

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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MEETING

+ + + + +

TUESDAY
JUNE 15, 2021

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The Federal Advisory Council met
virtually at 12:00 p.m., Darrell Waldron, Chair,
presiding.

PRESENT

DARRELL WALDRON, Region 1 & 2, Chair

JACOB BERNAL, Region 6, Vice Chair

KIM KANIATOBE CARROLL, Other Disciplines,
Secretary

CHRISTINE CAMPBELL, Region 5

LORA ANN CHAISSON, Region 4

PATRICIA HIBBELER, Region 6

JOE HOBOT, Region 5

MATTHEW LAMONT, Other Disciplines

CANDACE LOWRY, Region 3

ERWIN PAHMAHMIE, JR., Region 4

JOSEPH QUINTANA, Region 6

GARY RICKARD, Region 6

KAY SEVEN, Other Disciplines

WINONA WHITMAN, Region 6

ALSO PRESENT**ATHENA BROWN, Designated Federal Official****DUANE HALL, DINAP Subject Matter Expert****SUZAN G. LEVINE, Principal Deputy Assistant
Secretary, ETA****BRYAN NEWLAND, Principal Deputy Assistant
Secretary for Indian Affairs, U.S. DOI****IAN RECORD, PhD, National Congress of American
Indians****MORGAN RODMAN, Executive Director, White House
Council on Native American Affairs****KIM VITELLI, Office of Workforce Investment****HON. MARTIN J. WALSH, Secretary of Labor****LIBBY WASHBURN, Special Assistant to the
President for Native Affairs, White House
Domestic Policy Council**

C-O-N-T-E-N-T-S

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1 P-R-O-C-E-E-D-I-N-G-S

2 12:00 p.m.

3 CHAIR WALDRON: Welcome everybody. We
4 have a great lineup. There's been a lot of work
5 done for you. Special thanks too, I think, for
6 hosting with all the electronics that are in
7 Tribal Tech today to get up for stimulating
8 questions.

9 So, without further ado, I'm going to
10 ask Walter Celestine to give us a blessing,
11 please.

12 MS. BROWN: Walter, you're on mute.
13 You're still on mute.

14 MR. CELESTINE: Can you hear me now?

15 MS. BROWN: Yes.

16 MR. CELESTINE: Okay. Sorry about
17 that. Okay.

18 (Native language spoken) Amen.

19 MS. BROWN: Amen. Thank you, Walter.

20 CHAIR WALDRON: At this point, I'm
21 going to turn this over to Tribal Tech, on the
22 technologies that we have to offer. So, Athena.

1 MS. BROWN: Thank you, Darrell. Good
2 afternoon, or good afternoon, everyone. Just a
3 few things for this meeting. This is a public
4 meeting of the Native American Employment and
5 Training Council. This meeting is subject to the
6 rules of the Federal Advisory Committee Act. The
7 meeting is facilitated by the Council Chair,
8 Darrell Waldron, in his absence, Jacob Bernal,
9 the Vice Chair.

10 The meeting is being recorded
11 verbatim. Please note that the Chair must first
12 recognize anyone requesting to speak, and right
13 after I finish speaking, Tribal Tech, the
14 contractor, will go over tips and tricks for the
15 Council Members so that you know how to raise
16 your hand and be recognized.

17 So, before the Council Members speak,
18 please state your name clearly, the region that
19 you represent, or the discipline that you
20 represent for recording purposes.

21 And also, during the meeting, we ask
22 that only the Council Members or individuals

1 announced and recognized by Darrell, the Chair,
2 should speak during the meeting.

3 Members of the public should hold
4 their comment until Day 2, June 16th at 3
5 o'clock. And that's tomorrow when we have set
6 the public comment session.

7 So now, I'd like to turn this over to
8 the Tribal Tech contractor to go over some
9 navigation tips for everyone. Thank you.

10 MS. ECHOHAWK: Thank you, Athena. And
11 thank you for joining us, everyone. My name is
12 BC EchoHawk, and I would just give you a few
13 tips. I know many of us have become very used to
14 using virtual platforms, including Zoom. If you
15 raise your hand, we will let Darrell know, and he
16 can call on you. We'll be tracking that.

17 Also, if you have a comment in the
18 chatbox, you can just enter it in there. The
19 raised hand function is in different places
20 depending on your version. I am the host of this
21 meeting and I want to apologize because I don't
22 see it on mine. So, I know a few people have

1 used it.

2 If anyone would like to try it, I can
3 lower your hand. If anyone needs help finding
4 that icon, we'll help you out there. Typically,
5 it's in reactions, or a lot of times it's in the
6 choices, right under your participant place
7 there. And we'll let Darrell know.

8 Otherwise, I would just remind you to
9 stay muted while we are recording and the Court
10 Reporter is on. And if you have any questions
11 right now, please let us know. Be happy to
12 answer them. Thank you.

13 CHAIR WALDRON: Yes, are there any
14 questions?

15 MS. BROWN: Yeah, I'm looking for the
16 raised hand function, now. Where did you say it
17 might be?

18 MS. ECHOHAWK: In reactions, which is
19 as you hover across your screen, will pop up,
20 either across the top of the bottom.

21 MS. BROWN: Oh, okay. Thank you.

22 MEMBER CARROLL: I checked reactions.

1 MS. BROWN: Yes, Kim?

2 MEMBER CARROLL: I'm sorry, Kim
3 Carroll, other disciplines. I checked reactions
4 and I found a wave, and a thumbs up, things like
5 that. But not, a raised hand.

6 MS. ECHOHAWK: Okay.

7 CHAIR WALDRON: It's under
8 participants.

9 MS. ECHOHAWK: Yeah. So, you can hit
10 the participant's icon, and that will open up a
11 box to the side.

12 MEMBER CARROLL: There, there we go.
13 I see some folks trying it out now.

14 CHAIR WALDRON: So, if there aren't
15 any questions, so, the Chair wants to recognize
16 the DFO, which is Athena Brown, and turn it back
17 to her for opening comments at this time.
18 Athena?

19 MS. BROWN: Oh, Darrell. So, the
20 meeting will officially begin. And I'll turn it
21 over to Darrell Waldron, the Chair, to start the
22 meeting.

1 CHAIR WALDRON: Great. Thanks
2 everybody. We're happy that folks have taken
3 their time to be with us and hope to have a
4 lively, full discussion from our native community
5 out here, and our different groups and areas. So
6 I'm very excited. There is a very impressive
7 lineup in our agenda today. And we're going to
8 move into roll call, then acceptance of the
9 agenda.

10 So, Kim Carroll, would you please do
11 roll call?

12 MEMBER CARROLL: Thank you, Darrell.

13 MEMBER CARROLL: Region 1 and 2,
14 Darrell Waldron.

15 CHAIR WALDRON: Yeah.

16 MEMBER CARROLL: Region 2, Chief Ann
17 Richardson.

18 Region 3, Candace Lowry.

19 MEMBER LOWRY: Present.

20 MEMBER CARROLL: Region 4, Lora Ann
21 Chaisson.

22 MEMBER CHAISSON: Here.

1 MEMBER CARROLL: Region 4, Tina has
2 resigned is my understanding.

3 CHAIR WALDRON: Yes.

4 MEMBER CARROLL: Region 4, Erwin
5 Pahmahmie. Pahmahmie.

6 MEMBER PAHMAHMIE: Here. Thank you.

7 MEMBER CARROLL: Okay, Region 5,
8 Christine Campbell.

9 MEMBER CAMPBELL: Present.

10 MEMBER CARROLL: Region 5, Dr. Joe
11 Hobot.

12 MEMBER ROBOT: Present.

13 MEMBER CARROLL: Region 6, Jacob
14 Bernal.

15 VICE CHAIR BERNAL: Present.

16 MEMBER CARROLL: Region 6, Patricia
17 Hibbeler.

18 Region 6, Joseph Quintana.

19 MEMBER QUINTANA: Present.

20 MEMBER CARROLL: Region 6, Gary
21 Rickard.

22 Region 6, Michael Tucker.

1 Region 6, Winona Whitman.

2 MEMBER WHITMAN: Present.

3 MEMBER CARROLL: Other disciplines,
4 Kim Carroll. I'm present.

5 MEMBER CARROLL: Other disciplines,
6 Matt Lamont.

7 MEMBER LAMONT: Present.

8 MEMBER CARROLL: Other disciplines,
9 Kay Seven.

10 MEMBER SEVEN: Present.

11 MEMBER CARROLL: And we have a quorum.

12 CHAIR WALDRON: Thank you. Secretary
13 Carroll. That leads into to our first motion, on
14 the advanced minutes, that you have some version
15 of it. Is there a motion to approve?

16 MEMBER PAHMAHMIE: I will.

17 CHAIR WALDRON: I hear Pahmahmie,
18 second it?

19 MEMBER PAHMAHMIE: Yeah, I will
20 second.

21 CHAIR WALDRON: Who's seconding?

22 MEMBER PAHMAHMIE: Did I motion, or

1 was it Shayne Del Cohen?

2 CHAIR WALDRON: I have you making the
3 first motion. And I will accept a second.

4 MEMBER SEVEN: I'll second, Kay Seven.

5 CHAIR WALDRON: Seven. Are there any
6 questions?

7 All those in favor, signify by saying
8 aye.

9 (Chorus of aye.)

10 CHAIR WALDRON: Opposed? Abstentions?

11 Passes unanimously.

12 Moving onto June and approval of the
13 agenda. Take a quick moment to review the
14 agenda, any discussion about the agenda and
15 additional change to the agenda, now is that
16 time.

17 MEMBER SEVEN: This is Kay. I have a
18 question.

19 CHAIR WALDRON: Say it to the record,
20 again, nice and clear.

21 MEMBER SEVEN: I'm Kay Seven.

22 CHAIR WALDRON: Go ahead.

1 MEMBER SEVEN: So, on the agenda I
2 have a question for the NAETC, to the Department
3 of Labor. Will our group be, get a summary of
4 the written comments submitted to the Department
5 of Labor this past two, three-month period on
6 tribal consultation and the Indian labor force
7 report?

8 CHAIR WALDRON: Are you looking to add
9 that to the agenda?

10 MEMBER SEVEN: I want to recommend
11 that we add it the agenda, should the Department
12 of Labor be ready to prepare a summary statement.

13 CHAIR WALDRON: We've heard an
14 amendment to the agenda to add a statement of
15 summary from the Department of Labor, so, could
16 the Department of Labor so move to do that at
17 this time? This would be a change to the agenda
18 today?

19 I don't know if you can ask for a
20 second on something that we may not be able to do
21 today. DFO, should I put the question here or a
22 response to the Labor Department take the

1 question? What do you want to say to that?

2 MS. BROWN: Darrell, can you repeat
3 that? For some reason your voice is not coming
4 through clearly, so I hear bits and pieces. I
5 don't know if it's just my sound or yours.

6 CHAIR WALDRON: So, we --

7 MEMBER WHITMAN: I too am having a
8 problem hearing Darrell.

9 CHAIR WALDRON: Okay. I'll move a
10 little closer.

11 I'll try the call again. Is that any
12 better?

13 MS. BROWN: Yes.

14 CHAIR WALDRON: Great. So, Kay has
15 put a motion on, she's intended to put a motion
16 on the floor to get a report from the Department
17 of Labor on, comments I guess -- Kay, could you
18 repeat specifically, your question?

19 MEMBER SEVEN: Yes. Can we add to the
20 agenda, a summary statement from the Department
21 of Labor on the written comments submitted? One
22 was the comments from Tribes on tribal

1 consultation. And then we had a second request
2 to submit comments on the Indian labor force
3 report. And these are both April dates.

4 CHAIR WALDRON: Were you able to hear
5 that, Athena?

6 MS. BROWN: Yes, I did. And I will
7 forward your request, the language in your
8 request to Wayne Gordon, who will be giving a
9 report out tomorrow, and he can include that in
10 his comments to the Council.

11 CHAIR WALDRON: So, hear that, Kay?
12 You're on mute.

13 MEMBER SEVEN: Thank you.

14 CHAIR WALDRON: So, that's been
15 resolved. Are there any comments to the agenda,
16 change?

17 VICE CHAIR BERNAL: Darrell, this is
18 Jacob, Region 6.

19 CHAIR WALDRON: Jacob Bernal, Region
20 6.

21 VICE CHAIR BERNAL: Many of the
22 Council Members just received the transition

1 paper yesterday. Would it possible to put that
2 on a discussion or action item for this meeting?

3 CHAIR WALDRON: All right. So, Jacob
4 is requesting that the transition paper that was
5 sent forward, that could appear on the agenda
6 today? Is there a second to that?

7 MEMBER CARROLL: I'll second, Kim.

8 CHAIR WALDRON: Okay, it's seconded by
9 Kim. Any discussion?

10 All those in favor, signify by saying
11 aye.

12 (Chorus of aye.)

13 CHAIR WALDRON: Opposed? Abstention?

14 Okay. Unanimously we'll find a spot
15 to fit it in today, Jacob.

16 VICE CHAIR BERNAL: Thank you.

17 CHAIR WALDRON: If there are no other
18 changes, the Chair will accept a motion for
19 approval or non-approval of the minutes.

20 Is there a motion to approve the
21 minutes of our last meeting?

22 MEMBER CARROLL: I move to approve.

1 CHAIR WALDRON: There's a motion moved
2 by Kim Carroll, is there a second?

3 MEMBER WHITMAN: I second that motion,
4 Winona Whitman.

5 CHAIR WALDRON: Winona Whitman,
6 seconded, any discussion?

7 All those in favor signify by saying
8 aye.

9 (Chorus of aye.)

10 CHAIR WALDRON: Opposed? Abstention?

11 Carries unanimously.

12 We have our first speaker, whom I have
13 some introduction, but we all know him very well,
14 I presume. Ian has worked with our program for
15 quite a few years. And we've been happy to have
16 him on board. Dr. Ian Record is the Director of
17 the Partnership for Tribal Governance, known as
18 PTG, of the National Congress of American
19 Indians, NCAI.

20 Dr. Record has been instrumental
21 working with tribes to strengthen the governance
22 systems, he's also the lead researcher and

1 developer of Tribal Workforce Development, the
2 special tribal toolkit that we have all used,
3 right?

4 As you probably know, NCAI is the
5 oldest and largest Indian organization in the
6 United States, representing all tribes. Thank
7 you for being with us, and you are on, sir.

8 DR. RECORD: Thank you, Darrell, so
9 much for having me. And thank you to all the
10 NAETC Members, again, for welcoming me back to
11 these meetings.

12 It's good to reconnect with everyone
13 and always a little daunting to talk about an
14 issue that I know you guys know far more about
15 than I ever will. I know, as I've mentioned to
16 Athena many times, I know enough to be dangerous.
17 And so, I'll try to be a little dangerous here.

18 A lot of you have heard me talk about
19 a lot of these things I'm going to share in
20 recent meetings of this body, and then also, at
21 other national and regional tribal workforce
22 development conferences.

1 But I'm just confirming that I do have
2 control of the screen.

3 CHAIR WALDRON: Yes.

4 DR. RECORD: Okay, and we'll want to
5 switch to slideshow then. Yes, there we go.

6 Is everyone seeing just the main
7 slide, or the next slide as well?

8 MS. BROWN: The next slide also.

9 MEMBER WHITMAN: I see the two slides.

10 DR. RECORD: There we go. All right,
11 let me see if I, let me try this.

12 I'll just ask somebody to -- I'll say
13 next slide, please, if that works.

14 So, first I wanted to send regrets on
15 behalf of my colleague, Julia Wakeford, from our
16 government relations team. Julia joined the
17 staff about a year and a half ago, and has since
18 become our primary lead on policy, when it comes
19 to workforce development. And I'm still a member
20 of the team in terms of assisting her with policy
21 matters, and also meeting on our programmatic
22 workforce area.

1 Next slide, please. So, as many of
2 you guys know, we've been working on this issue
3 for many -- for decades now on various levels.
4 Since I've been on board, we've really worked
5 aggressively to look at what is really spurring
6 success in tribal workforce development.

7 And really it boils down to as -- this
8 is not news to any of you in this meeting, but
9 the evidence fully shows, the research fully
10 shows that it's really tribal self-determination,
11 self-governance that is at the heart of success
12 in tribal workforce development.

13 Those initiatives, those programs that
14 really move the needle, that really led to
15 lasting systemic change in the tribal community,
16 in this arena, mall flow from tribes, tribal
17 nations, tribal organizations taking the reins,
18 taking the ownership, being allowed to do that.
19 And then being resourced appropriately, first and
20 foremost by the federal government to do cutting
21 edge work. To take the risk necessary to
22 innovate, to learn from their own mistakes, and

1 find more efficient and effective pathways
2 forward, that really make a difference in the
3 lives of individual tribal citizens and their
4 families. And that's the lens through which we
5 interpret this work and we advance this work.

6 Next slide, please. I always share
7 this quote when I present on this issue, because
8 to me this is ultimately what it's about. You
9 know, all of you work in various capacities to
10 further this mantra, if you will. We are
11 rebuilding tribal nations by building people.

12 You know, tribal nation rebuilding
13 really starts at the individual level. And
14 empowering individuals and native people to
15 achieve their fullest potential, by removing from
16 their path roadblocks that stand in their way,
17 and enabling them to cultivate their natural
18 talents, skills and aspirations.

19 So, we take a very broad, at NCAI, we
20 take a very broad comprehensive approach to this
21 question of how can tribal nations rebuild their
22 nations, by building tribal workforces that help

1 them achieve their long-term vision for vibrant
2 tribal futures, to create an environment of
3 empowerment for those generations yet to come.

4 Next slide, please. So, and this just
5 gives you a little bit more nuance into what, how
6 we envision this. So, it's, you know, when we
7 think about workforce development, we don't
8 approach it through a narrow lens. We approach
9 it again, through a very comprehensive lens, and
10 really thinking about it holistically.

11 And who needs to be at the table? Who
12 needs to be involved with figuring out how do you
13 build workgroups? How do you develop a
14 workforce? And what does that look like? And
15 for what greater purposes? And so, you know, for
16 us it's about identifying and creating
17 opportunities, and then preparing citizens to
18 seize those opportunities that again, look not
19 just at the client that a program might serve,
20 but who's relying on that client? Who does that
21 client rely on to lead a productive and
22 satisfying life?

1 And then, if you take a step back, to
2 the individual and, or his family, looking at
3 citizens, communities and cultures and looking at
4 how are tribes developing integrative approaches
5 to those? And honestly, undertaking integrative
6 approaches that quite honestly, the federal
7 government has never been either equipped or
8 inclined to pursue.

9 And that's why things like 1477 and
10 166 are so vitally important, because it provides
11 that platform of flexibility, that platform of
12 latitude for tribal nations and organizations to
13 undertake those integrative approaches that
14 aren't siloed by federal agency, that aren't
15 siloed by an individual program, and really, you
16 know, take forward the holistic solution to what
17 has always been a holistic challenge.

18 Next slide, please. And we've done,
19 NCAI has long done research in this area to kind
20 of look at what are the key difference-making
21 factors? And one of the key departments within
22 NCAI as many of you know, is the Policy Research

1 Center.

2 And it's hard to believe this now, but
3 it's almost a decade ago, they did a brief, a
4 policy brief on jobs, that looked at jobs in
5 higher education. And what's the relationship
6 between the two in Indian Country? And what the
7 research found was that self-governance, self-
8 governed tribal investments in higher education
9 workforce development had these sort of
10 transformational benefits that extend far beyond
11 individuals.

12 So, if you think about it in terms of,
13 you know, financial parlance, return on
14 investment, you know, calculated, sustained,
15 meaningful investments in tribal workforce
16 development on tribal terms will have these
17 far-reaching benefits that go far beyond just
18 workforce development. They'll have these
19 transformational benefits that impact culture,
20 that impact society, that impact community. That
21 impact the ability of a tribal nation to exercise
22 its sovereignty effectively.

1 I mean we see this across Indian
2 Country, where more and more tribal nations are
3 investing very, very, in very, very targeted
4 fashion to develop workforces in either
5 governance or development, or both. And the
6 long-range benefits of that, those investments
7 are extraordinary in the nation's ability to
8 effectively diversify its economy, to create more
9 job opportunity, be that home. To strengthen
10 their governance capacity in order to take over
11 more and more services that the federal
12 government has long administered. And do them in
13 a way that they feel makes sense for them, and
14 may not necessarily be a cookie-cutter approach
15 that the federal government has long employed.

16 And so, we see this more and more, and
17 one of the wonderful parts of my job is to be
18 able to track and document the extraordinary work
19 that so many tribal nations are doing in this
20 area.

21 Next slide, please. So, as Darrell
22 mentioned, about three years ago now, we released

1 our Tribal Workforce Development Decision-Framing
2 Toolkit, which you can find on our website.

3 And you'll see a web link for this
4 here in a minute. But this really tried to
5 capture, at a comprehensive level, the
6 extraordinary efforts that tribal nations are
7 undertaking, to distill out some best practices
8 that we've seen from across tribal nations, and
9 then show those back out to the tribes.

10 Next slide, please. And we focused in
11 on 15 key strategic considerations. So, in all
12 of the research that we did, looking at what
13 different tribes are doing in this area, we honed
14 in on 15 different areas, or strategic areas that
15 tribes can -- that are effective and innovative
16 in the space, that tribes tend to focus in on.

17 And for each of these, we posed
18 questions to consider for tribal leaders and key
19 decision makers. We offered a set of policy
20 recommendations. So, these are what we see as
21 effective strategies that tribal nations across
22 the country, at the tribal level, have employed,

1 and that we are proffering these for other tribes
2 to consider employing. And then we also featured
3 a couple of leading examples of what different
4 tribes are doing in the space.

5 Next slide, please. And here's a list
6 of them, of the 15. And, you know, just as an
7 example, closing a loop. One of the
8 considerations that we focused on was, how are
9 tribes who are investing in their young people,
10 for example, in higher education to go off and
11 get degrees, how are they ensuring a return on
12 investment by figuring out how we bring those
13 folks back home?

14 How do we ensure that we are
15 leveraging the skills and education experience
16 that we are helping them to develop, on behalf of
17 the tribe? Or do we somewhere within the tribal
18 community, so they're enriching and improving the
19 quality of life in our tribal community?

20 Next slide, please. And then what
21 we've been doing since then, since we released
22 the toolkit, is we've launched a pilot project

1 working with two tribes in Meskwaki Nation in
2 Iowa, and the Bois Forte Band of Chippewa in
3 Minnesota to implement, develop and implement a
4 strategic plan for workforce development using
5 our toolkit as a guide. A guide for developing
6 strategy, and implementing strategy.

7 And they've been making some great
8 headway on this. Obviously, COVID has thrown a
9 wrench in the works of the efforts of not just
10 these two tribes, but a lot of tribes across the
11 country. But now that we're emerging slowly but
12 surely out of COVID, both tribes are moving
13 forward with, as an example, developing and
14 implementing 477 plans.

15 Meskwaki, for example, is embarking on
16 a career pathways initiative that is being
17 developed in close consultation with Gila River
18 Indian Community, which was, as many of you know,
19 the first tribe in the country to receive a
20 Department of Labor career pathways grant.

21 And so, it's really exciting to see
22 this work. And out of this engagement with these

1 two tribes, we're developing more of a formula
2 for how tribes can take the toolkit and
3 implement. We'll have more information coming
4 out on that in the next year or so.

5 Next slide, please. And as many of
6 you know, we did a set of four in-depth case
7 studies on leading tribal approaches to workforce
8 development. And those are available on our
9 website at the URL below.
10 ncai.org/ptg/workforce-development.

11 Next slide, please. And as you guys
12 know, so that was sort of more the programmatic
13 side. Now, on the policy side, we've been very
14 active and continue to be.

15 As many of you know, last year, right
16 before COVID hit, we released Version 2.0 of our
17 Comprehensive Brief on Workforce Development that
18 features leading policy recommendations to both
19 Congress and the Administration on how the
20 federal government can empower tribal workforce
21 development on tribal terms.

22 And you know, in this brief we make

1 essentially the same point that I've already
2 made, which is that, you know, tribal innovation,
3 tribes taking the rein and figuring out their own
4 priorities for workforce development, and then
5 advancing them, those priorities on their own
6 terms, is really what is at the heart of
7 workforce development success in Indian Country.

8 And it's the federal government's job,
9 not to dictate to tribes in workforce
10 development, but to consult with tribes and
11 figure out how best the federal government can
12 support, and not direct, but support tribal
13 workforce development.

14 Next slide, please. And obviously,
15 you know, a lot has happened since we released
16 this brief just about 15, 16 months ago, we've
17 had an election. We've had a change in
18 administration. We've seen the Biden executive
19 orders come out on both consultation, which
20 obviously has a direct bearing on this body, and
21 then also, the executive order on racial equity,
22 which as, for those of you familiar with that

1 specific executive order, a lot of it discussed
2 the shortcomings when it comes to data for
3 communities of color, which of course includes
4 Indian Country.

5 And so, you know, that I think, bears
6 witness to the fact that things like the American
7 Indian Population Labor Force Report is so
8 vitally important to equipping tribal nations and
9 organizations with the information and data that
10 they need to make informed, strategic decisions
11 on how best to serve, you know, the native
12 populations when it comes to workforce
13 development.

14 And then also, what's the appropriate
15 level of support, both in terms of funding and
16 technical expertise that the federal government
17 needs to provide tribal nations and organizations
18 so that they can do workforce development as they
19 see fit, and to the extent that they need based
20 on the size and needs of their service
21 population.

22 So, here's just some key selected

1 recommendations from the brief. I know there's
2 an ongoing conversation between tribal nations
3 and organizations, this body, the Department of
4 Labor, other federal agencies on these, but I did
5 want to highlight some of them.

