

UNITED STATES DEPARTMENT OF LABOR

+ + + + +

NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

+ + + + +

MEETING

+ + + + +

WEDNESDAY
SEPTEMBER 23, 2021

+ + + + +

The Council met via video-
teleconference at 1:30 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
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

SUZIE CASAL, Tribal Tech, LLC

COURTNEY McCUSKER, Tribal Tech, LLC

LORENDA SANCHEZ, CA Indian Manpower Consortium

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

Call to Order/Roll Call. 4

Approve Minutes and Follow-up of motions
and resolutions - June 15-16, 2021
Council Meeting; Review and
Approval of Agenda 9

Report Out on Meeting with Secretary Walsh

WIOA Reauthorization, NAETC
recommendations/discussion11

Training and Technical Assistance,
Outlining Priorities72

NAETC Subcommittees Review

NAETC Two-Year Strategic Plan Update96

477 Update from Federal Partners Meeting 125

Recap. 128

Adjourn. 134

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

(1:36 p.m.)

CHAIR WALDRON: So I'm going to go ahead and call the meeting to order. It is approximately 25 minutes of 2:00. We're about four minutes off. And you guys can all hear.

I can see, let me say it again. Okay, so we're going to move into the blessing. Athena Brown?

MS. BROWN: Creator, open our hearts to peace and healing across all nations. We ask that you provide protection for all people of the Earth.

We give thanks for bringing us here together today and ask that you give blessings to all the individuals who help to serve our Indian community.

We ask that you provide us direction, keep us humble, allow us understanding and forgiveness of ourselves and others.

Help us keep focus on our mission and purpose as we seek to serve our Indian and Native

1 American communities and all people.

2 We ask special blessings to our
3 veterans, military, children, and youth and
4 elders, and those that are sick or facing
5 challenges beyond their control.

6 Thank you for the gift of this day and
7 every day. We ask all of these blessings in the
8 name of our heavenly Father and Creator. Amen.

9 CHAIR WALDRON: Yes, so are we going
10 to do roll call? Is Kim on?

11 MEMBER CARROLL: I am on.

12 CHAIR WALDRON: Okay, great. We're
13 going to do some announcements for structure,
14 Kim.

15 MS. BROWN: Good afternoon to everyone.
16 This is Athena Brown. I'm the Designated Federal
17 Official for the U.S. Department of Labor, Native
18 American Employment and Training Council Meeting.

19 This is a public meeting of the Native
20 American Employment and Training Council. This
21 meeting is subject to the rules of the Federal
22 Advisory Committee Act.

1 The meeting is facilitated by our
2 Council Chair, Darrell Waldron, or in Darrell's
3 absence, Jacob Bernal, who is our vice chair.

4 The meeting is being recorded
5 verbatim, so please note that the chair must
6 first recognize anyone request to speak and that
7 includes those that are on virtual.

8 So I would ask that the council
9 members before they speak, clearly state your
10 name or the region or discipline that you
11 represent for recording purposes.

12 And also during the meeting, we ask
13 that only the council members or individuals
14 announced and recognized by the Chair speak
15 during the meeting.

16 Members of the public should hold
17 their comment until Day 2, September 23, at 3:00
18 p.m.

19 I would also like our TAT contractor,
20 Suzie Casal from Tribal Tech, to go over some
21 navigation tricks for the first-time users of
22 Zoom.

1 And Tribal Tech, when you are done you
2 can turn it back over to the Chair, Darrell
3 Waldron. Thank you.

4 CHAIR WALDRON: Thank you. And I
5 appreciate everyone's attempt. I know during
6 these COVID times it is difficult to where
7 someone's in person here and electronic, so we're
8 going to do the best that we can.

9 I'm sure there will be one or two
10 hiccups so do have some patience. So at this
11 point, I'd like to get, so if we can get Kim to
12 do roll call.

13 MEMBER CARROLL: Kim Carroll, Other
14 Disciplines, and I'll begin roll call. I'll
15 start with Christine Campbell.

16 MEMBER CAMPBELL: Present.

17 MEMBER CARROLL: Lora Ann Chaisson?
18 Region Four? No? Patricia Hibbeler, Region Six?

19 MEMBER HIBBELER: Present.

20 MEMBER CARROLL: Joe Hobot, Region
21 Five? Matthew Lamont, Other Disciplines?

22 MEMBER LAMONT: Present.

1 MEMBER CARROLL: Candace Lowry, Region
2 Three?

3 MEMBER LOWRY: Candace Lowry, Region
4 Three, present.

5 MEMBER CARROLL: Erwin Pahmahmie,
6 Region Four? Joseph Quintana, Region Six?

7 MEMBER QUINTANA: Present.

8 MEMBER CARROLL: Gary Rickard, Region
9 Six? Kay Seven, Other Disciplines?

10 MEMBER SEVEN: Present.

11 MEMBER CARROLL: Winona Whitman,
12 Region Six?

13 MEMBER WHITMAN: Present.

14 MEMBER CARROLL: Chief Anne
15 Richardson, Region Two? Michael Tucker, Region
16 Six? Jacob Bernal, Region Six? Darrell Waldron,
17 Region One and Two?

18 CHAIR WALDRON: Present.

19 MEMBER CARROLL: Kim Carroll, Other
20 Disciplines, present. We have nine members
21 present.

22 CHAIR WALDRON: So we do have a quorum

1 so thank you everyone. So the next item on the
2 agenda is the minutes.

3 You guys had a chance to review them.
4 Any corrections? If not, the Chair will
5 entertain a motion.

6 MEMBER CAMPBELL: So moved.

7 CHAIR WALDRON: We have a motion.

8 MEMBER CAMPBELL: Region Five,
9 Christine Campbell, so moved.

10 MEMBER HIBBELER: Patricia Hibbeler,
11 Region Six, second.

12 CHAIR WALDRON: Motion has been made
13 and seconded. Any discussion? Questions? All
14 those in favor, signify by saying aye.

15 (Chorus of aye.)

16 CHAIR WALDRON: Opposed? Abstention?
17 The records show it is unanimously passed.

18 MEMBER CARROLL: Mr. Chair?

19 CHAIR WALDRON: I'm sorry?

20 MEMBER CARROLL: Excuse me, Kim
21 Carroll, Other Disciplines. Chairman Waldron, I
22 just received a message from Erwin. He's trying

1 to get into the meeting.

2 CHAIR WALDRON: Thank you. Ms.
3 Carroll, can we verify the count of members
4 present.

5 We have 10 on our end. Can we verify
6 the number? You said nine. Did you count
7 yourself?

8 MEMBER CARROLL: Yes, I had nine.
9 Gary Rickard? I thought I saw his name on there,
10 but he did not respond.

11 CHAIR WALDRON: I think Erwin is the
12 tenth one, trying to get in.

13 MEMBER CARROLL: Okay, Erwin, and Lora
14 Ann is also trying to get in.

15 MEMBER CHAISSON: I just got in.
16 Thank you.

17 MEMBER CARROLL: Ah, there you are.
18 Okay.

19 CHAIR WALDRON: Thank you.

20 MEMBER PAHMAHMIE: Good to see
21 everybody.

22 MEMBER CARROLL: Erwin.

1 CHAIR WALDRON: Now we have 11. Kim?
2 Well, Lora Ann, too.

3 MEMBER CARROLL: With 11, we have a
4 quorum.

5 CHAIR WALDRON: Thank you.

6 MEMBER SEVEN: Would it help if we
7 write in the chat that we're here?

8 CHAIR WALDRON: I'm sorry?

9 MEMBER SEVEN: Would it help if we
10 write in chat that we're present?

11 CHAIR WALDRON: Yes, I think it would.
12 We're still recording. We can't see the chat
13 from this distance, but you can have it.

14 Thank you. So Suzie, I was mentioning
15 you speak. Try to speak directly into the
16 microphone.

17 So this next topic here, report out of
18 the meeting, Secretary Walsh, and then there were
19 some follow-up from some of the other members.
20 Did I miss something?

21 MS. BROWN: Did you approve the
22 minutes?

1 CHAIR WALDRON: Yes. So there was
2 some follow-up discussions with some of the other
3 folks that met with us as part of the meeting of
4 the Secretary.

5 And I know some members had
6 conversations with them as well. And if some of
7 those around is called today, try to fill in some
8 of the sports.

9 So we had what I considered to be a
10 very good meeting with the Secretary. We
11 discussed our circumstances with him and some of
12 our concerns that we were asking for support on.

13 There was an acknowledgement of
14 understanding of those concerns and there
15 appeared to be a positive attitude toward some of
16 our requests back and forth.

17 We did reiterate that he would make
18 himself available to speak with us, that doing it
19 potentially by Zoom made it easy for his office
20 to communicate.

21 We did have a follow-up meeting with
22 him with another committee, and that was part of

1 some of the requests that we talked about and has
2 found a favorable consideration for the things
3 that we are asking for.

4 If you remember, we put forth a
5 statement of urgency in transition, and there
6 were some other discussions around meeting of the
7 folks that are working with the jobs program and
8 with the state programs, including the Native
9 American and the MOUs and things of that nature.

10 Anybody else want to add anything else
11 on how they felt the discussion went? It was
12 with the full council.

13 Anybody on the call? So there were
14 two follow-up discussions, one with Brent, I
15 forget his last name. Brent Parton, also with
16 Richard Cesar.

17 With Brent, we went over the statement
18 of urgency with a little bit more detail for him.
19 And they had a couple of questions.

20 And we sent him a copy of some of the
21 old statements that we had done in the past that
22 we felt were not dealt with, and we added in some

1 new ones.

2 We felt the budget increase, the cost
3 of training increase because of COVID, had
4 everybody switching into electronic type
5 training, and that we really pleaded for an
6 increase to our budget to rise in cost per
7 participant in order to be competitive with
8 what's coming with apprenticeship and what's
9 coming with infrastructure and all the
10 opportunities that arise in this administration
11 with our community.

12 Brent reechoed support, that they
13 would keep us informed on the discussions back
14 and forth.

15 And then we communicated one more time
16 with a committee involved with some of the
17 discussions that we had in our document.

18 And I think it was the Center on
19 Education Committee for Appropriations called and
20 was very interested in the document and wanted to
21 have a follow-up call on that.

22 So I feel good about our

1 communications with him. I think we presented a
2 good case. He was animated back and forth with
3 us.

4 He mentioned a couple of contacts. We
5 have been in touch with them. I am feeling good
6 about first interaction and our second with him.

7 I know there was still some business
8 that we would like to get done while we meet
9 these next two days, as part of our youth program
10 and performances and also information in the town
11 meeting that we heard yesterday around a new law,
12 I guess, that's going to become our performance
13 about our petition that's going into employment.

14 And then when they potentially three
15 to six months out, but they'd still have to be
16 working with the same company. If they are not,
17 it's considered not employed.

18 And they're looking for a methodology
19 to better collect that information. There was
20 quite a big discussion around it.

21 And I would hope that we would let a
22 resolution on our opinion of it today, because

1 that's what they're looking for.

2 I think the consultation is around
3 October 19, was it? Do you remember?

4 MS. BROWN: Yes, it's coming up.

5 CHAIR WALDRON: Which would be tribal
6 consultation with our tribal leadership. So I
7 think we put forth our recommendations from here.

8 And I also think that there is
9 probably some communications back and forth with
10 our tribal leadership participating in that call.

11 Seems like the methodology itself is
12 what they're looking for. And there is a
13 question about the youth, because the youth, a
14 lot of them are high school, they work for the
15 summer, and then they go back to school and
16 finish, so we don't know that they should be
17 affected by it because they're not going to be in
18 the same employment.

19 So I see some of that discussion
20 taking place while we're here and also some
21 discussion around the competitiveness in this
22 program.

1 At one time, it was not competitive.
2 It was formula funded. And when we have these
3 competitions, it's like only three or four, our
4 competition out of 160 or whatever the number is
5 of grantees.

6 That just seems to be a waste of
7 resources, time and energy, particularly with the
8 infrastructure bill passing and get some of the
9 persons that we want to deal with that would be
10 associated around Secretary Walsh.

11 Any comments and/or discussion for the
12 record around that?

13 MEMBER SEVEN: This is Kay, I have my
14 hand up.

15 CHAIR WALDRON: Go ahead.

16 MEMBER SEVEN: Both of the meetings
17 that were with the Secretary of Labor, I guess
18 for the council members that weren't present, I
19 guess, is there, did anyone take any minutes or
20 have a summary of what occurred and what our next
21 steps will be?

22 CHAIR WALDRON: We are waiting for an

1 official response. We had an oversight that got
2 lost somewhere in the transaction.

3 And it's an actual letter that we
4 needed. We don't know what happened to the
5 letter.

6 We did another letter today and
7 followed it out. And so official response has
8 not come back. Is that accurate, Athena?

9 MS. BROWN: Athena Brown speaking on
10 behalf of the Division of Indian and Native
11 American programs. Kay, let me just clarify your
12 question.

