



CTUIR CLIMATE ADAPTATION PLAN

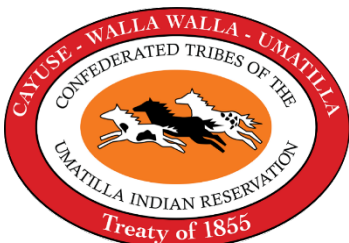
Implementation Plan and Workshops Summary

Summary

CTUIR Dept of Natural Resources (DNR) First Foods Policy Program (FFPP) hosted a series of workshops designed to guide other CTUIR government departments and organizations.

This report documents the discussions and outcomes of those workshops.

Cover photo by Kaitlin Moor, 2025



To: JD Tovey, Executive Director
From: Eric Quaempts, DNR Director
Date: October 17, 2025
Subject: BOT Priority 9.2.3.

Hello JD,

This memo summarizes the discussions and highlights reoccurring topics at the Climate Adaption Plan (CAP) Workshops between tribal and tribal entity partners that Department of Natural Resources hosted by way of the First Foods Policy Program (FFPP).

To recall, this work was performed under the Board of Trustee (BOT) Priority guidance:

9.2. Develop schedule and action plan for CAP implementation for all CTUIR departments and entities (WRC, Yellowhawk, NCFS, Cayuse).

9.2.3. Integrate annual work plans tasks that are responsive to adaptation plan goals.

Summary of Workshops

Background:

CTUIR's Climate Adaptation Plan (CAP) was formally adopted by the CTUIR BOT in December 2022. Following this publication, the BOT requested an implementation effort be conducted by First Foods Policy Program to integrate the CAP into annual work plans and directives of Tribal departments and programs. To do this, FFPP hosted a series of interdepartmental workshops that provided an overview of relevant climate impacts highlighted in the CAP alongside excerpted annual work plan items from 2024 for each Tribal department. These workshops included a guided discussion with representatives from Tribal departments which aimed to facilitate staff in identifying how climate impacts would affect the services their department provides to the Tribal community. Ultimately, FFPP intends for Tribal departments to set their own goals and strategies for integrating CAP recommendations into their departmental services and work plans.

Topics

Waste reduction and materials

- Create a SOP for how departments will respond to things like droughts, emergencies, or ice events. This was a conversation that began when talking about weed management; the kinds of chemicals or tools to buy, time of year to apply chemical, etc.

Emergency Response

- Common thought for most departments and programs. Interesting discussion with Tribal Police representative about impact heat has on people, culminated if individual is houseless or under the influence of drugs or alcohol addiction.
- Response to heat events is having staff/officers have plastic water bottles to hand out, but creates more plastic
- Officers have habit of keeping vehicles on when they stop by public safety building so A/C keeps vehicles cool. Supervisors asked police to stop doing this.
- During the discussion about heat events, a staff member pointed out that people feel better because of the sun and can stop taking their medications, combined with the stress of a heat event can exacerbate a situation.
- Heat events impact justice process, but with judges because it is a single reviewer, decisions could be adapted during heat events to have appellate court decisions.

Changing structural institutions

- Recognize certain staff require hazard pay due to work situations
- No coordinated weed management -like a consortium between all CTUIR entities and not measured for accountability
- Public Works develops videos and handbooks, like Recycle Rangers, that held authority over waste management, provided guidance to staff and coordinated trainings for staff to participate in. This became a burden and staff in-general complained, which led to PW not continuing this effort.
- PW tracked energy use and reported to Energy Trust of Oregon so tribe could receive compensation to change light bulbs and add filters, but the paperwork was more work than what the tribe was receiving.
- Request a committee where directors are present so problems can be addressed quickly or at all. If a director is not present, it's a waste of time.
- Customer services or politeness when it comes to single-use plastic.
- Gifts are commonly cheap and can be ordered in bulk but are plastic.

- Adopt variation of work schedules or work from home orders in advance to high heat events, extreme cold, or poor air quality forecast days.
- Adjust schedules so outdoor staff are not working during peak heat hours.
- Servers impact building temperature.
- Data Centers compounded.
- Discussion on data centers led to nuclear energy discussion; which led to question of who from IT is active with Energy Strategy team. IT Director was invited, but has not been involved because no invite was extended.
- Data sharing and capacity to do so; discussion around blue tongue, illnesses like this will spread further and faster with climate change, but is the tribe able to track and monitor?

Impact Documentation: Workshop Knowledge Gains Assessments

Background:

Participants in workshops were asked three questions before and after the workshop content to understand and quantify changes in perception impacts these workshops created. Below are the responses to these questions as well as a simple analysis of the change in perception.

Figure 1: Workshop participant responses to Question 1: “To what degree [do] you feel your department has a role to play in climate adaptation/response?” Participants provided their answers before the workshop, indicated as “PRE” in blue in this figure; answers were also provided at the end of the workshop, indicated as “POST” in orange below.

