



# The Elephant in the Room:

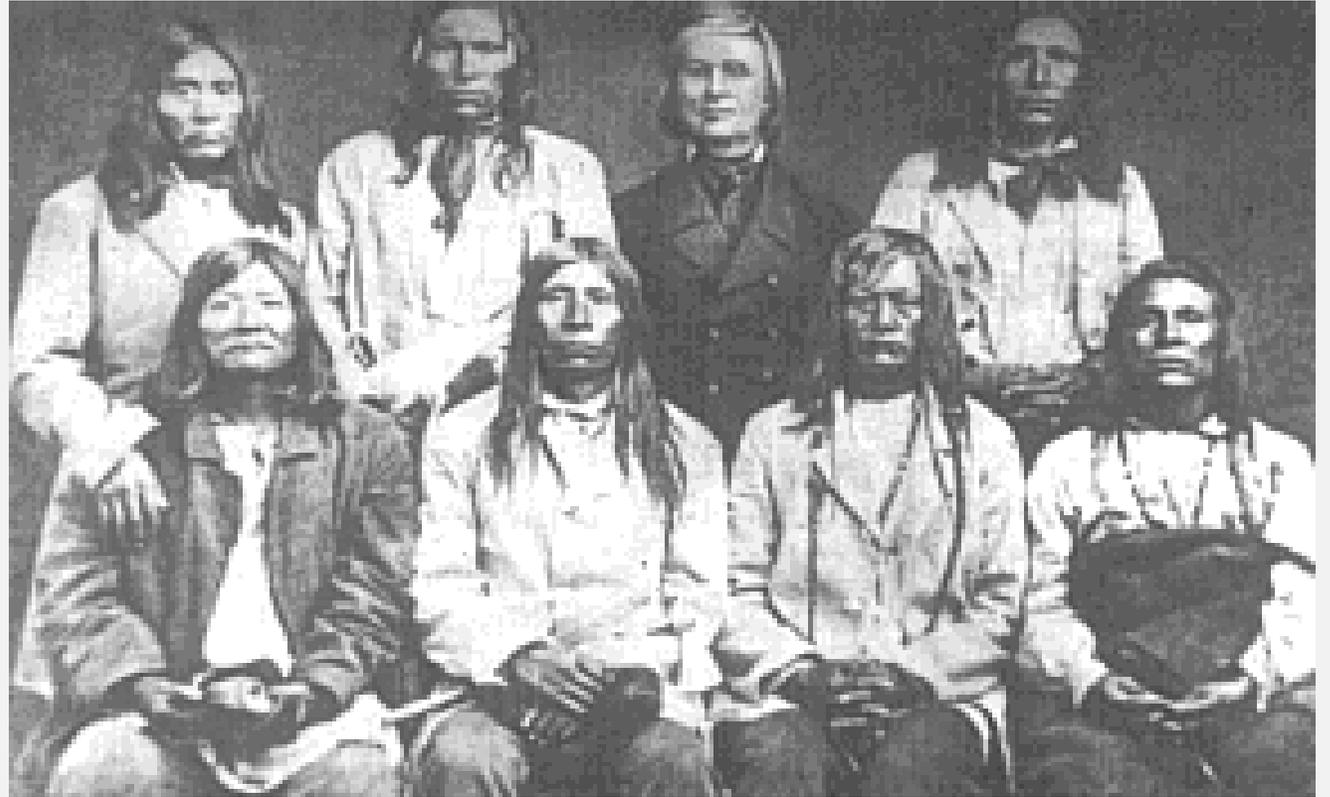
## One Tribe's Data-Driven Approach to Re-entry and Population Health Through Collaboration

TRANSFORMING HEALTH  
SYSTEMS IN TRIBAL  
COMMUNITIES

- Indigenous Pathways to Health
- Data as Knowledge
- Governance for Health
- Performance and Innovation

# TRIBAL VALUES

- **t'u'lschint (Membership)** – Solid and resilient members of ever-expanding spheres of relationship: family, clan, tribe, community, state, and country.
- **'ats' ghnt' wesh (Stewardship)** – Responsible, accountable, and socially aware caretakers, caring for human cultural and natural resources for present and future generations.
- **snmiypnqwiln (Scholarship/Knowledge)** – Knowledge based on principles of investigation that pursue excellence and truth. It is based upon an awareness, appreciation, and respect for natural law as understood and cultivated through traditional knowledge that has guided Native peoples for millennia, and has meaningful application within the community.
- **hngwa'qn; hnshat'on (Guardianship)** – To care for and protect the Coeur d'Alene Tribal way of life for future generations, including natural resources, culture, history, language, and traditions.
- **chsnpa'silgwesn (Spirituality)** – Faith from which the Creator reveals the connection between all life. It unites the space between the past, present, and future through the peoples, environment, and land; and is rooted within the ceremonies from which the Tribe celebrates those connections.



