

EASTERN BAND OF CHEROKEE INDIANS TRIBAL EMPLOYMENT RIGHTS OFFICE



Exploring the Impact of Intergenerational Trauma on
the Tribal Workforce Conference

AGENDA

Harrah's Cherokee Casino & Resort Convention Center
Cherokee, North Carolina
March 20 – 24, 2023



Welcome to the ancestral homeland of the Eastern Band of Cherokee Indians!

Notes on Agenda

Safety Room is provided in the event that you might be triggered by some information and need someone to talk to. Please let someone from the TERO Office know and we will be happy to assist you. Our designated professional for the safety room is Dr. Reva Ballew, Ph.D., Employee Rights Manager, EBCI Human Resources.

Agenda color codes:

Conference / Day begins

General assemblies

Keynote speakers will always be in the General Assembly Room (GA)

Breaks associated with food

Breakout sessions will either be in the General Assembly room (GA) or in Room B (Rm B)

Conference / Day ends

Funding for this conference was made possible (in part) by Treasury State, Local, and Tribal Support ARP funds. The views expressed in written conference materials or publications and by speakers and moderators do not necessarily reflect the official policies of the Department of the Treasury; nor does mention by trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

This conference would not be possible without the support of the Tribe, our sister tribal programs and entities, conference presenters, guests and program staff.

Thank you to our partners!



EASTERN BAND of the CHEROKEE INDIANS
HUMAN RESOURCES



MUSEUM OF THE
CHEROKEE
INDIAN

Monday, March 20th

3:00 pm – 6 :00 pm Early Registration – Cherokee Tower Convention Center

Tuesday, March 21, 2023

7:00 am – 8:00 am Continental Breakfast & Registration – Cherokee Tower Convention Center

1st GENERAL ASSEMBLY (GA)

8:00 am **Posting of Colors:** Steve Youngdeer American Legion Post 143
Singers/Host Drum: Crazy Nation Singers
Invocation: Patty Grant (Cherokee), L.C.S.W., C.S.A.C.
Morning Song: New Kituwah Academy

Welcome

- ♦ Honorable Richard G. Sneed, Principal Chief, Eastern Band of Cherokee Indians
- ♦ Honorable Richard French, Tribal Council Chairman, Eastern Band of Cherokee Indians
- ♦ William Brown, TERO Chairman, Eastern Band of Cherokee Indians

Conference Overview & Logistics

- ♦ Terri Henry (Cherokee), J.D., TERO Director

9:00 am KEYNOTE 1 (GA)

Reintroducing Ourselves to a Culturally Driven Work Model

- ♦ Dr. Gail Mason (Ojibwe), Ph.D., M.S., Director of Behavioral Health, Native American Community Clinic

10:15 am Morning Break (15 minutes)

10:30 am BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 1 (GA)

Impact of Historical Trauma on the Workplace, Honoring Sacred Information

- ♦ Andi Clifford (Northern Arapaho/Cheyenne River Sioux), M.P.A., Clifford Consulting & Training, LLC

Workgroup 2 (Rm B)

Creating a 21st Century Tribal Workforce through a Trauma-Informed Approach and Building Recovery Capital (Mother Town Healing Program, Work Experience & Job Bank)

- ♦ Billie Jo Rich (Cherokee), B.S., TERO Mother Town Healing Program Supervisor
- ♦ Doug McCoy (Cherokee), B.S., TERO Job Bank Coordinator
- ♦ Hillary Norville (Cherokee), M.S.L., TERO Job Bank Coordinator

11:45 am Lunch on your own – Local food trucks located outside & Restaurants in Casino

1:15 pm BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 3 (GA)

Serving Justice Involved Job Seekers: Breaking the Cycle of Reoffending and Reincarceration

- ♦ Nicole Castellanos (Apache Tribe of OK), Career Development Advocate, American Indian Council, Wichita Workforce Center

Formerly Incarcerated: Re-Entry into the Workforce

- ♦ Wesley McKnight, Analenisgi, Cherokee Indian Hospital Authority

Workgroup 4 (Rm B)

American with Disabilities Act (ADA): Understanding its Application to Intergenerational Trauma

- ♦ Rachael Steenbergh, Attorney-Advisor, Office of Legal Counsel, Title VII & Compensation Division, U.S. Equal Employment Opportunity Commission

Working with Individuals with Disabilities

- ♦ Beth Romans, Ed.S., Transition Specialist, Cherokee Central Schools

2:30 pm Afternoon Break (15 minutes)

2:45 pm **BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)**

Workgroup 5 (GA)

Recognizing Lateral Oppression, Moving Toward Healthy Workplace

- ♦ Andi Clifford (Northern Arapaho/Cheyenne River Sioux), M.P.A., Clifford Consulting & Training, LLC

Workgroup 6 (RM B)

Colonization of Indigenous Peoples: Historic and Intergenerational Trauma as it Impacts Contemporary Health & Postcolonial Recovery

- ♦ Dr. Lisa Lefler, Ph.D., Director, Culturally Based Native Health & Human Sciences, Western Carolina University

2nd GENERAL ASSEMBLY (GA)

4:00 pm **Cherokee Youth Council presents: A Discussion on Generational Trauma Conference 2022**

- ♦ Levi West (Cherokee), Cherokee Youth Council Leadership Specialist, Ray Kinsland Leadership Institute, Cherokee Boys Club (supported by the Cherokee Preservation Foundation (Facilitator))
- ♦ Members of the Cherokee Youth Council, Ray Kinsland Leadership Institute, Cherokee Boys Club (supported by the Cherokee Preservation Foundation)

4:30 pm **ADJOURN**

* * * Notes * Ideas * Follow up * * *

Wednesday, March 22, 2023

7:00 am – 8:00 am Continental Breakfast – Cherokee Tower

3rd GENERAL ASSEMBLY (GA)

8:00 am KEYNOTE 2 (GA)

The Trauma-Informed History of the Eastern Cherokee Community

- ♦ Sarah M. Sneed (Cherokee), J.D.

