



# Exploring the Impact of Intergenerational Trauma on the Tribal Workforce Conference

Harrah's Cherokee Casino & Resort Convention Center  
Cherokee, North Carolina  
March 20 - 24, 2023

## DRAFT AGENDA

### Tuesday, March 21, 2023

7:00 am – 8:00 am Continental Breakfast & Registration – Cherokee Tower

1<sup>st</sup> GENERAL ASSEMBLY :: Emcee TBA

8:00 am Call to Order – Invocation  
Morning Song – TBA  
Posting of Colors – TBA  
Singers/Flag Song – TBA  
Invocation – TBA

Welcome  
TBA

Conference Overview & Logistics  
TBA

9:00 am **Keynote:** Understanding Intergenerational Trauma (TBD, Speaker Invited)

10:15 am Morning Break (15 minutes)

10:30 am **BREAKOUT SESSIONS (Concurrent)**

**Breakout 1:** Impact of Historical Trauma on the Workplace, Honoring Sacred Information

Andi Clifford, Clifford Consulting & Training, LLC

**Breakout 2:** Creating a 21st Century Tribal Workforce through a Trauma-Informed Approach and Building Recovery Capital (Mother Town Healing Program & Work Experience)

Billie Jo Rich, TERO Mother Town Healing Program Supervisor  
Shayna Williams, TERO Workforce Development Coordinator

11:45 am – 1:15 pm Lunch on your own – Local food trucks located outside

1:15 pm

**BREAKOUT SESSIONS (Concurrent)**

**Breakout 3: Mini Panel**

Serving Justice Involved Job Seekers: Breaking the Cycle of Reoffending and Reincarceration

*Nicole Castellanos, American Indian Council*

Formerly Incarcerated: Re-Entry into the Workforce

*Wesley McKnight, Analenisgi, Cherokee Indian Hospital Authority*

**Breakout 4: Mini Panel**

Early Life Experiences Come with Us: Adverse Childhood Experiences (ACEs) and the Workplace

*Dr. Ann Bullock, MD (retired)*

Beauty For Ashes

*Dr. Freida Sailor, HMD, Cherokee Indian Hospital Authority*

2:30 pm

**Afternoon Break (15 minutes)**

2:45 pm

**BREAKOUT SESSIONS (Concurrent)**

**Breakout 5:** Recognizing Lateral Oppression, Moving Toward Healthy Workplace

*Andi Clifford, Clifford Consulting & Training, LLC*

**Breakout 6: Mini Panel**

American With Disabilities Act

*EEOC Invited*

Working with Individuals with Disabilities

*Beth Romans, Ed.S., Transition Specialist, Cherokee Central Schools*

**2<sup>nd</sup> GENERAL ASSEMBLY :: Emcee**

4:00 pm

Reflection on Generational Trauma Conference hosted by the Cherokee Youth Council in 2022

