



Wisconsin Department of Transportation
Inter-Tribal Task Force



2017 ANNUAL REPORT



November 2016 to October 2017



Wisconsin Department of Transportation
Inter-Tribal Task Force



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INTRODUCTION

In May of 2005, WisDOT entered into a Partnership Agreement with 11 federally recognized Tribal Governments in Wisconsin and the Wisconsin Division of the Federal Highway Administration (FHWA) to promote communication and cooperation between the agencies and Tribes on transportation issues.

The agreement was updated and re-signed in October of 2010 to reaffirm the partnership and include core emphasis areas of partnership, transportation safety, economic development, building capacity of Tribally run businesses, Native American labor development, training and cultural resources. The agreement also established the WisDOT Inter-Tribal Task Force (ITTF).

The ITTF was established after the original 2005 Partnership Agreement was signed. The group consists of representatives designated by Tribal leaders and WisDOT. The ITTF is a forum for partners to address long-standing transportation issues faced by Tribal communities.

The mission of the ITTF is to articulate and facilitate a clear direction in joint transportation systems between the individual Tribal governments, the FHWA, the BIA and the WisDOT.

Inter-Tribal Task Force Goals:

The Wisconsin Department of Transportation Inter-Tribal Task Force has established the following goals:

- Conduct bi-monthly meetings at various Tribal sites around the State of Wisconsin,
- Encourage Tribal participation in transportation-related data collection efforts,
- Identify and support “best practices” when working with Tribal entities, and
- Facilitate communication between the Tribes and the WisDOT

The ITTF established standing subcommittees to aid in the development of specific goals and objectives which will be carried out under each emphasis area. The subcommittees and WisDOT ITTF Coordinator also assist with the implementation of the annual work plan.

The annual work plan is divided into work team categories and budget. The plan also includes outstanding issues which will need to be considered throughout the annual implementation and during future planning activities.



Wisconsin Department of Transportation
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Meetings:

Logistics, agendas and minutes were completed for the following four meetings and three teleconference calls:

- February 7, 2017 – Teleconference Call
- March 14, 2017 – Meeting in Sokaogon
- May 9, 2017 – Teleconference Call
- June 13, 2017 – Meeting in Danbury, WI
- August 8, 2017 – Teleconference Call
- September 12, 2017 – Meeting in Red Cliff
- November 7, 2017 – Meeting in Oneida

To review the agendas and minutes, visit our website at: <http://wisdottribaltaskforce.org/about-itff/agendas-minutes/>

ITTF Administration:

- **Work Plan:** The Work Plan is approved annually by the ITTF at its first meeting of the year. The current work plan was approved on March 14, 2017. Individual Work Teams met and provided guidance in developing the work plan for the upcoming year.
- **Staffing:** An ITTF Coordinator is employed to facilitate the activities and events for the Inter-Tribal Task Force. This is a full time position that is supported by a sub-contracted ITTF Assistant. The ITTF Coordinator works closely with Rusty Barber, former ITTF Chairman, and Stacey Schreiber current ITTF Chairwoman when developing meeting agendas and events.
- **Budget:**

Inter-Tribal Task Force
 Facilitation
 (Wisconsin Department of Transportation)
 05/01/2017 – 04/30/2018
BUDGET

Salary & Fringe	\$77,480
Travel	29,235
Operational Supplies	6,890
Consultants / Contracted Services	99,280
Other Expenses	<u>11,600</u>
Subtotal	\$224,485
Indirect Costs (15.08%)	<u>25,515</u>
Total Grant Award	<u>\$250,000</u>



Inter-Tribal Task Force Facilitation

Carryover Budget

May 1, 2017 thru December 31, 2017

Travel	\$500
Supplies	1,385
Consultants	75,375
Other	1,500
Indirect Costs	7,600
Total	<u>\$86,360</u>

Carryover funds will be used to pay outstanding travel, supplies, facility usage expenses and outstanding consultant fees for projects that have been completed. The scope of work that will be completed is the Youth Public Service Announcements, Cultural Diversity Video for WisDOT staff, Orientation Vignettes for NADBE, create a web based clearing house for RFP's for NADBE, and conduct a GAP analysis.

