



APHIS Native American Notebook

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

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Wild Rice: Why Does It Cost So Much?

Have you noticed that a 1-lb package of wild rice costs at least 10 times what a bag of ordinary white rice costs at the supermarket? If you check the wild rice box carefully, you'll probably see that the contents came from Indian Country, specifically the northern parts of Minnesota and Wisconsin, where tribes have been harvesting truly wild rice for centuries.

Nowadays, these tribes—parts of the Ojibwe (Chippewa) nation and the Forest County Potawatomi Community—cultivate wild rice in the same lakes where it grew wild in the past. And the process is extraordinarily labor intensive. Seeding is done by hand from motorboats. Harvesting the rice involves using a canoe or small “rice boat” and two people—one person to pole the boat through the thick rice “bed” and another to knock the rice into the boat with cedar sticks. Plus, the tribes have to deal with water fluctuations caused by beavers. But they're not fighting that battle alone: APHIS **Wildlife Services** is on the job.

The photo below shows what a healthy bed of wild rice looks like. Those dark horizontal stripes in the background, right in front of the trees, are open water on Roe Lake in northern Wisconsin. Everything else is healthy young rice shoots. WS project leader **Kelly Thiel** took the picture, and WS District Supervisor **Bob Willging**, based in Rhinelander, WI, supplied this and all the other images in the story.



To make wild rice cultivation profitable (and to grow enough for their own cultural and subsistence needs), tribes work very hard to keep rice beds healthy and to reestablish rice in lakes where rice growth has been reduced or eliminated. The high-intensity labor involved certainly affects the retail price of wild rice: no other U.S. agribusiness crop is seeded by hand.



Here is Dan North, a member of the Bad River Band of Lake Superior Chippewa, distributing rice seeds. Dan works for the Great Lakes Indian Fish and Wildlife Commission (GLIFWC), and the Commission partners with WS for one specific kind of wildlife damage control: beaver damage management.

Wild rice has very specific water-level requirements and may not germinate or grow if lake levels are too high. Beaver dams at the outlets of wild rice lakes frequently cause higher-than-normal water levels, which can negatively impact growth of wild rice. It's the dams, not the animals, that have to be dealt with.

Photo taken by GLIFWC and reproduced by permission.

In some northern lakes, wild rice beds have been eliminated completely due to beaver dams, and the removal of dams has become a key component in the reestablishment and expansion of wild rice beds.

Here's Kelly Thiel, standing in cold, hip-deep water, preparing to plant explosives in a huge beaver dam:



And here's what happens next:



After the big bang, Kelly goes back into the water:



He's removing debris from the breach in the dam, creating a mini-rapids as lake water rushes to get to the lower levels beyond.

By law, all of WS' animal damage control work has to be accomplished with cost-shares from the requesters. But of all APHIS line programs, WS has been working with tribes the longest despite the fact that their control work isn't free. The tribes of northern Minnesota and Wisconsin depend on WS help every year, and there's no telling how high the retail price of wild rice would go without the agency's collaboration on beaver control.



In the Spotlight: ANAWG Rep Kerry Bryan

[In spring 2010, Native American Program-Delivery Manager (NAPDM) Janet Wintermute asked New Mexico State Plant Health Director, and longtime ANAWG field coordinator, Kerry Bryan to give her a biographical article about himself. The goal was to spotlight an APHIS employee who came to volunteer on the ANAWG out of a long-term commitment to helping Indian people. Janet has known Kerry since the 1990s, when he was running the O'Hare Airport inspection unit in Chicago and they were doing

a publication together. She didn't know that Kerry Bryan has been working with Native Americans for decades already. Finding a place on the ANAWG, and serving as the SPHD in a State loaded with tribes, is letting Kerry follow his heart: not a bad way to crown a long career in plant health. Now enjoy Kerry's story in his own words.]

Who Is Kerry Bryan?