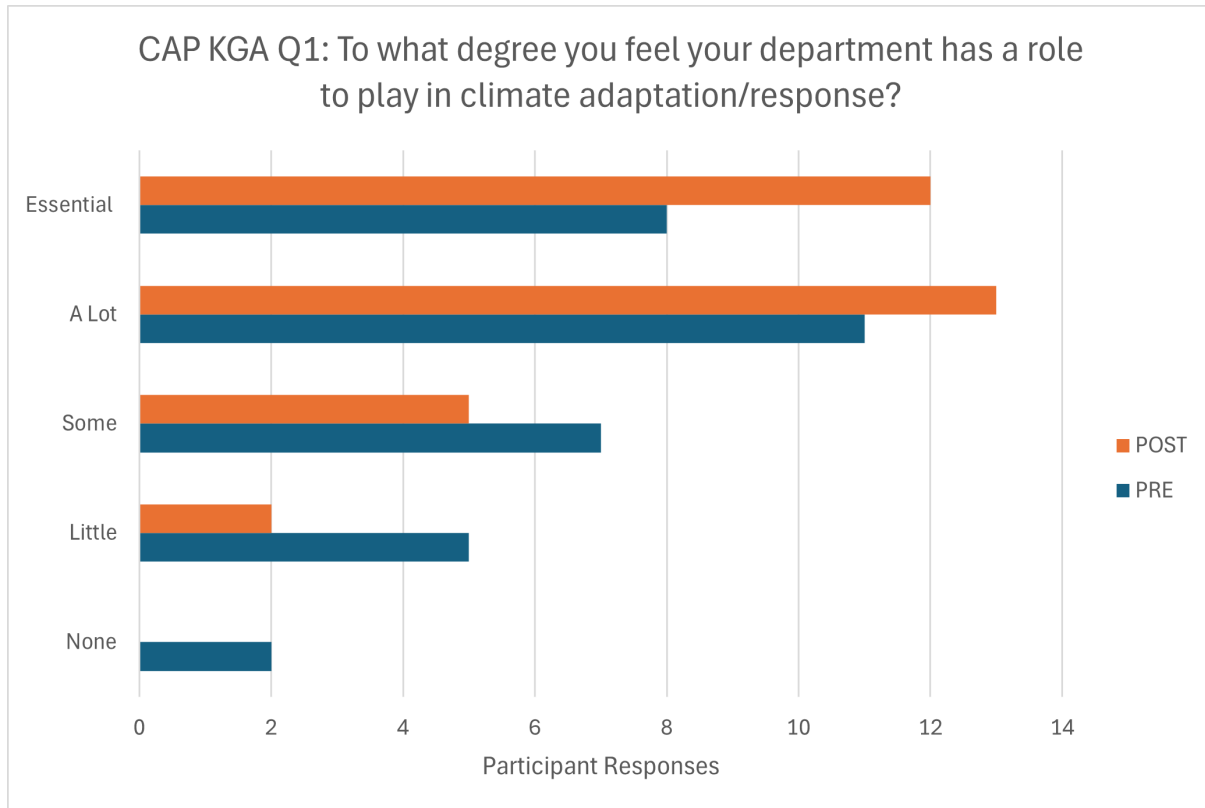


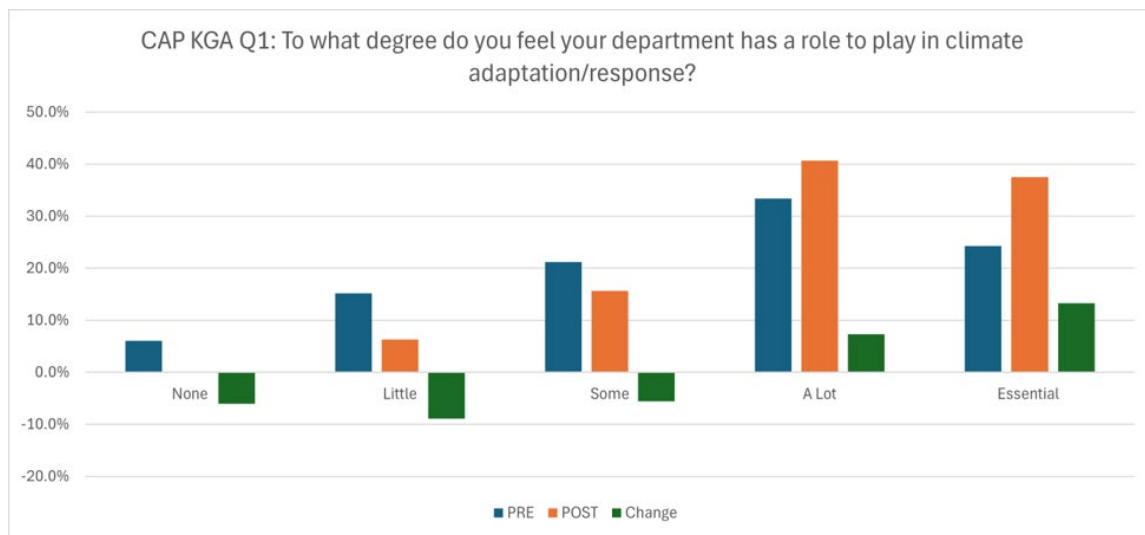
Figure 1 summary: Prior to the workshop, 8 participants felt their role has an “Essential” part to play in climate adaptation, 11 participants felt they contribute “A Lot” to response, 7 participants felt they have “Some” role, 5 participants felt they have “Little” role, and 2 felt their role in response is “None.” After the workshops, 12 participants felt their roles were “Essential” to climate response, 13 participants felt their roles have “A Lot” to play, 5

participants felt they have “Some” role to play, 2 felt they have “Little” role to play in adaptation.

Figure 2: Responses and simple analysis of workshop participant answers to Question 1. Analysis is illustrated in Figure 3 below.

	None	Little	Some	A Lot	Essential	Total
PRE	2	5	7	11	8	33
POST	0	2	5	13	12	32
PRE	6.1%	15.2%	21.2%	33.3%	24.2%	
POST	0.0%	6.3%	15.6%	40.6%	37.5%	
Change	-6.1%	-8.9%	-5.6%	7.3%	13.3%	

Figure 3: Simple analysis of responses in Figure 1 shown as percentages with additional measure of the percentage of changed perception. PRE responses are shown in blue, POST responses are shown in orange, and the percent CHANGE in each category shown in green.



Figures 2 and 3 Summary: Prior to the workshop, 24% of participants felt they have an “**Essential**” role, which increased to 37% after the workshop, representing a **13% increase**. Prior to the workshop, 33% felt they had “**A Lot**” of a role, which increased to 41% after the workshop, an **increase of 7%**. Prior to the workshop, 21% felt they have “**Some**” role, which decreased to 16% after the workshop, representing a **6% decline**. Prior to the workshop, 15% felt they have a “**Little**” role, which decreased to 6% after the

workshop, a **decline of 9%**. Prior to the workshop, 6% of participants felt their role is “None,” which decreased to zero after the workshop, a **decline of 6%**.