WORK TEAMS

The ITTF established five subcommittees charged with addressing specific transportation issues identified in the 2015 Work Plan. The subcommittees were restructured as Work Teams, and the 2017 Work Plan continues to utilize the same work team structures as applied previously. The following outlines each work team and their primary functions.

The Safety and Signage Work Team is a standing committee of the ITTF, with a primary focus on safety, enforcement, communication, program sharing, and project development. The work team was charged with addressing all issues relating to the Tribes and the infrastructure of intermodal transportation and highway project development in Tribal communities.

The Real Estate and Jurisdiction Work Team has a primary focus in real estate, right-of-way and jurisdictional challenges. The work team was charged with enhancing relationships between BIA, FHWA, WisDOT and the Tribes through networking, training and policy changes.

The Transit Work Team is charged with assessing statewide Tribal needs in transit, explore funding opportunities, enhance partnerships and create peer to peer opportunities.

The Labor and Business Work Team is a standing committee of the ITTF, with a primary focus on providing Disadvantaged Business Enterprises (DBE's) with appropriate support and information, assisting in the development and evaluation of the Native American Hiring Preference, and supporting capacity building for Tribes, Tribal enterprises and businesses owned by Tribal Members.

This work team has an established goal of increasing the support, awareness, utilization and capacity of emerging, newly certified and existing Native American Disadvantaged Business Enterprises (NADBE's) for participation in the construction industry. Specifically, this group works to identify, support and monitor NADBE's through the certification process and the number of contracts earned.



The Shared Resources Work Team is a standing committee of the ITTF with a primary focus of identifying and facilitating special events, training opportunities, annual conference planning and information sharing.

This sub-committee has an established goal of providing comprehensive training programs specific to Tribal communities and their individual concerns and to promote ITTF involvement in programming and promote achievements within reservation communities from previous years.

Specifically, this group works to identify and coordinate opportunities for Tribal Members to receive training within reservation communities. Targeted training opportunities must be accessible to a wide range of participants and broad enough to impact services in and around reservations.

Work Team Reports:

Safety and Signage Work Team Report

The following are the work team's initiatives:

- Social Media Justice Project: Youth Public Service Media Training Program -

The Social Media Justice Project engaged Native American students in crafting their own message in the form of a video public service announcement that addresses a traffic safety issues affecting Native Americans in Wisconsin. Participants were given a crash course in filmmaking, presented issues facing our communities, and then proceeded to come up with and produce their own 30 second PSA – all in one day.

Two videos were completed that feature youth from the Indian Community School in Milwaukee and the youth from the St. Croix Communities. WisDOT staff and the video production staff assisted the youth with identifying topics and shared critical information about Native American transportation safety information. The youth created both the content and topic of the PSA. The videos will be unveiled at the 2017 Wisconsin Tribal Transportation Conference and displayed on the ITTF website.

- OTIE is currently working with Wisconsin Tribes to create a Statewide Tribal Transportation Safety Plan. The 11 Tribes have been contacted and are in the following phase:

First Phase:

- Red Cliff
- Forest County Potawatomi
- Lac Courte de Oreilles
- Lac du Flambeau
- Menominee

Second Phase:

