

# Tribal Multidisciplinary Team Development and Stakeholder Engagement

This event was supported by Grant No. 2017-AR-BX-K003 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the U.S. Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART). Points of view or opinions in this presentation are those of the author(s) and do not necessarily represent the official position or policies of the U.S. Department of Justice.

# Learning Objectives

After this session, participants will be able to:

- Examine the benefits of engaging key stakeholders and multidisciplinary teams
- Identify initial steps to develop and implement a multidisciplinary team
- Summarize successes from the Southern Ute Tribe's multidisciplinary approaches to healing, to wellness programs, and to supporting clients in recovery

# Today's Presenters



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# Benefits of Collaboration and Forming Teams

- Diversity of problem-solving styles
- Increased knowledge, skills and abilities
- Greater understanding and commitment
- Increased resources



# What Is a Multidisciplinary Team?

- A group of individuals who share a common goal to address and communicate a plan
- A group of individuals with different skills and tasks
- Sharing knowledge and establishing a vision statement





# Together as a Team

Group diversity

*leads to*

Comprehensive information

*leads to*

Better understanding

*leads to*

Effective solutions





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# Working Out Differences

- Explore the concerns of everyone
- Listen for understanding
- Be clear when sharing your own ideas
- Make “Different People” out of “Difficult People”



# Differences: Toolbox

- Identify commonalties
  - What can be agreed upon?
- Build on the positive
  - Values, beliefs, mission
- Formalize
  - Agree on a decision-making process
  - Plan some action steps
  - Assign responsibilities
  - Document

# Consensus Building

- All members contribute knowledge and opinion
- Everyone's input is considered; all information is shared
- Willingness to hear opposing viewpoints

***Consensus ≠ Majority***

# Consensus Building

- Genuinely seeking new solutions
- Personal sacrifice for the sake of the team
- All members support the action as if the decision was their own

***Consensus ≠ Majority***



# Evaluating Impact

- Small successes
- Increased community involvement
- New partnerships developed
- Participation of elected officials

*Celebrate small successes and  
build on them for the future*

The background consists of a dark blue field with several diagonal stripes of a slightly lighter shade of blue. The stripes are oriented from the top-left to the bottom-right, creating a sense of movement and depth.

# **Step 1: Identify Resources and Needs**



# Team Resources

What resources does your tribal agency have?

A group of people, including police officers, are seated around a long table in a meeting room. The room has large windows in the background. The text 'Resources (Cont'd)' is overlaid on the right side of the image.

# Resources (Cont'd)

## *The Community of Interest*

- Who is affected?
- Who are possible partners?
- Who can help with changes?
- Who benefits from changes?

