

Addressing Community and Housing Safety Needs

IHBG-CARES WEBINAR SERIES –
MODULE II

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Presenter

Goal for Today's Webinar

Understanding the role of the Tribe/TDHE responding to a pandemic, such as COVID-19, and steps that can be taken to reduce its impact in the workplace and surrounding community.



Agenda

Communication Strategies

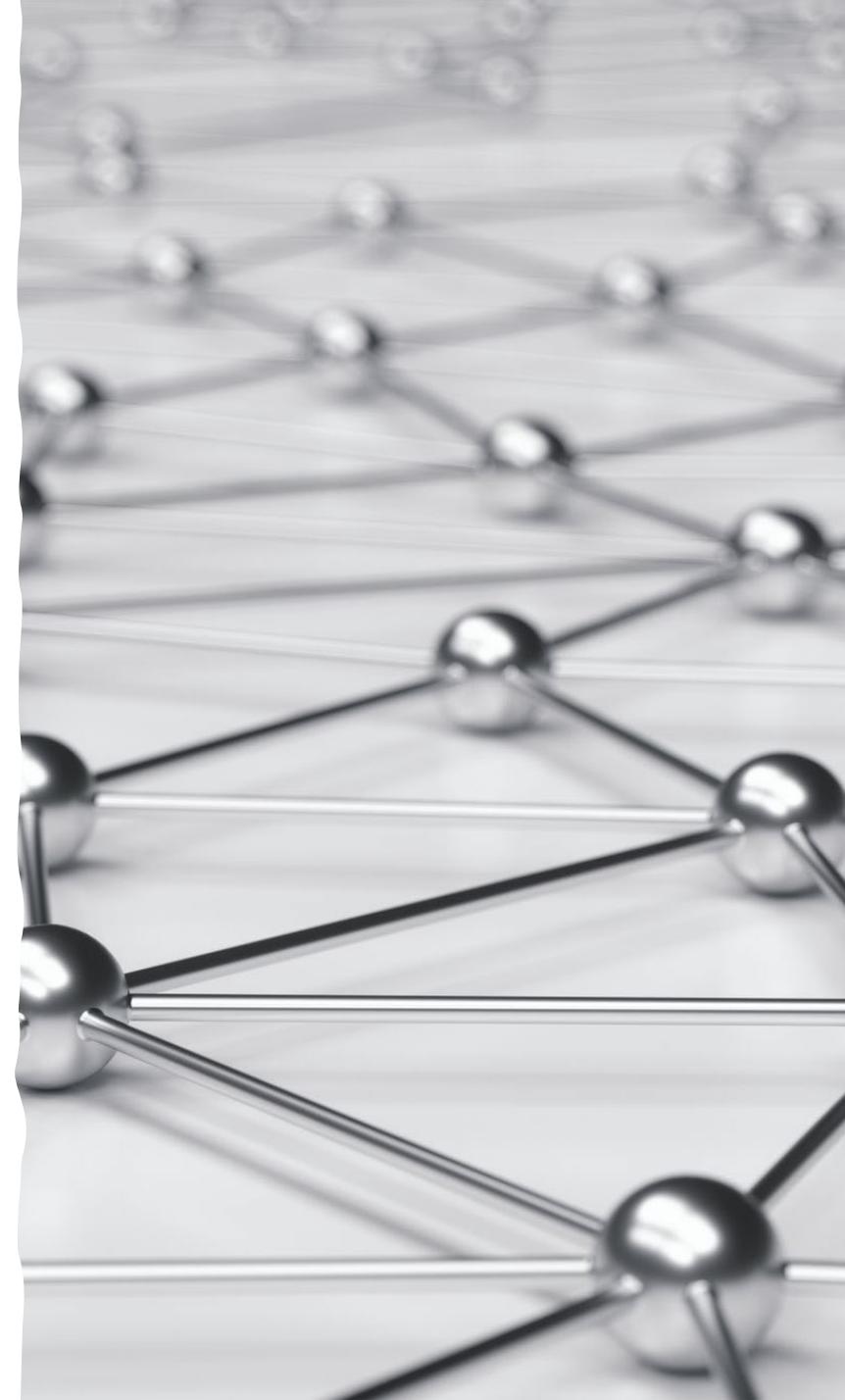
Making Office Space and
Common Areas Safe

Implementing a Screening
and Testing Strategy

Housing Needs

Future Housing Management
Considerations

Communication Strategies



Developing and Maintaining Trust in the Community

- **Understanding your audiences** (class, age, risk, communication style) and tailoring the message to reach them. This might mean using platforms like social media to impart facts and resources.
- **Communicating uncertainty clearly**—saying that not all information is available is more effective than speculating or making claims.
- **Not over- or under-reassuring**, but simply laying out risk and potential consequences with the appropriate tone.
- **Providing numbers, context, history, and changes to procedure** in a timely and straightforward fashion, which can help bolster trust.
- **Telling people what they can do and how they can act** to keep themselves and others safe.
- **Watching social media**: understanding what questions and knowledge gaps are coming up and strategizing how to counter myths and threats actively.

Staff Communication is Key



Messaging service: keep lines of communication open with a messaging service which might work better than email for quick conversations, project management, and sharing files quickly with your whole team.



Email: email should still be used for formal communications such as leave requests, formal assignments, company resources, etc.



Video conferencing: in addition to chat, use video conferencing for staff meetings and to retain the human element of teamwork.

Communicate Supportive Workplace Policies

- Train workers on how implementing any new policies to reduce the spread of the virus may affect existing health and safety practices.
- Communicate to any contractors or on-site visitors about changes that have been made to help control the spread of the virus. Ensure that they have the information and capability to comply with those policies.
- Create and test communication systems that employees can use to self-report if they are sick and that you can use to notify employees of exposures and closures.
- Consider using a hotline or another method for employees to voice concerns anonymously.



Utilize Available Technology



- Working from home (whether it is in project management, finance, public services, etc.) depends on:
 - Reliable access to a computer from home
 - Access to a local network through a VPN (virtual private network).
- Make sure each of the employees on your team has a laptop or desktop they can use while working from home
- Check with your tribe's technology department to learn how to set up remote VPN access to your tribe's government network.

Set and Maintain Goals



Make sure that all staff members have short, middle and long-range goals tied to a schedule with benchmarks and deadlines.



The goals you set depend on the kind of work your office does but setting expectations will help you and your staff remain on task while working from home.

Utilize an Online Project Management Tool

The best way to track progress is with an easy-to-use project management tool to manage task and assignments by maintaining a running list of tasks staff are working on at any given time.

Creates a historical record of the projects the staff is working on and has completed, which is very helpful at annual review time.

A cloud project management program can be automatically programmed to send a daily check-in question that everyone responds to: “Which of your priorities and/or tasks did you accomplish today?”

Additionally, every day, the system can produce a digest of the responses to this question and a list of the projects being worked on, which then can be transmitted to management.

Share Work Files

Implement a shared file management system such as Dropbox, OneDrive or Google Drive.

Create shared folders (making sure to follow your tribe's company policies) so staff can work on a single document simultaneously.

While staff may have their own drafts of a document in a separate folder, final or near-final working documents can be uploaded to the shared folder.



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Dealing With Absenteeism

Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children until childcare programs and K-12 schools can resume their normal schedules.

Plan to monitor and respond to absenteeism at the workplace.

Implement plans to continue your essential business functions in case you experience higher-than-usual absenteeism.

Prepare to institute flexible workplace and leave policies.

Cross-train employees to perform essential functions so the workplace can operate even if key employees are absent.

