Kyle Bill
Kletwin/Elemmfo
Kletsel Dehe Wintun Nation
OBJECTIVES

• Incorporate traditional values and principles into the organizational structure to support and inspire a workplace wellness culture.

• Recognize when burnout is present within our personal lives and when chronic burnout is prevalent within the organization.
Our vision is to create life-long impacts that enhance the quality of life for Tribal communities. We believe in empowering and supporting Native communities through programs and services that promote wellness, support families, and revitalize the Native American culture.
WHAT MAKES YOUR TRIBAL PROGRAM TRIBAL?
Integrating Culture
Culturally Relevant Curriculum

Our Work

- Gathering of Native Americans (GONA)
- Native Life Skills Empowerment
- Native Youth Leadership
- Digital Storytelling
- Redefining Native Communities
Our Work

Integrating Culture
Technical Assistance

- Local Schools
- Tribal Health Programs
  - Tribal TANF Programs
  - Tribal Housing Programs
- Tribal Governments
- County Agencies
Indian Health Service - 1955

Indian Reorganization Act - 1934

Indian Self-Determination and Education Assistance Act - 1975
https://www.bia.gov/bia/ois/dsd
Wellness Model

CREATOR / COMMUNITY

- Physical
- Emotional
- Spiritual
- Mental
Physical
Mental
Spiritual
Emotional

SELF

Emotional
Physical
Spiritual
Mental
Symptoms of Burnout

- Tired
- Chronically Late
- Lower Productivity
- Irritable
- Apathy
- Cynical Attitude
- Self-Doubt
- Missing Deadlines
- Depression
We Stop Bringing Our Heart To Work
How Is Our Program Supporting Staff Wellness?

- **Cultural Leave Policy**
  Providing staff with 80 hours of cultural leave annually.

- **Company Wellness Policy**
  Providing staff opportunities to focus on their wellness. Gym membership, healthy snacks, exercise breaks, support groups, etc.

- **Traditional Health Policy**
  Using traditional medicines and spiritual practices alongside western approaches.
Thoughts or Questions