

THE PEOPLE, MILESTONES, & STORIES THAT MAKE UP THE HISTORY OF CTER

As seen through the eyes & experiences of John Navarro, Co-founder and former Pres./CEO of CTER



Indian man in the employment maze

WHAT IS A MAZE A SYMBOL OF?

The maze is the very symbol of confusion and disorientation, the trap that confounds efforts to escape. At times life itself seems to be a maze, as our journey along its tortuous pathways leads to wrong turns, dead ends and unknown destinations.

With respect, we modified this symbol for our use here to depict the trials and tribulations Indian people have historically faced in their journey to employment.

THE PEOPLE, MILESTONES & STORIES THAT MAKE UP THE HISTORY OF CTER / TERO

Order of Presentation

- ❖ BEGINNING & EARLY FORMATIVE YEARS
- ❖ TERPC BORN – THE BEGINNING
- ❖ WHY WERE TERPC / CTER CREATED?
- ❖ THE TERPC PEOPLE
- ❖ PROFILES IN COURAGE , COMMITMENT AND RISK
- ❖ THE STORIES BEHIND THE STORY
- ❖ TIME TO SAY FAREWELL
- ❖ THE FUTURE

* I will be telling stories to crystallize the main points as well as giving examples of courage, commitment & risk.

THE BEGINNING & EARLY FORMATIVE YEARS

‘Somebody has to do something’

- **Warm Springs Conference – “We learned”**
Enlightenment- A new stratagem introduced
Take control of employer practices
- **Visionary & expert employment rights**
Speakers
Dan Press, ACKCO, Navajo Nation Reps, RJ Associates , EEOC, OFCCP reps and others.
- **Power of Tribal Sovereignty**
“Write tribal law mandating Indian preference”
“Create a tribal enforcement program”

THE BEGINNING – (CONT)

- The legal Tools and Resources
 - ❖ Sample Ordinances and guidelines
 - ❖ Reference Manuals (5+)
 - ❖ Funding contacts (ANA, BIA, FHWA, EEOC etc.)
 - ❖ Federal Agency Training and T/A assistance
 - ❖ Probono Legal Services

TERPC BORN - THE BEGINNING

- ❖ Boulder, CO - Cold snowy night meeting:

- ❖ Participants included:

Carl Schildt elected 1st Chair, John Navarro 1st VC,
Others at meeting include: Pete Martin Navajo
(OLR) Lou Boyd, Arnie Marchand, Bobbie Minus,
Conrad Redwillow, and other representatives of
the 1st 12 TERO's. Still others at that meeting
included Donna Olson, Sarah Sneed and other
AKCO's Reps.

TERPC BORN - THE BEGINNING (Cont.)

- ❖ The TERPC BOD adopted –Logo designed
- ❖ Set direction, purpose and goals of organization
- ❖ Met with David Lester (ANA) to discuss ANA Funding
- ❖ TERPC Delegation to DC. – The EEOC experience
- ❖ First TERPC Conference held “Bottle Hollow” (Ute)
- ❖ 1st TERO Officer of the year Award recipient: John Navarro
- ❖ Carl Schildt 1st TERPC employee
- ❖ CDE 3rd TERPC Employee. Reorganized TERPC to CTER

THE TERPC / COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

We came together as a synergistic organization that is made up of TERO programs who through coaction between each other have contributed to the overall success of the organization.

THE COUNCIL FOR TRIBAL EMPLOYMENT RIGHTS

- ❖ We are 46 years old National Indian Organization
- ❖ Founded in 1977 organized originally as TERPC (Tribal Employment Rights Planning Committee)
- ❖ Reorganized into CTER by Conrad Edwards and TERPC Board in 1980

- ❖ Governed by 16 Member BOD (Regionally elected)
- ❖ Longest Serving BOD Chairman: Larry Kutcher
- ❖ Longest serving BOD member Francene Shakespeare
- ❖ 300 Tribal/Alaska Village Governments covered by TERO Ordinances
- ❖ Current President: Lee Adolph, Spokane, WA
- ❖ Services: Training, T/A Consultation, Advocacy, Reference Materials, Legal Support, Collaborative Partnering, etc.

WHY WAS TERPC / TERO ENACTED?

- ❖ To address unemployment, poverty, etc.;
- ❖ To ensure employer compliance with TERO;
- ❖ To eliminate discriminatory and other barriers;
- ❖ Bottom line intent: Maximize tribal member access to employment and business opportunities.
- ❖ Good laws strengthen and legitimize tribal governments.