9:00 am KEYNOTE 3 (GA) VIRTUAL

Historical Trauma, Indigenous Wisdom & Healing

- ♦ Dr. Tami DeCoteau (Mandan-Hidatsa-Arikara), President, Roundtable on Native American Trauma-Informed Initiatives, DeCoteau Trauma-Informed Care & Practice, PLLC

10:15 am Morning Break (15 minutes)

10:30 am BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 7 (GA)

Recognizing Lateral Oppression, Moving Toward Healthy Workplace

- ♦ Andi Clifford (Northern Arapaho/Cheyenne River Sioux), M.P.A., Clifford Consulting & Training, LLC

Workgroup 8 (RM B)

Serving Justice Involved Job Seekers: Breaking the Cycle of Reoffending and Reincarceration

- ♦ Nicole Castellanos (Apache Tribe of OK), Career Development Advocate, American Indian Council, Wichita Workforce Center

Formerly Incarcerated: Re-Entry into the Workforce

- ♦ Wesley McKnight, Analenisgi, Cherokee Indian Hospital Authority

11:45 am Lunch on your own – Local food trucks located outside

1:15 pm BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 9 (GA)

Early Life Experiences Come With Us: ACE's and the Workplace

- ♦ Dr. Ann Bullock (Minnesota Chippewa Tribe), M.D.

Beauty for Ashes: Finding My Voice to Create a Life Worth Living

- ♦ Dr. Freida Saylor (Cherokee), DSW, LCSW, LCAS, Behavioral Health Director, Analenisgi MAT Program Sponsor, Cherokee Indian Hospital

Workgroup 10 (Rm B)

American with Disabilities Act (ADA): Understanding its Application to Intergenerational Trauma

- ♦ Rachael Steenbergh, Attorney-Advisor, Office of Legal Counsel, Title VII & Compensation Division, U.S. Equal Employment Opportunity Commission

Working with Individuals with Disabilities

- ♦ Beth Romans, Ed.S., Transition Specialist, Cherokee Central Schools

Thursday, March 23, 2023

7:00 am – 8:00 am Continental Breakfast – Cherokee Tower

5th GENERAL ASSEMBLY (GA)

8:00 am KEYNOTE 4 (GA)

Employee Rights: Balancing the Advocate and Enforcer

- ♦ Andi Clifford (Northern Arapaho/Cheyenne River Sioux), M.P.A., Clifford Consulting & Training, LLC

9:00 am KEYNOTE 5 (GA)

Addiction: Trauma at the Core

- ♦ Dr. Stephen Lloyd, M.D., Chief Medical Officer, Cedar Recovery

10:15 am Morning Break (15 minutes)

10:30 am BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 13 (GA)

Creating a 21st Century Tribal Workforce through a Trauma-Informed Approach and Building Recovery Capital (Mother Town Healing Program, Work Experience & Job Bank)

- ♦ Billie Jo Rich (Cherokee), B.S., TERO Mother Town Healing Program Supervisor
- ♦ Doug McCoy (Cherokee), B.S., TERO Job Bank Coordinator
- ♦ Hillary Norville (Cherokee), M.S.L., TERO Job Bank Coordinator

Workgroup 14 (Rm B)

Meeting People Where They Are: Working towards Judgment-Free Justice

- ♦ Honorable Barbara “Sunshine” Parker (Cherokee), J.D., M.S.W., Associate Judge, The Cherokee Court of the Eastern Band of Cherokee Indians
- ♦ Bonnie Claxton (Chickasaw), J.D., Manager, Office of Legal Assistance, Eastern Band of Cherokee Indians

11:45 am Lunch on your own – Local food trucks located outside

1:15 pm BREAKOUT SESSIONS (GA or Rm B) (Concurrent Sessions)

Workgroup 15 (GA)

The Daily Huddle: Creating a Society of Care in the Workplace

- ♦ Dr. Gail Mason (Ojibwe), Ph.D., MS, Director of Behavioral Health, Native American Community Clinic

Workgroup 16 (Rm B)

Early Life Experiences Come With Us: ACE's and the Workplace

- ♦ Dr. Ann Bullock (Minnesota Chippewa Tribe), M.D.

