Indian Tribe
4. Fort McDowell Yavapai Nation
5. Fort Mojave Tribe
6. Gila River Indian Community
7. Havasupai Tribe
8. Hopi Tribe
9. Hualapai Tribe
10. Kaibab-Paiute Tribe
11. Navajo Nation
12. Pascua Yaqui Tribe
13. Quechan Tribe
14. Salt River-Maricopa Indian Community
15. San Carlos Apache
16. Tohono O'odham
17. Tonto Apache Tribe
18. White Mountain Apache Tribe
19. Yavapai Apache Nation

DAAS works with the tribes in the following program areas:

Independent Living Support Services, a comprehensive case managed system of care that offers an array of services designed to assist aging and vulnerable individuals to live independently in their own home and community with the appropriate level of support.

During State Fiscal Year 2011, both Inter-Tribal Council of Arizona (ITCA) and the Navajo Nation attended webinars on DAAS policy revisions. DAAS has also consulted and provided technical assistance with ITCA on adapting the Short Form Intake Document for independent living support services to its information management system.

In addition, DAAS met with ITCA and some of its member representatives to discuss the construct of the DAAS client information database (AIMS). ITCA expressed concerns about data privacy, so DAAS had the database partitioned, thereby further limiting access to confidential information and enhancing privacy. This change addressed ITCA's concerns and is allowing for improved data capture and reporting by ITCA.

Independent Living Support Services include:

	Ak-Chin	Cocopah	Colorado	Ft. McDowell	Ft. Mohave	Gila River	Havasupai	Hualapai	Hopi	Kaibab-Paiute	Navajo	Pascua Yaqui	Ft. Yuma	Salt River	San Carlos	Tohono O'odham	Tonto Apache	White Mountain	Yavapai Apache
Advocacy																		X	
Caregiver Training	X					X				X	X	X	X	X	X	X		X	
Case Management		X							X	X	X	X	X						
Congregate Meals Transportation					X	X	X	X		X				X	X				X
Elder Abuse Prevention										X									
Health Promotion										X									
Home Delivered Meals				X		X	X	X		X				X	X		X	X	X
Housekeeping			X			X				X	X							X	
Information & Referral										X			X					X	
Nutrition Education Home Repair										X									
Respite Care										X			X					X	
Transportation	X								X	X				X					

The **State Health Insurance Assistance Program (SHIP)** includes the health benefits counseling service that assists Arizona's Medicare beneficiaries, their families, caregivers and professionals in understanding and accessing the health care benefits they are entitled to. The mission of the program is to educate, advocate, counsel and empower people to make informed benefit decisions. **Senior Medicare Patrol (SMP)** is designed to involve retired professionals as volunteers in the education of their peers in safeguarding the Medicare and Medicaid programs.

The SHIP attempted to schedule a consultation with the Navajo Nation Area Agency on Aging and the New Mexico SHIP Coordinator on SHIP procedures pertaining to each state. Although several attempts throughout 2010 were made to reschedule the meeting, a meeting did not take place due to the Navajo Nation's unavailability.

Family Caregiver Support Program provides the following supportive services to family caregivers:

- Assistance in accessing services.
- Peer/support groups.
- Supplemental services.

The **State Long Term Care Ombudsman (SLTCO)** and the Regional Long Term Care Ombudsman Program (LTCOP) receive certified training and designation as advocates who uphold resident rights and work to improve the quality of life and the quality of care of residents living in long term care facilities throughout the state.

The SLTCO has consulted with the Navajo Nation several times since March 2010 to restart their LTCOP and discuss the progress in filling the vacant Ombudsman position. A Regional Ombudsman was hired in the spring of 2011. LTCOP tribal consultation with the Navajo Nation includes the following:

- Consultation provided in July 2009 regarding moving LTCOP from Division of Social Services back to Navajo Nation Area Agency on Aging.
- Site visit made by SLTCO in November 2009 for three days to provide technical assistance and additional training to Navajo Nation LTCOP.
- Discussion with Mr. Roanhorse in December 2009 regarding the Navajo Nation LTCOP re-designation.
- Meeting in March 2010 with Acting Director, Mr. Hank Haskie of Navajo Nation Area Agency on Aging and SLTCO to review program restructure plan.