13 Are you asking about the
14 recommendations that went forward to the
15 Secretary of Labor for NAETC or are you asking
16 about the upcoming consultation?

17 MEMBER SEVEN: I believe it was,
18 Darrell, were you, you were doing a report based
19 on the Letter sent to the Secretary, right?

20 I believe it was, Darrell, were you,
21 you were going to generate a report based on what
22 you sent to the Secretary right?

1 MS. BROWN: So the letter has been --
2 I, on behalf of DINAP, forwarded the letter to
3 the -- to the correspondence tracking system.

4 A question came up that they were
5 expecting the letter with the recommendations to
6 be on letterhead, specifically stating that they
7 were submitted on behalf of the Native American
8 Employment and Training counsel.

9 And I just received a copy of the
10 letter from Kim Carroll. So there a little bit
11 of confusion about how the letter was
12 transmitted.

13 As you know, through the Federal
14 Advisory Committee Act, the Department to act
15 very mindful, that everything has to be real
16 official, even if it does come through email.

17 So there was a little confusion about
18 the way that the recommendations came through and
19 they just wanted to make sure that the council
20 had officially transmitted those recommendations.

21 So my understanding is that the
22 Committee Management Officer in the Department of

1 Labor deferred to the Employment and Training
2 Administration through Kim Vitelli.

3 And I believe that they went ahead and
4 processed, recorded the recommendations and the
5 Department will be preparing an official
6 response.

7 But nonetheless, my understanding,
8 Darrell, correct me if we're wrong, or if I'm
9 wrong, is that today, Darrell signed a letter
10 transmitting the recommendations again on Rhode
11 Island letterhead, specifically stating that
12 attached is the official transition document with
13 the NAETC recommendation.

14 But I just want to make clear that the
15 Department has put forward those recommendations
16 to our correspondence tracking system. So we are
17 preparing a response. Thank you.

18 CHAIR WALDRON: Thank you. Does that
19 help? So in your minutes, near the, I guess
20 toward the center, there's the update from the
21 Secretary of Labor which kind of highlights some
22 of the comments that I was just talking about

1 that we voted on today.

2 But as of right now, there is no
3 official guidance back from the Department of
4 Labor because they're just now receiving the
5 letter.

6 I do anticipate, and it's something
7 that I'm asking this question, I do anticipate
8 another meeting because there's a couple issues.

9 It's been difficult to conduct
10 business and get answers back with what's
11 happened with the COVID with us only meeting two
12 times.

13 And one of the times was just to
14 update and reinforce the work that's been going
15 on with new members that were put on.

16 And so the other reason we had one,
17 the one we just finished up at these minutes of
18 forum, was an official working meeting.

19 And now that council is about to
20 change again because the time allotted to those
21 members has expired and new members have been put
22 forward.

1 Originally, we had it staggered terms
2 so that we always could meet and have authority.
3 So October 23, we should know who the new folks
4 are who have been assigned.

5 And so I think we can put forth a
6 heavy agenda.

7 MEMBER SEVEN: I have my hand up.

8 CHAIR WALDRON: Many have resubmitted
9 their nominations and so we're expecting them to
10 be in authority around October 23.

11 And so I think we build an agenda item
12 moving into that and then we have to schedule a
13 meeting. Athena, the Chair recognizes Athena.

14 MS. BROWN: So al the terms expire on
15 October 23. We have received all the
16 nominations. The closing date was August 30th.

17 So currently, as a DFO, I am compiling
18 all of the materials along with the decision memo
19 that will move forward through the correspondence
20 tracking system internally to the Department of
21 Labor.

22 All of the candidates that submitted

1 nominations will be vetted. There have been,
2 there are some new nominations, and there are a
3 few council members that did not submit
4 application for renomination.

5 So as you know, the charter requires
6 that we have 15 members but no more than 20 on
7 the council, and there have been several members
8 that would fit in other disciplines.

9 So we are, in the Department, we will
10 be reviewing those nominees, submitting the
11 recommendation forward to our clearance process
12 after all of those candidates are vetted, either
13 through Departmental clearance and/or White House
14 vetting, and then those recommendations will,
15 once they're vetted, they will formally be put
16 forward to the Office of the Secretary where they
17 are again reviewed.

18 So once they submit their review and
19 agree to who is going to serve on the council,
20 the formal letters will be sent out to the
21 Advisory Council members confirming their
22 nomination.

1 And the date that it is confirmed will
2 start the next two-year term. So for instance,
3 they were confirmed two years ago on October 23,
4 2019.

5 Two-year term expires October 23,
6 2021, and this new term will start whenever the
7 Secretary of Labor officially signs your letter.
8 Thank you.

9 CHAIR WALDRON: Thank you, Athena, so

10 --

11 MEMBER HIBBELER: Permission to speak?

12 CHAIR WALDRON: Yes. Chair recognizes
13 Patty.

14 MEMBER HIBBELER: Patty Hibbeler,
15 Region Six. Athena, do you have any kind of
16 timeframe for when you think that might occur?
17 When the letters would be distributed?

18 MS. BROWN: I can give my best guess,
19 and I would anticipate at least perhaps late
20 October, because we've already started the
21 compilation of all the bios and the other types
22 of information.

1 And once I forward that, it won't be
2 until after this week because I'll be back in the
3 office next week. So that will go forward to
4 EPA.

5 MEMBER HIBBELER: Thank you. Quicker
6 than I thought.

7 MS. BROWN: Well, that's just my best
8 guesstimate. The process, internal process,
9 these clearance processes, take a long time, and
10 decision memos take a long time because they go
11 through multiple clearances.

12 So it may be even later than that.
13 I'm just guessing.

14 MEMBER HIBBELER: Thank you.

15 CHAIR WALDRON: For those, with all
16 due respect, I believe we are meeting next week
17 to ask you about business that needs to move
18 forward to benefit our community.

19 There will be effective advisory for
20 the secretary, and I know there's been some
21 communications back and forth on our workgroups
22 meeting in between the meetings, whether it's

1 officially allowed, whether it's unofficially
2 allowed, but it makes it difficult for important
3 things of this nature to move.

4 So we effectively had two meetings.
5 One was an update and discussion about strategic
6 planning, and then the second one we actually
7 conducted some business and this body is about to
8 end.

9 So the new body will won't be in its
10 place but I think maybe we can put forth a
11 working agenda that hopefully we can pick up when
12 the new group is officially put into their
13 authority.

14 Otherwise, we may not be effective
15 enough to validate change. You know, it's moving
16 slow, but it is moving on the appropriations and
17 all the opportunity to put language enforces is
18 probably now.

19 And the reason that this document is
20 over consideration for reauthorization, and we
21 need to be careful with confusion as well, prior
22 to someone to work with.

1 Again, within the federal government
2 sometimes, there are so many technicalities in
3 there that we are not as prudent as a DFO who is
4 advising us.

5 But in the same stance, you've got to
6 do business and get business done. But when a
7 favorable administration and a favorable
8 secretary brought to me, and I think it's
9 important that we move with an assertive
10 approach, improve the quality of this program in
11 the light of the shift.

12 I think we have some business. We do
13 have a consideration for reauthorization. We can
14 get some discussion on it and see what we can do
15 about moving it forward.

16 So I'll give you a couple minutes to
17 go over it. I'm sure you guys have a copy of it
18 where you are.

19 MEMBER SEVEN: A copy of what?

20 CHAIR WALDRON: It's called a
21 Consideration for Reauthorization.

22 MEMBER SEVEN: Can I ask a question

1 before we go over the document?

2 CHAIR WALDRON: Yes.

3 MEMBER SEVEN: So I guess you know
4 we're looking at a transition from this council
5 to the next council. I guess I'm a little
6 confused with the meetings of the Secretary of
7 Labor.

8 So I think the meetings that were all
9 on the best interest of the 166 and 477 grantee,
10 but not necessarily from the council.

11 But I entertain that the next council
12 convening is, traditionally we have a single
13 sitting with the Secretary of Labor.

14 And so hopefully at that next time, we
15 able to officially meeting at the Council of the
16 Secretary of Labor versus having to sidetrack and
17 go through different means where I'm just
18 catching up on all the news that has happened
19 since the meeting started, when I know that at
20 one point, I wanted to sure that, that is a not,
21 who are the team members that had the meeting
22 with Secretary and I had to make sure that the

1 577 Tribe was also present as well.

2 CHAIR WALDRON: So Secretary with this
3 body, we all met and discussed --

4 MEMBER HIBBELER: The authority of the
5 council?

6 CHAIR WALDRON: I believe it was most
7 of them in attendance. Am I saying that
8 correctly, Patty? Margaret. Yes, I know
9 Margaret was there.

10 MEMBER HIBBELER: Yes, so just a point
11 of clarification, Chairman, Patty Hibbeler,
12 Region Six, so when we met in our last meeting
13 and Chairman was on for just, he was with us for
14 a short amount of time. He had just joined.

15 So Secretary Walsh was there moved.
16 So I don't think we exactly had the best
17 conversation we would have liked.

18 I think that Kay, and Kay, correct me
19 if I'm wrong, you're alluding to was at the end
20 of our Council meeting.

21 Chairman, you had mentioned you and
22 Margaret were going to meet face-to-face. Your

1 secretary, I'm not clear if that happened.

2 CHAIR WALDRON: Thank you. So --

3 MEMBER HIBBELER: So I think that's
4 what Kay is alluding to.

5 CHAIR WALDRON: So there was a
6 separate meeting, where it would be origins of
7 the documents that we forward, which was to the
8 NINAETC employment committee for the conference,
9 whereas myself, Lorenda Sanchez, Margarete and
10 Jacob Bernal joined in, and we had the
11 conversation furthering the ethics that we put
12 forth in the recommendations.

13 But we are anticipating and inviting
14 him to our next council meeting, whenever that
15 would be, once we are in place.

16 And they are looking forward to that
17 meeting as it was communicated this week by
18 Richard Cesar.

19 MEMBER SEVEN: So yes, you're talking
20 about our June agenda where we had Marty Walsh on
21 our agenda at that time.

22 CHAIR WALDRON: Yes. We invited him.

1 He sounds eager to, Richard Cesar, he sounds
2 eager to meet with us.

3 So going back to my comments about
4 putting forth an aggressive agenda and doing some
5 business, hopefully while we're here this week
6 that we can have those discussions when we meet
7 with him, which I hope is soon.

8 So you have in your packet
9 considerations for WIOA authorization, and we
10 also have some discussion around what we heard
11 yesterday about entering into employment with our
12 participants remain under the same employer to
13 count as a positively employed participant.

14 If they are not with the same
15 employer, we do not get that. It is not a
16 supplemental benefit for them being employed with
17 a different employer. That was discussed
18 yesterday.

19 Yes, the Chair recognizes Athena
20 Brown.

21 MS. BROWN: This is Athena Brown
22 speaking on behalf of the Division of Indian and

1 Native American Programs, and I want to provide
2 some clarification for those who are
3 participating virtually and who may have not been
4 able to listen to the town hall meeting yesterday
5 conducted by the Department of Labor.

6 The Department of Labor is coming out
7 with a notice of proposed rulemaking because one
8 of the performance indicators serving the
9 effectiveness of employers has never really been
10 defined in WIOA law.

11 All the other performance indicators
12 were defined, but that one indicator was never
13 defined.

14 So in October, on October 18, I
15 believe, the Department, we had a Town Hall at
16 this conference just to go over preliminary
17 information on what the Department is moving
18 forward in planning in terms of the formal tribal
19 consultation.

20 And that's what Chairman Waldron
21 alluded to is that perhaps recommendations can
22 come from the body regarding that proposed

1 rulemaking and recommendation to this counsel.

2 Some of the questions that arose
3 yesterday from the town hall was, is this measure
4 going to be applicable to the Supplemental Use
5 Services Program.

6 As all of you know, a very large
7 percentage of our grantees operate summer only
8 programs, and this would of course affect those
9 grantees.

10 Further, right now, we do not have a
11 data collection system in place for collecting
12 these measures.

13 We only have a data collecting system
14 for collecting information for the adult program.

15 So all those considerations have to be
16 considered by this body and they are open to
17 taking suggestions from this council to move
18 forward with recommendation. Thank you.

19 CHAIR WALDRON: Great. Thank you,
20 Athena. Okay. Kim, you have your hand raised?
21 You're on mute.

22 MEMBER SEVEN: I did earlier, so I'm

1 not too sure how to let you know we're raising
2 our hand.

3 CHAIR WALDRON: Okay, so Suzie Casal,
4 are you able to see them, Suzie? Okay, so we
5 will acknowledge the hands.

6 So I would instruct, if you can at
7 this point, go through this document. You know,
8 guys, I just get frustrated because we only have
9 a little time, right, that we get together and we
10 have to learn to move our agenda.