This demonstrates an overall increase in the perception of CTUIR staff as having a role to play in climate adaptation.

Figure 4: Workshop participant responses to Question 2: “What level of awareness or understanding do you feel you have about climate impacts that will affect CTUIR priorities?” Participants provided their answers before the workshop, indicated as “PRE” in blue in this figure; answers were also provided at the end of the workshop, indicated as “POST” in orange below.

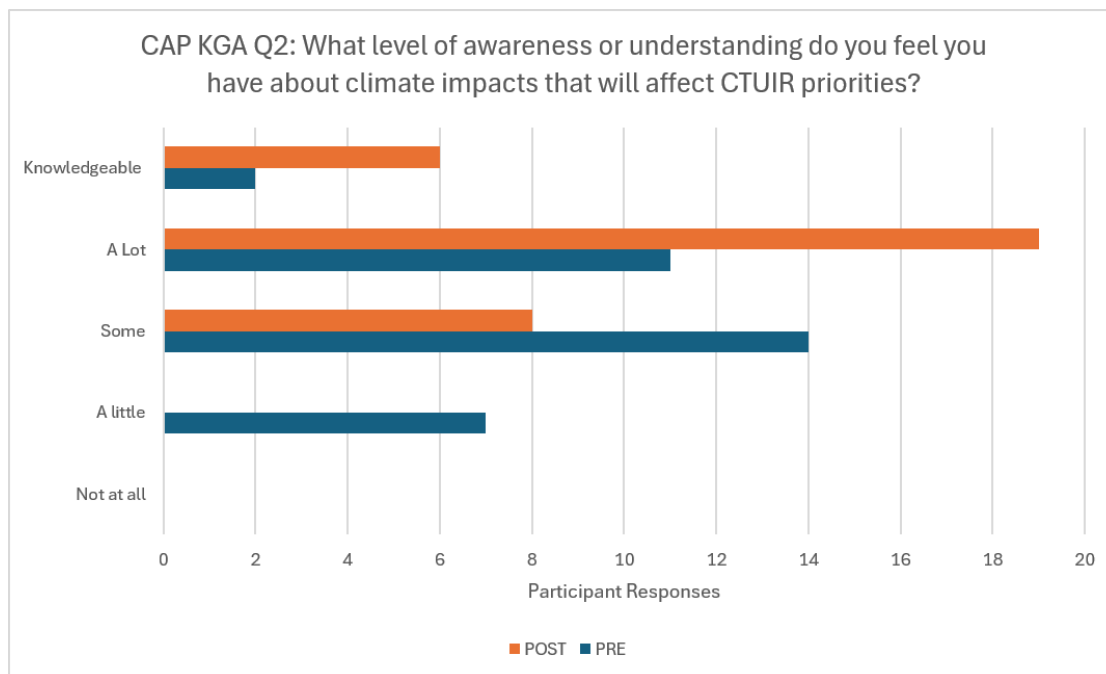
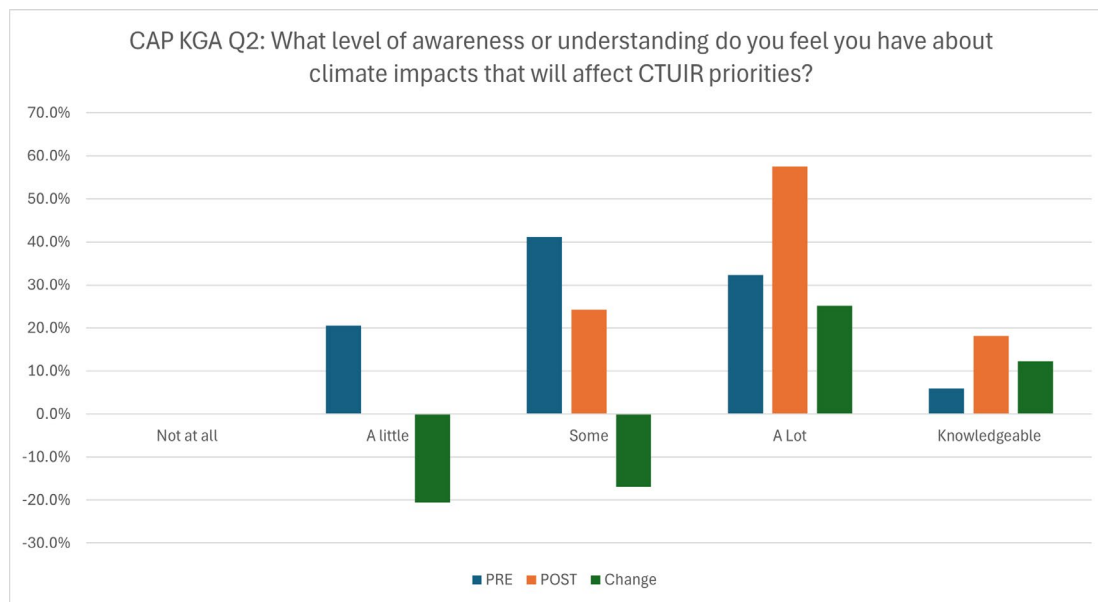


Figure 4 summary: Prior to the workshop, 2 participants felt they are “Knowledgeable” about climate impacts, 11 felt they know “A Lot” about relevant climate impacts, 14 felt they know “Some,” and 7 felt they know “A Little” about it. None felt their understanding was “Not at All.” After the workshops, 6 felt they are “Knowledgeable,” 19 felt they know “A Lot” about relevant climate impacts, 8 felt they know “Some,” and none felt their understanding was either “A Little” or “Not at All.”

