Menominee's Journey to a Culture of Health

More Resilient Minnesota
Collaboratively Honoring & Healing Communities

FamilyWise

Jerry Waukau & Wendell Waukau
of the Menominee Nation WI

Keynote Presentation
for 5th Annual Growing Resilient Communities Gathering

June 16, 2022

Acknowledgement

- Family Wise Services
- Minnesota Dept Hum Services (DHS)
- Menominee Indian Tribe of Wisconsin www.menominee-nsn.gov
- Menominee Indian School District www.misd.k12.wi.us
- Jim Sporleder - jimsporlederconsulting.com
- Dr. Alex Adams- Montana State University
- Jennifer Gauthier –UW-Division of Extension
- Jodi Pfarr – www.jpfarr.com
- Robert Wood Johnson – RWJF
- SAMSHA
- Wisconsin Department of Public Instruction – DPI dpi.wi.gov

Who are we?

- Families
- Education
- Current roles
- ACE-Resiliency score $\left(\frac{4}{14}\right)$
- *"Two brothers, one vision"*

KANSAS

EAGLES

BOBCATS
BOBCATS

BOSTON
PACKERS

Overview

- The Menominee Nation and Menominee Indian School District
- Historical Trauma
- Local Community Health Impact of Trauma
- Cross Sector Collaboration- It take a whole community/rez…..
- COVID 19 Impact
- Current Cross Sector Update (School & Community)
- Results/Validations
- RWJF Video Building a Culture of Health
- Lessons Learned -Creating a School/Community…..
- Q&A

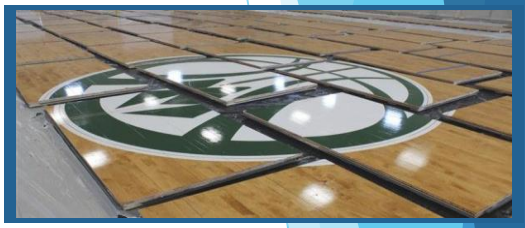
Menominee Nation

- Wisconsin's oldest continuous residents
- Only WI Tribe inhabiting ancestral land
- Were integral in Wisconsin becoming a state
- 9,000 Tribal members, 4000 residing on the reservation
- Ranked 72 out of 72 WI counties in Public Health Outcomes

Menominee Nation

- Treaties reduced Tribal lands from 10 million acres to the current 235,523 acres
- Maintains the country's largest sustainable forest
- Tribal members have shown tremendous resilience

MTE
Menominee
Tribal Enterprises



Menominee Indian School District (MISD)

- Established in 1976
- About 1000 students attending 3 schools & Student Health Center
- 92 % American Indian (AI)
- 88 % Free & reduced

Menominee Indian School District (MISD)

- 25% Have an IEP (ACES?)
- 16% Chronic Absenteeism Rate
- 2-3 Schools Improvement Designation State Report Card
- “drop-out factory” (2007 Johns Hopkins)