11 So I'd just like to get to this one so
12 we can get some work done. We've got a short
13 agenda today and a time span, and I think this is
14 very important what's on here because it is going
15 to affect us.

16 So if we could just summarize it a
17 little bit and we can discuss it. Chair
18 recognizes Christine.

19 MEMBER CAMPBELL: Thank you, Chairman.
20 Christine Campbell, Region Five. I'm looking at
21 the document --

22 CHAIR WALDRON: Turn your mic, please.

1 Sorry. Sorry.

2 MEMBER CAMPBELL: No, I think it's
3 good to have my back to the -- okay, thank you.
4 Is that better?

5 So I'm looking at the document,
6 Considerations for WIOA Reauthorization. I'm
7 looking at number three on the first page,
8 Section 166, where it states, every four years
9 the Secretary shall on a competitive basis.

10 I don't know we put that in there, but
11 I'm suggesting that that come out, the
12 competitive basis, and that it used to be
13 discretionary basis?

14 CHAIR WALDRON: I think you're stating
15 what the process is now in this statement, and at
16 one time it was not competitive. It became
17 competitive.

18 MEMBER CAMPBELL: So is this worded
19 correct as is?

20 CHAIR WALDRON: I believe the
21 statement there is worded now, and then we are
22 going to --

1 MEMBER CAMPBELL: Okay.

2 CHAIR WALDRON: -- hopefully affect
3 some recommendations for change.

4 MEMBER CAMPBELL: Okay. That was my
5 comment on that, number three. Thank you.

6 MEMBER CARROLL: Chairman?

7 CHAIR WALDRON: Yes?

8 MEMBER CARROLL: Kim Carroll, Other
9 Disciplines. Do I understand that the
10 recommendations that we're considering that we're
11 considering are to those things that are written
12 in red?

13 CHAIR WALDRON: I believe so but
14 mine's not in red.

15 MEMBER CARROLL: But it appears that
16 there's a paragraph and the end of each of them
17 that, not of each of them but under some of them.
18 I can send this document if that would be
19 helpful.

20 CHAIR WALDRON: In black and white.

21 MEMBER CARROLL: Okay. The first
22 portion that is in red that is on here is under

1 number 1, the very last paragraph, Recommendation
2 to Emphasize a Political and Legal Relationship.

3 CHAIR WALDRON: That's not Section C?

4 MEMBER CARROLL: This is Section
5 166(a)(2) Purpose, Indian Policy.

6 CHAIR WALDRON: Okay, (a)(2), yes. So
7 that is a proposed change.

8 MEMBER CARROLL: Correct. And that's
9 what is in red. The rest of it is in black. And
10 then number 2, the entire paragraph is in red.
11 Am I understanding it?

12 And then like number 3, the first
13 paragraph is in black, but then the next
14 paragraph is in red. So I'm not real sure how it
15 applies to the first paragraph.

16 I would think that is where we would
17 want to put competitive.

18 CHAIR WALDRON: So now that we can see
19 it in color, which is nice, these are the
20 proposed changes.

21 MEMBER CARROLL: Okay.

22 CHAIR WALDRON: Let's go to the

1 section that -- that's hard for me to read. I
2 can't see it. I'm old now.

3 MEMBER CARROLL: Can you see my
4 screen? Do you want me to share my screen?
5 Would that do better?

6 CHAIR WALDRON: You have it up on the,
7 I think it's up on the screen now by somebody.

8 MEMBER CARROLL: Okay, great. I'll be
9 quiet, then. Thank you.

10 CHAIR WALDRON: No, no, you were very
11 helpful. So let's go back to Christine's
12 comments in Section 3 and see what's in red.

13 So identification has been issued in
14 the WIOA. All tribes, tribal organizations,
15 Indian Controlled Organizations, on and off
16 reservations, serving Indian care, no Indians
17 left behind.

18 We want to add that language there?
19 Am I correct in that? Did you folks mean that in
20 that manner?

21 MEMBER CARROLL: I'm not --

22 CHAIR WALDRON: Sure.

1 MEMBER CARROLL: Thank you, Chair.

2 CHAIR WALDRON: That is what we're
3 proposing as a change, or in addition to it. I
4 think there's some second recommendations later
5 in the document that's more direct but that was
6 only one.

7 MEMBER CARROLL: Okay. Okay.

8 CHAIR WALDRON: All right. So this is
9 consideration for reauthorization to add language
10 to it to reinforce our position for our
11 communities.

12 And by stating this, is what it's
13 presently in there, in black. So this can be
14 added to, amended, and we move now, because we're
15 in a discussion at this time.

16 MS. BROWN: Chair?

17 CHAIR WALDRON: Yes, the Chair
18 recognizes Athena.

19 MS. BROWN: Athena Brown on behalf of
20 the Division of Indian and Native American
21 Program. I believe that the intent of that was
22 to change a program from a competitive basis.

1 So strike, I think the intent was
2 actually to strike "shall on a competitive
3 basis."

4 Then it would read, "every four years,
5 the secretary shall make grants to or enter into
6 contracts or competitive" the rest of that
7 sentence. Okay. Thank you.

8 MEMBER CARROLL: Chair?

9 CHAIR WALDRON: Yes?

10 MEMBER CARROLL: Hi, Kim Carroll,
11 other disciplines. Should we entertain a motion
12 to make that change since that's not on this
13 document?

14 CHAIR WALDRON: Right, so we can
15 effectively mark this document up now, is that
16 correct? Yes, so, yes, we can.

17 So the Chair recognizes Kim Carroll's
18 motion. What is the motion?

19 MEMBER CARROLL: The motion is to
20 strike, to recommend that they strike "on a
21 competitive basis" under Section 166(b), Program
22 Authorized.

1 CHAIR WALDRON: And so then finish
2 with the record attempting to find. That would
3 eliminate a competitive basis and then it would
4 just pick up make grants to, is that correct?

5 MEMBER CARROLL: Yes, sir.

6 CHAIR WALDRON: So the Chair has,
7 there's a motion on the floor. Is there a
8 second?

9 MEMBER CAMPBELL: Yes, Region Five,
10 Christine Campbell, I second.

11 CHAIR WALDRON: The motion has been
12 made and a second. Is there any discussion or
13 questions on the motion? All those in favor,
14 signify by saying aye.

15 (Chorus of aye.)

16 CHAIR WALDRON: Nays? Objections?
17 Passes unanimously.

18 MEMBER CARROLL: Thank you.

19 CHAIR WALDRON: And the second --

20 MEMBER HIBBELER: Chair?

21 CHAIR WALDRON: Yes?

22 MEMBER HIBBELER: Permission to speak?

1 Patty Hibbeler, Region Six. I'm wondering since
2 some people have it in red and some may not, but
3 we just go through one by one?

4 So that way, we have clear in the
5 minutes what we're agreeing to and what we may
6 want to change that language. So just a point of
7 process, if that's helpful.

8 CHAIR WALDRON: It is, and when we
9 look at the document, there is a little bit
10 difference in the boxes.

11 They don't have section titles in them
12 so you can kind of pick up because I'm trying to
13 identify the various now.

14 Okay. So we want to move over to the
15 next section or did you want to go back up to the
16 document to Section 166, Purpose and Policy?

17 And then underneath, recognition that
18 we are emphasizing things that would improve
19 through the relationship. You want to stop
20 there? No?

21 MEMBER HIBBELER: Absolutely. So
22 Chair, I also have a question. Patti Hibbeler,

1 Region Six.

2 Who drafted this? For many of us,
3 it's the first time that people are seeing it.
4 So given the background would be helpful.

5 CHAIR WALDRON: This is a form that we
6 have the authority to bring a subject matter
7 expert to the table. That's the exact thing that
8 I think will clarify what we're all trying to do.

9 It does not make it easy with the
10 electronics and not seeing what everybody has.
11 It's discombobulated.

12 MEMBER HIBBELER: The chair recognizes
13 Lorenda Sanchez. The chair is recognizing a
14 subject matter expert on the language that we are
15 working presently on. Here, you want to use that
16 chair?

17 MEMBER SANCHEZ: Sure. Hello, Lorenda
18 Sanchez, Executive Director, California Indian
19 Manpower Consortium and a former member of the
20 Native American Employment and Training Council.

21 In preparing the transition paper, for
22 the Secretary Walsh and the new administration,

1 documents that have been previous prepared and
2 executed through discussion and motions of the
3 council over the Workforce Innovation Opportunity
4 Act, that timeframe, were reviewed and used to
5 share with the current administration the
6 concerns that had been worked at the prior
7 council meeting and also had discussion by the
8 council and the workgroups who are looking at
9 what we called the Statement of Urgency and
10 Opportunity for our Indian Workforce Development.

11 The paper included both Section 166,
12 Indian and Native American programs, and the
13 concerns of the Public Law 102.47750 Workgroup.

14 We looked at the strength of the
15 current Workforce Innovation Opportunity Act
16 legislation, but we also spent a little bit of
17 time and hope to be able to address some of the
18 issues that are included in the current law,
19 which have not been really addressed by the
20 administration for the Indian Programs.

21 And so several of those areas include
22 the areas around the performance indicators and

1 standards for Indian programs.

2 Some of the program concerns also
3 extend on our programs being subject to review as
4 competitive grants versus formula grants.

5 We looked at a number of the
6 references in the law to the Indian Self-
7 Determination and Education Assistance Act and
8 the federal government to government relationship
9 that we felt were very important as obligations
10 to our community and looked at some of the
11 funding concerns and wanted considerations to
12 address those matters.

13 We have had issue with the travel
14 consultations and felt that that needed to be
15 more structured and strengthened as true
16 consultation.

17 And we've also had concerns about our
18 condition of Indian and Native American programs
19 and the staffing level being needed to be
20 addressed with a number of grants, system
21 grantees that are a part of the Indian and Native
22 American programs.

1 And even though some of the programs
2 are PL102477, the finance office still has to
3 work with those grants and those transfer
4 processes.

5 So the strengths of the program are,
6 of course in the intent and purpose of our
7 program, and I think that that's in the basis and
8 the foundation of our new program.

9 The law has not really changed since
10 the Comprehensive Training Act. One of the only
11 changes has been that Congress has added
12 entrepreneurial skills to one of the intents of
13 program activities.

14 But the remainder of our programs
15 addressing the academic, occupational, and
16 literacy skills of the Indian and Native America,
17 Alaskan Native, and Native Hawaiian is key.

18 We look at, of course, converting the
19 economic and social development of Indian and
20 Alaskan Natives and Native Hawaiian communities
21 in accordance with the goals and values of such
22 communities.

1 And I think that's one of the critical
2 areas of our program and that needs to be a
3 foundation.

4 The Indian Policy, of course, having
5 the programs be consistent with the principles of
6 the Indian Self-Determination and Education
7 Assistance Act and the government-to-government
8 relationship between the federal government and
9 the Indian Tribal government is also key in the
10 reauthorization.

11 We have been very steadfast about
12 maintaining a national status for the Indian and
13 Native American Program and had to do what we
14 could to not have our programs be transferred to
15 the states.

16 And that, because of the government-
17 to-government relationships, that our programs be
18 administered at the national level.

19 And I believe we're one of the very
20 few programs that continues to be administered at
21 the national level. And that is very key for our
22 program.

1 And then in the programs that are
2 authorized, that's where we came up with the need
3 to revisit the language in regards to the
4 competitive basis, and that that language was not
5 favorable to our overall community, and that it
6 must be the tribes, as tribes, eligible to
7 receive funding.

8 It could be appropriate for them to be
9 competitive, that the basis and the formulas that
10 are used for the distribution of funding should
11 be by Indian controlled organization, and that
12 those organizations should go through a process
13 that is not based on competitive nature, but more
14 and more to have the state programs, are provided
15 contractual or their funds granted through
16 formula basis rather than competitive basis.

17 So that is one of their other areas.
18 The administrative responsibility, very small
19 support for our advisory council.

20 Our council is representative of our
21 community and that language, we are very
22 committed to supporting for any future

1 legislation.

2 The organizational structure, in the
3 law it does state that the secretary shall
4 designate a single organizational unit within the
5 Department that shall have the responsibility of
6 the administration of our attributes under the
7 section.

8 And that unit is the Division of
9 Indian and Native American Programs, and our goal
10 is to keep that organizational unit structure in
11 any reauthorization language.

12 Very important is the consolidation of
13 funds, which allows for the transfer of funding
14 from the Department of Labor to the Department of
15 Interior, for the Public 102477 programs.

16 And those are the areas that were very
17 critical we felt for the total consideration of
18 the administration as they start looking at the
19 WIOA.

20 Areas that are weak, of course, the
21 appropriations. We're very pleased that the
22 current discretion with the secretary's office

1 and also encouraged by Richard Cesar and comments
2 yesterday about increasing our funding level.

3 Many of our newer programs may not
4 realize that our program was once funded at a
5 level of \$220 million.

6 It's been a long time since we have
7 seen that level of funding. So even doubling our
8 funding at this time would be a generous step
9 forward for our program.