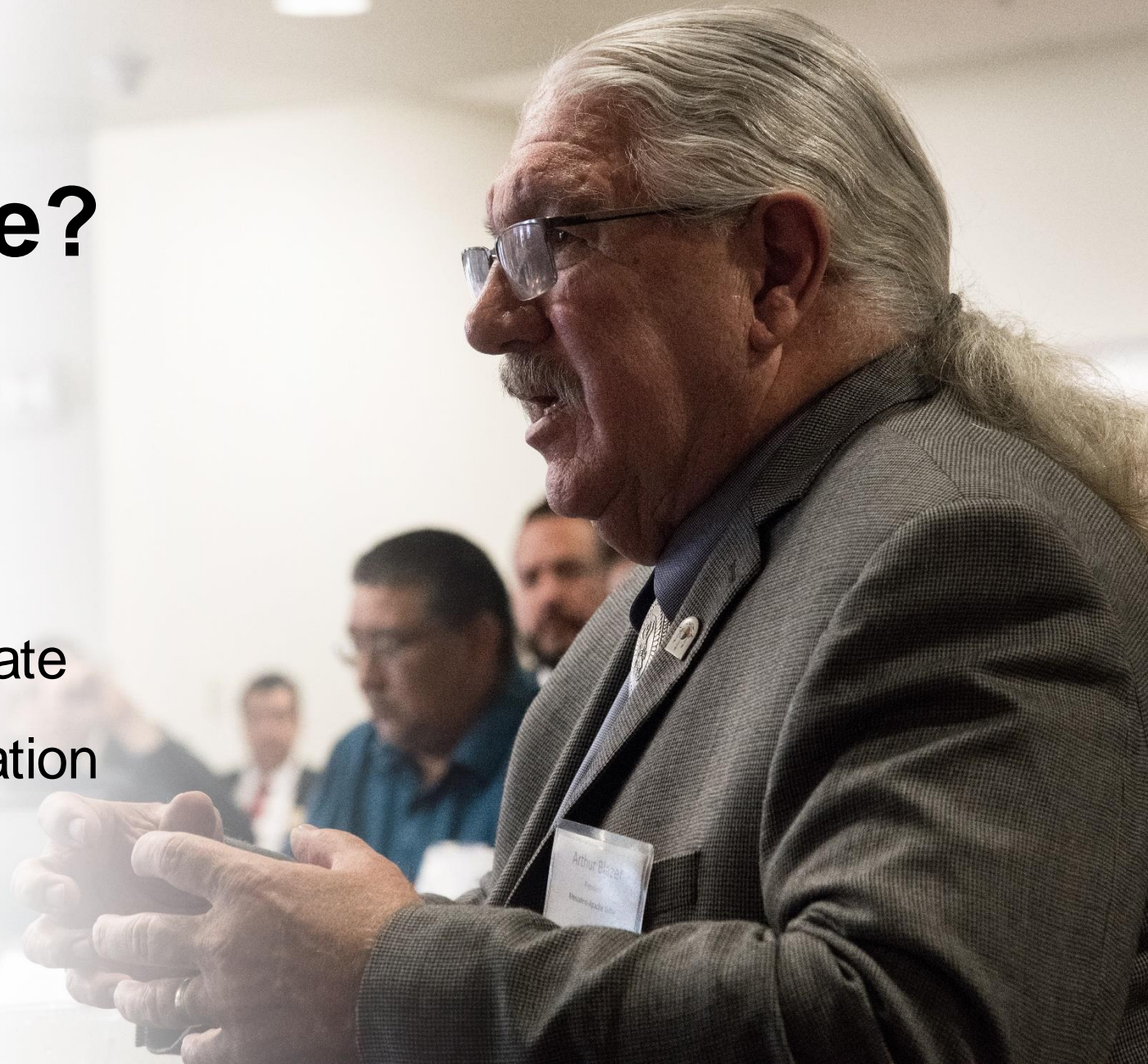
*“A community is a group of people who share the object of their love.”*

—St. Augustine (345-430)