Division of Employment and Rehabilitation Services (DERS)

Rehabilitation Services Administration (RSA)

The Rehabilitation Services Administration (RSA) continues their cooperative agreements with five of the American Indian Vocational Rehabilitation (VR) programs in Arizona. RSA provides employment related vocational services to tribal nation members living outside or near the tribal nations. The five tribal nations are the following: the Tohono O'odham, Fort Mojave, Hopi Tribe, Navajo Nation, and White Mountain Apache Tribe. RSA/VR counselors have been assigned to provide technical assistance for the Tribal vocational rehabilitation "121 Programs" and coordinate services, especially to those who are undertaking training or employment. Per Federal law *the "121 Programs" are authorized and funded under the Rehabilitation Act of 1973, Title I, Part C, Section 121 to provide vocational rehabilitation services to American Indians with disabilities that reside on or near Federal or State reservations, consistent with their individual strengths, resources, priorities, concerns, abilities, capabilities, and informed choice, so that they may prepare for and engage in gainful employment.* RSA continues to partner with the tribes to support eligible American Indians who receive vocational rehabilitation training and services to increase their self-sufficiency through work. Through cooperative agreements with each Tribal Nation, RSA provides VR programmatic planning, technical assistance and direct service delivery to mutually eligible VR clients to assist in the facilitation of VR services.

- **RSA participated in the 15th Annual Hopi Special Needs Activity Day** which was titled "Empowering People" held September 14, 2010. Katharine M. Levandowsky, RSA Administrator, Ed House, Manager, Services for the Blind/Visually Impaired and Deaf, and representatives from the District III RSA Vocational Rehabilitation Program attended along with over 1,000 participants from the local community. The purpose of this event was to enhance the community's awareness of tribal members with disabilities. The

event was held at the Hopi Veterans Memorial Center located on the Hopi Reservation in Kykotsmovi, Arizona and was hosted by Eva L. Sekayumtewa, MSW, Director of the Hopi Tribe-Office of Special Needs. Highlights included a Hopi Nation parade, information booths, entertainment, speakers, a luncheon, and other activities. RSA provided information about the State of Arizona public Vocational Rehabilitation Program and the Independent Living Rehabilitation Program, as well as information related to specialized programs for the blind and the deaf. One of the popular activities was RSA's demonstration table which included a variety of adaptive aids for the disabled affording the attendees the ability to try out the devices. RSA is honored to be included in the Annual Hopi Special Needs Activity Day and will continue this activity.

- **Tribal VR staff attended the RSA Comprehensive Orientation Rehabilitation Education (CORE) training** held in seven training sessions from October 26-December 15, 2010. The purpose of this training was to provide RSA/VR counselors and Tribal VR counselors with an overview of the rehabilitation process and core subject areas on disabilities which included learning the mission, values, and tenants of informed choice in the rehabilitation process, and the various aspects of the VR process including disabling conditions, VR application and eligibility, economic status, legal issues, functional limitations and disabilities issues, etc; in order for the VR Counselor to be able to serve individuals with disabilities, to receive the needed services from the VR Program, to become gainfully employed. The following Tribal Nations had VR Counselors attending: the Hopi Nation, the White Mountain Apache Tribe, the Fort Mohave Tribe, the Tohono O'odham, and a representative from the Associate Capacity Building for American Indian Project with the Institute for Human Development through Northern Arizona State University (NAU). RSA/VR CORE training is always offered to tribal nations for their participation and they attend regularly and are a valued partner.
- On October 28, 2010, **RSA offered specialized programmatic training entitled "Arizona's Tribal Overview Training"** which included a general overview of American Indian Vocational Rehabilitation Programs. The intent of the training was to have RSA VR Counselors learn about the different Arizona Tribes; be familiar with the Coordinators of each Arizona Tribe and how to contact them; and learn the differences between the Tribal Vocational Rehabilitation Programs and the State public Vocational Rehabilitation Program. Presentations included Paula S. Seanez, Assistant Director from the Navajo Nation Office of Special Education and Rehabilitation Services (OSERS) who presented the general overview of the American Indian Vocational Rehabilitation Program, in addition to the Navajo OSERS Program; Eva L. Sekayumtewa, MSW, Director of the Hopi Tribe-Office of Special Needs presented on the Hopi Tribes VR Program; Denise Goode, presented on the White Mountain Apache's VR Program, Alice Harris, Director presented on the Tohono O'odham VR Program, and Suzanne Malson, Director, presented on Fort Mohave VR Program.
- **RSA partners with the Northern Arizona Regional Behavioral Health Authority and the Hopi Tribe to increase services to the seriously mentally ill (SMI).** RSA's District III located in Northern Arizona and the Northern Arizona Regional Behavioral Health Authority (NARBHA) has a major goal in their annual plan to increase penetration to

Hopi SMI clients. Ongoing quarterly meetings assess the delivery of VR services to this population. Letitia Labrecque, RSA Behavioral Health Services Coordinator facilitates the meetings with Maria Esposito, Director of the Vocational and Employment Services with NARBA.