TERPC / TERO PEOPLE



- ❖ They were grass root people of action, vision, conviction and passion who believed that the course they were taking was needed in order to help improve their communities and the lives of their people.
- ❖ Their principles, values and compassion for their people was shaped by their res. upbringings, their culture, traditions, spiritual beliefs and their life's experiences.
- ❖ They were cut in the mold of the tradition Indian warrior.

TERPC / TERO PEOPLE

A famous tribal leader described a warrior in the following way:

“The warrior for us is one who sacrifices himself for the good of others. His task is to take care of the elderly, the defenseless, those who cannot provide for themselves and above all, the children – the future of humanity.”

Sitting Bull, Hunkpapa Lakota Sioux

CHALLENGES TO TERO /TRIBAL EMPLOYMENT LAW

- ❖ CONTRACTORS / PRIVATE EMPLOYERS
- ❖ UNIONS
- ❖ STATES: CALTRANS, ALASKA (STATE CONSTITUTIONS)
- ❖ TRIBAL LEADERS - MYOPIC MIND SETS, POLITICAL LIP SERVICE-INTERNAL RESISTANCE,
- ❖ TRIBAL ENTERPRISES –IHA’S, PROGRAMS, CASINOS ETC.

CHALLENGES TO TERO /TRIBAL EMPLOYMENT LAW

- ❖ FED. AGENCIES, BIA, IHS, HUD, Army Corps, etc.
- ❖ TRIBAL ENTERPRISES : Mind Sets, Lip Service, Profit v People, Cost v Investment
- ❖ TRIBAL ATTORNEYS
- ❖ Unqualified Tribal Workforce, Social, Cultural & Environmental Barriers
- ❖ NO JOBS

PROFILES IN COURAGE , COMMITMENT AND RISK

- ❖ Conrad Edwards – Personal risk (Mortgaged Home).
- ❖ Conrad Edwards JN /– Response to FHWA threat.
(major gamble)
- ❖ Lee Adolph lend CTER thousands (Major risk)
- ❖ Lee Adolph Worked for 10 years on differed pay basis.
- ❖ CTER STAFF –Worked without pay during funding delays for up to two months numerous times.
- ❖ Countless acts of courage by (To many to list)

THE STORIES BEHIND THE STORY



- ❖ Colville: The Dollar
- ❖ Tribal gaming short sightedness
- ❖ Cuckoo's Nest- I Tried
- ❖ The Sun Dance –you forgot who you are.
- ❖ Alaska – Ancient Tooth / Willard Scott
- ❖ It's time to say Farewell (goodbye)
- ❖ It's time to say Farewell I wish you the very best.

DID WE REACH OUR GOALS



We changed the way all contractors, private employer, states and federal agencies do business when they come on to a reservation.

DID WE REACH OUR GOALS (cont)



- ❖ We've come a long way but our work is not over yet we still a way to go.
- ❖ The next two stories tell us we are on the right path.

“RUNNING IN THE WHITE MAN’S SHOES”

(An Insightful Tribal Leader Foretelling)

“I will follow the white man's trail. I will make him my friend, but I will not bend my back to his burdens. I will be cunning as a coyote. I will ask him to help me understand his ways, then I will prepare the way for my children, and their children. The Great Spirit has shown me - a day will come when they will outrun the white man in his own shoes.”

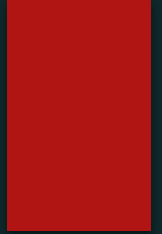
Many Horses –Chief of the Oglala Sioux

Running in the Non-Indian's Shoes

“TERO’s were fighting for many of the same we were fighting for but much more effectively.” We were fighting for sovereignty and against a system that oppressed Indian people using aggressive action i.e., taking over buildings, protesting etc. As a result even Tribes and Indian organizations closed their ears to us. But TEROs were using the system in a creative way to exercise sovereignty to accomplish their goals and they were being welcomed by the very tribes & organizations that rejected us.

*Russell Means
Indian Activist, Tribal Warrior*

THE FUTURE



TIME TO MAKE YOUR OWN FOOT PRINTS
IN THE SHOW

WHAT DO I MEAN BY FAREWELL

FAREWELL – Good by

FAREWELL – I WISH YOU THE BEST.



End of Slide Presentation