



Wisconsin Department of Transportation
Inter-Tribal Task Force
www.WisDotTribalTaskforce.org



Annual Report



November 2018 to October 2019



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INTRODUCTION

The Wisconsin Inter-Tribal Task Force Annual Report is compiled by Agnes Fleming, the Inter-Tribal Task Force (ITTF) Coordinator. Reports from Cyless Peterson, Tribal Labor Advisory Committee (TLAC) Coordinator, Stacie Cutbank, Tribal Historic Preservation Office (THPO) Coordinator, and Kim Kircher, Sokaogon Chippewa TrANS Coordinator for NC TrANS program.

This report offers information on the programs annual scope of work, deliverables, budget and general program information. The report fulfills the requirements outlined in the WisDOT ITTF By-Laws and reporting obligations.

In May of 2005, WisDOT entered into a Partnership Agreement with the 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 executed in October of 2010, and again in September 2019, to reaffirm the partnership and include core emphasis areas; partnership, transportation safety, economic development, building capacity of Tribally run businesses, Native American labor development, training and cultural resources.

The WisDOT ITTF was established within the 2005 Partnership Agreement and continues to be fortified in each subsequent agreement. The group consists of representatives designated by Tribal leaders and WisDOT. The ITTF is an advisory committee 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 WisDOT Inter-Tribal Task Force established the following goals:

- Conduct bi-monthly meetings at various Tribal sites around the state,
- 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 (work teams) to aid in the development of specific goals and objectives which will be carried out under each emphasis area. The subcommittees and the 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.



Inter-Tribal Task Force Designees:

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Meetings:

Logistics, agendas and minutes were completed for the following meetings:

- November 5, 2018 in Milwaukee
- January 10, 2019 in Stockbridge-Munsee
- March 14, 2019 in Carter
- May 9, 2019 in Danbury
- July 11, 2019 in Bad River
- October 28, 2019 in Oneida

The agendas and minutes are available on our website at <http://wisdottribaltaskforce.org/about-itff/agendas-minutes/>

ITTF Administration:

IGA: The Inter-Governmental Agreement is with the Lac Courte Oreilles Band of Lake Superior Chippewa Indians, and housed in Hayward.

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, 2019. The Work Plan may be viewed on our website at <http://wisdottribaltaskforce.org/about-itff/annual-work-plan/>

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.

Budget:

Inter-Tribal Task Force
 Facilitation
 (WisDOT)
 5/1/2019 to 4/30/2020
BUDGET

Salary & Fringe	\$77,480
Travel	29,235
Operational Supplies	4,315
Consultants / Contracted Services	100,780
Other Expenses	<u>11,600</u>
Subtotal	\$223,410
Indirect Costs (15.08%)	<u>26,590</u>
Total Grant Award	<u>\$250,000</u>



WORK TEAMS

The ITTF established five subcommittees charged with addressing specific transportation issues identified in the Work Plan. The subcommittees were restructured as Work Teams and meet regularly to complete the activities and goals outlined in the approved Work Plan.

The work teams met on the following dates in 2018 and 2019: 12/14/2018, 1/8/2019, 2/5/2019, 3/5/2019, 4/2/2019, 5/7/2019 and 6/4/2019.

Work Team meeting notes may be viewed on our website at <http://wisdottribaltaskforce.org/>.

The following outlines each Work Team and their primary functions.

Safety and Signage Work Team:

The Safety and Signage Work Team has 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 multi-modal transportation and highway project development in Tribal communities.

Projects completed this year include the Statewide Tribal Transportation Safety Plan and a Youth Public Service Announcement.

Statewide Tribal Transportation Safety Plan – Oneida Engineering Solutions (OES, formerly OTIE), has worked with Wisconsin Tribes to create a Statewide Tribal Transportation Safety Plan. OES met with all 11 Tribes to identify existing safety concerns and emphasis areas, develop safety improvement concepts and prioritize safety improvements.

OES provided a draft report to all Tribes for review in spring 2018. The report was then revised based on comments received, and a final report was sent to all Tribes in August 2018. The updated report may be viewed at bit.ly/ITTFSafetyPlan.

Youth Public Service Announcement (PSA) – In August 2019, the WisDOT Inter-Tribal Task Force (ITTF) and Frybread Productions came together for the fourth year to produce the newest Safe Driving public service announcement (PSA). The PSA is an initiative by the ITTF, and coordinated by Agnes Fleming, ITTF Coordinator.

Frybread Productions is a video production company, owned and operated by Native Americans Tim Ramos, Tim Ornelas and Jim Ruel. Tim Ramos and Jim Ruel met with youth from the Sokaogon Chippewa Community and the Ho-Chunk Nation, and mentored them throughout the creation and filming of the PSA.

The youth selected a theme relating to driving safety, wrote a script, acted in and filmed a 30-second public service announcement that will be aired throughout the state of Wisconsin.

"This will be our fourth project of this kind in cooperation with the Wisconsin Department of Transportation's Inter-Tribal Task Force," Tim explained. "This video covers issues about driving safety. Studies reveal that for Native people under the age of 25, the major cause of death is from car accidents."





Agnes assisted youth in completing the video and shared that she was glad to see the willingness of the youth to take on the project with little or no experience in acting, writing scripts, creating story boards, and operating sound equipment and advanced digital movie cameras. “Every year we do this project, I am amazed by the talent and creativity of our young people,” Agnes shared.

The video will be available on the ITTF website when production is complete.

Leave Your Phone Alone Until You Get Home was the PSA that was scripted, filmed and produced by middle school students from Indian Community School in Milwaukee last year. The PSA may be viewed on the WisDOT ITTF website at <https://wisdottribaltaskforce.org/>.

Real Estate and Jurisdiction Work Team:

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.