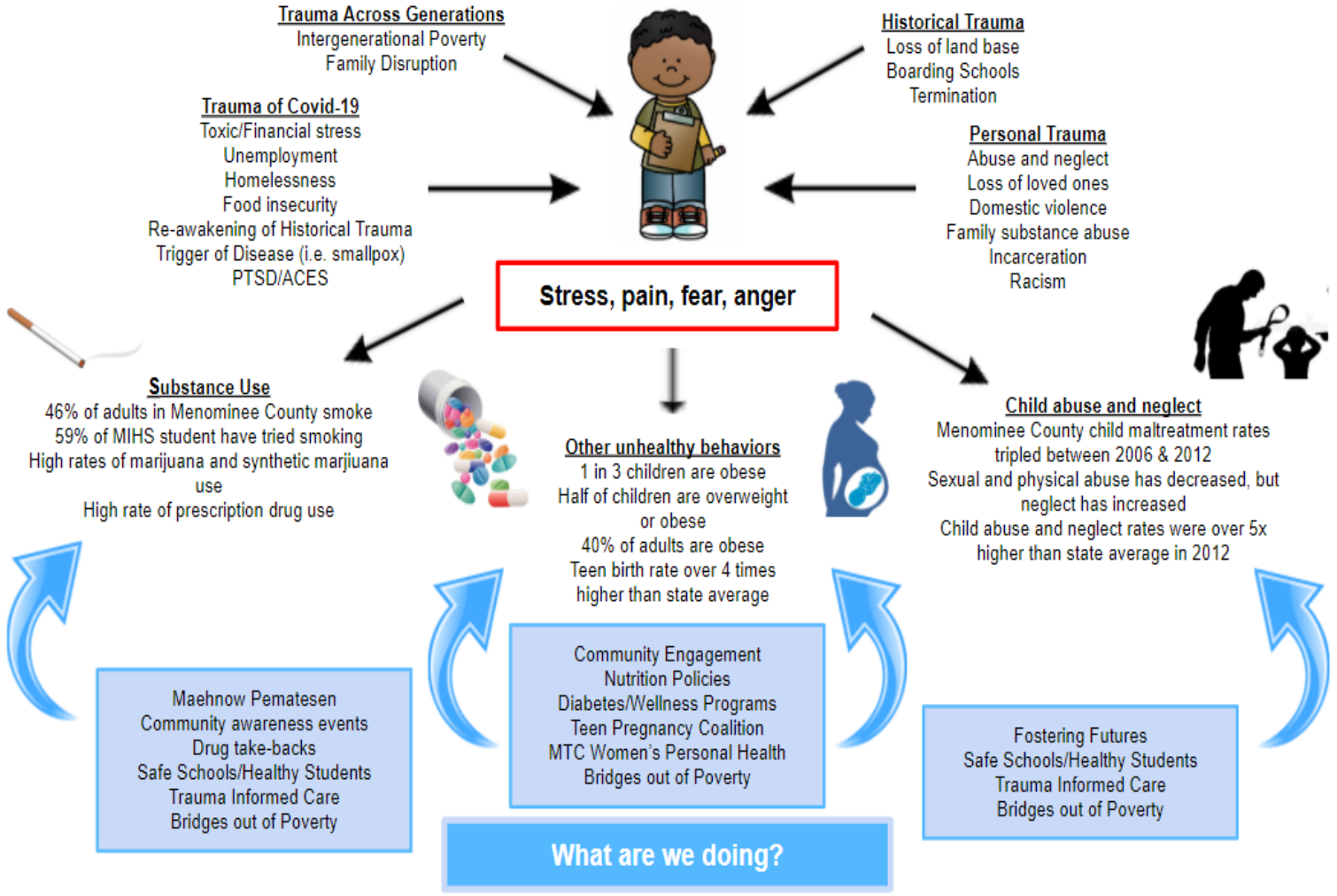
What happened to us?

Lost our Land

Placed in Boarding Schools

Terminated in 1954

Local Community Health Impact of Trauma



The Perfect Storm…

What is Bridges Out of Poverty?

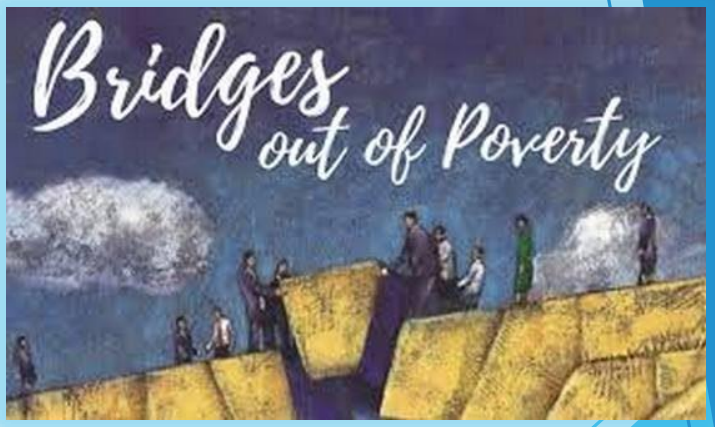
- Framework that helps employers, community agencies & individuals address & reduce poverty in a comprehensive way. *(ahaProcess.com)*
- The Bridges approach is about economic diversity, not racial or cultural diversity. *(ahaProcess.com)*
- For Menominee Nation-Community engagement (CE) initiative intended to be a catalyst for building positive relationships among stakeholders.
- Relationships are the key drivers to hope, healing, and resilience.

Bridges out of Poverty

- How did “Bridges” originate at MISD/community?

  Was part of comprehensive school reform effort brought in by MISD back in 2005 to address its academic barriers/challenges. (i.e. truancy, suspensions, literacy, graduation rates . . .)

  Others: poverty, teenage pregnancy, alcohol & drugs, crime & violence.

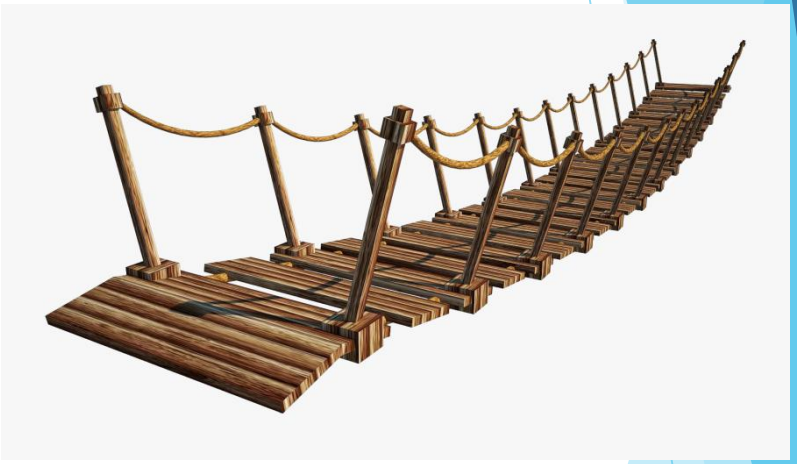


Opportunity

- Adopt a school & community reform effort that address these barriers/challenges.
- One that is comprehensive/systematic (addressing root causes not symptoms).
- Engages families, communities and schools to work as partners (i.e. school-community collaboration, community engagement models, community schools).
- In 2005 MISD/Menominee Tribe adopted Bridges out Poverty

