



APHIS Native American Notebook

[an e-update on Native American Program Delivery in APHIS]

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“Safeguarding Natural Heritage” Moves to New Mexico

As regular readers know, for the past 4 years APHIS has been putting on a 2-week summer program for teenagers based at 1 of the 32 tribal land-grant colleges. The purpose of this enrichment course, called “Safeguarding Natural Heritage,” is to encourage tribal teenagers to go to college (preferably to the host school!), major in subjects that qualify them for employment at USDA (preferably APHIS!), and way down the line, when they have a bachelor’s degree in hand, consider coming to work for us.

The program always includes educational modules managed by the selected college plus modules taught by APHIS professionals from the line programs. But a big problem cropped up in 2011: we had to find a new tribal college to host the session. Tohono O’odham Community College, our collaborator for 2007–10, could not continue. The one faculty member suitable for leading the program on the ground resigned and was not replaced. They literally had no professor to offer us as a new collaborating partner.

However, Native American Program-Delivery Manager **Janet Wintermute** met somebody eminently suitable at the September 2010 USDA Cooperators’ meeting in St. Louis. Luke Reed, the newly appointed land-grant director at the Institute for American Indian Arts (IAIA) in Santa Fe, NM, agreed to take on the summer 2011 “Safeguarding” program. IAIA had been exclusively an art school, but its plans to expand into the sciences led Janet to think it might offer a good venue for the 2-week program.

For one thing, Luke had been working with environmental scientists from a tribal nonprofit consulting firm, Eight Northern Indian Pueblos Council, Inc., and knew that Eight Northern had been putting on a weeklong environmental camp for teens for

several years. That science-oriented course seemed to fit well with some of the elements APHIS has always featured in our teenagers' program.

Could Eight Northern run the "Safeguarding" program for APHIS by combining its 1-week environmental-education experience with the APHIS-sourced curriculum for "Safeguarding"? Janet and Luke decided the answer was Yes and began to structure the cooperative agreement between APHIS and IAIA to make it happen. Because it is the mandate of all USDA agencies to step up support to the tribal land-grant institutions, our agreement could only be written with IAIA, not with Eight Northern directly, even though they actively helped develop the curriculum and supervised the whole program on the ground.

To simplify matters for 2011, we all agreed to leave Eight Northern's curriculum as it stood from prior years and to transplant the major modules of instruction about APHIS' line programs from the Tohono O'odham sessions. But because of travel-dollar restrictions, AC, VS, PPQ, and WS all chose to send speakers who worked out of their New Mexico State offices. BRS' module, which had been taught by **Carl Etsitty** in the years before he became PPQ's tribal liaison, was up for grabs. Janet asked Carl to go on teaching the genetic engineering content, and he agreed.

The line programs supplied new presenters in 2011, using talent local to Albuquerque in order to hold down travel costs. **Denise Sofranko** spoke about Animal Care after the students visited the Albuquerque Zoo. ANAWG Field Coordinator **Kerry Bryan** (PPQ) recruited his subordinates **Zak Montoya**, **Shawn Carson**, **James McKay**, and **Robert Alexander** (who came up from Las Cruces) to speak. **Robert Porras** (Smuggling Interdiction and Trade Compliance officer) also joined in. **Dr. Jeffrey Hoffman** (VS, who works for ANAWG rep **Dr. Paul Scigliabaglio**) discussed Veterinary Services work. During the campout week, **Dr. Tolani Francisco** took the students to Pojoaque Pueblo to view the tribe's bison herd. She had worked with the tribe on their bison operation often during the previous 20 years. And **Alan May** (WS State Director) had his District Supervisor **Ken Podborny** (since retired) demonstrate identification of wildlife species by bone specimens.

During Week One, the 17 pupils selected for the program camped at Nambé Falls about 40 minutes' drive north of Santa Fe. During that week, APHIS financial support was used to rent suitable tents and porta-potties and portable showers and pay for food. Jackie Gutierrez and Margaret Chavez of Eight Northern bought the food and organized a team of cooks to prepare it on the barbecue grills permanently installed at the campground. We ate great!