Tribal Real Estate Training

Wednesday, April 17, 2019
 Menominee Casino Resort, Keshena, 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.”

8:00 – 8:30 am	Registration/Breakfast/Prayer
8:30 – 8:45 am	Welcome and Introductions - Ryan Greendeer, Statewide Tribal Liaison, Wisconsin Department of Transportation (WisDOT)
8:45 – 10:00 am	Overview of Tribal Lands and Jurisdiction: Tribal Real Estate 101 - Samantha Skenandore, Quarles & Brady LLP & Jim Wabindato, Program Officer, Indian Land Tenure Foundation
10:00 – 10:30 am	Overview of Indian Trust Property Valuation Division - Michelle Davidson, Review Appraiser, Midwest Region, Michelle Basina, Review Appraiser, Midwest Region
10:30 – 10:45 am	Break
10:45 – 11:15 am	Rights of Way - Jeremy Larson, BIA Great Lakes Agency
11:15 am – 12:00 pm	WisDOT Real Estate Process - Norman Pawelczyk, WisDOT Technical Services Chief, Curt Van Erem, NE Region Real Estate Supervisor, Nicole Flamang – WisDOT Real Estate Specialist Advanced, James Makuski – WisDOT Review Appraiser/Relocation Specialist
12:00 – 1:00 pm	Lunch
1:00 – 1:30 pm	Survey of Wisconsin Tribal Realty Laws - Samantha Skenandore, Quarles & Brady LLP
1:30 – 2:00 pm	Best Practices: Utility & Tribal Relations - Samantha Skenandore, Quarles & Brady LLP
2:00 – 2:45 pm	Case Study Panel: Utility ROWs in Indian Country Samantha Skenandore, Facilitator Jeremy Larson, BIA Great Lakes Agency Nicole Flamang – WisDOT Real Estate Specialist Advanced Andy Devos – WisDOT Utilities Transportation Specialist Advanced Kathy Curren, We Energies Contractor Right of Way Agent Zoya Mayo, Director of Land Management, Lac du Flambeau Tribe
2:45 – 3:00 pm	Break
3:00 – 4:30 pm	Continue Discussion & Wrap Up



Real Estate Training Evaluations:

1. Tell us about yourself. Check all that may apply:
 ___ Elected Tribal Government Official
 ___ Tribal Real Estate Staff
 ___ Other Tribal Staff - Position _____
 ___ Other _____
- ___3___ Utility Company Representative
 ___23___ WisDOT Administrator/employee
 ___6___ Bureau of Indian Affairs
 ___5___ Other Agency staff _____

2. **Title of Training: Tribal Real Estate Training – 47 Participants**
Presenter: Samantha Skenandore, Facilitator
Date: April 17, 2019

Content	Excellent	Good	Needs Improvement	Not Applicable	
Covered Useful Material	[15]	[5]	[]	[]	
Practical to My Needs and Interests	[11]	[8]	[1]	[]	
Well Organized	[13]	[8]	[]	[]	
Presented at the Right Level	[14]	[5]	[1]	[]	
Effective Activities	[10]	[10]	[1]	[]	
Useful Visual Aids and Handouts	[12]	[6]	[2]	[]	
Presentation	Excellent	Good	Needs Improvement	Not Applicable	
Instructors' Knowledge	[15]	[5]	[]	[]	
Instructors' Presentation Style	[12]	[7]	[1]	[]	
Instructors Covered Material Clearly	[13]	[6]	[1]	[]	
Instructors Responded Well to Questions	[10]	[9]	[1]	[]	
3. Facility - Please check the box reflecting your opinion of the location.			EXCELLENT	FAIR	POOR
FACILITY	The location – Menominee Casino Resort, Keshena, WI		19	1	
	Room layout and conditions		16	3	
Overall, how would you evaluate this workshop training session?					
Excellent	7	Good	5	Fair	Poor

Additional Comments: Overall presentation was great – Food was excellent. Breakfast should have been served at 8. Lunch service was served slow/late as well. If we had received breakfast on time, the DOT presenters would not have had to rush to get us back on schedule – Everyone did a great job – Sam’s intro was good as always. Dot real estate panel seemed disjointed. Wasn’t sure why everyone didn’t sit in the chairs. Also didn’t need to rush. Final panel could have been facilitated better. Difficult to follow along – Good material. Thank you! BIA repeated the same vague points for over an hour. Everyone else was informative. – Samantha is an excellent speaker. – Realty 101 was too long and 90% of us here could have taught it ourselves. – Samantha Skenandore was knowledgeable and well spoken. She clearly covered her material. Her legal perspective is clear and defined. Easy to follow. – Maybe a different table layout would have worked better. Samantha is good as always.

There were 47 participants who attended this year’s training. They included 11 Tribal representatives, 22 WisDOT employees, two county representatives, five BIA representatives and seven other representatives.

The final report was not received from the facilitator, but the presentations provided the audience with an overview of Tribal Lands and Jurisdiction and Indian Trust Property. WisDOT Real Estate Staff provided updates in new regulations as well as the BIA representative presented regulations on “piggybacking” for the utility’s companies. The panel discussion led to some interesting comments and questions relating to jurisdiction and processes. The final report including more details will be distributed when received.





Transit Work Team:

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 annual Transit Peer Exchange is sponsored by the Wisconsin Department of Transportation (WisDOT), Office of Business Opportunity and Equity Compliance (OBOEC), the Tribal Affairs Program and the WisDOT Inter-Tribal Task Force (ITTF).



The WisDOT Inter-Tribal Task Force organized the 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.

TRANSIT PEER EXCHANGE

Thursday, April 25, 2019
 8:00 am to 4:30 pm
 Legendary Waters in Red Cliff, WI

WisDOT ITTF (Inter-Tribal Task Force) is currently working to enhance Tribal transit programs, resources and opportunities in Wisconsin. These efforts include assessing current challenges, programs and needs.