Bridges Out of Poverty Mental Model

- Traditional Setting
- Survival Mode
- The Circle Surrounds and Supports
- Future Mission – Community Wellness



SPIRITUAL
PHYSICAL
EMOTIONAL
MENTAL
TRADITIONAL SETTING
TRADITIONAL
SPIRITUALITY
ELDERS
ENVIRONMENT
FAMILIES
LANGUAGE
HEALTHY FOODS
HEALTHY ACTIVITY

BRIDGES OUT OF POVERTY
PRESENT
UNEMPLOYMENT
DISEASE
AODA
EDUCATION
REGAINING CONTROL
NEW FAMILY STRUCTURES
COMMUNITY STRATEGIC PLANNING
STRONG FAMILIES
PAWN SHOP
PAY DAY LOANS
BAR
FAMILY DISRUPTION
CHRONIC DISEASE
EDUCATION
INFORMATION
STAFF UNDERSTANDING
MEANINGFUL EMPLOYMENT
WELLNESS
EMPOWERING COMMUNITY
RELATIONSHIP
ABUSE
ADDICTION
MENTAL HEALTH PROBLEMS
SURVIVAL MODE
BOARDING SCHOOLS
TREATIES
TERMINATION
CONVENIENCE STORE
CASINO
TRUST ISSUES
BARRIERS
NON-COMPLIANCE
NO-SHOWS
TRANSPORTATION

THE CIRCLE SURROUNDS AND SUPPORTS
MTE
CHURCHES
CMN
SCHOOLS
CRC
CASINO
LAW ENFORCEMENT
TRIBAL OFFICES/MTE
HISTORIC PRESERVATION
MAEHNOWESEKIYAH
MAWACEYSENIAH
TRADITIONAL SPIRITUALITY
COMMUNITY
INDIVIDUAL
FAMILY
IF A PERSON IS NOT IN A STATE OF WELLNESS, FAMILY CAN PULL TOGETHER TO ASSIST THE INDIVIDUAL ON THEIR JOURNEY TO WELLNESS
WOODLAND BOWL
EXERCISE
EDUCATION
SPIRITUALITY
HEALTHY FOODS
POSITIVE PARENTING
THE CIRCLE
STRENGTHENING
FORWARD
MOVING

FUTURE MISSION - COMMUNITY WELLNESS
ORIENTATION OF STAFF
TRIBAL ORIENTATION (HR)
ACCEPTANCE – PROVIDER COMMUNITY
HOUSING ACCOMMODATIONS
MENOMINEE HISTORY
SEEING AND UNDERSTANDING THE RESERVATION
WORK GROUP
TRUST ISSUES
STAFF ORIENTATION
SPEAKING UP ON ISSUES
MISSION STATEMENT
UNDERSTANDING HISTORY
SACRED USE OF TOBACCO
HEALTHY ACTIVITY
SPIRITUAL
PHYSICAL
EMOTIONAL
MENTAL
BREAST FEEDING
LAND OF THE MENOMINEE
RELATIONSHIPS
STAFF UNDERSTANDING
EMPOWERMENT
WELLNESS
CASINO
POLITICAL SUPPORT
INDIVIDUAL SECURITY
SPIRITUALITY
LESS DIABETES
ACCOUNTABILITY
HEALTHY ACTIVITY
HEALTHY CHOICES
HEALTHY BABIES
FITNESS
UNDERSTANDING HEALTH HISTORY OF MENOMINEES HELPS TO UNDERSTAND PRESENT HEALTH HISTORY

Community Engagement

Definition? There is no widely accepted definition

- **CDC (2011) defines it as" the process of working collaboratively with groups of people who are affiliated by geographic proximity, special interests, or similar situations with respect to issues affecting their well-being.**
- **Coalition of Community Schools- "two-way street where the school, family, and community work together creating networks of shared responsibility."**
  www.communityschools.org

Community Engagement

- Here's the one we prefer that came from a Menominee Combat Veteran/Elder in 2009 while attending a Summit on Historical Trauma:

"Connect the dots."

Why Community Engagement for Tribal Nations?