On Day One, Eight Northern personnel ran several warmup exercises to get the students to know each other. Here, Janet Wintermute tries to pass a balloon to one of the student-aides without using her hands. *[Photo taken with Janet's camera by one of the students in the program.]*



The teenagers were split into groups of five and given sticks, tape, and a raw egg. Their job was to create a structure that would support the egg. All the teams made roughly the same structure: a sort of teepee-like tripod. Only one egg remained unbroken. *[APHIS photo by Janet Wintermute, as are the remaining pictures in this article.]*

The campground nestles against a small, fast-flowing stream of cold, clear water. We learned that the Environmental Protection Agency has certified the water in Nambé Lake as the purest in the Lower 48 States. One of our guest lecturers showed the students how to take samples of the water column and how to find all sorts of live critters clinging to the underside of rocks in the streambed. He helped the students understand the complex web of aquatic life on which the health of the whole planet depends.



Participants discovered all sorts of underwater life when they lifted rocks out of the stream in the background.

Another outstanding field trip took the group farther north onto one of the outlying ranger districts of the Santa Fe National Forest. There, Forest Service range specialist Lawrence Atencio taught the students about all the various native plants of the high desert and about the exotic weed species that are threatening to take over.



The Santa Fe National Forest is actually a high desert environment. Range specialist Lawrence Atencio (left) holds up a weed and talks to the students about invasive species and their effects on the Forest's ecosystem.

As we walked through the Forest, the students took plant samples and taped them into the ANAWG's spiral-bound jotters along with the species' names.

When we stopped for lunch, we came across a USDA Forest Service fire truck, and its personnel happily showed their equipment to the students and gave them a glimpse into firefighting as a career option.



Little did we know that the very week after we wrapped our camping experience at Nambé Falls, a major fire would break out less than 5 miles from where the students slept. It took hundreds of municipal and Forest Service firefighters almost 2 weeks to get that blaze under control. Dry winds kept pushing the fire into new territory, and multiple droughty summers ensured that plenty of dry fuel was on the ground, waiting to combust. You could easily see the billowing smoke from the IAIA campus on the south side of Santa Fe, a good 25 miles away.

Very early in Week One, the students were put into small groups and asked to gin up live presentations right there at the campground to discuss, before their peers and

program management, various assigned environmental topics. The initial presentations were awkward and superficial compared to what the students were capable of on the last night of the session, a mere 9 days later. Back at the campus, where the young people stayed overnight in IAIA's dormitories, the same small groups reconvened to do new presentations in front of not only their peers but the students' parents, who had come to the college to see their children pick up course-completion certificates APHIS provided.

Nearly all the groups showed original PowerPoint™ presentations. Not too surprisingly, one group ran into a glitch in failing to save their show properly, so they had to ad-lib the content. Everybody enjoyed using the college's PCs to do research on the Web in order to include real science in their final presentations. Many of the participants had never worked with PowerPoint before, so they had a chance to learn a new skill.

Jackie Gutierrez took everybody to the IAIA vegetable garden so she could teach the students how Indians living in northern New Mexico conserve water by hilling up little walls of soil to make segments rather than planting on flat ground. Into these pie-shaped spaces, Jackie had the students plant bean seeds from her pueblo, Santo Domingo, to grow beans that the tribe has been improving for many generations. Then she let the students flood the segments with water. Many participants came from families with small farming operations, and most were growing at least some vegetables back home for family consumption.



Eight Northern Indian Pueblos Council environmental specialist Jackie Gutierrez (red T-shirt) formed the segments of the garden by pushing the very dry, sandy soil into makeshift walls. Then she gave the students each some bean seeds grown at her pueblo so they could all plant the IAIA garden together (next photo).



After the seeds were planted, the students flooded the segments of the garden with water. Growing vegetables in arid conditions is a challenge, even for tribes who have developed expert techniques over generations.

Food also featured in the group's trip to the Santa Fe Farmers' Market. To promote USDA's **"Know Your Farmer, Know Your Food"** campaign, Janet Wintermute bought tomatoes from several vendors and from a normal grocery store in town. Then she set up a tomato-tasting experiment in the IAIA cafeteria during dinner.

She explained the difference between open-pollinated and hybrid tomatoes and let the students taste normal grocery-store varieties (all hybrids) and the much more flavorful old-fashioned, nonhybrid tomatoes from the Farmers' Market. One of the tasting varieties, 'Cherokee Purple,' is a tomato with tribal origins. Although it tastes great, its dark purple-and-red splotchy coloring takes a little getting used to.



This vendor, from a small town near Nambé Pueblo, was sold out of his very popular organically grown heirloom tomatoes before Janet could buy any for the tomato tasting event.



This vendor works with low-income Indian women to card and dye skeins of virgin wool for knitting projects.