Figure 5: Repones and simple analysis of workshop participant answers to Question 2. Analysis is illustrated in Figure 6 below.

	Not at all	A little	Some	A Lot	Knowledgeable	
PRE	0	7	14	11	2	34
POST	0	0	8	19	6	33
PRE	0.0%	20.6%	41.2%	32.4%	5.9%	
POST	0.0%	0.0%	24.2%	57.6%	18.2%	
Change	0.0%	-20.6%	-16.9%	25.2%	12.3%	

Figure 6: Simple analysis of responses in Figure 5 shown as percentages with additional measure of the percentage of changed perception. PRE responses are shown in blue, POST responses are shown in orange, and the percent CHANGE in each category shown in green.



Figures 5 and 6 Summary: Prior to the workshop, 6% of participants felt they are “**Knowledgeable**” about relevant climate impacts, which increased to 18% after the workshop, representing a **12% increase**. Prior to the workshop, 32% felt they had “**A Lot**” of understanding of climate impacts, which increased to 58% after the workshop, representing a **25% increase**. Prior to the workshop, 41% felt they have “**Some**” understanding, which decreased to 24% after the workshop, representing a **17% decline**. Prior to the workshop, 21% felt they have “**A Little**” understanding, which decreased to zero after the workshop, a **decline of 21%**. No participants felt their understanding was “Not at All” at any point.

This demonstrates an overall improvement in confidence of CTUIR staff as being knowledgeable of how climate impacts will affect their services as part of the Tribal government.

Figure 7: Workshop participant responses to Question 3: Evaluate the statement: “I feel I have a firm understanding of the role my position can contribute to being prepared for climate crisis mitigation and adaptation.” Participants provided their answers before the workshop, indicated as “PRE” in blue in this figure; answers were also provided at the end of the workshop, indicated as “POST” in orange below.

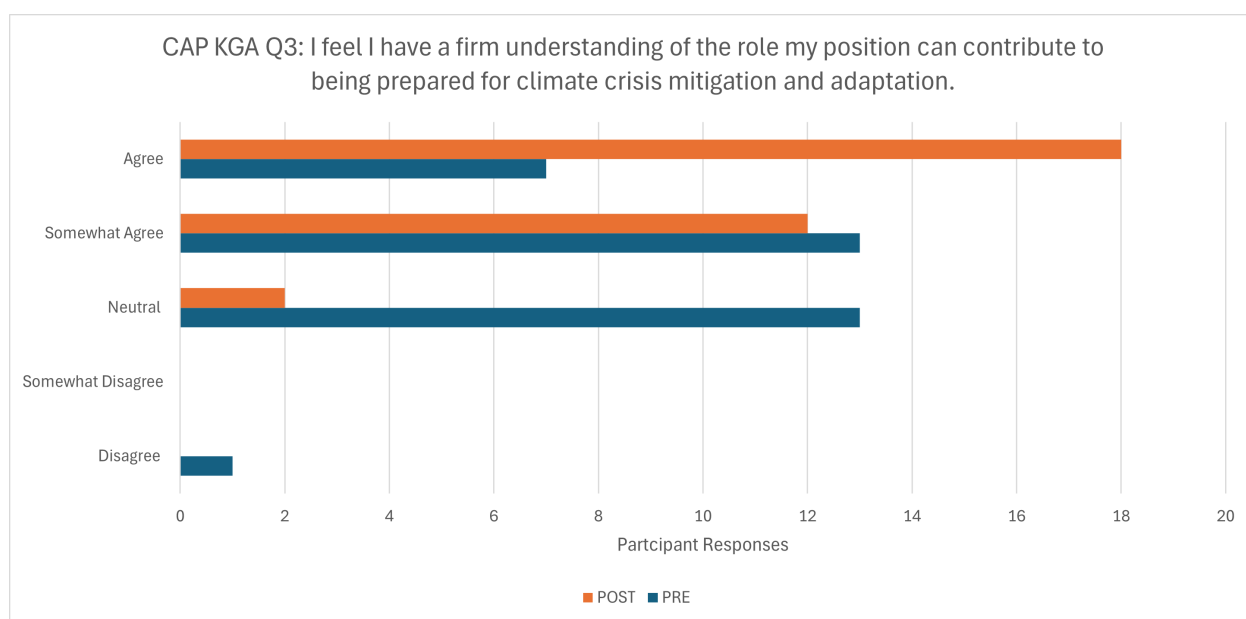
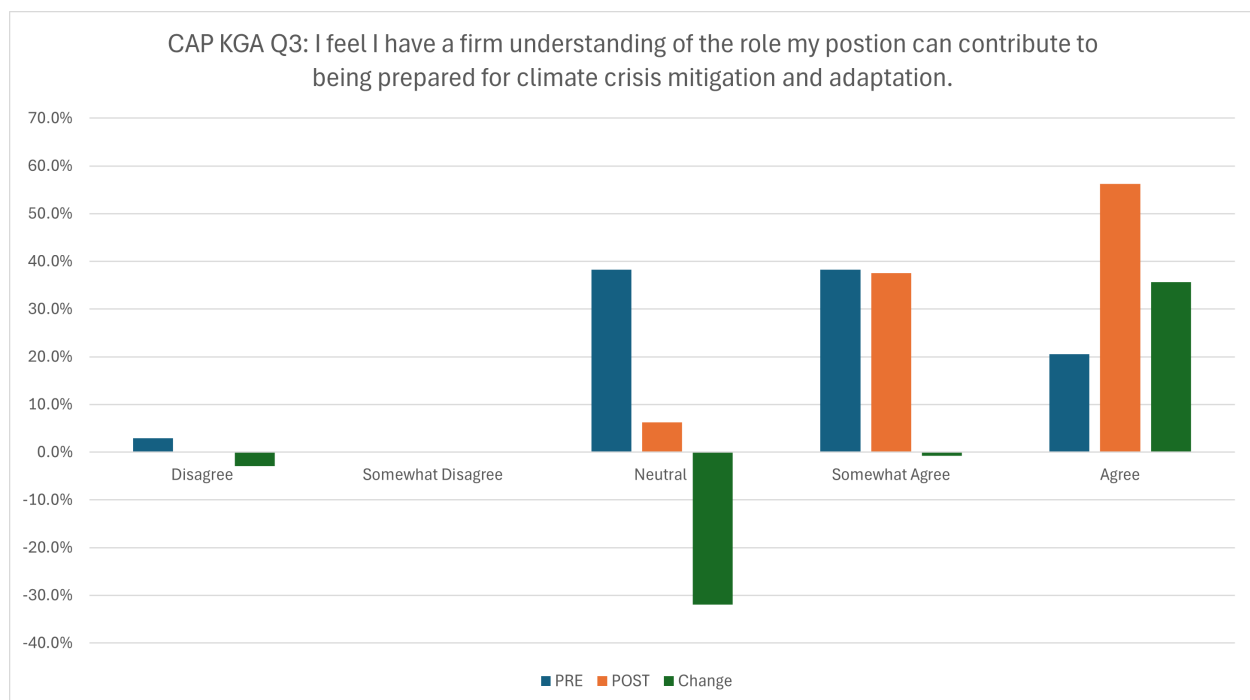


