



Kanza News

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Fourth Quarter 2017

Tribal Council Members:

Jacquelyn Secondine Hensley-
Chair

Lynn Dunson -Vice-Chair

Terry Pepper-Secretary

Cheri Dunn

Erin Kekahbah

Cruz Maldonado

Tahagena Warren

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From the Desk of Jacquelyn Secondine Hensley



Hawé!

I am very pleased to be able to announce a list of accomplishments that have been made this year. We have received the best audit in over 10 years. Our 2017 budget was balanced and our 2018 budget is balanced for the first time in 10 years. Our Social Services Program was reinstated after being stopped in January 2015 due to lack of funds. Members are now receiving eye glasses, dentures and hearing aids again. We have reduced the overall cost for maintenance by providing services in-house and limiting outsourcing. We have increased the

number of Kaw Nation Citizens employed by the Nation that have received benefits through our Higher Education Program. We sent our first Kaw Nation female recruit to basic training at the Indian Police Academy in Artesia, NM. We exercised our Sovereignty over our transportation funds so we have control over our roads money and how it is spent. We successfully negotiated with the Federal Government on an additional \$150,000 for our court system to allow us to exercise sovereignty in our court and to publish our Kaw Nation Laws online for the first time. The clinic expansion was on hold and now construction should be completed by summer of 2018, No longer will we need to have outside referrals for x-ray services, etc. Our quarterly Kanza Newsletter has been reestablished. We have established an inventory system for Kaw Nation assets and properties. Our stores are now more accessible to those citizens

in need who are receiving assistance from the Supplemental Nutrition Assistance Program (SNAP). We purchased land doubling the size of our cemetery in Newkirk, OK. We are on a course to reclaiming our Original lands and expanding our Headquarters. We purchased 21.39 acres of land north of the Kaw Nation Administration Office in Kaw City, OK. We restructured our gaming commission so that we are now making money instead of just funding the cost of the gaming commission administration. We are aggressively protecting our cultural sites by making the developers in those areas pay the cost of that protection. We have established and hunting code that allows our people to hunt on our lands. We now have gas pumps at Southwind Express and they should be operational by mid-January.

Thank you!

General Council Meeting
January 14, 2018

Val Devol, Attorney General



The Attorney General's office has received questions regarding the Kaw Nation Tribal Official and Employee Ethics Act ("Ethics Act"). In particular, questions have been received regarding how the Ethics Act governs employment practices of the Kaw Nation. The Kaw Nation and its employees are subject to rules and regulations regarding employee policies and practices. There are federal laws and there are Tribal laws and policies. State law does not apply to Tribal employees. As for Tribal laws and policies, the Kaw Nation has adopted Human Resources Policies ("HR Policy") and the Ethics Act to govern employee and employer practices. While the Ethics Act can apply to employment matters of Kaw Nation Employees, the focus for employment practices is found in federal law.

According to HR Policy A-5, there are four categories of employees: 1) regular full-time employees who work forty (40) hours per week and maintain a continuous regular employment status; 2) regular part-time employees who work less than twenty-nine (29) hours per week but maintain a continuous regular employment status; 3) temporary employees whose services are of limited duration; and 4) introductory employees, who are recently hired and are under an introductory period for six months. Independent contractors and Tribal Officials, with the exception of the Chair and the Secretary, are *not* employees.

All employees of Kaw Nation are "at will" employees. See HR Policy A-3. This means employment is voluntary and the employee is free to resign at any time, with or without cause, or reason. Likewise, the Kaw Nation may terminate the employment relationship at any time, with or without notice or cause, as deemed appropriate by the Kaw Nation. However, under federal law, Kaw Nation cannot discriminate against employees. There are many kinds of discrimination classified under federal law, particularly for protected classes such as age, disability, sex, religion, race/color, national origin, and pregnancy. These protected classes are fairly easy to identify.

Retaliation claims are usually related to discrimination claims. Retaliation occurs when a materially adverse action is taken against an employee who has asserted a right that is protected under Equal Employment Opportunity ("EEO") laws, due to the employee's status as a protected class.