- **RSA and Hopi VR collaborate to provide services to underserved populations on the Hopi Reservation.** RSA has initiated a project to enhance their partnership with the Hopi Nation. The project centers around the development of a paraprofessional program to augment the delivery of services to blind and visually impaired Tribal members living on the Hopi Reservation and is being implemented by Eva L. Sekayumtewa, MSW, Director of the Hopi Tribe-Office of Special Needs and Karin Grandon, RSA Program and Project Specialist for District III in Northern AZ. RSA and the Hopi Vocational Rehabilitation Program have identified two mutual clients who are interested in working with individuals who are blind and visually impaired. These individuals will participate in a training program consisting of online classes through the Hadley School for the Blind, training provided by Todd Steen, RSA Rehabilitation Teacher for the Blind and Visually Impaired, and an internship. RSA and the Hopi VR Program will share the cost of services for the participants. After training, these individuals will become self employed vendors for the AZRSA providing Independent Living services to the Blind and Visually Impaired population living on the Hopi reservation. VR Staff traveled to the Hopi Reservation on December 20, 2010 to monitor the project.
- **The Governor's Council on Spinal and Head Injuries (GCSHI) and Paula Seanez, GCSHI Council Member, Assistant Director of the Navajo Nation Office of Special Education and Rehabilitation Services (OSERS) co-presented at the 16th Annual Rural Multiracial and Multicultural Health Conference—*Community Health: Wellness and Equity – Let's Make It Happen,*” on December 1-3, 2010 at the Westin La Paloma Resort in Tucson, Arizona. This conference is one of the National Rural Health Association's (NRHA) fastest-growing conferences and was designed to benefit those who are dedicated to bringing quality health care and health services to the underserved and often under-represented portion of the rural population. The GCSHI was pleased to present specialized programmatic training and partners with Council members on an ongoing basis to fulfill this need.**
- RSA continues its partnership with the Navajo Nation OSERS Vocational Rehabilitation Program and the Governor's State Rehabilitation Council. Paula Seanez, Assistant Director of the Navajo Nation OSERS is a current member of the State Rehabilitation Council (SRC) and past Chairperson who continues to be actively involved in Council activities.
- Todd Steen has provided Rehabilitation Teaching (RT) services to visually impaired/blind consumers on the Hopi Reservation. To better explain our services, Todd has conducted in-services for members of the Hopi Tribe. Todd is currently working closely with the Hopi Vocational Rehabilitation (VR) Counselors and the Hopi Office of Special Needs on our Pilot Project. Together, they have devoted a great deal of time on the exciting new venture. Their current goal is to train a Hopi Rehabilitation Services

Administration (RDS) client to become a paraprofessional. By doing so, we can provide culturally-sensitive RT services, which will greatly benefit VI/Blind Hopi Native Americans.

- Russ Bull in Flagstaff met with new Navajo Office of Special Education and Rehabilitative Services (NOSERS) Counselor, Eileen Tohonnie. Eileen presented to the Flagstaff/Walgreens office.
- Jim Stobbs, Paul Ziebell, Todd Steen and Karen Grandon gave an Independent Living Older Blind and ILRS presentation on the Hopi Reservation. Attendees included staff from the various tribal community assistance programs (elderly case managers, etc) the Hopi VR program, the Navajo Center for Independent Living (ASSIST!) and individuals interested in, or receiving, Independent Living (IL) services.
- Jim Stobbs continues to maintain contact with James, Fred, Hopi Counselor, via email and pone to promote referrals for Independent Living Rehabilitation Services (ILRS)

Employment Administration (EA)

The Employment Administration (EA) provides technical assistance for all six tribes operating their own respective Temporary Assistance for Needy Families (TANF) tribal programs. The six tribes include the Hopi, Navajo Nation, Pascua Yaqui, Salt River Pima-Maricopa Indian Community, San Carlos Apache and White Mountain Apache. Each tribe has its own TANF plan approved by the federal Department of Health and Human Services (DHHS). Each tribal TANF plan provides for tribal services, responsibility for program results and outcomes, including each tribe's work participation rate (WPR).