The Santa Fe Farmers' Market, near downtown in its own \$4 million building, is open year 'round and has close to 200 vendor-members. In any given week, they won't all be selling produce. But on the day the group visited, there were well over 100 stands open and selling everything from organically produced beef, lamb, and poultry to cut flowers to homemade pies to Indian-grown and -dye wool for knitting. Quite a few of the vegetable- and fruit-sellers came from farms up north, near where the Safeguarding participants had camped the week before.

Despite its extremely dry climate, northern New Mexico is clearly an agricultural production area of note. Water from Nambé Lake is distributed by the Nambé Pueblo to Indian and non-Indian producers in the area alike, in a measured and well-planned way to assure adequate water for growers in the future. (The tribe also permitted firefighters' planes to scoop up water from the lake to fight that fire mentioned earlier. Without the tribe's cooperation, the fire could not have been contained as there are no other major sources of surface water in the area.)

Several vendors at the Market told of losing their peach and other fruit trees to extremely low temperatures in the winter of 2010–11. Below-zero nighttime temps for several days running, in close-to-zero percent humidity, took a big toll. But they have not given up. New trees had already been planted when the Safeguarding class visited the Market in mid-June.

Santa Fe is a fascinating and very old city. The downtown area has been turned into something of a tourist trap, but several museums vie for visitors' attention. The Safeguarding students visited a museum connected with the IAIA, where works by undergraduates and professors in all media are on permanent display.

Our group also spent an evening in the IAIA “digital dome,” a special sort of planetarium where IAIA students make and show fascinating digital programs with astronomical themes. The Institute is the only place in the country where college students can take a major involving the production of videos for this medium.

Will we be returning to IAIA for “Safeguarding Natural Heritage” in the summer of 2012? Funding for this activity comes from the Office of the Administrator. It's too soon to know for sure that the show will go on. **Carl Etsitty** will take a lead role in keeping the project alive, but it may be moved to a tribal college with a more fully developed agricultural sciences curriculum to improve the synergy between APHIS work and the overall curriculum. We had a great time in 2011, though, and thank the Institute for American Indian Arts and Eight Northern Indian Pueblos Council for all their hard work in making “Safeguarding Natural Heritage: Our Land Our Future” happen.



A Staffer's View of the White House Tribal Nations Summit

By Kelsey M. Branch

At the first White House Tribal Nations Summit in 2009, newly elected president Barack Obama stated, “I understand what it means to be on the outside looking in. I know what it means to feel ignored and forgotten, and what it means to struggle. So you will not be forgotten as long as I'm in this White House.” For the third year in a row, President Obama invited leaders from all 566 federally recognized Indian tribes to build on the progress made since that first conference and to discuss a comprehensive strategy to solve the problems still facing Indian Country. On December 2, 2011, I had the opportunity to represent APHIS by

staffing the third annual White House Tribal Nations Summit in downtown Washington, DC.

So far, Obama has kept the promise he made 3 years ago. In response to the concerns voiced by tribal leaders, the Obama Administration has enacted numerous policies focused on promoting economic development by improving transportation infrastructure, expanding access to high-speed Internet, and supporting clean energy development on tribal lands. The Affordable Care Act, which permanently reauthorized the Indian Health Care Improvement Act, will increase access to affordable healthcare for all Native Americans. First Lady Michelle Obama's *Let's Move! in Indian Country* campaign is working to combat the childhood obesity epidemic on Indian reservations, ensuring that native children lead long, healthy lives. Before his appearance at this year's summit, President Obama signed an Executive Order establishing the White House Initiative on American Indian and Alaska Native Education, a plan to expand educational opportunities and improve outcomes for all native students. The Tribal Law and Order Act, signed into law in 2010, addresses crime and emphasizes decreasing violence against native women in tribal communities by enhancing tribes' authority to prosecute and punish offenders. Finally, the United States has lent support to the United Nations Declaration on the Rights of Indigenous Peoples, a document that identifies the rights and bans discrimination against the world's estimated 370 million indigenous peoples, which includes the First Americans. And the Department of Agriculture has played a large role in and continues to support many of the President's initiatives in Indian Country.