Holding Meetings



1

Use videoconferencing or teleconferencing, when possible, for work-related meetings and gatherings.



2

Cancel, adjust, or postpone large work-related meetings or gatherings that can only occur in-person in accordance with tribal, state and local regulations and guidance.



3

When videoconferencing or teleconferencing is not possible, hold meetings in open, well-ventilated spaces continuing to maintain a distance of at least 6 feet apart and wear masks.

Making Office Space and Common Areas Safe

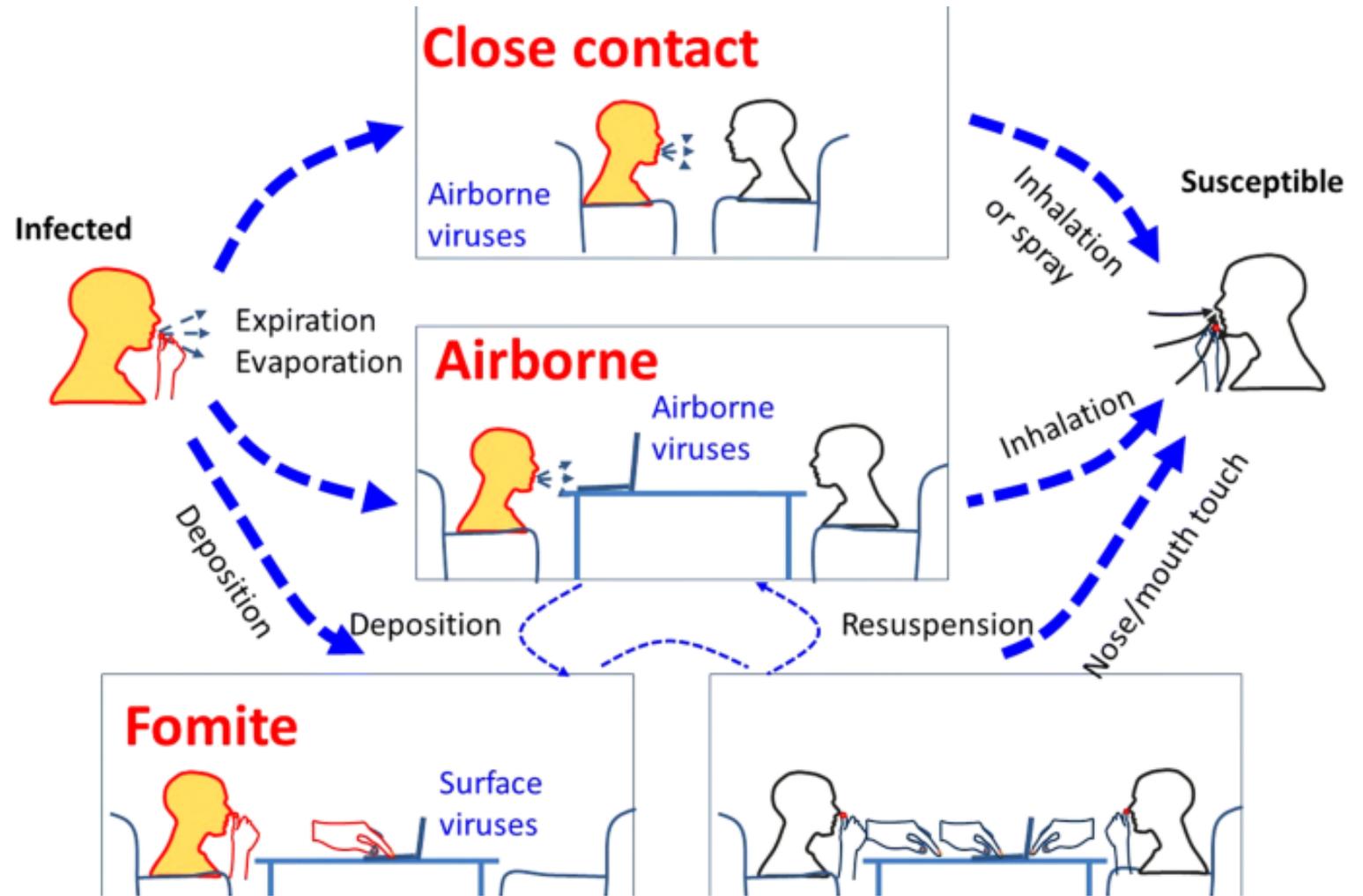
Role of the Tribe/TDHE

Tribes and TDHE's can play a key role in preventing and slowing the spread of COVID-19 within the workplace. Employers' COVID-19 preparedness, response, and control plans should take into account workplace factors such as

- feasibility of social distancing in the workplace
- ability to stagger employee shifts
- degree to which employees interact with the public in person
- feasibility of accomplishing work by telework
- geographical isolation of the workplace, whether employees live in congregate housing, proportion of employees at increased risk for severe illness
- policies regarding sick leave for staff, and
- priority for continuity of operations.

Tribes and TDHE's should also consider the level of COVID-19 disease transmission in their communities.

How Does Virus Spread?



Assess Essential Functions

- Be prepared to change your business practices, if needed, to maintain critical operations (e.g., identify alternative suppliers or temporarily suspend some of your operations).
- Identify alternate supply chains for critical goods and services. Some goods and services may be in higher demand or unavailable.
- Talk with contractors and others providing services about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Identify and prioritize job functions for continuous operations. Minimize the number of workers present at worksites by balancing the need to protect workers with support for continuing operations.

Implementing a Workplace COVID-19 Prevention Program – Key Elements

1

Hazard
assessment

2

Identify
measures to
limit the spread

3

Ensure infected
workers are
separated

4

Implement
protections
from retaliation

Workplace Risk Assessment

- **Lower exposure risk** – jobs that do not require contact with suspected COVID-19 cases. Minimal contact with public and coworkers. (Some office workers; working at home)
- **Medium exposure risk** – jobs that require frequent and/or close contact with suspected COVID-19 cases. May have contact with public, or work indoors with poor ventilation. (Some office workers, maintenance, construction)
- **High risk** – jobs have high potential for exposure to known or suspected COVID-19 cases. (Some office workers, healthcare workers, maintenance, construction)
- **Very high exposure risk** – high potential for exposure and conducting specific procedures that increase exposure. Healthcare workers conducting aerosol generating procedures on known or suspected COVID-19 cases.