Federal law also covers harassment claims. Under federal law, harassment includes unwelcome conduct that renders the workplace atmosphere intimidating, hostile, or offensive. However, in order to reach this level of unlawfulness, the conduct must be unwelcome and based on the victim's protected class. Additionally, the hostile action must be subjectively abusive, objectively severe, and pervasive enough to create a work environment that a reasonable person would find hostile or abusive. The HR Policy has a similar standard.

To reach the level of an ethics violation, the offensive conduct must rise to the level that any reasonable person would find the action to be harassment, violence, intimidation, etc. The Ethics Act only governs *unethical behavior*; it has no force or effect on making someone a nice person.

We hope this clears up some confusion as to what laws, policies, and practices are applicable to employees of the Kaw Nation.

Meet Our New Tribal Youth Program Coordinator



Hawé' my name is Kathy Alward. I am a certified teacher who has a strong desire to help Tribal and Native American youth to find success in the best way possible. I enjoy teaching and working with youth, because I can then also learn from others. I continue to learn about Kaw and Native American Culture, and I would like to promote this culture to the youth, ages 12 through 18. I raised 3 sons as a single mother, and I now also have a granddaughter,



so I understand the struggles that youth face today and the challenges of raising children as a single parent. I enjoy my family very much, and I would like to encourage unity within the family structure. I have a lifetime of experience that I believe can help encourage youth to understand the importance of believing in themselves, finding the right path, and staying positive through any adversity.

I believe in our youth, and I am blessed to be part of their journey through the Tribal Youth Program. I look forward to doing all that I can do to help our youth to be the best that they can be.

AARP Oklahoma's 9th Annual Indian Elder Honors

Congratulations Tahagena Warren as being a distinguished honoree of the AARP Oklahoma 9th Annual Indian Elder Awards. This event celebrates a lifetime of service from distinguished elders who have positively impacted their community, family, tribe and nation.



Christmas Parade by Ashley Hein



Spreading Christmas Cheer together are Kaw Nation Family Trauma Healing Center and Kaw Nation Police Department as they participate in the Ponca City Christmas Parade on December 2, 2017

WELCOME NEW HIRES

Bailey Young—10/2
Kathryn Alward—10/16
Cruz Maldonado—10/23
Ida Williams—10/30
Sierra McRae—11/13

Lost Kaws

Lindsey Dawn Cunningham—November 1
Lloyd Lee Delano—November 10
Marcellus Mitchell Chouteau, Jr—November 26
Margaret Ann Wiggins—December 22
Ronald Dean Forbeck—December 28

Six Nations by Ashley Hein

On October 26, 2017, Kaw Nation Family Trauma Healing Center hosted alongside Tonkawa Tribe, Otoe Missouri Tribe, Pawnee Nation, and Osage Nation the 6th Annual Six Nations Walk Against Domestic Violence. This year's theme was, "Stronger Together for One Purpose." The theme really signifies what the Six Tribes Represented are doing together and beside each other for the greater purpose of bringing awareness to Domestic Violence.



Partnership By Ashley Hein

Kaw Nation Family Trauma Healing Center Staff were honored to be a part of the Domestic & Sexual Violence and Stalking Partnership Conference in Norman, Oklahoma on September 14, 2017. Sarah Payne, Kat Jones, Ashley Hein, and Jacob Tsotigh were all presenters on the Talking Circle. This breakout session focused on teaching participants Cultural healing of trauma through talking and traditional smudging.



FUNDAY by Sabrina Norris and Ashley Hein

Ponca Nation hosted Inter-tribal Fun Day this year on October 13, 2017. Kaw Nation joined forces again this year with Southwind Casino and brought good competition. We had a great day bringing home first place in Mush ball, and second place in many competitions such as Speed Walking Relay, Tricycle Race, and Horseshoes. We brought home 4th Place overall in the team standings. Kaw Nation and Southwind employees had a wonderful time coming together as a team for fun, fellowship, and a little friendly competition with our neighboring tribes.



