ROLL CALL: 11:30am

PRESENT: Joe James, Chairman; Sherri Provolt, Orick District (11:35); Mindy Natt, Pecwan District (11:52); Ryan Ray, Requa District; Wes Crawford, East District; Phillip Williams, North District; Toby Vanlandingham, Weitchpec District; Lana McCovey, South District

ABSENT: Frankie Myers, Vice Chairman

STAFF: Don Barnes, Executive Director; Taralyn Ipiña, Chief Operations Officer; Maggie Mais, Office of Tribal Attorney; Georgiana Gensaw, Council Operations Coordinator (recorder).

QUORUM: 8 present, 1 absent, quorum present.

OPENING PRAYER: Provided by Councilmember Williams.

REVIEW AGENDA/ADDITIONS/APPROVAL:
Motion made by Councilmember Williams/Councilmember Ray to accept the agenda with no additions. Motion carries by consensus.

CALENDAR:
December 4-9, Councilmember McCovey vacation

INTRODUCTION OF NEW EMPLOYEE(S): None provided.

COUNCIL CHECK IN:
Councilmember Vanlandingham– Pass
Councilmember McCovey – Pass
Councilmember Wiliams – Pass
Councilmember Crawford – I sent an email regarding social media. It’s starting to get cold in the East District.
Councilmember Natt – Not in attendance.
Councilmember Provolt – I will pass today just to get the meeting going. I will have a check in tomorrow.

Councilmember Ray - Pass

Vice Chairman – Not Present

Chairman – I will reserve my check in for tomorrow.

TRIBAL MEMBER COMMENT: None provided.

EXECUTIVE SESSION:

CA23-303 Land Purchase for Critical Infrastructure
CA23-310 Parcel B Skeleton Proposal
CA23-311 Executive Session RE: Enrollment

RATIFICATION OF A POLL VOTE:

Council

CA23-303, Land Purchase for Critical Infrastructure
Submitted by Councilmember Provolt

Motion made by Councilmember Vanlandingham/Councilmember Williams as discussed in Executive Session: To authorize staff to negotiate and initiate purchase and renovation of land in Yurok Ancestral Territory for critical infrastructure needs. Funding to come for Tribal Nations Grant Fund – Equal Distributions Grant Funding. Roll call: Vice Chairman Myers-np, Councilmember Crawford-abs, Councilmember Ray-no, Councilmember Vanlandingham-yes, Councilmember Provolt-yes, Councilmember Natt-np, Councilmember Williams-no, Councilmember McCovey-abs, Chairman James-yes. Yes-3, no-2, Abstaining-2, Not present-1. Motion carries.

CONSENT ITEMS:

Health & Human Services Division

Education Department
EDU23-044, Academic Success Program
Submitted by Harold Jones

Motion made by Councilmember Vanlandingham/Councilmember McCovey to have Chairman James sign the letter of agreement for the donation. Motion carries by consensus.

Client Services Department

YHHS23-53, LIHEAP FY23 Additional Funding
Submitted by Springwind Marshall

Motion made by Councilmember Vanlandingham/Councilmember McCovey to approve the acceptance of the additional $267.00 for the Low-Income Home Energy Assistance of Children & Families and approve updated budget modification. Motion carries by consensus.
Motion made by Councilmember Vanlandingham/Councilmember McCovey to approve the acceptance of two funding allocation in the amount of $70,003 and $1,792 for the Fiscal Year 2024 Low-Income Energy Assistance Program (LIHEAP) and authorize fiscal to set up project codes. Motion carries by consensus.

YHHS23-54, LIHEAP FY24 Additional Funding
Submitted by Springwind Marshall

Planning & Community Development Division
Transportation Department
T23-019, Federal Transit Administration Grant $54,813.00
Submitted by Brandi Natt

Motion made by Councilmember Vanlandingham/Councilmember McCovey to approve FY21 5311 Tribal Transit Formula ARP Operating Assistance in the amount of $54,813.00 with excess indirect in the amount of $9,093.12 to be paid from Project 407.0000 (TTP Funds). Motion carries by consensus.

T23-020, Federal Transit Administration Grant $56,214.00
Submitted by Brandi Natt

Motion made by Councilmember Vanlandingham/Councilmember McCovey to approve the FY21 5311 Tribal Transit Grant in the amount $56,214.00 with the remaining indirect in the amount of $9,325.53 will be covered by project 407.0000 (TTP Funds). Motion carries by consensus.