6 No surprise, we advocate for increased
7 annual appropriations for tribal workforce
8 development, and obviously WIOA Section 166, this
9 body being, you know, DINAP, NAETC, being part of
10 that formula, if you will.

11 You know, we've been harping for the
12 last few years now on why it's important that
13 WIOA 166 is not transferred into the State Adult
14 formula grant program. Obviously, we feel like
15 we're on more solid ground for keeping that
16 desire at bay. But, you know, we always to name
17 that and make sure that that never happens.

18 There are several recommendations in
19 the brief about how the federal government, both
20 on the Congressional side, and on the
21 administration side, can strengthen the NAETC.
22 And I'll talk in more detail about a couple of

1 those recommendations here in a minute.

2 More recently, we've been joining with
3 our partners across the country on why it's so
4 important that the Department of Labor does the
5 American Indian Labor Force Report right. That
6 they do it full consultation, full and ongoing
7 consultation, with tribal nations and tribal data
8 experts, and that they don't rush it.

9 It's better to do it right than to do
10 it quickly, is a point we've stated explicitly in
11 our correspondence with the Department of Labor
12 over the last year on the subject.

13 And then, we've been working very
14 closely with the 477 Tribal Workgroup and our
15 other partners on pushing the White House and the
16 Department of Interior, and all of the other 11
17 agencies that are mandated to follow the 477
18 expanded law, to immediately amend the inter-
19 agency MOA. And I'll talk more about that here
20 in a second.

21 Next slide, please. So, in terms of
22 funding, as many of you know, NCAI does an annual

1 Indian Country budget request. The latest one
2 for FY22 was released earlier this year and it's
3 called Restoring Promises. And that can be found
4 on NCAI's website.

5 I did want to, I did want to highlight
6 that, and that budget request which NCAI develops
7 in close consultation with a variety of partners
8 from across Indian Country, national, regional
9 native organizations.

10 And we, you know, we consult on this
11 particular, Department of Labor budget
12 preparation asks, we consult with all the usual
13 suspects in this space, including this body.

14 And, you know, for the last several years we've
15 been advocating for a minimum of 60.5 million for
16 DINAP.

17 And as you may have noticed in the
18 recent President Biden's budget request. He is
19 asking for an increase from the FY2021 enacted
20 number of 55.5 million, he's asking for 58
21 million, which is less than what we've asked for.
22 So, we're going to be pushing hard on that number

1 to try to get at least 60.5 million in the FY22
2 budget.

3 And, you know, if anyone is interested
4 in connecting with us on that, feel free to reach
5 out to me, and, or my colleague, Julia Wakeford,
6 and we'll make sure that we've joined forces in
7 all the ways that we need to, to continue to
8 ensure that higher, for that higher number, which
9 we think is important.

10 It's also important to note that, in
11 this, in our NCAI's Indian Country budget
12 request, we also requested \$107 million for Youth
13 Build. And the current FY enacted level is 96.53
14 million. In the Biden request, he actually
15 requested 145 million, which is an increase of 50
16 percent. As you see here in this figure here.

17 So, the 96.53 last year, the Biden
18 request is 145 million. So, obviously, we're
19 quite happy with that number and we're going to
20 be doing everything we can to keep that number
21 intact, or at the very least, you know, make sure
22 it doesn't get down below our ask of 107 million

1 for that program. Because we know what a
2 difference that makes in Indian Country.

3 Next slide, please. Here's just,
4 here's a snapshot, a screenshot of the policy
5 brief that we released last year, and some of the
6 things that we advocated for. You know, amending
7 NAETC's governing charter to ensure full Council
8 membership at all times.

9 As many of you know, during the
10 previous administration, that was a huge issue.
11 Where members were terming out, and then they
12 were not being immediately nominated and
13 replaced. And so, you had this sort of
14 inactivity take hold with the Council because
15 there just wasn't enough members currently
16 seated.

17 And so, we're going to continue to
18 push on that front to make sure that, you know,
19 every measure is taken to ensure that the Council
20 is at full capacity, and full speed on every step
21 of the way so that it can actually live up to its
22 charter.

1 And then there's some technical
2 amendments we've been pushing for on the
3 legislative front, to not punish tribal nations
4 and organizations around accountability,
5 performance standards, things like that. And
6 then, just, you know, wanting to make sure that,
7 you know, around things like formula funding,
8 that tribes have the flexibility that they need.

9 Next slide, please. And then, you
10 know, there's another, there's another
11 recommendation here that, you know, we would
12 invite further conversation on, about how does
13 the Department of Labor continue to elevate the
14 NAETC within the department. Make sure that, you
15 know, when the Council speaks, that all the right
16 people with the decision-making authority are
17 listening, all the way up to the top, and that,
18 you know, Indian Country figures prominently in
19 how the department approaches its challenge of
20 developing the American workforce, and that it,
21 that Indian Country is an explicitly named part
22 of that equation.

1 Next slide, please. And then circling
2 back to the Labor Force report, as many of you
3 know, this is an incredibly important issue, has
4 long been. You know, the main reason why
5 Congress transferred the authority, the decision,
6 for developing this report from Interior to Labor
7 is because Interior had failed in its duty to
8 produce an accurate report, in accordance with
9 the law, which is every two years.

10 And, you know, this, authority was
11 transferred to Labor back in 2017, and here we
12 are, you know, roughly four years later, and
13 there is yet to be a Labor Force report produced
14 by Labor. And while that's, that's unfortunate,
15 it doesn't mean that Labor ought to rush it and
16 get it wrong. And really, it is incumbent upon
17 Labor to get it right.

18 We've shared in correspondence along
19 with our partners last July, and then again on
20 the response to the request for information that
21 the Labor put out, essentially the same messages.

22 That, you know, Labor has to be sure

1 that's it's mining the right data, that it's
2 allowing for tribal data to be part of the
3 equation, and that this report is developed in a
4 full ongoing consultation with Indian Country,
5 all the way through. We've enumerated several
6 ways that it can do that, and I'd be happy to
7 share this correspondence with anyone who is
8 interested.

9 Next slide, please. And lastly, I
10 just want to wrap up, before we open it up for
11 any Q&A or discussion in the time I have
12 remaining, the 477 Inter-Agency MOA. This thing
13 has been a poison pill since day one when it was
14 essentially implemented back in December 2018.

15 And we knew going in that it was not
16 going to work effectively, and our worst fears
17 have been confirmed. You know, this is a, this
18 is probably the most telling quote I've heard.

19 And it actually came from a Department
20 of Labor representative at a meeting between the
21 477 Tribal Workgroup and the federal agencies,
22 back in September 2019. When the DOL

1 representative at the meeting said, you know, and
2 this is not even a year after the MOA had been
3 implemented, that, you know, we wanted to follow
4 the law, but the MOA prevented us from doing so.

5 So, that tells you right there that
6 the MOA is unlawful. And we've been singing the
7 same song to Interior and those agencies for the
8 last almost three years now. And we'll continue
9 to do so.

10 We submitted comments for their RFI --
11 or I'm sorry, their latest round of consultation,
12 which was actually, Interior's latest round of
13 consultations, which was actually terminated
14 early, which we hope is a positive sign, in that,
15 they've seen, or they've heard all they need to
16 hear about where Indian Country stands on the
17 MOA, and that they're now committed to fixing it.

18 And so, we're continuing to apply all
19 pressure on DOI and the other federal agencies to
20 come to the table with Indian Country and fix
21 this MOA, which is essentially designed to codify
22 in place the very bad behavior that the 2017 law

1 was meant to uproot and eradicate.

2 Next slide, please. And, you know,
3 we're calling in this, in this call to action,
4 you know, five essential fixes. I don't really
5 need to go into these, but, you know, the biggest
6 issue is that the way the MOA works, it provides
7 the ability for other agencies to essentially
8 exercise veto authority over programs that are
9 covered under the law, that tribes should be
10 allowed to include in their 477 plan.

11 But if an agency happens not to like
12 that they're -- one of the programs over which
13 they hold purview is included in the 477 tribal
14 plan, they can essentially exercise veto
15 authority. And DOI, at least to date, has not
16 challenged them on that veto authority. And so,
17 it's essentially rendered the 2017 law completely
18 ineffective until this MOA can be fixed.

19 Next slide, please. So, there's a
20 link to the Tribal Governance and Special
21 Projects part of the website. And there's my
22 email address if anyone wants to fault with me on

1 any of the issues or activities that I've
2 covered. And I'm available now for questions or
3 discussion.

4 MS. ECHOHAWK: Folks are all muted.

5 CHAIR WALDRON: Do we have a question?
6 Any questions?

7 MS. BROWN: Joe Quintana has his hand
8 raised.

9 CHAIR WALDRON: Chair recognizes Joe
10 Quintana, please state your region.

11 MEMBER QUINTANA: Good morning,
12 everyone. Joseph Quintana, Region 6. Thank you,
13 Ian, for joining us today. I'm glad to see that
14 you're doing well, especially as we're coming out
15 of the pandemic.

16 A couple of questions and then I'll
17 wait for your answer.

18 First, I know you mentioned quite a
19 bit about the tribal nation community, but
20 looking at the urban Indian population as a
21 whole, the state which I reside in now, 90
22 percent of the current American Indian population

1 now reside in urban Indian centers.

2 And so, at the start of the pandemic,
3 we were very much wondering what type of
4 challenges the American Indian communities were
5 facing, and particularly looking at unemployment
6 rates?

7 Here in Southern California, at the
8 height of the pandemic, the unemployment rate was
9 around 13 to 15 percent for the general public.
10 So, we were estimating that the American Indian
11 population was looking at 17 percent higher, but
12 we couldn't find definite answers.

13 And we did reach out to a number of
14 people across the nation, including local
15 academic, UCLA, University of Arizona, Stephen
16 Cornell whom you know, in trying to address the
17 issue. And a lot of the response that we
18 received is people aren't looking at the urban
19 Indian population.

20 I'm wondering how we can best address
21 it going forward? Is there additional data
22 that's been received now that we're one year in,

1 and any recommendations going forward?

2 And then, a second question that I
3 also have is in regard to the workforce in
4 general. We know a number of tribes across the
5 nation, in particular the Navajo nation, were
6 impacted significantly by the COVID-19 crisis.

7 Are we looking at a workforce that is
8 prepared for -- we got them to be prepared for a
9 normal, in regards to working from home. But now
10 we're asking them to get ready and go back to
11 work. And are they going to be ready for an even
12 more competitive job market?

13 So, those are just the two initial
14 questions I have. Thank you, again.

15 DR. RECORD: Yeah, thank you, Joe.

16 So, on the data question, I know it's
17 an issue. I definitely want to connect you with
18 our Policy Research Center, which is our,
19 essentially our data shop. We've had some
20 conversations about how do we capture and where
21 do we look to capture, from existing sources, or
22 active sources, worker relocation?

1 So, you know, as you know there's been
2 a lot of coming and going from urban centers to
3 reservation communities since COVID started, for
4 a variety of reasons. And then the fact that,
5 you know, you have a large number, growing number
6 of major employers who are embracing telework as
7 a long-term solution.

8 I think it really makes it incumbent
9 on tribal leaders to think proactively about the
10 challenges that presents, but also the
11 opportunities that presents to bring more of our
12 people back home to where they can work remotely
13 on reservation, in community, and maybe working
14 for an employer that's located in an urban area.

15 I think the other thing that we need
16 to get on top of when it comes to data, is what
17 are the worker reskilling needs for tribal
18 workers?

19 So, and obviously, you know, tribal
20 governance has a major role to play in that, in
21 terms of figuring out, you know, locally on our
22 reservation, reservation and neighboring economy,

1 what does the changing dynamics look like in
2 terms of the market and what kind of workforce
3 we're going to need as a tribe, and what kind of
4 workforce opportunities are going to be available
5 around us, given how COVID has transformed the
6 employment landscape in many areas?

7 But also, just in terms of some of the
8 industries that have increased expediently since
9 COVID, and some of those that just are not going
10 to come back like they did before COVID.

11 And then also, like as you think about
12 things like infrastructure, and with what is
13 likely to be a major infrastructure package
14 coming through Congress in the next, you know,
15 hopefully sooner rather than later, but, you
16 know, hopefully with full consideration of Indian
17 Country's needs and priorities in it.

18 What will that look like in terms of
19 investments that will be available to tribal
20 nations, tribal organizations, that they can then
21 deploy strategically?

22 And obviously strategically is going

1 to mean, you know, with all of the best available
2 data to make informed strategic decisions about
3 how best to leverage those resources around
4 things like green energy jobs, infrastructure
5 jobs, things like that.

6 And then if you can actually, I don't
7 know if I touched on both of your questions
8 there, but I wanted to make sure I actually
9 touched on your second one.

10 MEMBER QUINTANA: Second one was, well
11 no, I appreciate it. You did touch on it a
12 little bit. The second was in regard to tribes
13 who have been impacted significantly by COVID-19.
14 And we got them to adapt during their digital
15 crisis, and then what we can do to assist them as
16 they, we now ask them to go back to work?

17 We talked about reskilling, we talked
18 about preparing them for new, different job, type
19 of job market. So, I think those all answered my
20 questions.

21 DR. RECORD: Yeah, and the one other
22 thing I'll say is, you know, we're doing more and

1 more work around getting tribal leaders and key
2 decision makers trained in on the relationship
3 between economic development and workforce
4 development, and the need to integrate those at a
5 foundational level, and then out to the
6 programmatic level.

7 And so, you know, and really, we've
8 done a lot and will be doing a lot. We're
9 actually releasing later this year a toolkit on
10 economic development. How can tribes build
11 thriving, resilient tribal economies?

12 And, you know, particularly in the
13 wake of COVID, in really looking at COVID not
14 just as a crisis, but as an opportunity to take a
15 big step back. And take a hard look at how
16 tribes have done economy in recent years. And
17 how they need to perhaps think about it
18 differently and more holistically.

19 And workforce development being part
20 of that holistic vision around economic
21 development, to think beyond just, okay let's
22 just diversify our economy beyond, you know,

1 gaming and retail. Because, you know, we've seen
2 how fragile those things are with COVID. And,
3 you know, maybe increase competition in the
4 market place and things like that.

5 But how do we look longer term, and
6 actually create a fertile ground for economy, any
7 kind of economic activity to take root and grow?
8 And what does that look like for the type of
9 workforce that we need to create and get out
10 ahead of that curve, to where we can start
11 developing a workforce now that will be ready to
12 plug and play, you know, five to ten years from
13 now?

14 And that's, you know, for example like
15 what, you know, a community like Gila River is
16 doing with their career pathways initiative. And
17 so many other tribes are trying to do that long-
18 range workforce development, projecting and then
19 developing towards that projection.

20 CHAIR WALDRON: Thank you very much.
21 Are there any other questions?

22 MEMBER SEVEN: Yes, this is Kay. So,

1 hey, it's good morning in Idaho.

2 (Native language spoken.)

3 MEMBER SEVEN: So, I wanted to share
4 something that I've been a part of in Idaho.
5 Idaho, with the Idaho Workforce Development
6 Council and the Idaho Association of cities and
7 counties, went into -- in agreement with the U.S.
8 Chamber of Commerce and their curriculum called
9 Talent Pipeline Management -- and Idaho selected
10 30 Idahoans to go through a six-month academy in
11 2020. I was selected to be one of those 30
12 members and it's been an exciting curriculum.

13 And the tools and resources available
14 through the Chamber of Commerce are exactly the
15 tools that I think Joe was asking about in terms
16 of a portal for industry to gather data to make
17 informed decisions on their workforce development
18 plans in the next year, or three to five years.

19 And also includes, you know, asking
20 the question, well which institution provides the
21 educational programming or training programs that
22 will prepare our workforce for us?

1 So, it's been real exciting here in
2 Idaho. Not only doing this Talent Pipeline
3 Management, but working with our Stem Ecosystem
4 network. And building better connections with
5 the institutions and a lot of partners on
6 building pipelines in Idaho in energy,
7 manufacturing, healthcare, hospitality,
8 cybersecurity, and there was even a category for
9 travel industry.

10 So, I'm real excited about what we're
11 ready to do here. Thank you.

12 DR. RECORD: Yeah, thank you, Kay.
13 I'll just, one reaction to that. We've been
14 doing a growing amount of work with food
15 sovereignty. We have a new food sovereignty
16 advancement initiative. And a lot of that
17 focuses on our workforce development.

18 You know, because there's a -- I think
19 even before COVID there was a growing number of
20 tribes that were trying to tackle
21 comprehensively, How do we reclaim control over
22 our food systems and not be so vulnerable and

1 dependent on, you know, the outside food supply
2 chain, and all that thing?

3 And certainly, COVID has exacerbated
4 the long-standing food insecurity issues in so
5 many tribal communities. And so, you're seeing
6 out of the, out of both the CARES Act and now the
7 American Rescue Plan funding, a growing number of
8 tribes taking a significant portion of the money
9 that they're receiving and plowing it into things
10 like developing their capacity as a tribal
11 government.

12 To launch food sovereignty-based
13 enterprises which of course will require all
14 kinds of expertise. You know, everything from,
15 you know, tilling the soil to, you know, managing
16 the finances on the other end. And then also, at
17 the individual entrepreneurial level, the
18 individual native farmers, and ranchers.

19 And so, that's an area where you're
20 seeing a lot of innovation, where in order to get
21 a better handle on the data, tribes are
22 partnering with, you know, four-year universities

1 that have applied research institutions that
2 either have, or are willing to partner with
3 tribal nations and or urban Indian organizations
4 to help them get a handle on just what are the
5 labor workforce, you know, data dynamics right
6 now?

7 What is, you know, where are workers
8 moving? What kind of workers are seeing their
9 skills become antiquated, based upon, you know,
10 shifting market place, things like that?

11 So, and in fact, in the food
12 sovereignty space, we're going to be releasing in
13 the next year, a -- what did we call it -- a
14 partnerships guide that shows in each region
15 where tribal governments and tribal organizations
16 can go to partner with things like four-year
17 colleges, small business incubator centers,
18 things like that to help get a handle on the
19 data. Help connect science with support
20 services, technical assistance, training, all
21 that kind of stuff.

22 MS. BROWN: Joe Quintana has his hand

1 up.

2 MEMBER QUINTANA: So, hello, again.
3 Me in Region 6. Didn't quite have my hand up. I
4 did have a big thumbs up in regards to everything
5 you were just mentioning. But it did however,
6 pique my interest in regards to think-tanks.

7 I know you primarily represent the
8 sovereign nations across the country, but how can
9 we better, be better working with think-tanks as
10 far as looking at long-term communal change?

11 Especially I'm thinking about things
12 that are impacting our people, not just now
13 during the COVID crisis, not only did we just
14 come out of a pandemic, we also came out of real
15 turmoil in regards to recognizing racial
16 injustice, working towards equity, an equitable
17 lens. And then also, of course we also are
18 coming through a time when we just had a major
19 Supreme Court decision with the McGirt case.

20 So, this is a real interesting time,
21 especially for native people. And I'm thinking
22 how could we insert our perspective as far as

1 looking at long-term communal change? Not just
2 within our own spheres or silos, but looking at
3 doing it at a much grander scale. I don't know
4 if you have any recommendations there?

5 DR. RECORD: Yeah, I mean, I think the
6 landscape is, we're at an opportune moment, let
7 me put it that way, given the convergence of
8 forces. I think particularly the philanthropic
9 world has its focus more squarely on Indian
10 Country that perhaps it ever has.

11 We work very closely as an
12 organization with, in the racial equity space
13 with a lot of the other major national racial
14 equity and civil rights organizations. We're
15 actively involved in The Leadership Conference on
16 Civil and Human Rights.

17 But, and we work in an even deeper
18 more granular level through what's called the
19 Kellogg Foundation Racial Equity Anchors
20 collaborative, with organizations like NAACP,
21 National Urban League, UnidosUS, and about five
22 other organizations to really advance common

1 priorities that, you know, where we see these
2 systems and policies that are rooted in racial
3 and economics inequity that are directed at all
4 people of color, no matter, you know, if they're
5 native or Hispanic, or African American.

6 It doesn't really matter, you know,
7 obviously the way they manifest in those various
8 communities may be slightly different, but
9 they're all rooted in the same systemic policies,
10 and really shining a bright spotlight on that.
11 And then advancing policy solutions that we all
12 agree would lift all boats, so to speak.

13 And so, that's been really
14 instrumental in uplifting and gaining, and
15 generating great visibility for how a lot of
16 these polices really impact native communities,
17 both in the reservation areas, and then urban
18 areas. You know, so, things like, you know,
19 police violence against native people.

20 We've been able to really raise the
21 visibility of the disproportion impacts,
22 particularly in urban areas, of police violence

1 against native people. Whereas, you know, it
2 might be hard for national media to take, to pay
3 attention to that, you know, four or five years
4 ago. Now it's, you know, we're part of that
5 conversation every step of the way. So, it's
6 been really helpful.

7 CHAIR WALDRON: I am sorry, I'm having
8 some technical difficulties and just was
9 disconnected for a minute. And just please
10 standby if I get disconnected again and I'm gone.

11 Are there any other questions? There
12 being --

13 MEMBER HIBBELER: Darrell, this is
14 Pat.

15 CHAIR WALDRON: -- none, thank you
16 very much.

17 Hi, Patty.

18 MEMBER HIBBELER: Hi, sorry. Hello,
19 Ian, how are you? Patty Hibbeler, from Region 6.

20 CHAIR WALDRON: The Chair recognizes
21 Ms. Hibbeler.

22 MEMBER HIBBELER: Thank you, Darrell.

1 I just have a quick question, building on
2 Joseph's last question, maybe a little more
3 simpler one. How can this Council interact and,
4 with NCAI closer? We hear from you when we have
5 our meetings twice a year, but we really want to
6 be able to create that native think-tank as
7 Joseph put it, moving forward.

8 And make sure that we're having those
9 conversations as you're beginning to lead your
10 policy people forward in workforce development?

11 DR. RECORD: Yeah, we're all for it.
12 I mean, you know, we're going through a bit of a
13 transition as you know. We brought on the new
14 CEO, Dante Desiderio, a few weeks ago. And many
15 of you know, he came over to NCAI from NAFOA.

16 And so, we've been, you know, we've
17 been briefing him on everything we've been doing.
18 And starting to chart out, you know, a strategic
19 path forward on a lot of these key issues,
20 including workforce development.

21 And, you know, we're dealing with a
22 little bit of a transition on our government

1 relations team, because, you know, with the new
2 administration coming in, they see all the great
3 work our staff's been doing.

4 And so, we have, you know, our top two
5 policy people recently left to take, you know,
6 really important positions with Commerce and
7 Treasury to help distribute all this funding
8 that's coming through the American Rescue Plan,
9 which is a great thing.

10 But I do agree with you that a more
11 regular, you know, process where we can regularly
12 interact and begin to think and flesh out the,
13 that broad outline of what this, you know,
14 institute might look like. And how we can really
15 get at the things like the dearth of data in
16 urban Indian communities? And making sure that
17 they're a part of the, more fully part of the
18 equation.

19 And then also, figuring out, you know,
20 how do we, how do we help the urban Indian
21 organizations better connect with tribal
22 governments to make sure that there's this

1 comprehensive picture about where all tribal
2 citizens are, how are they working, what kind of
3 skill development do they need, all that kind of
4 stuff.

5 MEMBER HIBBELER: Absolutely, Ian. I
6 wholeheartedly agree. And I also think that
7 there's all these different structures and
8 systems around workforce development, that we
9 lead forward in making sure that we know, you
10 know, what the right hand is doing with the left
11 hand so we're in a coordinated effort.

12 I think the more we do that across
13 systems, the greater effectiveness that we will
14 have. So, I'm really interested in working with
15 you, and whoever that might be at NCAI to try to
16 develop that for the Council. Thank you.

17 CHAIR WALDRON: Thank you very much,
18 Pat. So, we are on the hour, I don't know if
19 our, is our next presenter available? Suzi?

20 MS. LEVINE: Hello. This is Suzi
21 LeVine. How are you?

22 CHAIR WALDRON: Fine, Suzi. Let me do

1 your introduction. I wasn't sure if you were
2 gone. I've been having some technical
3 difficulties with my screen.

4 So, Suzi LeVine, as you can all see --
5 I love the colors in the back, the blue and white
6 -- is the Principal Deputy Assistant Secretary --

7 MS. LEVINE: Okay, I'm going to make
8 sure you can see also that, my little Washington
9 State thing there.

10 CHAIR WALDRON: Yes, I do see it over
11 there, yes -- she's in Training Administration,
12 she's the Deputy Assistant Secretary of
13 Employment & Training Administration. Suzi is
14 from the State of Washington, as you see her
15 emblem in the back. State government as a
16 commissioner for the Employment Security
17 Department. Served as the Ambassador to
18 Switzerland -- that must have been fascinating --
19 and to Lichtenstein, close enough.

20 We are happy to be meeting you today,
21 and look forward to having dialog. So, welcome
22 aboard, thank you very much for spending the time

1 with us in the meeting today. You are on.

2 MS. LEVINE: Fantastic, well thank you
3 so much. It is such an honor to be on. And I
4 appreciate the introduction. This is -- in my
5 previous job the National Guard got involved as
6 we were working on Unemployment Insurance, and
7 they called themselves Joint Task Force COHO.

8 So, they had a tribal member of the
9 community who created that logo for them. And
10 so, the back is signed by all the members of the
11 National Guard who helped people attain access to
12 benefits through some work that we had them do.

13 So, and also, you mentioned briefly my
14 time in Switzerland. I worked in close
15 partnership with Ambassador Keith Harper. Who, I
16 don't know how many of you may know Keith? But
17 he was the United States' last representative to
18 the Human Rights Council and brought his
19 experience in Native American affairs very much
20 to that. And brought of a lot of amazing culture
21 to Switzerland. So, just a point of note there
22 in terms of my time in Switzerland.