Beauty for Ashes: Finding My Voice to Create a Life Worth Living

- ♦ Dr. Freida Saylor (Cherokee), D.S.W., L.C.S.W., L.C.A.S., Behavioral Health Director, Analenisgi MAT Program Sponsor, Cherokee Indian Hospital

2:30 pm Afternoon Break (15 minutes)

2:45 pm BREAKOUT SESSIONS (Concurrent)

Workgroup 17 (GA)

Recovery Supported Employment: Testimonials from MTHP and WEX Participants

Friday, March 24, 2023

7:00 am – 8:00 am Continental Breakfast – Cherokee Tower

7th GENERAL ASSEMBLY (GA)

8:00 am KEYNOTE 6 (GA) VIRTUAL

Building the National Movement to Prevent Trauma and Foster Resilience Jesse Kohler, Executive Director, Campaign for Trauma Informed Policy & Practice

- ♦ Whitney Marris, Director, Trauma-Informed Practice and System Information, Campaign for Trauma Informed Policy & Practice

9:00 am KEYNOTE 7 (GA)

Protecting Tribal Nations by Developing a 21st Century Workforce

- ♦ Bernice Delorme (Turtle Mountain Chippewa), B.S., M.S.W., J.D., LL.M., General Counsel for the Council for Tribal Employment Rights and the Northern Plains TERO

10:15 am Morning Break (15 minutes)

10:30 am KEYNOTE 8 (GA) VIRTUAL

Re-Counting Coup: Communicating Indigenous Vitality in the Age of Historical Trauma

- ♦ Dr. Joseph P. Gone (Aaniiih-Gros Ventre), Ph.D., Professor, Harvard University, Faculty Director, Harvard University Native American Program

11:30 am **Cultural Closing:** Atsila Anotagsi (Fire Builders), Museum of the Cherokee Indian

Closing Prayer: Jarrett Wildcatt, Atsila Anotagsi Cultural Specialist, Museum of the Cherokee Indian

Retiring the Colors: Steve Youngdeer, American Legion Post 143

Singers / Host Drum: Crazy Nation Singers

12:00 pm ADJOURN

Happy trails and safe journey home!

* * * Notes * Ideas * Follow up * * *



EBCI COVID PROTOCOLS

(as of 02/02/2023, subject to change)

The EBCI Public Health and Human Services Division (EBCI PHHS) is the recognized public health authority for the Eastern Band of Cherokee Indians. Throughout the course of the COVID pandemic, we have relied on their expertise to guide us and to assure the overall safety, health, and wellness for our members, staff, and event attendees. As the impacts of COVID have evolved, we have continued to assess our protocols to ensure that they remain reflective of the current status of the pandemic. Today, we are announcing the following update of EBCI sponsored meeting COVID protocols:

EBCI Sponsored Meetings

- Up to date* vaccinated attendees will not be required to mask and can fully engage without restrictions. Vaccinated attendees will provide proof of up-to-date status via self-attestation. Daily testing is strongly encouraged.
- Unvaccinated attendees, or attendees not up to date, will be allowed to attend, but will be required to:
 - Wear a KN-95 or N-95 mask, OR
 - Test negative within 24 hours of the event AND test negative daily, if the meeting is for extended days

As part of our public health authority responsibilities, we will continue to provide education, offer PPE, rapid tests, and continue to strongly encourage best practices. While these protocols have changed to better reflect the current state of the pandemic, updated booster shots, and availability of treatments options, the EBCI PHHS strongly recommends ongoing caution due to the health disparities that exist across Indian Country.

*Please note that up-to-date means that the primary series has been received and any current boosters (if eligible and/or available) have been administered.

Presenter Biographies – Alphabetically

Dr. Reva Ballew

Dr. Ballew is an enrolled member of the Eastern Band of Cherokee Indians. She was born and raised locally coming from the Painttown Community and comes from the Bird Clan. Dr. Ballew is the daughter of Carla Ballew and Lenley Ballew. She is the granddaughter of Pat and Caroline Sneed. She is married to David Wyatt and has a daughter, Lindley Wyatt.

Dr. Ballew obtained a bachelor's degree in psychology and a master's degree in clinical psychology from Western Carolina University. She obtained a Ph.D. from the University of Tennessee-Knoxville in clinical psychology. While at the University of Tennessee, Dr. Ballew was awarded an Indian Fellowship from the US Department of Education. Dr. Ballew is a licensed psychologist/health services provider with the state of NC. Dr. Ballew was the first person in her immediate family to obtain a college degree and the second EBCI-enrolled member to obtain a Ph.D.

Dr. Ballew has been a board member of the Richard Yogi Crowe Scholarship Fund (RYCSF) since 1999 and previously received a scholarship from RYCSF while at UT. Dr. Ballew is also the Painttown advocate for the Ethics Committee in the EBCI Internal Audit division. Dr. Ballew was the first enrolled member to oversee the mental health services for the EBCI, employed as the Behavioral Health Director from 1996-2004. She is currently the EBCI Employee Rights/Human Resources Manager.

Dr. Ann Bullock

Dr. Ann Bullock is a Board-certified Family Physician who worked for the Indian Health Service from 1990 until retiring in 2021. She began her career with the Eastern Band of Cherokee Indians in Cherokee, NC, serving first as a clinical physician and then becoming the Medical Director for the Tribe's Health and Medical Division in 2000. In 2009, she joined the IHS Division of Diabetes Treatment and Prevention (DDTP) as its Clinical Consultant. DDTP is responsible for IHS' national diabetes programs, including the congressionally authorized Special Diabetes Program for Indians. Starting in 2012, she served as the Acting Director of DDTP and then became its permanent Director in 2015. In addition to her work with DDTP, she served as the IHS Chief Clinical Consultant for Family Medicine from 2008 until she retired. Dr. Bullock was the recipient of the IHS Director's Award three times and also received the HHS Secretary's Award for Distinguished Service in 2019.