10 The program plans, I think one of the
11 things that we look at is going to the four-year
12 strategy but tying it back to the intent and
13 purpose of our program.

14 Yet, our programs would be designed to
15 meet the needs of our community and not only
16 program services, but the outcomes reflect the
17 community.

18 And then that's where we go into the
19 discussion on the performance accountability
20 measures. And there are a couple areas in that
21 there are I think pretty important for us.

22 I know that we have plans for our

1 program outcomes to near the six outcomes for
2 both the adults as well as the youth program.

3 But I think realistically, we need to
4 look at both programs. So our concern, or many
5 concerns, deal with the effectiveness of being
6 clear and how that would fit with especially our
7 youth programs, which are providing services on
8 same employer employments as a base goal for
9 those tribal SYS programs, social youth services
10 programs.

11 And for anticipating some of the
12 language in the employer protectiveness
13 indicator, performance indicator, our youth may
14 not be with the same employer the second or
15 fourth quarters after they've exited because
16 probably 99 percent of them go back to school.

17 Some of them may come back the next
18 year. Some may not. And then also for our
19 adults, it was noted yesterday, but we also have
20 been very vocal over the years that many of our
21 employees, especially in the Alaskan Native
22 community are seasonal workers.

1 Then it becomes playing a game with
2 more people come on than they go off so that you
3 can meet your outcomes.

4 And that's where not following the
5 needs of our communities gets to be a little
6 challenge.

7 But also is very similar in some of
8 our more rural communities that have a lot of
9 people that work within the park services and
10 U.S. Forest Service.

11 Those are also seasonal employment.
12 So those improvements in how our programs are to
13 be measured for performance need to have some
14 provision for indoor waivers or special language
15 built into our plans so that our programs can
16 achieve and meet the goals of our communities.

17 CHAIR WALDRON: So are we better?

18 MEMBER SANCHEZ: I don't know if that
19 helps.

20 CHAIR WALDRON: Are we better on the
21 screen? So maybe the methodology that we're
22 using is confusing.

1 When did everybody receive it? Do we
2 know? Probably that's part of the problem.

3 So when we were drafting the other
4 document that went in for urgency and
5 consideration, that's how we did it.

6 We showed the old language and then we
7 showed the recommendation for the new language
8 and that's how we drafted it back and forth with
9 each other so that there was a clear
10 understanding what we were proposing to change,
11 right?

12 We didn't change things with the staff
13 that we were working with. So this was the
14 method that we used, but it is important, again,
15 to move on these topics.

16 And so if this is formatted better,
17 maybe a complete document, that we're asking for
18 recommendations and motions on the move forward
19 rather than sharing in this way is better.

20 I guess we're open to that. So this
21 was the best method that worked for us. And the
22 other documents that get strong consideration, I

1 believe that they are going to improve some of
2 the things that we have in it.

3 So what is the better way to get new
4 information to you guys? It could just be a
5 straight up document that we're looking to go
6 over and vote on, or you like the old language
7 and then what we're proposing, and then work
8 independently line by line, which would consume
9 quite a bit of time. I just ask that so that we
10 can have --

11 MEMBER SEVEN: This is Kay.

12 CHAIR WALDRON: Chair recognizes Joe
13 and then Kay.

14 MR. QUINTANA: Good afternoon,
15 everyone. I hope that you and your families are
16 well. Joseph Quintana, Region Six
17 representative.

18 I want to thank you for sharing the
19 advisement on how this document came to be. I
20 also want to share and make public that I do
21 agree with the chairman.

22 I do feel like we shouldn't be

1 constrained. I know that time is very valuable
2 for all of us.

3 I think that we do need to figure out
4 an easier mode as far as being able to go over
5 recommendations and making decisions as quick as
6 possible. We are very limited by time.

7 But in regards to a document like
8 this, as I started to review it, I was thinking
9 back to our overall strategic plan and how it
10 aligned with what we have in store for this body
11 of work and how we can best address the issues
12 that lie for all of our communities.

13 And I think, too, as I've read through
14 this, is just looking at just key wording that
15 we're leaving out in regards to financial
16 literacy, modernizing our overall workforce going
17 forward, and something that none of us could have
18 foreseen was, of course, the COVID crisis.

19 And COVID recovery effort isn't going
20 to happen in a year. We might see the
21 ramifications two to five years from now and
22 we're going to continue to have to address that.

1 Wondering if we can come up with a
2 better way and especially not within such a short
3 amount of time but having enough time to be able
4 to come back with proper recognition.

5 I think we can all agree that we want
6 to push things forward, we want to make them
7 available to the Department of Labor as soon as
8 possible, because our community members can't
9 wait one more day for us to make some, to make
10 our recommendations known.

11 So that would just be my initial
12 advice. Of course, we could go through the
13 document and I do have, I did write some specific
14 notes to address.

15 But I do appreciate, like I mentioned
16 before, at least we have something to start with
17 but we also have something to defer to with the
18 strategic plan that we can also refer to as well.
19 Thank you all.

20 CHAIR WALDRON: Thank you. Chair
21 recognizes Kay.

22 MEMBER SEVEN: Kay Seven. I'm in

1 Region Six representing Other Disciplines. So I
2 guess my question would be for Athena.

3 So I guess I'm trying to wrap my head
4 around the urgency with having this council
5 recommend a document to be done by tomorrow and
6 how that compares with the timeline for a
7 reauthorization schedule.

8 And then like Joe, I guess, try to
9 keep our arenas distinct and clear with how we
10 navigate addressing the needs of Indian country.

11 It wasn't your 477 or 166. And we
12 have that body, our national event, and maybe
13 that's where the role lies within that sector
14 with our grantee communities, working throughout
15 the year on documents like this that we could
16 procure and take to a council and work on this in
17 unit at this other level to bring to the
18 attention of the council to take to the
19 secretary.

20 So just thinking about things
21 strategically from here on out, to keep us
22 together.

1 At some point, I was feeling to ask,
2 how much longer are we going to stay together as
3 grantees as one conference or convention of
4 people, just based on activity that I've seen
5 this last year?

6 But I'm saying that from the 477 side
7 of it. If we need to make sure that all our
8 tribal communities that we represent, that
9 there's always that sense of inclusion with what
10 is going on at whatever table we're sitting at.

11 But I just go back to Athena. Can you
12 give me a better picture of what the WIOA
13 authorization schedule looks like for rulemaking,
14 and is it, does the council need, is it important
15 for the council to make a decision before we
16 leave this week?

17 Because it's going to be too late
18 before another council is reorganized.

19 MS. BROWN: Darrell, may I speak?

20 CHAIR WALDRON: Yes, Chair recognizes
21 Athena Brown.

22 MS. BROWN: Okay. Thank you, Kay, for

1 the question. I'll try to answer them as best I
2 can, although I personally cannot give any set
3 dates because I don't think that there have been
4 set dates established by Congress WIOA
5 Reauthorization.

6 Although I can say there are the
7 subcommittees and committees that are working in
8 contacting interest groups to get their
9 recommendation.

10 So I know they're looking for feedback
11 on WIOA. As many of you know, WIOA was
12 authorized back in 2015, 2014, and it was with
13 bipartisan support of both Republicans and
14 Democrats.

15 And the bill went through Congress
16 very quickly before anybody really had an
17 opportunity to look at fixing some of the
18 language that went forward.

19 So over the years, we've known that
20 there's some issue around the performance
21 indicators and having the native programs require
22 to respond to the same performance indicators

1 that the state was being such a small program.

2 In addition, the youth program. We
3 all know that we have a supplemental youth
4 program that only receives \$1.5 million of the
5 state budget.

6 So there's a number of things that we
7 know are substantive that need to be addressed in
8 the reauthorization of WIOA.

9 But there's other things that
10 hopefully all of you working throughout the years
11 have noticed from over time, maybe some small
12 fixes to the language that we would definitely
13 like to recommend.

14 So I can share with you that the
15 Department is also looking at fixes to some of
16 the language in WIOA, and that's just from
17 working with all of the different partners across
18 the board and OWI, including the Native American
19 programs.

20 So the administration themselves will
21 be making recommendations also on the
22 reauthorization of WIOA.

1 But this is really the opportunity for
2 the Indian and Native American community to also
3 look and make some substantive recommendations.

4 And you may not agree on all of those
5 things or it may not even be inclusive of all of
6 those things, but there's a mechanism that
7 Congress has in place for getting input from the
8 public.

9 But this body can also make
10 recommendations to the Secretary of Labor on very
11 specific things that we know for sure that we
12 want to include in the reauthorization of WIOA.

13 And some of those other things, you
14 may just want to address separately, either
15 through direct recommendations to Congress, which
16 everybody is entitled to.

17 So that's a body, that's a Native
18 American Employment and Training Council, a FACA
19 council that has the ability to make those
20 recommendations to the Secretary of Labor.

21 You have that opportunity through this
22 body to make some substantive changes.

1 Recommendations, excuse me.

2 CHAIR WALDRON: Yes, so we are running
3 out of time on this topic here on the agenda, the
4 Chair recognizes Jacob Bernal.

5 VICE CHAIR BERNAL: Thank you, Mr.
6 Chair. Jacob Bernal, Region Six. I thought at
7 this point, it may be helpful to give a quick
8 historical perspective or a background.

9 I think a lot of people may be a
10 little confused, and I was confused myself, but
11 according to my records, a statement of urgency,
12 I'm doing this chronologically, was developed in
13 May 2021.

14 We were instructed and informed we
15 could not present that document on behalf of the
16 council because it wasn't duly presented and
17 approved.

18 Therefore, the statement of urgency
19 was presented under the heading of National
20 Congress, American Indian, the 477 Group, and the
21 Native American Employment and Training Council
22 Committee.

1 Subsequent to that, we had a meeting
2 on June 15 and 16, that's the entire council, and
3 the concept the paper was presented, and it was
4 approved and endorsed by the council and gave us
5 the green light to move forward at the request of
6 Secretary of Labor to have further dialog.

7 And that was the council meeting back
8 on June 15 and 16. On June 30, a small group of
9 us, including Margaret, Darrell, Greg Smith,
10 Lorenda Sanchez, and Athena Brown were present
11 with Secretary of Labor, and the topic of
12 reauthorization surfaced, how important that was
13 to all Indians.

14 And during that meeting, Secretary of
15 Labor requested and encouraged the council to
16 submit recommendations on reauthorization.

17 And it's very critical because he also
18 stated that it does help with American Families
19 Plan and American Jobs Plan, and we didn't want
20 to be left out of anything.

21 That's when we started work on these
22 recommendations for reauthorization. The

1 decision was that that document would be
2 presented at a future date and time to the full
3 council.

4 It just so happens that's what we're
5 doing here today. But I don't know if that helps
6 or not chronically.

7 I hope it gives you a little
8 background or context of how we got to this
9 point. So thanks for listening.

10 CHAIR WALDRON: Thank you, Jacob. I
11 thought I'd come back to the methodology and the
12 work that we've done to the document, whether
13 this format works or it doesn't work.

14 We are tasked to enter our next agenda
15 item in time, and I think we have to stay within
16 the agenda time. Is that correct, Athena?

17 MS. BROWN: Yes, you could always
18 modify the agenda if you need more time. You
19 could even vote on it now.

20 CHAIR WALDRON: All right. So I don't
21 know if you can hear the discussion. So it was,
22 we can change our agenda timeline to be able to

1 continue, trying to get to the format here,
2 trying to see what we're going to do about a
3 decision.

4 We can take it back to our rooms or
5 our homes where we may be electronically, go
6 through it tonight, and then be prepared to do
7 something with it tomorrow.

8 There's a couple other items that we
9 want to discuss and reference while we're here
10 and it takes a very long time for stuff to get
11 from our meeting to the people that it needs to
12 get to, then come back and then go into change.

13 This particular body will be the
14 authority for the new one in, and I want to try
15 to get some time before we leave tomorrow to talk
16 about staggering and try to put that on maybe a
17 longer-term agenda so that you don't need the
18 entire council because you leave a title meeting
19 or it's not, we are training everyone and then
20 it's over, and there's nothing that's been done.

21 I don't want to have that particular
22 reputation with this committee. I want to push

1 things forward. So it is five minutes until
2 three, so what is the pleasure of the council?

3 MEMBER SEVEN: Kay Seven.

4 CHAIR WALDRON: Chair recognize Kay.
5 You're on mute.

6 MEMBER SEVEN: Sorry. So Kay Seven,
7 Region Six, Other Disciplines. So what I did is
8 I just put my comment in the box, chat box, where
9 what I wanted to say was, Jacob, thank you for
10 the historical context.

11 Whether we're a council member or
12 whether we're with the national conference,
13 somehow we need to just always strategically
14 thing, like I read the document here, no Indians
15 are left behind.