Recommendations for In-home Service/Repair

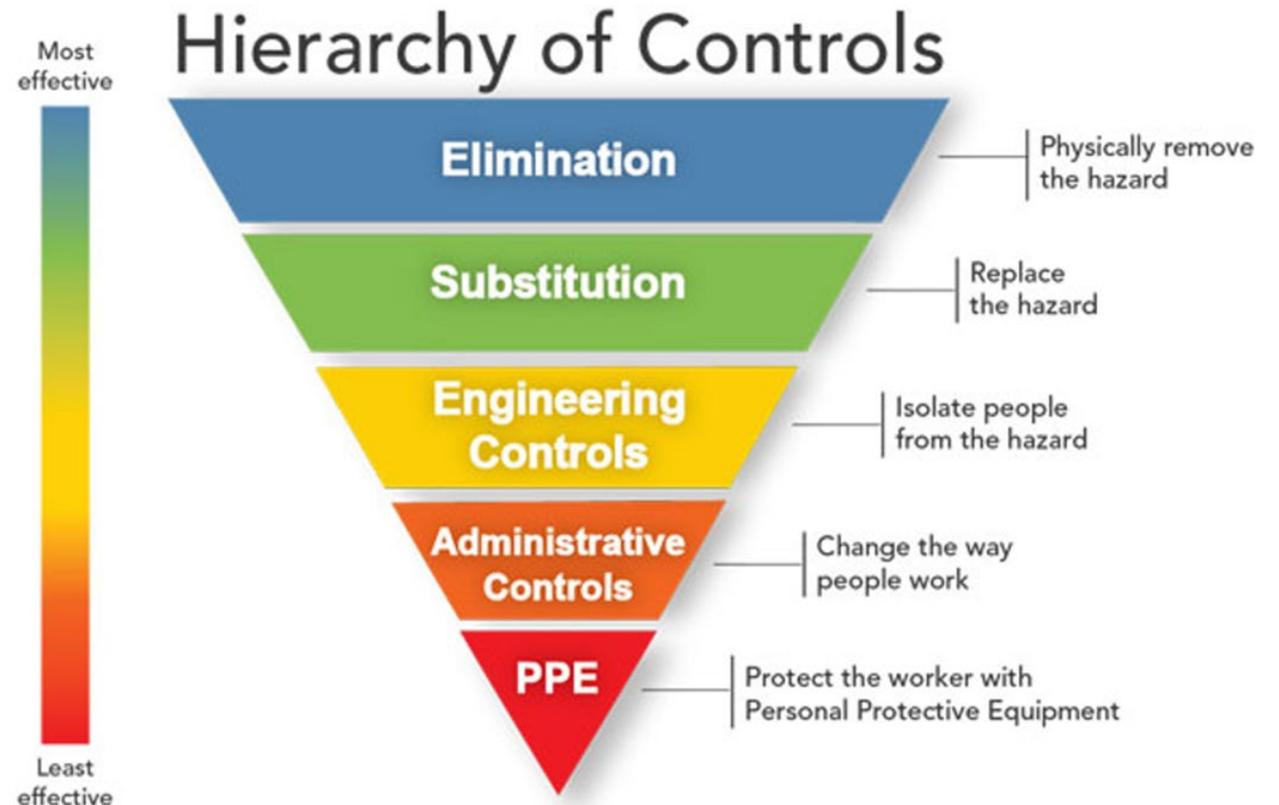
- **Updated:** OSHA [Protecting Workers Guidance](#)
- **Medium risk-** Housing workers conducting in-home services with ongoing community spread when the household members have been pre-screened for COVID-19 signs and symptoms.*
- **High risk** – Housing workers conducting in-home services with ongoing community spread without household member pre-screening or when entering the home of a known COVID-19 case.*

**Updated guidance on OSHA recognized risk levels pending CDC updates*

COVID-19 Prevention Programs

- Vaccination following [CDC recommendations](#)
- Alternative work schedules
- Staff and visitor [COVID-19 screening](#)
- Social distancing
- [Masking](#) updates [for vaccinated people](#)
- [Ventilation in buildings](#)
- Hand hygiene
- [Cleaning and disinfection](#)
- Personal protective equipment

Image 1: Hierarchy of controls



Employee Training

- Workplace COVID-19 risk
- Protective measures
- Self-screening at home
- Cleaning and disinfection*
 - List of high-touch surfaces and frequency
 - Safety data sheet review, and disinfectant label instructions
- When PPE is required

Social Distancing Strategies for the Workplace

Alter your workspace to help workers and clients maintain social distancing and physically separate employees from each other and from clients, when possible. Here are some strategies that businesses can use:

- Implement flexible worksites (e.g., telework).
- Implement flexible work hours (e.g., rotate or stagger shifts to limit the number of employees in the workplace at the same time).
- Increase physical space between employees at the worksite by modifying the workspace.
- Increase physical space between employees and customers (e.g., drive-through service, physical barriers such as partitions).

Social Distancing Strategies for the Workplace (continued)

- Use signs, tape marks, or other visual cues such as decals or colored tape on the floor, placed at least 6 feet apart, to indicate where to stand when physical barriers are not possible.
- Implement flexible meeting and travel options (e.g., postpone in-person non-essential meetings or events in accordance with state and local regulations and guidance).
- Close or limit access to common areas where employees are likely to congregate and interact.
- Prohibit handshaking.
- Deliver services remotely (e.g., phone, video, or web).

Separating and Sending Home Infected People from the Workplace

Workers who have or likely have COVID-19 should be isolated until they meet CDC guidelines for exiting isolation: If they think or know they had COVID-19 and had symptoms, they can return after:

- At least 10 days (or longer if recommended by physician) since symptoms first appeared and
- At least 24 hours with no fever without fever-reducing medication and
- Other symptoms of COVID-19 are improving (loss of taste and smell may persist for weeks or months and need not delay the end of isolation).

Separating and Sending Home Potentially Infected People from the Workplace

Workers should quarantine if they have been exposed to COVID-19, which means:

- They were within 6 feet of someone who has COVID-19 for a total of 15 minutes or more within a 24-hour period, starting, or
- They provided care at home to someone who is sick with COVID-19, or
- They had direct physical contact with a person who has COVID-19 (hugged or kissed them), or
- They shared eating or drinking utensils with a person who has COVID-19, or
- Someone who has COVID-19 sneezed, coughed, or somehow got respiratory droplets on them.

CDC guidance provides that individuals who have been exposed should:

- Stay home for 14 days after last contact with a person who has COVID-19,
- Watch for fever (100.4°F), cough, shortness of breath, or other symptoms of COVID-19, and
- To the extent possible, stay away from others, especially people who are at higher risk for getting very sick from COVID-19.

Implement Physical Distancing in All Communal Work Areas



Limit the number of people in one place at any given time. For example:

Implement flexible worksites (e.g., telework).

Implement flexible work hours (e.g., rotate/stagger shifts).

Deliver services remotely (e.g., phone, video, or web).

Implement flexible meeting and travel options



Increase physical space:

Between workers at the worksite to at least 6 feet. This may require modifying the workspace or slowing production lines.

Between workers and customers by adjusting business practices to reduce close contact with customers.



Reconfigure workspaces (signs, tape marks, decals, placed 6' apart, indicating where to stand).



Offer vulnerable workers duties that minimize their contact with customers and other workers.

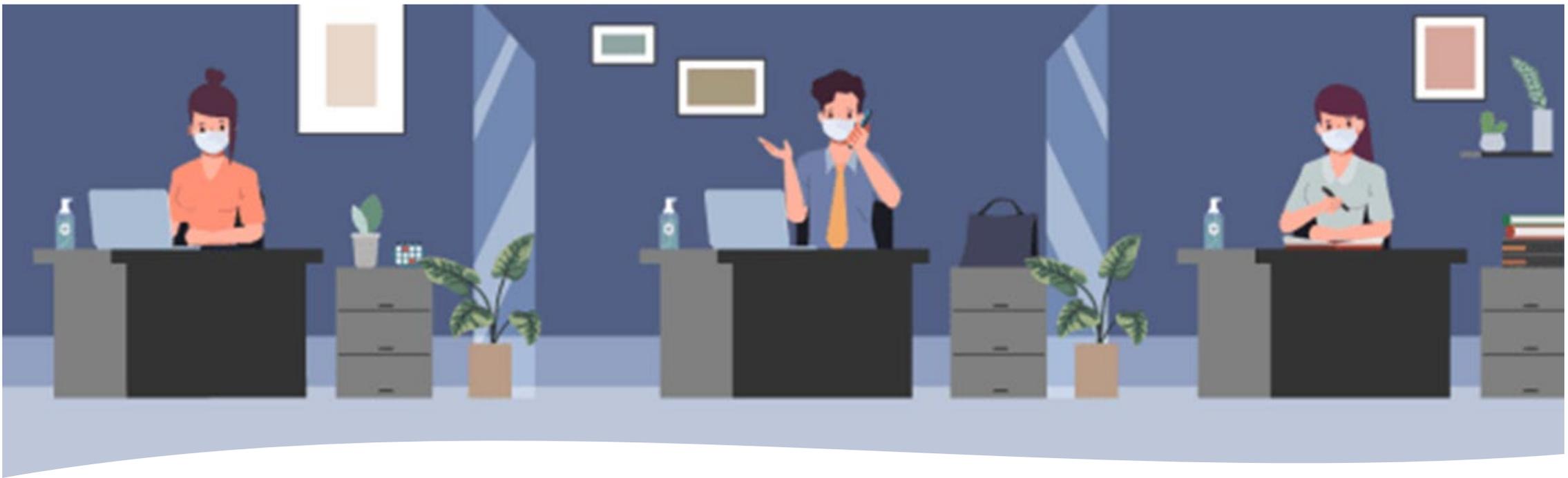


Other measures that may reduce close contact:

Close or limit access to common areas where workers are likely to congregate and interact.