## TWO X 4 R'S

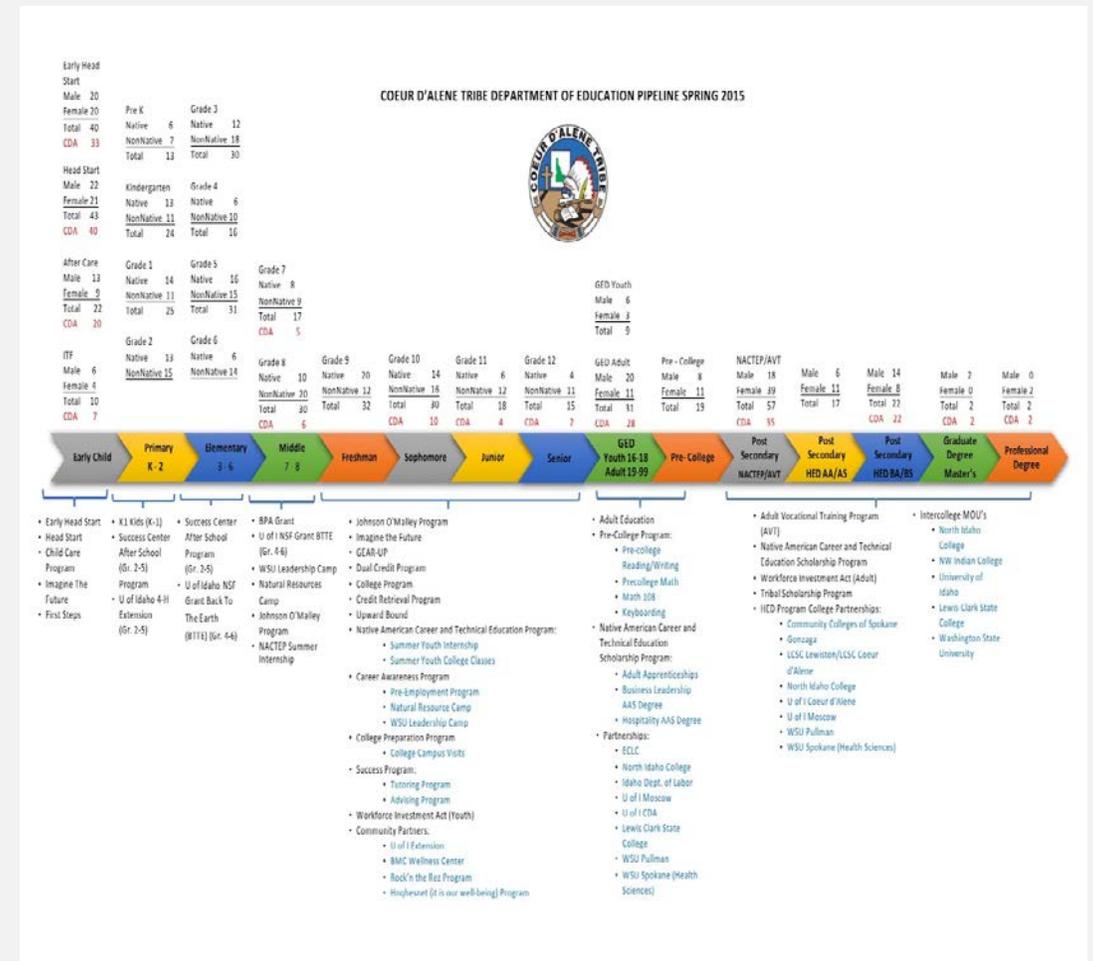
- RUPTURES
- REPAIR
- RESTORE
- REVITALIZE



- RELATIONSHIP
- RESPONSIBILITY
- RECIPROCITY
- RESPECT

# DATA: TELLS THE STORY -THE ELEPHANT IN THE ROOM-

- **BEGINNINGS** – It can start in unusual places (ie Education Pipeline)
- **TARGETED INFORMATION - DATA Sovereignty**
  - ❑ CDA Tribal Members, Gender, Age, Community
- **ASSESSMENT** – Recognizing Strengths as well as Deficits
- **“KNOWLEDGE KEEPERS”** – CDA Tribal people / community members
  - ❑ Interviews, Surveys, Focus Groups



# DATA: THE COEUR D'ALENE STORY

## STRENGTHS and RESOURCES:

- Reservation and Tribal Population Growth
- Employment and Economic Opportunities
- Education Pathways
- On-Reservation Comprehensive Reservation Medical and Wellness Services
- Steady Leadership
- Tribal Members in Key Management Positions
- Abundance of Resources, with the right Collaboration
- Community Support & Action – qhest'ilsh (Becoming Well)