I've often wondered that myself. I was born and reared on a farm in Illinois. Dad raised Hereford beef cattle and grain—corn, wheat, and soybeans. I learned how to drive when I was 9. We hunted pheasants and quail about that time, too. I could barely see over the steering wheel of the old grain truck or lift the 20 gauge shotgun but somehow managed, and I spent my growing up years helping Dad farm. My younger sister, Peggy, and I rode the bus to Homer schools for 12 years. Farm life was tough, but we didn't know anything different. School was OK, too, and at Eastern Illinois University, I took pre-vet med courses because Dad wanted a veterinarian in the family. At EIU I decided to be a teacher instead, getting my BS and Master's degrees in botany/zoology. After teaching in a junior college for 3 years, I took a trip west and ran out of gas in Kyle, South Dakota. On the spur of the moment, I visited a school across the so-called street from the gas station. I ended up spending 4 years working for the Bureau of Indian Affairs teaching the sciences at Little Wound Day School in Kyle. That was fun—a biology teacher's idea of hog heaven. There was a 65-acre lake a 10-minute hike away, and the badlands, full of fossils (turtles to name one), rattle rocks, and cool geography, were just up the road.



I really just fell into this Federal Government teaching job with the BIA. The principal needed a science teacher for the following year and was “amazed” when I dropped in. After he told me the job would be part time and gave me a stack of application material, I traveled on through Wyoming, Idaho, and Montana. Arriving back in Illinois, I told my wife of the offer, and she looked Kyle up in the atlas and exclaimed, “Kyle, SD, has...26 people!” In reality, it might have had 35 or 40. By the end of the summer vacation, the principal had called several times. I had really liked the west and with a final offer I could not refuse—BIA would pay for our moves in and out, and I would be a permanent GS 9—the 800-mile adventure with my wife and 6-year-old daughter began.

The Pine Ridge Indian Reservation is in the southwest corner of South Dakota, an area known as the “banana belt.” Life there was different. Housing was provided for the

teachers, and the school was only a block away. We made a shopping trip once a month to Rapid City, 100 miles by car. Ranchers warned us to get in supplies for the occasional blizzard that could keep us home for up to 2 weeks. We bought two cases of canned corn and peas with little onions in them to store under the house for the blizzard. We hauled those cans to San Diego when I transferred to USDA APHIS PPQ and later to the Chicago suburbs. The cans were a longrunning joke: they were never eaten!

Our life in Kyle centered on the school and school activities—pow-wows, school sports, and a Science Club I started that attracted speakers from local universities and Federal and State agencies. We were on the front lines when the American Indian Movement became national news at Wounded Knee, SD, in 1973. Later, a Federal investigation and hearings about the incident and its leaders were held at our school. Our son, Zach, was born while we lived in Kyle, raising the population about 2.5 percent.

San Diego provided my first taste of USDA APHIS PPQ. I really liked, it if you ignored the grade-school bickering about overtime, that is. PPQ work gave me the opportunity to mingle with a variety of cultures, learn some border Spanish, and earn a very good paycheck. PPQ has been very good to me.

Ten years on the border led to 1 year at LAX (the acronym for Los Angeles International Airport), including the year the Olympics were held in town. Los Angeles led to 6 years at Chicago's O'Hare and finally to Albuquerque, NM (the land of enchantment) for the last 17 or so years as the SPHD. Add 4 years with BIA and we're talking a long time with Uncle Sam. It's good, and time has flashed by.

PPQ has given me great opportunities to work and travel to Saudi Arabia, Brazil, Egypt, and South Korea; to attend plant protection conferences in Hawaii, New Orleans, Canada, Mexico, and Newfoundland; to assist in emergency response programs that included hurricanes Katrina and Rita; and to work closely in the startup years promoting the Beagle Brigade at O'Hare. I had one of the best learning/networking experiences participating in the yearlong Office of Personnel Management Executive Leadership Program in Washington, DC. I shadowed the APHIS Administrator for 2 months. Most everyone works hard and plays hard. Most are a joy to be around. I really like the people I work with.