The EA has an Intergovernmental Agreement with two of the six tribes that operate their own TANF program in Arizona. The IGA allows the use of the Jobs Automated System (JAS) for case management of participants of the tribal TANF employment programs. The EA also assists tribes with completion of federal TANF reports.

The EA provides computer programmers, data systems personnel, financial analysts, planners, policy analysts, strategic analysts, and others as requested. DERS staff members are available from the Child Care Administration (CCA), Employment Administration, Employment Services (ES), Rehabilitation Services Administration (RSA) and the Workforce Investment Administration (WIA) programs.

During the year, the EA worked collaboratively with:

Hopi Tribe:

- As requested, EA provided technical assistance regarding policies and procedures.
- The IGA was reestablished for the use of the JAS for data processing pertaining to the work participation rate and case management.
- Data security changes were completed due to new staffing.

- Answers were provided to system questions, access issues and notification of system changes.
- CAA completed two day cross agency training with the Hopi Child Care Program including an overview of CCA policies, operations, and questions and included a question and answer session.

Navajo Nation Self-Reliance Program:

- CCA completed a two day cross agency training with the Navajo Child Care Program including an overview of CCA policies, operations, and a question and answer session.
- CCA participated in a Child Care Development Fund (CCDF) Arizona Tribal Administrators Roundtable meeting.
- Reviewed and discussed the need to revise policies and procedures for the referral process to the Pascua Yaqui TANF Jobs Program.
- CCA participated in a CCDF Arizona Tribal Administrators Roundtable meeting.

Pascua Yaqui Tribe:

- Reviewed and discussed the need to revise policies and procedures for the referral process to the Pascua Yaqui TANF Jobs Program.
- CCA participated in a CCDF Arizona Tribal Administrators Roundtable meeting.

Salt River Pima-Maricopa Indian Community:

- Revised TANF Plan is in process.
- CCA participated in a CCDF Arizona Tribal Administrators Roundtable meeting.

San Carlos Apache Tribe (SCAT):

- Processed data sharing agreement for existing and new staff.
- Technical assistance was provided regarding SCAT Jobs Program policies and procedures.
- EA system staff provided answered to JAS system inquiries, access issues, and provided notification of system changes.
- Data Security Training was made available for new staff.
- Discussions were held regarding internal programmatic issues.
- CCA participated in a CCDF Arizona Tribal Administrators Roundtable meeting.

White Mountain Apache Tribe:

- Discussions were held regarding programmatic issues relating to personnel and connectivity.
- Technical assistance was provided regarding policies and procedures.
- Technical assistance was provided to assist with the development of the renewal Tribal TANF Plan.
- CCA participated in a CCDF Arizona Tribal Administrators Roundtable meeting.

In conjunction with these IGAs, EA provides system support including:

- JAS Help Desk contact staff: system related calls, updates, program code change requests, etc.

- System access setting, including password and issue resolution.
- Access to the Jobs Integrated Report System (JIRS) that provides case specific information by customer, case manager and local office.

EA staff members attend quarterly meetings, which includes all six tribes that operate a TANF program. EA also holds one-on-one meetings with specific tribes when requested. Areas of discussion include:

- Input on policies and procedures as they pertain to each tribal TANF plan.
- Review and comment regarding revisions and updates to tribal TANF plan.
- Review and comment regarding revision and updates to policies and procedures.
- Work participation rate achievement.
- Communication enhancement between DES and TANF tribal entities.
- Data sharing agreement.
- Consultations regarding other relevant issues.

At the request of the Hopi Tribe, White Mountain Tribe, and San Carlos Apache Tribe, Pat McBrayer has been meeting with tribal members to provide technical assistance with Tribal TANF policy and procedures.