- Oneida
- Stockbridge-Munsee
- St. Croix
- Ho-Chunk

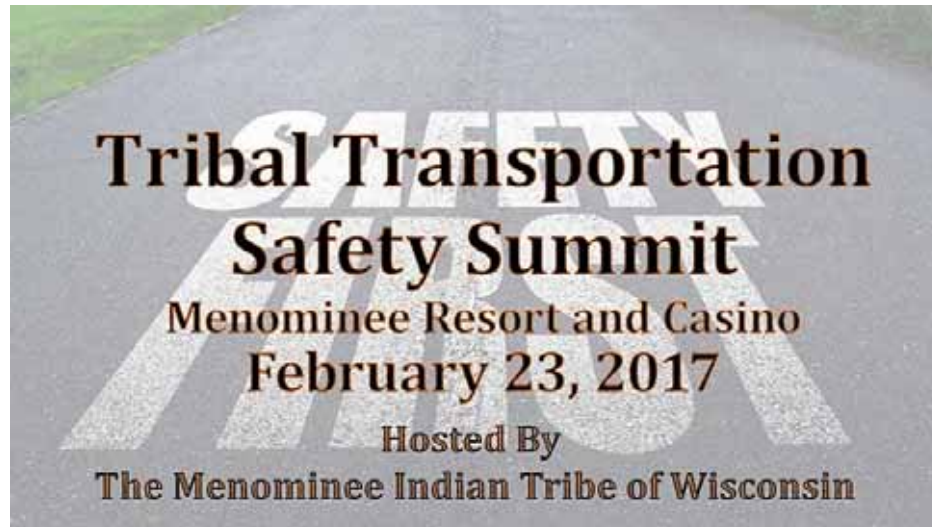


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Remaining:

- Bad River (scheduled for Oct. 25)
- Mole Lake (not scheduled yet)
- The 2017 Tribal Transportation Safety Summit was held on February 23, 2017, at the Menominee Casino and Resort.



- 8:00 am Breakfast
- 8:30 am Invocation - Joey Awonohopay, Director of Menominee Language & Culture
- Welcome Chairman Gary Besaw, Menominee Nation Chairperson and Rebecca Burkel, Deputy Administrator - Statewide Bureaus, WisDOT
- 9:00 am Accommodating Bike, Pedestrians, ATV, and Snowmobiles Within the Sth System – Tom Beekman, WisDOT
- 10:00 am Break
- 10:15 am Citation Data - Ryan Greendeer, In2 Focus Solutions
- 11:15 am Traffic Incident Management System and Statewide Traffic Center and D (TIME/STOC) Overview – David Spakowicz
- 12:15 pm Lunch
- 1:00 pm Assistive/Autonomous Vehicles – UW TOPS, Lab
- 2:00 pm Break
- 2:15 pm Statewide Safety Plan Update – Ryan Murphy, Oneida Total Integrated Enterprises (OTIE)
- 3:15 pm Traffic Safety Commission (TSC) Presentation – Randy Wiessinger, BOTS Law Enforcement Liaison/Consultant
- 4:15 pm Closing

There were 23 participants in attendance, including 15 Tribal representatives, three WisDOT staff members, four businesses and one County representative. Comments received on the evaluation forms included: *"I appreciate all of the work that the ITTF does; the trainings and information are very helpful;*



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very interesting, new topics; good; knowledgeable presenters; all presenters were great; shorter scheduled breaks where you can eat during the presentations; more Andi Bill; audio visual great.

Real Estate/Jurisdiction Work Team Report

A Tribal Real Estate training was held on April 6 and 7, 2017, in Wausau, WI.

Tribal Real Estate Training
Thursday, April 6 & 7, 2017 – Grand Lodge Waterpark Resort, Rothschild, WI
“Finding Common Ground”

“Bringing together Tribal, state and federal representatives to exchange information and discuss strategies that cooperatively meet multiple real estate processes and requirements within each agency to facilitate efficient project delivery.”