Figure 7 summary: Prior to the workshop, 7 participants felt they “Agree” with the statement, 13 felt they “Somewhat Agree” with the statement, 13 felt “Neutral” about the statement, none felt they “Somewhat Disagree,” and 1 felt they “Disagree” with it. After the workshops, 18 participants felt they “Agree” with the statement, 12 felt they “Somewhat Agree” with the statement, 2 felt “Neutral” about the statement, and none felt they “Somewhat Disagree” or “Disagree” with it.

Figure 8: Repones and simple analysis of workshop participant answers to Question 3. Analysis is illustrated in Figure 9 below.

	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	
PRE	1	0	13	13	7	34
POST	0	0	2	12	18	32
PRE	2.9%	0.0%	38.2%	38.2%	20.6%	
POST	0.0%	0.0%	6.3%	37.5%	56.3%	
Change	-2.9%	0.0%	-32.0%	-0.7%	35.7%	

Figure 9: Simple analysis of responses in Figure 8 shown as percentages with additional measure of the percentage of changed perception. PRE responses are shown in blue, POST responses are shown in orange, and the percent CHANGE in each category shown in green.



Figures 8 and 9 Summary: Prior to the workshop, 21% of participants felt they **“Agree”** with the statement, which increased to 56% after the workshop, representing a **36% increase**. Prior to the workshop, 38% felt they **“Somewhat Agree”** with the statement, which decreased to 36% after the workshop, representing a **1% decrease**. Prior to the workshop, 38% felt **“Neutral”** about the statement, which decreased to 6% after the workshop, representing a **32% decline**. None felt they **“Somewhat Disagree”** at any point, and 3% felt they **“Disagree”** with it, which decreased to zero after the workshop, a **3% decrease**.

Results Analysis and Conclusion

Overall,

- Results from Question 1 illustrate a gain in CTUIR staff perceiving the services their departments provide as being part of a larger government-wide response to climate adaptation.
- Results from Question 2 illustrate a growth in confidence of CTUIR staff in understanding the ways climate impacts will affect the services their departments provide to the Tribal community and nation.
- Results from Question 3 illustrate development of confidence of CTUIR staff in being empowered about their role in addressing climate adaptation and how their services will be part of preparing for climate mitigation and adaptation.

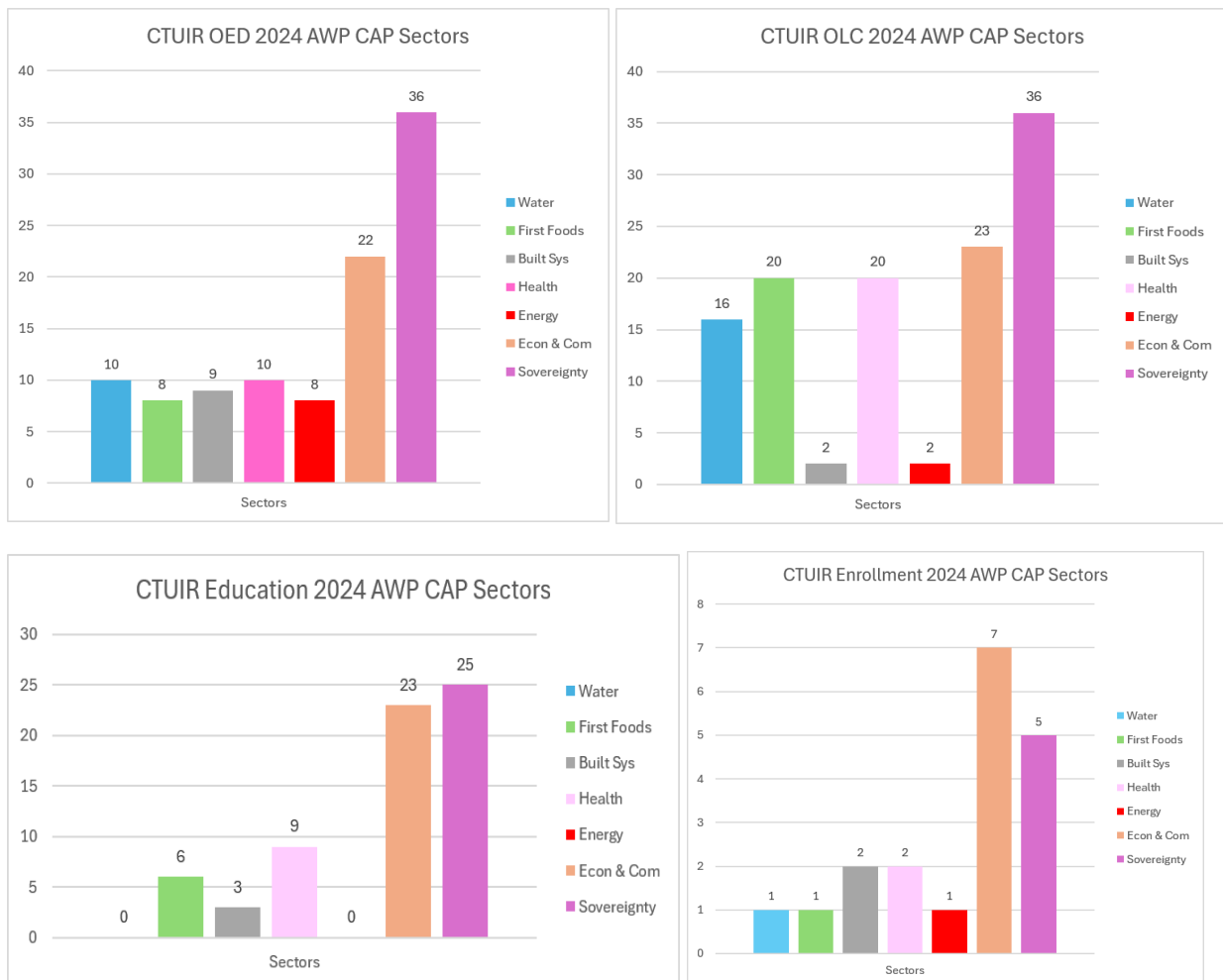
The movement of staff perception from moderate to strong understanding shows the effectiveness of framing climate impacts in ways that allow departments to direct their own adaptation implementation. It also should be noted that CTUIR staff generally began these workshops with knowledge about climate impacts and confidence in addressing them, but these workshops were able to provide effective education necessary to advance them to greater confidence.