One of the interesting things I've done for the ANAWG is to help the agency participate in a big Indian-sponsored job fair held in spring 2010 in Albuquerque. It's important to try to bring promising employees into our system from all different ethnic backgrounds. And tribal people, with their commitment to the Earth, are a good fit for APHIS. Our Albuquerque PPQ office has been working closely with the Five Sandoval Pueblo Work Experience Program over the last 15 years by providing young Native Americans an opportunity to experience an office environment with New Mexico—PPQ.

Personally, I like to run (or used to, before my knees went bad), mountain bike, fish (especially with [Montana ANAWG rep and fellow SPHD] Gary Adams et al. on the Yellowstone), make sawdust, bird watch, play with my '67 Mustang Fastback GT, and have a beer on occasion. Our son, Zach, and daughter, Libby, are close by for cook outs and conversation.

Life is good!



The 2010 Wildlife Society Tribal Scholars

APHIS Wildlife Services is a long-time supporter of The Wildlife Society (TWS), which is the biggest professional organization for wildlife management personnel. WS scientists from the National Wildlife Research Center always present papers at the Society's weeklong meeting. For the last several years, the Society has been paying special attention to the issue of ethnic diversity in the wildlife sciences. To foster greater participation by American Indians and Alaska Natives, TWS formed a subgroup to focus on tribal issues in the field: The Native People's Environmental Working Group. In addition to setting aside an afternoon session devoted to this group's work, TWS solicits donations to help tribal college students majoring in related subjects attend the whole annual meeting.

The October 2010 meeting, held at the Snowbird Ski Resort 26 miles outside Salt Lake City, attracted over 1,370 members. NAPDM Janet Wintermute furnished a donation that was used exclusively to bring these students to the meeting:



Front row, left to right: *Aurelia Danasha* (Lac Courte Oreilles Tribe of Ojibwa, WI; University of Montana), *Serra Hoagland* (Laguna Pueblo, NM; University of California–Santa Barbara), *Allyson Hughes* (Yakutat Tlingit, AK; Michigan State), *Requaw Pavy* (Oglala Lakota, SD; Oglala Lakota College), and *Jacquelyn Murray* (Cheyenne River Sioux, SD; South Dakota State).

Back row: *Meadow Kouffeld* (Citizen Band of Potawatomi Tribe of Oklahoma; University of Minnesota), *Kari Eneas* (Confederated Salish and Kootenai Tribes; University of Montana), *Jose Lopez* (Ysleta del Sur Pueblo, TX; El Paso Community College), *Jordan Smith* (Cherokee Nation, OK; Texas A&M–Corpus Christi), and *Niegel Rozet* (Native Hawaiian; University of Hawaii).

Not pictured are *Bob Boyd* (Tlingit Tribe, AK; University of Alaska, Southeast) and *Tanya Aldred* (Keweenaw Bay Indian Community, MI; Purdue).

(APHIS photo by Janet Wintermute.)

The 2011 Wildlife Society meeting will be held in November in Hawaii, which will make attendance much more challenging for Federal folks and the tribal college students alike. With the permission of management, the NAPDM hopes to increase her Fiscal Year 2012 contribution to the Native People's Environmental Working Group.



ANAWG Trainees Check Out the Petroglyphs in Albuquerque

The ANAWG's biennial training event always features a segment related to learning more about the culture of Native Americans. The August 2010 training in Albuquerque was no exception: on our last day in town, the group visited the Petroglyph National Monument. Located right on the northwest edge of town, the Monument is run by the U.S. Department of the Interior's National Park Service. We made advance arrangements for a docent-led tour, hosted by Susanna Villanueva, who is part Hispanic and part Apache. She and archeologist Ron Fields took us up into the rocks for a closer look.

The Petroglyph National Monument is actually a 17-mile-long ridgetop snaking around Albuquerque, and it has petroglyphs by the hundreds on all parts of the hillsides. A relatively short stretch is open to the public with well-made and -maintained paths for walking.