*Cherokee Youth Council Members*

4:45 pm

**ADJOURN**

**Wednesday, March 22, 2023**

**7:00 am – 8:00 am** Continental Breakfast – Cherokee Tower

**3<sup>rd</sup> GENERAL ASSEMBLY :: Emcee**

8:00 am

**Keynote:** The Trauma-Lived Experience of the Eastern Cherokee Community

*Sarah M. Sneed, JD, EBCI Enrolled Member*

9:00 am	<b>Keynote:</b> <i>Historical Trauma, Indigenous Wisdom &amp; Healing (Live Streamed)</i> <i>Dr. Tami DeCoteau, President, Roundtable on Native American Trauma-Informed Initiatives</i>
10:15 am	<i>Morning Break (15 minutes)</i>
10:30 am	<b>BREAKOUT SESSIONS (Concurrent)</b>  <b>Breakout 7:</b> Recognizing Lateral Oppression, Moving Toward Healthy Workplace <i>Andi Clifford, Clifford Consulting &amp; Training, LLC</i>  <b>Breakout 8:</b> Mini Panel  Serving Justice Involved Job Seekers: Breaking the Cycle of Reoffending and Reincarceration <i>Nicole Castellanos, American Indian Council</i>  Formerly Incarcerated: Re-Entry into the Workforce <i>Wesley McKnight, Analenisgi, Cherokee Indian Hospital Authority</i>
11:45 am – 1:15 pm	<i>Lunch on your own – Local food trucks located outside</i>
1:15 pm	<b>BREAKOUT SESSIONS (Concurrent)</b>  <b>Breakout 9:</b> Mini Panel  Returning to Work: Reflections from MTHP and WEX Participants <i>Speakers Invited, TBA</i>  Removing Barriers to Employment: Project Phoenix <i>Randall Crowe, Attorney, Crowe Law, PLLC</i>  <b>Breakout 10:</b> Session TBD (Speaker Invited)
2:30 pm	<i>Afternoon Break (15 minutes)</i>
2:45 pm	<b>BREAKOUT SESSIONS (Concurrent)</b>  <b>Breakout 11:</b> Impact of Historical Trauma on the Workplace, Honoring Sacred Information <i>Andi Clifford, Clifford Consulting &amp; Training, LLC</i>  <b>Breakout 12:</b> Session TBD (Speaker Invited)
	<b>4<sup>TH</sup> GENERAL ASSEMBLY :: Emcee</b>
4:00 pm	Resiliency Tools <i>Cherokee Youth Council Members</i>
4:45 pm	<b>ADJOURN</b>

## **Thursday, March 23, 2023**

7:00 am – 8:00 am Continental Breakfast – Cherokee Tower

5<sup>th</sup> GENERAL ASSEMBLY :: Emcee

8:00 am Keynote: Employee Rights: Balancing the Advocate and Enforcer  
*Andi Clifford, Clifford Consulting & Training, LLC*

9:00 am Keynote: Workforce Protection Act  
*TBA (Speaker Invited)*

10:15 am Morning Break (15 minutes)

10:30 am BREAKOUT SESSIONS (Concurrent)

**Breakout 13:** Creating a 21st Century Tribal Workforce through a Trauma-Informed Approach and Building Recovery Capital (Mother Town Healing Program & Work Experience)  
*Billie Jo Rich, TERO Mother Town Healing Program Supervisor*  
*Shayna Williams, TERO Workforce Development Coordinator*

**Breakout 14:** Session TBA

11:45 am – 1:15 pm Lunch on your own – Local food trucks located outside

1:15 pm BREAKOUT SESSIONS (Concurrent)

**Breakout 15:** Mini Panel

American With Disabilities Act  
*EEOC Invited*

Working with Individuals with Disabilities  
*Beth Romans, Ed.S., Transition Specialist, Cherokee Central Schools*

**Breakout 16:** Session TBA (Speaker Invited)

2:30 pm Afternoon Break (15 minutes)

2:45 pm BREAKOUT SESSIONS (Concurrent)

**Breakout 17:** Mini Panel

Early Life Experiences Come with Us: Adverse Childhood Experiences (ACEs) and the Workplace  
*Dr. Ann Bullock, MD (retired, Cherokee Indian Hospital Authority)*

Beauty For Ashes  
*Dr. Freida Sailor, HMD, Cherokee Indian Hospital Authority*

**Breakout 18:** Mini Panel

Returning to Work: Reflections from MTHP and WEX Participants

*Speakers Invited, TBA*

Removing Barriers to Employment: Project Phoenix  
*Randall Crowe, Attorney, Crowe Law, PLLC*

6<sup>TH</sup> GENERAL ASSEMBLY :: Emcee

4:00 pm      Resiliency Tools  
                 Cherokee Youth Council Members

4:45 pm      **ADJOURN**

### **Friday, March 24, 2023**

7:00 am – 8:00 am    Continental Breakfast – Cherokee Tower

7<sup>th</sup> GENERAL ASSEMBLY :: Emcee

8:00 am      **Keynote:** *Building the National Movement to Prevent Trauma and Foster Resilience*  
                 *Jesse Kohler, Executive Director, Campaign for Trauma Informed Policy & Practice*

9:00 am      **Keynote:** *Addiction is Not a Moral Failure*  
                 *Dr. Stephen Lloyd, MD, Cedar Recovery (Invited)*

10:15 am      *Morning Break (15 minutes)*

10:30 am      Session TBA (Speaker Invited)

11:30 am      CLOSING Statement  
  
                 Closing Prayer – TBA  
                 Retire Colors – TBA  
                 Singers – Host Drum, TBA

12:00 pm      **ADJOURN**

***Happy trails and safe journey home?***