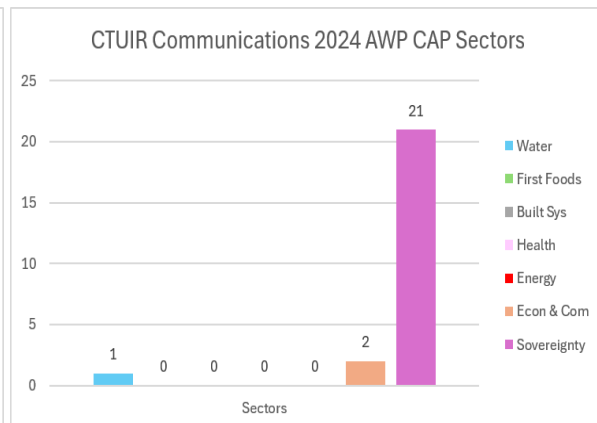
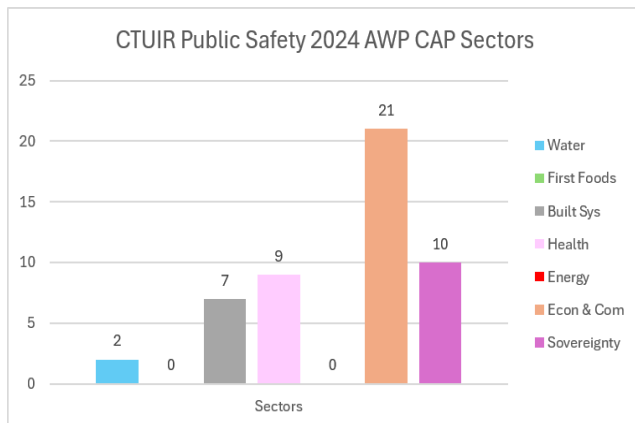
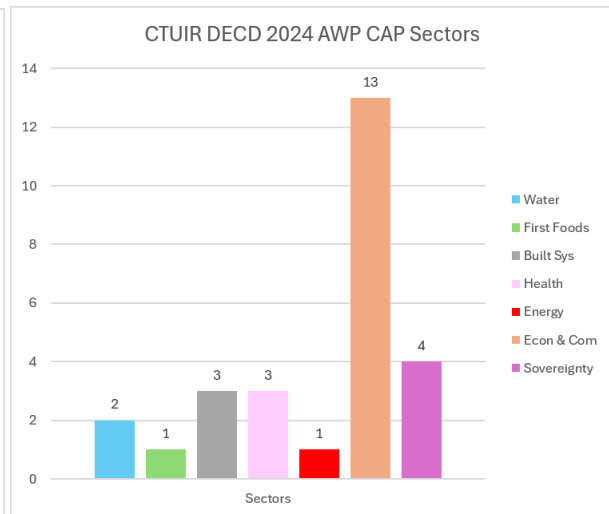
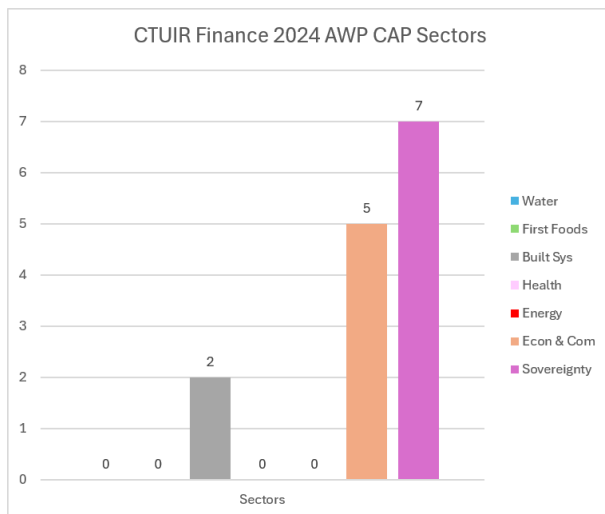
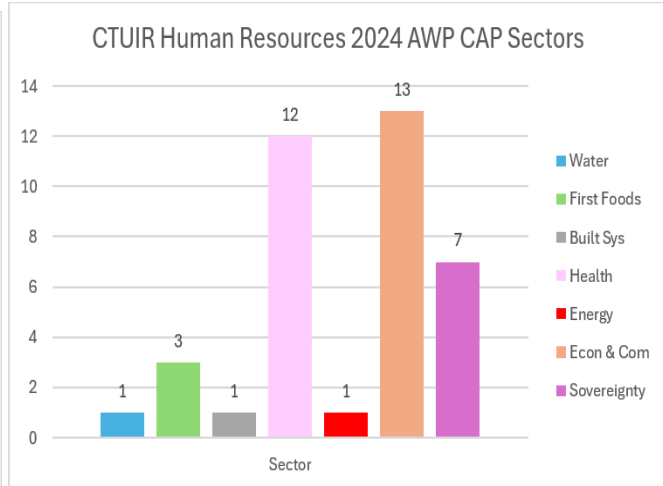
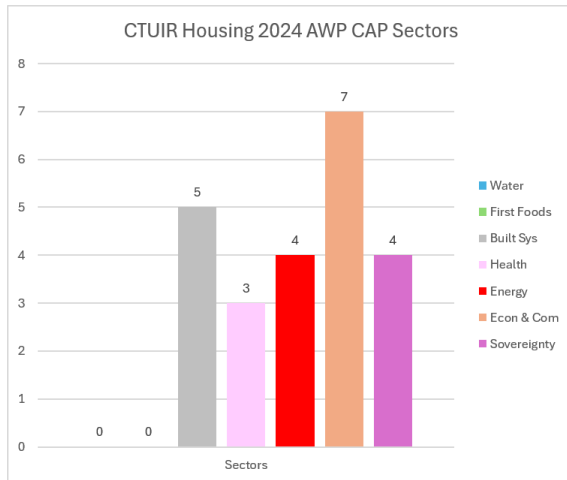
Ideally this knowledge will organically translate into adaptation measures being incorporated into annual work plans, tasks, and long-term planning as a result of workshops.