April 6, 2017 AGENDA	
8:00 – 8:30	Registration/Breakfast/Prayer
8:30 – 9:00	Welcome and Introductions – Kelly Jackson, Statewide Tribal Liaison, Wisconsin Department of Transportation (WisDOT)
9:00 – 10:00	Overview of Tribal Lands and Jurisdiction – Samantha Skenandore, Husch Blackwell LLP
10:00 – 10:30	Overview of BIA – Code of Federal Regulations (CFR) Part 169 Ryan Hunter, Right-of-Ways Specialist, BIA Central Office, Washington, D.C.
10:30 – 10:45	Break
10:45 – 11:15	Review of BIA Forms and Processes Ryan Hunter, Right-of-Way Specialist, BIA
11:15 – 12:00	WisDOT Real Estate Process - Norman Pawelczyk, Technical Services Chief, Division of Transportation System Development, WisDOT, Tyler Wenig, Statewide Acquisition & Service Unit
12:00 – 1:00	Lunch
1:00 – 2:30	Case Study Panel: Avoiding Blind Spots: Merging into the Fast Lane of Tribal Real Estate, Navigating Through the New Bureau of Indian Affairs’ ROW Regulations Samantha Skenandore, Facilitator; Ryan Hunter, BIA Right-of-Way Specialist, Norman Pawelczyk, Technical Services Chief, Division of Transportation System Development, WisDOT ; Matt Cariaga, Director, Ho-Chunk Nation Realty Division; Kathy Curren, Real Estate Manager, CORRE, Inc.; Dan Sande, Manager, WE Energies, Representative from Utilities/WisDOT
	Break
2:45 – 3:30	Case Study: Panel Continued & Applying the WisDOT Right-of-Way Acquisition Process
3:30 – 4:30	Round table – Questions & Answers
April 7, 2017 AGENDA	
8:00 – 8:30	Breakfast/Prayer
8:30 – 10:15	Tribal Land & Real Property Codes; Dealing with that Elephant in the Room – Samantha Skenandore, Husch Blackwell LLP
10:15 – 10:30	Break
10:30 – 11:30	Laying the Groundwork for Real Estate to Meet Economic Development Visions for Indian Country – Samantha Skenandore, Husch Blackwell LLP
11:30 – 12:00	Continue Discussion & Wrap Up

There were 32 participants in attendance including: 14 participants from Tribal organizations, 12 participants from WisDOT, three from the Bureau of Indian Affairs and three participants from other organizations or businesses.



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Comments received on the evaluation forms included: *Best ever. I think the presentations are great and accomplish the goal of informing both the Indian world and non-Indian world of the way things are and the way we are that assists in breaking down stereotypes. Samantha sharing her knowledge, perception and experience is appreciated and more importantly needed in both Indian and non-Indian world. As a novice to law and real estate, it was a little fast for me. I'll be back next year if there is another training. Samantha is very knowledgeable and experienced in this area. She has a lot to say but gets to be too much. It would be better if she could filter all of her information to reduce the volume of words and to make the training more interactive. I would like to see if Tribes who have Real Estate codes share their process with other Tribes, similar to your ITTF Transit Exchange. Wonderful learning experience.*

Recommendations for future trainings:

1. Continue facilitation, dialogue and training with the Bureau of Indian Affairs on the federal implementation of the new right-of-way regulations. The training revealed that numerous interpretations of the new rules are under development and review by the BIA and opinions, guidance documents and training are forthcoming for the next year or longer. The ITTF should maintain this topic as a priority and encourage dialogue between the central and local BIA offices with tribes served by the ITTF as clarifications and trainings are made available.
2. Continue training on the WisDOT real estate process with step-by-step guidance, visual aids, and hypotheticals or actual case illustrations.
3. Continue to provide candid yet on point tribal jurisdictional training sessions that supplants today's tribal real estate problems with the applicable Indian land policy. The training must focus on pressing topics of the time. For 2017-2018, topics should include right-of-ways, access, jurisdictional land transfers and acquisitions, navigable waterways, and land-into-trust. Consider focusing on an actual unresolved tribal real estate issue as a secondary focus case exercise.
4. Expand training that highlights perspectives from tribal realty offices and presents instruction from individual Tribes on applicable and project-related policies, practice and procedures, including contact information of team members. Comments received reflected a need for more information-sharing on a tribe-specific level.
5. Continue to provide a forum of diverse stake holders in tribal real estate matters. Encourage perspectives and interpretations from the public, tribal and private sector to best prepare and train attendees for real world problems they face.
6. Develop training that includes railroad-specific topics and abandoned roadways. Several comments suggested these issues warrant a separate session.
7. Continue case-study sessions. Include small, individual break-out roundtables to allow for more in-depth discussions, information sharing, and problem solving.
8. Include an open discussion forum focusing on topics that are suggested through early solicitation from past participants prior to the training.