1 But, I'm especially excited to talk to
2 you all because at the state level, frankly, I
3 felt like there wasn't enough happening at the
4 state level with regard to employment, because
5 there's this sort of separate consideration
6 within WIOA for the tribes versus the general
7 population.

8 And I saw a lot of local workforce
9 development boards doing some great work on this
10 front, up in Omak, out on the peninsula, with,
11 and in partnership with the tribes. But I still
12 feel like there's so much more to do. And that
13 the state workforce agencies themselves, don't
14 have enough engagement. And what I saw was at
15 the federal level, there was.

16 And so, when I had the opportunity to
17 come into this position as Principal Deputy and
18 the Acting Assistant Secretary, I was very
19 excited especially about this area. And I want
20 to thank you, Chairman, for inviting me today to
21 speak. And thank you so much to the team, to
22 Athena, and to Kim for the work that they do in

1 this space.

2 I understand from the folks on my
3 team, that you all as members of Native American
4 Employment and Training Council, really have a
5 broad mix of experience and expertise. And I
6 recognize that the only approach to success is to
7 allow the native communities to decide what works
8 best for them.

9 And so, today, I really hope to get to
10 know you and hear about your ideas, and your
11 interest, and your challenges. And I understand
12 that some of that has already begun in the
13 conversations today. And I'm very excited about
14 working together towards that.

15 We know that many tribes have been
16 disproportionately affected by the pandemic. And
17 I understand that many tribal communities were
18 really completely shut down, like others across
19 the nation. I certainly saw it here in
20 Washington State. And many of your reservation-
21 based communities also faced higher risk
22 complications and are now facing challenges in

1 rebuilding your tribal economies.

2 Although I do want to especially laud
3 the tribal communities who have embraced and
4 really moved forward very quickly towards
5 vaccinations. I definitely want to hear from you
6 on how we can help you rebuild your communities,
7 and get people back to work.

8 This is a tectonic moment in our
9 history, and in our economic structures, and in
10 our social fabric. I mean I want an opportunity
11 to rethink what works and what doesn't work in
12 native communities. Some businesses may not
13 recover. Some have changed forever. Some may
14 come back stronger and better than before.

15 And I really am looking forward to
16 hearing from you on how the tribal economies have
17 been impacted, and your thoughts on how we can
18 help businesses in native communities, and help
19 the communities themselves.

20 I just for example, got off a call in
21 speaking with the Bureau of Prisons, about how we
22 can do more to fight recidivism. And how we can

1 do more during both that time when people are in
2 sort of work release time, as well as in that
3 re-entry timeframe.

4 And I mentioned to them some of the
5 work I've seen here on the ground, in Washington,
6 around this, and the disproportionate impact on
7 tribal communities. And they lit up, like a
8 lightbulb. They were so excited.

9 So, there may be some areas there that
10 we can also work on in terms of re-entry
11 specifically targeted to the tribal communities.
12 I would also like to build on Secretary Walsh's
13 recent testimony on health education and labor.

14 And specifically, his remarks about
15 the President's commitment to ensure that women,
16 people of color, individuals impacted by the
17 justice system, people in recovery from mental
18 health, and their substance use -- substance use
19 disorders, and people with disabilities among
20 other under-represented communities, can access
21 and attain good paying, high quality jobs to
22 build back better.

1 This is a core goal underlying WIOA.
2 And every dollar invested in workforce makes a
3 marked difference in the gains and returns to a
4 community.

5 While many Americans are doing well,
6 I'm keenly aware, and we are all keenly aware,
7 that American Indians and Alaska Natives still
8 lag behind in many areas, such as education,
9 employment and health. And I know that Native
10 Americans have lower academic attainments in
11 comparison to the overall U.S. population.

12 And so, I'm especially excited about
13 the apprenticeship conversation that's going to
14 be happening here, because I feel like our
15 utilization of academic attainment and
16 matriculation to college is a false narrative.
17 And that there are many paths to success, and we
18 need to light more of them up.

19 But I will point out the U.S. census
20 states that only 15 percent of American Indians
21 and Alaska Natives aged 25 and older have a
22 bachelor's degree, compared to 32.1 percent for

1 the U.S. population. I would like to see this
2 statistic changed, and improved.

3 And I think all of our combined
4 efforts can make an impact in native communities
5 and our nation. And I want to make sure that we
6 introduce metrics that don't just rely on a
7 bachelor's degree, but that talk about
8 post-secondary education and credentials.

9 I heard that mentioned before. And an
10 emphasis not just on college being the path to
11 success, but on employment and training being the
12 path to success.

13 I look forward to the articles that
14 aren't just like, so and so is the first in their
15 family to go to college. How about, so and so is
16 the first in the family to get, to pay their
17 mortgage, right?

18 Or, so and so is their first in the
19 family to get a sustainable family wage job.
20 Those to me are the metrics of success, not a
21 specific degree.

22 To improve these statistics requires

1 a really concentrated effort, enhanced education,
2 employment opportunities, and to create pathways
3 to jobs and careers with advancement
4 opportunities. And to help Indians and Native
5 Americans enter and remain in the middle class.

6 And I'll just share back my experience
7 in Switzerland, why I'm so bullish on
8 apprenticeship.

9 So, Switzerland has among the top
10 three GDP per capita in the world. And you think
11 of the Swiss as a very homogeneous group, they're
12 not. But people have sort of a thought about the
13 Swiss, right?

14 Seventy percent, 70 percent of Swiss
15 young people do apprenticeship, not high school.
16 It, college isn't a requirement for success. You
17 go in a room with CEOs, and 50 percent of them
18 served as apprentices to start their careers.
19 So, we know that there are many paths.

20 So, while making college more
21 affordable and accessible to all students is a
22 priority for this administration. So is making

1 apprenticeship accessible and more viable, and
2 increasing apprenticeship by one to 2 million
3 slots.

4 The President's fiscal year '22 budget
5 proposes significant investments in community
6 colleges, including tribal colleges, and in
7 apprenticeship, with an addition \$100 million
8 being put forward towards apprenticeship.

9 As you may know the budget calls for
10 \$58 million more for Native American programs,
11 which is an increase of two and a half million
12 over the current year. And support the continued
13 provision of employment and training grants
14 directly to Indian and Native American
15 communities.

16 We want to make sure that the
17 opportunities that we provide through any
18 training leads to good quality jobs.

19 In 2008, when we recovered from the
20 recession, frankly, it was a false recovery. You
21 had inequitable recovery. You had many people
22 going into jobs that were not sustainable family

1 wage jobs. They weren't good quality jobs. And
2 with this economic devastation of the pandemic,
3 those were the first to be impacted.

4 As we're recovering from this
5 pandemic, we should be focusing our workforce
6 training efforts, including in the Native
7 American community on good quality jobs. And
8 that are especially, that are sustainable family
9 wage jobs.

10 Welcome to a Zoom moment, that's my
11 daughter, Thalia.

12 Thank you, for tolerating that moment.

13 Anyway, yes, I talked about registered
14 apprenticeship being really one of those quality
15 training opportunities. And I'm so pleased to
16 see that tomorrow again, we're going to be having
17 the opportunity to meet with our Office of
18 Apprenticeship.

19 And I know that some of you may have
20 been to that program, but I really encourage you
21 to share the information on the benefits around
22 apprenticeship and how it can afford really

1 expansive opportunity to all the communities.

2 So, I have a lot more to share, but I
3 really want to hear from you. I'm somebody who
4 likes to listen first. And I've been talking too
5 much.

6 So, I'll finish just by saying, we
7 fully support the concept for tribes to continue
8 and build on the integration of employment and
9 training related services into a single,
10 comprehensive plan. And consolidating those
11 services to streamline and provide more effective
12 services to communities.

13 So, I'm going to pause there. And
14 thank you again for inviting me to this
15 conversation. I welcome your input on how we can
16 make our grantmaking process more inclusive and
17 equitable, or any other suggestions you may have
18 about our programs, services, or efforts. I am
19 at your service.

20 CHAIR WALDRON: Thank you very much.
21 The floor is now open for questions from our
22 Advisory Council. It looks like Kim -- the chair

1 recognizes Kim Carroll.

2 MEMBER CARROLL: Thank you, Chairman.
3 Kim Carroll, Other Disciplines. My -- actually,
4 I have comments about the grant-making process
5 through the Department of Labor. We have been
6 very fortunate to have been awarded several
7 Department of Labor employment training grants.

8 However, we're finding that we're
9 having difficulties with some of the requirements
10 that are being placed upon us that really are
11 more geared towards states and don't take into
12 account on our tribal limitations as well as
13 those objectives. I guess my question is can
14 something be done about that?

15 For example, reporting forms for some
16 of the programs includes operators and
17 administrators. You have to separate those.
18 Well, we're both. We're not going to subcontract
19 with someone else. That's just burdensome.

20 MS. LEVINE: That's great feedback.
21 That's very, very actionable and very useful
22 feedback. We actually are doing -- I have

1 assigned one of our senior staff in our agency a
2 special project to specifically look at how do we
3 make our grants more equitable including making
4 sure that they are accessible and available to a
5 more diverse populations of grantees. That kind
6 of feedback is very, very useful.

7 I would ask Athena and Kim to work
8 with Debra Carr to capture some of this feedback
9 as we look ahead at our subsequent grants,
10 especially as we are building out our plans for
11 this next program year. Kim, thank you very much
12 for that very actionable and direct feedback.

13 MEMBER CARROLL: Thank you. Thank
14 you. I'll send you more.

15 MS. LEVINE: Please. Please do.
16 Please do.

17 CHAIR WALDRON: So do we have any
18 other questions?

19 MS. LEVINE: I'll put myself on mute.

20 CHAIR WALDRON: Erwin.

21 MEMBER PAHMAHMIE: Thank you, Mr.
22 Chairman. Erwin Pahmahmie, Region IV.

1 Thank you for being with us today,
2 Suzi. I appreciate the information you provided
3 us. In 2018 we had a representative come and
4 visit me and my colleagues at the tribe in
5 Oklahoma and there was a Department of Labor
6 representative that was -- her focus was
7 apprenticeships and linking tribes with job
8 training institutes and also working on
9 developing the curriculum as well as the
10 accreditations and stuff to be recognized.

11 The deal was this representative not
12 only overseen Oklahoma, they also had Arkansas
13 and Texas. I know that they are going to be,
14 like you said, funneling more money into these
15 projects and stuff, but we also need more
16 technical assistance to get these up and going.

17 We would also like to extend the
18 invite to have one of these representatives to be
19 present at our national conference to help us in
20 those areas of developing these apprenticeships.
21 We're very excited that they go into so many
22 different aspects such as hospitality, customer

1 service.

2 Even the newer innovative green jobs
3 that we're going to try to anticipate for. Those
4 things -- there needs to be more people than just
5 one person that's over three states. She was, I
6 want to say, so busy that, yeah, she sent us some
7 information but that's all I ever heard from her.

8 After that I never heard back from
9 her. I don't know if she's still here or not. I
10 mean, we've all kind of moved forward with other
11 things. Yeah, I'm very excited about the
12 apprenticeship concept -- not concept but proven
13 method, you know, on helping our people be more
14 successful because, yeah, some people have those
15 achievements under their belt. They tend to work
16 more and work harder in their areas of expertise.
17 That's all I have for right now. Thank you,
18 Suzi, for being with us today.

19 MS. LEVINE: Thank you so much for
20 that. Why don't you go back and find out who
21 that was. It would be great if you have a name.
22 Unfortunately, even as funding has expanded over

1 the past few years for grants, there hasn't been
2 comparable funding expansion for the
3 administration of those grants. The Fiscal Year
4 '22 budget does afford that expansion and we are
5 very hopeful that it will pass and we are
6 planning for that expansion of staff and support.

7 In the meantime, though, we are
8 putting out grants that will be announced in the
9 next two weeks to both the state apprentice
10 agencies, but also creating centers of excellent
11 for technical assistance, one of which is
12 specifically dedicated to diversity, equity, and
13 inclusion.

14 What we can do is -- we haven't
15 announced who the recipients are of those grants
16 yet. We've gotten wonderful applications for
17 those. But what we can do is also make sure to
18 connect that up as well to the technical
19 assistance and support for your efforts.

20 I will pre-commit that the Office of
21 Apprenticeship will be happy to engage and be
22 involved in your national conference and

1 supporting you that way. I would ask again
2 Athena and Kim to sort of capture that and then
3 we can follow up with John Ladd and his team on
4 the resources to be dedicated to that.

5 To your point with regards to
6 hospitality, that is music to my ears because I
7 think people have traditionally thought of
8 apprenticeship and the trades have done an
9 amazing job of carrying the torch of
10 apprenticeship over the past decade in the areas
11 related to construction and electricians and
12 plumbers and builders which is amazing, amazing
13 careers.

14 We are now seeing since 2015 really an
15 apprenticeship renaissance that is expanding to
16 new and diverse areas including green jobs,
17 including the hospitality sector, the technology
18 sectors, cyber security, healthcare. You name
19 it, it is now expanding and, again, recognizing
20 that this earn and learn model really is the
21 best.

22 Employers being not just consumers but

1 co-producers of talent is a fantastic model.
2 That's amazing, Erwin, and I'm excited about what
3 we can do to partner with you and accelerate and
4 amplify your work.

5 CHAIR WALDRON: Thank you. We have
6 also questions from Joe Quintana. The Chair
7 recognizes Joe.

8 MR. QUINTANA: Good day, Suzi. This
9 is Joseph Quintana, Region 6. I appreciate you
10 joining us today and hope you and your family are
11 all well as we've come through the pandemic.
12 Also appreciate that you have a couple of Yodas
13 sitting over your shoulder behind you on the
14 other side. Thank you for that.

15 I just want to kind of uplift and talk
16 a little bit more about what Kim had mentioned in
17 regards to giving is looking at intentional
18 giving. I know we're talking about the
19 discussion of an apprenticeship program, but
20 people in my area are in continuous cycles of
21 poverty.

22 Ninety percent of the members here in

1 my area are living below the federal poverty
2 line. Where you were talking about educational
3 achievement gaps, 80 percent of our members
4 received a high school diploma, GED, or they
5 don't graduate at all. Only 12 to 14 percent
6 actually go on into higher education.

7 There's considerable issues that we
8 know that we face. In the last 42 years this
9 program has been continuously underfunded. It's
10 seen 75 percent decreases in the last 42 years.
11 There needs to be major investments taking place,
12 not only across Indian county, but also in the
13 body of the service that's serving them.

14 I know we are also having major issues
15 in regard to gender equality. American Indian
16 women here receive 55 cents for every dollar that
17 a non-Hispanic white male makes. That's a
18 tremendous gap, especially when the bread winner,
19 the one who takes care of the family and has to
20 also go out and find a job, a majority of the
21 time it's young women.

22 There also continues to be barriers to

1 upward mobility. You mentioned having access to
2 the middle class market. Really that's only a
3 dream for many native people. They don't know
4 how that dream can get realized, especially
5 without any further assistance or development.

6 We got them to adapt to the changes of
7 the pandemic. We've also asked them to adapt to
8 working from home. As you can see for yourself,
9 you're facing many of the challenges that we all
10 face, interruptions in the things that we see.
11 Soon we're going to be asked to go back into the
12 work space and back to the office.

13 Many of the people who were on
14 unemployment insurance, those unemployment
15 insurance benefits are going to be removed. How
16 do we prepare that group for a more competitive
17 job market? How do we also prepare them for the
18 scale needed for them to be successful?

19 How also do we overcome the social
20 determinants of health? We know that our
21 membership continues to see low levels of quality
22 of health impacting the majority by job security,

1 housing security, and things like that.

2 So just wondering about your
3 recommendations as we look forward. Most
4 importantly, the investment of our youth don't
5 see themselves as the judge or as the CEO, as the
6 director of an organization because they've never
7 realized that. They don't have anybody whom they
8 can look towards often times to see that. How
9 can we, not just to apprenticeship, but also
10 career exploration as well?

11 I don't know about any of you but it
12 took me about four or five different things
13 before I figured out what I really was good at.
14 I think often times our young people are facing
15 the same challenges as well so just wanted to get
16 your opinion on those.

17 MS. LEVINE: I have many opinions.
18 The good news is I've got the president, you
19 know, and the wind of the president at my back.
20 The American Jobs Plan is proposing \$100 billion
21 in investment in the workforce. That includes
22 more comprehensive services. As you're saying,

1 it's not enough for us to just simply say let's
2 work on your resume.

3 We also need to work on your
4 childcare. We also need to work on your health.
5 We also need housing security. There's mental
6 health. There is helping individuals deal with
7 substance abuse and addiction. There's so many
8 aspects to helping an individual to get escape
9 velocity from poverty.

10 I've seen it in terms of some of these
11 test runs around poverty reduction work groups
12 where how do you get people from below the
13 federal poverty line beyond and help them get
14 that escape. It isn't just by saying let's sit
15 down and work on your resume.

16 Are you using LinkedIn? Do they even
17 have digital access? Do they even have broadband
18 to their community? Do they even have a roof
19 over their heads? Is their address a local
20 shelter? Do they have food? Do they have clean
21 water? What are the different aspects? We have
22 to think about it in a more comprehensive way in

1 dealing with the whole person and dealing with,
2 frankly, their whole community.

3 The proposal within the American Jobs
4 Plan really encompassed that and will be pretty
5 much the most impactful investment ever made in
6 poverty reduction that our country has ever done.
7 So we really are full force in pushing for those
8 happenings. Within that, to your point on jobs
9 and on gender equality, the key lens to, frankly,
10 the whole American Jobs Plan, is equity.

11 Like I said, I've been so impressed
12 that we learned the lessons of the 2008/2009
13 recovery where equity was not at the center where
14 you had people on Wall Street recovering
15 beautifully, and people on Main Street really
16 getting kicked in the keister. What we need now
17 is an equitable recovery and recognition of what
18 does that mean.

19 Equity doesn't mean you give everybody
20 the same thing equally. Equity means you
21 recognize who people are, what their conditions
22 are, and how you help them individually be able

1 to see over the fence. I don't know if you've
2 ever seen that beautiful image that shows you
3 give everybody the same box it doesn't help
4 everybody. You give them the right-size box that
5 they can see over the fence.

6 I have confidence that together,
7 because we can't do this alone, together we're
8 going to be able to succeed in this front and
9 help individuals. Your point is so salient. It
10 is so easy for people to be like well, of course,
11 you want to just expand the middle class. For
12 some people that is still unattainable.

13 So how do we help people have that
14 vision? I'll use an example, again, for my time
15 in Switzerland where they do something called
16 schnupfen which in German means sniffing. In 7th
17 grade they start career fairs, 7th grade career
18 fairs. Eight grade schnupfen where you spend a
19 week at a company trying it out. Ninth grade you
20 apply and 10th grade you start in your
21 apprenticeship.

22 Building out career exploration is a

1 matter of corporate social responsibility. This
2 needs to be employers. This needs to be
3 everybody from warehousemen to IBM to Google to
4 Deere. All of these guys realizing that, oh,
5 hey, if we want to build up our work force in the
6 future, we have to start investing in middle
7 school.

8 How do we help them have a taste of
9 that experience? You are absolutely right. \$10
10 billion of that money, of that \$100 billion, is
11 dedicated to pre-apprenticeship and
12 apprenticeship. How do you help build out those
13 types of experiences and includes also an
14 investment in youth apprenticeship. Thank you.
15 I'm in full agreement. That was a long way of
16 saying yes.

17 CHAIR WALDRON: I'll try to speak up.
18 I understand I'm not getting good connection. We
19 have time for just one more question to say on
20 the agenda.

21 Candace. The Chair recognizes
22 Candace.

1 MS. LOWRY: Good afternoon. Candace
2 Lowry, Region 3. Suzi already answered part of
3 my question. Earlier you talked about Indians
4 and education for the American Indians in high
5 school and middle school. Within those efforts
6 what type of information will be sent out and now
7 can we assure that American Indian youth will get
8 that information in order for it to be
9 successful.

10 In the past efforts, the Indian
11 education within the states I represent a lot of
12 the children do not get the information. The
13 information doesn't trickle down. How can we --
14 are there any measures to ensure that the
15 information within these programs will get to the
16 appropriate areas?

17 Earlier you talked about the
18 broadband. There is a big push to get broadband
19 in these rural areas but a lot of them still do
20 not have it so they won't get that information.
21 Within the schools and with the cutbacks the
22 Indian education employees, the staff, who were

1 to give out the information, they have also been
2 laid off and lost their jobs. How can we get
3 that information and ensure that it is pushed out
4 to the individuals and the non-tribal community
5 that will ask the tribal community.

6 MS. LEVINE: Well, thank you so much,
7 Candace, for that question. Let me just clarify,
8 are you talking about youth apprenticeship or are
9 you talking about education opportunities in
10 general?

11 MS. LOWRY: The youth apprenticeship
12 program.

13 MS. LEVINE: Perfect. Perfect. Well,
14 let's do this. Let me ask Athena.

15 Athena, are there already connections
16 happening between our Office of Apprenticeship
17 and our regional partners? For example, in South
18 Carolina there is an amazing group working on
19 youth apprenticeship and really making incredible
20 headway. Are they already tapped into and
21 connected up with the tribal communities there?
22 Do you know?

1 MS. BROWN: I don't know and I don't
2 believe so but I think that's a question that can
3 be asked in our dialogue with the Apprenticeship
4 Office. They are going to have an opportunity to
5 ask and then also listen to the public.

6 MS. LEVINE: Also, Candace, just to
7 give you another hook into our agency, our senior
8 advisor for workforce development is a person
9 named Brent Parton. Oh, there he is. Brent
10 Parton.

11 Brent was recently -- he can't talk
12 about it but I can -- most recently was at an
13 organization called Numerica and they had a
14 program advancing youth apprenticeship and really
15 has been an accelerant to the growth and efforts
16 around youth apprenticeship across the United
17 States.

18 He brings that wealth of experience to
19 ETA and can help in terms of how we better
20 connect the dots between the Native American
21 communities, and that would be amazing to do more
22 with our regions.

1 Brent, do you want to speak to that?

2 MR. PARTON: Sure, and I'll be brief
3 and say please reach out. I think there's a
4 number of opportunities. There's really a
5 growing field of effort around the youth
6 apprenticeship space I'd be happy to plug you
7 into.

8 I'll mention a little bit about both
9 North and South Carolina. They both have robust
10 programs in place. It would not be challenging
11 to see where those connections are being made
12 with tribal communities. I know just recently
13 some of the more recent grantees in Arizona and
14 New Mexico there is a profound interest in
15 working with tribal communities as well. Those
16 are private grantees. They are philanthropically
17 funded grantees but there could be some
18 connections there.

19 I will say that this is something that
20 when you think of these apprenticeship programs
21 this is a newer space, a newer field. We've been
22 trying to reverse engineer equity into

1 apprenticeships, particularly when it comes to
2 tribal communities for some time.

3 Here we have an opportunity to build
4 from the ground up and do it right. That can be
5 at the center in making sure these programs are
6 reaching the communities that need the most, and
7 our tribal communities are certainly are in that
8 category.

9 With that in mind, I will make sure
10 you all have my contact information. I would be
11 more than happy to follow up with you on this.

12 MS. LEVINE: To further echo what
13 Brent is saying, Amy Firestone, who is the vice
14 president there in South Carolina, I guarantee
15 she would be so fired up for conversation with
16 you, Candace, and would bend over backwards to do
17 any and everything possible to connect up her
18 efforts with your efforts on amplifying this and
19 setting a model for the whole country.

20 I also guarantee, Chairman Waldron,
21 that there is an appetite not just from DOL but
22 also from, as Brent was saying, private

1 philanthropy. There is a lot of private
2 philanthropy that also would be very excited
3 about engaging in this and we could also help do
4 some matchmaking on that front as well.

5 CHAIR WALDRON: I'm absolutely excited
6 for what I'm hearing. It is awesome. We will be
7 reaching out to you. It's a breath of fresh air
8 we're hearing. We have been a community
9 forgotten by everybody but us so we're happy to
10 hear there may be new opportunities for this
11 administration. We will definitely follow up.
12 Thank you very much.

13 I'm sorry for my council members that
14 had a couple of questions but we've run out of
15 time and our next speaker I'm assuming is
16 available. Thank you very much, Suzi. We look
17 forward to engaging you in the immediate future.

18 MS. LEVINE: Wonderful. Thank you so
19 much. I look forward to it. Please don't
20 hesitate to reach out.

21 Thank you so much, Athena, for
22 coordinating this and thanks for the invitation.

1 Bye.

2 CHAIR WALDRON: I did some adjustments
3 on my camera. Can you hear me better now?

4 MS. BROWN: Yes.

5 CHAIR WALDRON: Thank you.

6 So our next speaker, Anthony Morgan
7 Rodman, is a Cherokee and Osage from Oklahoma,
8 and a graduate of Harvard University and the
9 University of Arizona, School of Law. He is the
10 executive director of the White House Council on
11 Native American Affairs that includes regions
12 from across the federal government.

13 Mr. Rodman, I want to thank you very
14 much for taking the time in speaking with our
15 Council today.

16 MR. RODMAN: Thank you, Chairman.

17 Greetings NAETC members, tribal
18 advocates, and colleagues. Again, my name is
19 Morgan Rodman. I'm Cherokee and Osage from
20 Oklahoma where I am currently. Again, thank you
21 for inviting me to the Native American Employment
22 and Training Council. It's an honor to engage

1 with you today.

2 Every day I'm humbled by the immense
3 depth of expertise, talent, and bravery of the
4 tribal leaders and advocates who push the
5 positive changes. My goal is to be of service to
6 you in those changes while serving as Executive
7 Director of the White House Council on Native
8 American Affairs.