Prohibit handshaking or other forms of physical contact.

Ensure that all businesses and employers sharing the same workspace follow this guidance.



Installing Barriers Where Physical Distancing Cannot Be Maintained

At fixed workstations where workers are not able to remain at least 6 feet away from other people, transparent shields or other solid barriers (e.g., plexiglass, flexible strip curtains) should be installed to separate workers from other people.

- The barriers should block face-to-face pathways between individuals in order to prevent direct transmission of respiratory droplets. The posture (sitting or standing) of users should be considered when designing and installing barriers.
- Where an opening in the barrier is necessary to permit the transfer of items, the opening should be as small as possible.
- Barriers do not replace the need for physical distancing – 6 feet of separation should be maintained between individuals whenever possible.

Using Face Coverings

- Wearing a face covering that covers the nose and mouth is a measure to contain the wearer's respiratory droplets and helps protect others. It may also protect the wearer. However, wearing a face covering does not eliminate the need for physical distancing of at least 6 feet apart.
- Provide all workers with face coverings (i.e., cloth face coverings, surgical masks). at no cost. Employers must discuss the possibility of "reasonable accommodation" for any workers who are unable to wear or have difficulty wearing certain types of face coverings due to a disability.
- Face coverings should be made of at least two layers of a tightly woven breathable fabric, such as cotton, and should not have exhalation valves or vents. They should fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face.
- Require any other individuals at the workplace (e.g., visitors, clients, non-employees) to wear a face covering unless they are under the age of 2 or are actively consuming food or beverages onsite.



Improving Ventilation

- Ensure ventilation systems operate properly and provide acceptable indoor air quality for the current occupancy level for each space.
- Increase ventilation rates when possible; when weather conditions allow, increase fresh outdoor air by opening windows and doors. Do not open windows and doors if doing so poses a safety or health risk
- Use fans to increase the effectiveness of open windows. To safely achieve this, fan placement is important. Avoid placing fans in a way that could potentially cause contaminated air to flow directly from one person over another. One helpful strategy is to use a window fan to exhaust room air to the outdoors. This will help draw fresh air into the room via other open windows and doors without generating strong room air currents.
- Reduce or eliminate recirculation, for example by opening minimum outdoor air dampers. In mild weather, this will not affect thermal comfort or humidity. However, this may be difficult to do in cold or hot weather.
- Check filters to ensure they are within service life and appropriately installed. Improve central air filtration to the MERV-13 or the highest compatible with the filter rack, and seal edges of the filter to limit bypass.
- Keep systems running longer hours, 24/7 if possible, to enhance air exchanges in the building space.
- Ensure restroom and kitchen exhaust fans are functional and operating at full capacity.
- If ventilation cannot be increased, reduce occupancy level in the building.

Provide the Supplies Necessary for Good Hygiene Practices



- Ensure that workers, clients, and visitors have supplies (at no cost) to clean their hands frequently and cover their coughs and sneezes.
- Provide tissues and no-touch trash cans.
- Provide soap and warm or tepid water in the workplace in fixed worksites. If soap and water are not readily available, use alcohol-based hand sanitizer that is at least 60% ethanol or 70% isopropanol. Place touchless hand sanitizer stations in multiple locations to encourage hand hygiene.

Provide the Supplies Necessary for Good Hygiene Practices (continued)

- Provide workers with time to wash their hands often with soap and water (for at least 20 seconds) or to use hand sanitizer. Inform workers that if their hands are visibly dirty, soap and water is preferable to hand sanitizer. Key times for workers to clean their hands include:
 - Before and after work shifts
 - Before and after work breaks
 - After blowing their nose, coughing, or sneezing
 - After using the restroom
 - Before and after eating or preparing food
 - After putting on, touching, or removing PPE or face coverings
 - After coming into contact with surfaces touched by other people
- Place posters that encourage hand hygiene and physical distancing to help stop the spread of COVID-19 at the entrance to your workplace and in other workplace areas where they are likely to be seen. This should include signs for non-English speakers, as needed.

Perform routine cleaning and disinfection

- Routinely clean all frequently touched surfaces in the workplace, such as workstations, keyboards, telephones, handrails, and doorknobs.
- If surfaces are dirty, clean them using a detergent or soap and water before you disinfect them.
- For disinfection, most common, EPA-registered, household disinfectants should be effective. A list of products that are EPA-approved for use against the virus that causes COVID-19 is available on the EPA website.
- Do not share objects or tools between workers, but if shared tools are required, ensure appropriate cleaning and disinfection is performed between uses.



Perform routine cleaning and disinfection (continued)

- Provide disposable disinfecting wipes so that workers can wipe down commonly used surfaces (e.g., doorknobs, keyboards, remote controls, desks, electronic payment terminals, other work tools and equipment) before each use.
- Store and use disinfectants in a responsible and appropriate manner according to the label.
- Do not mix bleach or other cleaning and disinfection products together. This can create toxic vapors.
- Advise workers always to wear gloves appropriate for the chemicals being used when they are cleaning and disinfecting and that they may need additional PPE based on the setting and product.



Common Areas: Shared Kitchens and Dining Areas

- Restrict the number of people allowed in the kitchen and dining room at one time so that everyone can stay at least 6 feet (2 meters) apart from one another.
- People who are sick and those who have higher risk of severe illness from COVID-19 should not be served in common dining areas.
- Do not share dishes, drinking glasses, cups, or eating utensils. Non-disposable food service items used should be handled with gloves and washed with dish soap and hot water or in a dishwasher. Wash hands after handling used food service items.
- Use gloves when removing garbage bags and handling and disposing of trash.
- Wash hands thoroughly with soap and water for at least 20 seconds. Use an alcohol-based hand rub that contains 60% alcohol if soap and water are not available.



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Common Areas: Laundry Rooms

- Maintain access and adequate supplies to laundry facilities to help prevent spread of COVID-19.
- Restrict the number of people allowed in laundry rooms at one time to ensure everyone can stay at least 6 feet (2 meters) apart.
- Provide disposable gloves, soap for washing hands, and household cleaners and products from *EPA's List N: Disinfectants for Coronavirus (COVID-19)* for residents and staff to clean and disinfect buttons, knobs, and handles of laundry machines, laundry baskets, and shared laundry items.
- Post guidelines for doing laundry such as washing instructions and handling of dirty laundry.



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Common Areas: Community and Activity Rooms



- Consider closing activity rooms or restricting the number of people allowed in at one time to ensure everyone can stay at least 6 feet (2 meters) apart.
- Consider closing exercise rooms.
- Activities and sports (e.g., ping pong, basketball, chess) that require close contact are not recommended.