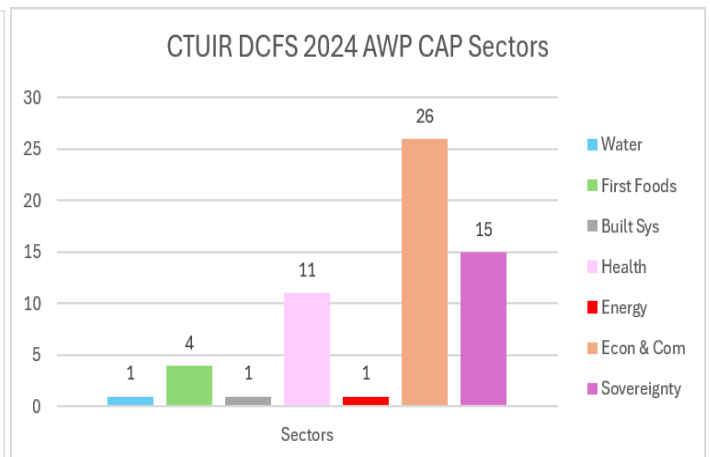
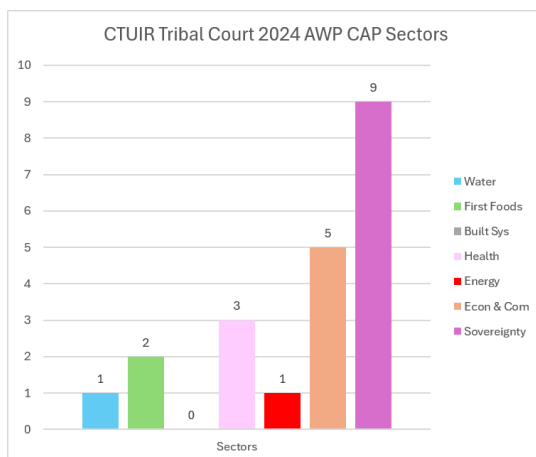
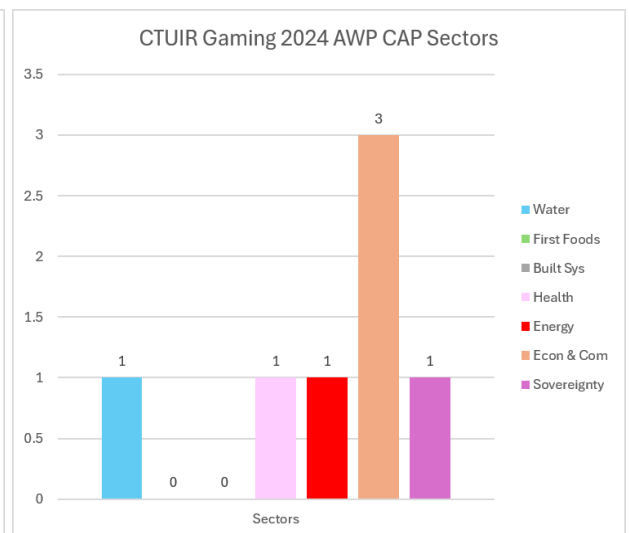
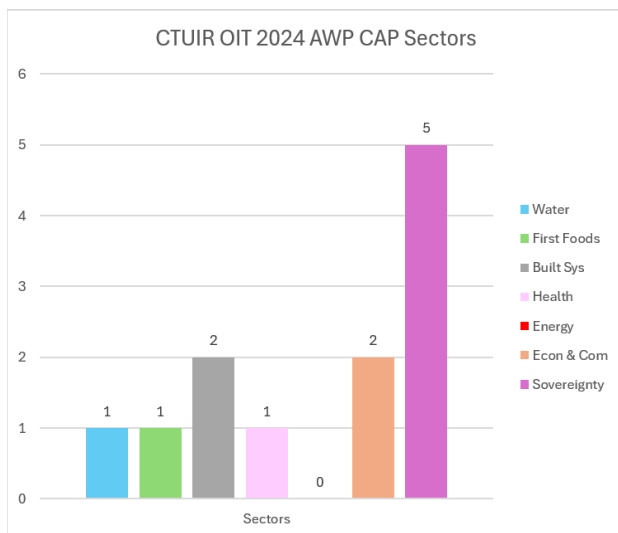
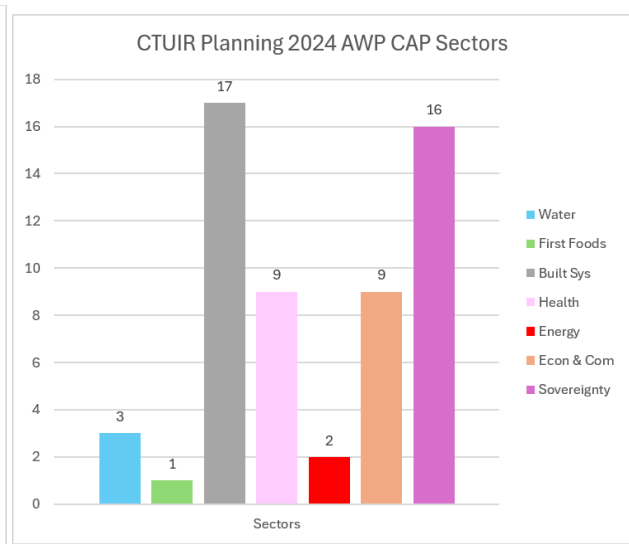
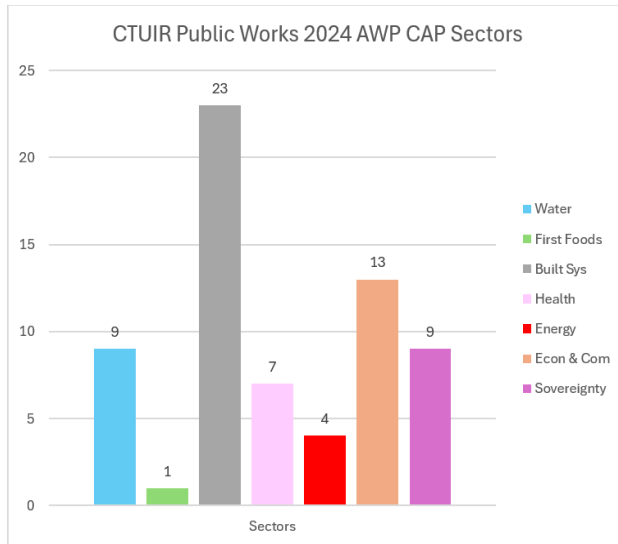
CTUIR Tribal Department 2024 Annual Work Plan Climate Representation