At the event, I ushered tribal leaders from the morning's opening session to the next event of the day, a "Creating Jobs and Growing Tribal Economies" breakout session hosted by Secretary Vilsack. The session was full to capacity, extra chairs were brought in for tribal leaders, and staffers jockeyed for space against the walls (I was lucky to find a spot near the door). For over 2 hours, the Secretary and Small Business Administration Administrator Karen Mills handled questions and concerns on topics including natural resource utilization and clean energy development, taxation on tribal lands, small business loans, education and job training, and more.

As a recent college graduate and relatively new APHIS employee, it was a wonderful experience to observe tribal leaders and high-ranking government employees in action. The attendees included Secretary Vilsack, Interior Secretary Ken Salazar, Housing and Urban Development Secretary Shaun Donovan, Health and Human Services Secretary Kathleen Sebelius, Education Secretary Arne Duncan, Associate Attorney General Thomas Perrelli, and EPA Administrator Lisa Jackson, among others.

Many Native Americans are of the opinion that the Obama Administration has done more for Indian Country than any other in recent memory. And the President has done a great deal. However, the challenges that American Indians

face today are so varied and unique that these accomplishments, while deserving of praise, are just the first steps in establishing a healthy government-to-government relationship with people who should have every chance to succeed and pursue their own American dream. The policies set forth in the past 3 years will help in the effort to modernize reservations, improve tribal economies and education systems, promote healthy living, and establish a strong middle class in Indian Country.

In his closing statements that afternoon, flanked by adoptive parents Sonny and Mary Black Eagle of the Crow Nation (then-Senator Obama was ‘adopted’ into the Crow Nation by the couple on the campaign trail in 2008), President Obama said to all gathered, “You have an administration that understands the challenges you face and, most importantly, you’ve got a President who’s got your back.” While much work remains to be done, no one looked more motivated than the tribal leaders at the Department of Interior that day. The road is long, but the future looks bright for Indian Country.



President Barack Obama delivers remarks during the 2011 Tribal Nations Conference at the Department of Interior, Washington, DC, Dec. 2, 2011.
[Official White House Photo by Pete Souza]

Ed. Note: Kelsey Branch (Potawatomi) came to APHIS in the summer of 2009 as a Washington Internships for Native Students (WINS) intern. Her supervisor, Dr. Al Tasker, was so favorably impressed with her skills and work ethic that he

began the lengthy process to bring Kelsey onboard as a career agency employee. She worked part time for PPQ as a Student Career Employment Program intern during her last 2 years at the College of William and Mary. With a Bachelor of Science degree in hand, she joined APHIS in the summer of 2011 and now works as a biologist out of PPQ in Riverdale. Kelsey will shortly start a 3-month detail in USDA's Office of Tribal Relations under Director Janie Hipp but has assured us that she's not leaving APHIS any time soon.



Update on Tribal Consultation

APHIS' new tribal-consultation directive (1040.2) went into agency clearance in October and should be published in January 2012. It outlines the responsibilities of APHIS managers in fulfilling legal mandates for the agency to offer consultation to any of the federally recognized Indian tribes when a proposed rule (new or revised) or programmatic activity may have a "substantial direct effect" on them.

In November, Native American Program-Delivery Manager **Janet Wintermute** sponsored a 1-day training event for all the employees likely to take on responsibilities for representing the agency at the table during a tribal consultation. These folks include line officers in Animal Care (AC), Biotechnology Regulatory Services (BRS), Plant Protection and Quarantine (PPQ), Veterinary Services (VS), and Wildlife Services (WS).

Why only "line officers"? Because tribal consultation is a government-to-government information exchange, with the tribes represented by their elected leader, it's essential that APHIS be represented by an employee with the authority to make decisions on the spot. These employees occupy State-level leadership positions like State Plant Health Director or Area Veterinarian-in-Charge. In addition, APHIS can be represented by a consulting official at the Regional Director level or above. Particularly thorny issues or those with national significance may entail using the Administrator or even the Under Secretary for Marketing and Regulatory Programs as our consulting official.

For the November training sessions—one in Riverdale and a second the next day in Fort Collins—we again relied on Larry Keown. Larry gave training to the APHIS Native American Working Group (ANAWG) in 2008 and to self-selected agency employees in 2008–09 on how to build better working relationships with tribes. The 2011 training, restricted to potential consulting officials, was delivered live and simultaneously by video teleconferencing and Microsoft Live Meeting™ to save on travel costs. In all, 193 agency employees plus 4 attorneys from the USDA Office of General Counsel took part.