Common Areas: Shared Bathrooms

- Shared bathrooms should be cleaned regularly using products from *EPA's List N: Disinfectants for Coronavirus (COVID-19)*, at least twice per day (e.g., in the morning and evening or after times of heavy use).
- Make sure bathrooms are continuously stocked with soap and paper towels or automated hand dryers. Hand sanitizer could also be made available.
- Make sure trash cans are emptied regularly.
- Provide information on how to wash hands properly. Hang signs in bathrooms.
- Residents and guests should be instructed that sinks could be an infection source and should avoid placing personal items directly on counter surfaces.

Implementing a Screening and Testing Strategy



In-Person Screening Process

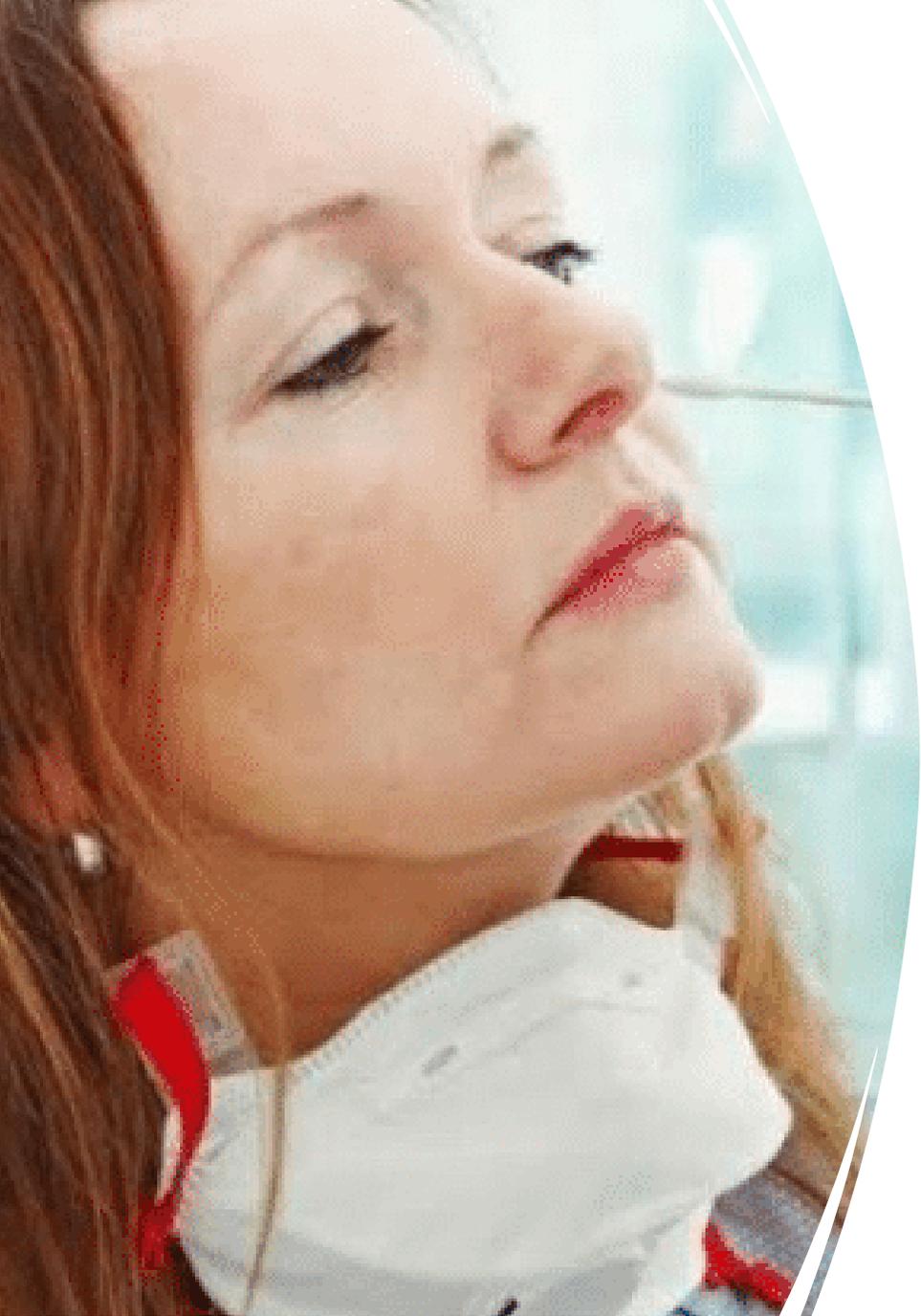
Social Distancing: Ask employees to take their own temperature either before coming to the workplace or upon arrival at the workplace. Upon their arrival, stand at least 6 feet away from the employee and:

- Ask the employee to confirm that their temperature is less than 100.4o F (38.0o C)
- Make a visual inspection of the employee for signs of illness, which could include flushed cheeks, sweating inappropriately for ambient temperature, or difficulty with ordinary tasks
- Screening staff do not need to wear PPE if they can maintain a distance of 6 feet; however, screening staff and employees being screened should wear masks.

In-Person Screening Process (continued)

Barrier/Partitional Controls: During screening, the screener should stand behind a physical barrier, such as a glass or plastic window or partition. For each employee:

- Make a visual inspection of the employee for signs of illness, (flushed cheeks, sweating, difficulty with ordinary tasks).
- Conduct temperature and symptom screening
 - Put on disposable gloves.
 - Check the employee's temperature, reaching around the partition or through the window. Make sure the screener's face always stays behind the barrier during the screening.
 - Contact thermometers need to be cleaned and disinfected after each screened employee.
- Remove and discard gloves, and wash hands with soap and water for at least 20 seconds between each employee. If soap and water are not available, use hand sanitizer with at least 60% alcohol.



Screening Tests

- Intended to identify infected people who are asymptomatic and do not have known, suspected, or reported exposure to SARS-CoV-2. Screening helps to identify unknown cases so that measures can be taken to prevent further transmission.
- Examples of screening testing include:
 - Testing employees in a workplace setting
 - Testing a person before or after travel
 - Testing at home for someone who does not have symptoms associated with COVID-19 and no known exposures to someone with COVID-19

Workplace Testing

Workplace-based testing should not be conducted without the employee's consent.

Employees undergoing testing should receive clear information on:

- The manufacturer and name of the test, the type of test, the purpose of the test, the performance specifications of the test, any limitations associated with the test, who will pay for the test, how the test will be performed, how and when they will receive test results, and;
- How to understand what the results mean, actions associated with negative or positive results, the difference between testing for workplace screening versus for medical diagnosis, who will receive the results, how the results may be used, and any consequences for declining to be tested.

Testing Legal Framework

- According to the Americans with Disabilities Act (ADA), when employers implement any mandatory testing of employees, it must be “job related and consistent with business necessity.”
- In the context of the COVID-19 pandemic, the Equal Employment Opportunity Commission (EEOC) notes that testing to determine if an employee has SARS-CoV-2 infection with an “accurate and reliable test” is permissible as a condition to enter the workplace because an employee with the virus will “pose a direct threat to the health of others.”
- EEOC notes that testing administered by employers that is consistent with current CDC guidance will meet the ADA’s business necessity standard.

Who Should be Tested?