Ashlynn Mercer by Karen Howe

Ashlynn Mercer is a senior at Tonkawa High School this year. She is the daughter of Jesse and Christina Mercer, and gets her Kaw Nation blood from her mother Christina. She has a sister Taylor Mercer age 15, and a brother Jackson Mercer age 6. Ashlynn has played softball since the age of 6, where she played recreational softball until the age of 10. She moved on to a more competitive travel league at age 10 where she traveled out of town for tournaments during the weekends. Ashlynn was always the one that stuck out with her hard hitting swing to her never say quit attitude. While she grew up her younger years playing 1st and 3rd base, she came home one day to say she wanted to pitch due to not having a pitcher coming back on her Junior High team. She attended lessons with her sister Taylor, and spent hours with her dad practicing. She quickly became a well know fast pitcher with crazy movement on her ball.

Ashlynn was accepted to play with the Tulsa Eagles 18U as a Pitcher/Hitter at the age of 15 and was quickly the head pitcher for them until this last season when their coach elected to retire. She hit multiple homeruns her last season with the Eagles, including her game winning grand slam in the USSSA Nationals in Texas. In November of 2016 she and her sister transferred over to continue her academics at the High School that her mom and dad had graduated from. She led the Tonkawa High School Varsity to a 24-8 season. This was more games won than in the past 4 years combined. She

ended the season with 2 tournament championships, a District Championship, and a 3rd place finish in Regionals.

She ended her High School career with a .500 batting average with 52 RBI and , and an ERA of 2.1 ERA as a Pitcher. She was voted MVP by the high school coaches by a unanimous decision. Her will to play, practice, and teach her teammates impressed anyone around her. Ashlynn was selected by the Oklahoma Fast-Pitch Coaches Association as 2A-B All Region Pitcher of the year and also 2A-B All State Pitcher of the year. She will be attending the All State game in June of 2018.

In November Ashlynn signed her Letter of Intent to play for the Cowley County Tigers Softball team. When she received an offer from Coach Jenny Hoyt she took no time at all to reply with a yes to the offer.

Ashlynn has always been about the sport of Fast-Pitch Softball but has always done well with her grades also by maintaining A's and B's throughout High School. The teachers all loved her and con-

stantly would comment what a great student she was. Ashlynn is extremely excited to continue at the next level of softball, and to continue representing her Kaw Nation Heritage, and doing her people proud.





CONGRATULATIONS! Kaw member, **Shane Reisinger**, a 4 year scholarship recipient of the Kaw Nation, graduated with a Bachelor of Science Degree in Aeronautical Engineering and a minor in Military Science from Purdue University, West Lafayette, IN. While in college, Shane served in the IN Army National Guard and was very active in the Purdue Army ROTC unit. While maintaining a 3.77 GPA in his studies, Shane was awarded Cadet of the Semester in the Fall of 2014, the AT & T Veterans National Leadership Award in the Spring of 2017 and TOP Cadet of the Year in his graduating class. Shane has been on the Honors list since the Fall of 2014 through graduation as well as having been on the Dean's List since the Fall of 2015 through graduation. On December 18, 2017, Shane will commission as a 2LT in the IN Army National Guard. Shane has applied to the IN Aviation Board in hopes to be accepted into the Army Aviation Flight School. He intends to pursue flight training in the Helicopter Program.

Sabrina Norris

Kaw Nation Family Trauma Healing Center is proud to announce that Sabrina Norris graduated with her Bachelor of Science in Human Development and Family Science from Kansas State University in December of 2017. She has also been promoted to the Program Coordinator for the Tribal Governments Program within her department at Kaw Nation. She enjoys working for Kaw Nation and helping those in her community. We wish her continued success and well endeavors for the future!





**Tecumseh Kekahbah!
Colorado State University
Bachelor of Science
Environmental Science & Sustainability
4 year recipient of the Higher Educa-**

Zachary Simmons received the Northern Oklahoma College Chikaskia Literary Festival High School Creative Writing Contest Award for Fiction. Zachary is a senior at Ponca City High School and will graduate in May 2018. He is the son of Lisa Simmons and grandson of George Munroe.