- American Indian (AI) & Alaska Natives (AN) have some of the worst statistics in health & education outcomes among all ethnic minorities. (US News 2015)

- Chronic Health conditions include: heart disease, cancer, diabetes, unintentional injuries (accidents)

- High Prevalence and risk factors for mental health, suicide, obesity, substance abuse, & addictions. (2017 Office of Minority Health)

Why Community Engagement for Tribal Nations? (Cont)

- AI & AN post some the lowest achievement scores and graduation rates of any student subgroup (2015 US News)

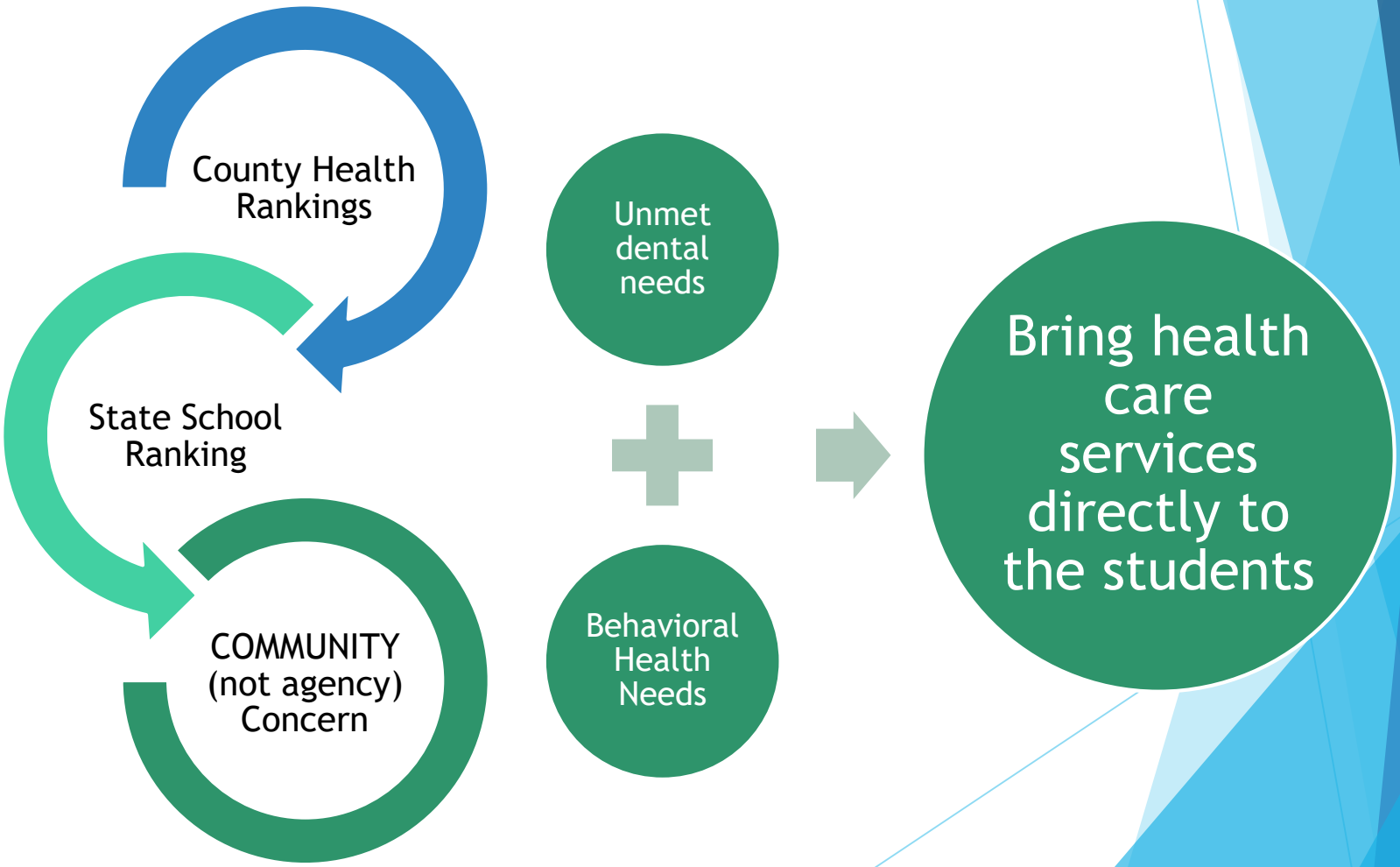
- 70% of AI & AN students who start 9th grade will graduate on time (national average 82%) For BIE students it's 53%. (2017 Partnership with Native Americans)

- Most of the obstacles to students graduating on time are either chronic illness or the same social determinants as those for health & well being. (2007 Freudenberg)