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Transit Work Team Report



The Transit Peer Exchange was held on March 9, 2017, at the Radisson Hotel & Conference Center in Oneida. The annual Tribal Transit Peer Exchange is sponsored by the Wisconsin Department of Transportation (WisDOT), Office of Business Opportunity and Equity Compliance (OBOEC), and the Tribal Affairs Program.

The WisDOT Inter-Tribal Task Force organized the Tribal Transit Peer Exchange to bring together transit representatives from Wisconsin's Tribes and other stakeholders to exchange resources and information regarding their respective transit programs, needs and activities, and to use this information to address challenges, develop best practices and explore enhancement opportunities.

There were 16 people in attendance, which included 10 Tribal representatives from seven Tribes, five WisDOT staff members, and one representative from an outside organization. Brandon Cooper, Transit Manager gave a tour of the Oneida Public Transit system and operation and a brief history of how the operation has evolved over the years. The group visited various parts of the reservation to get a glimpse of routes and distances between frequented businesses and other entities. Everyone had an opportunity to talk about their operation and to share their experiences with the Tribes who are researching the possibility of establishing a transit system.

Funding for transit operations were discussed during the round table discussion. Brandon shared a copy of the FTA's announcement for solicitation of proposals under the Public Transportation on Indian Reservations Program, which was due March 20, 2017. These funds should not be confused with funds distributed to Indian tribes from the state through FTA's Section 5311 program. WisDOT staff Steve Hirshfeld, Rural Public Transit Program Manager, and Rebecca Thompson, Specialized Transit Program Manager, were in attendance to answer questions relative to state funded programs. Thank you to Steve and Rebecca for attending and sharing your knowledge of these programs.

Comments received on the evaluation forms included: *Great tour from Oneida – liked when other tribes shared & then had Q&A with them in the afternoon Very informative – Thank you very much – Loved the participation from everyone - Thank you! I really learned a lot of information through the peer exchange and the discussions - Cooperation between Bad River – Bart – Red Cliff Food was great! Examples of personal experience.*



Business and Labor Work Team Report

- During this reporting period, a total of 57 Native owned businesses and certified NADBEs received direct and/or indirect services through the ITTF business and labor initiatives. Outreach and communications from the ITTF included all ~45 certified NADBEs who received periodic notification of events, opportunities such as the ITTF Early Intervention Plan project, and inclusion in the ITTF WI NADBE Directory see <http://www.winadbedirectory.com/> Specific direct services to NADBEs are outlined below. Key to all of these ITTF Business & Labor initiatives are building awareness of, and access to, business capacity building resources -- which is illustrated in the following comments from a first time NADBE attendee at the 2016 WTTC: *...the benefits of this conference for me was meeting a lot of new contacts that maybe I've been emailed from but didn't really know who they are. With that being said, now I also know what organization they are with and what they can do for me to help grow my business. I got a chance to hear things that I haven't been aware of and now that I know will use these things to my advantage to grow. Being from the NW region I think we are a little disconnected with the whole program but hopefully now I have the contacts to stay more in touch on what is happening.*
- 2016 WTTC Business and Labor Sessions - The America Indian Chamber of Commerce of Wisconsin (AICCW) was honored to assist the WisDOT Inter-Tribal Task Force (ITTF) in the planning, development and delivery of the business/labor development content for the 2016 Wisconsin Tribal Transportation Conference (WTTC) at the Oneida / Green Bay Radisson. The AICCW representative also participated in the core WisDOT 2016 WTTC planning process to ensure continuity of the business/labor elements with the overall 2016 WTTC content and delivery.