# How Do You Get People to the Table?

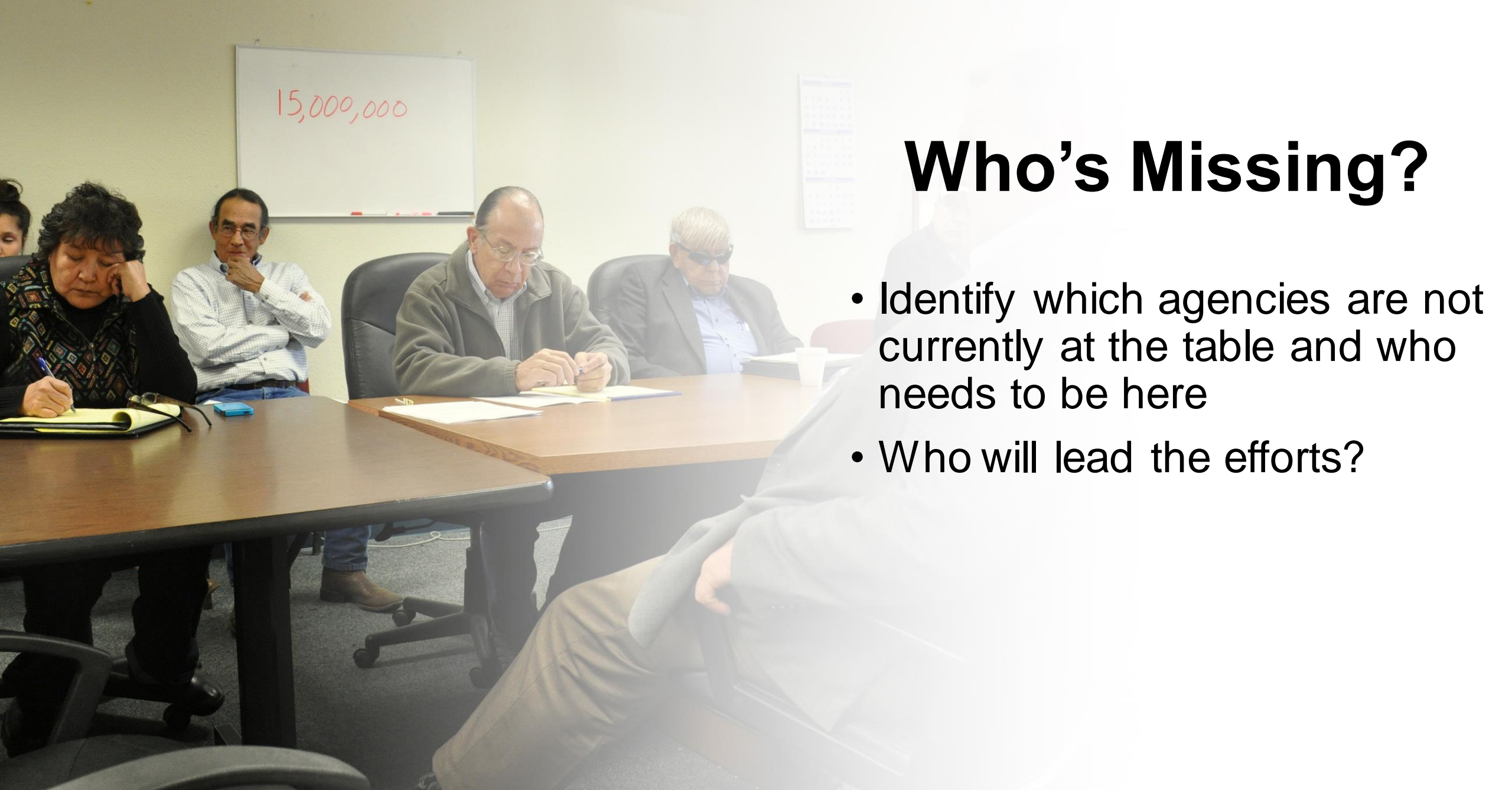
- Personal contact
- Publicize at other meetings
- Talk about your concerns
- Incentives for people to participate
- Overcoming barriers to participation
- Seek buy-in



# Your Turn: Identify Resources

- ✓ Law enforcement
- ✓ Community
- ✓ Elected officials
- ✓ Social services
- ✓ Victim services
- ✓ Tribal prosecutor
- ✓ Behavioral health
- ✓ Tribal court
- ✓ Tribal probation
- ✓ Other agencies





# Who's Missing?

- Identify which agencies are not currently at the table and who needs to be here
- Who will lead the efforts?