WisDOT ITTF is organizing 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 use this information to begin addressing challenges, creating best practices and exploring enhancement opportunities.

8:00 am	Breakfast provided in the Legendary Waters Convention center
8:30 am	Welcome – Opening/Introductions WisDOT ITTF Overview of Transit Goals and Objectives
9:00 am	Discussion on the Red Cliff, Bad River and BART Partnership
9:30 – 10:15 am	Presentation/Summary of Rural Transportation Summit on April 16, 2019 Carrie Linder, Aging & Disability Services Manager
10:15 – 10:30 am	Break
10:30 am – 12:00 pm	Federal Transit Administration (FTA) – Evan Gross (On Teleconference line) Updates and information from the Federal Transit Administration Question and Answers with FTA – Steve Hirshfield, WisDOT Public Transit Program Manager will be on site for question and answers
12:00 – 1:00 pm	Lunch
1:00 pm	Tribal Transit Program Round Table Discussion that may include: <ul style="list-style-type: none"> • Program funding • Software programs • Program operations, policies, and scheduling • Program expansions Challenges, Benefits, Best Practices
2:00 pm	Identify Next Steps/Wrap up
2:15 pm	Break
2:30 – 3:30 pm	Tour of Red Cliff



22 people attended, including seven Tribal representatives from Bad River, Forest County Potawatomi, Menominee, Lac Courte Oreilles, Lac du Flambeau, Red Cliff and Stockbridge-Munsee.

Other attendees included:

- 11 participants from Transit operations
- WisDOT Tribal Liaison
- WisDOT Public Transit Program Manager
- FTA Representative
- Five participants from Tribal operations
- Two individuals from public organizations, and
- One ITTF staff member

After the introductions, a brief history of the Transit Peer Exchange was given. The first Transit Peer Exchange was held in 2015, and we visited the independent Menominee Transit System in Keshena. In 2016, we visited Lac du Flambeau, who operates under a contract with the Menominee Transit System, thus being a Tribe-to-Tribe operation. In 2017, we visited the Oneida Nation's independent Transit system. In 2018, we visited Namekagon Transit, who operates under an agreement between the Lac Courte Oreilles Tribal Governing Board and the Sawyer County Board.

Jeff Benton, Red Cliff Transportation Director, Lloyd Hartwell, Bad River Transit Manager, and Pat Doust, BART Transit Manager, gave an overview of their transit operation. Both Tribes and the Bay Area Rapid Transit (BART) have entered into an agreement to provide transit in both communities. This enables access to medical facilities, shopping centers, educational classes, and visiting between the communities. Bad River is looking to expand their routes, and Red Cliff is exploring options to build a transit and roads facility.

Carrie Linder, Aging & Disability Services Manager for Bayfield County, gave a brief report on the Rural Transportation Summit that was held on April 16, 2019, at the Visitors Center in Ashland. Both Tribal representatives and BART were present and offered their insight into the Summit. Presentations were given on mobility, accessibility and connectivity to community members within the region.

Evan Gross, with the Federal Transit Administration Region 5 office, provided a teleconference presentation discussing the Tribal Transit Program updates. He gave an overview of the Tribal Transit Program, news and updates, Transit Asset Management (TAM), the TrAMS Award Application Process Notes, and answered questions from the group.



Steve Hirshfield, WisDOT Public Transit Program Manager, also provided program updates, descriptions of programs, and funding sources. Both Evan and Steve answered questions about purchasing, the FTA procurement processes, and funds available. They also talked about clean diesel operations and youth ridership. The group expressed a need for webpage development, using social media in announcements and route changes, and sharing specifications when researching vehicle purchasing.

To complete the day, Jeff Benton gave an extensive tour of the Red Cliff reservation and local transit routes. The group visited Red Cliff's beautiful health center and was given a tour and the history of the center. The group visited and learned about the fish hatchery operation, and the tour concluded with a drive through the communities that make up the Red Cliff Reservation.

Transit Peer Exchange Evaluations:

Tell us about yourself. Check all that may apply:

- 1_ Elected Tribal Government Official
- 10_ Tribal Transit/Transportation Staff
- 2_ Other Tribal Staff - Position _____
- 2_ Other _____
- Federal Transit Administration
- 1_ WisDOT Administrator/employee
- 1_ Other Agency staff _____

Title of Training: Transit Peer Exchange 21 Participants						
Date: April 25, 2019						
Content	Excellent	Good	Needs Improvement	Not Applicable		
Covered Useful Material	[6]	[3]	[]	[]		
Practical to My Needs and Interests	[7]	[2]	[]	[]		
Well Organized	[7]	[2]	[]	[]		
Presented at the Right Level	[5]	[5]	[]	[]		
Effective Activities	[5]	[4]	[]	[]		
Useful Visual Aids and Handouts	[4]	[5]	[]	[]		
Presentation						
Instructors' Knowledge	[7]	[2]	[]	[]		
Instructors' Presentation Style	[5]	[4]	[]	[]		
Instructors Covered Material Clearly	[5]	[4]	[]	[]		
Instructors Responded Well to Questions	[7]	[2]	[]	[]		
FACILITY - Please check the box reflecting your opinion of the location.			EXCELLENT	FAIR	POOR	
The location - Legendary Waters, Red Cliff, WI			7	1		
Room layout and conditions			7	1		
Overall, how would you evaluate this workshop training session?						
Excellent	4	Good	2	Fair	1	Poor

Additional Comments: Bigger Screen - First year attending, everything was very well put together. Maybe centralize venue.