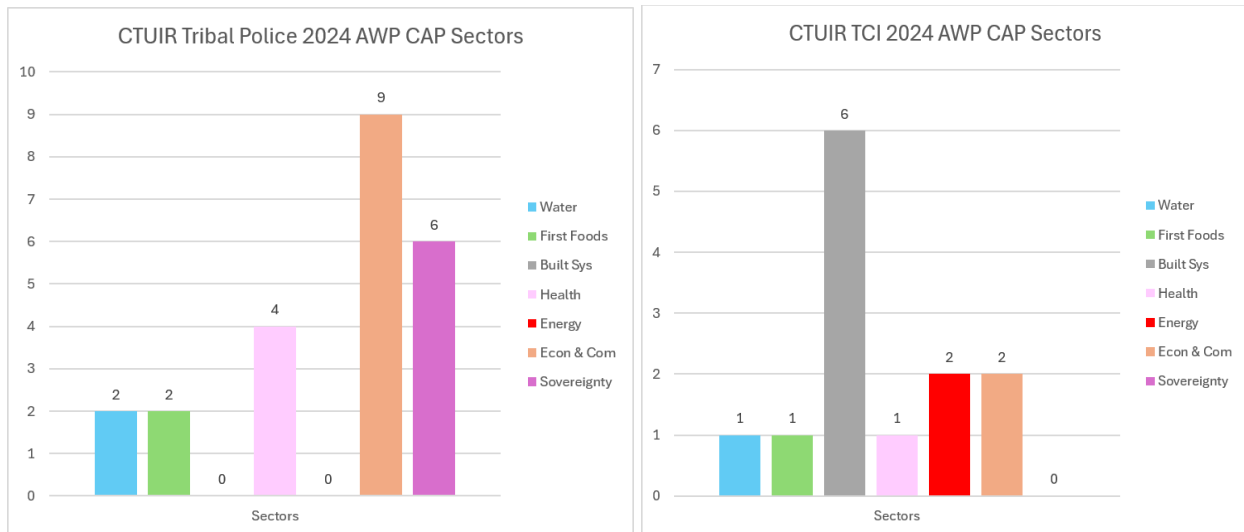
Items from department annual work plans for 2024 were analyzed and categorized into seven climate impact categories, see charts below. Items that were relevant to multiple climate impact categories were tallied into each category, resulting in some items being represented in multiple categories. This reflects the holistic and integrated nature of climate adaptation efforts.

As was noted to participants in the workshops, these reflections are not a critique of the work a Tribal department “should” be doing or needs to improve upon, merely a visualization of how the department’s services connect with strategies included in the CAP. During the workshop, each department was offered the opportunity to contest or contextualize the results.









Additional Resources Available:

Appendix A: Workshop Schedules and Attendance List

Appendix B: Full Workshop Notes

Appendix C: Presentation Slides for Workshops

Appendixes are available on the CTUIR website: <https://ctuir.org/departments/natural-resources/first-foods-policy/climate-adaptation/ctuir-cap-workshop-materials/>