A total of 38 attendees were identified as business representatives including Native-owned/NADBE businesses, prime construction contractors, prime engineering firms, Tribal enterprises, and non-Indian small business owners. Nine (9) TrANS students received TLAC Scholarships and participated in the 2016 WTTC business track and networking events. Seven (7) Native businesses received ITTF Business Scholarships to facilitate their attendance at the 2016 WTTC. Promotion of the availability of the ITTF Native Business Scholarship is through direct email outreach to certified NADBE's listed in the WisDOT UCP Directory, other outreach by ITTF members and AICCW, as well as inclusion in the WTTC promotional outreach and postings on the ITTF website. Interested Native businesses complete a three-question application which is reviewed by AICCW and ITTF representatives. In 2016 all nine applicants were awarded the Native Business Scholarship. The offering of the TLAC and ITTF WTTC Scholarships have demonstrated to be important to incentivize and address barriers to participating – particularly for first time WTTC attendees.

Recommendations based upon collected attendee's evaluations – the annual Wisconsin Tribal Transportation Conference attracts a wide diversity of attendees who reflect the goal of the WTTC to enhancing partnerships and creating new opportunities. In light of these facts, we have found the largest number and greatest diversity of business development workshop and event attendees are attracted to sessions discussing business development opportunities and procedures. More specifically, popular sessions provided opportunities to network and address issues and topics common to Tribal leadership, Tribal programs, Native and Tribal owned businesses, and local, state and federal government representatives. For example, the upcoming construction season transportation project opportunities, speed-business networking lunch, and Native American Hiring Provision sessions all attracted 30 or more attendees.



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It is recommended that these types of shared issues events that attract representatives from the diversity of WTTTC attendees be repeated and built upon going forward.

It appears less productive to hold technical workshops addressing single attendee group issues such as the DBE certification process which only attracted six attendees. The technical session exceptions were accessing loans and construction safety which both attracted about 20 attendees. It is recommended that these two topics be repeated but work on building relevance to a broader audience base - include tribal enterprises, prime contractors, Native businesses and agencies to the construction safety panel as they all share incentives to keeping work sites and operators/laborers safe and productive.

- **DBE Outreach and Awareness:** The Native American Disadvantaged Business Enterprise (NADBE) Early Intervention Plan (EIP) project was launched to reach out to all currently certified NADBEs in Wisconsin with an offer to perform a comprehensive business assessment, create a findings and opportunities report, and proposed corrective action plans. Four certified NADBEs received direct assistance through the ITTF EIP initiative. The NADBE Action Plans include a variety of services ranging from assistance with financial management issues, contracting issues, and marketing and outreach assistance. Findings so far include that some NADBE firms in Wisconsin are not aware of nor accessing available business support services, when business management issues or capacity development opportunities arise, which is being addressed through increased outreach, and awareness building communications.
- **NADBE Program Orientation – Webinar Series:** It is recognized that currently certified NADBE and known prospective certified Native owned businesses are located throughout the state of Wisconsin, with considerable representation from Native business owners located on or near federally recognized Indian Reservations and scattered throughout points in far Northern Wisconsin. The ITTF WisDOT NADBE Orientation recorded webinar series will provide NADBEs and prospective NADBEs convenient ITTF website access to this valuable DBE program information regardless of location – and facilitate subsequent direct contact with appropriate DBE program resource people and related business development resources. Three (3) successful NADBE owners are included as presenters in the NADBE Orientation series.

The initial five ITTF WisDOT NADBE Orientation recorded webinars will include:

1. DBE Certification Eligibility & Process (Completed)
2. Overview of the DBE Program: Purpose and Opportunities
3. NADBE – Winning WisDOT Contracts and Working with Prime Contractors
4. NADBE CRCS - Labor Compliance, Special Provisions, Trucking, Payroll, Getting Paid
5. Growing NADBE Capacity

The webinars are on the ITTF website at <http://wisdottribaltaskforce.org/nadbewebinars/>



Shared Resources Work Team Report

- The Survey of Tribal Communities was completed and distributed to the Inter-Tribal Task Force for comments. Each Work Team also received their section of the survey and will use it to complete the 2018 Annual Work Plan. The entire survey can be found on our website at <http://wisdottribaltaskforce.org>
- In 2016 a Cultural Sensitivity Training for WisDOT staff was conducted at four sites within the state. To encourage participation in the upcoming Cultural Sensitivity Training in 2018, a video of past participants was created. WisDOT staff, Tribal staff and Inter-Tribal Task Force Members gave their views and opinions on why Cultural Sensitivity Training is needed. The video is in its final stages of editing and will be available in late November or December.

