

## MEMORANDUM

**To:** Nisqually Tribal Council  
**From:** Kealoha Kalama, Office Assistant Financial Services  
**CC:** Chief Financial Officer  
**Date:** 06/29/24  
**Re:** Tribal Member/Employee Nisqually Artist Contracts

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The current policy states that a tribal employee cannot be a contractor for a tribal project.

There is significant growth throughout the tribe and its departments. When seeking Native artists to participate in Native artwork opportunities many tribal member artists are excluded because they are regular employees of the tribe. (Refer to Employee Manual).

I am proposing this policy be changed so that Tribal member artists who are also tribal employees can participate in submitting proposals for future projects. Tribal member artists who are in this position would be given the opportunity to showcase their work, would assist them financially and the tribe would not have to outsource artists from outside the tribe.

The benefits allow the tribe to have artwork from their own tribal artists displayed throughout the reservation, for example: welcoming statues, murals, and signage. This would also benefit tribes internally such as: artwork within their tribal buildings, for content purposes, newsletters, book illustrations, and informational materials. This would afford the tribe showing outside visitors who the tribe is culturally. Therefore, I am

asking that tribal council review this issue that I am proposing for consideration for the change in policy. Should you have any questions please let me know.