Business and Labor Work Team:

The Labor and Business Work Team is a standing committee of the ITTF, with a primary focus on providing Disadvantaged Business Enterprises (DBEs) 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 (NADBEs) 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.

Tribal Certification Webinars – The ITTF worked with the American Indian Chamber of Commerce of Wisconsin (AICCW) and Kevin Chesnik, Oneida Tribal Member and Principal Engineer of Applied Research Associates, to create five webinars focused on simplifying the understanding of the DBE certification process and assisting Native firms in enhancing work opportunities with WisDOT.

Those five webinars inspired the group to create the Tribal Enterprise Certification webinars, which were completed this past August. The three new webinars explore the critical knowledge that Tribal governments need to understand in order to create Tribally owned certified businesses. The webinars focus on the State Minority Business Enterprise (MBE), WisDOT Disadvantaged Business Enterprise (DBE) and U.S. Small Business Administration - SBA Section 8(a) programs, and provide critical information, contacts, policy guidance, and support resources for Tribally owned businesses as they work toward their respective certifications and enhance business opportunities.

Subject experts were recruited from state and federal programs, non-profits and representatives from Tribally owned enterprises, who provided first-hand knowledge of their experiences and lessons learned.

View the webinars on the WisDOT ITTF website at <https://wisdottribaltaskforce.org>.

Shared Resources Work Team:

The Shared Resources Work Team is a standing committee of the ITTF with a primary focus of identifying and facilitating special events, training opportunities, the Wisconsin Tribal Transportation Conference (WTTC) 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.

Wisconsin Tribal Transportation Conference (WTTC) – The annual WTTC is sponsored by the WisDOT, Office of Business Opportunity and Equity Compliance (OBOEC), and the Tribal Affairs Program. This year's conference was organized by the WisDOT Inter-Tribal Task Force and Tribal partners.



The purpose of the WTTC is to provide continuing education and networking opportunities for the 11 federally recognized Tribes of Wisconsin, state and federal agencies, and business and organizations in the transportation industry.

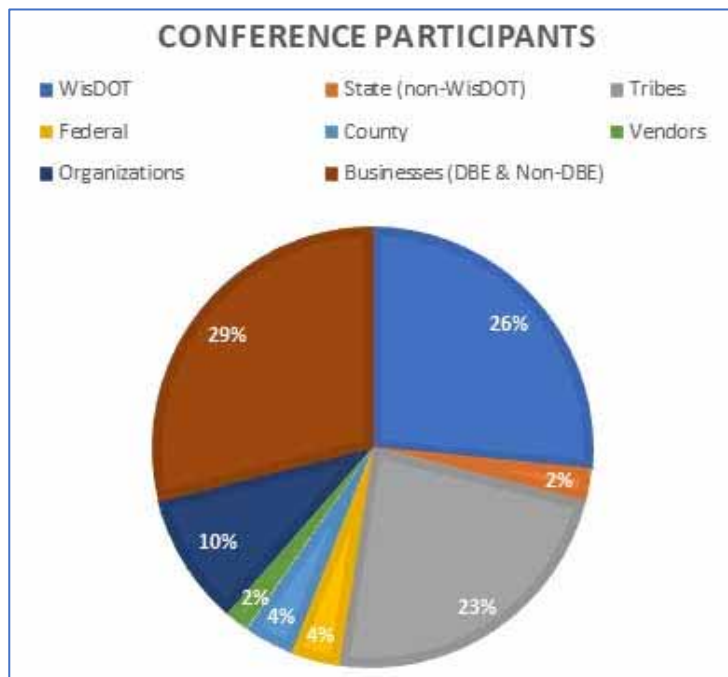
2018 Conference Participant Data
Total Attendees = 165

2017 Conference Attendees = 168
 1.2% decrease

Overall Conference Attendee Breakdown –

Affiliation	2018 # of Participants	2017 # of Participants
WisDOT	44	37
State (non-WisDOT)	4	0
Tribes	39	50
Federal	6	16
County	5	16
Vendors	*3	6
Organizations	16	6
Businesses (DBE & Non-DBE)	48	31
TOTAL	165	168

**Vendors that did not complete an online or paper registration and are not included in other categories*



More detailed information may be viewed on our website at <https://wisdottribaltaskforce.org/wttc2018/>.



The 2018 Conference was held at the Potawatomi Hotel and Casino in Milwaukee. There were 165 attendees, including 44 WisDOT (26%) and 121 Non-WisDOT attendees (73%). All 11 of Wisconsin's Tribes had representatives at the Conference, with 39 Tribal representatives in attendance.

There were 15 individuals from federal, state and county agencies in attendance. There were 48 businesses and 16 organizations in attendance. Eight Native American Disadvantaged Business Enterprises (NADBE) attended.

The Conference agenda was organized into four tracks: Economic Development, Environmental/Cultural Resources, Safety and General Transportation. Workshops focused on providing information relating to the four tracks.

Additional conference components included the Legislative Reception, the Business Speed Networking event, Business Luncheon, Vendor Expo, and general conference networking sessions to provide attendees the opportunity to meet. On the day before the conference, 25 attendees attended a tour of the Milwaukee Public Museum's special viewing of the "A Tribute to Survival" exhibition.