Partnership & Policy

- At the September 13, 2016 meeting, the Inter-Tribal Task Force made a motion to create a working committee that will review and revise the Partnership Agreement between WisDOT, FHWA, and the 11 Tribes within the state. Since that time, five working meetings have been held: February 15, April 12, June 21, August 9 and October 25, 2017. After each meeting, working drafts were sent to the ITTF representatives, Tribal Leaders and Tribal Legal staff. It is anticipated that a final draft will be ready to send to Tribes later this year or early in 2018.
- On September 19, 2017, the ITTF revised its bylaws that included changing a bi-annual designation beginning in 2017, updating compensation, updating the Chair and Vice Chair's term language to "may" versus "shall", and the removing the mandate on the THPO meetings. The motion passed unanimously. The Bylaws are located on our website at <http://wisdottribaltaskforce.org>.

Wisconsin Tribal Transportation Conference

- The 2016 WTTC welcomed more than 200 attendees. All of the 11 Wisconsin federally recognized Tribes were in attendance, as well as contractors, Native American Disadvantaged Business Enterprises, Native business owners and contractors.



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Affiliation	# of Participants
WisDOT	73
Tribal Representatives	38
Federal Representatives	12
State Representatives	9
County Representatives	13
Vendors	8
Organizations	8
*TrANS Graduates	9
Businesses (DBE & Non-DBE)	<u>33</u>
TOTAL	203





TRIBAL HISTORIC PRESERVATION OFFICERS (THPO)

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Meetings:

- March 15, 2017- WisDOT/THPO Meeting in Mole Lake, WI
- June 14, 2017- WisDOT/THPO Meeting in Danbury, WI
- September 20, 2017- WisDOT/THPO Meeting in Red Cliff, WI

Events:

- 8th Annual WisDOT/THPO Listening Session was held on January 31- February 2, 2017 in Stevens Point, WI.
- 9th Annual WisDOT/THPO Listening Session to be held on January 30 – February 1, 2018 at Potawatomi Hotel & Casino Milwaukee.

THPO Administration:

Staffing: Adam J. VanZile, the Sokaogon Chippewa Community Tribal Historic Preservation Officer, facilitates the activities and events for the WisDOT/THPO Project. Kim Swisher and her team assist with administrative duties and event planning. Adam and Kim work with the Tribes and WisDOT staff.

Annual Work Plan Summary

The THPO Work Plan was to provide an annual Listening Session to offer networking and educational sessions to the WisDOT/THPO Group as well as all other stakeholders.

A Section 106 Training was provided on January 31, 2017, which was presented by the National Preservation Institute as part of the 8th Annual WisDOT/THPO Listening Session.

A Ground Penetrating Radar/TCP and Cemetery Database Development Training was offered in Mole Lake on August 2, 2017.

Opportunities for working sessions with a focus on Programmatic Agreements and Database Development are available and currently being discussed.

Additions will be made to the work plan as needs are identified.