9 I'm also grateful to serve under the
10 leadership of Secretary Haaland who is the chair
11 of the White House Council. And under the
12 leadership of principle deputy assistant
13 secretary and assistant secretary nominee Bryan
14 Newland. And, of course, President Biden's White
15 House leadership team who are integral to the
16 success of the White House Council.

17 Today I want to share with you
18 information about what is the White House Council
19 and how it operates including the six White House
20 Council Native American Affairs Committees, the
21 role of the executive director, how the Council
22 strives to be a valuable resource and inter-

1 agency body for tribes and tribal communities,
2 and the White House Council events on the
3 horizon.

4 President Obama formed the White House
5 Council via Executive Order 13647 in June of 2013
6 to improve coordination of federal programs and
7 the use of resources available to tribal
8 communities. The White House Council strives to
9 promote prosperity and resiliency for tribal
10 communities to improve federal engagement with
11 tribes, stronger inter-agency coordination, and
12 policy recommendations.

13 The Executive Order also calls for the
14 Council to work with the White House to put on
15 the White House Tribal Nation's Conference which
16 moving forward will be the White House Tribal
17 Nation's Summit. The Executive Order also calls
18 for the Council to meet at least three times a
19 year, makes the permanent chair the Secretary of
20 the Interior, and identifies as council members
21 the cabinet heads and senior White House
22 leadership.

1 As a personal note, I must share that
2 seeing cabinet members and heads of White House
3 offices like the Domestic Policy Council convene
4 in a room or meet virtually to strategize about
5 how to improve federal programs so that the
6 federal government can better uphold trust and
7 treaty responsibilities. That's not something
8 I'll forget.

9 That level of federal leadership
10 involvement and attention signifies to me that
11 the administration's leadership is seeking to
12 promote an understanding of tribal nations across
13 the government and to embed a wide-ranging
14 understanding of the trust and treaty
15 responsibilities beyond just a few agencies.
16 This is also an occurrence that should not be
17 unique in that these high-level meetings should
18 continue well into future administrations.

19 The Council Chair and the council
20 members set the priorities of the White House
21 Council based on tribal leader input from
22 consultations, tribal consortia events,

1 individual travel meetings, written travel
2 communications, and more.

3 The Council then organizes into
4 smaller subgroups or committees to better
5 organize the inter-agency efforts. The
6 committees are comprised of political appointees
7 and career staff and are formed when a cabinet
8 member volunteers his or her agency to lead or
9 co-lead any given area. The committees are one of
10 the primary vehicles for tribal engagement with
11 the Council and can serve as an opportunity for
12 tribes to weigh in and support the development of
13 initiatives.

14 The committees of the Biden-Harris
15 administration include the Committee on Climate
16 Change, Tribal Homelands, and Treaties, which is
17 led by BOI, EPA, and USDA and recognizes that
18 indigenous peoples are on the frontlines of
19 climate change the world over and, in particular,
20 the United States. This committee recognizes
21 tribes as the original stewards of these lands,
22 re-enforces treaty rights, and supports tribes in

1 the race against climate change.

2 The Health Committee is co-led by HHS,
3 Veterans Affairs, and USDA, and it recognizes
4 that prosperous and resilient tribal nations are
5 also healthy tribal nations. This committee will
6 support initiatives that deliver on the trust and
7 treaty responsibility of healthcare to tribes and
8 individual Indians. This will be especially
9 important as tribes continue to overcome the
10 devastating impacts of COVID-19 from this past
11 year.

12 The Council also has the Education
13 Committee, which is co-led by DOI and the
14 Department of Education. Similar to Health, the
15 federal government has trust and treaty
16 obligations to tribes for education and nations
17 are only as strong as their citizen's health and
18 education. This committee will assist tribes
19 with a broad range of federal resources to
20 promote education for all tribal citizens and
21 health tribal communities overcome the
22 educational detriments caused by COVID-19.

1 Next is the Economic Development,
2 Energy, and Infrastructure Committee which is co-
3 led by SBA, Department of Commerce, Department of
4 Transportation, and Department of Energy. Tribes
5 have the ability to be the leading economic
6 drivers in their regions and nationally and some
7 are doing just that.

8 Some tribes contribute billions of
9 dollars each year to their state's economy and
10 that's not just gaming. You can't have economic
11 development either without energy transmission,
12 broadband, roads, and bridges just to name a few
13 and this committee will be focusing on
14 reinforcing those pillars for strong economies.

15 Another important group is the Public
16 Safety and Justice Committee which is co-led by
17 the Department of Justice and DOI. Violence
18 against indigenous peoples is a serious and
19 systemic crisis that has gone unaddressed and has
20 been underfunded for generations. This committee
21 will leverage every federal resource to be a
22 force multiplier in preventing violence and

1 ensuring accountability for crimes. This
2 committee will work on initiatives for protecting
3 tribal people and tribal lands.

4 Last we have the International
5 Indigenous Issues Committee. This committee will
6 focus on matters like the repatriation of human
7 remains and sacred items to tribes. It also
8 includes dealing with the interconnected effects
9 of climate change on international indigenous
10 populations and border issues involving U.S.
11 tribes.

12 In the spirit of President Biden's
13 memorandum on tribal consultation, these
14 committees will be scheduling times to engage
15 tribes on their proposed work products and
16 priorities so that tribes can offer guidance,
17 share their expertise, and help drive progress.

18 I'll be working on a public facing
19 page so that tribes can see who across the
20 government is supporting the Council, who are the
21 committee leads, and what is being worked on. In
22 the meanwhile, please reach out to me if you have

1 questions. My role as executive director is
2 essentially the worker bee.

3 I work closely with the White House,
4 other agencies, the six inter-agency committees
5 to execute the priorities of the Council Chair,
6 Secretary Haaland, Assistant Secretary of Indian
7 Affairs nominee Bryan Newland, the White House
8 and, critically, tribes. The executive director
9 is, and has always been, situated at DOI which is
10 where the Council Chair is, Secretary of the
11 Interior.

12 The committees are striving to wrap up
13 deliverables that will result in better products
14 and more effective programs for tribes and tribal
15 communities and are looking to make long-term
16 positive change in the government's understanding
17 and respect of the trust, responsibility, and
18 treaty rights.

19 As far as next steps for the White
20 House Council, the committees will be engaging
21 with tribes on the committee work streams and
22 start establishing solid relationships with

1 tribes for collaborations. The Council will also
2 be considering other options for tribal
3 engagement as some tribal organizations have
4 submitted ideas on how tribes can play an even
5 bigger role.

6 There will be another cabinet-level
7 meeting of the Council in late summer where
8 updates on the committee work will be provided
9 and planning will be underway for the flagship
10 tribal federal event, the White House Tribal
11 Nation Summit, for later this year.

12 In closing, the White House Council on
13 Native American Affairs was developed in response
14 to long-standing tribal requests that a cabinet-
15 level body addressed tribal issues and uphold the
16 trust and treaty responsibilities across the
17 government.

18 We have an opportunity now with the
19 first Native American Secretary of the Interior,
20 Deb Haaland, at the helm of the White House
21 Council, and with Assistant Secretary nominee
22 Bryan Newland, who is also a former tribal

1 leader, and White House leadership to make long-
2 standing, even permanent, positive changes in
3 federal services for all Indian Country.

4 I look forward to working with you all
5 and other tribal leaders in building a strong
6 foundation for all the good things to come. I'm
7 happy to take some questions. Thank you.

8 CHAIR WALDRON: Thank you very much.
9 I'm glad to see that process in place and I'm
10 sure you will be getting correspondences.

11 Are there any questions from the
12 Council? We have a question from Joe Quintana.

13 MR. QUINTANA: Good day. Joe
14 Quintana, Region 6. Appreciate you joining us
15 today. Hope you and yours are all well,
16 especially as we start to come through the
17 pandemic.

18 MR. RODMAN: Thank you.

19 MR. QUINTANA: Not too much a
20 question. Of course, we appreciate the new
21 administration's response in working with tribal
22 nations and native people across the U.S. We

1 know that we have an uphill battle, especially
2 coming out of the previous administration, the
3 challenges that we face there in regards to
4 communication and output. Even just sharing our
5 voices which has been difficult to do.

6 We understand that having now one of
7 our own in, Secretary of the Interior Haaland,
8 now representing us in a lot of different ways,
9 it doesn't lie within one person. It really
10 relies in all of us, especially leaders across
11 the U.S. to be able to seek movement on behalf of
12 our communities whom we serve.

13 The only thing I would like to uplift
14 is as we start to reach out and, of course, there
15 are going to be opportunities to share voices, as
16 we look to people, even people represented on
17 this leadership council, to be able to express
18 what we're seeing on the ground, not only within
19 the reservation communities, but also the urban
20 centers as well where we have our unique
21 challenges.

22 Oftentimes those become even more

1 marginalized and made individual because it
2 solely focuses on reservation communities. We
3 understand that the pandemic is hitting us all
4 very differently and we've all adapted and come
5 to this point.

6 Now we're looking ahead to the
7 recovery phase and looking at long-term communal
8 change and how we can actually uplift our
9 communities so that they have access to upward
10 mobility and to a greater quality of life so that
11 they are not always feeling like they are left
12 out or that they can't provide for either
13 themselves or their colleagues as a whole. I
14 definitely want to share that. I appreciate you
15 being here today. Thank you again.

16 MR. RODMAN: Thank you, Mr. Quintana,
17 and that's a great point with the urban
18 perspective as well. That issue will be in some
19 of the committee's work streams so thank you.

20 CHAIR WALDRON: The Chair recognizes
21 Jacob and then Kay.

22 VICE CHAIR BERNAL: Thank you,

1 Chairman. Just a quick comment. I want to thank
2 Mr. Rodman for his presentation today.
3 Appreciate all your hard work and dedication to
4 strengthen Indian Country.

5 I thought I heard you are a University
6 of Arizona College of Law graduate. Is that
7 correct?

8 MR. RODMAN: Yes, sir.

9 VICE CHAIR BERNAL: On behalf of
10 Professor Hershey and Professor Rob Williams, I
11 want to say hello to you.

12 MR. RODMAN: Thank you, yes. Some
13 luminaries in my book. I really appreciated that
14 education. Thank you.

15 VICE CHAIR BERNAL: I just want to say
16 quickly thank you and appreciate all your work.

17 MR. RODMAN: Thank you. I appreciate
18 your work.

19 CHAIR WALDRON: The Chair recognizes
20 Kay.

21 MEMBER SEVEN: Good late morning from
22 Idaho with Nez Perce tribe.

1 MR. RODMAN: Hi.

2 MEMBER SEVEN: Nice to meet you and
3 good to hear that we have a presence in the White
4 House once again. I was looking at the agencies
5 participating in the virtual meetings and many of
6 the agencies listed are federal agencies that
7 have an opportunity to become an active
8 participant under the legislation known as Public
9 Law 102-477 recently amended by Public Law 115-
10 93.

11 I feel this legislation allows Indian
12 Country or tribes to use this legislative
13 authority to continue with our platform of tribal
14 workforce development and to consolidate other
15 services that are relative to the individuals who
16 serve the socioeconomic challenges.

17 As 477 tribes we've been going through
18 our ebb and flows with federal agencies for too
19 long. We look forward to this administration to
20 help our arrangement to strengthen a memorandum
21 of agreement between the 12 federal agencies that
22 will truly bring out the vision and enhance the

1 purpose of that legislation. You know, what the
2 White House in the previous administration, there
3 was one interesting ETA, or employment training
4 administrator, by the name of John Pallasch.

5 He began listening to the tribes that
6 were exercising the 477 authority and he had a
7 real strong understanding and belief in how
8 tribes are doing this and was wanting to gain
9 more information on what, I guess, the Department
10 of Labor could do to embrace the original intent
11 of the Workforce Innovation and Opportunity Act
12 when it was introduced in 2015.

13 At that time the Secretary of Labor
14 announced that this legislation is what Congress
15 wanted, was to deal with the fragmentation of
16 federal services in Washington, D.C. to do some
17 silo implosion. I believe this White House
18 Council could help address how fragmented are our
19 services at the federal level when we award
20 grants, contracts, and agreements with tribes.

21 How is it that we can better deliver
22 braided synergy programs based on tribal self-

1 determination and self-governance principles. I
2 just wanted to mention that at this point through
3 our group we're having a 477 tribal workgroup
4 meeting tomorrow.

5 Our current concern is to have our
6 annual meeting in September between a White House
7 representative and our co-chair of our group and
8 address the Memorandum of Agreement under Public
9 Law 115-93. And also to resolve some reporting
10 requirements and get that taken care of. Thank
11 you.

12 MR. RODMAN: Thank you, Ms. Seven.
13 You raised MOU and some of the other inter-agency
14 issues. From this Council's perspective if there
15 are inter-agency opportunities, I'm happy -- if
16 you want to share that with Athena Brown or other
17 leadership from Labor, and then we can work to
18 see how that can be addressed by the inter-agency
19 work of the Council.

20 That's really the bread and butter of
21 the White House Council is agencies working
22 together for the benefit of tribes and tribal

1 communities. If you see opportunities, we can
2 work through Labor or you can reach out to me
3 directly with those ideas.

4 MEMBER SEVEN: Right. We'll look
5 definitely to the Department of Interior as our
6 legal agency so we have that opportunity and have
7 a good working relationship with Labor for sure.

8 MR. RODMAN: Great.

9 CHAIR WALDRON: So the Chair
10 recognizes Kim Carroll.

11 Thank you, Kay.

12 MEMBER CARROLL: Thank you, Chairman.
13 Kim Carroll, Other Disciplines. I just wanted to
14 follow up on what Kay was talking about. I'm
15 very happy to hear about this inter-agency
16 council. That's exactly what we need. If you
17 look into the Memorandum of Agreement 102-477 as
18 amended, you'll find that it appears certainly to
19 us, to tribes that work with 477, that the
20 federal agencies try to rewrite them all
21 basically through the MOA. Our contention is
22 that the things that they've included go against

1 the law.

2 I think it's very important that the
3 White House take a stance on this. Congress has
4 asked them to look at this again, to ask for
5 reports from them. The agencies have been very
6 slow to respond. Certainly anything can be done
7 to assist in this effort would go a long way to
8 helping tribal workforce development. Thank you.

9 MR. RODMAN: Thank you for sharing
10 that, Ms. Carroll.

11 CHAIR WALDRON: Are there any other
12 questions from the Council?

13 I will just say thank you very much,
14 Mr. Rodman. It's great to have you here. We
15 look forward to dialogue. Just to emphasize,
16 sometimes we feel forgotten by the federal
17 government. President Biden in his commitment to
18 Indian Country we are looking forward to those
19 results affecting our youth so we can rise in our
20 socioeconomic standing.

21 Suicide is the number one cause of
22 death and let's put an end to that. I think that

1 we may be in the beginning of some of these new
2 opportunities. Thank you very much for the time
3 you spent with us today and we will be in touch.

4 MR. RODMAN: Thank you, Chairman
5 Waldron. Thank you, Council. I look forward to
6 the work ahead. Talk soon.

7 CHAIR WALDRON: Thank you very much.

8 We've got just a couple of minutes
9 real quickly before our next speaker. I don't
10 know if our next speaker is available.

11 Jacob, can you just take over for the
12 next speaker for a moment because I have to hit
13 the men's room.

14 VICE CHAIR BERNAL: I'm sorry,
15 Darrell. You said you want me to facilitate the
16 meeting?

17 CHAIR WALDRON: Yeah, just the next
18 speaker. I've got to make a quick run to the
19 restroom.

20 VICE CHAIR BERNAL: Okay.

21 CHAIR WALDRON: Thanks.

22 VICE CHAIR BERNAL: While we're

1 waiting for the second -- the next speaker, are
2 there any comments thus far, or questions of the
3 meeting agenda?

4 MS. BROWN: The next speaker may
5 already be on.

6 VICE CHAIR BERNAL: I'm sorry. Go
7 ahead, Athena?

8 MS. BROWN: Is Bryan Newland on the
9 line?

10 VICE CHAIR BERNAL: I don't see him on
11 my screen anywhere.

12 MS. BROWN: Okay. So this is Athena,
13 the Designated Federal Officer. Jacob, maybe we
14 can take this quick time to just go back and
15 address the request earlier to talk about the
16 transition -- I think it was a transition paper
17 that Darrell wanted to have a discussion on.

18 I would suggest that we move that
19 discussion to 4:00 during the recap if that's
20 agreeable to the Council. We have a pretty full
21 agenda today so I'm not sure we're going to be
22 able to squeeze that in anytime today other than

1 when we discuss the recap.

2 VICE CHAIR BERNAL: Okay. I see Bryan
3 is joining.

4 MS. BROWN: Okay.

5 MR. NEWLAND: Hello.

6 VICE CHAIR BERNAL: Hello, Mr.
7 Newland.

8 MR. NEWLAND: How are you?

9 VICE CHAIR BERNAL: Good. I'm Jacob
10 Bernal, Vice Chair of the Council. Unfortunately
11 I don't have your bio for the proper introduction
12 but can I defer to Chief Brown. Do you have his
13 bio for the introduction?

14 MS. BROWN: Yes, I do. One moment,
15 please.

16 VICE CHAIR BERNAL: Okay. Welcome,
17 Bryan.

18 MR. NEWLAND: Thank you so much for
19 having me.

20 VICE CHAIR BERNAL: We'll have you
21 begin as soon as we can complete your proper
22 introduction.

1 MR. NEWLAND: Oh.

2 MS. BROWN: Yes. I'm just pulling it
3 up on my screen. Thank you, Mr. Newland, for
4 joining us.

5 Bryan Newland is an Ojibwe from the
6 Bay Mills Indian Community where he recently
7 completed his tenure as tribal president. First,
8 I would like to congratulate you on your recent
9 nomination as the Assistant Secretary for Indian
10 Affairs.

11 We have enjoyed a really good working
12 relationship with the Department of the Interior
13 for many years through the 477 program, and
14 through our joint-sponsored Native American
15 Indian Employment and Training Conferences where
16 we have both Department of Labor, Section 166
17 grantees, and the 477 grantees combined audience.

18 Today we have members on this Council
19 that represent both the Section 166 program at
20 the Department of Labor, and also the 477
21 grantees from the Department of the Interior,
22 under that agency as the lead agency.

1 Again, thank you for agreeing to joint us today
2 and we look forward to hearing from you. With
3 that I'll turn it back to you, Mr. Newland.

4 MR. NEWLAND: Migwetch and thank you
5 for having me here today. I'm really excited to
6 be just a part of everything that's going on in
7 this administration in terms of making
8 investments in support of Indian Country.

9 Just a little bit more about my
10 background briefly. This is my second time on
11 the merry-go-round here at the Department of the
12 Interior. I worked with many of you when I was
13 in President Obama's administration as a policy
14 adviser in the Office of the Assistant Secretary.
15 Now I've been blessed have the opportunity to
16 come back and serve hopefully as the Assistant
17 Secretary.

18 Before I came here I served as tribal
19 chairperson where, before the pandemic hit, we
20 were in the process of making a lot of
21 investments in our own communities all with the
22 goal in mind of making sure that we were creating

1 and retaining wealth with in our tribal
2 community.

3 As many of you know, one of the
4 challenges in Indian Country is that financial
5 capital and healing capital, just any type of
6 generation of wealth from Indian communities and
7 Indian resources tends to be taken out of tribal
8 communities and that's something we want to make
9 sure we are focusing on so that people can use
10 their skills to lead fulfilling lives in their
11 tribal communities and that includes working in
12 jobs and applying their passions and their
13 talents at home to serve their people and their
14 families.

15 So I haven't been on for much of the
16 meeting today but I suspect you've heard a lot
17 about the administration's investments in Indian
18 Country through the jobs plan, the budget
19 proposal, and the rescue plan. I wish I could
20 tell you that I was going to come here and break
21 new ground, but that's a message we're really
22 excited to tell.

1 Again, when I was working at the
2 department under President Obama's
3 administration, we were coming off the 2008
4 financial collapse and there was the American
5 Recovery and Reinvestment Act that infused at the
6 time record amounts of money into Indian Country,
7 but that was soon followed by things like
8 sequester and other sorts of budget cuts that
9 really stalled that momentum.

10 Having gone through that experience
11 and now being back at the department and
12 participating in these record investments in
13 Indian Country is really exciting because I know,
14 and I know many of you know, what types of
15 opportunities that will generate in tribal
16 communities in terms of infrastructure and jobs
17 and long-lasting investments in human capital.
18 The rescue plan, as you are all aware, infused
19 more than \$31 billion dollars of capital in
20 Indian Country.

21 At the Department the President has
22 requested more than \$4 billion in the FY '22

1 budget for Indian Affairs which is more than a 20
2 percent increase and a lot of that is being put
3 into things like land consolidation and support
4 of tribal governments.

5 The jobs plan has key components for
6 infrastructure in Indian Country, one of them
7 being investing in broadband development. You
8 may have seen that Vice President Harris,
9 Secretary Raimondo, and Secretary Haaland from
10 the Department of the Interior recently announced
11 a grant program for \$1 billion of broadband
12 infrastructure grant funding across Indian
13 Country.

14 I'm sure all of you know in tribal
15 communities during the pandemic when we were all
16 forced to move online, tribes that didn't have
17 access to broadband or access to eCommerce
18 markets suffered even more than the rest of
19 Indian Country which suffered more than the rest
20 of the country.

21 The disparity between economic
22 opportunity in places with broadband and those

1 without it's going to continue to grow unless we
2 address it, especially in places like Alaska and
3 many tribal communities in Alaska in very rural
4 tribal communities like mine here in northern
5 Michigan.

6 Having broadband, and access to
7 broadband, is going to be key to making sure
8 people can complete their education or workforce
9 training or to engage in eCommerce. These
10 investments are going to help Indian Country
11 catch up to the rest of the country to make sure
12 we all have economic opportunities.

13 When it comes to labor and workforce
14 training and career opportunities in building
15 upon a broadband investment, we want to make sure
16 that we're partnering with tribal colleges and
17 universities. Over the last 40 years tribal
18 colleges and universities have just been a
19 lifeline for so many people in so many
20 communities in providing access to people in
21 Indian Country to higher education and the tools
22 that you need to have opportunities to work in

1 fulfilling careers.

2 As we go forward we want to make sure
3 that we are continuing to partner with tribal
4 colleges and universities and connect tribal
5 colleges and universities to their students
6 across Indian Country and make sure that they
7 continue to be doorways for opportunity for
8 people in Indian Country.

9 In addition, actually just before I
10 came into this meeting this afternoon, we were
11 wrapping up a consultation session on the
12 Department of the Interior's Buy Indian Act
13 regulations.

14 As we're talking about these billions
15 of dollars the government is looking to invest in
16 Indian Country, we want to make sure that
17 translates to opportunity for people in Indian
18 Country so that it's not just money coming in and
19 leaving Indian Country right away.

20 That money can be used and invested in
21 Indian-owned firms and small businesses that will
22 do the work of building this infrastructure and

1 that those Indian-owned firms and businesses will
2 hire Indian people and community members across
3 Indian Country so that these are job
4 opportunities and career opportunities for
5 people.

6 These Buy Indian Act regulations are
7 going to be a critical component of that to make
8 sure that we are actually implementing the Buy
9 Indian Act effectively. We hope to wrap up those
10 consultations this summer and get to a proposed
11 rule yet this year so we can finalize that and
12 put that in place.

13 I don't want to belabor the point
14 anymore. I'm sure you guys will continue to hear
15 from us and the administration about the
16 investments that we're making in Indian Country
17 in the infrastructure. I just appreciate the
18 work you all do. I'm happy to stick around for a
19 bit if you have any questions for me. Thank you
20 so much for your time.

21 CHAIR WALDRON: So at this point the
22 floor is open for questions from council members.

1 We have Kay Care and then Joe.

2 The Chair recognizes Kay.

3 MEMBER SEVEN: Bryan, this is Kay
4 Seven. I'm with the Nez Perce Tribe in Idaho.
5 Congratulations on the position. It finally
6 happened and we're moving forward with your
7 leadership.

8 The Nez Perce Tribe is what we call a
9 477 tribe and the Department of Interior is our
10 lead federal agency. In this administration I
11 look forward to a productive four years with the
12 Department of Interior, Bureau of Indian Affairs,
13 Bureau of Indian Education, and Office of Indian
14 Energy to be a good lead working with other
15 federal agencies building inter-agency relations
16 with the understanding that if we build synergy
17 amongst each other, consider what monies we can
18 legislatively integrate, consolidate, broad
19 together for tribal communities based on the
20 tribal self-determination and governance planning
21 that we make it work in this administration.
22 I'll keep my comments simple. I'm looking

1 forward to some good four years.

2 MR. NEWLAND: Migwetch. Thank you,
3 Kay. I appreciate you bringing up the 477
4 program. I know you all have probably been
5 talking about that a lot at this session. That's
6 something I worked on when I was at the
7 department before and it was more nascent at that
8 time. I know how you mentioned braiding these
9 programs together and that's exactly what it is.
10 We want to make sure that we are not an
11 impediment to tribes designing.

12 That's really the next level of self-
13 governance and self-determination is trying to
14 design and implement these programs in a way that
15 makes sense for their communities instead of
16 getting a little pot of funds here, little pot of
17 funds here, and not being very effective and
18 putting them together in a way to meet their
19 needs. I agree with you and appreciate you
20 highlighting that.

21 CHAIR WALDRON: The Chair recognizes
22 Joe.

1 MR. QUINTANA: Good day. Joe
2 Quintana, Region 6. I appreciate you joining us
3 today. I hope you and yours are all well,
4 especially as we come through the pandemic.