Dr. Bullock is an author on a number of scientific articles, most related to diabetes and American Indian/Alaska Native health. She served on the congressionally-mandated National Clinical Care Commission (NCCC), which was charged with providing recommendations regarding federal programs related to diabetes—the NCCC's report was submitted to Congress in January 2022. Dr. Bullock's interests include the connection of chronic disease risk with stress, food insecurity, and early life adverse experiences. She is an enrolled member of the Minnesota Chippewa Tribe.

Nicole Castellanos

Nicole Castellanos is currently the Career Development Advocate at the Region 5 American Indian Council in Wichita, Kansas. She served at the Sedgwick County Department of Corrections as a Corrections Officer for two years and as an Intensive Supervision Officer Level I – Pre-Trial Services (Intensive Probation) for five years. Ms. Castellanos also served in Security Management for one of the Osage Tribal Casinos in Oklahoma for three years. Nicole received an associate degree in social work from Haskell Indian Nations University, a B.S. degree in criminal justice and an undergraduate certificate in Forensic Criminology from Wichita State University. She is engaged to be married this

year and has one son. Outside of work, Nicole started a social community group called T.I.P.I. – The Indigenous People’s Initiative – that sponsors community nights and other events for our community members. The group also shares information on Indian events, resources, and issues on our Facebook page. Nicole is a member of the Apache Tribe of Oklahoma.

Bonnie Claxton

Bonnie Claxton is a member of the Chickasaw Nation and the Manager of the Eastern Band of Cherokee Indians Legal Assistance Office, which represents individual enrolled members with various legal matters, primarily in the Cherokee Court. The Legal Assistance Office was founded in 2016 with the mission of increasing access to justice for individuals in the Cherokee community through zealous representation and system-level advocacy.

Andrea “Andi” Clifford

Andi Clifford is a 17-year human resource professional and upper management executive who has a true passion for employee development and training. Andi earned her Master of Public Administration degree from the University of Wyoming. Ms. Clifford dedicates herself to the career development of tribal professionals by providing mentoring and coaching. She is willing to share specific methods, strategies and experiences she’s gained over the years of working with tribal people and organizations. Andi is Northern Arapaho/Cheyenne River Sioux.

Randall Crowe

Randall Crowe, Esq. was born and raised on the EBCI reservation in Cherokee, NC. He is a proud member of the Wolfetown community. Randall joined the Navy at 18 and served four years active duty. In 2007, he was deployed to the Persian gulf on the USS Enterprise and honorably discharged in 2009. Immediately after discharge, Mr. Crowe attended undergrad at Virginia Commonwealth University in Richmond, VA, where he doubled majored in Homeland Security and Criminal Justice. Randall then attended law school at Charlotte School of Law and passed the NC Bar in 2017, when he also founded Crowe Law, PLLC. In the past 6 years, he has since focused his practice on Tribal Employment Rights and serving as General Counsel to the EBCI Tribal Employment Rights Office (TERO), Administrative law, and government relations. Randall is also the proud father of two sons and member of the Steve Youngdeer American Legion Post 143 in Cherokee, North Carolina.

Dr. Tami DeCoteau

Dr. DeCoteau is a Licensed Clinical Psychologist who obtained a doctorate degree in Clinical Psychology in 2003 from the University of Nebraska-Lincoln with specialization in the cognitive-behavioral treatment of anxiety disorders for adults, adolescents and children.

Dr. De Coteau is a Trust-Based Relational Intervention (TBRI) practitioner. TBRI is a therapeutic model that trains caregivers to provide effective support for at-risk children. She is also trained in various other trauma treatment modalities including EMDR, EFT, somatic processing, attachment intervention, NMT (neurosequential model of therapeutics), and TF-CBT. Dr. De Coteau has extensive experience working with patients who suffer from complex trauma, neurodevelopmental disorders, grief, anxiety, depression, and suicidal thinking.

Dr. DeCoteau has worked in a variety of outpatient settings and with a diverse patient population, including Veterans and Native Americans. She received the Indian Health Service 2009 Health

Professional of the Year Award for outstanding service and the American Psychological Foundation 2010 Early Career Award for providing culturally competent practice techniques for Native Americans and for developing training programs in rural, underserved areas. Dr. DeCoteau was appointed by a member of the U.S. congress to serve the Commission on Native Children to help address the challenges faced by Native children.

Aside from clinical work, Dr. DeCoteau has given numerous lectures on how trauma impacts attachment and brain development, in-school strategies for working with traumatized children, and historical trauma. She is an enrolled member of the American Psychological Association, an enrolled member of the Mandan, Hidatsa, Arikara Nation and a descendant of the Turtle Mountain Band of Chippewa.