16 But I felt a little left behind and
17 I'm just now catching up with what happened in
18 the past few months.

19 And if we were all on the same page
20 over the summer months, it would have made things
21 a lot easier to get things done today.

22 But I know we're all busy people. The

1 pandemic created more business for all of us with
2 what we do.

3 So third, that we can keep up with the
4 time and we are moving toward taking action and
5 making decisions together in a good timely
6 manner.

7 But I am in support of what we're
8 doing, because especially, what Darrell, what
9 Jacob said, the secretary encouraged this.

10 And so if I had known back then that
11 that's what resulted of that meeting then I could
12 have done my readying during the summer to
13 present that document if I had seen a draft.

14 CHAIR WALDRON: Right. So they will
15 call this meeting and we are running out of time
16 rapidly.

17 I had anticipated the reorganization
18 late in March, April, and there was a statement
19 made in one of our meetings that left unfunded,
20 they don't usually recommend many changes.
21 That's why you ask for an increase. So it is
22 leaving you out. Patty?

1 MEMBER HIBBELER: Patty Hibbeler,
2 Section Six. So, Jacob, I also want to thank you
3 for giving that little history piece and Lorenda,
4 thank you so much for going through things.

5 I am feeling a sense of urgency that
6 we want to pass this and I think we should. I do
7 know that people want to review it in detail.

8 It would be my recommendation to the
9 council that we hold and vote on this tomorrow
10 but that we do vote on it before we leave, so
11 people have a chance to read it tonight, provide
12 their input, and we go through it in detail
13 today.

14 I would ask that we look at things at
15 our agenda tomorrow that perhaps we could move to
16 today so we have that time tomorrow as we adjust
17 the schedule. So that's my recommendation,
18 chairman.

19 CHAIR WALDRON: Thank you.

20 MEMBER CARROLL: I also give that
21 recommendation.

22 CHAIR WALDRON: It's a recommendation,

1 then.

2 MEMBER CARROLL: I second that motion.
3 I can make it a motion.

4 CHAIR WALDRON: So I appreciate that,
5 and I think it's the best course of action. And
6 then maybe as we wrap up maybe we can find an
7 inside out methodology that's going to work for a
8 lot of us.

9 MEMBER CARROLL: Mr. Chair?

10 CHAIR WALDRON: Yes?

11 MEMBER CARROLL: Kim Carroll, Other
12 Disciplines. I would like to say one thing as
13 you are reviewing this.

14 This document, as Lorenda very
15 eloquently pointed out, has arisen over several
16 years and several other advisory councils.

17 It has been worked on by and approved
18 by other advisory councils. Now, during that
19 time other things have come up that we as a
20 council have not had an opportunity to address.

21 And I know that there are other things
22 that we would like to see in here. I would like

1 for you to understand that everything that is in
2 here currently has been approved by an advisory
3 council and is a recommendation. Thank you.

4 CHAIR WALDRON: Thank you. I found
5 out many years ago that bothered me because he
6 wanted to become a decision-making body.

7 That's what is going to empower our
8 programs and our communities and get us listened
9 to. And I thank the Secretary who put that on
10 our lap.

11 And he rose to it with the first piece
12 of the document. And I think it's important to
13 make decisions before we leave.

14 With that being said, it sounds like
15 we're going to review this, go over this tonight,
16 and then tomorrow we're going to go over the
17 agenda again.

18 We're a little bit past our agenda,
19 which I think is --

20 MEMBER CARROLL: Point of order. We
21 have a question on the table that we need to vote
22 on.

1 CHAIR WALDRON: Right. It's time for
2 us to see -- I'm sorry, who was it?

3 MEMBER CARROLL: Kim Carroll. We have
4 a motion on the floor that needs voted on.

5 CHAIR WALDRON: I don't know if it was
6 an actual motion. Patty didn't make it as a
7 motion. Someone seconded a non-motion. Do you
8 want to make that motion?

9 MEMBER CARROLL: Kim. May I make that
10 motion?

11 MEMBER HIBBELER: So Chairman, I would
12 like to make that as a motion. Patricia
13 Hibbeler, Region Six.

14 CHAIR WALDRON: Will you repeat the
15 motion, please?

16 MEMBER HIBBELER: Absolutely. So I
17 would like to make a motion that we take tonight
18 to review the considerations for WIOA
19 authorization.

20 We go through it in detail tomorrow
21 and we vote. And that we adjust the agenda and
22 some items from tomorrow to today so we have that

1 dedicated time at tomorrow's meeting.

2 CHAIR WALDRON: You heard the motion.

3 Is there a second?

4 MEMBER CARROLL: I second it. Kim
5 Carroll.

6 CHAIR WALDRON: Kim Carroll seconded
7 it. Any discussion or questions? All those in
8 favor signify by saying aye.

9 (Chorus of aye.)

10 CHAIR WALDRON: Opposed? Abstentions?
11 Passes unanimously. Thank you. That is a motion
12 we can carry through.

13 All right, so the next topic was
14 training and technical assistance, outlining
15 priorities. If we move aggressively, we can
16 catch up, I think.

17 That was between 2:30 and 3:00. I
18 think this is one of the more important topics
19 moving forward.

20 So unless with this new administration
21 finishes changing at a rapid pace, they're
22 changing in our audits, they're changing in our

1 programs and our grants management.

2 There were several good workshops here
3 that outlined possible changes coming through.
4 So I'll open that up for discussion.

5 Training and technical assistance
6 outlining priorities. Mr. Chair recognizes
7 Athena Brown.

8 MS. BROWN: Athena Brown on behalf of
9 DINAP. So training on technical assistance
10 contract, we still have support of the national
11 and regional conferences.

12 We also support the peer-to-peer
13 training. We've identified that we do need to
14 provide more training in the area of virtual
15 training and technical assistance people because
16 of the climate that we're in in the pandemic, we
17 found that many of our grantees struggle with
18 technology.

19 So we built that as a priority into
20 the contract, but we certainly would like to have
21 some feedback from the council on how they feel
22 this national and regional PAP sessions are

1 structured.

2 One of the identified needs that DINAP
3 has noted just in the work that we do in
4 performing our monitoring and our risk analysis
5 and our risk assessment is a diary for financial
6 expertise.

7 And we did provide, we now provide a
8 financial person that works with the Tribal Tech
9 contract to assist grantees in that specific
10 area.

11 But down the line we're going to be
12 making that a priority simply because we've seen
13 a lot of the non-profit organizations struggle
14 with the programs with financial management and
15 administration.

16 But we have an opportunity at the
17 beginning of each year when the training and
18 technical assistance contract comes up for
19 renewal.

20 We're asked to make recommendations on
21 areas that the council would like to see
22 prioritized on behalf of the grantees and we'd

1 like to receive your input.

2 CHAIR WALDRON: I'll say a couple
3 comments to stimulate the conversation. I found
4 a disconnect between our conferences and planning
5 in the community that we do it for.

6 We did send out lots of questionings
7 through these Mail Chimps, and I find that there
8 was definitely a disconnect in it.

9 I'm not quite sure why. I broke away
10 from it a little while and coming back I found it
11 very choppy and not communicative.

12 While the committees elected to
13 grantees, we probably moved about it in the
14 general assembly and grantees are creating a
15 workshop around how grantees get access, how
16 we're going to need you folks here, but I am
17 concerned to the methodology that we are using
18 and what I have been seeing coming out from the
19 some of the opportunities which are massive in
20 that we've had to miss it.

21 So I'll throw that out there just for
22 opening up the flood gate of communication. I

1 think there needs to be, if that grant gets used,
2 there needs to be a method that is more
3 structured. I'll open the floor.

4 MEMBER PAHMAHMIE: Mr. Chairman?

5 CHAIR WALDRON: Yes.

6 MEMBER PAHMAHMIE: Erwin Pahmahmie,
7 Region Four. Yes, I would like to say that in
8 the thoughts of things being more virtual and
9 technology and stuff, and also, I agree with your
10 thoughts, too. I was disconnected on the start
11 community.

12 At times, like you said, we see a lot
13 more new faces than we have in the past. And a
14 lot of us older folks that have been around for a
15 while are going to be retiring soon.

16 And this is something that was brought
17 up a while back but with a lot of it being
18 virtual now, there is some opportunities there
19 that we have, in thoughts of mentorship amongst
20 ourselves.

21 Even as a representative here, myself,
22 I mean, other than just a lot of the things that

1 I can't do were presented to me through our
2 policy, but there's not a lot of guidance on what
3 I should be doing, such as conducting, in my own
4 region, conducting listening sessions or even
5 just trying to connect with people I represent.

6 It's also a thing that I feel that
7 this committee, as a body, that we emphasize more
8 of a format or uniform guidance, that would be
9 also to our benefit, because while I'm
10 representing people under 166 and 477, at times I
11 don't always get to meet with these people and
12 you know me.

13 What I'm trying to say is we want to
14 make sure that everybody's being represented and
15 stuff.

16 So I would also like to make a way
17 where we can provide guidance and even, like I
18 said, just something that just shows that we're
19 going to be moving forward together as well as
20 providing the structure.

21 You know me. Everybody likes
22 structure. I like to know what, if possible,

1 what's in my realm of engaging in the community I
2 represent.

3 At the same time, too, I mean, like I
4 say, I already know what I can't do.

5 Certain things, representing things,
6 thanks to Athena and the information she always
7 provides us as council members. Thank you.

8 CHAIR WALDRON: So I guess in regards
9 to the comment about communication, it's probably
10 something that we can better improve on and get
11 that clear out there, even amongst ourselves
12 here, that there are sometimes so many rules that
13 the effects of what we're assembled for become
14 counterproductive.

15 And then sometimes in fear of making
16 mistakes of doing something wrong, we become
17 immobilized in making decisions.

18 I was amazed to hear that a series of
19 older grantees lost their grant to what was
20 probably very solvable issues and effective
21 communication.

22 I'm sure they were communicated to.

1 I don't really know, but I just think that is the
2 responsibility of these national conferences to
3 prevent that from happening.

4 So I think communication is key. I do
5 remember 25-30 people involved with conferences
6 all the time, and they were community members
7 that were funded and they were great.

8 They would move. They would go off
9 into a room. They would all have the topics.
10 They'd discuss it and they would bring back
11 recommendations.

12 And the primary responsibility of the
13 executive council was to accept or reject the
14 recommendations.

15 Now we communicate plans soup and
16 notes and get very few people informed. So I
17 think we need to loop a communication problem.

18 And I think the effect here, like
19 today, we can have some effect, some positive
20 effect, because it's difficult.

21 But what are the instructions for us
22 talking between me and another? We keep

1 repeating private things.

2 I would like to see an overall of some
3 of it and a more communicative method. I did
4 talk to who I consider to be an up-and-coming
5 young man in the audience that approached me
6 yesterday and had some questions about shadowing
7 us, being more involved in some of the meetings.

8 And he said, in a year or two I'd like
9 to jump in, and I think he needs to be doing
10 that.

11 And I think right now we're just
12 caught up in getting concerns and then it becomes
13 stuck.

14 And technical assistance is what keeps
15 our people funded. Christine?

16 MEMBER CAMPBELL: Thank you, Chairman.
17 Region Five, Christine Campbell. I have a
18 friendly suggestion.

19 Even with the, well, like the wheel
20 of, I forget the sessions I attended with Carl,
21 but the upcoming, our four-year strategic plan,
22 and those are recorded now.

1 And so we can go back and look at them
2 again. And then folks that were not here at the
3 conference and not able to attend that, I really
4 need to get into this, but it may be needed.

5 The accountability of a grantee, maybe
6 that we email the grantee's fed reps, email the
7 grantees and say, look, this is the training
8 session that is mandated for you.

9 And then maybe we wouldn't lose
10 grantees. I'm not sure who we lost. You said
11 older grantees that we've lost.

12 CHAIR WALDRON: I don't say I'll
13 repeat it, but over time there's been about --

14 MEMBER CAMPBELL: Right, right, not
15 aging out but they should know better, in other
16 words.

17 So maybe, and somebody will probably
18 shoot me or something for saying this, but maybe
19 we need to make some trainings mandated.

20 I forget, was it Herb Talon that used
21 to do that? Sit at the table and check us off.
22 Oh, yeah, she was in there.

1 I really don't want to get into that,
2 but we have to do something to make grantees
3 responsible and understand carryover and
4 understand their responsibilities.

5 I know some grantees make their
6 participants responsible, so why aren't -- why
7 aren't we being responsible.

8 CHAIR WALDRON: I agree.

9 MEMBER CAMPBELL: And we could do that
10 through virtual trainings that have already been
11 developed, and with the conference committee,
12 when they meet, maybe that can be recorded.

13 And then folks that are interested in
14 being involved in the conference committee can
15 see what really goes on and pick up some good
16 feedback from younger folks.