Workforce Investment Act (WIA)

The Federal Workforce Investment Act (WIA) through the DES Employment Administration (EA) currently has IGAs with 13 Tribal Entities to address performance and policy guidance. WIA is primarily designed to serve disadvantaged adults and youth. Priorities for services are veterans, recipients of cash assistance or Jobs services, the homeless, disabled, high school dropouts and those with basic skills deficiencies. The following tribes have IGAs with EA:

• Cocopah	• Quechan
• Colorado River	• Salt River Pima-Maricopa Indian Community
• Ft. Mojave	• San Carlos Apache
• Gila River	• Tohono O’odham Nation
• Hopi	• White Mountain Apache
• Hualapai	• Yavapai Apache
• Pascua Yaqui	

Inter-governmental agreements (IGAs) have been completed with the 13 tribes under the Nineteen Tribal Nations Workforce Investment Board (NTNWIB).

Besides the regular technical assistance, the WIA Section provides to the various tribes meetings held with the NTNWIB representatives to discuss their proposed WIA Title IB corrective action plan as directed by the Governor’s Council on Workforce Policy. Subsequent discussions have been taking place in regards to the NTNWIB failed performance.

Child Care Administration (CCA)

The Child Care Administration has continued its work with the Navajo Nation by providing technical assistance with coordination and cross training for child care services. This resulted in the release of information from the DES Child Care Administration to the Navajo Nation to enable the tribe to learn which members qualify for services from the tribe and DES.

The CCA had two day cross-agency training with the Navajo and Hopi child care programs. Each program provided an overview of their policies and how the program operates and then allowed a question and answer session.

CCA also participated in a Child Care Development Fund (CCDF) Arizona Tribal Administrators Roundtable meeting, which included participation from the Navajo Nation, San Carlos Apache, Pascua Yaqui, Fort McDowell, White Mountain Apache, Salt River Pima Maricopa-Indian Community, Tohono O'odham and Inter-Tribal Council of Arizona (ITCA). The meeting focused on serving children with special needs.

Through a contract with the ITCA, the CCA participates in the Tribal Early Childhood Working Group that has been established and is facilitated by the ITCA. This group's membership includes representatives from Indian Nations/reservations in Arizona, who are directly involved in the administration and development of early childhood development and child care programs. The group has adopted a set of guidelines identifying the improvement of coordination and quality child care as two of its goals. CCA uses this forum to communicate with tribal child care and CCDF grantees to discuss issues and needs and to provide technical assistance as requested.

CCA has held an IGA with the Tohono O'odham Nation for Child Care Services since July 1995. This IGA provides support for the operation of two child care centers on the Tohono O'odham reservation. These two centers serve approximately 80 children annually. An IGA for the period of July 1, 2008 through June 30, 2013 is currently in place.

Arizona Early Intervention Program (AzEIP)

The Arizona Early Intervention Program is the statewide system of services and supports for families of infants and toddlers, birth to three years of age, with disabilities or developmental delays. The purpose of early intervention is to enable families help their children develop to their full potential. Early intervention services are provided through the Department of Economic Security's Arizona Early Intervention Program (DES/AzEIP) and the Division of Developmental Disabilities (DES/DDD), and the Arizona State Schools for the Deaf and the Blind (ASDB). DES/AzEIP provides services through contracts, some of which are with Tribal Nations. DES/AzEIP maintains an IGA with the Navajo Nation for the provision of early intervention services.

When the tribe does not have a direct role in providing the services through contract or subcontract, the DES/AzEIP contractor establishes partnerships with tribal early childhood programs, such as Head Start, local schools and local health and human service organizations to ensure that communities know how to make referrals. Examples include strong relationships

built between local DES/AzEIP contractors and the Hopi Tribe, Tohono O'odham Nation, the San Carlos Apache Tribe and the Havasupai Tribe.

Division of Developmental Disabilities (DDD)

The Division of Developmental Disabilities provides supports and services to eligible individuals of all ages who have autism, cerebral palsy, epilepsy, or a cognitive disability and to children under the age of six with a developmental delay. As an AHCCCS program contractor for the Arizona Long Term Care System (ALTCS), the Division provides Medicaid funded home and community-based services to tribal members on and off the reservation throughout the state. Native Americans enrolled with the DD/ALTCS program have a choice of a Division contracted acute care health plan(s) or the Indian Health Services (IHS). Those individuals who choose Indian Health Services receive the majority of their medical care through IHS with the Division responsible for any medical services provided outside an IHS facility.

Navajo Nation

The Division maintains an Intergovernmental Agreement through which Navajo Nation Social Services staff provide case management services to tribal members who are eligible for ALTCS. Individuals and families who live on the Navajo Nation may choose between a state or contracted case manager to coordinate the provision of home and community-based services. Division and contracted case managers, co-located in offices throughout the Navajo Nation, receive training and ongoing support from the Division. The Division contracts with a network of vendors who provide a range of services and supports to individuals eligible for DD/ALTCS services on the Navajo Nation.