5 I appreciate that you talked more
6 about educational achievement and preparing our
7 workers. Of course, we're looking at long-term
8 impact of getting our people trained for
9 positions for them to be successful long term for
10 allowing them to be self-sustaining and improving
11 their quality of life in general.

12 You did talk about working with tribal
13 colleges and the universities. I would also add
14 working with CBOs, the community based
15 organizations, who have built legitimacy, in
16 particular established within the American Indian
17 communities themselves. In particular, working
18 with urban centers.

19 I think also working and looking at
20 trade school development. We know that not
21 everyone is going to receive that two or four-
22 year diploma and how can we best prepare our

1 members so that they are positioned for reaching
2 the job certification so that they can have
3 success in high-skilled labor markets.

4 You talked about building roads and
5 building infrastructure. That's tremendous, but
6 we want our own members to build those roads. We
7 want our own members to have access to
8 modernizing our infrastructure as we go forward.
9 And not just looking at that, but looking at
10 doing coding in cyber security.

11 We know that we're entering a unique
12 market where the job market is going to be
13 changed across the nation and how can we prepare
14 our members for an even more competitive job
15 market than what they saw before. Most
16 importantly, during a time of great unemployment.
17 I also wanted to talk briefly about we look
18 towards economic stability but without
19 exploiting, of course, the natural environment.

20 We want, of course, to improve green
21 energy no matter what it is, but making sure that
22 it's cost effective all around and that we have

1 the right people in place to make sure whether or
2 not it's energy development that it's coming back
3 to the tribe. And, if there is any excess, that
4 we are able to give it back to our neighboring
5 communities, of course, at a cost if that's
6 possible, but ensuring that we have the right
7 people on the ground for that.

8 And I know that most recently there
9 was the termination of the Keystone Pipeline
10 Project, but looking across Indian Country as a
11 whole and how many other projects that are
12 happening across our borders that we're starting
13 to see impact us. Just wanted to uplift that as
14 we go forward.

15 Thank you again for your time.

16 MR. NEWLAND: Thank you, Joe. I
17 appreciate that. If there was an amen button on
18 Zoom, I would have been hitting that as you were
19 talking over and over again. I couldn't agree
20 more.

21 I just want to go back because you
22 mentioned about not everybody wants a two and a

1 four-year degree. For some people they don't
2 want it, or they feel like they don't need it.
3 One of the things is gaming opened up an
4 opportunity for tribes to -- for people in tribal
5 communities to just earn a paycheck.

6 Even if it was not a fulfilling job,
7 it allowed people to put food on the table. The
8 next step was to get people into college or
9 workforce training. Oftentimes they left tribal
10 communities because there weren't fulfilling jobs
11 for them at home.

12 I think that's the next piece is that
13 there are so many different -- you guys all know
14 this better than I do. There are so many
15 different types of jobs out there that people
16 have a passion for.

17 So many times in our community people
18 feel like they can't apply those passions and
19 their skills where they want to live. So many
20 Indian people want to live in their tribal
21 communities but they don't have the ability to do
22 that and lead a fulfilling life. That's the next

1 piece of this puzzle.

2 There's economic opportunity for
3 people but we want to make sure that it's meeting
4 their personhood at their core, their dignity in
5 making sure that they can lead fulfilling lives
6 at home. That's another thing. I'm glad to hear
7 you speak about that you want to be a part of
8 that.

9 CHAIR WALDRON: Do we have any
10 questions from the council members? I don't
11 always see the little tan hand on my end. Great.
12 Sounds like we covered the topic. It's a
13 pleasure having you.

14 I apologize for calling you Kay Care.
15 It was a time long ago that I remembered and I'm
16 getting old now. Kay Seven. We've been friends
17 a long time. I'm sorry, Kay. I was not here to
18 read your bio. I apologize. We do appreciate
19 you being here.

20 I think, you know, what's being echoed
21 is that we are looking for opportunities out of
22 this administration. I made a comment on one of

1 the cases that I feel like Moses wandering around
2 with milk and honey for 50 years and not getting
3 in the habit. We are kind of excited about it.
4 I think the message is we need help from this
5 administration. There's been a lot of promises.

6 MR. NEWLAND: Mr. Chairman, I
7 appreciate that. If I can just add to that. One
8 thing that I've learned from my time here before
9 and then being back serving the tribal community
10 is that this is -- in order for this to work this
11 has got to be a joint effort. The best ideas
12 don't originate from within the administration.
13 I view it as our job to lift them up and put them
14 into action.

15 I really invite and encourage you and
16 others on this council to bring those best ideas
17 forward with action plans because we have four
18 years. You all know it's not that long of a
19 window but we have a window here to do some big
20 things in Indian Country. If we are working
21 together, I think we can make the most of it.

22 CHAIR WALDRON: Thank you. Those are

1 encouraging words. We will definitely be
2 pushing. We're not all young people on this
3 committee. Some of us have nothing to lose but
4 success. Thank you very much.

5 MR. NEWLAND: Migwetch. Thank you so
6 much.

7 CHAIR WALDRON: Let's see. We are a
8 little ahead of schedule by about 10 minutes.

9 Athena, how do you feel about a break
10 for people who want to do that, or do you want to
11 move on ahead so maybe we have more time with the
12 Honorable --

13 MS. BROWN: I don't think our next
14 speaker is on the line. I don't have a problem
15 with a five to 10-minute break.

16 CHAIR WALDRON: Let's take a quick
17 five to 10-minute break. I drank three bottles
18 of water. I had to go. See you back in five
19 minutes.

20 (Whereupon, the above-entitled matter
21 went off the record at 2:20 p.m. and resumed at
22 2:30 p.m.)

1 CHAIR WALDRON: Okay. So Ms. Libby
2 Washburn, she is a Special Assistant with the
3 President, awesome, for Native America Affairs.
4 She is now at the White House with the Domestic
5 Policy Council is her official heading on our
6 agenda where we are, she shares a Special
7 Assistant with the President on the White House
8 Domestic Policy.

9 Ms. Washburn graduated from the
10 University of Oklahoma and the University of New
11 Mexico School of Law. She is a citizen of the
12 Chickasaw Nation of Oklahoma. We want to thank
13 you for joining us today. We look forward to our
14 follow-on with you. Welcome to the Advisory
15 Council. You have the floor, ma'am.

16 MS. WASHBURN: Thank you. Thank you
17 for inviting me. I am happy to be here and
18 connecting with all of you and I look forward to
19 working with you. I came prepared to talk about
20 a couple different things. I hope that it's not
21 duplicative. I know you have had some great
22 speakers leading up to this, so hopefully some

1 things will be new.

2 But, again, to reiterate, Libby
3 Washburn, and I am in the Domestic Policy
4 Council. I serve as the Special Assistant to the
5 President for Native Affairs and cover the Native
6 portfolio with PaaWee Rivera. He is on the call
7 today, I saw his name. He is the Tribal Affairs
8 Director in Intergovernmental, and so really the
9 two of us do a lot together.

10 I am going to speak and then I'll
11 probably let him jump in if he wants to if I have
12 missed something, but I am happy to be here today
13 and appreciate the invite.

14 I wanted to first talk to you about
15 the Biden Administration's focus. Employment has
16 been a huge focus, getting people to work,
17 finding opportunities for Tribes to have more
18 money and to be able to do projects, and so that
19 has been the driving force behind what PaaWee and
20 I have been doing since we came on.

21 We were both on the first day of
22 January 20th and it has been a ride, just a few

1 months, it feels a lot longer, but a lot of the
2 focus in the beginning, I think you all know, was
3 the American Rescue Plan. And so when we came
4 into office that was the big focus and it was
5 successful. We got \$32 billion for Tribes, the
6 largest financial investment that we have seen in
7 Indian Country ever and in one fell swoop.

8 And so a lot of this money will --
9 There is different tranches of money, and so I
10 think you have seen some of it going to HHS,
11 Indian Health Service, some of it has gone out
12 through the Bureau of Indian Affairs, Department
13 of Transportation has funding, and HUD has put
14 out some additional funding through the American
15 Rescue Plan, and so lots of different pieces that
16 are moving that kind of supplement what we
17 already see out there.

18 So, you know, every year HUD has an
19 annual appropriation. We just put an additional
20 tranche of money in the HUD. And so we are
21 hoping to kind of see an uptick of building, an
22 uptick of rehabbing and, you know, working on

1 houses but actually seeing some new construction
2 as well. We are hoping to be able to get to some
3 things that we haven't been able to do for a long
4 time, but then we also in the Rescue Plan put \$20
5 billion towards tribal government, and that was a
6 first.

7 We put that money in. It is in the
8 process of being distributed and I think many of
9 you are probably watching it from your own tribal
10 perspective, but the money is going out.

11 The first tranche is, I think we are
12 at maybe 70, 80 percent of it is out, and the
13 first tranche of funding from the \$20 billion
14 given out through Treasury Department is based on
15 population and self-certified numbers that the
16 Tribes gave to the BIA and then the BIA shared
17 with Treasury. That money is going out and then
18 there will be a second tranche of funding that
19 will soon start flowing out, but this money is
20 going directly to Tribes for the Tribes to decide
21 what is the best thing for the community, and
22 there are some parameters that were put on the

1 funding.

2 A lot of it is related to COVID, so
3 expenses that were generated through COVID, but
4 there is also the money is allowed to be spent
5 for infrastructure, in particular broadband and
6 critical water infrastructures. So if Tribes
7 choose to do that, and we hope that they will
8 and, you know, any existing projects that have
9 been lingering for a while, this money can be
10 used for, but we're also hoping that jobs will
11 come out of this as well as we start to build out
12 infrastructure for broadband and water.

13 But on the heels of the Rescue Plan we
14 have the American Jobs Plan and it is currently
15 pending before Congress and we hope that you all
16 are watching this one. This one is a big one and
17 it is going to help Indian Country with
18 additional infrastructure needs and with jobs and
19 the goal is to get people to work and to start to
20 fix some of this aging infrastructure that we all
21 know Indian Country has a problem and we need
22 more money in infrastructure.

1 And so what we are hoping to see is we
2 are hoping to go big on a continuation of
3 critical water infrastructure, so we're hoping to
4 put quite a bit of money into that, broadband,
5 and so this will be additional funding into the
6 broadband arena, road, housing, climate change,
7 and many other things.

8 But what we are looking at and hoping
9 for, and I think, you know, all of it is going to
10 depend on what happens with the Jobs Plan, but
11 what we were looking at in our thinking was tens
12 of billions of dollars flowing into Indian
13 Country. These are just a few of the main
14 buckets. There are other things. At Interior
15 Department there is quite a bit of abandoned
16 mines and orphaned wells and a lot of that in
17 Indian Country, and so there is money there.

18 There is money for electricity, energy
19 development, and there will be funding for Tribes
20 but then lots of other money that Tribes will be
21 able to access as well and what we hope to see is
22 a wildly robust infrastructure build-out in

1 Indian Country and with it to follow lots of
2 jobs.

3 And so, you know, we'll definitely
4 want your help in this arena, what we should be
5 doing as we are structuring it. We are working
6 with Congress right now and, you know, so any
7 language changes, anything that you need. A lot
8 of people have told us that they wanted technical
9 assistance, they want the ability for capacity
10 building for Tribes, and so, you know, this is
11 definitely my first time to have a dialogue with
12 all of you, and welcome any thoughts that you
13 have.

14 As we put a lot of money towards this
15 what we don't want to be is down the road and
16 saying, oh, I wish we would have known and we
17 could have added in this language, so welcome any
18 and all thoughts that you have in this area.

19 Another big thing that we have been
20 working on in this Administration is the FY 22
21 budget. We have just rolled it out a few weeks
22 ago and we had a 14 percent increase for Tribal

1 Affairs overall, and that is kind of adding up
2 every single agency. We went up 14 percent, but
3 the big one is with the Indian Health Service
4 budget we went up approximately 35 percent and we
5 put a large, extra tranche of money into Indian
6 Health Service, more than \$2 billion extra.

7 We know that there has been a lag and
8 we're wanting to try to start to get the
9 appropriate amount of money into the Indian
10 Health Service budget. It was a priority on the
11 campaign and the President maintained that
12 priority and put a significant tranche in. I
13 think you all have been following budgets
14 probably for a long time and know that this is a
15 big boost and we don't often see this in one
16 cycle from one budget to another, and so
17 hopefully you are watching this and you see that
18 it is a serious commitment that the President has
19 to Indian Country.

20 But overall we are seeing lots of
21 funding and another exciting thing with the
22 health budget is that for the first time the

1 President is suggesting that we have advanced
2 appropriations for healthcare and with a move to
3 looking to making it more permanent, you know,
4 how do we not have to worry from year to year on
5 a discretionary budget, in particular with
6 healthcare.

7 You know, you don't want the
8 government shut down and health services to shut
9 down. So this advanced appropriation will help
10 us whether those types of activities or, you
11 know, congressional just debating, and it will
12 give us more peace of mind and the ability to
13 carry out healthcare in a safe and continuing
14 way.

15 Also, moving towards some mandatory
16 funding at the Department of the Interior, they
17 are looking at moving some pots of funding into
18 the mandatory fund, in particular related to
19 Indian water rights settlements and 105L and
20 contract support costs. And so we have been
21 advocating for that for years and so this was a
22 great budget process for Indian Affairs this

1 year, so I just want to make sure that we are
2 flagging that.

3 A lot of what we have been doing has
4 to do with funding and just little pots of money
5 are also out there flowing right now. So the
6 Department of Commerce just recently put out a
7 notice of funding opportunity for \$1 billion for
8 tribal broadband.

9 So we really have been seeing a big
10 build-out in infrastructure areas and what we
11 hope will generate lots of jobs, lots of
12 additional technology, and making sure that
13 Reservations, Indian Country is connected.

14 The goal is 100 percent coverage on
15 broadband for all of Indian Country, and so that
16 is the goal that we are aiming for and this \$1
17 billion is kind of the first rung of what we see
18 as the overall need and then we are hoping that
19 the Jobs Plan will then come in with more
20 broadband funding.

21 Also, other little pots of money are
22 coming out of various things with the Rescue Plan

1 and we will be seeing additional funding
2 opportunities, grants that Tribes will be able to
3 access, and we are happy to work with you on that
4 in the future letting you know about these
5 opportunities, but we hope that all of these
6 opportunities will generate more development in
7 Indian Country, more jobs, more of the things
8 that we want to see and, you know, putting people
9 to work, getting economies going after COVID.

10 And so we'll be seeing other
11 opportunities coming up in the recent, you know,
12 days, weeks, months ahead, we'll be having more
13 opportunities roll out.

14 I have a few other things that I
15 wanted to raise. I do want to offer PaaWee the
16 ability if he wants to to jump in. I am happy to
17 continue to talk, but, PaaWee, if you want to
18 introduce yourself and if there is anything you
19 want to talk about.

20 MR. RIVERA: Sure. Thanks, Libby.

21 And for those of you that I haven't met before,
22 PaaWee Rivera. I serve as our Senior Advisor and

1 Director of Tribal Affairs in the Office of
2 Intergovernmental Affairs.

3 Libby and I work closely on a lot of
4 the work that is coming out of the White House.
5 I think Libby, obviously, did an amazing job
6 summarizing a lot of the big substantive work for
7 Indian Country and a lot of the exciting things
8 that we were actually able to roll out in the
9 first 100 days.

10 A few things that I wanted to
11 highlight was just around the President's
12 directive really to emphasize tribal
13 consultation, ensuring that on Day 6 of his
14 Administration he signed the Executive Order to
15 mandate that all agencies create their tribal
16 consultation plans after consulting with Tribes.

17 So many of you may have participated
18 in those and we thank you for your time. I know
19 there was a lot in that condensed period of time,
20 but what that really did is set the tone for
21 incoming political appointees to really
22 understand tribal consultation and really set the

1 direction of Indian Country being at the
2 forefront of many of our issues that are moving
3 in the Administration.

4 So I hope that you will continue to
5 stay engaged with the Administration across all
6 agencies as tribal consultation opportunities
7 present themselves and also that you will see
8 this initial step as the first step in our
9 ongoing dialogue with Indian Country.

10 I also do want to mention that later
11 in the year we will be having, we will be
12 reinstating the Tribal Nation Summit, which we
13 renamed from The Conference to The Summit to
14 really emphasize the nation to nation
15 relationship, and that you will remember from the
16 Obama Administration.

17 That is the annual summit with tribal
18 leaders where the Administration has the chance
19 to directly meet with tribal leaders, the
20 President has the opportunity to directly meet
21 with tribal leaders, and really a focus of the
22 White House Council was one of the big convening

1 opportunities for tribal leaders to really engage
2 with the Administration.

3 I know you heard from Morgan earlier
4 in this session about what the White House
5 Council is working on, and so there is a lot of
6 different culminating activities that will be
7 happening throughout the year so we'll just ask
8 for your continued engagement as we look for your
9 thought leadership and your support.

10 As Libby mentioned we have a number of
11 big initiatives. I would say the big one right
12 now is the infrastructure plan. So for those
13 that are willing to be publicly supportive, you
14 know, we certainly welcome that and know that,
15 you know, every -- Expressing Indian Country's
16 needs and interests in seeing the infrastructure
17 package makes an incredible difference.

18 We saw, you know, that support really
19 carry weight in the American Rescue Plan, so I
20 just ask for your public support there and your
21 thought leadership as we roll out these programs
22 and how they really should be integrated in

1 Indian Country.

2 I think that's what I had for this
3 piece, but we'll just offer, you know, myself as
4 a resource in the White House and, you know, my
5 primary role is obviously in the Office of
6 Intergovernmental Affairs and that's really to
7 also emphasize the government to government
8 relationships with our Tribal Nations and our
9 tribal leaders.

10 So I'll turn it back to Libby, but
11 that's -- I look forward to working with this
12 body and look forward to connecting with everyone
13 here.

14 MS. WASHBURN: All right. Thank you.
15 Thanks, PaaWee. So I think those are some of the
16 big things that we have been working on. You
17 know, we've got a ton of little things that kind
18 of are day-to-day. We have been doing a lot of
19 listening sessions. We have had very substantive
20 dialogues on -- I think we've held about 20 to 22
21 listening sessions that the White House has
22 hosted with tribal leaders, but we would love to

1 explore one kind of based on some of the work
2 that you are doing.

3 That is an area that we have not
4 necessarily had a listening session on, so I
5 appreciate the opportunity to be here with you,
6 but also offer that if, you know, you have a
7 discrete topic that you would like to talk to the
8 White House about or if we could set up kind of a
9 broader listening session. We tend to invite
10 other offices within the White House, not just
11 the Domestic Policy Council and Intergovernmental
12 Affairs, we'll reach out to the Climate Office,
13 to the National Economic Council, to the National
14 Security Council, to CEQ, and others that are
15 interested.

16 And definitely, you know, this is an
17 area we have been thinking about, so let us know,
18 happy to brainstorm now or you can reach out to
19 me after this call or after your meetings
20 conclude, but I just wanted to offer you that
21 opportunity. We're happy to take questions and,
22 you know, if you just want to have an open

1 dialogue that's fine, too. Jacob, I think your
2 hand is up first.

3 CHAIR WALDRON: The Chair recognizes
4 Jacob.

5 MS. WASHBURN: Oh, sorry.

6 VICE CHAIR BERNAL: Thank you,
7 Chairman. Thank you, Ms. Washburn and Mr.
8 Rivera. We really do appreciate the information.

9 You know, earlier you mentioned the
10 American Rescue Plan literally poured billions of
11 dollars into tribal communities and urban
12 communities and that primarily was channeled or
13 distributed to the Indian Health Service.

14 So transitioning to the American Jobs
15 Plan has there been any consideration to channel
16 or use a funding mechanism for allocation through
17 the DINAP Program, the Section 166 Department of
18 Labor program, because they have the expertise
19 and the years of history of working with
20 grantees, approximately 175 tribal and urban
21 programs across the country?

22 So my question is has any

1 consideration been given to a funding mechanism
2 whereas dollars from the American Jobs Plan could
3 be channeled into Section 166 DINAP Program for
4 distribution across the country?

5 MS. WASHBURN: And thank you for that
6 question. No, we have not talked about it where
7 I have been having conversations, but that
8 doesn't mean it's not happening, but I would
9 appreciate more information on it. So this is
10 something that we gave some initial ideas, our
11 initial thoughts of where we wanted the funding.
12 We sent it over to Congress. Congress has been
13 working on it as well.

14 I think you all have seen in the news
15 there are kind of high-level discussions going
16 on, but within each of the Senate and House
17 Committees they have been talking about who will
18 be able to list out the funding that, where they
19 want to put it. So last time the Senate Indian
20 Affairs Committee was charged with placing the
21 funding in various places and they were given a
22 dollar amount to work with.

1 It's unclear if that is going to
2 happen again or what committees will have
3 jurisdiction. We're just not that far in yet,
4 but that means that there is still time to do
5 this, to make some suggestions, to offer some
6 ideas of where funding should be.

7 I don't think any money went to the
8 Department of Labor through the Rescue Plan. It
9 went a lot of different places, not just health
10 and human services, but it went to a lot of
11 different agencies, but Labor did not get money
12 that I saw, but certainly open to talking about
13 it and passing this along if you wanted to send
14 me more information on exactly where and what
15 programs, what you could use, you know, how much
16 money we're talking about, what's the best way to
17 get it out into Indian Country, we would welcome
18 those ideas from you.

19 VICE CHAIR BERNAL: Okay. Thank you
20 very much. But I guess my point was that just
21 like the Rescue Plan when it comes to the Jobs
22 Plan could the Jobs Plan funding be allocated,

1 not so much the Rescue Plan, but the Jobs Plan
2 moving forward?

3 MS. WASHBURN: Yes. Sorry, I was
4 talking about the Jobs Plan moving forward. So
5 the Rescue Plan is done. It has been passed and
6 the money is out there and has been distributed.
7 What we are working on right now is the Jobs Plan
8 and where the money will go and so that's where
9 it hasn't been -- We haven't gotten to that point
10 yet. So they will start to pass things out of
11 the House, send it over to the Senate, Senate
12 will put the money where they choose to put it,
13 it goes back to the House, and then it will be
14 signed by the President.

15 So there is still time to make those
16 suggestions, if that makes sense.

17 VICE CHAIR BERNAL: Yes. Thank you
18 very much.

19 CHAIR WALDRON: Awesome. Thank you.
20 The Chair recognizes Kim and then Joe.

21 (Simultaneous speaking.)

22 CHAIR WALDRON: Jacob, did you have

1 more to your question? I'm sorry, Kim.

2 VICE CHAIR BERNAL: Thank you.

3 CHAIR WALDRON: Okay. Go ahead, Kim.

4 Sorry.

5 MEMBER CARROLL: That's okay. Thank
6 you. Kim Carroll, Other Disciplines. You know,
7 we are very excited to see an increase in funding
8 for Indian and Native American programs through
9 WIOA. However, as I am sure you are both aware,
10 Indian programs have been underfunded drastically
11 for quite some time. I was disappointed that it
12 wasn't more, especially considering everything
13 that has happened certainly in the past year.

14 One of the things I think that we all
15 learned through the pandemic was that we were not
16 prepared, that we did not have the funding that
17 we needed to address the issues that we needed to
18 address when we did, and I would hope that the
19 White House would take this opportunity to
20 provide a bit more equity in funding for
21 workforce development for Indians and Native
22 Americans. Thank you.

1 MS. WASHBURN: Thank you. Yes,
2 definitely it's -- If you have any sort of White
3 Paper on this, anything, I have yet to see any
4 dollar amounts that have been asked for in the
5 past, so if you want to send me something along
6 those lines that is always helpful to see what
7 you have requested in the past.

8 MEMBER CARROLL: We would certainly be
9 happy to do that. Thank you.

10 MS. WASHBURN: Okay. Thanks.

11 CHAIR WALDRON: The Chair recognizes
12 Joe.

13 MEMBER QUINTANA: Good day. My name
14 is Joseph Quintana, Region 6. I appreciate the
15 both of you being with us today. I hope that you
16 and your families are all well, especially as we
17 work through the pandemic.

18 I do want to very quickly echo and
19 kind of add on to what Jacob and Kim had
20 mentioned previously is in regards to current
21 funding is making sure that we are being
22 deliberate in where the funding is going and that

1 we are actually doing intentional giving.

2 I know I mentioned briefly earlier
3 with one of our presenters that this particular
4 166 program has been underfunded and has seen 75
5 percent decreases over the last 44 years, or 40
6 years, I'm sorry, which is tremendous, especially
7 during the time of pandemic.

8 I work in an area where there is a
9 large urban population which means that there is
10 a significant amount of loss, especially revenue
11 generation and things like that in order to
12 sustain a community based organization. And so
13 as we're maybe talking about Tribal Nations and
14 Reservation communities we can't also forget the
15 urban Indian centers as well, especially as the
16 Native population continues to grow in places
17 like Los Angeles, San Francisco, Minneapolis, New
18 York, just to name a few.

19 I also want to mention very briefly,
20 you described issues around housing, and I
21 appreciate that. I know that because we talk
22 about comprehensive services and you talked about

1 how there was an increase in regards to IHS
2 funding, and that is a great thing to see because
3 IHS is underfunded.

4 But as we look at the physical health
5 of our members we also understand that they are
6 working through grief and the many different
7 challenges around behavioral health as well, and
8 then also economic health and security.

9 In the area in the state that I am in,
10 California, is dealing with, even prior to the
11 pandemic, a major housing crisis. Look at San
12 Francisco, Los Angeles, and areas like that where
13 many relocatees and also, you know, American
14 Indians who are migratory because of jobs or
15 education have now gone, they are now dealing
16 with major issues around access to stable
17 housing.

