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## COEUR D'ALENE TRIBE

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<b>Project Title:</b>	“All My Coworkers” Project
<b>Award Amount:</b>	\$357,656
<b>Type of Grant:</b>	Language
<b>Project Period:</b>	9/30/2004 – 9/29/2007
<b>Grantee Type:</b>	Tribe

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### PROJECT SNAPSHOT

- 2 jobs created
- 5 elders involved
- 289 youth involved
- 11 partnerships formed
- 1 product developed
- 1 language survey developed
- 72 language surveys completed
- 158 Native language classes held
- 289 youth increased their ability to speak a Native language
- 10 adults increased their ability to speak a Native language

### BACKGROUND

The Coeur d’Alene Reservation is located in the Idaho Panhandle, bordering the southern shores of Lake Coeur d’Alene. Eighty percent of the reservation population is non-Indian, but the Tribe is now the major source of employment in the area due to the construction of the Coeur d’Alene Casino and Resort. The local population endured a 75% unemployment rate in the 1980s; however this rate has since dropped to below 20%. There has been a large increase

in tribal enrollment since 1990, from 1,100 to 1,800 people, mostly due to large numbers of Coeur d’Alenes moving back to the reservation as a result of the increased employment opportunities. Raised outside of the Reservation, these newcomers do not speak the Coeur d’Alene language.

Only a handful of elders speak the native language fluently. The Tribe already had a solid foundation of language materials, based on collaborations with and contributions from native speakers. Despite these efforts, the language remains inaccessible to tribal employees and the community due to lack of classes and means for people to speak the language on a daily basis.

### PROJECT PURPOSE AND OBJECTIVES

The Project’s purpose was to create, through the Tribe’s language department, a Coeur d’Alene language community among tribal employees with a 20% utilization rate within tribal workspace. The Project planners developed objectives that focused on using the Tribe’s website as a means of communication and conducting workplace workshops.

The Project's first objective was to plan, create and revise language materials for on-the-job learning to be used by tribal and casino employees. To complete this objective, Project staff developed workshop lessons, interactive computer activities, and language reference guides, and created workplace tools such as voice mail scripts, and correspondence templates. Project staff developed formal lesson plans on subjects including: sound and symbol recognition; greetings and conversations in the office environment; introductions of family and friends; and an introduction to office equipment. Staff used the lesson plans to conduct over 150 workplace workshops by the end of the Project period. Four tribal elders worked weekly with Project staff to develop language materials through the recording and transcribing of elders' conversations.

The Project's second objective was to address the electronic delivery of language learning materials to employees and tribal members of varying fluency levels. Project staff developed seven native language games, five stories, reference sources and transcriptions for placement on the tribal website. By the close of the Project, the website included over 200 transcriptions. The Project staff also designed and implemented numerous workplace language competitions between tribal departments, encouraging the active participation of tribal employees in language activities. Finally, Project staff developed a forum webpage that displays a vocabulary word and frequently asked questions, which the webmaster updates daily. The materials developed by this objective provide tribal members and employees with multiple self-paced language learning options.

The main challenge to the Project concerned the loss of partnerships within various tribal departments and with the casino. This occurred primarily due to changes in

department heads whose successors did not support language learning among their employees.

### **PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY**

This Project advanced the Coeur d'Alene language preservation effort through the creation of a variety of materials and workshops available to all tribal employees. By incorporating these materials into the workplace, the Project met its goal of a 20% utilization rate among tribal employees. Kim Matheson, the Language Project Coordinator stated, "This Project made the language part of everyday life."

An unexpected outcome for the Project occurred when the staff teamed with the Health Department's summer youth program. Through the implementation of language and cultural activities during summer camps and cultural events, the Project involved 289 youth, fostering the interest of younger generations in language revitalization. Tribal youth now incorporate the words and phrases they learned at these events into conversations with elders.

Finally, the tribal elders that contributed to the Project provided invaluable resources that will allow the Tribe to continue material development efforts for many years to come. The elders expressed that the Project renewed their motivation to preserve their language.