PRESENTATION:
Morgan Stanley Financial Reports
Presented by Jason Barr, Vice President Morgan Stanley
Discussion and review of status and market updates on Morgan Stanley Accounts for the period ending October 31, 2023.

Yurok Tribe Financial Reports
Tabled.

AGENDA ITEMS:
Natural Resources Division
NR23-007, Marine Department Planning Session
Submitted by Tim Hayden

Planning Session to update the Council on the status of the Marine Department and discuss strategic planning to engage partners in marine management. Request 1 hour Council Planning session. Discussion only, no action.

Wildlife Program
WILD23-015, Conversation of Steven’s Prairie Planning Session
Submitted by Preston Taylor

November 27, 2023 Council Finance Planning Meeting
Planning Session with Council and Natural Resources Division Departments to discuss the conservation of Steven’s Prairie for elf and intended goals for the management area. Discussion only, no action.

**LUNCH:** 1:45pm-2:30pm

**TRIBAL MEMBER COMMENT:** None provided.

**AGENDA ITEMS:**

**Council**
Lisa Sundberg presents for agenda item
CA23-268, Indigenous Habitat Institute
Submitted by Taralyn Ipina

Meeting with the Indigenous Habitat Institute to discuss Hempcrete Housing Opportunities on November 29th, 2023. Discussion only, no action.

CA23-270, Title IV Elder Nutrition Program
Submitted by Taralyn Ipina

Motion for Discussion/Action on the Title IV Elder Nutrition Program funding source and Grant restrictions. Discussion only, no action.

CA23-297, Legal Opinion on Executive Session
Submitted by Councilmember Crawford

Action/Discussion directive to General Counsel to provide the Tribal Council with a legal opinion on when a Councilmember can be excluded from Executive Session. Item tabled.

CA23-306, RWE Communications Plan
Submitted by Vice Chair Myers

Discussion/Action on RWE Native American Tribes Communications Plan. Item tabled.

CA23-307, Tribal Member Employee Comment Policy
Submitted by Councilmember Vanlandingham

Directive to Human Resources Director modifying Tribal Member Comment Policy and integrating policy into current HR employee policies.

**TRIBAL MEMBER COMMENT:**

James Dunlap:
- I would like to see a lot more tribal employee participation in the writing and drafting of the policy concerning comments, simply because it's, that's who it's going to affect the most.
- I know that a lot of times there's a feeling that a hierarchy, hierarchy needs to be established and maintained, but I don't believe that is applicable in this instance.
- I'd just like to see more tribal employee comments availability to comment without having to go through a large, formalized process, it can be kept simple. Thank you.
Elizabeth Davis:
- I just wanted to point out in the policy under number one, it says that we have, if we wish to make a comment, we have to identify prior to the Council meeting what we want to comment on. That makes absolutely no sense. All the time emergency agenda items are added prior to the meeting. And if we're not logged on, we don't know what you guys are talking about. And I agree that it does have to be updated.
- And I, also like to point out in my job description under duties and responsibilities, responsibility to the Tribal Yurok Community Tribal Activities, Community Activities, and Council Activities. How can I do that? I need to stay informed if I can't log into the meeting and listen and be engaged into what's happening in the communities.
- Also, today, for instance, you had some interesting things on the agenda. The hemp house information was interesting. You know, I wasn't logged in today and I did get permission from my supervisor to make a comment, you know, I wouldn't know about that stuff.
- The other thing was interesting was the Elder Nutrition Program. I'm an elder now, so that involves me. I want to have information.
- I'd like to make a suggestion to Council, maybe you could rotate your meetings so you have at least one meeting a month after working hours so working people can log in, they can attend.
- Your guys schedule is way more flexible than the working people that have to be on the clock between 8 and 5. You know, just a suggestion. You know, I know this isn't new. It's been suggested for a long time, for as long as I can remember, for folks to be able to get engaged, get involved. I know you guys always want tribal member input, but I repeat that, you know, the majority of the employees are tribal members, and we have a vested interest in this Council and our tribe.
- We need to be informed. And if, you know, we can't log into the meeting, how are we to be informed? The other thing is that, um, if you go into an office, a lot of the employees have earbuds in, you know, what's the difference? Wouldn't you rather. For us, listen to our own council meeting, then music, and, and complete our work.
- And I don't think anybody lacks in completing their work because they're listening to the Tribal Council meeting. So, please, take these into consideration, especially rotating the meetings where we can at least have an opportunity to attend or log in during non-working hours without being persecuted or, or reprimanded or scolded or sent an email, threatening email or any of those things. You know, we just want to be involved. We want to know what's going on. Thank you.