18 Many of our members become multi-
19 generational. They also became multi-family
20 homes. During the time of pandemic this is an
21 increased risk because, of course, we know that
22 many of our family members may be susceptible to

1 the disease or in regards to our elder population
2 it could be extremely, pose a health risk, even
3 leading to death.

4 So as we look ahead to the future
5 making sure that we are being as inclusive to all
6 the issues that impact our members as possible.
7 Of course, work is one, but also all the social
8 determinants around us that impact us as we go
9 forward. I do want to uplift that.

10 The last thing I do want to mention
11 very quickly is you talked about being able to
12 hold the Tribal Nation Summit and that I think is
13 very significant across Indian Country I think to
14 bring that back. I think what we were lacking
15 was major communication with the previous
16 Administration, so that's welcome to see.

17 The one addition that I would like to
18 make is not leaving out those urban Indian
19 centers, especially community based organization
20 leaders across the country who can offer a
21 different perspective as we continue to adapt to
22 the challenges and we work toward the recovery

1 both not only for the Native community but also
2 to our surrounding neighbors as well. So thank
3 you all again.

4 MS. WASHBURN: Thank you. Thank you
5 for that. I just want to note that we are hoping
6 to do much more in the urban Indian setting. So
7 we have a briefing coming up with the Urban
8 Indian Organizations. It's kind of a first step,
9 but we will be doing more and exploring what else
10 we can be doing. We welcome any ideas from you
11 as well. We have another woman who has just
12 joined the Domestic Policy Council to assist
13 PaaWee and I, her name is Tracy Goodluck, and
14 urban issues will be, that's kind of a key part
15 of her portfolio.

16 She is just starting to get us
17 organized in that area. And so we have a
18 briefing session coming up later this week or
19 early next week, but we will be starting to
20 explore it. So we welcome any and all thoughts
21 there and additional meetings.

22 CHAIR WALDRON: Awesome. Thank you.

1 So we have a document that we can send you and it
2 references some of the comments that Jacob and
3 Joe were alluding to. It originally was a White
4 Paper and now it's more a Statement of Urgency,
5 which has gone out to the Secretary of Labor. So
6 we would be more than happy to share it.

7 You know, we have both programs and
8 166 out to Tribal and off Reservation and we want
9 to encourage now that we have what we think may
10 be a breath of fresh air or a light for Indian
11 Country that all are included and that our native
12 communities that retrain off reservation can go
13 back with a better opportunity to service their
14 people.

15 It's a little disappointing to hear
16 Labor received nothing from that, but maybe we
17 can, if we have time, can change their mind and
18 get the 166 in there. We do have 35,000
19 participants that we service annually that are
20 native. Thank you very much for coming here.
21 It's awesome to hear from you. Are there any
22 other questions from the Council?

1 (No audible response.)

2 CHAIR WALDRON: We are right on time
3 today, which is a pleasure to see. So thank you
4 very much, it was a pleasure speaking with you.

5 MS. WASHBURN: Thank you. We
6 appreciate the time. Thanks. Have a good
7 meeting.

8 CHAIR WALDRON: So our next speaker
9 doesn't need any introduction for me because we
10 all know her and love her and she has fought for
11 us for a very long time. I don't know if you are
12 ready there, Athena. Let the record show the
13 Chief of DINAP is going to be making a
14 presentation announcement.

15 MS. BROWN: Yes, I am. Thank you,
16 Darrell. First of all, I really want to thank
17 all of you. Welcome back. It's so good to see
18 all of your faces. I feel like, wow, we've been
19 dormant for a while, locked in our respective
20 apartments and homes. So I'm glad to see that
21 some of us are finally coming back to the
22 workplace, even though we stayed as busy at home,

1 as I know that we did in here in the office.

2 I appreciate the work that all of the
3 employment and training programs have carried on
4 throughout the pandemic. I know that when -- you
5 know, that when it came on, everything happened
6 so suddenly, and we found ourselves in a
7 situation where everybody reacted and we found
8 that more than ever we needed a lot of tools and
9 resources to keep our programs going.

10 And for those many staff that have
11 been at the frontline who can afford to take --
12 to not work with their clients, I very much
13 appreciate that. So I'm happy to be on this
14 virtual call with the members of the Council and
15 giving a report on the update for the Division of
16 Indian and Native American programs.

17 I think the most important news that
18 we heard today is that our program is no longer
19 proposed to be eliminated -- yay -- and that the
20 FY 2022 budget actually calls for an increase in
21 the funding.

22 But more importantly, I think that

1 there is a lot of exciting things going on in
2 Department of Labor and across all federal
3 agencies, and that's why I'm so happy that Libby
4 Washburn and Morgan Rodman and PaaWee Rivera and
5 Bryan Newland with the Department of the
6 Interior, Suzi LeVine, and others have been on
7 this call today because I really think there is
8 great opportunities going on, and I'm very
9 excited about it.

10 I think that the Indian organizations
11 and the tribes clearly show that we're really a
12 good -- an important part of this work that I
13 envision. So tomorrow we are going to get an
14 opportunity to hear from -- to open up the
15 dialogue with senior staff in the apprenticeship
16 program, and also to hear comments from other
17 members of the public about how this will open up
18 opportunities -- how this can open up
19 opportunities in Indian country.

20 I know that we've been talking about
21 apprenticeship for many years, and it has been --
22 it was a big focus of the last administration.

1 It's a focus of this administration. But I think
2 that I have seen firsthand how this can really
3 make an impact across Indian country, and I know
4 that there are some grantees that have
5 apprenticeship opportunities going. Darrell, for
6 one, I know you have an apprenticeship program in
7 Salt River, Pinon, Maricopa, and there are
8 others.

9 But I really would like to see other
10 grantees tap into this resource. So I hope that
11 we have a good listening session tomorrow and a
12 good dialogue with the apprenticeship office to
13 talk about those things.

14 So, DINAP, I want to report out that
15 DINAP is in the process of drafting the next
16 funding opportunity announcement. As you know,
17 next year is our competitive process where
18 everybody is required to submit a four-year
19 strategic plan.

20 So we hope to have that issued early
21 next year to allow grantees plenty of time to
22 work on those documents and to put together their

1 plan. And hopefully you're already thinking
2 about that, because the big thrust is, you know,
3 bringing everybody back to work and building back
4 what -- you know, some of what we lost, and
5 sometimes building it back better. So I want to
6 give everybody adequate notice so that we can get
7 that FOA issued.

8 Although this exclusive requirement
9 for those grantees that participate in the 477
10 program were -- one of the objectives that we
11 have discussed in our program, and right now it's
12 in the planning concept, but I'm almost certain
13 that it's going to work, is to work closely with
14 our partner agency, the Department of the
15 Interior, so that we can make it easier for
16 tribes to apply for the 477 program at the same
17 time we're putting out our request for strategic
18 four-year funding and also the strategic plans.

19 So we know that this effort, if we are
20 including that, must be closely coordinated with
21 the BIA and Interior to make this happen. We
22 still are optimistic that we can collaborate with

1 them to see what we can do to include that
2 language.

3 DINAP is the first national program,
4 the discretionary program, to implement a new
5 case management system. It integrates with what
6 we call WIPS, and I'm also pleased to report that
7 we have started the rollout of that. And I do
8 want to acknowledge Jennifer Whitmore, who has
9 just been instrumental in ensuring the success of
10 this effort. She has put all efforts forward to
11 make sure that this works. And it involved a lot
12 of work outside of what we call our regular
13 duties in the Indian and Native American programs
14 for grant administration. So thanks to Jennifer.

15 I also want to acknowledge that there
16 are other members of the DINAP team who have been
17 instrumental and have been participating in the
18 training, including Duane Hall and Carl Duncan,
19 who hit the ground running, and also, you know,
20 Terry Clark, who serves as a consultant.

21 As you know, the system allows DINAP
22 to meet the reporting requirements of the

1 Workforce Innovation and Opportunity Act, WIOA.
2 So why is this system so important? Because it
3 allows grantees to submit their reports directly,
4 and that decreases the reporting burden. During
5 the first year, I think you all know that it's
6 only going -- we are only going to be collecting
7 baseline data.

8 Right now, we have rolled out about
9 six session that include performance refresher
10 training; introductory training; guidance on
11 setting up the user accounts; the basics
12 training, how to add clients and services; the
13 intermediate training, how to manage client
14 cases, alerts, outcomes, and follow up; and then
15 the more advanced training.

16 We have also set up virtual office
17 hours, so that people can get help any time. We
18 know that with the Indian programs, you know,
19 there is a challenge with time zones, you know,
20 across the United States.

21 So I also want to let the Council know
22 that we have recorded all of these training

1 sessions and posted to our workforce GPS website,
2 along with other resources, such as creating a
3 user manual and frequently asked questions. And
4 we have established a help desk and a ticket
5 system, so that we can track and troubleshoot and
6 resolve those issues.

7 So all of this is a really -- to me,
8 in my mind, it's a really big accomplishment of
9 our program. It took a long time to get this
10 going, but I think it's going to greatly help our
11 program. We now know that grantees are going to
12 be reporting on the WIOA six performance
13 indicators and other types of things.

14 So, also, to let you all know that the
15 supplemental youth program, they will continue to
16 use the old system, the BearTracks system, until
17 we can start on developing the case management
18 system.

19 The Department has been focused
20 heavily on rolling this first part out for DINAP,
21 getting all of the other programs like Youth
22 Build and the REAL program going as well. So

1 there has been a huge concerted effort, but I'm
2 glad to say that DINAP has progressed well enough
3 beyond the rollout stage.

4 One of the objectives also, Darrell,
5 is to work very closely with the planning
6 committee for the National Indian and Native
7 American Employment and Training Conference. You
8 know, we support the training and technical
9 assistance initiatives, and we want to make sure
10 that we're offering grantees the right tools and
11 the resources, especially considering that we are
12 -- we are still in a virtual environment.

13 We are slowly but surely bringing
14 people back in, so that they are in person
15 periodically. But we're not getting away from
16 the virtual environment, and you know that from
17 this meeting. So what we want to do is work
18 closely with the planning committee to make sure
19 that when we're moving through, developing the
20 TAT sessions, that we know which ones are going
21 to be virtual and which ones are going to be
22 onsite, and focus on those.

1 I think there is also huge
2 opportunities, as you heard during this meeting,
3 across agencies, with various initiatives going
4 on. And I hope to be able to contact some of
5 those agencies and work closely with the planning
6 committee, so that we can have a broad -- broad
7 participation in the types of training that we
8 offer to people.

9 I think that from what I've heard just
10 during this meeting and others that our
11 intergovernmental staff here in the Department
12 has shared with me, is that there is all sorts of
13 initiatives going on in the other agencies. And
14 I think that it's really important that DINAP be
15 a part of that. And I want to make sure that I
16 share those opportunities with not only the
17 Council members but with all of the Section 166
18 grantees. There is -- not only as internally
19 with the apprenticeships and with some other
20 initiatives that Kim will be talking about.

21 But also, across federal agencies,
22 you've heard about the broadband initiatives.

1 Well, we have a new staff. That's really good
2 news because we really needed that. We just
3 hired Chelsea Fish, and Chelsea comes to us from
4 NCAI. So she's got a really good background.
5 And I've assigned her to work with me in heading
6 some of these initiatives and sharing information
7 across other federal agencies, like the broadband
8 initiative. And she is also the point of contact
9 with the apprenticeship office.

10 I don't think Chelsea is on this line
11 right now, but I wanted to introduce her at least
12 verbally. So I think, as we move forward, I am
13 probably going to be in close contact with the
14 planning committee and maybe making suggestions
15 on some of the -- pulling in some of the other
16 federal agency initiatives that are going on, so
17 that our grantees can have access to those
18 resources.

19 Finally, I want to remind the Council
20 members that we are -- that I am working on the
21 announcement of the nomination for the NAETC
22 members. Everyone knows that their terms expire

1 in October of this year, so we want to get that
2 announcement out soon because it has to go
3 through, you know, the various departmental level
4 clearances.

5 We want to share it broadly across all
6 networks, so we can welcome anybody who is
7 interested in participating on the Council. We
8 also have to publish that in the Federal
9 Register, and that whole Federal Register
10 process, as you guys know, takes about three to
11 five months sometimes to get it through the
12 clearances.

13 And last but not least, I really want
14 to thank Kim, Kim Vitelli, for her leadership in
15 the Office of Workforce Investment and for also
16 her support for this program. She helps me
17 navigate on a daily basis, and she covers for me,
18 she backs me up, and so she has been a great
19 help, as well as Robin Fernkas, our Deputy
20 Administrator. So last but not least, I want to
21 allow Kim the opportunity to talk about some of
22 the OWI initiatives broadly. Kim, are you on the

1 line?

2 MS. VITELLI: I am. Can you hear me
3 okay?

4 MS. BROWN: Yes. Great.

5 MS. VITELLI: Okay. Hi, everyone.

6 It's really good to see you all again. And thank
7 you, Athena, for those kind words, and also I
8 have to -- I know you know that she's great, but
9 I really just have to thank Athena Brown for all
10 the work that she did putting this session
11 together, along with Chair Waldron, and the
12 technical support we got from folks like Suzie
13 and Bernadette.

14 We wanted to make sure that we were
15 bringing, you know, high-level voices to you, so
16 that you knew what was happening in the
17 administration, and so that you could share
18 directly your opinions with folks throughout the
19 administration. And Athena really did all of the
20 work to invite people and think about what would
21 be most impactful.

22 So, you know, Ms. Washburn mentioned

1 about the American Rescue Plan and that Labor
2 didn't get any money. I did want to sort of
3 clarify that. It's true that Labor did not
4 receive funding for workforce development. So
5 that is the WIOA system and a lot of our
6 competitive grantees, including the Indian and
7 Native American programs.

8 The Department of Labor did get
9 funding in the American Rescue Plan for some
10 other health and safety things, including health
11 and safety enforcement, and like wage -- I think
12 maybe only on the OSHA side. But also ETA got
13 funding for unemployment insurance.

14 So there was funding appropriated
15 under the American Rescue Plan to bolster the
16 infrastructure that keeps the unemployment
17 insurance system working, including helping
18 states get their UI benefits; systems, like the
19 IT that underpins the systems in place; and also
20 to give them some additional tools to root out
21 fraud. And, of course, the American Jobs Plan
22 does include a lot of proposed funding, some of

1 which would be formula funding and some of which
2 would be grant competitions.

3 And I know that -- I know you've heard
4 a lot -- a couple of people have already spoken
5 about the American Jobs Plan, and I know that our
6 Secretary will as well when he speaks. So I'm
7 definitely available to answer questions
8 tomorrow, if people have questions, but I won't
9 try to steal his thunder, because I think that he
10 might talk about the American Jobs Plan.

11 I did want to let you know about -- I
12 did want to let you know about some funding
13 opportunities that are either out on the street
14 or coming. One of those that is out on the
15 street right now is the work opportunity and
16 rural communities, which is relevant for a good
17 portion of you, although I know not all of you.

18 That funding opportunity announcement
19 opened in April, and we are accepting
20 applications until July 21st. These grants
21 specifically serve the Appalachian and
22 Mississippi Delta regions. We administer this

1 program, as Congress told us to, jointly with the
2 Appalachian Regional Commission and the Delta
3 Regional Authority.

4 So those geographic boundaries are
5 sort of set in statute. But what is not set in
6 statute, and that we try to make really, really
7 broad, is the organizations that are eligible for
8 funding. So tribes are certainly eligible; so
9 are, you know, tribal nonprofits and tribal
10 colleges and organizations of a lot of different
11 shapes and sizes.

12 Unlike a lot of federal grant
13 competitions, the minimum amount that you can
14 apply for is really pretty low, and that's -- in
15 this competition. And I think it's 150,000.
16 That's much lower than like typical award size.
17 The award sizes can go up to 1.5 million. It
18 might be 2 million. I'll doublecheck that for
19 you. I should have written that down.

20 But the grant sizes can really widely
21 vary. We did that specifically to allow small
22 organizations to apply. It's easier, a little

1 bit less rigid performance reporting than other
2 grant competitions. This grant competition is
3 specifically designed get resources to smaller
4 organizations that operate in rural areas.

5 And I'll note that energy communities
6 that have high concentrations of work in energy
7 extraction, where there is a high number of
8 people employed in energy extraction and related
9 industries, can receive bonus points, and so
10 where they are proposing workforce strategies
11 that can diversify their economies. So I
12 definitely wanted to raise that to your
13 attention, that we have 30 million. Congress
14 appropriated 30 million for those grants. Like I
15 said, the deadline is July 21st, and we'll make
16 awards by September 30th. Hopefully, not -- you
17 know, a little before September 30th.

18 The strengthening community we awarded
19 earlier this calendar year, strengthening
20 community colleges grants. We will also operate
21 another grant competition for that program. It
22 was appropriated again. So we'll be publishing

1 that in the fall, this fall of 2021, and making
2 awards in the spring of next year. And just last
3 week, we awarded YouthBuild grants, and we will
4 be publishing the next funding opportunity
5 announcement for YouthBuild in the fall for
6 awards by the spring.

7 In about a week's time, or maybe even
8 this week, we will also be announcing some grants
9 that we had competed previously in re-entry. So
10 for adults who have been incarcerated and for
11 young people who have been just as involved or
12 are at risk of being just as involved, we have a
13 grant -- we ran a funding opportunity
14 announcement, and we'll be making the
15 announcements about those awardees. And we will
16 also be publishing funding opportunities for
17 those as well, again, in the fall for awards in
18 the -- for awards in the spring.

19 There is two different re-entry
20 employment opportunities grant competitions that
21 we run, one aimed at adults. We've been calling
22 it Pathways Home. If you see the name Pathways

1 Home, that's the re-entry employment
2 opportunities grant competition, and Pathways
3 Home starts services -- or grantees start to
4 deliver services while people are still
5 incarcerated.

6 So starting the services behind the
7 wall, helping them do their planning for when
8 they are released, and also making sure that they
9 have smooth transitions through that release and
10 are able to be able to become economically stable
11 and quickly get re-employed and providing all of
12 the wraparound services that might be necessary
13 to help them do that. That's Pathways Home.

14 And then the youth-oriented re-entry
15 grant is called Young Adult Re-entry
16 Partnerships. This grant competition that we
17 just did and that we'll be awarding pretty soon
18 was designed to deliver -- put money out to
19 intermediaries that then sort of operate, you
20 know, closer-to-the-ground services.

21 And those intermediary grants are
22 designed to develop partnerships with community

1 colleges to be able to provide people with access
2 to higher quality -- high-quality training, more
3 access to high-quality training, including
4 working with the colleges if they need to make
5 adjustments in order to serve a broader range of
6 students.

7 So, you know, as you know, that's some
8 of the grant competition landscape. As you
9 know, you -- tribes can -- and Section 166
10 grantees can apply for dislocated worker grants,
11 really at any time, either to address layoffs --
12 there was -- you know, to address either the
13 economic impacts of a disaster, impacts of
14 COVID-19, and to respond to the opioid national
15 health emergency. Those are all still places
16 that people can apply for dislocated worker
17 grants.

18 And, you know, Suzi talked a little
19 bit about some of the apprenticeship
20 opportunities that are available. And I know
21 we've got that on the agenda from the -- right
22 from the experts tomorrow. And so I want to let

1 them speak to it, but also I'll just sort of
2 suggest that folks should always keep their eyes
3 open on grants.gov for any other grant
4 opportunities that come around.

5 Let me pause there in case you've got
6 questions for us. I also want to keep my eye --
7 because I know the Secretary is coming next, and
8 so I don't want to talk over his time. I don't
9 see him yet. But are there questions that Athena
10 or I or anyone else -- you know, we've got the
11 whole team on the line as well.

12 CHAIR WALDRON: Any questions from the
13 Advisory Board? I'm sure there is. Maybe not.

14 MS. BROWN: Darrell, before --

15 CHAIR WALDRON: Kay, yes.

16 MS. BROWN: Oh, go ahead.

17 MEMBER SEVEN: So I'm wondering about
18 the funding formula. I think we all know that
19 we've been using Census numbers since 2000.
20 Things have changed since the American Community
21 Survey. What is the Department of Labor's
22 solution for addressing funding formula?

1 MS. BROWN: We have been working
2 closely with Census, but we haven't moved forward
3 to obtain any numbers from them. But it's
4 something that Duane Hall has been working
5 closely with the Indian programs at Census. I
6 don't have any updates from the time that we --
7 you know, the pandemic started to now, everything
8 sort of came to a standstill. So, Kay, it's
9 something that we'll continue to work on.

10 MEMBER SEVEN: I mean, it would be
11 good for us to know if that is a topic that the
12 Effective Management Workgroup should keep
13 abreast of for at least the next two years,
14 because back in the old days, by 2004, you know,
15 we were able to request data sets, specific data
16 sets from the Census Bureau. But I don't know if
17 that's an option this time, whether it's the --
18 I'm not too sure when it's going to be.

19 And, you know, are we going to be
20 implementing a new formula that will have an
21 impact where Department of Labor is having to
22 announce a hold harmless, effective like 2026.

1 So I've been waiting for that to happen for
2 20 years now, almost 20 years. And will there be
3 anything new that will change our numbers from
4 2000?

5 MS. BROWN: Well, it's something
6 definitely that we'll work with the Effective
7 Management Workgroup, because, as you know, when
8 we do get those numbers, it does have an impact
9 on some of the grantees across the board. And
10 it's really important to think about a hold
11 harmless formula. So Duane is on the line. I
12 believe he is on this call. Duane, can you give
13 us a short update of where we are with that, in
14 working with the Census?

15 MR. HALL: Yeah, sure. We entered
16 into a memorandum of agreement with Census a
17 little over a year ago to get the Census numbers
18 for unemployed -- for low income and unemployed
19 Native Americans throughout the United States.

20 And we just got back about a month ago
21 data for all -- for all 50 states, except for
22 Oklahoma and Alaska. We kind of set Oklahoma and

1 Alaska aside because, as many of you know,
2 Oklahoma has what's called Oklahoma tribal
3 statistical areas, and we also do that formula a
4 little different in Oklahoma, that it's based on
5 -- based on tribal members.

6 So we have all of the data for the
7 48 states. I'd be happy to at some point share
8 that with the Council. You know, as you all
9 know, there is going to be people who gain
10 funding when we -- if -- when and if we switch to
11 this, yeah, we're going to have people who gain
12 funding and people who lose funding.

13 And as I think Norman DeWeaver and I
14 have always said, you know, we've got to be
15 careful what we wish for. Once you see the
16 numbers, you know, if you gain funding, you're
17 going to like it. If you lose funding, you're
18 probably not so happy with it.

19 But, Kay, I definitely -- I think we
20 would probably have to have a -- some kind of
21 gradual increase and decrease of grantees'
22 funding. They refer to that as a hold harmless,

1 as you pointed out, because we want to gradually
2 get people to their numbers.

3 But we're still waiting from -- for
4 Census to give us the data for Oklahoma and the
5 data for Alaska. Those -- Oklahoma especially is
6 very tricky, because you have to get tribal --
7 numbers on tribal people who indicate their
8 tribal affiliation, whereas the other 48 states
9 it's just people in the American community survey
10 who say they're American Indian or some other
11 combination, whereas in Oklahoma we need that
12 information, plus we need to know what tribe they
13 identify with. There is a special agreement with
14 Oklahoma on how we do those numbers.

15 So that takes a while to get. We are
16 waiting on that, but we do have the numbers for
17 the other 48 states.

18 MS. BROWN: Thanks, Duane. Darrell?
19 Darrell?

20 CHAIR WALDRON: Sorry, I was -- yes?

21 MS. BROWN: Before I finish today, I
22 just want to say that most of the Council

1 probably heard about the passing of our esteemed
2 colleague Terry Parks. I just want to
3 acknowledge that, and also to say that Terry has
4 been a really big advocate for Indian programs
5 and for the Indian Self-Determination Act. And
6 so I just want to acknowledge that today. I also
7 want to let the Council members know that our
8 other esteemed colleague from Region 4, Tina
9 Farrenkopf, has resigned from the Council due to
10 a family emergency. But we very much appreciate
11 her work with this Council.

12 CHAIR WALDRON: Thank you very much.
13 Terry will definitely be missed. I had a lot of
14 good opportunities with him to have some fun and
15 some discussion. It's sad when that happens, and
16 our Indian programs, when someone passes (audio
17 interference).

18 So we are right on time with our
19 agenda. It is 3:30. So it's hard for me to tell
20 from where I'm at if our next speaker is
21 available, so I'm going to go ahead and do the
22 introduction, assuming that he is there.

1 MS. VITELLI: Darrell, this is Kim.
2 The Secretary isn't here just yet but is expected
3 to be here in just a minute or two. And -- but
4 he is on his way.

5 CHAIR WALDRON: Great. Thank you.
6 Because I can't tell that from here, and so I
7 just will be saying it. So just as we've got a
8 moment here, I've got a couple of chat questions
9 about some time in the agenda, more than likely
10 we can talk about it at recap or at a point
11 tomorrow, about discussions in the community
12 amongst the Council.

13 I've gotten a couple of notes sent to
14 me from Council members while we were on the
15 call. So I just want to put that out there, if
16 we can kind of move something around to get some
17 conversation going with our Advisory Council
18 members about the community.

19 So maybe in the recap area we can get
20 something with that started. And then we want to
21 talk about the document for urgency, and
22 transition that that we had drafted to it. And

1 that's going to be for tomorrow, if you can just
2 keep that in mind. I don't want to get into it
3 now, because maybe -- he will probably show up
4 right as we're starting. So -- go ahead.