Our contract with the training vendor included one copy of his new paperback book, *Working in Indian Country: Building Successful Relationships With American Indian Tribes*, for each trainee. Larry also kindly gave attendees a Web URL where he posted the contents of a spiral-bound workbook given out to those who participated in the live trainings.

Employees who had taken Larry's previous classes in APHIS found some similarities, but attendees who had never been exposed to Native American cultural-sensitivity training received a needed first-time infusion of information. Everybody appreciated the fact that, as a retired Forest Service executive and frequent consulting official, Larry was able to understand both the audience's concerns as Government personnel and the concerns of tribal officials.

Behind the scenes, from February through August 2011, a team of ANAWG voting members and several employees from Policy and Program Development (PPD) worked together to develop a process for APHIS to handle its tribal-consultation responsibilities. Although everything in the workgroup's game plan was developed to be consonant with the USDA tribal-consultation regulation (still in clearance), we were permitted to customize that plan to suit our needs.

Associate Administrator **Kevin Shea** mandated that the work group use Lean Six Sigma methodology because Secretary Vilsack is promoting it as a management improvement tool departmentwide. Lean Six Sigma is best suited for improving an existing process, not developing a new one, however.

The result of the work group's efforts is a flow chart for decisionmaking that will help employees sponsoring rulemaking and those creating new programmatic activities in AC, BRS, PPQ, VS, and WS so these individuals can consider all the implications before deciding whether or not to offer tribal consultation.

The flow chart is part of a toolkit that will be rolled out early in 2012 to all employees, not just potential consulting officials. The kit includes information on what triggers the need for the consultation offer and how to structure and organize the consultation itself.

PPD's **Anna Rinick** will work with the ANAWG on the rollout plan. Keep an eye out for this important information.



Supporting the American Indian Science and Engineering Society (AISES)

By Phillip Washington, PPD

AISES is by far the Nation's largest organization encouraging Native American youth to pursue college majors in the STEM (Science, Technology, Engineering, and Mathematics) disciplines. The group puts on its annual meeting every year in the fall but moves the convention to a different city annually. AISES held its 2011 event in downtown Minneapolis. This 3-day event convenes high school juniors and seniors, college and graduate students, teachers, workforce professionals, corporate partners, and members of the "AISES family" from all over the country. But the structure of the meeting is unusual. On the first and last days, participants attend various lectures and presentations, join professional development discussions, listen to student presentations, and enjoy traditional cultural events, including a powwow. On the middle day, always a Friday, AISES puts on the largest career fair in Indian Country. Private-sector corporations and Government agencies vie for the attention of hundreds of soon-to-graduate students at exhibit booths. APHIS' ANAWG exhibits every year.

Larry Echo Hawk, the U.S. Department of the Interior's Assistant Secretary for Indian Affairs, gave the keynote address. His comments were of interest to everybody because he is over the Bureau of Indian Affairs. But for me personally, listening to the speeches given by the four winners of the 2011 AISES Professional Awards was more compelling. Three tribes were represented (Cherokee, Seneca, and Potawatomi), and all recipients gave a heartfelt speech on how they struggled through adversity to reach their current position. There wasn't a dry eye in the house (though laughter, too, played a large role in creating the moist eyes).

Currently APHIS has about 90 employees who have self-identified as tribal. We are always looking for outstanding applicants with credentials in various STEM fields. Even though the agency is under a hiring freeze, we had no trouble assembling a team of three employees to staff the booth at AISES. To hold down travel costs, we asked the two Minnesota ANAWG Field Coordinators to help. **Dr. Sheryl Shaw** (VS), attended in person, and **Kevin Connors** (State Plant Health Director, PPQ) furnished one of his folks, **Essam Dabaan**. I rounded out the group, coming from Riverdale.



Phillip Washington, voting rep to the ANAWG from PPD, talks with one of the college students at AISES about career opportunities despite our current hiring freeze. [APHIS photo by Essam Dabaan.]

As usual, we had a wide assortment of future scientists and engineers stop by our booth (which the organizers cleverly positioned between USDA's Food Safety and Inspection Service and Natural Resources Conservation Service). We had some thoughtful conversations with the visitors and gave them an idea of what APHIS' mission is and how they might best fit in. [And Janet Wintermute supplied us with the requisite swag: ballcaps with the ANAWG logo, pedometers, and copies of the 2012 *Farmers' Almanac* (a favorite).]

Although Sherry and Essam were first-timers, I've been to several AISES meetings before and can report that it was yet another terrific conference. It ended, appropriately, with a powwow on Saturday that was open to the public.