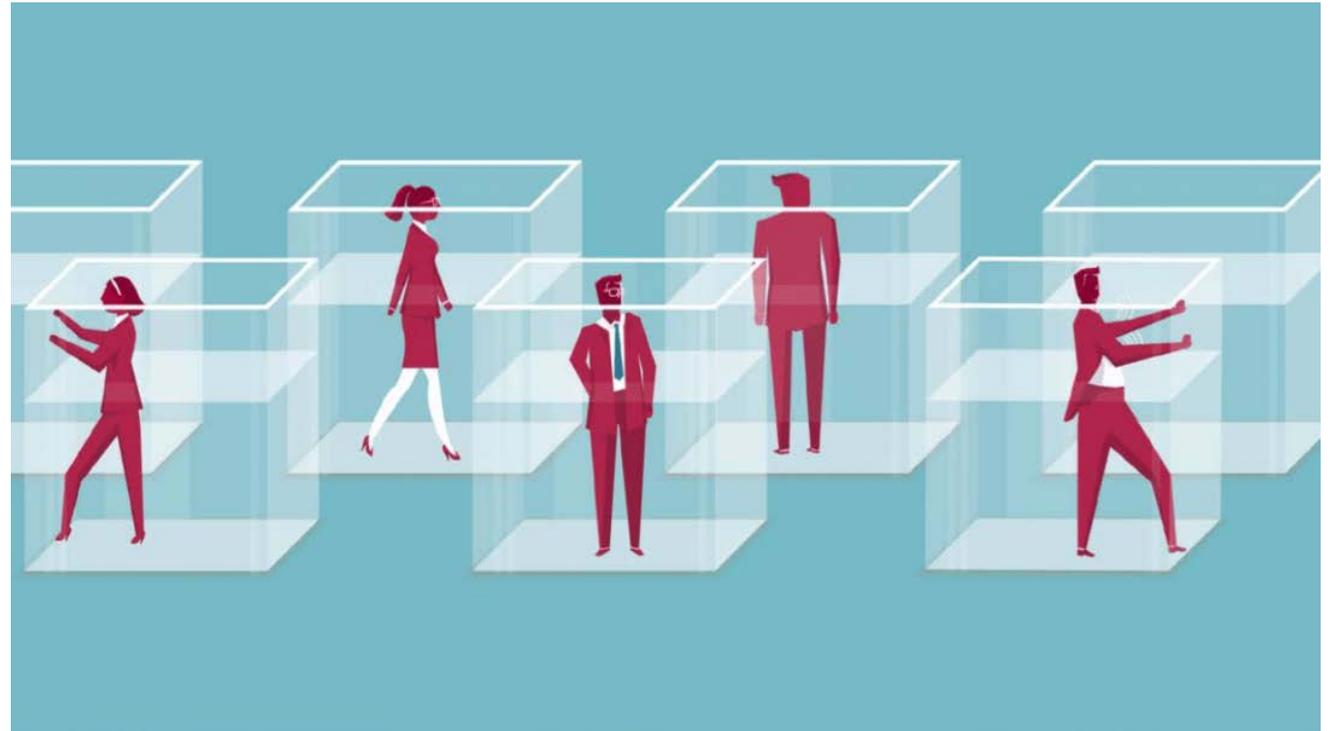
## CHALLENGES:

- KEY INDICATORS
  - Poverty (28-38%)
  - Unemployment/Underemployment (70-10%)
  - Education (55% graduation rate)
  - Health (Obesity, Heart Disease, Diabetes, Depression)
  - Alcohol/Substance Abuse/Mental Health
  - HIGH Instances of Recidivism

QUALITY OF LIFE FOR ALL??

## ADDITIONAL CHALLENGES:

- SILOS & EGOS
- DEFICIT THINKING / TRAUMA
- DATA SHORTFALLS
- OUTDATED PROTOCOLS
- PROFESSIONAL DEVELOPMENT



# DATA: BIG ELEPHANT IN THE ROOM = RE-ENTRY

## FACTS:

- Key demographic at the heart of the community: those returning from treatment or corrections
- There was “assumed” Re-entry, but nothing formal
- NO TRANSITIONAL HOUSING
- No Pre-release Planning
- Limited Employment Opportunities
- Revolving Door

## RESOURCES:

- Families
- Growing Sobriety Community
- Education
- Career / Workforce Development
- Outpatient Services / Counseling



## GOVERNANCE & INNOVATION



### WE NEEDED:

- **COLLABORATION** – Tribal Collaboration Committee
  - ❑ Law and Order, Social Services, Department of Education, Marimn Health, Council/Executive Leadership
- **STRATEGIC PLANNING** – Comprehensive Tribal Justice Strategic Plan 2016-2021 (DOJ)
- ORGANIZATION
  - ➔ COMMUNICATION ➔
  - ACCOUNTABILITY ➔ INNOVATION
  - ➔ RESULTS!!
- 5<sup>TH</sup> TRIBAL VALUE - **SPIRITUALITY**