- **Who should be tested:**
 - People who have symptoms of COVID-19.
 - Most people who have had close contact (within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period) with someone with confirmed COVID-19.
 - People who have taken part in activities that put them at higher risk for COVID-19 because they cannot physically distance as needed, such as travel, attending large social or mass gatherings, or being in crowded indoor settings.
 - People who have been asked or referred to get testing by their healthcare provider, state, tribal, or territorial health department.
- **Who does not need to be tested:**
 - Fully vaccinated people with no COVID-19 symptoms
 - People who have tested positive for COVID-19 within the past 3 months and recovered as long as they do not develop new symptoms.

Diagnostic Testing

- Intended to identify current infection in individuals and is performed when a person has signs or symptoms consistent with COVID-19, or when a person is asymptomatic but has recent known or suspected exposure to SARS-CoV-2.
- Examples of diagnostic testing include:
 - Testing people who have symptoms consistent with COVID-19 and who present to their healthcare provider
 - Testing people as a result of contact tracing efforts
 - Testing people who indicate that they were exposed to someone with a confirmed or suspected case of COVID-19
 - Testing people who attended an event where another attendee was later confirmed to have COVID-19

Workplace Considerations

Workplace settings for which screening testing of workers should be considered include:

- Workplaces at increased risk of introduction of SARS-CoV-2 (e.g., workplaces where workers are in close contact with the public, such as restaurants or salons, or workplaces in communities with moderate to high transmission)
- Workplaces where there is a higher risk of SARS-CoV-2 transmission (e.g., workplaces where physical distancing is difficult and workers might be in close contact, such as manufacturing or food processing plants, or workplaces that provide congregate housing for employees such as fishing vessels, offshore oil platforms, farmworker housing or wildland firefighter camps)
- Workplaces where SARS-CoV-2 infection among employees will lead to greater negative impact, such as
 - Workplaces in remote settings where medical evaluation or treatment may be delayed
 - Workplaces where continuity of operations is a high priority (e.g., critical infrastructure sectors)
 - Workplaces with a high proportion of employees at increased risk for severe illness

Frequency of Screened Testing

- Approaches may include:
 - Initial testing of all workers before entering a workplace,
 - Periodic testing of workers at regular intervals,
 - Targeted testing of new workers or those returning from a prolonged absence (such as medical leave or furlough),
 - Or some combination of approaches.
- Given the incubation period for COVID-19 (up to 14 days), CDC recommends conducting screening testing at least weekly.

Housing Needs



“Homelessness among Native Americans is staggering”

Homelessness among Native Americans is staggering. For example, about 11,000 people belong to the Northern Arapaho tribe in Wyoming, and all these individuals share just 230 reservation homes. Because so many people have no permanent home, **55 percent of this Native population qualifies as homeless.**

<https://medium.com/@DrRohitVarma/what-you-need-to-know-about-homelessness-among-native-americans-47189c97e68e>

Homelessness leads to Overcrowding



Evictions and
Foreclosures



Homelessness



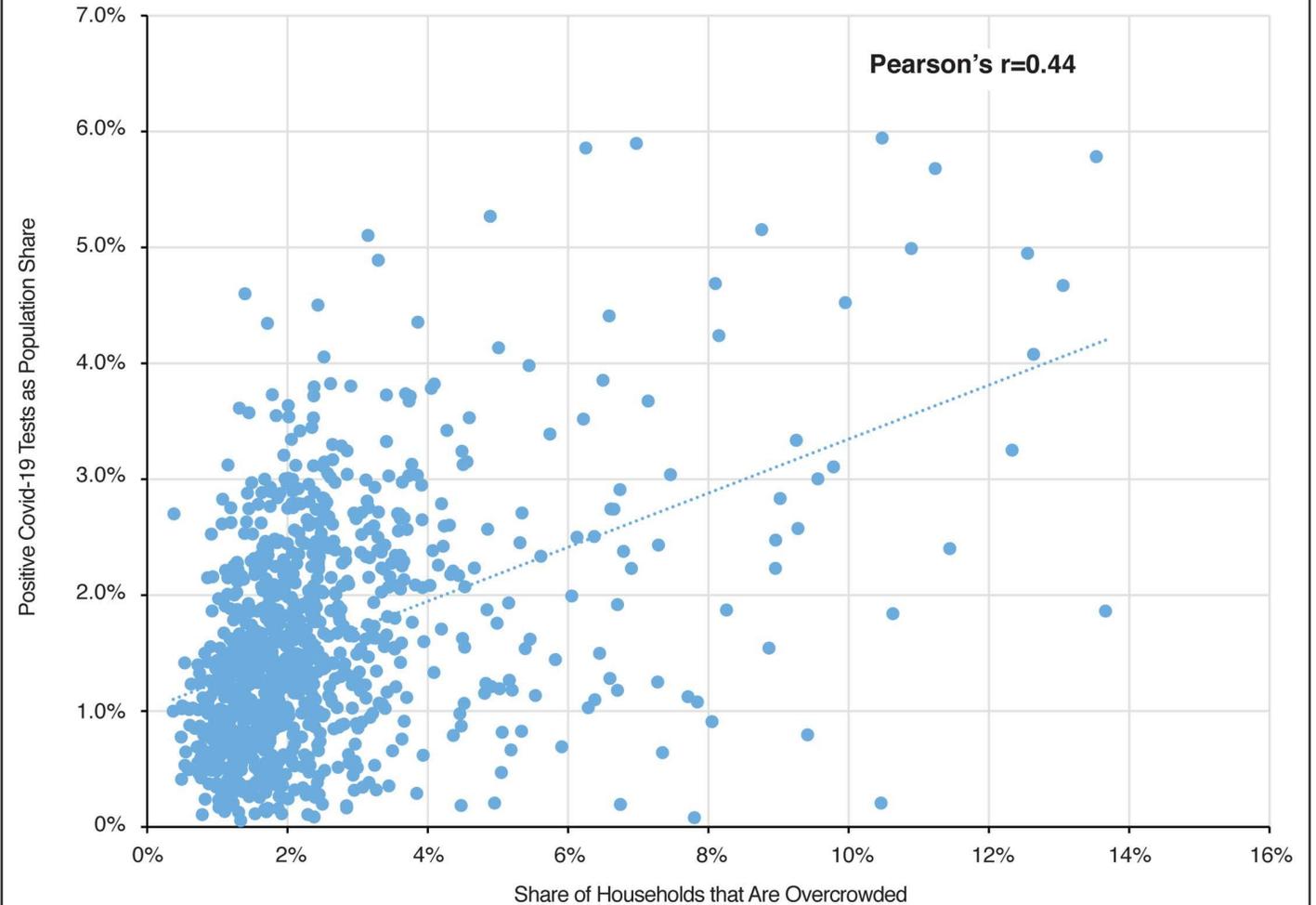
Overcrowding

Substandard and Overcrowded Housing

- Research has found that more Native Americans live in housing that is overcrowded, lacks complete kitchens and bathrooms, has heating and electrical problems, or is structurally unsound than do their fellow citizens.
- Overcrowding affected 16 percent of American Indian and Alaska Native households in tribal areas and 10 percent in urban areas compared with 2 percent of all U.S. households.
- The problem of overcrowding overlaps with the doubling-up phenomenon; 17 percent of households in Indian country had one or more people staying with them only because they had nowhere else to go.
- Among American Indian and Alaska Native households in tribal areas, incomplete plumbing and incomplete kitchens were found in 6 percent and 7 percent of homes, respectively, compared with less than 2 percent of all U.S. households.
- It has been estimated that 68,000 additional units would be needed to both replace severely inadequate units and eliminate overcrowding in tribal areas.