17 CHAIR WALDRON: I've recorded a lot of
18 the sessions, so I can make those available.

19 MEMBER CAMPBELL: That may be helpful.
20 Just friendly suggestions. Thank you.

21 MEMBER HIBBELER: Patty Hibbeler,
22 Region Six. So I would agree. I think that's a

1 really great idea and the pre-recorded sessions
2 are certainly helpful.

3 I also think it might be helpful for
4 us to think about a system where we can mentor
5 new directors and mentor any new grantees that's
6 amended, because it is a complicated system.

7 It's a complicated program. Those of
8 us that have been on it for a long time should
9 get that. And then also, mentoring the younger
10 people coming up.

11 So I think I've heard from Lorenda and
12 others and from you that we really need to start
13 to mentor more of our younger people to be able
14 to take those positions and to be there when we
15 all start to retire.

16 Because the system itself has its own
17 foundation that it sits on, but we need to keep
18 that moving into the future.

19 Athena, I'd also like to just ask
20 about the contract with Tribal Tech and to
21 express my graciousness and my thanks for Tribal
22 Tech for everything that they do for the DINAP

1 system.

2 And I'm not sure when their contract
3 ends and what that looks like going forward.

4 MS. BROWN: We just renewed their
5 contract, Patty, so their contract goes for
6 another year.

7 But I did see that Courtney McCusker
8 is on the line and she is the Tribal Tech project
9 manager.

10 So, Courtney, I don't know if you want
11 to report out. She may not be on the line. I
12 don't know what that means. I only see the
13 videos.

14 MS. MCCUSKER: Hi, yes. I am. I was
15 having trouble getting off mute. Yes, good
16 afternoon, everybody. And I've been happy to
17 listen in.

18 So, yes, we are just in option year
19 two of this contract. It's a five-year contract.
20 We're option year two, now three, sorry.

21 So we're in the third year of a five-
22 year contract, or optional contract, so they're

1 renewed every year.

2 And then I guess that would be on the
3 DOL side is the end of that five-year period they
4 determine renewing it.

5 We have myself, Suzie Casal, and BC
6 EchoHawk, and hopefully everybody's had some
7 contact with them, at least one of us over the
8 last couple years.

9 But we are also not quite two full-
10 time staff between the three of us on this
11 contract.

12 So we're happy to step in where we can
13 and it is helpful to know what some of the
14 trainings are and where we can support.

15 We're definitely looking into some
16 other virtual options, now that that's really a
17 lot of the reality right now.

18 So, yes, happy to be listening in and
19 keep up with the recommendations. If there's any
20 specific questions or anything else, let me know,
21 Athena. I'm happy to share.

22 MS. BROWN: I would like to add to

1 Courtney's report that we were able to put
2 somebody on that could assist financially under
3 the peer-to-peer support.

4 We also added Terry Clark because
5 there's a large focus on GPMS and Suzie Casal who
6 helps us out with these advisory council
7 meetings.

8 And Suzie also helps out with tech
9 support and with GPMS online training. So that's
10 going to be ongoing as long as we have GPMS in
11 place, so the Tribal Tech contract will also
12 support that.

13 But, Patty, getting back to your
14 recommendation, I think that it's a great idea.
15 DINAP used to request a peer provider go out with
16 the FPOs when they go onsite.

17 So we do onboard new grantees and that
18 onboarding process goes through the entire grant
19 process from staffing to organizational
20 structure, regulations, explaining financial and
21 administrative responsibilities under the grant.

22 If they have a board, we try to meet

1 with the board as well to provide that training
2 while onsite.

3 So we used to take peer providers with
4 us when we did our onsite reviews because
5 sometimes having a peer provider is not as
6 intimidating.

7 Having the fed rep go out and look at
8 compliance issues while trying to provide
9 training and technical assistance at the same
10 time.

11 I've asked the fed rep to identify
12 potential peer providers that we could call on
13 occasionally to go out with us on those reviews,
14 and of course, that could be supported under our
15 peer provider funds through the Tribal Tech
16 contract.

17 CHAIR WALDRON: The Chair recognizes
18 Joe.

19 MR. QUINTANA: Joseph Quintana, Region
20 Six. I just want to uplift some of the stuff
21 that was shared.

22 I feel like utilizing new

1 opportunities for communication, I think we're
2 all learning the importance of that, especially
3 working through the COVID crisis.

4 But as a new grantee ourselves, I can
5 understand the support is much needed. And I
6 think not only utilizing your federal
7 representative but being able to build some type
8 of trust and support network along with the other
9 agencies who are more seasoned who've been
10 through the ups and downs, who can tell you the
11 dos and don'ts, but also who can give you best
12 practices on how to be very successful.

13 Of course, us writing a proposal
14 doesn't necessarily mean it's going to be
15 successful long-term the way that we envision it
16 to be, and I think being able to utilize that
17 initial support offhand would be tremendously
18 beneficial to us.

19 And I think going back to being able
20 to talk about the effectiveness of this body
21 utilizing, referencing the video from our
22 chairman, being able to describe the

1 responsibilities of this particular advisory
2 board and our relationship to the Department of
3 Labor, would also be effective.

4 And then being able to do some pre-
5 conference work, I think offering some of that
6 before you go type of information would be
7 beneficial as well.

8 CHAIR WALDRON: Thank you very much.

9 MEMBER RICKARD: This is Gary. May I
10 make a comment?

11 CHAIR WALDRON: It sounds like Gary.

12 MEMBER RICKARD: When we're talking
13 about peer to peer training, what I can hear is
14 technical assistance for new managers or new
15 program operators, I hear a lot of technical
16 assistance training, but in my 30-some years of
17 working in this program and being associated with
18 it, I find that one of the biggest problems in
19 the program is the failure to give the proper
20 training to the case managers as they come on.

21 And after a year or so they get
22 frustrated because they haven't had the training

1 they need and I know for the last 30 years, I've
2 given what I call a case management for
3 beginners, and I find that over half the people
4 in there are new people every year.

5 And so the turnover is just tremendous
6 for the case managers, and I feel that's because
7 they haven't had the proper training.

8 One of the things that happens is not
9 knowing how to manage a caseload, is the caseload
10 builds up on them.

11 Pretty soon it gets overwhelming, and
12 they say I can't do this job, I quit, and here
13 comes a new one in again and the same thing over
14 and over.

15 So in the peer to peer trainings, I
16 feel it is essential that the program be designed
17 to actually teach case management for our
18 program. Thank you.

19 CHAIR WALDRON: Thank you, Gary. Any
20 other comments or discussion? Patty?

21 MEMBER HIBBELER: Patty Hibbeler,
22 Region Six. I'd just like to add one other topic

1 that I think is important to make sure lands on
2 our discussion, and that's really training for
3 the non-profit organizations that are
4 administering this program.

5 And that's really board member
6 training for their fiduciary responsibilities.
7 So Athena, that might be part of the financial
8 piece that you're already planning, but if not, I
9 think that's important. Thank you.

10 CHAIR WALDRON: So I would, and again,
11 talking about making decisions, a strategy as a
12 committee that we can help with some
13 recommendations.

14 A couple things. I voice with all due
15 respect to everybody, we have the 1 percent and
16 0.5 percent that we vote on annually and
17 biannually that goes to the contractor that goes
18 to the cost of the conference, and the
19 registration fees that are charged from the
20 grantee.

21 And there are hopefully carryover
22 dollars that benefit are added to. And it just

1 seems like the grantee is paying a couple of
2 different times.

3 And we're losing grantees so we need
4 a structure that works. But I don't know what the
5 Department of Labor's responsibility is to
6 finance the training, which most grantees are
7 helping to pay to do that.

8 But I think you've got to find the
9 happy medium there so your dollars are used most
10 effectively, and the grantees know that and DOL
11 is able to get an effective methodology down and
12 have them do what their responsibilities are so
13 that our grantees are growing.

14 I think the high turnover is because
15 the budget remains the same and they know after a
16 couple years there's no advancing.

17 And in some cases, if they are their
18 own funding source, then there again, it's
19 diminishing someone's pay after for a long time.

20 So I hope that we have a budget
21 increase that is somewhat substantial and an
22 opportunity that begins to reevaluate a system

1 that is going to benefit our grantees.

2 I do remember a very young grant
3 management officer named Duane Hall many years
4 ago, talked about a certification process that
5 could be done through peers as a multiregional
6 national training.

7 And then they could take some of that
8 certification and go to the national conference
9 to get it.

10 And we could break it into a document
11 so that we get a report back as one of the
12 assigned people and as the executive committee
13 who has the conference.

14 That gives them a strong indicator on
15 what we need to be training that following year,
16 what some of the weaknesses were.

17 We were very lucky this year that
18 because of a lack of people being at work and
19 doing a lot more communication back and forth
20 that we had a very good lineup with our federal
21 budget officers, but that could change.

22 The secret's going to be in the next

1 few months after they get back and they will be
2 meeting.

3 So again, homework to think about
4 tonight before we leave, we have some
5 recommendations.

6 And I just think if we have structure
7 in communication with the grantee, we can find
8 better tools, I think that you have a tremendous
9 good team with lots of experience, with lots of
10 life experiences that we can use to benefit our
11 grantees. But I hate to see the stagnation of
12 some of the small grantees who have program
13 resources, because there are so many.

14 So I challenge you to come up with
15 some recommendations that we can maybe before we
16 close tomorrow that we can put forth in the DINAP
17 program, anticipating an increase in some of the
18 funding.

19 I think we appreciate that. I want to
20 leave it there. I think we can take a little
21 break. We're well past our break.

22 Maybe 10 minutes. I think we have

1 about 10 minutes. That's with the agenda at
2 about 2:30. That's 20 past. So 20 of, everybody
3 come back. Is that okay?

4 (Whereupon, the above-entitled matter
5 went off the record at 3:30 p.m. and resumed at
6 3:52 p.m.)

7 CHAIR WALDRON: Okay, so hopefully
8 everybody is back. We were on training and
9 technical assistance, outlining priorities.

10 So if you could give that some thought
11 and then we can make some recommendations.

12 I do feel it's going to get better
13 connected to the community we service,
14 particularly around trainings.

15 And I think our fed reps are a good
16 source of information. So what they may be
17 seeing in the programs, as well as the 1 percent,
18 the 0.5 percent registration, the money carried
19 over, all that kind of stuff, to what is the best
20 use there.

21 Because if there's an increase coming
22 in funding, there may be more than available.

1 So the next item was tech subcommittee
2 reviews. I don't know what really happened there.

3 So what happened was, after the call
4 we had with this body and Secretary's office,
5 there was some other folks that was on the call,
6 and people were invited to call them and have
7 conversations.

8 I'm not sure what took place. I know
9 I ended up having conversations with Richard
10 Cesar and Greg, just for, they advocated for our
11 program.

12 Did anybody else have any contact with
13 any other of the Secretary's staff that was on
14 the call with us?

15 There was a couple of White House
16 folks. The Jobs program offered us to get
17 involved. We did send them some copies of our
18 document.

19 They had some money that I don't
20 believe Labor had been included as of the time we
21 spoke and there was a lot of it.

22 No? Okay. Moving on to two-year

1 strategy plan update. I attended some of the
2 workshops. There was a lot of information that
3 we do not get now.

4 So there was some of it we already
5 know and some of it we don't know. There was a
6 point spread system in it. There seems to be
7 some more sys co questions that needed to be
8 answered.

9 And I think if I remember, Duane had
10 said maybe sometime in February, is that correct?
11 DFO Athena Brown? That we would have a notice
12 out on new grant opportunities?

13 MS. BROWN: Yes.

14 CHAIR WALDRON: So multiregional
15 meeting, to plan a meeting prior to that to get
16 another training session in.

17 It's a little bit limited as to what
18 you can discuss in the workshop there because all
19 the information isn't out as of yet.

20 But it is at this point, unless we're
21 able to slow it down or stop it, there appears to
22 be competition coming. And I believe it's for

1 four years.

2 And there was a great deal of
3 discussion back and forth around the 20 percent
4 or 15 percent indirect, and it was going four
5 years and plan ahead on four years in the some of
6 the budget cuts.

7 So I'll open the floor for discussion
8 on that, and maybe somebody with more information
9 than I do.

10 So was this part of his workshop? I
11 can't see what's up on the screen. Oh, yes,
12 please. Chair recognizes Athena Brown.

13 MS. BROWN: Darrell, for
14 clarification, this is an advisory council two-
15 year strategic plan, not the strategic plan for
16 the grantees, which is a funding --

17 CHAIR WALDRON: Oh, sorry. My
18 mistake. I was focused on the grant
19 applications.

20 MS. BROWN: So, Athena Brown. This is
21 the most recent strategic plan. We haven't
22 updated it since then.

1 We haven't added any additional
2 subtasks or tasks. But I believe all of the
3 council has a copy, but if not, perhaps Suzie
4 can, or can everybody read that screen there?

5 CHAIR WALDRON: Can you guys on the
6 call, are you able to see that screen and read
7 it?

8 (Chorus of yes.)