Community Engagement

Community Engagement

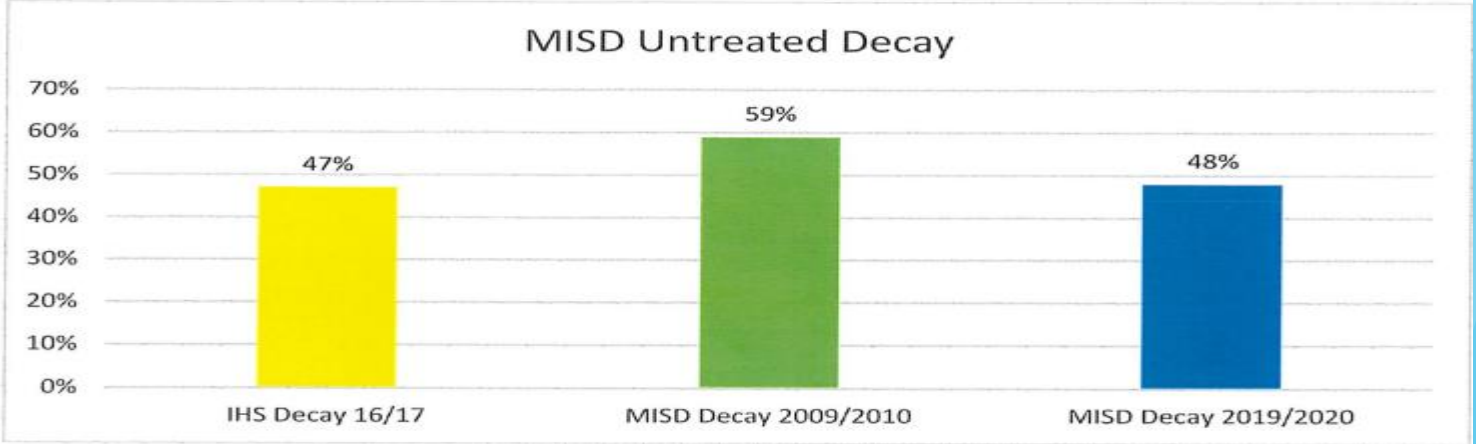
MISD and MTC's Collaboration

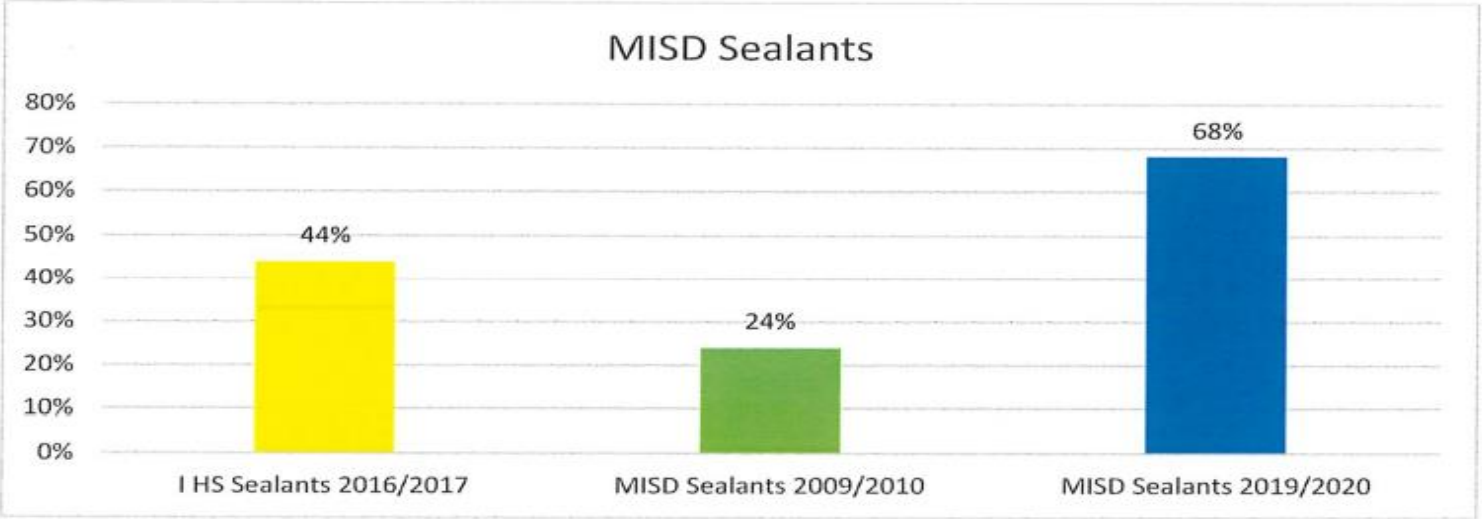


MISD School Prevention Program

(Keshena Primary, Menominee Middle School, Tribal School)