Here's Susanna (in uniform) leading us up the hill. In front are **Tammy Lowry** (Civil Rights Enforcement and Compliance), who helped with administrative arrangements for the training, and **Phillip Washington**, Policy and Program Development's voting representative to the ANAWG. The building is the Park Service's mini-office and the starting point for all tours. Albuquerque begins on the other side of the hill and stretches across the valley floor.



(APHIS photos in this article were all taken by Janet Wintermute.)

To avoid the August heat in Albuquerque, we showed up at the Monument before 9 a.m. Ron Fields brought a big collection of tribal artifacts he had assembled over a 20+-year career in the Southwest. Below, he shows arrows typically used for hunting in New Mexico many centuries ago. He also had a special hand-held sling that greatly increased the distance a spear could be thrown. We listened to him in the shade of the portico before venturing out onto the hillside.



CREC Special Emphasis Program Manager for Native Americans **Gwen Smith** (also CREC's voting rep on the ANAWG) chatted with Susanna about one of the first glyphs along the path. Our guide explained that, no matter how emphatic the books are on the real meaning of the carvings, nobody knows for sure what they mean. Many depict recognizable animals and shapes, some appear to tell a story, but this one is a complete mystery.



Summer 2010 was fairly wet—for Albuquerque—and many desert plants were still in bloom. We also saw several varieties of blister beetles in wild shades of blue, green, or rust.



Below, Susanna points out the features of a glyph that looks like a descending bird as viewed from heaven. See the outstretched claw slightly to the left below her hand? In the background toward the right, the bulbous shape might be a person.



The glyph below could be pretty much anything and changes significantly when viewed by rotating the picture a quarter-turn to the right. In that "vertical" position, the image looks like a person with really big ears.



Like all the images on the rocks at the Monument, this one will wear away eventually. It was created when unknown indigenous peoples scraped off the dark volcanic surface of the rock, leaving the lighter under layer showing. Weathering will eventually minimize the layers to the point that the carvings are obliterated. But there is no need to phone your travel agent now: the images will last for at least another thousand years.



Attention D.C. Area Managers:

It's Time to Stock Up on WINS Interns for the Summer

Thanks to generous funding from the Office of the Administrator, APHIS programs in the headquarters area (downtown DC and Riverdale) can now select the cream of the crop of this year's Washington Internships for Native Students (WINS) interns. American University runs the innovative WINS program, which is the only summer internship that gives students the opportunity to earn six hours of college credit for free.

Students apply to WINS from universities and tribal colleges all over the country. American U. decides which students get admitted to the program and publishes their résumés to a university-run Web site. Government managers from all departments then visit the Web site to choose one or more WINS interns whose college coursework and previous experience suggest they would be a good fit for the particular hiring agency's needs.

USDA has traditionally been the biggest supporter of WINS, and 2010 was no exception. Janet Wintermute picked up a plaque in the Department's honor at last November's WINS thank-you luncheon and sent it on to Janie Hipp, Senior Advisor to Secretary Vilsack for Tribal Affairs and Director of the Office of Tribal Relations (OTR), since the award was not specific to APHIS.

WINS is not an inexpensive program. The fee for each intern is \$10,500, which covers the cost of their transportation to Washington the first week of June and back home at the end of July, their room in a dormitory at the university, \$200 a week to eat on and buy a Metro pass, and the tuition fees for those six hours of credit. Hosting agencies must furnish a cubicle, a networked computer, and a supervisor, as well as meaningful projects to work on.

Each student reports to his or her assigned agency to work a 40-hour week for all of June and July. However, the program sets up a variety of see-DC opportunities that do take the students away from their work stations. For example, every student tours the Capitol and meets his or her congressional delegation from back home.

In addition, the ANAWG provides some enrichment events during the summer. Again in 2010, we took the students (including a couple who weren't assigned to APHIS!) for Wildlife Services' annual "goose roundup" in June.