Bernice Delorme

Bernice Delorme is a member of the Turtle Mountain Band of Chippewa Indians. Her professional credentials include a B.S. in Business, a Master's Degree in Social Work, a Juris Doctorate with a Certification in Indian Law and an L.L.M. in Taxation. She is the first Native American to receive an advanced L.L.M. degree in Taxation from the University of Washington School of Law. She is a member of the bars of North Dakota, New Mexico, Washington, United States District Court for the District of North Dakota; and the United States District Court for the Western District of Washington. She has served as Tribal Attorney for the Puyallup Tribe of Indians, General Counsel for the Turtle Mountain Band of Chippewa Indians, General Counsel for the Oglala Sioux Tribe, and served as a Tax Law Specialist in the National Office of Indian Tribal Governments of the IRS. She is currently General Counsel for the national Council for Tribal Employment Rights (CTER) and the Northern Plains TERO Coalition. Bernice is also a Licensed Certified Social Worker (LCSW) in North Dakota. She has as much volunteer experience as she has paid experience.

Joseph P. Gone

Joseph P. Gone is an international expert in the psychology and mental health of American Indians and other Indigenous peoples. A professor at Harvard University, Dr. Gone has collaborated with tribal communities for over 25 years to critique conventional mental health services and harness traditional culture and spirituality for advancing Indigenous well-being. He has published over 100 scientific articles and chapters and received recognition in his fields through several fellowships and career awards, including a year-long residency at the Center for Advanced Study in the Behavioral Sciences at Stanford University.

A graduate of Harvard College and the University of Illinois, Dr. Gone also trained at Dartmouth College and McLean Hospital/Harvard Medical School. He is currently a Fellow of the Association for Psychological Science, and of seven divisions of the American Psychological Association (APA). An enrolled member of the *Aaniih*-Gros Ventre Tribal Nation of Montana, he also served briefly as the Chief Administrative Officer for the Fort Belknap Indian reservation. In 2014, Gone was awarded a Guggenheim Fellowship. In 2021 he received the APA Award for Distinguished Professional Contributions to Applied Research and was elected to the National Academy of Medicine.

Patty Grant

Patty Grant worked in the fields of substance abuse and mental health for 30 years in the Cherokee Community. She is currently contracted with the Ernestine Walkingstick Shelter and Domestic Violence program to work with victims of domestic abuse. She earned her LCSW and CSAC at the Washington University in St. Louis.

Jesse Kohler

Serving as CTIPP's Executive Director, Jesse is in charge of organizational administration and HR, fundraising, strategic planning, public engagements, and working alongside staff and volunteers in their roles with the organization. Jesse currently serves in this role for CTIPP on loan from The Change Campaign, which Jesse founded and is predominantly funded through a contract with the nonprofit think tank ANS Research, where his focus revolves around movement building and sustainable financing initiatives. Above all else, Jesse has always had a strong vision for change that would make our world a better place for all.

Born and raised outside of Philadelphia, after graduating from Oberlin College, Jesse spent the first part of his career working for various nonprofits serving Philadelphia communities and working at the state level for both the Office of Attorney General and the Governor's Campaign. He started with CTIPP as its first intern, then served as a board member for several years, before becoming the executive director on loan when support for the position became available. Jesse lives in Washington D.C. with the love of his life, their hamster (Hamel) and guinea pig (Bryce), stuffed animals, and many plants. Besides working, Jesse enjoys time with friends and family, playing and watching sports, exercising, reading, and serving as sous chef when he and Tina have time to cook.

Lisa J. Lefler

Lisa J. Lefler, Ph.D. is a medical and applied anthropologist. She is Director of the Culturally Based Native Health Programs at Western Carolina University and the founder and past Executive Director of the Center for Native Health, Inc. She is also a faculty member in the Cherokee Studies Program at WCU, has served on the Eastern Band of Cherokee Indians' Cultural IRB for more than 20 years, and is co-founder of the annual Rooted in the Mountains Symposium at WCU, which integrates Traditional Knowledge with health and environmental issues. Among her publications include: *Sounds of Tohi: Cherokee Health and Well Being in Southern Appalachia (2022)* with Cherokee elder Thomas N. Belt, "Native Health: Making Important Connections to History, Language, and the Land," *NC Medical Journal* (Nov. 2021), *Anthropology: Weaving Our Discipline with Community (2020)*. Lisa is non-Native and acknowledges the honor and privilege of working with Native communities for more than 30 years.

Dr. Stephen Lloyd

Dr. Stephen Lloyd is an Internal Medicine/Addiction Medicine physician who graduated medical school and residency from the James H. Quillen College of Medicine at East Tennessee State University. He currently serves as the Vice-President of the Tennessee Board of Medical Examiners. Dr. Lloyd was the Assistant Commissioner (Opioid Czar) for Substance Abuse Services in the Tennessee Department of Mental Health and Substance Abuse Services in Governor Bill Haslam's administration. He has served as an expert witness in more than twenty federal and state cases against physicians who were improperly prescribing controlled substances. Dr. Lloyd was named an Advocate for Action by the Office of National Drug Control Policy (ONDCP), an office of the President of the United States. He has delivered over five hundred educational lectures on addiction and treatment of opioid use disorder and proper prescribing of controlled substances.

