



**RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION**

(Objecting to Certain Actions by the Management of the U.S. Indian Health Service Whiteriver Hospital and Requesting Corrective Actions by the I.H.S. Area Office)

- WHEREAS**, pursuant to Article IV, Section 1(a) of the Constitution of the White Mountain Apache Tribe, *inter alia*, the Tribal Council has the authority to represent the Tribe and act in all matters that concern the welfare of the Tribe; and
- WHEREAS**, a number of members of the Tribe did this day present serious allegations over certain actions made by senior management of the U.S. Indian Health Service Whiteriver Hospital and Cibecue Clinic; and
- WHEREAS**, it was alleged that IHS staff who are members of the Tribe are subjected to racism, unfair treatment, favoritism for non-Apache staff, insensitivity, harassment and unrealistic expectations, and that grievances and complaints were filed with the IHS, but senior management did not take corrective actions; and
- WHEREAS**, it was further alleged that highly qualified Apaches with professional degrees who are residents of the Fort Apache Indian Reservation were overlooked for management positions within the Whiteriver Hospital and Cibecue Clinic; and
- WHEREAS**, it was further alleged that members of the Tribe do not receive respectful, professional, timely or culturally sensitive health care in either the clinics or the emergency room, and that many wait hours for treatment; and
- WHEREAS**, it was further alleged that Rick Mize, the Chief Executive Officer of the IHS Whiteriver Service Unit, similarly treats members of the Tribe with great disrespect; and
- WHEREAS**, it was further alleged that Dr. Sovia, the Clinical Director of the Cibecue Service Unit, does not allow rotation of doctors from Whiteriver Hospital, which results in inadequate follow-up on charts and conflicts with prescriptions issued by Whiteriver Hospital, and similarly treats Apache staff members with great disrespect, while his deputy has inappropriately requested to close the Cibecue Clinic altogether despite the necessity for health care in this remote area of the Fort Apache Indian Reservation; and
- WHEREAS**, it was also alleged that members of the Tribe who work for the John Hopkins University office in Whiteriver were also treated differently than non-Apache staff; and
- WHEREAS**, it was further alleged that one IHS staff member, Katie Aday, who is also a member of the Tribe, was inappropriately reprimanded, placed on administrative leave and removed her positions for objecting to disparate treatment of John Hopkins' Apache staff members; and

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WHEREAS, the Tribal Council understands that Ms. Aday was removed by the CEO from her positions of Suicide Coordinator for the Suicide Prevention Task Force, Director of Community Health Services, which includes participation as a member of the governing board for the hospital, and as co-Principal Investigator for Suicide Projects; and

WHEREAS, Katie Aday's removal from her positions was made without consultation with the Tribal Council and despite her valuable contributions; and

WHEREAS, the Tribal Council finds that the allegations made this day to be of great concern, and objects to the any and all disparate treatment of members of the Tribe as unfair, disrespectful and not in the best interests of health care on the Fort Apache Indian Reservation; and

WHEREAS, the Tribal Council further finds that if the allegations prove to be true, Rick Mize, Dr. Yost, and Dr. Sovaia should be disciplined generally, and Mr. Mize should be transferred to another position outside of the Fort Apache Indian Reservation; and

WHEREAS, the Tribal Council further finds that the suspension of Katie Aday should be reversed, and that she should be reinstated to the Suicide Prevention Task Force as Suicide Prevention Coordinator, Director of Community Health Services and as a participating member of the governing board for the hospital, and as co-Principal Investigator for Suicide Projects, effective immediately; and

WHEREAS, the Tribal Council further finds that Don Davis, the IHS Area Director, should report to the Tribal Council at its next regularly scheduled meeting to discuss the allegations made herein.

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that:

1. Don Davis, IHS Area Director, is hereby is requested to report on efforts to educate and promote qualified Apaches to senior management positions at the Whiteriver Hospital and Cibecue Clinic.
2. It is hereby demanded that Mr. Davis reverse the personnel actions against Katie Aday, remove such actions from her personnel file, namely the reprimand and administrative leave, and reinstate her to previous positions, including Suicide Coordinator for the Suicide Prevention Task Force, Director of Community Health Services and as a participating member of the governing board for the hospital, and as co-Principal Investigator for Suicide Projects, effective immediately.
3. It is further demanded that Mr. Davis transfer Mr. Mize to another position outside of the Fort Apache Indian Reservation, and undertake a search for a team leader who would be appropriate for the health and cultural needs of the White Mountain Apache Tribe.

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BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that the Chairman, or in his absence, the Vice Chairwoman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on June 11, 2007, duly adopted by a vote of NINE for and ZERO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (b), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council