In the National Capitol Area, huge populations of Canada geese have stopped migrating and now live the high life locally year 'round. When individual flocks get too big for their environment, Wildlife Services begins to get calls to remove the excess birds. For \$18 per bird, WS will capture whatever specific number of birds the requester asks to have removed, transport them to a poultry processing plant, and arrange for donation of the meat to homeless shelters. But the only time of year when this can be done is a 2-week period when the birds shed their long wing feathers and, therefore, cannot fly. In the mid-Atlantic, that takes place around the third week of June.

Maryland's WS State Director, **Kevin Sullivan**, cheerfully furnishes his van and drives the WINS students to several venues in posh Montgomery County. The pictures below were all taken at a huge townhouse/condominium development that has its own scenic lake. The condo board asked WS to take another 50 geese this year (as they did in 2009), to hold the overall population down around 100 birds.

The work involves paddling out into the lake to herd the birds toward shore (done by Kevin's professionals while the rest of us watch), collecting them behind portable aluminum fence panels, reaching down into the concentrated flock and pulling out individual birds, and popping them into plastic cage boxes on a nearby flatbed truck for transport to the processing facility.

Once the magic number of requested birds has been put in those cages, the remaining geese are gently nudged back toward the lake and freedom. If a captured bird happens to have been banded by another organization like the U.S. Fish and Wildlife Service, WS personnel note the number on its legband and release it back to the wild. No banded birds are ever sent to slaughter.

Kevin, in sunglasses at dead center in the shot below, helps the students push individual fence sections into a circle around the birds. As the students walk toward one another, the circle shrinks, concentrating the nervous birds to keep them from thrashing around and injuring each other.



(APHIS photos in this article were all taken by Janet Wintermute.)

The right way to pick up a goose is by its shoulders. The geese do not necessarily agree, however. They flap a lot and throw their considerable body weight behind their attempts to get free. That makes them hard to hold onto.

Wildlife biologist Robert Fey hauled the goose in the next shot up from the grass inside the fence for the handoff. Individual birds are picked at random.



Below, the unselected geese waddle happily back to the lake after the fence sections are pulled apart, none the worse for wear. In their group this year was one banded bird, selected but spared when its handlers caught sight of its brass legband.



Other enrichment efforts sponsored by the ANAWG include a trip to the Baltimore harbor, led by **Fred Mann** (PPQ) and BRS tribal liaison **Gwen Burnett**, to learn about port-inspection work (with Customs and Border Protection officers), and a seminar led by **Bob Baca** (PPQ voting rep to the ANAWG) on how to get a Federal job.

The ANAWG has no formal role in regard to this summer intern program; such activities are managed by the CREC staff and the agency's Special Emphasis Program Managers. But we want to help make the WINS students summer memorable, so we fluff up their program on our own time.

If you are a manager in the DC / Riverdale complex and would like to host a WINS intern this summer, please contact **Gwen Smith** of CREC on (301) 734-5584. The Administrator's Office is footing the bill. Six super young people are waiting to hear from you. (And we would be remiss to fail to mention that Biotechnology Regulatory Services is paying for their own WINS intern and may even take on a second one from the Administrator-funded six if other staffs do not snap up the full complement.)

It's very much to the staff's advantage to sponsor an intern now rather than later. In some years, we have accepted interns from the roster as late as mid-May. But by checking out the American University data base early, managers can find the best-prepared interns and secure them for APHIS. Gwen Smith has all the details.



Update on Tribal Consultation

As you learned in previous issues, USDA's OTR issued a draft Tribal Consultation Regulation in summer 2010. This February, that text emerged from Office of General Counsel (OGC) review and went out to the leaders of the 565 federally recognized tribes for review. Many of them had actually been shown the draft months beforehand and shared their inputs directly with Janie Hipp.

The document, including a few revisions by OGC, is now being reviewed by the tribal governments. It is anticipated that the text will be published in the *Federal Register* as a final rule by mid-spring.