Shoshoni Gensaw Hostler:
- I think that this meeting is very interesting, and I don't make a lot of Tribal Member comments. I'm in the meeting for other business, but I think the reason why I come to the Tribal Council meetings is only on the days that I'm on Council the council agenda, but I also feel like, you know, I have insight and valuable contributions as well.
- And I think that the meetings are interesting. I have to say, I disagree with getting approval from your supervisor, because that seems like it's top down and we shouldn't feel like that as a tribal member that it's top down or that our supervisor, whether
they're a tribal member or a non-tribal member should have that say over if we still
have tribal member comment rights. I just think that that's wrong.

- I do like the suggestions, especially from Elizabeth. I think they make a lot of sense. I
really appreciate that she is on the meetings, and she gives her insight because, she
does get a lot of feedback from the community and makes a lot of sense when we're out
there providing the direct services and we're having the interactions and we're tribal
members who are raising tribal member kids in our homes that we have the opportunity
to voice like our concerns.

- I'm a homeowner. I might be interested in hempcrete. I have some renovation. I would
like to do it. Is this available to us? Like, just there, they're just really small things that
really add up and give us I have a feeling of contributing so just to think about that and,
and to also think about how our policies need to make us feel comfortable.

- They don't need to just be like this is the procedure and the way that you do it, but it
also needs to feel good to the employees as well, especially when you're talking about
other policies that need to be revised. You know, we are there for the employees and
not for the tribe as a business.

Shalishah James:

- I really hope the council takes into consideration and the executive takes into
consideration that we really want a sense of inclusion, that we want to be privy to
what's going on. Sometimes it doesn't have to have something directly to do with our
department, but my clients like to know what's going on.

- I think it's very important for me to put them in the right direction when they ask me a
question about other services for Tribal members and I think listening on Council
meetings is a huge, huge impact on helping them and setting them in the right direction.
We want most of our Tribal members to be successful. So, including us in these actions
is of huge importance. I really hope that we're taking it into consideration for.

Tiana Williams-Claussen:

- Yes, I'm speaking as a tribal member from the North District. I've got my supervisor's
permission to take the time off for this, which I'm documenting. I have a few
comments, some of which I made at our last employee meeting as well.

- I think Councilmember Provolt stated that some of the wording in the email directive
caused such a disturbance, but much of the email did not exist in the policy. That was
one of my first major concerns.

- It says that if you want to make a comment, you must get that okay and all that sort of
stuff, which I'm a little bit iffy about in general. There's nothing in there that I see that
says a tribal member employee can't attend a council meeting. I know that as you
know, pre COVID when we were all clustered in the offices and things like that, we
didn't have these sorts of opportunities.

- You know, many times, I'd have a long day sitting in council waiting for my item. I was
there because I was waiting for my item, but I learned a ton in the meantime because,
you know, we work in the northern complex and when the council says, hey, we're up,
we're a 50-minute drive away with all the construction that's always going on.
- So, I would sit in council meetings, and I would hear about it, whatever's going on in
council meetings and, you know, 90 percent of the time, it was something that I was
interested in either. As an employee of the Yurok Tribe to incorporate in my work, or
which I could contribute to, or as a tribal member employee, because we don't have
these meetings for no reason.
- These all are impacting us as tribal people. So, I concur with what other folks have been
saying that we, as tribal members and deserve that same consideration.
- I think both from the tribal member perspective and for the efficiency of the tribe and
moving things forward in a cohesive way to implement some sort of policy in which we
can't sit in on council member meetings, which is not in the policy right now, as far as I
can see, is just detrimental on pretty much every level.
- I would encourage Council or HR or Executive or whoever is going to be drafting these
policies that we think of a way to rather than exclude tribal employees, except under
these specific instances, find a way to deliberately incorporate them. And maybe that's
as simple as we put in our time sheets that we sat in on the council meeting.
- I do think I work well multitasking personally. I get a lot of stuff knocked out while I
listen to council, but if you want to be deliberate about it and say you're either in
council session or you're doing whatever else your work is, I wouldn't be a bad thing to
just say on my time sheet.
- There's not a huge number of staff who are just sitting around listening to council
meetings. I'm concerned, too, that we make a problem out of something that's not
actually a problem. I don't think anybody is just bored and sitting at council meetings.
They've got a reason that they want to be there. So, to elevate it to an actual problem
and try to fix it is perhaps not a valuable use of our time. And that's it for my comment.
Thank you.