Derek Inman
Southwestern Oklaho-
ma State University
Bachelor of Science in
Manufacturing
Engineering Technology

Taylor Inman
Doctor of Pharmacy
Masters of Business Administra-
tion
SOUTHWESTERN OKLAHOMA



Citizens urged to prepare for winter weather

BASED ON THE BRUTAL CONDITIONS coming with winter, Kaw Nation Emergency Manager Jerry Evans recommends a number of steps to prepare for the colder months.

“In recent years we’ve experienced winter storms, including devastating ice storms and blizzards,” Evans said. “We all need to be aware of these natural threats we face in our community and take responsibility to make sure we are properly prepared when disaster strikes.”



Have a plan

- Discuss with your family what to do if a winter storm watch or warning is issued.
- Ensure your family knows meeting places and phone numbers of other family members in case they are separated when a winter storm hits.
- Know what to do if basic services such as water, gas, electricity or telephones are cut off for an extended period of time.
- Understand the hazards of wind chill.
- Cold temperatures are even more dangerous, and potentially deadly, when combined with strong winds. The lower the temperature and stronger the wind, the more at risk you are.
- Check on family, friends and neighbors, especially elders. Make sure they are prepared.
- Plan to bring pets inside during winter weather. Move livestock to sheltered areas with non-frozen drinking water.
- Install and check smoke and carbon monoxide alarms.
- Let faucets drip to avoid freezing and know how to shut off water valves if necessary.
- Have an alternate heating method, such as a fireplace or wood or coal-burning stove. Always be cautious using a portable space heater.
- Have your car winterized before the winter storm season. Keep your gas tank full for emergency use and to keep the fuel line from freezing.
- Make sure your home is properly insulated. If necessary, insulate walls and attic. Caulk and weather-strip doors and window sills.
- Install storm windows or cover windows with plastic from the inside.
- To keep pipes from freezing, wrap them in insulation or layers of old newspapers. Cover the newspapers with plastic to keep out moisture.

Make a kit

- Windshield scraper, de-icer, snow shovel and a small broom for ice and snow removal.
- A cell phone with a charger and a battery-powered radio.
- Several blankets or sleeping bags.
- Mittens, since they're warmer than gloves.
- Rain gear, warm coats and extra sets of dry clothing, mittens, socks and a cap.
- Non-perishable snacks like dried fruit, nuts and other high-energy food.
- Bottled water. Eating snow will lower your body temperature. If necessary, melt it first.
- Sand or cat litter for generating traction under wheels and a set of tire chains or traction mats.
- Jumper cables, flashlight with extra batteries, first aid kit and brightly colored cloth to tie to antenna if you get stranded.

Stay informed

- Know what National Weather Service winter storm and blizzard watches and warnings mean.
- A winter storm watch is a message indicating a winter storm is possible in your area.
- A winter storm warning indicates a winter storm is occurring or will soon occur in your area and could threaten life or property.
- A winter weather advisory means winter weather conditions are expected to cause significant inconveniences and may be hazardous, especially to motorists.
- A frost/freeze warning means below freezing temperatures are expected.
- A blizzard warning means sustained winds or frequent gusts to 35 mph or more and considerable falling or blowing snow is expected to prevail for a period of three hours or longer.
- Depend on your NOAA All Hazards Weather Radio, along with local radio and television stations, for weather reports.

Be cautious with

alternative heat sources

- Never use generators, grills, camp stoves or gasoline or charcoal-burning devices inside your home or garage. They produce carbon monoxide.
- Never heat a home with an oven if the electricity goes out.
- Use fireplaces, wood stoves or other combustion heaters only if they are properly vented.
- Do not place a space heater within three feet of anything that may catch on fire, such as drapes, furniture or bedding. Never cover your space heater.
- Use extra caution when using space heaters. Never place a space heater on top of furniture or near water.
- Never leave children unattended near a space heater.
- Do keep a multipurpose fire extinguisher on hand in case of emergency.
- Protect yourself from carbon monoxide poisoning by installing a battery-operated carbon monoxide detector and never using generators, grills, camp stoves or similar devices indoors.



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Southwind Express

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Thirsty Thursday
Calf Fry Friday
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