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## KOOTENAI TRIBE OF IDAHO



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<b>Project Title:</b>	Strategy towards Self-Sufficiency through Treatment-As-State under the Clean Water Act
<b>Award Amount:</b>	\$120,806
<b>Type of Grant:</b>	Environmental
<b>Project Period:</b>	9/30/2005 – 8/29/2007
<b>Grantee Type:</b>	Tribe

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### PROJECT SNAPSHOT

- 1 job created
- 2 elders involved
- \$2,850 in resources leveraged
- 1 person trained
- 9 partnerships formed
- 12 products developed

### BACKGROUND

The Kootenai Reservation is located in the Kootenai River Basin in the northern Idaho panhandle. The land is surrounded by high mountains, forming an international watershed that is approximately 18,000 square miles. The Kootenai tribal enrollment is approximately 124 people.

Significant water quality and habitat issues exist in the basin, and immediate actions to protect the ecosystem, which is home to endangered species such as grizzly bear, Canada lynx and caribou, are necessary. The physical isolation and rugged terrain of the area make the region particularly valued for its natural resources. Water problems that directly affect local tribal members also affect the much larger population of people serviced by the same watershed, including

non-Indians as well as Canada's First Nations.

The Tribe has been pursuing the possibility of obtaining "Treatment-As-State" (TAS) status under the Clean Water Act for waters under tribal control in order to address these water quality issues.

### PROJECT PURPOSE AND OBJECTIVES

The purpose of this Project was to research a strategy to overcome the challenges the Kootenai Tribe is facing in managing water resources within its territory, specifically researching the efficacy of pursuing "Treatment as a State" (TAS) status through the Environmental Protection Agency (EPA).

The Project's first objective was to identify the legal requirements and processes required to achieve TAS under the Clean Water Act. Staff members conducted in-house research with the environmental staff, including the review of EPA publications, laws and regulations. The Environmental Director then met with the EPA and the Idaho Department of Environmental Quality (IDEQ). After communicating with these organizations, Project staff determined acquiring TAS status is not the best use of

tribal resources, as it is not cost effective to manage a water quality program for the small number of eligible waters on reservation lands. To fulfill this objective, Project staff completed a final report detailing their findings, and presented it to the Tribal Council which supported the decision.

The Project's second objective was to evaluate the bodies of water on the Reservation, or "Waters of the Tribe," for applicability under the TAS requirements. The waters that qualify would then be included in the water quality management program should the Tribe seek TAS status. The Project hired a GIS technician to inventory the lands managed by the Tribe and produce maps for inclusion in the final report. Project staff reviewed legal documents relating to TAS in order to identify the characteristics that qualify a body of water for TAS. This information, combined with the discussions between the EPA and IDEQ mentioned above, led to the decision to cease pursuit of TAS. However, as a result of the Project and its research, the Tribe now has clear documentation on the waters over which they have jurisdiction.

The third and final objective for this Project was planned to provide adequate information to the Tribal Council and tribal community about TAS so that the Tribe can identify, plan and develop a strategy for overseeing water resources that is consistent with tribal culture. The Project presented a final report, stating the most beneficial means and cost effective manner for the Tribe to address water quality concerns is to partner with the local community, state agencies and the EPA. At this time, the Tribe has already begun work on improving water quality through a community partnership entitled the "Kootenai Valley Resource Initiative."

The Project faced some significant challenges during its implementation period, which staff overcame through a six-month no-cost extension from ANA. Challenges included difficulty in receiving timely assistance from the EPA, and staff turnover in the GIS technician's position.

#### **PROJECT OUTCOMES AND IMPACT ON THE COMMUNITY**

This Project advanced the Tribe's ability to govern their natural resources and provided for the continued capacity-building of its environmental programs. In deciding not to pursue TAS status, the Tribe decided to initiate its own water quality initiative through the partnership with the Kootenai Valley Resource Initiative, a much more cost-effective way to manage their natural resources. Project staff plans to utilize their extensive research and partnership development in other community development areas. This collaborative approach to addressing the management of water resources is the beginning to what is hoped to be an ongoing partnership to benefit both the Tribe and the surrounding communities.

*"ANA enabled us to be the catalyst with the community, develop community partnerships, and allowed us to participate on an equal playing field with the state."*

Patty Perry  
Tribal Administrator