## **COMPREHENSIVE TRIBAL JUSTICE STRATEGIC PLAN**

### **VISION:**

*“All people on the Coeur d’Alene Indian Reservation shall have a chance to pursue their hopes and dreams as members, guardians, and stewards in a safe and healthy community.”*

### **MISSION:**

*“The Coeur d’Alene Tribe leads and delivers quality, comprehensive, and coordinated programs and services that are proven to reduce crime and promote the health and wellness of the reservation community in the areas of public safety, health, education, and social services.”*

# DATA: THE COEUR D'ALENE STORY

## BEFORE

- Priority – General Reservation Health
- Acceptance of Native American Health Indicators
- Controlled Collaboration & Involvement by BMWC



## AFTER

- Key Changes in Staffing
- Paradigm and Philosophical Shift
- LOGO
- Name
- Goals

# New and Exciting Changes



# REENTRY PROGRAM

LISTENING TO THE  
PEOPLE...

# 30,000 Foot View



NAVIGATING AND  
MAXIMIZING  
RESOURCES

Marimn Health – Medical, Dental, Pharmacy, Optometry, Chiropractic, Community Health, Behavioral Health, Wellness Center, Youth Programs

Department of Education – Higher Education, GED, Early Childhood Learning Center,

Law & Order – Probation, Law Enforcement, Justice System

Social Services – Indian Child Welfare, T.A.N.F., Career Renewal, Stop Violence

Housing – Housing Urban Development

## WRAP AROUND SERVICES

Readiness for Change, linking to resources

Individualized Case Plans, with a multi-discipline case plan

Healing The Family, multi-generational approach

Monthly Reporting, Reentry Team consults each client strength/need



BUILDING  
A REENTRY  
TEAM

- **Re-entry Program Manager**
  - An expert who can navigate the system of care.
- **Re-entry Coaches**
  - Male
  - Female
- **A team to provide outreach and informal non-clinical supports**

# CONSIDERATIONS IN COLLABORATION

## Networking :

Consultation with Tribal  
Legal Council

Information Sharing,  
addressing HIPAA

Multi-Agency MOU's,  
enabling sharing of  
information

## Problem

High levels of tribal members returning to incarceration or inpatient treatment

Many barriers to successful reentry

Co-occurring substance abuse and crime

## Sub Problems

Mental Health conditions

Trauma exposure

Low self-esteem

Individual and family substance use

High recidivism

Enabling by family or community

## Goals

**To reintegrate Coeur d'Alene Tribal members back into community, reduce recidivism and improve public safety through a coordinated and holistic approach to wellness. Reentry will provide connection to available services and support as clients choose improved health and wellness.**

## Objectives

Work with individuals and families to remove barriers to reentry and wellness

Work across systems to provide coordinated, holistic care and service.

Utilize tribal and partner resources to provide comprehensive services for wellness

Connect to cultural values and teachings

## Key Activities

Establish a culturally normed risk/needs assessment tool

Use collective leadership and structured teamwork

Provide individual case management

Connect with local Behavioral Health resources

Explore expanded employment opportunities

Align all Care Plans to reduce redundancy

Explore transitional housing options

Greetings at the Gate

Transportation

## Output Measures

# Individuals referred w/in 12 months

# of Individual Care Plans created

Length of time clients proceed through phases

Services referred and provided

Collaborative meeting composition

#/% clients who test positive for drugs or alcohol @ 6 and 12 months after intake

# of clients who establish care with Behavioral Health

# Clients who graduate program

#/% of clients who participate at the Wellness Center

# of clients who utilize transitional housing

misdemeanor and felony crimes from intake through 3

years

## Outcome Measures

### Short - Term

Client Engagement with Individual Care Plan

#/% of clients whose family/ social support participates in prosocial education

Reduction in recidivism

#/% of clients who obtain their GED

#/% of clients who engage in employment skills or readiness training

Job placement rate 6 months after intake

Shared cultural values

#/% of clients who participate in finance or budget classes

### Long – Term\*

Reduced recidivism

Reduced substance abuse

Increased full employment

Engagement in prosocial activities

Shared Tribe values

Increased community safety

Attainment of long-term housing

Improved health outcomes

Expanded group of mentors for clients of safe and sober living

\*Six months after program completion

# OUR FUTURE DESERVES NOW

- **Reducing Recidivism**
- **Re-create our NORMS**
- **Promote Higher Education and Economical Stability For All**
- **Foster Opportunities For Healing**

