

Oneida Nation

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Oneida, WI 54155

BC Resolution # 05-12-21-F

“You Are Not Alone” Mental Health Awareness Month – May 2021

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** President Biden issued a proclamation on April 30, 2021 declaring May to be “National Mental Health Awareness Month 2021”; and
- WHEREAS,** in his proclamation, the President identified the difficulties we have survived in the past year as a result of the COVID-19 pandemic and the related economic crises affecting United States citizens, www.whitehouse.gov; and
- WHEREAS,** mental health “includes our emotional, psychological, and social well-being. It affects how we think, act, and feel as we cope with life. It also helps determine how we handle stress, relate to others, and make choices” www.medlineplus.gov from the National Library of Medicine; and
- WHEREAS,** studies have shown that traumatic experiences such as pandemics and quarantines increase mental illnesses such as anxiety, stress, depression, post-traumatic stress disorders (*PTSD*), including behavioral changes resulting in increased isolation from others;¹ and
- WHEREAS,** the National Alliance on Mental Illness, Mental Health America, American Hospital Association, and the National Council for Mental Wellbeing all encourage individuals to take time to monitor and seek assistance to manage their mental health, see www.screening.mhanational.org/screening-tools/ for taking on-line mental health tests; and

¹ See generally, Pietrabissa, G., and Simpson, S.G. (2020) *Psychological Consequences of Social Isolation During COVID-19 Outbreak*, *Frontiers in Psychology*, Vol. 11, Article 2201; Pandey, D., et al. (2020) *Psychological Impact of Mass Quarantine on Population During Pandemics – The COVID-19 Lock-Down (COLD) Study*, *PLoS One* 15(10); Nochalwong, S., et al. (2020) *Mental Health Circumstances Among Health Care Workers and General Public Under the Pandemic Situation of COVID-19 (HOME-COVID-19)*, *Medicine* 99(26) e20751, Wing Chit Mak, I, et al. (2009) *Long-term Psychiatric Morbidities Among SARS Survivors*, *General Hospital Psychiatry* 31(4), pp 318-326, and Hyer, K. (2008) *The Impact of Event Scale – Revised: A Quick Measure of a Patient’s Response to Trauma*. *American Journal of Nursing* 108(11), pp. 60-68.

WHEREAS, the Oneida Business Committee believes that in light of the recent traumas and the long-term effects of the pandemic, that a focus on mental health during this month is a priority and urges everyone to contact their medical provider or to look into available on-line resources to assist in managing their mental health; and

WHEREAS, the Oneida Nation provides employee health insurance benefits and programming for mental health issues and encourages employees to utilize those resources; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee does hereby declare May 2021 as Mental Health Awareness Month: You Are Not Alone.

BE IT FURTHER RESOLVED, the Oneida Business Committee, for Fiscal Year 2021, declares that employees shall have authorized 1.5 hours paid time off to obtain a mental health assessment from a health or mental health provider, to be utilized once per employee, on or before September 30, 2021.

BE IT FINALLY RESOLVED, the Human Resources Department and Finance Department are directed to bring back Standard Operating Procedures and the financial impact for permanent implementation of this mental health benefit.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 12th day of May, 2021; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."