Jewel Frank:
- Aiy ye kwee’, regarding tribal member employee comment, they're a tribal member
first. I like the idea, and maybe since you guys are flexible, you can maybe do one
meeting on a Saturday where we can show up in person because the internet thing for
me it's kind of iffy and if it's iffy for me being a rural tribal member here in Weitchpec
then it's probably iffy for everyone.
- I miss the in-person meetings and miss seeing Yurok people. I miss seeing Yurok
Council. I miss seeing us all together. If I miss it, then our elders probably miss it as well.
I get concerned when some tribal members that are employed make comments that
they may lose their job. I don't know if that's just me, but that's how I feel. As a Yurok
Tribal employee, I wonder if their comment cost them their employment with the Yurok
Tribe. So, I think like a Saturday is not asking too much for us to all come together for a
Council meeting.

Che- Shep James Robinson.
- Good afternoon, Chairman and Council. I just wanted to make comments as both a
tribal member and as an employee. I'm clocked out, but no matter what time of day or
wherever I'm both. I wear many hats in my community here in Weitchpec. I work for the
Planning Department, but I also work for PUD.
• In the past, I have volunteered for the Elder Nutrition Program, and I'm currently on the YIHA Board of Commissioners. So, in that, people come to me for various topics. And it's embarrassing for a tribal member to approach me and ask me questions about something that I know nothing about. Because, as an employee, I should know something, right?
• Today I wanted to emphasize the importance of tribal employees being current and up to date on the workings of other departments. That email, number three, didn't sit well with me. I think it should be encouraged that employees listen to the meetings fully or at least partially.
• We should be knowledgeable about events and programs, etc. Anything that is positive that the tribe is working towards. If it doesn't interfere with my productivity and my boss approves it, I think it's a positive.

Victoria Carlson:
• I'm out of the Requa District. I'm a Yurok Tribal member and employee of the Yurok Tribe. I've worked for the Yurok Tribe since 1998. I've always felt comfortable and safe approaching Tribal Council with comments or issues or solutions and during Tribal Council sessions. I understand to get the supervisor's approval, but to know what your comments are going to be or what your questions are going to be ahead of time is something we don't know. I do like to sit in and listen to council sessions when I'm at work. I'll have a device, maybe playing the council session and I'll be working on my computer doing my other duties. Like some of the other tribal employees said, it's just because we like to stay informed. I will scan the agendas to see if there's something I want to know about that. What's going what's going on with that or because it's interesting to me, because the Yurok tribe is just not a place of employment. The Yurok tribe is also like a second home, it's something that I want to take care of, and I want to make sure that tribal members are getting the information if they have questions.
• I know in the past all children were excluded in the workplace. There were quite a few tribal employees that came up at that time requesting a change. And now you'll see there's an infant in the workplace and children in the workplace policy. Looked at how we want to work in a Yurok way versus, in a white man way. That's the kind of place we want our tribe to be. We don't want to feel excluded or isolated or not informed. There's a lot of topics that you guys discuss, and I don't provide comments, but I like to listen to what you guys share your viewpoints or your questions that you bring up. It was after that email went out, I felt like, wow, we can't provide employee comments and I wanted to share my viewpoint with you.

Tiana Williams Claussen:
• I am 100% espousing that tribal member employees be allowed to sit in on these meetings for the many great reasons that have been stated. But I'm thinking both about tribal employees who may be out in the field right now and can't attend, or other tribal members who have work or have obligations that disallow them from attending these meetings in person or even virtually. Are these recordings available to us as tribal members? If they're not, and I recognize that we want to keep these meetings more to ourselves than just publicly broadcast, can we develop a portal or something like that?
Maybe you have a password for that gets approved as a tribal member, or you must enter through your tribal enrollment number.

Shoshoni Gensaw Hostler:

- I just had one more comment to make, um, because some of the other comments also reminded me that we really must think of our tribal members and all their cross sectionality. So, for me, I'm a female tribal member who is a tribal employee. It kind of feels like I'm asked to give up some of my tribal member rights because I'm a mother, because I'm a wife, because I'm female, because I am a tribal member employee.
- The eeling and fishing ordinance affects me. My husband is a non-tribal member. And as a tribal member, I'm not going to go in eel because I consider myself to be a traditional person. But to me, I felt like I don't get the same thing, because the provider of my household is a non-tribal member, even though he's a member of another tribe. So that's just one example. I know that there's plenty of us that have several different examples, but I'm just saying there's a lot of cross sectionality when people have various identities.