Budget:

**WisDOT THPO
May 1, 2017 – April 30, 2018**

Administration	\$34,020.00
Travel	\$46,739.60
Supplies	\$18,123.74
Communications	\$200.00
Indirect Cost	<u>\$15,916.66</u>
TOTAL GRANT AWARD	\$115,000.00



Wisconsin Department of Transportation
Inter-Tribal Task Force



Tribal Labor Advisory Committee

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Meetings:

The following TLAC Quarterly Meetings were held:

- January 25, 2017 – Madison, WI
- May 3, 2017 – Mole Lake, WI
- August 10, 2017- Rothschild, WI
- November 7, 2017 – Green Bay, WI

Native American Hiring Provision Revision – August 30, 2017, Madison, WI

WisDOT Secretary Consultation – October 20, 2017, Milwaukee, WI

DWD Database Meeting – October 20, 2017, Milwaukee, WI

Events:

St. Croix Two Day Workshop – Five St. Croix Tribal Members participated (four males and one female). All participants completed the two-day workshop and were OSHA 10 certified and completed their 10-hour online training. This workshop was held to prepare for a \$5 million roundabout project which included the Native American hiring provision.

TrANS Class – (See TrANS Report – Add page reference for ITTF complete report)

Heavy Equipment Operator Training at Nicolet College – 12 participants including nine TrANS Graduates. The selection team received over 30 applications and selected 12 (four LCO Tribal Members, two Menominee Tribal Members, two Oneida Tribal Members, two LDF Tribal Members, one St. Croix Tribal Member and one Forest County Potawatomi Tribal Member). This was a three-week course at Nicolet College, and the participants worked with front-end loaders, graders, excavators and other equipment. They visited Nortrax in Merrill, and Ponsse North America and Musson Brothers in Rhinelander. The group also studied electromechanical fundamentals and fabrication.

It was a great collaboration between Lac du Flambeau, Sokaogon Chippewa Community and Nicolet College. We hope to have more opportunities such as these.

Focus Group at Local 139 Training Center – Five participants including two Oneida Tribal Members, one Ho-Chunk Tribal Member and two Sokaogon Chippewa Community Tribal Members, two stakeholder participants, local 139 union and Northeast Asphalt representatives. Participants and stakeholders had a roundtable discussion on different topics related to their daily work schedule and what challenges and benefits of their employment. Participants were also individually interviewed and given a chance to discuss their own personal stories and encourage youth to get involved in TrANS and transportation job opportunities. TLAC will create a draft report and utilize this information to aid in building stronger workforce opportunities for Tribal individuals already working in the field and develop stronger service lines for individuals interested in seeking careers in transportation construction.



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Day in the Life Video – We enlisted the expertise of FryBread Productions, a 100% Native American owned media team, to develop a Day in the Life video. The team filmed portions of the video at the Local 139 Union Training Center.

Production included interviewing Native Americans working in the trades industry, construction companies and DOT staff. This video will be available as part of the Best Practices tool kit and on the TLAC website.

TLAC Administration:

- Sokaogon entered into new Inter-governmental agreement with WisDOT – June 2017
- Sokaogon hired new TLAC Coordinator – August 2017
- Sokaogon and Coordinator are moving forward with DWD on the data access MOU
- Survey created to gain insight on needs from labor offices regarding TLAC Assessment, along with the survey coordinator will interview to get the best answers to move forward on the annual assessment.
- Coordinator is developing the Best Practice Toolkit for Tribal Labor offices. The Day in the Life video will be included in the toolkit.

Annual Work Plan:

TLAC does not have an annual work plan but with Sokaogon's first year in their IGA, they plan to set up Cultural Awareness curriculum, project forecasting reports, and strengthen contractor and TLAC coordinator relationships to help increase Tribal labor employment.

The next steps will to develop a Tribal Labor Exchange amongst all 11 Tribes in Wisconsin and to increase more training opportunities for our Tribal communities.



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Budget:

TOTAL BUDGET SUMMARY	
Administrative	\$70,390
Recruitment & Referral	2,800
Monitoring & Reporting	4,749
Training	30,490
Brochure/Pre-Training	41,439
Indirect Costs	30,000
Database Development	600
Operations	9,532
TOTAL	\$190,000.00

CLOSING

Partnering with WisDOT, the Wisconsin Division of the Federal Highway Administration and the Bureau of Indian Affairs has proven to be an effective process in meeting the needs of Tribal Communities, and we look forward to continued collaboration in 2018.