9 CHAIR WALDRON: So we never finished
10 because of the COVID and we never had another
11 meeting is basically what happened.

12 So Patty, can you give us a little
13 fill-in. You were chairing that, am I correct?

14 MEMBER HIBBELER: Absolutely. So
15 just, this is Patty Hibbeler, Region Six. Just a
16 little refresher. We had all come together as a
17 committee on June 17 and 18.

18 So that's when we met. We had a
19 strategic planning session. Very thankful for
20 Tribal Tech and their technology to get us all on
21 to really look at some of the issues and some of
22 the concerns and to look at our notes from those

1 two days.

2 So we had some really robust
3 discussions and very good participation from the
4 committee throughout those two days.

5 All of those notes were certainly sent
6 to all of us, and then Tribal Tech drafted this
7 strategy plan for us moving forward.

8 As Athena and Darrell said, we haven't
9 gone back and visited it as a committee at this
10 point.

11 I'd actually recommend we have some
12 dialog about what we want to do with this. It'd
13 be my recommendation, I think, before that
14 October 23 date that we look at it, we clean it
15 up, we put some timelines, we put some structure
16 to it so it's really there and in place for the
17 new committee moving forward.

18 CHAIR WALDRON: I agree. Does
19 everybody else agree with that? I really want to
20 push forward on decision making and I think that
21 we'll need this document.

22 MEMBER HIBBELER: And I believe,

1 correct me if I'm wrong, Athena, but I believe we
2 can have those planning sessions because we won't
3 be making any official decisions that we need to
4 vote on, but we can have a planning session to
5 clean this up.

6 And so if we can get even some
7 semblance of dates and times of what work for
8 people, we could make that happen.

9 MS. BROWN: It's a work in progress.

10 CHAIR WALDRON: So we can just
11 communicate amongst ourselves and set a date, set
12 it up and go. Do we have to contact you or
13 somebody to be the DFO on it?

14 MS. BROWN: No, I think is part of the
15 -- Athena Brown -- this is part of the effective
16 management work group, but it's an ongoing work
17 in progress as part of this council.

18 MEMBER CARROLL: Do we have a list?
19 Darrell? Mr. Chair?

20 CHAIR WALDRON: Yes.

21 MEMBER CARROLL: Kim Carroll, Other
22 Disciplines. I was going to make the suggestion

1 that we have a list of our current workgroups.

2 And I'm not sure that we do have a
3 list of who all is on each of those. If we
4 don't, my suggestion is going to be that everyone
5 email me their preferences so that we can get a
6 roster going and then, because those workgroups
7 can continue to meet even though the individuals
8 on them may be off the council, correct, Athena?

9 CHAIR WALDRON: She's asking a
10 question. Even though they may be removed from
11 the advisory board, they can continue to meet?

12 MEMBER CARROLL: As a workgroup?

13 MS. BROWN: Yes, the workgroups are
14 separate from the advisory council. However, the
15 process works, the workgroups make
16 recommendations to the council and they only
17 become formal recommendations once they're
18 accepted by the council.

19 So the workgroups purpose is to come
20 up with recommendations that they can then submit
21 to the council and then they council will vote to
22 approve those recommendations.

1 So one of the things that we never did
2 accomplish was to get a listing from the council
3 members on which workgroups they wanted to
4 participate in, but also we were supposed to
5 reach out to other people outside of the council
6 that might be subject matter experts, like Lorina
7 Sanchez who served on the effective management
8 workgroup.

9 At one time Norm DeWeaver actually
10 headed the census workgroup. And so right now we
11 have three work groups, the census workgroup, the
12 effective management workgroup, and the
13 performance and reporting workgroup that we
14 combined.

15 The other workgroups that there was a
16 question mark about was the youth workgroup. But
17 under FACA, it is recommended that we have the
18 name of the workgroup, we have a chair of the
19 workgroup, and usually the chair is someone that
20 participates from the council, and then a defined
21 objective of the, defined mission of each one of
22 those workgroups.

1 MEMBER CARROLL: Thank you, Athena,
2 and my thought was that we should ensure that we
3 have those workgroups identified and the
4 participants identified.

5 One thought I had was that we could
6 look at the last listing that we had of members
7 of the work groups and perhaps reach out to them
8 to see their interest in continuing, as well as
9 asking each of the council members which ones
10 they're most interested in as well.

11 MS. BROWN: They're all on all of
12 them.

13 MEMBER CARROLL: Do we want to keep it
14 that way where we're all on all of them?

15 CHAIR WALDRON: I'm sorry, Kim, we
16 were kind of discussing the same topic. Could
17 you repeat your statement, please?

18 MEMBER CARROLL: Sure. No, I was
19 asking if, I was saying that that was my thought,
20 was that we should go ahead and make sure that we
21 have these workgroups identified and we know who
22 the participants are and what their mission is so

1 that they can continue working so that when the
2 new council does come in, there are some
3 recommendations that can be presented to them as
4 former council workgroup's recommendation.

5 CHAIR WALDRON: Absolutely, and we
6 were discussing around the same line because we'd
7 like to get these three committees up and appoint
8 a chair to them.

9 And that's a question I was saying.
10 This does not improve effective management. We
11 have a chair.

12 That most of the members going
13 forward, because we don't want to pick a non-
14 member to chair one of these committees, so the
15 census, effective management, performance and
16 reporting.

17 So yes, and I agree with you 100
18 percent, we need to keep working to make the
19 recommendations.

20 MEMBER CARROLL: So would it be
21 helpful, are we, okay, my other question was, is
22 everyone on the advisory council on all of the

1 workgroups or not?

2 CHAIR WALDRON: Mostly everybody is on
3 the effective management, I believe.

4 MEMBER SEVEN: So, Kay Seven, Region
5 Seven, Other Disciplines. So Athena, I guess, so
6 you're saying that under FACA, that we have our
7 workgroup name, the chair, and the defining
8 purpose or mission.

9 Does that require an in-house approval
10 internally or is that something you can proceed
11 with as of today moving on?

12 And then also, who is on the effective
13 management workgroup? I don't have a list of
14 names.

15 And I was just thinking, can we make
16 a council decision at least maybe to keep the
17 effective management, making it official, if
18 there's some internal processes that I have to
19 set a defined mission right now before this
20 council expires, is to have the strategic plan
21 document worked on prior to October 23.

22 CHAIR WALDRON: First part of your

1 question, for the DFO, the internal process.

2 MS. BROWN: Athena Brown with DINAP.
3 I am also the Designated Federal Officer. I've
4 asked Darrell if we could identify a chairman of
5 the workgroups that don't currently have a
6 chairman.

7 Right now, the only one with a chair
8 that I know of is the effective management
9 workgroup, and that's Patty Hibbeler.

10 And she worked with the council to put
11 together the strategic two-year plan, but one of
12 the paths that we have identified in that
13 strategic plan was to identify who is going to
14 serve on other workgroups.

15 Because some of the council members
16 may or may not wish to serve on something like
17 the census workgroup or performance and
18 reporting.

19 For instance, the 477 grantees don't
20 have the same reporting requirements that the
21 Department puts out for the Section 166 grantees,
22 so I don't know if all of the 477 representatives

1 on the council want to participate on a
2 performance and reporting workgroup.

3 So I had suggested to Darrell that
4 today if we could identify a chair of the other
5 two workgroups and then move forward to identify
6 members that may want to serve on those
7 workgroups in addition to thinking about some of
8 the subject matter experts that we have outside
9 of this council amongst our grantee community or
10 the 477 workgroup that might be willing to serve
11 on those committees.

12 They're all voluntary. They're not
13 paid. We do not reimburse for travel. So what
14 we try to do is we try to arrange those workgroup
15 meetings at the national or regional conferences
16 or sometimes in concert with other types of
17 meetings that are being held where our grantees
18 and the 477 representatives are present.

19 CHAIR WALDRON: And then we were
20 discussing, does it have to be the chair that is
21 on the committee and were they moving forward?

22 So we didn't want to select someone

1 who was not going to serve again to be a chair,
2 so we want to pick somebody that is moving
3 forward.

4 MEMBER HIBBELER: And Patty Hibbeler,
5 Region Six. I also have a question. Would we
6 want to at this time also determine if there are
7 other committees we would like to add or not?

8 CHAIR WALDRON: I don't have the
9 documents in front of me, but there are a series
10 of them.

11 MEMBER HIBBELER: Right, but we could
12 actually make a motion to add them at this time,
13 is that correct?

14 CHAIR WALDRON: We could, but we would
15 need to know what they are.

16 MEMBER SEVEN: Kay Seven, Region Six,
17 Other Disciplines. So, Patty, in response to
18 your question, I'm wondering do we have a
19 description or definition of what each workgroup,
20 what topics they would cover?

21 Because I'm thinking statute,
22 regulation, reauthorization. As the Departments

1 talk you might want to, what category do they
2 fall under if any or does this need another
3 group? Or is that all under effective
4 management?

5 MS. BROWN: Yes, each one of these
6 workgroups have members that previously served.
7 And so I'm just going to read off, for instance,
8 the effective management workgroup, which we need
9 to update the mission objectives, the issues,
10 identify the issues and the deliverables.

11 Because this is an outdated workgroup
12 description. The mission and objectives of the
13 effective management workgroup was to streamline
14 multiple workgroups of the advisory council, to
15 develop recommendations to the full NAETC matters
16 of a general nature affecting the operation of
17 administration of the Section 166 program.

18 These matters may overlap with a
19 combination of other workgroup objectives and may
20 be on issues of urgency or on one-time projects
21 as assigned by the council.

22 And so the deliverables of the

1 effective management workgroup may be tasked with
2 developing recommendations to the full council
3 for the complete implementation of WIOA over the
4 next two years.

5 So the reason why I'm saying that, we
6 can identify deliverables but, when I say we, I
7 mean the entire workgroup once you determine
8 those members.

9 So here's the members that we have
10 recorded previously. And I know some of them may
11 no longer be with our programs.

12 Carla Bolan, Kim Carroll, Christine
13 Moley, Anne Richardson, Roselyn Shirley, Darrell
14 Waldrin, Dave Gipp, Alton Richardson, Winona
15 Whitman, Jacob Bernal, Lorenda Sanchez, Curtis
16 Osceola, and Margaret Zientek.

17 So whoever is the chair would
18 probably, it would probably be best if they had a
19 copy of this document that I maintain and then
20 maybe I contact those individuals to see if
21 they're still willing to serve.

22 I do know that some of them are no

1 longer, you know, have retired and I think Dr.
2 Gipp has passed, and Alton Richardson is retired.

3 Curtis Osceola, he's no longer with
4 the program. So, yes, we do have some small
5 changes.

6 And then the new council members, they
7 also desire to be a part of this workgroup. So
8 we want to make sure that we include that
9 opportunity.

10 CHAIR WALDRON: Okay.

11 MEMBER HIBBELER: Patty Hibbeler,
12 Section Six. I'm curious if there's any
13 requirement or thought that all of the council
14 members are on a minimum of one committee or not.

15 CHAIR WALDRON: Digressing a little
16 bit, that list was put together when we were not
17 allowed to meet anymore.

18 The advisory board created the
19 effective management so that we can meet as a
20 workgroup and to bring our decisions forward.

21 So I think we can. I mean, the chair
22 appoints, so we can do that with reinforcements

1 on the group.

2 My question would be: what
3 recommendations were brought forward and what was
4 done? Because that is an old list.

5 MEMBER SEVEN: And Kay Seven, Other
6 Disciplines, Region Six. So I'm also wondering,
7 is census even a necessary workgroup?

8 Or can the census topic fall under
9 effective management as a question or as a
10 measure of part of the operations and
11 administration of a 166 program.

12 So I think the reason why we had the
13 census workgroup is that our formula is a
14 formula-funded program, but we've not had a I
15 guess census, the way it's changed with the
16 American Indian Community Survey, I think changed
17 the game for a census workgroup.

18 I guess that's the question. Is this
19 workgroup still necessary or is it a topic that
20 can fall under effective management?

21 CHAIR WALDRON: Well, Duane is really
22 diving into it. I ran into him in the hallway,

1 and I know that he was working on information.

2 Is that for this body or is that for
3 the grantees? He's got it somewhat deciphered.
4 So do you think we should get a statement from
5 his for this body for where we are with census?
6 I know it was stopped dead short because of the
7 COVID.

8 MEMBER CARROLL: Mr. Chair?

9 CHAIR WALDRON: Yes?

10 MS. BROWN: We're jumping from one to
11 the other, then.

12 CHAIR WALDRON: Yes, Chair recognizes
13 Kim.

14 MEMBER CARROLL: Yes, Kim Carroll,
15 Other Disciplines. I think that it would be a
16 good idea if the census workgroup also worked on
17 the labor force survey.