Active Decay and Sealant Report





COVID-19
INDIAN
COUNTRY

Covid-19 Response

- AN/AI communities experienced some highest rates
- Amplified health inequities which already existed
- AN/AI case rates higher than whites in 23 states
- AN/AI 5.3 times likely to be hospitalized (CDC 2020)
- AN/AI more than twice as likely to die

Covid-19 Response

- Clinic offered a drive up pharmacy service & covid testing
- Nurses continued home care services
- COVID Testing in community and schools (National Guard/ThedaCare)
- Vaccinations @ Clinic & Schools
- Coordinated phone/social media/word of mouth campaign
- Result= 3rd highest vaccination rate of 72 WI Counties (*Personal touch,word of mouth: How U.S. rural communities succeed getting COVID-19 shots into arms*. Reuters 2021)

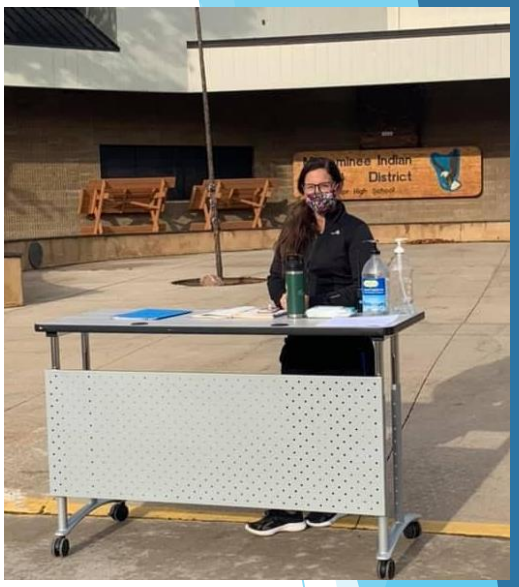
Covid-19 Response

"If you eat you qualify"

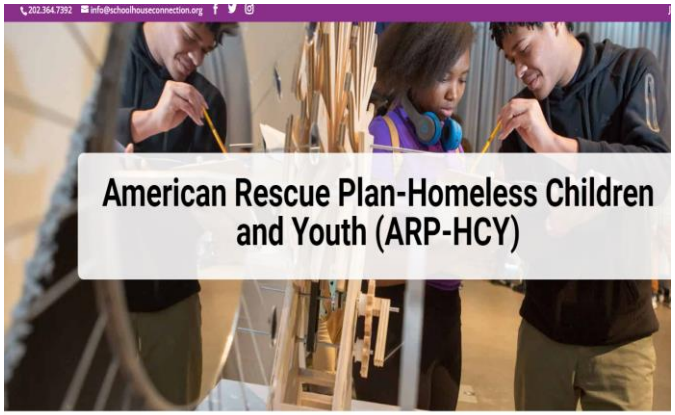
- Local pantries
- Friday food give-aways
- Delivered meals to elders
- Boys & Girls Club delivered meals
- Schools offered meal pick-up 2 days a week
- Schools delivered meals to all students 4 days a week

Covid-19 Response

- Teachers checked in students daily (phone, emails, text, FB message)
- Went door to door to check on students (attendance success mentors)
- Schools offered speech and language via telehealth
- Chromebooks, hot spots, tech hot line
- Distant Learning Support Centers with transportation