The annual Tribal Excellence Awards dinner was held on November 6, 2018. There were 12 individuals honored in the fields of achievement, commitment, performance, service, quality and retirement, including:



- Ho-Chunk Nation BIA Roads Department
- Jewell Associates Engineers, Inc.
- Janke General Contractors, Inc.
- Stockbridge-Munsee Community Police Partnership with Gresham School District
- Stockbridge-Munsee Community Police Partnership with Bowler School District
- Art Buelter, Town of Bartelme Supervisor
- Jim Volkmann, P.E., WisDOT Civil Engineer, Transportation, Advanced
- Niccole Smith, WisDOT Real Estate Specialist Senior
- Brian Holmes, Owner B&D Contractors Inc.
- Tracy Thundercloud, Ho-Chunk Department of Labor, Executive Director
- Dan Webster
- Dan Sperberg, Local 139 Operator Union

Partnership and Policy Work Team:

Partnership Agreement Revision Committee – The WisDOT Inter-Tribal Task Force (ITTF) was established in 2005 after the signing of the original Partnership Agreement between Wisconsin’s 11 Federally Recognized Tribes, Wisconsin Division-Federal Highway Administration, and the WisDOT. The ITTF was created as a forum for partners to address long-standing transportation issues faced by Tribal communities.

The Partnership Agreement was last updated on October 26, 2010. At the ITTF meeting on September 13, 2016, ITTF Members established a working committee to update the Partnership Agreement and to include the Bureau of Indian Affairs (BIA) as signatory to this document. The partnership revision committee met on November 29, 2017, December 20, 2017, January 17, 2018, February 15, 2018, and completed the revisions on March 12, 2018.

On March 22, 2018, the draft was sent to all Tribal Leaders for approval or comment. A Signing Ceremony was held on September 30, 2019 in Red Cliff. The document was signed by delegated representative from all Tribes along with the designated officials from the Wisconsin Division-Federal Highway Administration, Bureau of Indian Affairs, Midwest Region, and Wisconsin Department of Transportation.





Tribal Historic Preservation Office (THPO):

Tribal Historic Preservation Officers (THPO)

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Events – A Peer Exchange Listening Session was held on September 5, 2019 in Green Bay, WI. This initiative brought together Tribal Historic Preservation Officers, WisDOT, FHWA and other related agencies. It gave them an opportunity to network and deliver new approaches on how other state departments of transportation utilize a digital system that supports their efforts to streamline their workload and paperwork.

During the Peer Exchange event, 4 Directions, a Wisconsin-based, Native women owned consulting firm, was hired by Oneida to facilitate a strategic planning session. The following lists the top three outcomes from the strategic planning group session:

- ❶ Technical Assistance
 Provide professional development accredited opportunities
 Coordinate the WTTC Cultural and Environmental track
 Traditional Ecological Knowledge
- ❷ Communication
 Host a Listening Session
 Build relationships and learn about each other
- ❸ Digital Coordination System
 Build support on all levels
 Identify funding

Annual Work Plan Summary – The THPO Work Plan is in the process of being completed. 4 Directions is working on finalizing an action plan for the THPO to implement based off the input received during the strategic planning session. The strategic planning session assists in setting the scope of work for the next contract year. Upon completion of the document additional training will be made available as needs are identified. Opportunities for upcoming training sessions are listed below.

WISDOT/THPO Project Calendar 2019-2020 –

Description	Date	Location
Tribal Transportation Conference	October 29-30, 2019	Oneida
GIS Training	December 2019	TBD
Tribal Monitoring	June 2020	Red Cliff



Tribal Labor Advisory Committee Annual Report:

The Tribal Labor Advisory Committee is focused on building capacity amongst all stakeholders to enhance and expand Native American labor opportunities on Wisconsin Department of Transportation projects.



The Tribal Labor Advisory Committee (TLAC) was established in 2011 with the first meeting held on December 8, 2011. The committee was charged with developing strategies to enhance Native American Labor opportunities on state and federal projects. A set of eight recommendations was developed as a result of the draft TLAC work plan approved by committee resolution on April 9, 2012.

The final recommendations document was approved by committee resolution on July 26, 2012 and endorsed and supported by the WisDOT Secretary on September 17, 2012.

Annual Work Plan – TLAC develops their scope of work based on the Implementation Plan adopted by the committee. We will update a plan at our upcoming November meeting and will use it as a model for the scope of work for 2019-2020. Implementation Plan Link: <http://wisdottlac.org/about-tlac/>

- Recommendation 1 – Statewide Native American Labor Initiative
- Recommendation 2 – Statewide Native American Labor Database
- Recommendation 3 – Standardized Recruitment & Referral
- Recommendation 4 – Monitoring, Reporting & Assessment
- Recommendation 5 – Partnership Building & Communication
- Recommendation 6 – Education Resources, Preparedness & Career Development
- Recommendation 7 – Construction Industry Incentives for Native American Hiring
- Recommendation 8 – Native American Hiring Provision for On Or Partially On Tribal Lands

Meetings

January 16, 2019 – Madison, WI

- + 2019 Implementation Plan Strategic Planning
- + Data utilization presentation by DWD

April 17, 2019 – Menominee, WI

- + Native Hiring Discussion – what works, what doesn't work?
- + Website Unveiling
- + Day Life Video Showcase
- + Data utilization presentation by DWD

July 9, 2019 – Red Cliff, WI

- + LDF Workforce Building presentation
- + Committee Photo Shoot
- + Training Opportunities

October 17, 2019 – Wisconsin Dells, WI

- + Cultural Awareness Curriculum Discussion
- + LDF Construction Presentation
- + OSHA 30 Training
- + Baseline Assessment



July 2019 Quarterly Committee Photo



Training – OSHA 30 Industry training held in Mole Lake June 18-21, 2019, three tribes had representation, Potawatomi, Lac du Flambeau, and Menominee, there will be another OSHA 30 training in Red Cliff in November 2019.

TrANS – please see attached report.

Best Practice toolkit – A great resource for tribal labor offices, tribal community members to find information regarding internships and apprenticeship.

Construction Industry Cultural Awareness – in development process and will be introduced early 2020. The cultural curriculum will be available for Contractors working with WisDOT and Tribal Labor offices, building partnerships and learn their best practices.

Commercial Driver’s License (CDL) training – will offer tribes reimbursement for training, we can provide train the trainer opportunities for tribal communities.