Dr. Lloyd was an original member (still active) of the Treatment of Chronic Pain Guidelines Committee which defined pain treatment for providers in the state of Tennessee. He has worked as an Addiction Medicine Physician in both the inpatient and outpatient settings, specializing in the treatment of opioid dependent pregnant women. Dr. Lloyd has served on multiple drug courts in Tennessee and remains an active participant in drug court in the 4th Judicial District under Judge

Duane Slone. He has worked with multiple community level anti-drug coalitions from Johnson County to Shelby County and has worked with all levels of state law enforcement, mainly the Tennessee Bureau of Investigation. He currently serves as Chief Medical Officer for Cedar Recovery in Tennessee and is the current Chair of the Tennessee Opioid Abatement Council appointed by current Tennessee Governor Bill Lee. Dr. Loyd has been in recovery from opioid and benzodiazepine addiction since July 8, 2004.

Whitney Marris

As CTIPP's Director of Trauma-Informed Practice and System Transformation, Whitney Marris supports the team in integrating and operationalizing the guiding principles of a trauma-informed approach in all aspects of the work. In addition to engaging in training facilitation and coaching to advance transformative trauma-informed change in a variety of organizations and systems of care, Whitney currently works as a trauma therapist in a private group practice in Alexandria, Virginia, as well as an adjunct instructor at the University at Buffalo Graduate School of Social Work.

Outside of time spent working, Whitney enjoys getting lost in a book, attending live performances, taking advantage of the free admission price to DC's fabulous museums, and spending off-the-grid time in the mountains with loved ones whenever possible.

Gail Mason

Gail Mason, PHD, MS (Ojibwe) received her Ph.D. in Clinical Psychology from Utah State University in 2001 and her post-doctoral Master's in Psychopharmacology at Alliant International University in 2013. She currently is the Director of Behavioral Health for the Native American Community Clinic in south Minneapolis, MN, which provides primary care, dental care, and behavioral health services for the Twin Cities Native American community. She formerly worked as the Director of Behavioral Health Programs at the Sisseton Wahpeton Oyate in Sisseton SD, Saint Francis Mission in Saint Francis, SD and worked as the Director of Chemical Dependency Recovery programs in Rosebud, SD and for the Confederated Tribes of the Grand Ronde Community, Nanitch Sahallie in Keizer Oregon. Gail also worked as a director of Domestic Violence programs in Pocatello Idaho at the Women's Program and for Idaho State University at the Janet C. Anderson Women's and Men's Center.

In a previously role as a Research Scientist, Gail worked as the Principal Investigator for the NARCH Grant (Native American Rural Community Health), a federal Grant awarded to the Confederated Tribes of Siletz Indians for the Seven Tribes in the state of Oregon. She received the Mark K. Allen Award for research excellence with Children who were Victims of Crime.

Gail Mason has also developed and managed numerous Crisis response programs on reservations: Rosebud, SD Sisseton Wahpeton Oyate, SD, Lower Brule Reservation, SD, and Pocatello, ID. She taught Multi-cultural counseling and theory, research analysis and design and advanced statistical analysis at Brigham Young University, Chemeketa College, and was on rotation to present a workshop on Integrated Care for Victims of Crime at the University Of Utah Medical School and the Idaho State University Medical School. She has served as a consultant and advisor to several Native American Tribes on Behavioral Health Program Development and Chemical Health Recovery Program Development. She also advised and regularly presented workshops to the Juvenile Court Judges Consortium in Chicago Illinois on Juvenile Sex offender Treatment and Management. She has served on the Governor's Task force in Utah on the Treatment of Juvenile Sex Offenders and Treatment for Children who are Victims of Crime.

Douglas McCoy

Mr. Douglas McCoy joined TERO in a Job Bank Coordinator position. Doug received two bachelor's degrees from ETSU, one in Political science and the other in Sociology. His experience with applied statistics is a benefit to the Employment Team.

Doug's interests include gardening, foraging the mountains for food, spending time with family, and reading. Mr. McCoy is from the Big Cove community, where he is an active participant who participates as a volunteer in community projects and activities

Wesley McKnight

Wesley HD McKnight II, known by everyone as "Mac", is a Licensed Clinical Social Worker and a Licensed Clinical Addictions Specialist Associate. Mac graduated Summa Cum Laude with his Bachelor of Social Work degree from Western Carolina University in 2014 and attained his Master of Social Work degree from Western Carolina University through their one-year advanced standing program in 2016.

Mac has been working in the behavioral health field since 2014 and began his behavioral health career working with adolescents. He has been working for the Cherokee Indian Hospital since 2016 and has been contracted to provide behavioral health services in the Cherokee Detention Center for the last 5 years. Mac is passionate about working to improve the lives of others and is dedicated to improving the outcomes for people who are incarcerated in the Cherokee Detention Center. Outside of his professional life, Mac is a husband, and a father of four. He has a rich history of community involvement including coaching youth sports and sitting on the board of several organizations supporting the youth in our communities.

Hillary Norville

Ms. Hillary Norville serves TERO as a Job Bank Coordinator. Hillary received a Bachelor of Arts degree in Strategic Communications at High Point University. She also obtained a Master of Studies in Law (MSL) degree at Wake Forest University School of Law and earned her paralegal certificate from UNC Chapel Hill. Her hobbies include reading and hiking. Hillary is from the Snowbird Community.