5 MS. BROWN: A quick update. Also, I
6 missed, unfortunately, the 477 Federal Partners
7 meeting today, and I understand the workgroup is
8 also meeting tomorrow. But I have -- Duane has
9 been assigned to cover that, but I just want to
10 let everybody know that we currently have
11 59 grants that we sent over to Department of the
12 Interior. So that we may end up with a few more
13 this year. I know that several have applied for
14 the program and are pending approval.

15 CHAIR WALDRON: Thank you. Patty, did
16 you have a question?

17 MEMBER HIBBELER: I did. I have a
18 question for Duane actually. So having received
19 the -- I'll hold that because the Secretary is
20 joining.

21 CHAIR WALDRON: Okay. Great.

22 MEMBER HIBBELER: Thank you, Darrell.

1 CHAIR WALDRON: Thank you. So ready
2 for an opportunity today. We are excited that we
3 have the Secretary with us. I am honored --
4 truly honored -- because he is from my area. So
5 he will understand my accent today. I know a lot
6 of you guys don't. I am honored to introduce the
7 Honorable Martin J. Walsh, the 29th Secretary of
8 Labor. Mr. Walsh is the former mayor of Boston.
9 Mr. Walsh, we are pleased that you agreed to join
10 us today and look forward to a great dialogue and
11 ongoing relationship with you.

12 This Council reports directly to you.
13 We are your Council. I know you'd like to get
14 right into the remarks, so I don't want to waste
15 any more time on an introduction. Sir, you have
16 the floor.

17 SECRETARY WALSH: I'm unmuted, right?

18 CHAIR WALDRON: We can hear you.

19 SECRETARY WALSH: Okay. Sorry. We
20 should know all of this this by now. Thank you,
21 Mr. Chairman. I understood everything you said.
22 It is great to be on the call with you and

1 everybody. I just want to just say, you know,
2 federally recognized tribes have a unique and
3 longstanding relationship with the federal
4 government, and I certainly intend to support
5 that relationship and to make it stronger. And I
6 want to be able to do the best we can.

7 I want the members of this Council and
8 the tribal programs to know that the work that
9 you have done to support and protect your
10 communities during the pandemic, I am truly
11 grateful for it. COVID-19 has disproportionately
12 impacted Native communities and that is no
13 secret.

14 I know some of you have taken steps.
15 Some of the steps you have taken, I should say,
16 have impacted your employment and training
17 programs. A top priority of the Biden-Harris
18 Administration is to increase equity and
19 inclusion. We must make sure that everyone has
20 access to opportunity as we continue to move
21 forward here, especially those who have been shut
22 out and mistreated in the past.

1 I spent the last year as mayor --
2 well, the last seven years as mayor, but the last
3 year in particular with COVID, it has been a
4 really difficult year for everybody. And it was
5 -- it is certainly something that we -- none of
6 us have ever experienced. And I know certainly
7 that includes Native American communities as
8 well, the challenges that people face. We want
9 to make sure that you can continue to help your
10 clients get high-quality, good-paying jobs,
11 remove whatever barriers stand in the way.

12 I also know that -- and I'm learning,
13 I should say, really honestly -- many Native
14 communities face challenges, including access to
15 transportation, limited jobs, geographic
16 isolation, lack of broadband, and, quite
17 honestly, a lot of what is in the American Jobs
18 Plan that is important. I know that we need to
19 continue to work together to make sure we come up
20 with solutions and strategies to address the
21 challenges.

22 The American Jobs Plan includes some

1 resources that would address many of the
2 underlying infrastructure issues that hold back
3 economic growth -- in the Jobs Plan --
4 transportation, infrastructure, broadband access,
5 clean drinking water, climate, and clean energy,
6 just to name a couple.

7 Each area of investment also would
8 prioritize communities in the most in need
9 through the partnership with state, local, and
10 tribal governments. And that is going to be key.
11 The President has been very clear on making sure
12 that these investments get down to the local
13 level. The American Jobs Plan also invests
14 heavily in workforce development, with a strong
15 equity focus. And the community college trading
16 partnership -- and I met with community colleges
17 yesterday; they are very excited about this --
18 would invest \$9 billion over the next 10 years.

19 Grant recipients would include tribal
20 colleges, and the proposal also reserves a
21 portion of funding for underserved communities.
22 You know, this plan proposes investments in

1 apprenticeships, in job training, sector
2 partnership grants, and subsidized jobs. And our
3 administration and the Department of Labor, our
4 Office of Apprenticeships, John Ladd is speaking
5 to you tomorrow about apprenticeships, and we had
6 a meeting on that today, really talking about
7 making sure that these apprenticeships make a
8 difference. We have to make a difference in
9 people's lives.

10 I think it's important to ask for your
11 advice on how to ensure that Native businesses
12 can sponsor apprenticeships, and Native American
13 workers can access apprenticeship programs. And
14 I also understand that the Native American
15 community has concerns about efforts by the
16 previous administration to eliminate funding to
17 the WIOA Indian and Native American programs.

18 I had a hearing the other day for WIOA
19 specifically. The Biden-Harris Administration is
20 certainly committed to the program. In fiscal
21 year '22, FY22, the budget proposes an increase
22 of \$58 million in funding.

1 And I want to hear from the Council
2 about how we can best move forward in supporting
3 this program as well. So it's not just about
4 getting investments. It's about, how do we help
5 you support the programs?

6 We are also committed to the Indian
7 employment training and relative service
8 consolidation program. It's called the 477
9 program. It allows tribes to determine the best
10 way to operate their programs and align multiple
11 federal resources in a way that works best for
12 all of them.

13 As you know, the 477 program is
14 administered by the Department of Interior,
15 Bureau of Indian Affairs, and I am pleased that
16 my colleague from the Department of Interior has
17 been invited to share remarks. DOL also has a
18 longstanding relationship with the Department of
19 Interior supporting this program, and we are only
20 going to continue to build that relationship as
21 we move forward.

22 Congress is also looking at

1 reauthorizing the Workforce Innovation and
2 Opportunity Act. As I mentioned, I testified at
3 the House education and labor hearing about what
4 my priorities are, and what I would like to see
5 in the bill, and what we want to see included is
6 key aspects of the American Jobs Plan, including
7 both investments and innovations.

8 The workforce system is severely,
9 badly underfunded, including the Indian and
10 Native American programs. As a former mayor and
11 a former legislator, I can speak to that
12 directly. A lot of that funding we made up by
13 putting city funds into those programs, and then
14 we talk about equality and really closing gaps
15 and creating opportunities for people to earn
16 more and to be able to better raise their family.
17 This is the time to do it.

18 We also -- the President wants to
19 expand training for people -- quality training,
20 not just training, quality people -- quality
21 training so people can get quality jobs. We want
22 to invest in programs for young people, and we

1 also want to see equity in our performance
2 measures, something that I think is really,
3 really important as we move forward.

4 So as I wrap up here, what I want to
5 do is just say to everyone, I welcome your
6 feedback. I welcome how we can operate these
7 programs differently at Department of Labor. I
8 look forward to answering any questions you have,
9 but I also look forward to just having a strong
10 -- I'm sorry, my video went off -- a strong
11 relationship with everyone on this call. I
12 apologize, I didn't realize my video was off --
13 with the call, and I'm learning.

14 You know, I'm learning as we go on
15 here. It's about my 90th day almost here at the
16 Department of Labor. I certainly know a lot more
17 than day two, but I certainly don't know
18 everything. So with that, I will turn it back to
19 you, Darrell.

20 CHAIR WALDRON: Great. Thank you.
21 Are there any questions for -- I'm sure there are
22 -- questions from the Advisory Council?

1 SECRETARY WALSH: We have a shy
2 Council.

3 CHAIR WALDRON: Well, they're not shy
4 when you're not around. So the Chair recognizes
5 Joe and Kay.

6 MR. QUINTANA: Thank you, Secretary
7 Walsh, for joining us today. Joseph Quintana,
8 Region 6. Hope that you and your family are
9 well, especially as we come through the pandemic
10 and work towards the recovery process.

11 Appreciate the words that you're
12 sharing today and appreciate the candid nature
13 that you're sharing it. Of course, working in
14 communication and building relationships takes
15 time. And we understand that you're just
16 starting out, and we look forward to supporting
17 your initiatives going forward, and vice versa,
18 that you support us as well, especially as we
19 seek to serve in underserved communities such as
20 the American Indian and Alaska Native population,
21 both living in reservation communities, rural
22 communities, and large urban centers.

1 I happen to live in a large urban
2 center, and so I am going to speak to the issues
3 in regards to people out in Southern California
4 and out West. But I enjoy the conversation about
5 getting our people back to work, looking at ways
6 that we can be a part of the recovery process,
7 and not just getting them a job but getting them
8 a job for its long-term economic stability.

9 We want to make sure that our
10 community members have access to upward mobility,
11 so that they can enter a middle class market,
12 something that has only been a dream for a large
13 majority of our population. Over 90 percent of
14 our members fall below the federal poverty line
15 out in the community that I serve.

16 I think one possible aspect to this is
17 we get people get back to work and into high-
18 profile positions or high-level jobs, is to also
19 -- is to also work towards business development
20 and making sure that our members have access to
21 hiring their own employees. I think that's a way
22 that we can also break cycles of poverty, which a

1 large, vast majority of our population has
2 continued to remain in.

3 I think also looking at investment
4 within programs like 166 program will be
5 important for long-term success. And I think
6 that if there is an opportunity to do so, the
7 time is now, especially with the administration
8 that we have in place. There is a great deal of
9 communication that is taking place, and we
10 appreciate at least hearing our voices, and we
11 hope that we'll be a part of the long-term
12 success within your administration as well. So
13 thank you again for joining us today.

14 SECRETARY WALSH: Thank you very much,
15 and thank you for your comments, and thank you
16 for what you just said. And I look forward to
17 working with you, absolutely.

18 CHAIR WALDRON: The Chair recognizes
19 Kay Seven.

20 MEMBER SEVEN: Hello. Good afternoon,
21 Secretary Walsh. My name is Kay Seven. I work
22 with the Nez Perce Tribe located out here in

1 Idaho, and I just wanted to welcome you to this
2 new job. I look forward -- we look forward to
3 working with the new administration within the
4 Department building.

5 You know, in the last administration,
6 I became very fond of a senior official in the
7 ETA. His name was John Pallasch. And so I'll
8 tell you a little story about him. I eventually
9 started telling other tribes that there's this
10 really cool guy in the Department of Labor
11 building who I think was an Indian at one point
12 in his -- in his lifetime. Because the way he
13 talked about federal programs in his state of
14 Arkansas, that, you know, he truly believed the
15 concept of Public Law 102-477 to blend, BREP,
16 integrate, federal programs that are related to
17 each other.

18 And he had a vision for how ETA could
19 move forward with embracing and supporting how
20 tribes use that legislative authority to address
21 the needs in our community.

22 The Department of Interior has a great

1 opportunity in this new administration to do the
2 same. But I look to the Department of Labor of
3 being that partner that you've been for decades
4 in supporting this legislation to help us reach
5 out to the other federal partners to bring them
6 on board with this, what John Pallasch called the
7 one workforce.

8 And, you know, when Tom Perez
9 introduced the Workforce Innovation and
10 Opportunity Act, I'll never forget the webinar I
11 listened to, where he was saying that Congress
12 wanted to address this nation's workforce. And
13 we need to do this by BREP, addressing, doing
14 silo busting, doing silo implosion. We need to
15 address the fragmentation of services at the
16 federal level.

17 And so that's what tribes have done
18 with this 477 legislation, and so we look forward
19 to our federal partners looking at, how is it
20 that we can break down this fragmentation of
21 services at our level to address the needs of the
22 tribal nations? So, again, I look forward to

1 working with the Department of Labor. This
2 Department has done good work on our behalf. We
3 just this time ask to make sure you maintain our
4 section of law in the reauthorization of the
5 Workforce Innovation and Opportunity Act. Thank
6 you.

7 CHAIR WALDRON: Thank you, Kay.

8 SECRETARY WALSH: Thank you, Kay.

9 CHAIR WALDRON: Do you have any
10 questions? I see Erwin Pahmahmie, but did you
11 want to respond, Secretary?

12 SECRETARY WALSH: No, I just said
13 thank you. No, I said thank you. And, again, I
14 mean, a lot of these programs for me are new, and
15 I'm learning them, and I appreciate -- appreciate
16 you giving some insight in the past here in the
17 Department. And, obviously, any information,
18 anything that you think I should know, I'd love
19 to get the information.

20 CHAIR WALDRON: So the Chair
21 recognizes Erwin Pahmahmie, and then Patty.

22 MEMBER PAHMAHMIE: Good afternoon.

1 Erwin Pahmahmie, Region 4. Thank you for meeting
2 with us today, Secretary Walsh.

3 In conversations with your colleagues
4 and stuff that met with us previous, you know, it
5 seems like we're kind of continuing the
6 resonating or echoing of the same things over and
7 over again. But at the same time, you know, it's
8 very important that we bring these issues up,
9 including administration, you know, regarding the
10 increase for funding and stuff for our programs
11 as well as increase for the administration, too.

12 The Division of Indian and Native
13 American Programs, you know, hasn't received any
14 funding increase for quite some time. I know
15 they recently just hired someone new within the
16 last two years, but at the same time, you know,
17 there's lots of work to be done, at least on the
18 technical assistance side I feel.

19 You know, this one percent that goes,
20 you know, from the money and stuff, you know, we
21 would like to see that also more adequately
22 reported to us. At this time, I'm not certain

1 how -- when the last time we received a report,
2 but it would be nice to see that, you know, just
3 on our side, you know, so that way when people do
4 ask how we are working with -- you know, with the
5 federal government, we can say, well, they spent
6 this much on helping us in these areas that we
7 need.

8 Another thing, too, is -- yeah,
9 apprenticeships. Yeah. You know, I'm really
10 excited about it. I shared with Ms. LeVine
11 earlier that, you know, we have worked, you know,
12 in engaging, you know, apprenticeships here. A
13 Department of Labor representative came and
14 visited us a few years ago. I work with the
15 Cheyenne & Arapaho Tribes in Oklahoma here. That
16 lady, she oversees Oklahoma, Arkansas, and Texas,
17 and she was providing technical assistance. And
18 I only heard from her once, you know, on a follow
19 up, but she did come to visit us, and, you know,
20 talked to us about how to, you know, prepare and
21 get things set up.

22 But again, you know, we need guidance

1 on how to make these programs successful. But at
2 the same time, too, you know, we're very apt to
3 want to learn. We're very apt to, you know,
4 explore new options and -- you know, and these
5 are proven methods of us to be, you know, getting
6 in areas that, you know, aren't traditionally
7 apprenticeships, so, you know, like -- such as
8 hospitality.

9 The new threat right now is the --
10 what is it, the -- cybersecurity and stuff. You
11 know, those are areas we want to explore, and
12 hopefully, you know, the administration will
13 support these thoughts and we can move forward
14 together. Thank you. Edwin Pahmahmie,
15 Cheyenne & Arapaho Tribes, Region 4
16 representative. Thank you.

17 SECRETARY WALSH: Thank you very much,
18 Erwin. Let me just say this. I think that we
19 are looking at on-the-job training, looking at
20 different industries, and I think that we're
21 going to be talking about -- any ideas you have,
22 you should get them in, because when we talk

1 about preparing the workforce, you know, the same
2 old industries are different.

3 They're changing and evolving. And I
4 think it's important that we think about how we
5 target workforce development programs, even in
6 certain parts of the country, differently than
7 maybe in other parts of the country.

8 So, for example, like in Boston, I
9 think about like biotech, life sciences, creating
10 opportunities for jobs in those spaces for high
11 schoolers, kids graduating that might not go on
12 to college or partnering through a community
13 college. In other parts of the country, there is
14 other industry that's coming in there.

15 I think that -- so I would love to --
16 not love to -- I wouldn't -- not that I would
17 love to. We need to think about these other
18 industries, and I would love to get some ideas on
19 what you are talking -- what you're thinking in
20 areas around the country that could be beneficial
21 in different types of jobs.

22 CHAIR WALDRON: Thank you. The Chair

1 recognizes Patty Hibbeler.

2 MEMBER HIBBELER: Thank you, Chair.

3 My name is Patty Hibbeler. I am representing
4 Region 6. I am CEO here at the Phoenix Indian
5 Center in Phoenix, Arizona.

6 So I want to thank you, Secretary, for
7 joining us today and for your comments.

8 I also want to say, Kay, my comment
9 was very similar to what you were going to --
10 what you made. So I think we had a mind meld
11 this morning, really thinking about how we
12 address and work with our clients holistically,
13 which really looks at bringing in funding from
14 many of the different federal agencies, which
15 many of us in our tribes or even in our urban-
16 based programs are providing those holistic
17 services which many of us call the social
18 determinants of health.

19 So appreciate that that is still your
20 initiative, Secretary, to move forward and work
21 across silos within the federal department to
22 make that process much more streamlined and

1 easier for the grantees that will be accessing
2 those funds or applying. So we think that's very
3 important.

4 I also want to say I am really excited
5 about -- for our conversation tomorrow around
6 apprenticeships. Here at the Phoenix Indian
7 Center we have been very active in moving forward
8 career pathways. And one that has been very
9 successful for us recently has been our work with
10 two local truck driving certification
11 institutions here in the greater Phoenix area,
12 having trained well over 100 different clients
13 right now that are successfully filling that need
14 and that gap that's out there for long haul truck
15 drivers.

16 We have one woman that we put through
17 school there. She met her husband while she was
18 in truck driving school. They got married,
19 started working, made some great money, bought
20 their own truck, and now they are doing long-haul
21 trucking, making about \$12,000 a month.

22 So that's really a great success for

1 a woman who was once homeless when she came to us
2 in her services. So we appreciate our ability to
3 be able to administer these types of programs and
4 think creatively to help our American Indian
5 population get successfully into jobs that will
6 be good wage-earning positions moving forward.

7 So I just wanted to share that story
8 with you.

9 SECRETARY WALSH: Thank you. Thanks,
10 Patricia.

11 CHAIR WALDRON: Is that better? Can
12 you hear me now?

13 Okay. So Chris -- the Chair
14 recognizes Chris, Chris Campbell. Sorry, Chris,
15 I think you're muted.

16 MEMBER CAMPBELL: I've been quiet all
17 day. It's an honor to meet you, Secretary Walsh,
18 and it's not often that we get to meet with the
19 new Secretary right off the bat. So I think this
20 is a great opportunity for that.

21 And I represent Region 5. Most of our
22 area that I represent here locally in the Kansas

1 City, Missouri, area is urban area. So I've been
2 hit this last week with a lot of REAL programs
3 that are ran by the state. They are busy
4 renewing their MOUs, and I just want to
5 strengthen that somehow.

6 I mean, we have been working on it for
7 years where the state WIOA programs are I'm going
8 to say mandated to work with Indian programs, but
9 there is always a disconnect there, and I think
10 the disconnect is that they don't understand
11 we're a supplemental program, that we're not
12 funded at the level that they are.

13 So I would like to see the state WIOA
14 programs reach out more to Indian programs, and
15 also, more importantly, that they provide
16 services to our communities, because they are
17 already funded to provide services to our
18 communities.

19 And each and every time one of the
20 state WIOA programs that we work with, we have to
21 educate their new directors constantly that when
22 an Indian person walks in the door that they have

1 already been funded to provide services to them
2 and we're the supplemental end of that.

3 So I think somehow we need to continue
4 to work on strengthening that effort. So just
5 basically want to reach out to those guys and
6 make them understand that, yes, there are Indian
7 programs, but we are supposed to serve those
8 clients as well.

9 SECRETARY WALSH: All right. Thank
10 you. I want to learn more about that, the
11 funding piece of that.

12 MEMBER CAMPBELL: Okay. Well, we're
13 funded at a very lower level. States are
14 receiving funding off the Indian population that
15 reside in their service area. So what -- and I
16 have four offices that I house staff in workforce
17 -- workforce centers, urban workforce centers,
18 one rule.

19 And they are always reluctant to
20 provide services to our clients, because we're
21 there. And, you know, we want to share costs to
22 not do complete services but share costs with the

1 state workforce centers. And they don't want to
2 spend funding on our clients because we're there.

3 So there's a misunderstanding that
4 Indian programs have a lot of money and -- to
5 provide services to the Indian population, which
6 it's not true. We're supplemental, meaning that
7 we don't -- we're not able to provide all of the
8 employment and training services that the state
9 programs do.

10 So I would like to see more focus on
11 Indian populations that have -- that are -- how
12 am I saying this? I'm probably going to mix you
13 up. In areas where there is Indian population
14 that are accessing the WIOA programs ran by the
15 state, that those state WIOA programs provide
16 services to those Indian clients, along with us,
17 and work better with us to provide those
18 services.

19 MS. LEVINE: Mr. Secretary, if I can
20 complement that, Chris, you're spot on. And at
21 the state level, unfortunately, in too many
22 places they assume, oh, Indian country has got it

1 covered. They've got their own funding sources.

2 And where there is integration, where
3 there is collaboration, where there is a focus in
4 that space, it is individuals making those
5 decisions, or individuals recognizing in certain
6 areas where there is just such an overwhelming
7 population that, of course, they are going to do
8 that work. But it is not systemic, and I think
9 that there is a lot of opportunity there for
10 expanding that collaboration and integration and
11 really thinking about the whole person and
12 integration services.

13 So I think you're spot on, Chris.
14 There's more opportunity there.

15 MEMBER CAMPBELL: Thank you, Suzi. It
16 has just been an ongoing process, and I know in
17 some areas throughout the United States the
18 workforce centers don't work with tribes very
19 well. They don't work with urban Indian
20 organizations.

21 We have been fortunate. I have --
22 like I said, they're all hitting me up for MOUs,

1 and of course I'm going to sign them and work
2 with them, but it's always bittersweet. You want
3 the signature, but you don't do anything for
4 Indian clients.

5 Thank you for your time.

6 SECRETARY WALSH: Thank you.

7 CHAIR WALDRON: So I'd like to echo
8 that and give you just maybe a little bit of --
9 some data. So about 80 percent of our grantees
10 nationwide are under \$100,000 a year, and they
11 are serving a population. And most of the state
12 Department of Labor training programs do not work
13 well with the Indian community.

14 In 1979, our funding was over
15 200 million. It was 229 million. We've been
16 reduced now to 55 million. We operated under the
17 law for funding for several years until we got to
18 55, and we need a lot more. We are so used to
19 stretching our dollars and serving our community
20 that in most cases -- and Athena can correct me
21 if I'm wrong -- the national wage for Indians in
22 our programs is \$26,000 a year.

1 They are the poorest of any other
2 ethnic group in this country, and every year we
3 have to educate and fight for funding. We did
4 ask for a large increase. We do have a
5 transition paper sent to you, and an urgency
6 document, but we really need your help to just
7 level the playing field, not to give us a hand
8 out but a hand up, so that we can get our
9 talented people and get good training, access to
10 training above \$3,500 a client. That's about
11 what we're funded for.

12 And we work around the clock for our
13 communities, but it is difficult. And, you know,
14 I -- my dad died when I was in high school, and I
15 went to work for the Teamsters Union, and I was
16 able to put money in my house with a decent wage.
17 So I am so happy that you guys are here and we're
18 talking about apprenticeship, because it
19 instantly puts people into the middle class
20 sector.

21 So we're asking for your help because
22 a lot of times we put words forward on paper and

1 we don't get access to from the Secretary. So
2 we're asking you to help us get help out to our
3 community.

4 The number one cause of death in our
5 communities are suicide.

6 So I'm -- I just wanted to give those
7 facts to you, sir.

8 Any other questions from the Advisory
9 Board? Any comments for the Secretary? Any
10 other questions?

11 MEMBER RICKARD: This is Gary Rickard.

12 CHAIR WALDRON: The Chair recognizes
13 Gary Rickard.

14 MEMBER RICKARD: I would like to thank
15 Secretary Walsh for taking this time to come meet
16 with us. You don't realize just how excited we
17 are to have the Secretary take time out of his
18 busy schedule to do this.

19 We make recommendations to the
20 Secretary of Labor, and we hope in the near
21 future to send you a White Paper on the
22 recommendations that we would like to see happen

1 under this administration.

2 Once again, your appearing here shows
3 us that you have an interest in our program and
4 the Native people, and we thank you very much for
5 that.

6 SECRETARY WALSH: Gary, thank you for
7 your -- thank you for those words. I appreciate
8 it, and I, too, have an interest, and I want to
9 continue to work closely with the different
10 regions all throughout the country, and actually
11 more than just meeting and talking, doing actual
12 -- I want to do some visits and things like that.
13 So thank you, Gary.

14 CHAIR WALDRON: Thank you, Secretary.
15 We know your time is short, and you were
16 scheduled with us until 4:00. So if you don't
17 have any last very quick comments, we really
18 appreciate you coming today. I know we have
19 another meeting lined up with you, but I really
20 do appreciate you being here on behalf of this
21 Council and the comments from my Council members.
22 Thank you.

1 SECRETARY WALSH: No. I appreciate
2 it. And there's always a blessing in disguise.
3 It's a blessing because we can all get together
4 and not have to travel all over the country, and
5 it's terrible because literally there is no 15
6 minutes between meetings. It's like 4:00 to
7 4:30, 4:30 to 5:00, 5:00 to 5:30, 5:30 to 6:00,
8 and like -- so it's very efficient I guess for
9 doing business. I don't know if it is or not.

10 I kind of liked the old way where I
11 rambled over 15 minutes, and I was late all day,
12 but at least I -- the face time was good.

13 No. I want to say thank you all.
14 Thank you for the work you've done. I'm
15 certainly committed to the mission, and we're
16 going to continue to move forward with this.

17 Thank you for everything.

18 CHAIR WALDRON: Awesome. Thank you.
19 We'll be in touch.

20 SECRETARY WALSH: All right. Bye-bye.

21 CHAIR WALDRON: I'm sorry, Kim. I'm
22 getting a little chat box over here. I don't

1 know who sent it. It might have been his
2 scheduler.