Meanwhile, all agencies have been tasked with developing a parallel directive to cover the same ground, based on the overall document but customized to fit each agency's particular situation.

Within APHIS, under direction from the Administrator, the NAPDM has been working with a team of ANAWG members and personnel from Policy and Program Development (PPD) on the whole tribal-consultation picture. This work includes

(1) developing a tribal-consultation *process* that can be used by all the line programs in their consultations with tribal leaders,

(2) setting up a methodology to *document* the consultation efforts (that will eventually use a Department-manded Web-based reporting tool),

(3) writing that APHIS mirroring directive, and

(4) developing and putting on training events at headquarters and in the field so our top managers will know how to conduct a consultation most effectively.

Janet Wintermute has been detailed to PPD for a few months to make sure she gives this effort her undivided attention.

Leading the charge from the PPD side are co-sponsor **Ken Seeley**, **Cynthia Howard** from the regulatory development shop, and Lean Six Sigma "green belt" **Anna Rinick**. ANAWG participants include **Caffilene Allen** (Animal Care), **Terry Clark** (Veterinary Services), **Bob Baca** and **Carl Etsitty** (PPQ), **Gwen Burnett** (BRS), **Shelley Grey** (WS), **Hallie Zimmers** (Legislative and Public Affairs), and PPD's own voting rep to the ANAWG, **Phillip Washington**. PPD staffer **Tracy Willard** also volunteered for the team.

This group will keep the agency notified about major developments during the spring and summer here in the *APHIS Native American Notebook*, but **Kevin Shea** receives weekly updates on its progress. Executive sponsors for the overall job are **Christine Zakarka** (Deputy Administrator of PPD) and **Myra Young** (Director of CREC and the NAPDM's supervisor). This effort has been put forward by Ms. Zakarka as one of APHIS' "39 steps" for fiscal year 2011 and approved on that list by **Administrator Cindy Smith**. This means that the tasks are part of Chris' own evaluation for the year. Collectively, this work falls under the Business Practices Improvements slate, thus qualifying it for Lean Six Sigma management within PPD.

All of the people involved in the process engineering effort believe that the outcome will be a game plan the line programs can live with. This is crucial because, although the President has mandated that all Federal entities step up to the plate on tribal consultation, it is top management in the line programs who actually have to undertake the work.

The team recognizes that this work crowds an already full plate of activities. Therefore, the recommended processes and documentation must be as straightforward as Executive Order 13175, the direction underpinning the work, allows. The team will be furnishing a baseline process description to the Administrator by the third week of March, and the remaining deliverables will be produced later this spring. We anticipate that training will take place in July or August.

Because so many APHIS employees are already eligible for retirement, we must prepare not only today's authorized consulting personnel but also the next tier of APHIS management—individuals likely to succeed today's Deputy Administrators, Regional Directors, State Plant Health Directors and Area Veterinarians-in-Charge, and State Directors within Animal Care and Wildlife Services.

Because tribal consultation is a government-to-government interaction, and the tribal chief/chairman/governor/president is the Native American representative at the table, APHIS must furnish comparable decisionmakers for the agency's side. If a particular issue up for consultation is important only within one State, it's likely that APHIS would send a SPHD or AVIC or comparable State-based leader to the consultation. But for issues of regional or national significance, the appointed APHIS consultant would likely come from at least the Regional Director's level and possibly from Headquarters.

Previous trainings offered in Riverdale, Fort Collins, and Raleigh have explained how to work effectively with tribes. The next trainings will build on that base and cover how to actually put on a productive consultation event.

Look for more details on all this in our next issue!



Plant Protection and Quarantine's New Tribal Liaison, Carl Etsitty

Poaching may be against the law, but great employees are always "in season." PPQ took advantage of that fact when they selected Biotechnology Regulatory Services' ANAWG voting member **Carl Etsitty** to be PPQ's tribal liaison last August. Carl, an enrolled member at Navajo, beat out a stellar group of candidates from inside PPQ as well as outside APHIS to get the nod. He replaces Christina Jewett, who retired from the position at the end of calendar 2009, and works out of the Western Regional Office in Fort Collins.