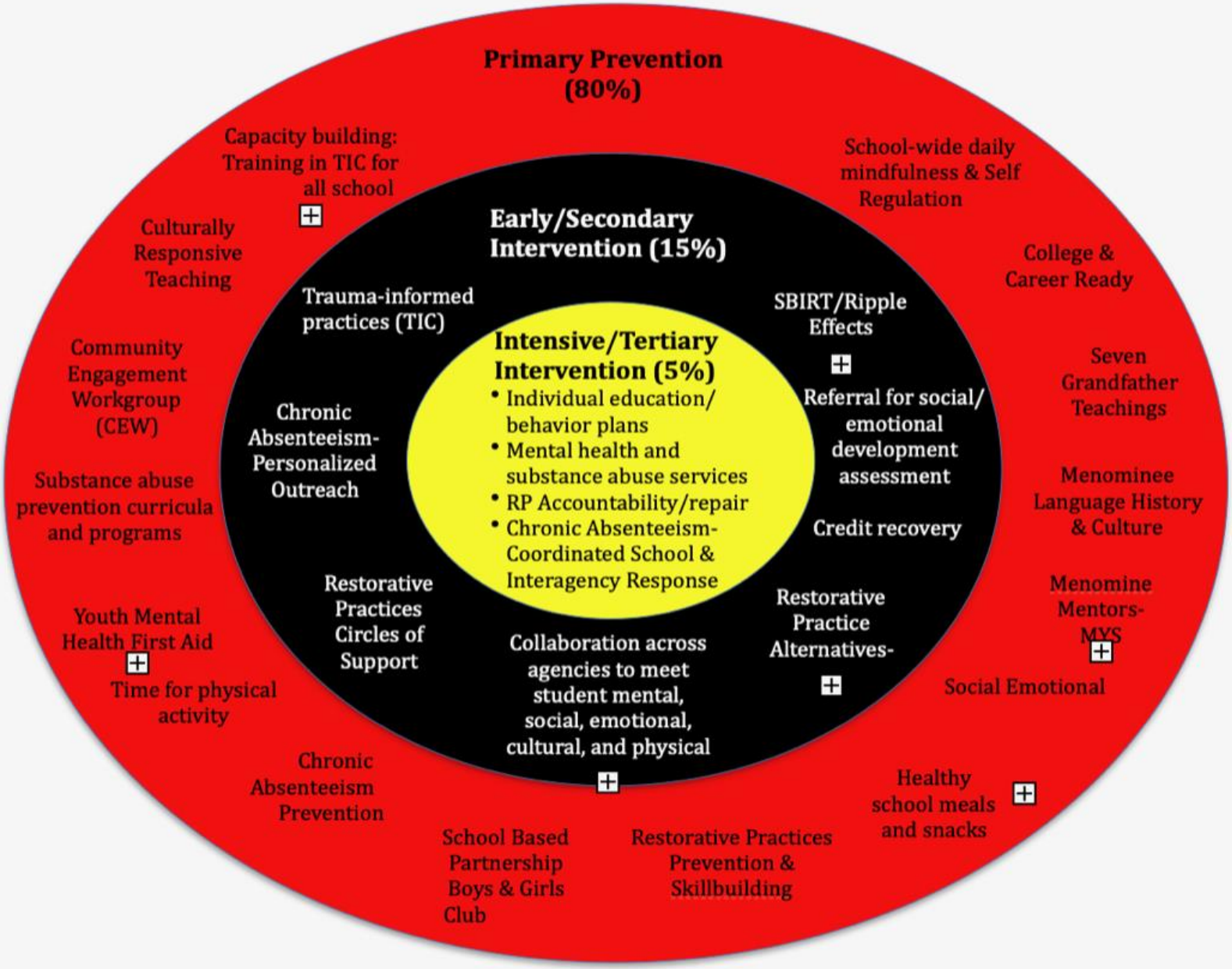
Gov Evers, DHSWI Statewide Thank You Tour 4/28/22



Spotlight-Wrap-aroun Services 5/26/22 https://schoolhouseco nnection.org/arp-hcy/

SchoolHouse Connection
Overcoming Homelessness Through Education

MISD Approach to Educating the Whole Child 2020-21



Menominee Wellness Model

Positive Parenting
Positive Childhood Experiences

HEALING HISTORIC TRAUMA
- Embracing: Tradition, Language, Culture, & Spirituality
- Reclaiming Identity

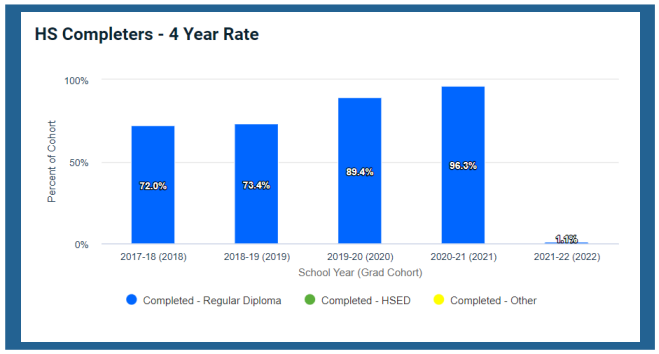
CREATING COMMUNITY CONNECTIONS
- Combining New & Old Traditions
- Creating Meaning
- Trauma-Informed Approaches
- Healthier Relationships

Strengthening Tribal Cohesion

Community Wellness

Results and Validations

- Since 2008, high school graduation rates have increased from 60% to 90% (WI DPI)

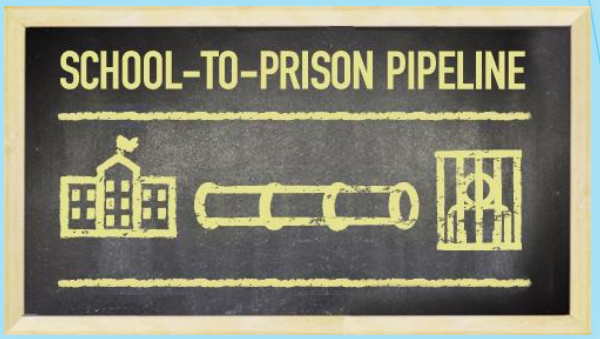


- 2012 MISD Superintendent recognized as a White House "Champion of Change"

https://obamawhitehouse.archives.gov/blog/2012/08/21/providing- services-success

Results and Validations cont.