3 So the next part of this agenda here
4 is a recap of today and the possibility of some
5 discussion around this urgency document,
6 statement of need that we sent. So I just want
7 to clarify what happened with this.

8 So when the administration switched
9 over and they started appointing the secretaries,
10 we had gotten together, me and Jacob and Lorinda,
11 to talk about a transition statement that we had
12 all worked on for years and had sent out on some
13 occasions.

14 And we wanted to put it together and
15 get it out on behalf of this Council. But under
16 the FACA rules, we had not had the opportunity to
17 discuss that because of COVID, and call a
18 meeting. And so we did put the document out, and
19 we put it under the planning conference. We were
20 able to get NCAI on board, 477, and of course our
21 Executive Council.

22 And it was the work that we had worked

1 on over the years, and asking for our program --
2 responding to the powerful statement made by the
3 Trump Administration that we were untested,
4 unproven, old and antiquated, and he expected our
5 budget to be zero.

6 So we sent that and kind of pushed it
7 back and forth trying to get their attention, and
8 we finally did. We got their attention, and we
9 have a meeting -- myself, Jacob, and Lorinda --
10 next Friday, the 24th, with Secretary Walsh.

11 And so I sent this document over. So
12 this is sort of a done deal at this point, but we
13 have scheduled a meeting. So I sent the document
14 over yesterday to you in hopes to get a vote from
15 this Council of acceptance and support for this
16 document that went forth, and then maybe we
17 wanted to either endorse the whole document or
18 get the urgency and statement of need, and then
19 put our own one-page letter to it.

20 That's why I sent you the one-page
21 letter. I mean, I sent you the letter that I
22 wrote with Margaret separately. I didn't want to

1 confuse the two. But this is a done deal at this
2 point. It has been going on since -- what did
3 you say there, Jacob? Early April, going back
4 and forth in between the White House, NCAI, with
5 us, with 477, and what was allowable and what was
6 not allowable.

7 So that's what this was sent to you --
8 at least scheduled, and I just want to reiterate
9 a couple of things at the end of our phone call.
10 So we can either do it now, you guys can think
11 about it. We can make time for it tomorrow, or
12 you don't have to support it. I would like you
13 to -- whether we write another letter or just
14 endorse this one, which we have and the staff has
15 it, and it is all of the good stuff that we would
16 have done tomorrow.

17 I guess it probably spans a few years,
18 but it's stuff from Lorinda, stuff from this
19 committee, stuff from us, stuff from NCAI, and
20 stuff from 477.

21 Any discussion? The Chair recognizes
22 Kim.

1 MEMBER CARROLL: Thank you, Chair.
2 Yeah. I've looked through this transition paper,
3 and this is all issues that the Advisory Council
4 has discussed numerous times and come to an
5 agreement on.

6 Some of the wording is a little bit
7 different. You know, I noticed it said
8 110 million rather than 100 million, things like
9 that. But I think at least the concepts
10 contained in here are things that we have all
11 agreed on at one point or another.

12 I would hope that we could take some
13 action tomorrow to try to move this forward, and
14 I would certainly -- I don't if I need to make
15 that in the form of a motion, that we sort of
16 consider this tomorrow?

17 CHAIR WALDRON: We can make it a
18 motion, and then we can formally address it
19 tomorrow for a vote up or a vote down. Yes. So
20 are you making that a motion?

21 MEMBER CARROLL: I will, yes.

22 CHAIR WALDRON: Kim is making a

1 motion. Is there a second on the motion?

2 MEMBER CHAISSON: I'll second. This
3 is Lora Ann Chaisson.

4 CHAIR WALDRON: It has been seconded
5 by Lora Ann. Any discussion?

6 MEMBER SEVEN: Yes.

7 CHAIR WALDRON: Kay?

8 MEMBER SEVEN: So I'm glad that Kim
9 has, you know, read it thoroughly, and she said
10 it's something that has been supported all along.
11 But I guess my question comes to the meeting set
12 up with Secretary Walsh.

13 So I go back to the old days when we
14 used to see ourselves as two different groups.
15 We're either a standalone WIOA Section 166
16 program or we're a 477 program. And so in this
17 meeting with Secretary Walsh, who is our
18 representative for representing the 477 tribal
19 workgroup?

20 Because I hear Lorinda, Jacob, and
21 yourself, I know that you're -- what we know is,
22 you know, in WIOA programs, but I think there

1 needs to be a representative of -- a 477 member.
2 And then, also, are we talking about the letter
3 that has the NCAI logo in the middle?

4 CHAIR WALDRON: So, yeah, let me give
5 you a little clarity. So the first two pages
6 here are just a letter, and we can do a separate
7 letter from the Advisory Board. This is actually
8 the statement of urgency, which is titled
9 Transition Document, Statement of Urgency and
10 Opportunity.

11 MEMBER SEVEN: I see NCAI on the
12 letterhead, too. So in this call to Secretary
13 Walsh, is there an invited member of NCAI, like
14 Ian Record, to join this call?

15 CHAIR WALDRON: There is not at this
16 time -- Ian was involved with this. We are still
17 going through the process for that meeting. We
18 were unable to do it from the Advisory Board,
19 which is our first intention.

20 But we were not in a meeting between
21 the time that we sent this and the time we had
22 last met. And so we have informed on the fact

1 that we would be violating the rules. And so we
2 sent it under our (audio interference).

3 That's how it came about, but it is a
4 document -- most of the document came out of the
5 Advisory Board for the past couple
6 administrations, and new developments and
7 opportunities that we have seen.

8 Interestingly, we responded after the
9 budget went out already. So we were trying to
10 get access to the federal program, a budget
11 increase, before they met and had this meeting
12 recommending the budget that they gave to us.

13 So I don't know where the increase is
14 going to go now. We'll find out.

15 MEMBER SEVEN: So, Kim, what was your
16 motion again?

17 MEMBER CARROLL: My motion is that we
18 consider the transition paper that was sent to us
19 yesterday, considering that most of the
20 information in here was agreed to by the Advisory
21 Council in the past.

22 MEMBER SEVEN: So is that to support

1 the -- to support the letter as a Council only,
2 but we're not going to have our own letter on
3 Council letterhead?

4 MEMBER CARROLL: No, no, no, no. No,
5 absolutely not. I'm talking about the transition
6 paper, not the letter. We won't have to do our
7 own letter. But basically what I'm talking about
8 is considering the items that are listed in this
9 transition paper for our White Paper to the
10 Secretary. Does that make sense? Does that --

11 MEMBER SEVEN: Yes. It helps clarify.

12 MEMBER CARROLL: Okay. Good.

13 CHAIR WALDRON: So Joe has a question,
14 and I think following the discussion, Kay.

15 MR. QUINTANA: Hi. Joseph, Joseph
16 Quintana, Region 6. Just to follow up on what
17 Kay is mentioning, are we accepting the document
18 as-is without any other revision? That's one
19 question.

20 The other question is: should it not
21 just be our letterhead at the top? Nothing to go
22 against what NCIA is providing in their support

1 or the 477 program itself, but it's coming from
2 this particular body in general, so I'm just
3 suggesting that. Otherwise, the document looks
4 fine. I'm just wondering if we're accepting it
5 as-is.

6 CHAIR WALDRON: So part of our
7 problem, Joe, is we actually wanted it to come
8 just from the Advisory Board. But we missed the
9 opportunity because of COVID, things that
10 happened and we did not meet, and we actually did
11 draft it on the letterhead of the Advisory Board,
12 and they are just going run it, let everybody get
13 a copy of it through email.

14 But we were informed that it's a
15 violation of FACA rules because we did not have a
16 meeting and pass a resolution which was adopted.
17 So we were told that in the middle of working on
18 it, so then we decided to do it from the
19 next-best thing that we had, which was the
20 executive planning committee.

21 And it did go forward. It has been
22 going back and forth quite a bit. We were trying

1 to get it in before the end of March, because
2 that's when they begin to make their decisions.
3 That did not happen. It was pushed around, and
4 we finally did get access, but it was after the
5 appropriations.

6 So we are hoping if they're going to
7 do an increase to the program, that it would
8 benefit us all maybe in 2022 or if he has some
9 discretion funds. But we would have preferred to
10 do it from the Advisory Board because it's a much
11 stronger and more powerful body.

12 So what we're asking here for is
13 support from the Advisory Board that we -- we
14 could mention that it has been supported by this
15 Advisory Board and we have all parties inclusive.

16 And then I think that would be
17 probably a discussion with them and then a more
18 formal meeting where we will probably come
19 together, which it was kind of alluded to us
20 getting together.

21 So that's sort of where we were.
22 We're rolling the dice on it because we did not

1 send it.

2 MEMBER SEVEN: So when you speak to
3 Secretary Walsh, you're speaking not as a member
4 of the Advisory Council, but you're speaking as a
5 member of an executive committee of the --

6 CHAIR WALDRON: Yes.

7 MEMBER SEVEN: -- for the conference?

8 (Simultaneous speaking.)

9 CHAIR WALDRON: Yes. Planning
10 committee for the conference. We would have
11 preferred the Advisory Board, but we couldn't do
12 it. Now -- we can support it now, and it would
13 be in addition to the other support that we have.
14 But this went in under our executive committee.

15 MEMBER SEVEN: I think I would like to
16 see the -- to make sure that there is a 477
17 grantee participating in this call. How about we
18 have that representation on the planning
19 committee?

20 CHAIR WALDRON: Okay. So Margaret can
21 be part of that. Margaret's signature is on the
22 letter here, which was opening up the statement

1 at the end. But it is not the transition
2 document that is here.

3 MEMBER SEVEN: Okay. Well, that would
4 be good. Again, I'd like to make sure that a 477
5 tribe -- I know that Erwin, Margaret, and also
6 Penny are on the executive committee of that
7 planning committee. So that's how I see it.
8 This is the planning committee, executive
9 committee, sending this letter in, in partnership
10 with NCAI. We're supporting that.

11 CHAIR WALDRON: Again, we hope to be
12 in partnership with the Advisory Board. So the
13 whole executive committee supported the document
14 and voted on it and we sent it forward. So we're
15 hoping to get the support here.

16 So Kim's motion is to formally discuss
17 it tomorrow, take a look at it. Am I correct,
18 Kim, about tomorrow, or are you wanting to get it
19 approved now?

20 MEMBER CARROLL: If I may?

21 CHAIR WALDRON: Yes.

22 MEMBER CARROLL: Yes, tomorrow. And

1 I have no problem if there are some things that
2 we want to add or even changes that we wanted to
3 make to make it our own, absolutely, I think that
4 we should send in our own White Paper.

5 But this is what we've been working
6 on. I mean, this is -- this is it. And, you
7 know, every year there is -- there are some minor
8 changes, and that's what I'm talking about.
9 There are some wording differences on this, but
10 this was our paper. This was the Advisory
11 Council's paper to begin with.

12 And so that's why I said I'd like to
13 consider this, if we can formally look at it, and
14 determine if we still agree with the issues that
15 we had agreed upon, what, two, three, four years
16 ago now?

17 Yeah. That's where I was going with
18 this.

19 CHAIR WALDRON: It has been a while,
20 and the last one we did we never got an official
21 response on. For one of them we did, that there
22 would be other considerations, but then that kind

1 of ended it, stalled it.

2 So, you know, I advocated for a much
3 more aggressive letter, a lot more shorter, just
4 because I wanted to get it up on the table. But
5 it was -- it was a lot of work getting it in to
6 him and getting everybody on board.

7 And so the meeting is, like I said,
8 unfortunately, it is -- it is with the planning
9 committee, which is not as strong as this
10 committee. But you guys can add a letter to it
11 and make other statements in it, and we can, you
12 know, attach it, just include it in the
13 conversation that we're going to have, we could
14 do that.

15 This document is -- the meeting has
16 been scheduled. But it is our work from multiple
17 years. What we did miss in it, which I'm upset
18 about because for two years we've been discussing
19 reauthorization, and we haven't done anything
20 about reauthorization.

21 And listening yesterday to one of the
22 conversations was we may not get any of the

1 increases because we are not authorized, and that
2 the Senate may not vote to do an increase because
3 we're not authorized. But, you know, the
4 conversation was they felt we would get it.

5 But that's at 500,000 now, and
6 3 million for next year. This would advocate for
7 next year at this point I guess.

8 MEMBER SEVEN: Well, tomorrow Pamela
9 --- actually, the action step will happen
10 tomorrow. But in the meantime, we'll just take a
11 look at things, right?

12 CHAIR WALDRON: Right. So tonight you
13 read it, kind of go through it, and see if you
14 want to go with this or support this and add
15 something else to it that we can try to get into
16 them. But the meeting now is to get it formally
17 on for tomorrow for a vote. That's what her
18 motion was. It was not to approve it right this
19 minute.

20 MEMBER SEVEN: And I would like to
21 know from Wayne Gordon how many tribes maybe made
22 similar comments on their comments on their --

1 comments on the Department of Labor's request for
2 tribal consultation, because I know we, as a
3 tribe, included these type comments on our letter
4 as a tribal nation.

5 CHAIR WALDRON: Yeah. I have listened
6 to some of the stuff. It is very powerful. I
7 think one of the issues is we never got answers.
8 And as you all know, the Trump Administration
9 zeroed out our budgets, and they stayed zeroed
10 out even after he was gone. And that's where our
11 future was.

12 So, but we wanted to get this out a
13 lot earlier, Kay, and had a lot more authority
14 behind it. But it was just didn't come -- this
15 was the best that we could come up with. I don't
16 know if Jacob wants to speak to any of it or not,
17 but this is where we are.

18 This meeting is scheduled, and as far
19 as I know it's still going to happen. But, you
20 know, we're not there yet, but we have it
21 scheduled for the fall. I thought it was
22 interesting that he said he wants to get back

1 with us again via Zoom today.

2 So is there a second on Kim's motion
3 that was made and seconded? We had discussion.
4 Any further discussion?

5 MEMBER SEVEN: I'll second. This is
6 Kay.

7 CHAIR WALDRON: Kay is seconding it,
8 with Lora Ann. All those in favor, signify by
9 saying aye.

10 (Chorus of aye.)

11 MEMBER SEVEN: Opposed? Oppositions?
12 Passes unanimously. We'll put it on the agenda
13 for a vote tomorrow.

14 The question at hand is whether you
15 want to have your own letter, you know, added to
16 it, or comments. Or you can support the document
17 in the way that it is done. That's what we will
18 be discussing tomorrow.

19 Do you follow what I'm saying? Or you
20 can make a whole other page and do a separate
21 request, but we would have to wait to get that
22 in.

1 MEMBER SEVEN: I would recommend we
2 just, you know, look -- support the letter, but I
3 really think our Effective Management Workgroup
4 probably should meet right away and decide on the
5 strategic next step as a follow up to this
6 support.

7 CHAIR WALDRON: I'm glad you brought
8 that up. This is probably a conversation better
9 had with DFO. I think we need to set several
10 committees up and really go after these guys
11 today that talk very favorable about our program
12 and the support that they want to do and really
13 start to engage them.

14 We have been watching the money flow,
15 and it is quite heavy and it is quite fast, and
16 in some cases it was unsolicited. We got
17 \$1.6 million unsolicited. I just got an email it
18 has been awarded, and they're going to do a
19 modification.

20 So there is a lot moving with this
21 administration. I don't know how deep it has
22 penetrated Indian Country. We are talking about

1 a workshop or an informational session at the
2 conference in September to really talk about
3 those opportunities, on and off reservation
4 tribal communities. But they are massive in
5 their dollars.

6 Business development, not loans,
7 actually grant dollars for developing small
8 businesses. Manufacturing is going to be in all
9 -- that's a prime opportunity for reservation-
10 based communities. I really think there is so
11 much going on right now that we need to, you
12 know, get aggressive about and try to get a
13 handle on it.

14 So I was going to wait until tomorrow,
15 but I think we need to create a couple of
16 committees to really pinpoint some of those
17 speakers today. I like some of the stuff I heard
18 that -- the money that is available.

19 So I had another little chat question
20 about making more time in our agendas -- maybe
21 for our next meeting time to discuss more about
22 the community and the needs of the grantee

1 community, and maybe an hour or an hour and a
2 half in there just for us to have discussion.
3 I'd like to get a little bit of feedback on that
4 before we wrap up in the next five minutes or so.

5 That was sent to me while we were in
6 this meeting today.

7 MEMBER SEVEN: So I have my hand up.
8 I have a couple of questions for Department of
9 Labor.

10 Athena, how are we doing -- because,
11 you know, you used to provide a report on the
12 carryover topic. How are we doing with the
13 carryover topic? And in light of a pandemic, is
14 there going to be a hold harmless on the
15 carryover topic for this last year?

16 And then I had another question in
17 terms of just administrative-type questions on
18 how the impact to our programs -- I'll leave that
19 one question right now while I remember my next
20 one.

21 CHAIR WALDRON: Athena?

22 MS. BROWN: Yeah. I was just unmuting

1 myself. We don't have the -- all the reports in
2 yet to tell how much money we're going to be
3 carrying forward.

4 But, and there is nothing in writing
5 that the Department put out about policy,
6 although the general -- general thought is that
7 during the pandemic we're not going to -- we're
8 not going to penalize anybody during this entire
9 time of the pandemic because we know the extreme
10 issues that the country faced with serving
11 clients during that time when offices were
12 completely shut down and clients impacted.

13 So we don't have those numbers right
14 now, Kay. But as soon as we get them, you know,
15 we will share them with the Council.

16 MEMBER SEVEN: I just remembered my
17 other question was designation for the next
18 four-year period. So will designation notices I
19 think -- is that something that we should start
20 seeing about fall time to get ready for the next
21 program year?

22 MS. BROWN: Yeah. We don't have -- we

1 don't go through the designation -- you know,
2 like we used to go through a -- sort of an
3 advanced notice of intent when people applied for
4 the program, but we don't go through that process
5 anymore. But we will put out instructions --
6 formal instruction on the competition.

7 And, of course, the 477 grantees, all
8 they do is submit the application for federal
9 funds. They don't, you know, submit any
10 strategic four-year plans to the Department.

11 Is that where you were going or --

12 MEMBER SEVEN: Well, I -- it just --
13 it seems like in past years that the notices came
14 out a little late and grantees were struggling to
15 meet to try to get their plans done. I'm feeling
16 a little overwhelmed with the planning process
17 there.

18 MS. BROWN: Yes. Our FOA process has
19 changed a little in the Department. I understand
20 that it's going to be more streamlined. Knock on
21 wood. Hopefully, DINAP is going to be the --
22 sort of the first program that is using the new

1 funding opportunity process for issuing our
2 competitive announcement.

3 So I am hopeful that we can get that
4 out fairly early in the year, like in January or
5 February. Yeah.

6 CHAIR WALDRON: Thank you. We have a
7 couple of questions. We have Christine and
8 Erwin. You've got to unmute.

9 MEMBER CAMPBELL: Thank you, Chairman.
10 Chris Campbell representing Region 5. I think
11 we're still being recorded, even though we're
12 recapping, right?

13 So, anyway, I just wanted to kind of
14 piggyback on what Kay said about the designation.

15 And I think we learned a very painful
16 lesson the last designation period, that nobody
17 got funded until the competition was decided.
18 And I thought that -- do you know what I'm
19 talking about, Athena?

20 It was held up -- the grantee -- the
21 funding was actually held up until the
22 designation was over, until the competition was

1 finalized, the decisions were finalized. If you
2 recall, folks weren't getting their funds until
3 that was all completed.

4 I would hope that this designation
5 period, if you're not having competition, your
6 funds would not be held up.

7 MS. BROWN: I think what happened was
8 I know that the funding was help up for certain
9 grantees. I don't recall that it was help up for
10 everyone. It might have been just after the
11 Department made decisions on what money was going
12 to go back into the pot.

13 But for those grantees that we know,
14 I think we will probably have a better sense on
15 the grantees that we know are competing for the
16 funds this year. We have lost a few because of -
17 - you know, because of other reasons. But we
18 sort of have a handle on those service areas.

19 So I think that we, to the extent
20 possible, will try to get that all resolved
21 before we go into the competition.

22 MEMBER CAMPBELL: Yeah. I'm pretty

1 sure everybody was held up. The funding came out
2 really late last competition period, but anyway,
3 just hoping that we can, you know, improve that
4 system and that the grant officer has maybe
5 better understanding, too, of the urgency in our
6 communities to get the funding out on time.

7 MS. BROWN: Yes. We'll try to take
8 all of that into account. We do have a new grant
9 officer, and we try to make sure that he is on
10 top of everything that goes on in DINAP.

11 MEMBER CAMPBELL: Thank you. Just
12 wanted to add my two beads worth on that.

13 MS. BROWN: We appreciate it, Chris.
14 Thank you.

15 CHAIR WALDRON: I know I'm making some
16 faces here because I'm trying to see them little
17 teeny hands. I see Erwin has one up for a
18 question. So I'm not making faces on comments.
19 I'm trying to see the screen.

20 So the Chair recognizes Erwin.

21 MEMBER PAHMAHMIE: Thank you,
22 Mr. Chairman. Erwin Pahmahmie, Region 4. I was

1 wondering if -- if it's possible for -- I mean, I
2 know you -- like you said, Lorinda -- or not
3 Lorinda -- Athena, that you guys haven't received
4 all of your reports just yet and stuff, but is it
5 permissible for you guys to disclose to the
6 Council on -- basically, I'm trying to see if we
7 can help like peer to peer with some of our other
8 grantees or, you know, that may be lacking or
9 maybe falling short or something?

10 In regards to that, you know, I mean,
11 if they have a high percentage of -- I mean, I
12 know you said the carryover and stuff, but we
13 don't want it to be where it looks like, you
14 know, when we're being funded, and it's even more
15 scary thinking that -- kind of like what Darrell
16 was saying earlier about, you know, we're not
17 authorized.

18 And, you know, they might say, well,
19 hey, we want to make sure that, you know, we can
20 help them out if they need help, you know, I
21 mean, because, you know, I've heard through the
22 grapevine there may be some other grantees that

1 may just need help.

2 I guess it's maybe administering their
3 programs or, you know, where we're going to have
4 this -- you know, this carryover and stuff. I
5 know that's a hot topic that we'll definitely,
6 you know, have at the conference.

7 But is that permissible, for you guys
8 to disclose that to us once you find out who
9 needs help and who doesn't?

10 MS. BROWN: Yes, it is. You know, all
11 of that information on reporting is public
12 information. So as soon as we've had time to
13 analyze where we are with carryover, we will
14 definitely share that information.

15 I think that this past funding year,
16 program year 2020, is going to be really
17 difficult. But, you know, we will certainly
18 share how much money, you know, we have remaining
19 across all programs with the Council, and with
20 the disclaimer that we do know that the pandemic
21 greatly affected grantees across the board.

22 We did an early survey that Tribal

1 Tech administered through a SurveyMonkey, you
2 know, just informally, how many -- how many
3 grantees closed their offices during that time.
4 So we do know that there was a large percentage
5 of tribal offices that were closed, especially
6 those in the smaller communities.

7 I think some of the larger urban
8 organizations kept their doors open, probably
9 with limited staff or limited virtual services.
10 I think Joe Quintana was one of them located in
11 L.A. that kept -- you know, that managed to keep
12 his doors open.

13 But I do know that a lot of the small
14 tribes, because of the restrictions around having
15 telework processes in place, having limited
16 resources for virtual communication, there was a
17 marked decrease in services. And we did hear a
18 lot -- we did receive a lot of questions and
19 concerns from grantees across the board hoping
20 that they weren't going to be penalized during
21 that time.

22 And we did indicate informally, not

1 through written guidance, that -- you know, that
2 we definitely would take that into consideration.
3 The pandemic was -- you know, had a catastrophic
4 effect across the United States, so we are very
5 mindful of that.

6 But definitely we want to look at --
7 look at all of those numbers and then work --
8 again, we want to target what we're doing for
9 peer to peer and training and technical
10 assistance going forward.

11 We want to target and bring back
12 tribes, so that they are fully functional, fully
13 operational. We put out guidance to all of our
14 grantees that they should definitely consider
15 going out and buying that technology that would
16 allow them to continue to provide services
17 through virtual.

18 So we did put out some limited
19 guidance on purchasing computers and laptops and
20 things like that that would allow them to work --
21 to telework.

22 We also put out a little bit of

1 guidance on policies and how to revise those
2 policies so that they could telework.

3 CHAIR WALDRON: Well, we're at the
4 hour. I know it's in the Register -- this agenda
5 -- and it's important that we close on time. Is
6 that correct?

7 MS. BROWN: Yes.

8 CHAIR WALDRON: So we are at -- we're
9 a little past recess. But tomorrow -- so we
10 didn't get to the question and answer, Kim, about
11 putting time on our next agenda for a community
12 discussion, but we can bring it up tomorrow at
13 the beginning.

14 So we are at time. We're five minutes
15 over. So the Chair would recognize a recess
16 motion.

17 MEMBER HIBBELER: I move.

18 CHAIR WALDRON: The motion is made by
19 Patty Hibbeler for a recess until tomorrow. Is
20 there a second?

21 MEMBER CAMPBELL: I'll second.

22 CHAIR WALDRON: A motion has been made

1 and seconded. All those in favor, say aye.

2 (Chorus of aye.)

3 CHAIR WALDRON: It passes, let the
4 record show.

5 If you want to continue talking now,
6 you can, but we're off the record.

7 (Whereupon, the above-entitled matter
8 went off the record at 4:35 p.m.)

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In the matter of: Native American Employment
and Training Council

Before: US DOL

Date: 06-15-21

Place: teleconference

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Court Reporter

NEAL R. GROSS

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