Honorable Barbara "Sunshine" Parker

The Honorable Judge Sunshine Parker is a member of the Eastern Band of Cherokee Indians and holds a bachelor's degree and master's degree in Social Work and a Juris Doctorate degree from the University of Tennessee. In April 2021, Judge Parker was sworn in as a judge for the Cherokee Court, bringing to the bench a rich background in child welfare, behavioral health interventions, and trauma-informed practices.

Billie Jo Rich

Ms. Billie Jo Rich is the EBCI TERO Mother Town Healing Program Supervisor. In this capacity, Ms. Rich is responsible for planning and developing MTHP, a multi-system approach to benefit the livelihood of enrolled members and their families through skill building & education, personal growth, reconnection to community & culture, healthy life skills, and wellness & recovery support. This trauma-informed approach to workforce development and delivery of services is implemented in compliance with program policies and regulations consistent with the Tribal Employment Rights Office strategic plan.

Ms. Rich has an Associate of Applied Science degree in Human Services Technology/Substance Abuse Concentration (SCC) and a Bachelor of Science degree in Criminal Justice/Criminology (WCU). In addition to her duties at MTHP, she is currently a candidate for a Master's degree in Social Work (WCU). Billie Jo's background is in Recovery and Crime Victim Advocacy. Originally from the Big Cove Community (Kolanvyi), Ms. Rich resides in the Painttown Community (Aniwodiyi).

Beth Romans

Beth has a lifetime of personal experience and over 20 years of professional experience working with and supporting individuals with special needs. Professionally, Beth has had the opportunity to support families and individuals through a variety of positions. Beth is currently the Transition Specialist at Cherokee Central schools which is a Tribally controlled school system on the Cherokee Indian Reservation in Cherokee North Carolina. In this position, Beth works with teachers, families, community partners and most importantly students to help them develop the skills and supports they need to be as independent as possible.

As both a Regional Director for Special Olympics Florida and a Program Manager with the Florida Developmental Disabilities Council, Inc., Beth had the opportunity to work closely with agencies and organizations to provide better services for individuals with intellectual and developmental disabilities statewide. Her position at FDDC also allowed her to co-facilitate the Employment First Collaborative team and oversee 21 Project SEARCH sites. Prior to that, Beth worked in Orange County Public Schools for over ten years and was asked by district staff to assume a variety of positions during this time. She served as a classroom teacher, member of the Autism support team, Transition team member and as a Behavior Specialist at a separate day school for individuals with significant behaviors.

Dr. Freida Saylor

Dr. Freida Saylor is currently the Director of Behavioral Health for the Cherokee Indian Hospital. She was born and raised on Qualla Boundary in Cherokee, North Carolina and is a member of the Eastern Band of the Cherokee Indians (EBCI). Dr. Saylor received a Bachelor of Business Administration and Law degree and a Bachelor of Social Work degree from Western Carolina University (WCU). While at WCU, she successfully completed the NC Child Welfare Collaborative Scholar program. Dr. Saylor went on to pursue her Master of Social Work degree from the University of Central Florida, where she later obtained her professional license as a Licensed Clinical Social Worker (LCSW) and a Licensed Clinical Addiction Specialist (LCAS). Dr Saylor then obtained a Doctor of Social Work degree from the University of Southern California, focusing on one of the 13 Grand Challenges of Social Work: Building Healthy Relationships to End Violence: Child Sexual Abuse by using innovation and Human Centered Design.

She has worked directly with child welfare organizations and youth in group and foster care settings. Dr. Saylor spent time in Orlando, Florida and Atlanta, GA working in urban outpatient substance use treatment programs where recipients experienced homelessness, substance use, and mental health issues. In 2012, Dr. Saylor returned home to work as a therapist, focusing on trauma healing (adolescent youth) and adult substance use treatment. Since 2014, she has served as a member of the EBCI Medical Institution Review Board (MIRB), working to ensure ethical research requests and practices for the tribe's benefit. As Behavioral Health Director, she has worked alongside tribal and other hospital leadership to build a behavioral health and substance use continuum across a wide range of settings in the community. Over sixteen service lines have been developed to meet these needs. The director role has brought many great opportunities to respond in innovative ways to the

behavioral health needs of the community. In 2020, Cherokee Indian Hospital opened up an Opioid Treatment Program (OTP) with the goal of providing a vital service to the community amidst a nation-wide epidemic.

Dr. Saylor's passion to end generational cycles of abuse, in particular child sexual abuse, in tribal communities is rooted in her belief that healing can be found in through sharing stories and addressing the behavioral health needs of the community. Freida takes great pride in her family. She has been married to Daniel for 26 years and together they have four boys named : June, Kaylom, Josey and Cohen.

Sarah M. Sneed

Sarah M. Sneed is a resident of the Birdtown Community of the EBCI Qualla Boundary and a 1985 graduate of Harvard Law School. Sarah has worked in public finance law, as in-house counsel to tribes, and as counsel to Tribal representatives in state legislature.

Sarah was among those assisting tribes in the establishment of the first TERO offices and now offers training to EBCI tribal and other western North Carolina institutions in matters regarding federal Indian policy and law.

Rachael Steenbergh

Rachael Steenbergh-Tideswell joined the EEOC in 2014 as a Trial Attorney with the Charlotte District Office/Greenville Local Office. She currently serves as an Attorney-Advisor with the Office of Legal Counsel. Prior to the EEOC, she worked as an attorney with a small plaintiff-side law office in Charleston, South Carolina.