Day Life Video – TLAC launched the video on their new website and Facebook, WisDOT approved the video for distribution April 2019.

Strategic Plan – TLAC updated and created a new strategic plan for revitalizing the program to incorporate a new workplan and move forward with new ideas and implementation. Strategic plan was approved at July 2019 meeting.

Tribal outreach – TLAC has been working various events to share knowledge on TrANS trainings and other trainings being offered by TLAC. Also, reaching out to tribal leadership to meet and share information on TLAC.

TLAC is working to enhance their communications strategies. Facebook page has been created and used often to share information. Link: <https://www.facebook.com/WisDOTTLAC/>. TLAC has also launched a new website design and easy to navigate information including a calendar with information regarding different training opportunities.

WTTC TLAC Award Implementation – three awards for TLAC Committee members, Outstanding TLAC Member, Top Laborer, Top Contractor, each once excelling in their selection criteria for showcasing leadership and skills in the labor workforce.

WTTC TrANS Scholarship – Six Awards



Scope of Work 2019-2020 –

Administration	Full time staff including salary and fringe, TLAC Coordinator position
Admin Support	Consulting services for notes, meeting prep, work team meetings and other admin related activities. Assistant services will be provided by hired LTE
Develop Bulletin Board	Develop a bulletin board type resource in a digital format where labor opportunities and information will be accessible. This requires establishing an in-house database to identify the local resources (Tribal labor departments, job-centers, and contractors) where real-time labor information can be obtained. This information will be hosted and posted on a TLAC controlled platform.
Database	Communication plan will be developed to share information regularly with stakeholders and interested participants
Recruitment and Referral:	Distribute NAHP toolkit for contractors and Tribal Labor Offices.
Monitoring and reporting: Report to stakeholders	Annual report to each Tribe on attendance and reimbursements; coordinate Annual Report for ITTF
Report/Outreach at relevant events	ITTF meetings, CE Conference, DWD related events, Golden Shovel, TERO Conference
TLAC Quarterly Meeting Coordination	Organize and plan 4 meetings, create save the date, agenda, minutes, speaker coordination, scheduling, materials, logistics, travel, lodging accommodations, meeting facilitation, teleconference available.
Training	Collaborate and host a training with ITTF, i.e.; OSHA 30, Heavy equipment operator, TrANS
Cultural Sensitivity Curriculum	Training will be provided in two locations
TrANS Training	Offer support services to TrANS graduates, or participants for short-term assistance. Offer additional TrANS training class that will be selected by committee
Broad Based Outreach	Expand TLAC participants to include more Union and contractor members and increase participation.
Maintain TLAC website and Facebook page	Functional website with corresponding links, videos and materials made available for download and access on-line.
Technical services offered to Labor offices	Provide training courses for labor offices, registration found online, coordinate with DWD training on Job center.
Awards Program	Award 5 awards 2 Top Laborer, 1 Contractor, 1 TrANS Graduate, 1 TLAC Committee member
Promotion and advertising	Create newsletters, press releases, web announcements.

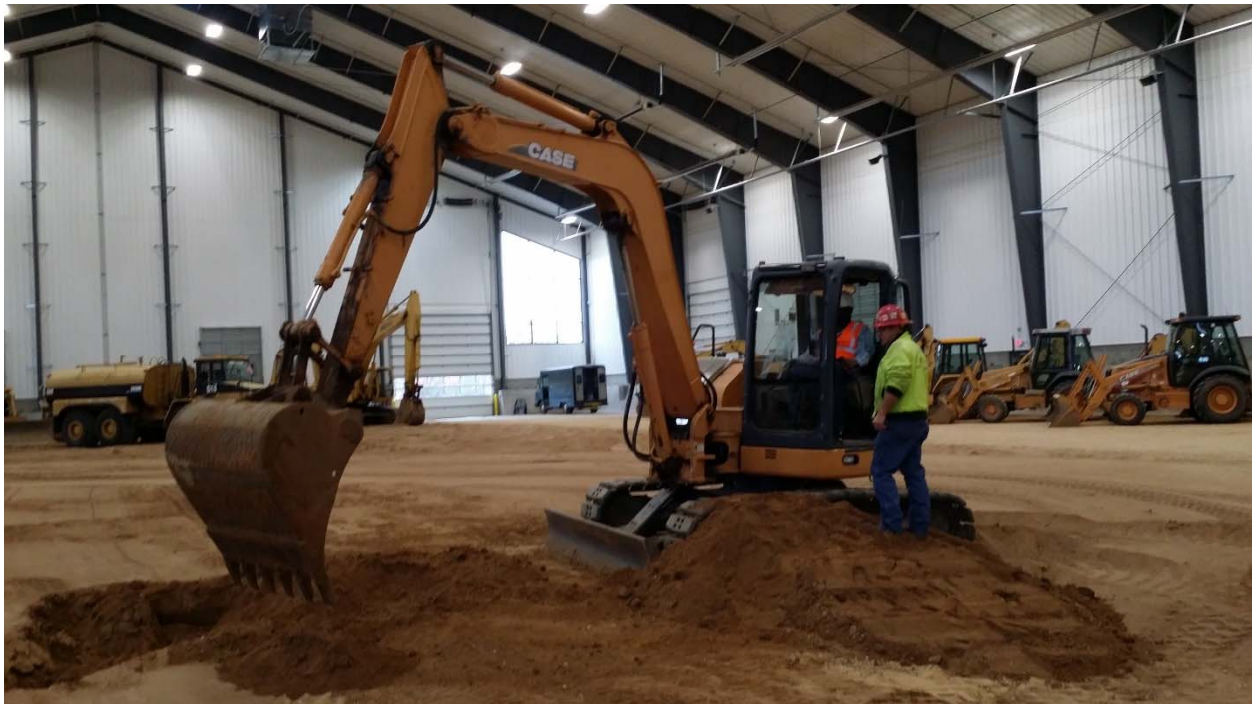


CLOSING

The 2019-2020 Annual Work Plan is ambitious, and we remain committed to the completion of our goals and projects.