Goodbye to All This: Janet Wintermute Retires at the End of 2011

After 3 years and 9 months in the job, and 34+ years with the Federal Government, Native American Program-Delivery Manager **Janet Wintermute** sailed into retirement on December 29, 2011. She began working with tribes in 1995 as a member of the newly formed APHIS Native American Working Group under **Rick Wadleigh**, representing Legislative and Public Affairs. Rick installed her as the Vice Chair of the ANAWG, a post she continued in until she was selected to take over his job in March 2008.

Janet spent much of her time on the road, staffing the ANAWG's exhibit booth at dozens of tribal meetings every year. Below, she's shown with tribal liaisons **Terry Clark** (VS, left) and **Carl Etsitty** (PPQ) at the Intertribal Agriculture Council / Indian National Conservation Alliance joint meeting in Las Vegas in early December 2011.



Those white blobs in the foreground are the new ANAWG ballcaps, our last giveaway purchase before the rules changed to forbid spending taxpayer money on such items. [Food Safety and Inspection Service photo by Beatrice Herbert, FSIS' tribal liaison.]

Highlights of Janet's tenure as NAPDM include the creation of this e-newsletter, preparation of the ANAWG's 5-year strategic plan, and, in 2011, the development of the agency's new tribal-consultation process and directive. Though the newsletter was her baby (Janet had been APHIS' publications editor from 1989 to 2008), she readily acknowledged that the other achievements were team efforts. Policy and Program Development's **Matina Sawicki** was invaluable in facilitating the strategic planning effort,

and Janet credits BRS tribal liaison **Gwen Burnett** with keeping the Group conversation civil during many months' worth of meetings on the plan.

When it came time to customize the still-pending USDA tribal-consultation regulation to create an all-new and parallel APHIS directive, Associate Administrator **Kevin Shea** wisely shopped that task out to a whole group of individuals, including Janet. She and PPD's **Ken Seeley** headed up a committee of ANAWG volunteers (**Caffilene Allen, Hallie Zimmers, Shelley Gray, Bob Baca, Sheryl Shaw, Terry Clark, Carl Etsitty, Gwen Burnett**) and PPD volunteers (**ANAWG rep Phillip Washington, Tracy Willard, and Lean Six Sigma "green belt" Anna Rinick**).

With the tribal-consultation directive in the final stages of agency clearance, it's fair to say APHIS is ahead of most other agencies in the Department. A few have had such directives in the past, but most are still developing theirs.

Living up to her reputation as a control freak, Janet planned her own retirement party. On November 29, near the end of Native American Heritage Month, Janet hosted a potlatch in the Riverdale Conference Center, open to all headquarters employees.

Potlatches are social gatherings typical of the tribes of the Pacific Northwest. In those communities, status is measured not by what one accumulates but by what he or she gives away. Therefore, at a potlatch, the host gives the guests presents—not the other way around. And every guest needs to receive a gift. Although Janet had a wrapped present for each agency employee with whom she had worked on publications or ANAWG business, she had to have a backup plan to handle guests from the general employee population. She gave each of them a lottery ticket for that night's drawing.

Current and former ANAWG reps, and the agency's librarian, **Eileen Welch**, volunteered to cook Indian recipes for the party. Recipes for some of the great treats follow. Here is a shot of Janet, early in the party, setting out salmon baked with spices typical of the tribes of Oregon. Two fellow Civil Rights Enforcement and Compliance employees, **Tammy Lowry** (far left) and ANAWG voting member **Gwen Smith**, wisely hit the buffet line early. By the end of the party, when Janet had finished giving out all the presents, there was nothing left for her to eat!



All the potluck photos were taken by APHIS photographer Anson Eaglin. Anson and Janet worked together for years in making publications before she took the NAPDM job.

Anu Bandla, Janet's original assistant who currently works in VS' Import/Export staff, opened the first of the gifts. It's an embroidered wall hanging in the Tree of Life pattern, from India, Anu's original home.



When possible, Janet selected presents that were sourced from countries of interest to the recipients. CREC Assistant Director **Njeri Mwalimu** received a raffia bowl from Africa, for example. For VS veterinarian **Sara Kaman**, who is Jewish, Janet chose a bottle of olive oil from Israel's West Bank.

If ever a coworker deserved a gift, it was MRPBS' **Tammie Long**, below, who created and managed all Janet's cooperative agreements. These included simple agreements to transfer charitable donations to tribal organizations and the annual and very complex agreement to fund the "Safeguarding Natural Heritage" summer program for teenagers.