- School suspension rates have dropped. 5.6% compared to 6.2 for State of WI (2019-20) https://wisedash.dpi.wi.gov/Dashboard/2018



- 2019 WPT Documentary Not Enough Apologies: Trauma Stories "Prospect of Hope" *https://www.pbs.org/video/not-enough-apologies-8bdjrb/*

Wisconsin Public Television

Results and Validations cont.

- 2014 Menominee's trauma efforts were presented during a U.S. Senate Committee on Indian Affairs by Dan Press Columbia University Professor & Attorney

- 2014 UW Madison Community-University Partnership Award

Wisconsin Partnership Program
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Results and Validations cont.

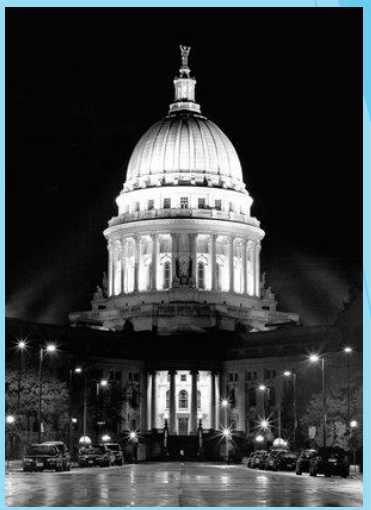
- **2015 Robert Wood Johnson Foundation Culture of Health Prize Winner**
  https://www.rwjf.org/en/library/articles-and-news/2015/10/coh-prize-menominee- wi.html

- **2015 APHA Case Study**
  https://mail.google.com/mail/u/0/#search/harnessing+the+power+of+cross+sector+collaboration/14c13e8614277d62? projector=1&messagePartId=0.1

An affiliated association of APHA
AMERICAN PUBLIC HEALTH ASSOCIATION
For science. For action. For health.

Results and Validations cont.

- **2016 Senator Heikamp (ND)**
  https://mail.google.com/mail/u/0/#search/senator+heitkamp/15366a1c21f3ebf7



- **2017 Confronting ACES to Improve Rural Kids' Lifelong Health**
  https:// www.ruralhealthinfo.org/rural-monitor/adverse-childhood-experiences/

RHI hub
Rural Health Information Hub

Results and Validations cont.

- 2017 (APA) Trauma-informed School Practices: the Value of Culture in Efforts
  to Reduce Generational Trauma

- Pediatric Integrated Care Collaborative (PICC 2016-Present)

RWJF Culture of Health Prize (2015)

Lessons Learned –Creating a School/Community Response to Healing of Trauma

- Develop logical vs punitive consequences (i.e. Restorative Practices, Conscience Discipline)
- Relationships first trauma responsive later (Perry B. & Pierson R.)
- Trauma Responsive Approaches are not separate from teaching & learning.
- Trauma Responsive Approaches need to be Culturally Responsive
- Regroup-Recharge-Reconnect (COVID 19)

More Lessons-
Cross Sector Collaboration

- Define the current reality in your school/community. (good-bad-ugly)
- Build & tell your story
- Paradigm shift to public health care lens?
- Find and invite the leadership
- Tackle the "elephant in the room"
- Develop "Champions" within your organization
- Sustain the journey through collaborative partnerships
- Validate the successes and keep going

Hilary "Sparky" Waukau

- *"The further back we go on the chain of events that leads to a problem, the stronger the healing can be."*

- Menominee Tribal Leader
- Wisconsin Conservation Hall of Fame Inductee (2000)

Maec Waewaenen for allowing us to share our story with you…

Contact Info:

- Jerry Waukau-Health Administrator
  Menominee Tribal Clinic
  jerryw@mtclinic.net

- Wendell Waukau-Superintendent
  Menominee Indian School District
  wwaukau@misd.k12.wi.us

Questions & Answers Discussion

References

- APHA Case Study (2015) Better Health Through Equity. Harnessing the Power of Cross-Sector Collaboration. Pp9-13. https://mail.google.com/mail/u/0/#search/harnessing+the+power+of+cross+sector+collaboration/14c13e8614277d62?projector=1&messagePartId=0.1

- Bissonette, T. & Shelby, T. (2017) Trauma-Informed School Practices: the Value of Culture in Efforts to Reduce Generational Trauma. American Public Health Association. https://www.apa.org/pi/families/resources/newsletter/2017/12/generational-trauma

- Lukens,J. Prewitt.E. 2017. Confronting ACES to Improve Rural Kids' Lifelong Health. https://www.ruralhealthinfo.org/rural-monitor/adverse-childhood-experiences/

- Wisconsin Department Public Instruction. https://wisedash.dpi.wi.gov./Dashboard/2018

- Wisconsin Public Television. (2019) Not Enough Apologies:Trauma Stories. Prospect of Hope. https://www.pbs.org/vide/not-enough-apologies-8bdjrb/