Carl brings a wealth of experience to the table. He worked for the Environmental Protection Agency (EPA) in Washington, DC, for several years, giving him real-world experience in dealing with all sorts of environmental science issues. Other relevant previous experience includes being a founding member of SAIGE (the Society of American Indian Government Employees) and a member of the Government Relations Council of AISES (the American Indian Science and Engineering Society). Carl also helped establish EPA's Tribal Science Council and worked with the Tribal Pesticide Program Council.

Carl took his bachelor's degree in Environmental Sciences at the University of Arizona and his master's in Soil, Water, and Environmental Sciences there, too. Obviously, he's well connected at Navajo, which manages America's largest Indian reservation (the size of West Virginia!). But Carl has also collaborated extensively with many tribes at the national level while working for EPA on scientific policy issues as diverse as articulating

the need for EPA Tribal Science Council to develop EPA Office of Pesticide Programs' Special Emphasis Program Manager/Hispanic Workforce Strategy.

In addition, Carl has taught the biotechnology module at "Safeguarding Natural Heritage: Tohono Land Connections," APHIS' summer program for teenagers held at the Tohono O'odham reservation in Arizona, for the last several years.

Carl has long been active with AISES and helps us staff the ANAWG exhibit booth at the AISES meeting every November. AISES is the one organization that helps tribal college students majoring in the sciences and engineering fields, including computer science, to find jobs. Naturally, APHIS wants to reach out to this target audience, and using tribal employees in our booth gives that message extra appeal.

Carl is also president of SAIGE's Colorado chapter. In that capacity, he's been guiding the organization to revise its mission to incorporate into its annual meetings training for non-Indians as well as SAIGE members.

[Editor's note: If you're looking for cultural sensitivity training or information on how to work better with American Indians, check out SAIGE's next annual meeting, which is scheduled for June 13-17, 2011, at the Cherokee Hard Rock Hotel and Casino in Tulsa. The relevant URL is http://www.saige.org/conf/11ok/11ok_conference.html. Besides a wide variety of onsite courses, the agenda also includes a pow-wow and gourd dance.]

In the photo below, Carl is chatting with visitors to the ANAWG exhibit at the National Congress of American Indians' annual meeting in November 2010 in Albuquerque.



(APHIS photo by Janet Wintermute.)

In his 7 months on the job so far, Carl has been paying special attention to helping PPQ top management understand their responsibilities in the area of tribal consultation. He is also working with the NAPDM and the team from APHIS' PPD staff to help the agency design a process for both performing and tracking tribal consultation across all the line programs. This work is part and parcel of fulfilling the requirements of USDA's new tribal-consultation plan, which will be coming out in the form of a Departmental Regulation in 2011. Once it is published in final form, APHIS will develop a parallel Directive on the same subject, and Carl is lined up to participate in that writing effort, too.

PPQ employees nationwide who have questions about PPQ's activities with tribes are urged to reach out to Carl by e-mail (carl.etsitty@aphis.usda.gov) or phone (970-494-7573). Carl also welcomes inquiries from tribal officials who have questions about any plant-health-related subject, including that perennial hot-button issue, genetically engineered organisms.



Hails and Farewells on the ANAWG

Since our last issue, we found out that long-time South Carolina rep, VS veterinarian **Virginia Jenkins**, has retired. Area-Veterinarian-in-Charge **Delorias Lenard** will be announcing Virginia's replacement on the ANAWG shortly.

A critical linchpin in our work has followed Virginia into retirement: California rep **Robert Clement (PPQ)**. Bob served on the ANAWG for about 4 years and worked tirelessly to develop lines of communication with his State's whopping 109 federally recognized tribes *and* a couple dozen more tribes with either just California recognition or no political recognition at all.