Mike Gregoire, Deputy Administrator for BRS, liked his gift: a box of golf balls. Janet first heard about his interest in golf when they worked together on the old APHIS Integrated Planning Team (1998 to around 2004). That's Wildlife Services' Deputy Administrator, **Bill Clay** (left) looking on. Bill was an original member of the ANAWG (1994) and gave it up only when he was promoted to his present job.



Kevin Shea, who is an attorney, received a copy of *Indian Law in a Nutshell* and delivered to Administrator **Greg Parham** a book on how indigenous thinking can beneficially influence decisionmaking in natural resources management. Janet acknowledged their enthusiasm and support for her work from the microphone.

Over the years, quite a few women in APHIS complimented Janet on her shoes and handbags. Feeling the need to offload at least some of the dozens of purses clogging her closet, Janet invited the women of LPA and CREC to visit the “handbag corral” and select a purse for their gift. But LPA’s **Mavis Fergus** received a specific bag, one she had admired in the summer of 1997. Several Aigners, Talbots, and Coaches found new homes, where they will presumably have more room to stretch out than they enjoyed at Janet’s place.



At previous ANAWG retirements, the group gave the retiree a Pendleton wool blanket. But for Janet, the ANAWG worked with librarian **Eileen Welch** to dream up something more apropos. In this picture, Janet reacts to the dollar figure on a gift certificate with which she can purchase new books from the esoteric publishing house Inner Traditions. **Bob Baca** (PPQ voting rep, in the blue shirt) made the presentation from the podium with ANAWG members (left to right) **Fred Mann** (PPQ auxiliary rep), **Gwen Burnett** (BRS tribal liaison), **Shelley Grey** (PPD), and **Joan Sills** (PPQ and vice chair of the group) looking on.



The Native American Program-Delivery Manager's position will be advertised APHIS wide (per the current hiring-freeze situation), and will remain in CREC under its new Director, **Ken Johnson**. However, working the job out of Riverdale is not mandatory. Several strong candidates are field based and prefer not to move to Maryland. Mr. Johnson will name an Acting early in January. Responsibility for coordinating and documenting tribal consultations could have been added to the NAPDM's plate but will, instead, devolve on a position housed in Legislative and Public Affairs' intergovernmental affairs unit downtown.

Janet thanks all the APHIS folks who helped her keep Native American program-delivery issues on the front burner during her tenure. She encourages everyone to stay in contact via email to jwintermute@erols.com. She and her husband, John (formerly of PPQ's IT shop), will remain in Maryland officially, but Janet will spend about half her time in Mathews County, VA, where she has been renovating a 1710 Colonial for many years.

Now for those recipes you were promised!

PPQ's **Joel Floyd** got his wife, Karen Sendak, to furnish a vegan squash-based stew typical of foods in the Southwest. (Joel used to work at the Nogales, AZ, border station before coming to Riverdale. He frequently interacted with members of the Pascua Yaqui tribe there.) The word "cabavacitas" (with variant spellings) is related to the English "calabash," a synonym for "squash."

Yaqui Cabavacitas

2 tablespoons safflower oil
1 medium onion, finely chopped
2 cloves garlic, minced
1 ½ pounds yellow summer squash quartered lengthwise and sliced
¼ cup mild or hot canned green chiles drained and finely chopped
2 or 3 ears of roasted corn, cut from cob
1 medium juicy tomato chopped
2 tablespoons chopped cilantro
Salt, fresh ground black pepper, and cayenne powder

Heat the oil in a large skillet. Add onion and sauté over moderately low heat until translucent. Add garlic and continue to sauté until onion begins to turn golden. Add squash, tomato, and chiles and sauté, stirring frequently until the squash is tender crisp, about 5–8 minutes. Stir in the corn kernels and cilantro and season to taste with salt, pepper, and cayenne. Sauté for another minute or two, or until most liquid is cooked away, then serve at once. Cheese can be added if desired.

Serves 4

Librarian **Eileen Welch** provided a bowl of yuca (more commonly spelled “yucca”), a starchy root vegetable also associated with the Southwest.