Rachael grew up in the Detroit metro area. She obtained her B.A. from Michigan State University and her J.D. from the University of Michigan Law School. Rachael has a number of hobbies and interests, among her favorites are hiking with her dog, Sid, and husband, Joe; traveling; reading; running; and yoga. Her current goals are to visit all National Parks and to run a half marathon in each U.S. state and territory. She currently resides in Asheville, North Carolina.

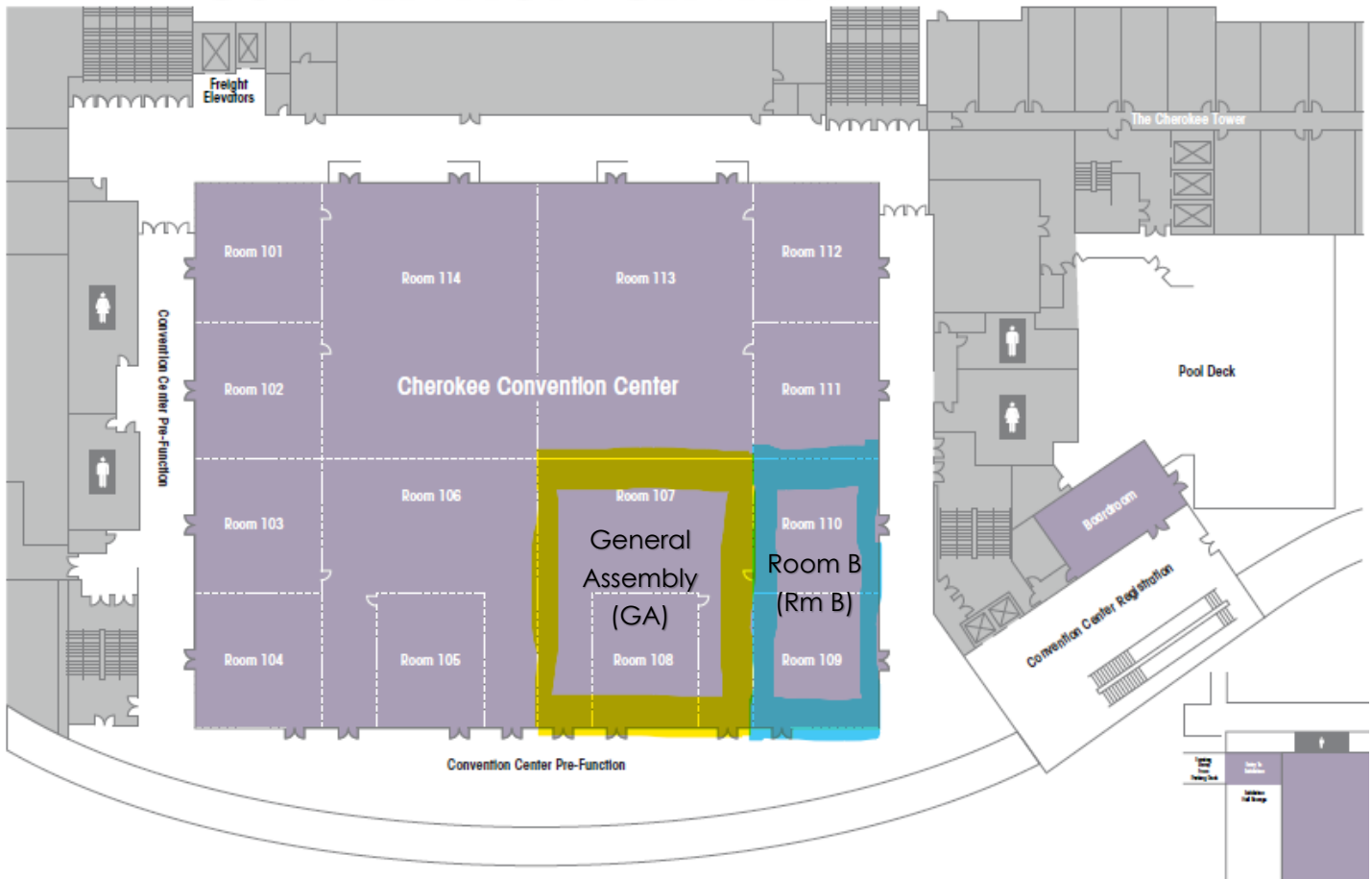
Levi West

Levi West, a proud member of the Eastern Band of Cherokee Indians, graduated from Arizona State University with a Bachelor of Science in Sociology. Since August 2021, he has served as the Cherokee Youth Council Leadership Specialist. In this role he facilitates youth empowerment and culturally based leadership training for Cherokee youth in grades 7-12.

Levi is involved in cultural roles outside of his position as well. He is a member of the Raven Rock stomp grounds and is a Cherokee stickball player. Recently, he started making pottery and enjoys mixing traditional Cherokee pottery practices with contemporary and modern ideas. As a fellow in the Jones-Bowman Leadership Award Program, Levi created and oversees the Gadusi Mountain Bike Club. A project he started in 2019, to create a mountain bike community for locals interested in the sport to promote healthy living and socializing. Levi resides in the Wolfstown community in Cherokee, North Carolina with his wife and three children.

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