Georgiana Gensaw:

- Just a couple of things I wanted to bring up. When I saw the email and read it through, I was really shocked because I thought it would say something like no disparaging comments about your fellow departments and your fellow coworkers, no bashing the department. I know one day I was speaking to a situation, to say something good about somebody, and in the end the department got offended because they thought I was talking badly about them. And so, anything that you say can always get turned around to be someone to be offended.
- But I hope the Council hears that your employees are extremely frustrated with the lack of communication coming from your executive office. And I don't think we would have to use Tribal Member Comment to get information from Council or a way to communicate with Council if we had another way to communicate with our own internal processes going on here.
- Nine times out of ten, that is all the questions that I get everywhere I go. It doesn't matter where I go. I try not to go anywhere anymore just because of that. Because all everybody wants to know is if the rumors are true. And of course, you know, over the years I've gotten good at just giving vague answers and smiling or saying something like my kid's crying and running away.
- I hope that what the Council is hearing is that your employees want better communication. We're often promised, we'll get that to you in writing. Or we'll follow up with a memo. And those have never come. We never get anything in writing. And so, I hope that what you're hearing is that your employees feel very disconnected. You know, we went from a point in COVID where we were having monthly meetings to none.
- I hope the council understands that most of us just want to be listened to. We just want to be heard and we just want to be talked to like adults. We don't want to be treated like children. We're not children. We're your membership and we're here working for the same goals you are. And sometimes it feels like we're not the same or we're
something else. But we're the membership too, and we're here working towards the same goals that you guys are working for.

- And if we could just have a conversation about those goals, I think it would go much further than this adversary position that we're in now. I can't really believe when you're around the offices and around staff, how low morale is. It's astounding to me. I'm thinking we should be thankful we've got jobs and we're healthy and we're here and things are going good things, but it doesn't really feel that way when you're around staff, and I think it's just a lack of communication. I think if we could just hold an employee meeting would be helpful. This is like the 3rd one now that has been postponed and I get it, there's money constraints. I understand that. But it really doesn't take that much money to have us all log on into zoom talk about accomplishments. This is what we need to work on. We're proud of you. Thank you for being here, give us some kudos. And then let us know what is going on. This is how much land was purchased. This is where we’re going to, you know, instead it kind of feels like no spending, no doing this. Everyone's in trouble. Get permission before you do anything. And now, oh yeah, don’t go talk at council. It just seems punitive. And it seems like we didn't do anything wrong. And we're just being restricted. That's the feeling that I've got. So, I just wanted to express how it feels.

AGENDA ITEMS:

- CA23-310, Parcel B Skeleton Proposal
  Submitted by Vice Chairman Myers
  **Motion for discussion on Parcel B Skeleton Proposal (Executive Session). Item tabled.**

- CA23-311, Executive Session RE: Enrollment
  Submitted by Vice Chairman Myers
  **Motion for Executive Session RE: Enrollment Criteria. Item tabled.**

- CA23-312, East District Office Renaming
  Submitted by Councilmember Williams
  **Motion to discuss the renaming of the East District Yurok Tribal Office. To consider a recent email request. Item tabled.**

- CA23-313, Clean California Grant update
  Submitted by Councilmember Ray
  **Update from Transportation Staff regarding Clean California Grant. Update given by Brandi Natt. Discussion only, no action.**

- CA23-314, Bluff Creek Campground Potential Uses
  Submitted by Councilmember Ray
  **Motion for Action/Discussion regarding Bluff Creek Campground and potential uses and/or transfer to another Tribal entry. Request to have Executive Directors from Yurok Indian Housing Authority and Yurok Economic Development Corporation present for agenda item. Item tabled.**
CA23-315, Portable Toilets & Pumper Truck status update
Submitted by Councilmember Ray

Update from staff regarding ordering/purchase of portable toilets and status of pumper truck
(Location, Registration, Mechanical issues, etc.) Update given by Dean Baker

PLANNING & COMMUNITY DEVELOPMENT UPDATE:
Michael Gerace and Shoshoni Gensaw provided an update on the new Youth Center project in Weitchpec.

LITIGATION UPDATE: None.

TRIBAL MEMBER COMMENT:
James Dunlap: The gas voucher from the elder wood cutting event was no longer good past the day of the event.

CLOSING PRAYER: Councilmember Ray.

ADJOURN: 6:36pm

MEETING MINUTES APPROVED ON: December 13, 2023

Sherri K. Provolt, Secretary

12/15/23