Yuca (Cassava) with Garlic and Butter

3 pounds yuca, peeled, cut into 1 inch wedges, and fibrous veins removed
1 cup (2 sticks) unsalted butter, melted
¼ cup minced garlic (8 to 10 cloves)
Salt and pepper to taste
¼ cup minced fresh chives

Preheat oven to 300 degrees F. Butter a 9- by 13-inch baking dish.
In large pot of salted boiling water, cook the yuca until tender, 6 to 8 minutes. Drain and let cool slightly.
Put the yuca in the prepared dish. In a small bowl, combine the butter and garlic. Pour over the yuca and season with salt and pepper. Cover the dish with aluminum foil and bake for 45 minutes, or until very tender.
Remove from the oven, transfer to a serving bowl, and sprinkle with chives.

Serves 6 to 8

Rebecca Stankiewicz-Gabel, who was BRS' voting representative on the ANAWG in 2006–08, accepted the invitation to make her super Butternut Squash Soup again. She wowed the Riverdale trainees in Larry Keown's 2008 class with the same recipe.

Butternut Squash Soup

4 lb of butternut squash, peeled and cut into 1-inch chunks (about 2 medium squash)
2 tablespoons of butter or olive oil
1 large sweet onion, diced
2 quarts of apple juice
2 medium granny smith (or other tart) apples cored and cut in quarters (no need to peel)
1 teaspoon fennel seed
1 teaspoon freshly ground allspice
1 cup heavy cream
Salt and pepper to taste

In a large saucepan, sauté the onion in the butter (or olive oil) until translucent.
Add fennel seed and allspice to pan. Continue to sauté for 2–3 minutes.
Add squash and apples to pan. Allow the mixture to caramelize (get slightly brown), about 10 minutes.
Add juice to pot. If squash is not covered, add water to cover.
Simmer on medium-low heat for 2 hours.
Remove from heat.
Puree.
Add cream.
Reheat if necessary and serve.



Hails and Farewells on the ANAWG

Since the summer issue, there has been one change in the voting representation on the ANAWG (**Maria Schmit** agreed to take over for the retiring Office of the Administrator rep, **Gwen Smith**, as of January 2012) and two adjustments to the roster of Field Coordinators.

One longtime member—PPQ's State Plant Health Director from New York, **Yvonne DeMarino**—announced that early in 2012 she is moving to Tennessee to become the new SPHD for that State plus Kentucky. Yvonne will retain her status on the ANAWG, with support from current Tennessee rep **Gregg Aydelotte**. Since Yvonne was the only ANAWG rep from New York, Janet's successor will be looking hard for a local replacement.

In anticipation of the retirement of **Dr. Charles Nettles (VS)**, we are beefing up our representation in Mississippi. In November, State Plant Health Director **Jeff Head** helped staff the exhibit during the United South and Eastern Tribes' annual meeting in Choctaw, MS. At Christmastime, Jeff accepted the invitation to join the ANAWG as Mississippi's second Field Coordinator.

There has been no movement from VS on naming replacement reps for **Washington/Alaska** or for **Oregon** or **South Carolina**. Other programs are invited to submit names of volunteers (or willing conscripts!) to serve as Field Coordinators from those States. The Pacific Northwest has many tribes, so it's particularly important to fill in behind the departed representatives from that part of the country.

Georgia, New Hampshire, Vermont, and West Virginia still have no Field Coordinators. **Hawaii** joins **New York** in looking for a new Field Coordinator: **Elizabeth Lyons** has left Animal Care, so our Hawaii slot is vacant.

If you're having trouble keeping track of the players, visit www.aphis.usda.gov/anawg and click on the "Contact a State Representative" radio button in the blue box at the right-hand margin. All contact information there was updated December 29.

Volunteers working outside of headquarters who want to take up ANAWG representation as a collateral-duty assignment, particularly in the States named above, should check with their supervisor and then contact Terry Clark (301 440-4388) or Carl Etsitty (970 693-9037). There is information about working on the ANAWG at our Intranet site: <http://inside.aphis.usda.gov>.

What To Look for in Our Next Issue

It's anybody's guess! Responsibility for newsletter content and production attaches to the NAPDM position. When Janet's replacement is onboard, the *APHIS Native American Notebook* will come back to life, and future issues will continue to be announced by means of all-employee emails in Outlook.

Questions or Comments?

To reach out to your own State's ANAWG rep, get contact info from <http://www.aphis.usda.gov/anawg>. In the blue box at the right-hand margin, click on the "Contact a State Representative" button.

During the transition period, contact Terry Clark or Carl Etsitty for answers to questions about all things tribal.