# Implementation of a Strategic Action Outcome Plan



**Step 2:**  
**Identifying and Assessing  
Problems and Solutions**

# Problem Identification

# Identify Problems and Explore Solutions

- What are the problems we need to resolve to implement and evaluate the grant project?
- How is your team functioning?  
(Communication, collaboration, information sharing)
- Community engagement



# Step 3: Plan a Strategy



# Strategies

- Develop a multidisciplinary team
- Community education
- Prevention and intervention programs



# Plan a Strategy

Using identified resources to create a plan to collaborate, address, and measure effective outcomes of success we identified in the grant project



# Step 4: Take Action

# Taking Action: Timing

Two ways to FAIL:

- ✓ Take action without planning
- ✓ “Analysis Paralysis”

Ideal:

- ✓ Plan and implement  
at the same time



# Getting Things Done

- Try something—inaction leads nowhere
- Learn from mistakes
- Celebrate small accomplishments

*“Coming together is a beginning.  
Keeping together is progress. Working  
together is success.”*

—Henry Ford

# Take Action

- ✓ Develop plan
- ✓ Identify specific actions that will be taken to carry out the plan



# Initial Implementation Considerations



- ✓ Identify and invite interested stakeholders
- ✓ Identify and assign leadership roles and an MDT meeting facilitator
- ✓ Assign additional responsibilities
- ✓ Identify regular meeting location

# Initial Implementation Considerations

- ✓ Maintain regular and consistent meeting schedule
- ✓ Establish and maintain an updated list of resources and agency points of contact
- ✓ Continually reassess mission, vision, and goals



# Southern Ute Tribal Probation/tüüÇai WELLNESS COURT

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# Learning Objectives

- After this session, participants will be able to:
- Create and sustain a multidisciplinary team for the long run
- See the benefits of collaboration
- Identifying resources

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# SOUTHERN UTE TRIBAL COURTS

SOUTHERN UTE TRIBAL PROBATION/ TÜÜÇAI WELLNESS COURT



# WELLNESS COURT AND FAMILY TREATMENT COURT

- Wellness Court was established in 2002
- Wellness Court has two established teams—our Core team and the program development team:
  - Adult
  - Transitional age group 18 to 24
  - Juvenile up to age 18
- Wellness Court is a team approach meaning all cases are staffed by a team of individual committed to the Wellness Court process:
  - Fitness
  - Spiritual/cultural
  - Counseling and therapy
  - Employment or school
  - Testing
- Family Treatment Court
  - We are just starting this program
  - Team approach from development to actually taking on clients

- Resources utilized within the community on all case types
  - Vocational Rehabilitation
  - Tribal Employee Rights (TERO) or TEAMS: Temporary employment services to provide Southern Ute Tribal Members with on-the-job training
  - Community Service (therapeutic base community service projects)
  - Cultural Department
  - Family Group Decision Making
  - Testing at Probation: PBT's, saliva, UA, and home monitoring
  - Testing at Southern Ute Detention free PBT's
  - Equine Therapy: individual or family
  - Tribal Education for school age students
  - Higher Education for Adults Seeking Assistance with GED or Higher Education
    - Southern Ute Behavioral Health: mental health evaluations, drug and alcohol evaluations, MAT, counseling services, Wellbriety, and referrals to residential treatment
  - Southern Ute Tribal Social Services offer parenting classes and family preservation counseling and house the case manager for Family Treatment Court
  - Moral Reconciliation Therapy
  - Southern Ute Community Center, fitness assessments and fitness (group, private trainer, individual training)
  - Cultural Center Southern Ute based classes: language, sewing, beading, and cooking classes
  - Peaceful Spirits Level II Education and Level II Therapy



## **MISSION**

THE MISSION OF THE TÜÜÇAI WELLNESS COURT IS TO IMPROVE THE QUALITY OF LIFE FOR PARTICIPANTS BY PROVIDING MULTIAGENCY, COMMUNITY-BASED SERVICES AND SPECIALIZED TREATMENT THAT IS DESIGNED TO ADDRESS AND MUTUALLY BENEFIT THE NEEDS OF THE PARTICIPANTS

## **PURPOSE**

THE PURPOSE OF THE TÜÜÇAI WELLNESS COURT IS TO PROMOTE SOBRIETY AND OVERALL WELLBEING THROUGH A COORDINATED RESPONSE THAT ENHANCES PUBLIC SAFETY, ENSURES PARTICIPANT ACCOUNTABILITY, AND REDUCES COSTS TO SOCIETY

ALL PARTICIPANTS BENEFIT FROM WELLNESS COURT TEAMS WORKING TOGETHER; EACH OF THE TEAM MEMBERS BRINGS A VAST KNOWLEDGE AND EXPERTISE IN THEIR PERSPECTIVE FIELDS. THE BENEFIT TO THIS COMMITMENT IS A COMPLETE WRAP AROUND SERVICE FOR THE PARTICIPANT IN THE TÜÜÇAI WELLNESS COURT.