Overcrowding and COVID

Figure 2. Covid-19 Correlation with Overcrowding in Large Counties
(Analysis Limited to Counties with at Least 50,000 Residents)



Source: 2014-2018 American Community Survey, accessed through data.census.gov, and New York Times Covid-19 database.

Avoiding Homelessness

- Evictions and foreclosures are major cause of homelessness which leads to overcrowding
- Homeless families at increased risk
 - Forces families into overcrowding
 - Eliminates access to technology
 - Places burdens on shelters
 - Distancing becomes more difficult
- CDC Eviction Moratorium
- Rental Assistance Programs
 - Funded by IHBG, IHBG-CARES, and American Rescue Plan
 - Emergency Rental Assistance Program
- Homeowners Assistance Fund



CDC Eviction Moratorium

- Established September 4, 2020; extended to June 30, 2021
- Prohibits eviction of tenant families due to non-payment of rent
 - Must have attempted to receive government assistance
 - Does not apply to high-income families
 - Does not relieve family of rent obligations
 - Must provide signed declaration to the owner

Rental Assistance Programs

- Tribe/TDHE pays a portion of a family's rent
- Family's share cannot exceed 30% of Adjusted Monthly Income
- Payments are made to the landlord
- Can be funded with:
 - IHBG funds (families must be low-income)
 - IHBG-CARES funds
 - American Rescue Plan (ARP) funds
- Tribe/TDHE determines amounts and duration of assistance



US Treasury Housing Assistance Programs

- Emergency Rental Assistance (ERA)
 - Provides payments to the Landlord to avoid eviction
 - Can be used for rent and utilities (electricity, gas, water, and sewer)
 - Families must be low-income
 - Maximum of twelve months (plus three-month extension)
- Housing Assistance Fund
 - Can be used for any purpose related to preventing homeowner mortgage delinquencies, defaults, foreclosures, loss of utilities or home energy services, including the payment of property taxes.
 - Families' income must be equal to or less than 150% of area median



Ideas for Adding Living Space to Existing Structures

- Enclose patio area or porch
- Finishing unfinished areas (basements, attic areas, etc.)
- Converting garage into living space
- Add on to house and/or garage areas
- Add second stories to house or garage



Tiny Homes

- Can be used for temporary housing for special needs or those who need to be separated from family for their safety

Substandard Housing

Definition: A dwelling unit that is either dilapidated or unsafe, thus endangering the health and safety of the occupant, or that does not have adequate plumbing or heating facilities.

Studies have shown that areas with a higher percentage of households with substandard housing had higher incidence of, and mortality associated with, COVID-19.

Seven Principles of a Healthy Home

Dry

Clean

Safe

Ventilated

Pest-Free

Contaminant-
Free

Maintained

Using Maintenance to Avoid Substandard Housing Conditions

- **Keep homes dry** by fixing plumbing and structural leaks, improving drainage for rainwater and opening windows or using an exhaust fan so steam doesn't build up in the bathroom or kitchen.
- **Keep homes well-ventilated** by increasing the supply of fresh air to reduce exposure to indoor asthma triggers and other contaminants. Install exhaust fans and ensure all windows are openable.
- **Keep home pest-free** by fixing leaks and sealing cracks in floors, walls and ceilings, and providing proper containers for garbage. If pests are already a problem, respond immediately using appropriate control measures.
- Contaminants in the home may include lead, radon, pesticides, volatile organic compounds, environmental tobacco smoke and carbon-monoxide. **Keep homes contaminant free** by testing it for radon, installing a carbon-monoxide detector, using lead-safe practices to fix deteriorating lead paint, establishing smoke-free home rules and ensuring that families store and use chemicals, paints and cleaning products safely.
- **Keep homes maintained.** Poorly maintained homes are at risk for pests, moisture, deteriorating lead paint and other structural problems. Inspect, clean and repair all homes routinely. Take care of minor repairs and problems before they become large repairs and problems.

Water, Sanitation, and Hygiene (WASH)

- One of the most cost-effective strategies for increasing pandemic preparedness, especially in resource-constrained settings, is investing in core public health infrastructure, including water and sanitation systems.
- Good WASH and waste management practices, that are consistently applied, serve as barriers to human-to-human transmission of the COVID-19 virus in homes, communities, health care facilities, schools, and other public spaces.





Improving Handwashing Behavior, Food Hygiene, and Safe Water Practices.

- Materials for handwashing and hygiene may include provision of fixed and portable handwashing facilities, purchase of soap and alcohol-based hand rubs, provision of water supplies for handwashing, and point of use water treatment.
- Tribes and TDHE's should ensure that utility services, including the provision of potable and wastewater utilities, are not disrupted due to non-payment. Assistance to families needs to be ensured to avoid any disruption of these services.

Future Housing Management Considerations

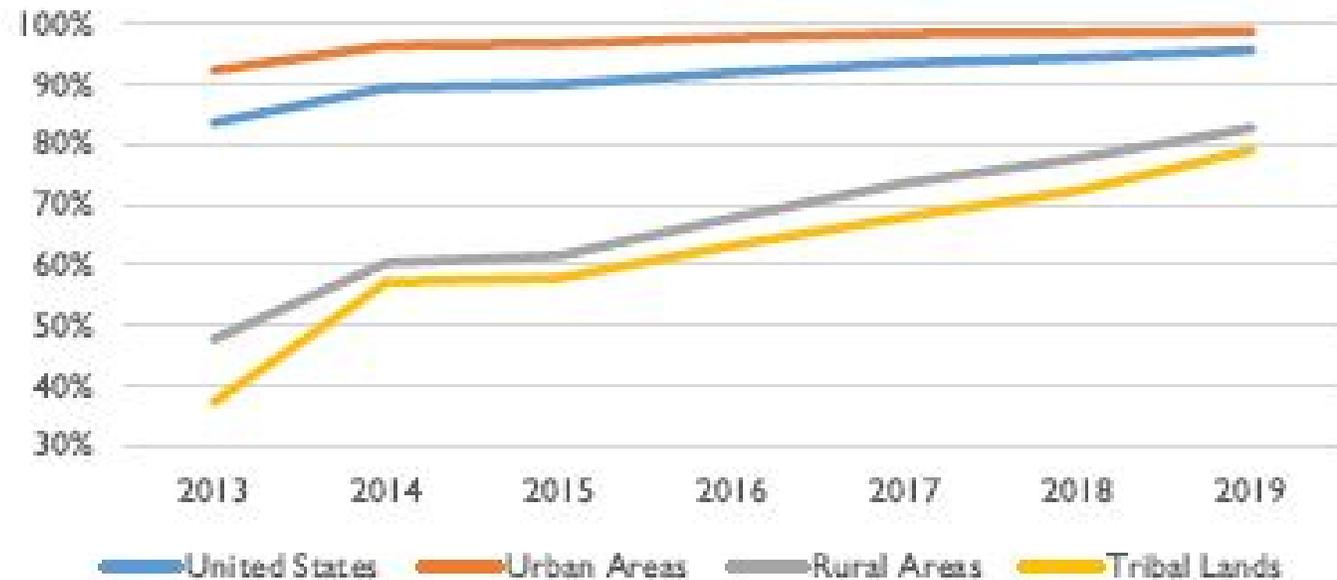
Future Housing Management Considerations



- Work now to improve broadband capability throughout your communities
- Develop occupancy standards
- Implement remote working policies
- Implement self-sufficiency programs
- Flexible work schedules
- Satellite offices for larger reservations