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 2020.

Sokaogon Chippewa Community NC TrANS Program



November 2018 to October 2019

Kim Kircher, Sokaogon Chippewa TrANS Coordinator

Sokaogon Chippewa Community

3051 Sand Lake Road, Crandon, WI 54520

Introduction

TrANS – Transportation Alliance for New Solutions

This public-private model for collaboration to prepare females, minorities, underserved and veterans to obtain entry-level jobs in the road construction trades.

The program has been around for 20 plus years in Southeastern, Wisconsin, where it first began. The program later expanded to Southwestern, Northeastern and North Central, Wisconsin.

The North Central program has been around for almost 20 years. The North Central program is currently being facilitated by the Sokaogon Chippewa Community.

There are 20 plus partners- (several are listed below)

- The Operating Engineer's Local 139 in Coloma
- Department of Workforce Development Apprenticeship standards
- The Tribal Labor Advisory Committee-(*TLAC*)
- Wisconsin Women's Council
- Labor Unions-(*LIUNA-Wisconsin*)
- Wisconsin Transportation Builders Association-(*WTBA*)

TrANS-Transportation Alliance for New Solutions

The program is comprised of a minimum of 120-hours. The TrANS coordinators, along with instructors, employers and experienced tradesmen teach hands on in the classroom.

Orientations & Screening Sessions:

Must attend at least one of these to be considered for the TrANS program.

The following are the class qualifications to graduate from the TrANS program:

- Pass an apprenticeship - (ACCUPLACER) or union test during the program
- Pass a CDL- (Commercial Driver's License) test by class end
- Pass an OSHA-10 or OSHA-30 training dependent on class location
- Pass flagging training
- CPR-First-Aid certification - (Not mandatory, but the North Central program provides it), Jobsite and union field trips during the classes

The Qualifications to attend the TrANS program are as follows:

- Pass a TABE test – (Minimum 6th grade level)
- Pass a drug test
- Hold a valid class D driver's license with none of the following:
 - No OWIs/DUIs in the past three years
 - No excessive speeding violations in the past three years- (Excessive defined as: 20mph over posted limit)
- No Unpaid tickets
- Pass physical evaluation

Job Placement & Retention:

Everyone that graduates from the TrANS program is given the tools to be successful in their job searches- (*Resumes & Interviewing, along with apprenticeship information and will be able to attending at least one networking event within 3 months of graduation*).

The program sets up interviews with employers, provides information on job and career fairs. After placement they will have contact with their TrANS coordinator for a minimum of three years, for retention and apprenticeship opportunities.

Incentives for the Road Construction Industry Employers

Employers that have federal funding for a state of Wisconsin project can receive a \$5.00 an hour bonus for hiring TrANS graduates on that project, through the Department of Transportation.

Employers can collect bonuses for a total of 2000 hours as a general labor- (non-apprentice) and for the entire time they are an apprentice. They are able to work for more than one company over these hours.

The contract will have an ASP-1 in the highway project, which is a special provision to hire a percentage of TrANS graduates as labor's- (non-apprentices & a percentage of apprentices for the project). Each project differs, depending on the size of the project and the amount of federal funding on that project.

There are also special provisions for employers on state of Wisconsin projects. There is a Native American hiring provision, which has a bonus incentive. This provision is an incentive for employers that hire Native American's within a certain proximity of a tribal community or directly on or going through tribal land.

Special provisions are also set on mega projects for hiring provisions. In the Southeastern and Southwestern TrANS programs have projects with special provisions for minorities larger than the usual contracts. This is because these areas have very high numbers of minorities per-capita.

Statewide projects have hiring provisions. The number for females is 6.9% in every county of the state. Southeastern and Southwestern have the highest number of minorities, usually around 2% and counties in North Central Wisconsin are more like ½%-(*The numbers for females are almost never met*). These numbers are per trade on each project.

TrANS Success

The TrANS program is very successful statewide, with many graduates becoming journey workers, which is the **ultimate goal** - (To get a good family supporting job, with great benefits, and advancement opportunities.

The numbers show the success of the program and being refunded year after year. There is definitely a reason that they have sustained their popularity. Successful graduates are helpful for continued recruitment.

TrANS Management

Joyce Ray - (LTE) - (*Labor Development Specialist*), Michele Carter- (*DBE Program Chief*), oversees all monthly reports, along with the CRCS- (Civil Rights data base). She also over sees and makes the conditions, such as qualifications for the TrANS program and facilitates quarterly meetings with all the TrANS providers in the state.

Suki Han - *(Invoicing)*

She handles all the TrANS programs billing as invoices come in.

Currently Vacant - *(DOT Tribal Program Officer)- (Sandy Stankevich and Brent Pickard temporarily filling the position)*, over sees the budget and funding for Tribal TrANS programs through intergovernmental agreements. Takes the tribal communities' proposals and works to get the Tribal TrANS programs refunded.

Report for the Periods of November 2018 to October 2019

Prepare & Distribute Marketing Materials:

Drafted posters, brochures and flyers for recruitment purposes. Marketed the (Menominee Nations), community, Lac du Flambeau Community– (Lake Superior Band of Chippewa), the Forest County Potawatomi community in Crandon, and the Lac du Flambeau community-(Lake Superior Band of Chippewa). One class was held in the Forest County Potawatomi community in Crandon, two classes were held in Lac du Flambeau- (Lake Superior Band of Chippewa), one class was held in Keshena- (Menominee Nation).