## THE TÜÜÇAI WELLNESS CORE TEAM

THE CORE TEAM IS COMPOSED AS FOLLOWS:

JUDGE

PROSECUTOR

PUBLIC DEFENDER

CASE MANAGER (PROBATION)

SOUTHERN UTE POLICE DEPARTMENT REPRESENTATIVE

ELDER REPRESENTATIVE

COMMUNITY REPRESENTATIVE (THIS MEMBER IS A SOBER PARTICIPANT THAT HAS COMPLETED THE PROGRAM)

SUBSTANCE ABUSE PROFESSIONAL

CULTURAL DEPARTMENT

FAMILY COURT SUPPORT OFFICE

THE ELDER REPRESENTATIVE SHALL BE RECOMMENDED AND INVITED ONTO THE TEAM BY THE CHIEF JUDGE OF THE SOUTHERN UTE INDIAN TRIBAL COURT. THE COMMUNITY REPRESENTATIVE SHALL BE CHOSEN BY A VOTE OF THE PROGRAM DEVELOPMENT TEAM AFTER CONSIDERATION AND DISCUSSION AS TO QUALIFIED AND WILLING INDIVIDUALS.


EACH DEPARTMENT SHALL APPOINT A REPRESENTATIVE FOR THE CORE TEAM. IN THE EVENT THAT A REPRESENTATIVE IS UNABLE TO ATTEND, THEN A SUBSTITUTE MAY ATTEND. (ALL DEPARTMENTS INVOLVED HAVE SIGNED A MOU.)



## **PROGRAM DEVELOPMENT TEAM**

THE PROGRAM DEVELOPMENT TEAM SHALL BE COMPOSED OF THE FOLLOWING POSITIONS:

JUDGE  
PROSECUTOR  
PUBLIC DEFENDER  
CASE MANAGER (PROBATION)  
SOUTHERN UTE POLICE DEPARTMENT REPRESENTATIVE  
ELDER REPRESENTATIVE  
MULTI SYSTEMIC (MST) REPRESENTATIVE  
COMMUNITY REPRESENTATIVE  
OFFICE OF FAMILY COURT SUPPORT  
SUBSTANCE ABUSE PROFESSIONAL  
DIVISION OF SOCIAL SERVICES  
COURT GRANTWRITER  
SUNUTE COMMUNITY CENTER  
CULTURAL DEPARTMENT  
BEHAVIORAL HEALTH DEPARTMENT  
TRIBAL COUNCIL MEMBER – INVITATION WILL BE EXTENDED  
OTHER—I.E., EDUCATION DEPARTMENT





# Questions and Answers

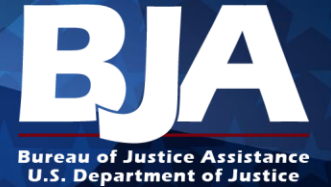
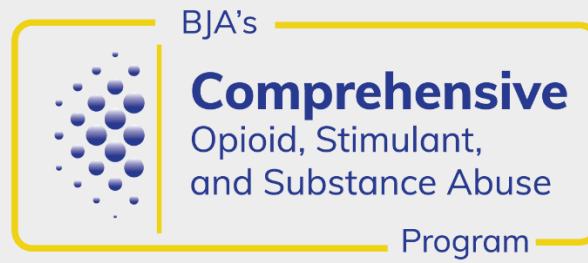
# Contact Information



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# 2021 Virtual COSSAP National Forum

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