Bob was extremely proactive in sharing information with all these tribes and did hands-on work, both for PPQ and on an ad hoc basis, with several of the Indian nations. He maintained and regularly updated a data base of all his tribal contacts, and he's passed that on to his successor, **Wildlife Services rep Andrew Hubble**, who's a member of the Shoshone Bannock Tribe though he's been living in southern California for years. Andrew works at LAX, so he'll be able to do more with the tribes of the southern half of the State than Bob could do from his base a half hour north of Monterey.

A teacher earlier in his career, Bob was particularly interested in native language issues. When PPQ got involved with sudden oak death in the early 2000s, Bob realized that the causative agent, a bad actor from the same *Phytophthora* clan that brought Ireland its potato famine in the 1800s, could destroy lots of plants of medicinal and spiritual significance to the tribes. So he initiated and produced a big series of color factsheets describing those SOD and those plant species and giving the Indian words for their

names in many of the languages still spoken in California. Bob knew that, once the tribes were informed, he could count on members' helping him by informally surveying for signs of SOD in their isolated territories. Since some of the California Indian languages incorporate characters not part of the English alphabet, Bob had to figure out how to simulate those unusual characters on his computer for typesetting purposes.

The ANAWG recognized Bob's contributions around those factsheets at the group's 2004 training event in Bar Harbor and gave him an outstanding achievement award in 2010 during the training in Albuquerque. Bob did not attend the 2010 training. He knew he was going to retire and declined to take up a training slot that another, younger employee would need. We won't be seeing his like soon enough.

On the **Hail** side of the fence, let's welcome **Dr. Richard Pacer**, a veterinarian currently working for **International Services**. **Joan Sills** used to represent IS on the ANAWG, but when she transferred into PPQ in the summer of 2009, she was not replaced right away. The nomination of temporary rep **Dr. Karen Sliter**, Joan's old supervisor, might have taken place sooner except that NAPDM Wintermute crashed her car while driving downtown last summer to meet with IS **Deputy Administrator Ron Hicks**, who was then new to APHIS and just coming up to speed on the Group and its issues. Then, late this fall, Karen had to begin making preparations to transfer to the IS office in Brussels. During the week of January 10, Richard formally replaced Karen on the ANAWG.

Richard has been interested in Indians and tribal issues for a long time. He once built a medicine wheel in a garden in Manassas, VA (just south and west of Washington, DC, for readers from other parts of the country). When ownership of the property with that garden changed, Richard helped with relocating the garden, intact, to suburban Maryland.

Christmas is over, but what would the NAPDM like to receive from the line programs? A new rep from VS to replace the rep in **Washington** (also covering **Alaska**), who transferred to another State in 2009. Likewise, a new VS rep for **Oregon** would be helpful. Veterinarian **Terry Hensley**, who was quite active with the 19 tribes of that State, left APHIS a few months ago to be the #2 veterinarian in the Texas civil service. As always, we can work with reps from any program, but there are significant animal activities on tribal lands in Washington and Oregon, so a VS employee on the ANAWG from there would be particularly valuable. **Ann Ferguson (PPQ)** is holding her own up in Alaska, but more than half the 565 federally recognized tribes are there. Alaska deserves two ANAWG field coordinators for sure.

Georgia, Kentucky, New Hampshire, Vermont, and **West Virginia** still have no field coordinators. Volunteers working outside of headquarters who want to take up ANAWG representation as a collateral-duty assignment, particularly in these States, should check with their supervisor and then contact Janet Wintermute directly (301 734-6336 or by e-mail to janet.s.wintermute@aphis.usda.gov).

What To Look for in Our Next Issue

How PPQ converted a 2009 WINS intern to a full-time employee.

The outlook for USDA-wide training on tribal consultation.

The black-on-black pottery of the Southwest.

An update on APHIS' tribal-consultation plan.

And more.

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" bullet.

To get in touch with Janet Wintermute, phone (301) 734-6336 or send her an e-mail through Lotus Notes or the Internet (janet.s.wintermute@aphis.usda.gov).