Schedule & Facilitate Orientations:

Screened for this program period

- November, 2018 there were two orientations held in the Lac du Flambeau community, 1 candidate attended one and 2 candidates attended the second one, all candidates were screened and accepted into the next class in Lac du Flambeau.
- In December, 2018 there were 2 orientations held in the Lac du Flambeau community, 5 candidates attended the two orientations and all 5 were screened and 4 were accepted for the next class.
- In January there were 2 orientations held and 2 screened for a Forest County Potawatomi community class.
- In March there was 1 orientation held in Keshena at the Menominee Nation, 2 attended the orientation, but only 1 was screened.
- April there were 2 orientations held at the College of Menominee Nation Job Center in Keshena, there were 8 that attended, all 8 were screened and only 6 were accepted into the next class.
- In August there were two orientations held in the Lac du Flambeau community, 1 candidate attended each orientation but only 1 was screened this month.
- In September there were a total of 3 orientations and 8 attended the 3 orientations all together. All of them were screened for a class to be held in Lac du Flambeau and 6 were accepted into the class.
- There will be an orientation held on October 28th in Mole Lake- (Sokaogon Chippewa community), do not know the outcome of this yet.

For a total of 28 candidates screened for this period.

The goal is to have 35 screened for the program year.

Contacts Made to Employers

The following are the contacts that were made to employers for the purpose of networking, job opportunities and retention, along with in person, meet & greets. The contacts are made by phone, e-mail or in person. Sent and received Christmas cards and sent congratulatory cards and letters to winning bid winners monthly.

- November 2018- 35 contacts
- December 2018- 41 contacts
- January 2019- 40 contacts
- February 2019- 37 contacts
- March 2019- 67 contacts
- April 2019- 74 contacts
- May 2019- 79 contacts
- June 2019- 74 contacts
- July 2019- 94 contacts
- August 2019- 65 contacts
- September 2019- 53 contacts
- October 2019- 21 as of October 20th

Contacts Made to Customers

There were contacts made monthly to customers for the purpose of retention, job opportunities, networking, setting up interviews. They were contacted by phone, e-mail, texts- (remind.com) and in person. Also they are offered help updating their resume and interviewing skills, support service referrals, before during and after TrANS classes when and if needed. The following is a list of how many contacts were made this past year:

- November 2018- 123 contacts
- December 2018- 115 contacts
- January 2019- 107 contacts
- February 2019- 119 contacts
- March 2019- 115 contacts
- April 2019- 119 contacts
- May 2019- 121 contacts
- June 2019- 117 contacts
- July 2019- 107 contacts
- August 2019- 104 contacts
- September 2019- 112 contacts
- October 2019-47- up to October 21, 2019- contacts

Meetings for the Year

- November 7th & 8th attended the WTTC in Green Bay
- January 16th attended a DBE meeting in Schofield on becoming a DBE in Wisconsin put on by Ruth Geier of Integrity Grading, she asked me to speak about the TRANS program.
- January 24th- Attended a TLAC meeting in Madison
- On February 28th attended a career fair at Crandon High School for the purpose of marketing the program.
- May 1st- Attended a TLAC meeting in Green Bay.
- February 13th & 14th – Attended the Governor’s Golden Shovel Awards in Pewaukee.
- March 21st attended an IGA meeting in the Sokaogon Chippewa community with Kelly Jackson and Ryan Greendeer.
- In April Had a booth at the Northern Advantage job fair today at the Rouman Cinema theatre today.
- In April also set up at a career fair in Keshena being held at the Menominee Nation Job Center, for purposes of recruitment for the next class.
- April 18th attended a TLAC quarterly meeting held in Keshena.
- May 10th attended a quarterly statewide TRANS provider meeting in Stevens Point
- July 9th-Called In for a quarterly TLAC meeting being held at the Waters Resort and casino.
- On October 18th called in for a quarterly TRANS provider meeting being held in Waukesha.

Total TRANS Class & Graduates

There were four classes held during this period. There was one held in Lac du Flambeau, one held in Crandon in the Forest County Potawatomi Community, one held in Keshena and one in Lac du Flambeau.

- January there was a total of three graduates in a Lac du Flambeau, several dropped out to take OSHA-30 training through the tribal community.
- **There were a total of 3 graduates**
- A class finished in February with four graduates from the Forest County Potawatomi Community. Three dropped to take jobs in their community.
- **There was a total of 4 graduates**
- A class that began in April and finished on May 16th, there were seven that finished and two that dropped out because of job opportunities.
- **There was a total of 7 graduates**
- A class was held beginning on September 23rd in Lac du Flambeau and will finish on the 24th of October. **There was a total of 4 graduates that will graduate on October 24th in Lac du Flambeau**
- Out of the 18 graduates there were the following:
- **There were a total of 3 females**
- **There were a total of 15 males**

There was a total of 16 Native Americans in the classes for a percentage rate of 89%.

For the year the goal number of graduates is 25 for North Central region.

Job Placement & Retention

The graduates were contacted monthly for the purpose of placements and job retention. The following are the number of graduates placed by month and the total initial and recall-re-hire graduates:

- November 2018- 1- Initial Placement
- December 2018- None to report this month
- January 2019- None to report this month
- February 2019- 4-Initial
- March 2019- 4- Recall / Rehire
- April 2019- 3-Recall/ Rehire
- May 2019- 12-Recall / Rehire
- June 2019- 8-Recall / Rehire
- July 2019- 3-Initial -3-Recall / Rehire
- August 2019- 2-Recall / Rehire
- September 2019- None to report for this month
- October 2019- 1-Initial

Total Placements for the Year

- **Total of 41 placements**
- There were 32 recalls / re-hires
- There were 9 initial placements

For the year the goal is 25 graduates placed