Improve Broadband Capability

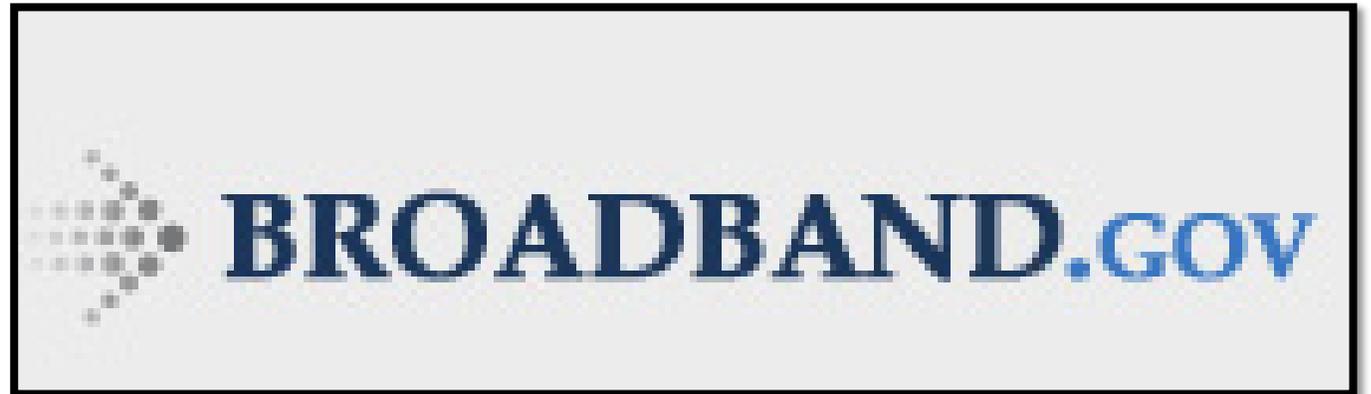
Figure 3. Deployment of Fixed Terrestrial 25/3 Mbps Services



Barriers to Broadband Deployment

The U.S. Department of the Interior's (DOI) Office of Indian Energy and Economic Development (IEED) has identified seven fundamental barriers to deployment:

- lack of coordination,
- insufficient data,
- missing building blocks,
- insufficient funding,
- complex permitting,
- low adoption, and
- weak connection to economic development.



Tribal Broadband Connectivity Grants Program

- The Tribal Broadband Connectivity Grants Program is designed to expand access to and the adoption of broadband service on Tribal land or remote learning, telework, or telehealth resources during the COVID-19 pandemic.
- Administered by US Department of Commerce (\$1 Billion)
- These funds may be used for:
 - Broadband infrastructure deployment, including support for the establishment of carrier-neutral submarine cable landing stations
 - Affordable broadband programs, including providing free or reduced-cost broadband service and preventing disconnection of existing broadband service
 - Distance learning
 - Telehealth
 - Digital inclusion efforts
 - Broadband adoption activities

National Tribal Broadband Strategy

- Published by BIA January 15, 2021
- Goal to eliminate the digital divide between tribal and non-tribal communities throughout the USA
- Outlines 28 recommended actions that agencies can take
- <https://www.bia.gov/sites/bia.gov/files/assets/as-ia/doc/2020.%20December.%20National%20Tribal%20Broadband%20Strategy%20FINAL-cover%20change.pdf>



Develop Occupancy Standards

- Inventory all housing
 - Identify Overcrowded Units: dwelling units too small for the family, for example more than 2 persons per bedroom (5 persons in a 2-bedroom house)
 - Identify Under Occupied Units: dwelling unit too large for the family, for example less than 1 person per bedroom (2 persons in a 3-bedroom house)
- Create incentives for persons to move to a home of appropriate size
 - Rent payment rebates
 - Pay for moving costs
 - Appliance rebates

Policy Revisions

- Leave (Time Off) Policies
 - Implement flexible sick leave policies and practices that are not punitive and enable staff to stay home when they are sick, have been exposed to someone with COVID-19, are caring for someone who is sick, or who must stay home with children if schools or childcare centers are closed.
 - Examine and revise policies for leave, telework, and compensation as needed.
 - Ensure that any relevant policies are communicated to staff.
- Limited, Staggered, or Rotated Shifts and Attendance Times
 - Consider ways to significantly reduce the number of attendees.
 - Use flexible worksites (for example, telework) and flexible work hours (for example, staggered shifts) to help establish policies and practices for physical distancing of 6 feet between staff and attendees.
 - Stagger attendance times or offer expanded hours of operation with limited attendance at a given time to minimize the number of attendees at the venue.
- Remote Work Policy and Request Forms

Flexible Work Schedules (FWS)

- Adapting work arrangements to the COVID-19 environment by using flexible work schedules (FWS) to maintain the productivity, health and safety of the workforce.
- FWS may consist of workdays with core hours (specific times when all employees must be working) and flexible hours and allow an employee to complete his or her biweekly basic work requirement (80 hours, for example) by determining his or her own schedule within the limits set by the agency.
- When combined with telework, FWS can provide tribes with the flexibility to maintain safe social distance between employees in the workplace by reducing the percentage of employees who are in the office at any given time.
- FWS can also assist employees in balancing work duties with caregiving and other responsibilities.

FWS Examples

- Scenario 1 (Monday - Friday FWS Schedule and Telework)
 - Normal Flexible Hours: Monday through Friday, 6:00 a.m. to 6:00 p.m.
 - Expanded Flexible Hours under COVID-19: Monday through Friday, 6:00 a.m. to 10:00 p.m.
 - Core day/hours: Wednesdays, 10:00 a.m. to 2:00 p.m. (excluding a 30-minute unpaid meal break).
- Scenario 2 (Monday - Saturday FWS Schedule and Telework)
 - Normal Flexible Hours: Monday through Friday, 6:00 a.m. to 6:00 p.m.
 - Expanded Flexible Hours under COVID-19: Monday through Saturday, 5:00 a.m. to 12:00 midnight
 - Core day/hours: Thursdays, 1:30 p.m. to 3:30 p.m.

Planning for Returning to Work



- **Workplace Strategies Now:** Sensible strategies include practicing physical distancing, like moving desks apart and removing chairs, adding barriers, enhancing cleaning and safety measures, as well as supporting those who are working from home longer.
- **Workplace Strategies Near Future:** This could include new layouts in the space to help physical distancing feel more comfortable such as adding new elements to workstations, like glass or higher screens. New bleach-cleanable fabrics will be introduced. The workplace needs to provide more and better options for videoconferencing. Many tribes will continue to support working from home as a strategy to reduce density in the workplace.

Long-term Workplace Strategies

- Planning paradigms driven by density and costs need to shift — think adaptability instead of permanence, fluid instead of fixed. People now have a whole new appreciation for being together and will want to feel a renewed sense of community.
- Tribes/TDHE's that try to return to the way things were before COVID-19 will probably struggle. They need to reinvent because volatility is inevitable, and the workplace needs to be ready to rapidly respond to the next disruption. The role of the workplace in a post-COVID-19 world is more important than ever.



Additional Resources

- [CodeTalk](#)
- [Indian Health Service COVID-19 resources](#)
- [HHS We Can Do This vaccine resources](#)
- [CDC Guidance for Businesses and Employers](#)
- [NIEHS](#)
- [CPWR COVID-19 protection planning tool](#)
- [AIHA Back to Work Safely](#)

Questions and Answers



Future Webinars

- Managing Your Housing Department or TDHE including development or revision of policies and procedures, developing an emergency plan and/or working with the tribal emergency plan, staffing, recertifications, inspections, and rent collection
- Addressing Family and Individual Needs including providing food and hygiene items and educational support for youth, i.e., Internet, computers
- Accounting and Environmental related to documenting expenditures
- Best Practices