Division of Child Support Enforcement (DCSE)

The Division of Child Support Enforcement is a federal/state/local entity that collects financial support from parents who are legally obligated to pay child support. DCSE locates absent parents, establishes paternity, enforces orders and collects child support payments. Due to jurisdictional issues, the DCSE is limited in providing child support enforcement services on tribal reservations. As a result, the Office of the Attorney General (AG) works closely with DCSE in providing legal counsel and guidance when jurisdictional issues arise. The AG and DCSE staff approaches each tribe individually, seeking a means to have matters heard in tribal court.

Currently, the DCSE is involved with the Navajo Nation through an Intergovernmental Agreement and with other tribes as either child support enforcement business practices dictate or a tribe seeks specific information from DCSE. The DCSE Hospital Voluntary Paternity Program is involved with the hospitals located on all reservations.

Navajo Nation

The Navajo Nation Division of Child Support Enforcement is responsible for administering their own tribal IV-D child support program. The DES/DCSE has an Intergovernmental Agreement with the Navajo Nation Division of Child Support Enforcement which enables the Navajo Nation

to utilize the DCSE Automated Tracking Location System (ATLAS) for tribal case management activities.

DCSE staff continuously provides support services to the Navajo Nation staff. Services include:

- General ATLAS Help Desk contact: system related calls, updates, program code change requests, etc.
- Training and providing current copies of all training curriculum and DCSE's Policies and Procedures Manual.
- Security by assisting with setting up system access, password resets and printer and server remote access.
- Distribution of routine production reports.
- Assisting with office moves (generating notices, setting up access, etc.).
- Ensuring Navajo Nation staff complete their Annual Security Awareness training so that they can maintain their system access.

During this report period, DCSE was invited by the Navajo Nation to assist at their annual training session held in Albuquerque, New Mexico. Two DCSE staff attended and presented on selected topics identified by the Navajo Nation child support department. Arizona DCSE staff also promoted Child Support Awareness month and shared promotional materials with all attendees.

Fort Mohave Tribe

DCSE and AG staff met with representatives of the Fort Mohave tribe to discuss the benefits of recognizing DCSE's administrative income withholding orders; specifically those issued to Spirit Mountain Casino located outside of Bullhead City, Arizona. Further discussion with their Council regarding full reciprocity with non-tribal orders by tribal representatives is underway.

San Carlos Apache Tribe

The San Carlos Apache Tribe continues to work with DCSE in the establishment of paternity and contacting DCSE, as needed, for technical assistance.

Yavapai-Apache Nation (YAN)

DCSE staff works with the YAN Enrollment Department to verify the establishment of paternity for children who are being considered for tribal enrollment. In March 2010, DCSE staff met with YAN Enrollment Department staff to form a DCSE/YAN Voluntary Paternity partnership. YAN Enrollment staff will participate by promoting the Voluntary Paternity Program to YAN enrollment applicants when paternity has not been established for their child.

DCSE Hospital Voluntary Paternity Program

The DCSE Hospital Voluntary Paternity (HPP) program staff provides daily technical (phone) assistance to all birth recorders statewide. They also provide on-site assistance as needed. Hospital staff from several reservations attended various Voluntary Paternity Workshops offered by HPP.

Outreach Efforts to Native American Organizations

In addition to approaching tribes, DCSE continuously seeks other avenues of education on the importance of paternity and child support enforcement. Examples include:

- Outreach materials have been provided to Native American Fatherhood & Families Association (NAFFA) at their request.
- Outreach materials have been provided to the Phoenix Indian Hospital at their request. DCSE has also participated in one of their health fairs.
- DCSE staffed an information table at the Indian Child & Family Conference sponsored by the Inter-Tribal Council of Arizona (ITCA).

Conclusion

The Department of Economic Security works daily to assist local communities in providing for the human service needs of vulnerable Arizonans, regardless of where they reside within the state. The Department values its relationships with Arizona's Indian Nations and trusts that future interactions will continue in the spirit of true partnership.

Questions related to the information provided in this document should be addressed to Judith Fritsch, DES Native American Liaison (acting) at (602) 542-0283 or via e-mail at jfritsch@azdes.gov.



Read this report on
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