18 Perhaps instead of just a census
19 workgroup, unless we still felt that that is
20 necessary, that we have a workgroup for data,
21 just basically for data, whether it's census
22 data, labor force report data, tribal surveys,

1 whatever the need for data for Native Americans
2 and American Indians comes up, I think we need to
3 have a say in all those.

4 They do really affect a lot of our
5 formulas, a lot of programs that are formula
6 funded. That would just be my suggestion.

7 CHAIR WALDRON: That's a good point.
8 And if we go forward with recommendations with
9 formula funded and non-competition, it will have
10 an effect. No, it will not.

11 MS. BROWN: Athena Brown, DINAP. Our
12 program remains a formula-funded program by law.
13 It will not have an effect.

14 However, the use of effective data,
15 we're still using old census data because we
16 haven't run the revised numbers.

17 CHAIR WALDRON: So coming back to
18 that, we need to pick chairs for census and
19 performance and reporting.

20 And I think some of the comments that
21 Kim made, you can address in it, and I would just
22 recommend that they put strong recommendations as

1 far as when you move on.

2 I've never did in all the years need
3 to get a tabulation of all the motions,
4 resolutions that we put forth, what the answers
5 were for them.

6 We may have some from the community
7 when they can give public comments. So I want to
8 push it. Athena?

9 MS. BROWN: Thank you. Athena Brown,
10 DINAP. I would recommend we start rather than go
11 all over the place, we start with each workgroup,
12 or excuse me, each subcommittee, ask for a
13 councilmember to volunteer to head that
14 committee, and then that councilmember would be
15 responsible for putting together the interested
16 members along with an objective, the tasks, which
17 can always be modified or changed depending,
18 because, like I said, this is a work in progress.

19 So I think that that would be a good
20 start.

21 CHAIR WALDRON: Do we have any, let's
22 look at these three. We have one chair for

1 effective management, a volunteer and a
2 councilmember who is moving forward for census,
3 including folks on the phone.

4 MEMBER HIBBELER: How would we know
5 who that is?

6 CHAIR WALDRON: Well, if you put your
7 name forward, there's probably a good chance.
8 Appreciate it. It was stated that a lot of them
9 would move ahead.

10 MEMBER SEVEN: Are we going to stay
11 with one work group at a time until effective
12 management is done?

13 CHAIR WALDRON: That one is done.

14 MEMBER SEVEN: Okay, so Patty is chair
15 and then Patty will go out and seek the members.

16 CHAIR WALDRON: Right.

17 MEMBER SEVEN: Right. Okay.

18 CHAIR WALDRON: Now we're trying to
19 get the census and the performance and reporting
20 next.

21 MEMBER SEVEN: Athena, do you have the
22 names for the census workgroup that is currently

1 listed?

2 MS. BROWN: Yes. Let me pull it up.
3 They actually a mission and an objective, to
4 require that all allotments to the grants to
5 outlying areas shall be based on the latest
6 available data and estimates satisfactory to the
7 Secretary, that all data related to disadvantaged
8 adults and disadvantaged youth shall be based on
9 the most recent data from the Bureau of the
10 Census, and that ETA applies the notice of public
11 rulemaking, stating that the data and definitions
12 used to implement the funding of formulas as
13 provided by the U.S. Bureau of the Census.

14 The issues, and this is a while back,
15 ETA states that they do not have the funds to run
16 the census tabs for the Indian and Native
17 American program.

18 The DINAP submitted an issue paper as
19 part of the fiscal 2017 budget request, and DINAP
20 requested additional funds for the Section 166
21 program, to include both a request to support the
22 special census for American Indians, Alaskan

1 Natives, and Native Hawaiians.

2 The deliverable was that the workgroup
3 was tasked with developing the most beneficial
4 option to use for the formula funds, utilizing
5 current census data, and presenting the options
6 to the full advisory committee for recommendation
7 to the secretary.

8 The workgroup members were Alton
9 Richardson, who at that time was serving as a
10 chair for the advisory council, Norm DeWeaver,
11 David Gipp, Winona Whitman, Jacob Bernal, Lorenda
12 Sanchez, Michael Tucker, Paula Starr, and Duane
13 Hall, who was the subject matter expert from
14 DINAP. Do you want me to go to the next
15 committee?

16 CHAIR WALDRON: Well, she recommended
17 one at a time, so --

18 MS. BROWN: Okay.

19 CHAIR WALDRON: So we're on the
20 census. Does somebody want to volunteer to chair
21 that?

22 MEMBER CARROLL: Mr. Chair?

1 CHAIR WALDRON: Yes.

2 MEMBER CARROLL: Kim Carroll, Other
3 Disciplines, I would volunteer for census.

4 CHAIR WALDRON: Awesome. Kim is the
5 chair. Okay. So performance and reporting?

6 MS. BROWN: At that time, they had two
7 separate committees, but we have since combined
8 them.

9 So, I would just say that we combined
10 the performance and reporting workgroup into one,
11 but I still have it listed as two.

12 So the duty, the mission was to
13 develop a set of performance indicators and
14 standards in addition to the primary indicators
15 for performance described in Section 116 of the
16 WIOA.

17 The recent issues, WIOA requires core
18 performance indicators for the development and
19 youth program, which is a drastic change to the
20 performance indicators under the WIOA.

21 As stated above, the council is
22 required to develop additional performance

1 measures, indicators in addition to the core
2 indicators.

3 The performance workgroup is tasked
4 with developing recommendations to the full
5 advisory council.

6 And I can share that that's exactly
7 what this workgroup did was they provided
8 recommendations to the full advisory council and
9 the council voted to approve those
10 recommendations and those recommendations were
11 sent forward to the Secretary of Labor.

12 But at that time, the workgroup
13 members included Roselyn Shirley, who was at the
14 time on the council, and she served as chair,
15 Winona Whitman, Al Richardson, David Gipp,
16 Christine Moley, Curtis Osceola, Cynthia
17 Lindquist, Tara Andradi, Jennifer Hall and Duane
18 Hall both served as subject matter experts for
19 the DINAP.

20 CHAIR WALDRON: They were discussing
21 those performances yesterday. Do we have a
22 volunteer to chair this? Performance and

1 reporting?

2 Yes, sure. We're going to read the
3 other members because we haven't already thought
4 of it.

5 MS. BROWN: So under the reporting,
6 the IPN reporting like I said, we combined it
7 with performance and they were tasked on
8 developing a recommendation to the advisory
9 council on the software development necessary to
10 track the core performance indicators.

11 And that's what is now known as GPS,
12 we just recently implemented. So Winona Whitman
13 was the chair, Alton Richardson, Lorenda Sanchez,
14 Roselyn Shirley, Darrell Waldron, Greg Greer, who
15 is with Northern California Indian Development,
16 Terry Clark, who at the time was with the Florida
17 Governor's Council, Lois Bethard, who I believe
18 is no longer with the American Indian Center,
19 Greg Mandrill, and Duane Hall and Jennifer, the
20 subject matter experts for DINAP.

21 CHAIR WALDRON: Anybody volunteering?
22 Just appoint them, I guess. I have some people

1 in mind.

2 MS. BROWN: Quiet.

3 MEMBER SEVEN: So this will be a
4 temporary thing until we make the transition to a
5 new council. Maybe someone will step up by that
6 time.

7 CHAIR WALDRON: Well, we're hoping the
8 chair we pick is going to move forward after the
9 23rd and still be with us. But I'd appoint Joe
10 over here.

11 I just looked at him. You do a good
12 job. Really good on detail.

13 MEMBER HIBBELER: Congratulations,
14 Joe.

15 CHAIR WALDRON: Okay. All right. So
16 in that case, Joe. He said yes. It'll be good.
17 You can bring on anybody you want. Are you
18 accepting?

19 MR. QUINTANA: I'm on another
20 committee as chair.

21 CHAIR WALDRON: Well, the other one,
22 well, those are other ones, but this one's an

1 important one.

2 You have to work only on good
3 performances, because we have this one problem
4 coming which is this law now. There are going to
5 be discussions.

6 We have a chair. Congratulations.
7 You'll have plenty of help. They're not paying
8 them.

9 CHAIR WALDRON: All right. So we have
10 effective management done. Census is done.
11 Performance and reporting is done. What else do
12 we have?

13 Do we want to -- that's a lot. Okay.
14 I'm sorry?

15 MEMBER CARROLL: Would you please
16 repeat who the chair is for the last one?

17 CHAIR WALDRON: I'm sorry, you came
18 across a little blurry.

19 MEMBER CARROLL: Kim Carroll, Other
20 Disciplines. Can you repeat who the chair is for
21 performance and reporting, please?

22 CHAIR WALDRON: Joe Quintana.

1 MEMBER CARROLL: Thank you.

2 CHAIR WALDRON: So if there aren't any
3 other committees, I just want you to think, and
4 we can handle it tomorrow, about T&A and all
5 that, because that's coming with the budget
6 increase hopefully. So we may change it. So put
7 that on there.

8 So now we're in the part of the agenda
9 for 477. A little behind. Update, federal
10 partners meeting. Who's presenting that? 477
11 update from the federal partners meeting. Kay?
12 Are you able to do that, Kay?

13 MEMBER SEVEN: Yes. S-- Kay Seven,
14 Region Six, Other Disciplines. So after the
15 statute came across, 115-93, the Indian
16 Employment Training Council, Religious Services
17 Consolidation Act of 2017, the statutory measure
18 with the federal responsibility for the
19 Department of Interior to organize an annual
20 meeting of the tribes and the federal partners.

21 So we had a meeting last Thursday,
22 September 16, and the primary concern of the

1 first set of seven tribes is being non-response
2 by the federal agency for the tribe's request to
3 relook at the memorandum of agreement, the MOA,
4 that was struck by the federal agency as little
5 or no consultation for the tribes.

6 And we've been opposed to the MOA
7 since December of 2018 when it was released to
8 the tribe.

9 So we got to listen to Bryan Newland
10 as our new Assistant Secretary of Indian Affairs.

11 First, his job is addressing the issue
12 and is working towards the response as the lead
13 federal agency to the tribe.

14 So we're looking forward to activity
15 on that part for tribes to, the loss from the
16 tribal perspective is that this is going to be
17 legislation that will sustain us over decades.

18 And it's a federal law that we
19 pursued, legislation was pursued, was intended to
20 resolve issues that we don't live with since
21 1992, with the legislation then public number
22 2477, and then continuing as amended in 2001.

1 So we had a, I guess, good meeting.
2 We were able to express our viewpoint and know
3 that there still is no activity with that
4 request, but that the new Assistant Secretary
5 will move forward.

6 The Assistant Secretary did share with
7 us that his plan is to bring this up as a topic
8 with their tribal nations meeting that is coming
9 up at the White House with the tribal leaders.
10 So a topic we'll continue to pursue.

11 Kim, was there any other meetings that
12 you got Thursday that I missed?

13 MEMBER CARROLL: There was a, I agree
14 with everything you said. There was one thing
15 that struck me.

16 Out of 12 federal partners, there were
17 only six there. So that kind of tells you how
18 our federal partner meetings generally go.

19 CHAIR WALDRON: Well, thank you for
20 that. So we caught up to our agenda. So a
21 recap. So just, we want to be decision-oriented,
22 push decisions forward.

1 We have this information that we went
2 over today, considerations that we looked at, and
3 come forth tomorrow to vote on it.

4 And we're going to think about a
5 methodology to it. We have several outstanding
6 issues moving forward with this Secretary of
7 Labor.

8 A lot of requests that we put in. And
9 we want to make some time to discuss the waiver
10 of the youth, or resolutions on the youth.

11 Consider the weight that performance
12 is given with this new law that is coming in
13 around employment when they're checked on in the
14 second quarter.

15 I did get a note that be careful
16 because the census here is determining the
17 allocation.

18 So we've got to be careful how that is
19 read and make sure that that is correct moving
20 forward with that.

21 And we'll report out a bit on the
22 training and technical assistance methodology and

1 maybe format moving forward, thinking about an
2 increase in the budget.

3 I think that's kind of a recap of what
4 we've talked about today and what we have to do
5 tonight.

6 And we picked the chairs for those
7 committees. And I'm hoping that they move
8 forward and they get to pick other members.
9 Patty?

10 MEMBER HIBBELER: Patty Hibbeler,
11 Region Six. I just want to make a quick comment.

12 So I remember at one of our meetings,
13 I don't know if it was the last one or the one
14 before, we did have an individual come from the
15 data department, whatever the name of that
16 department is, in WIOA.

17 Actually came and said as part of the
18 census that they were actually looking at several
19 different data sources, not just the U.S. Census.

20 We raised a concern about COVID and
21 the response to the native community and
22 completion of the census, the U.S. Census, and

1 the gentleman's name, excuse me, I just can't
2 remember, actually said that they were looking at
3 other data sources, looking at a 360 kind of
4 convergence of that data in determining what our
5 census is for funding.

6 CHAIR WALDRON: Chair recognizes
7 Athena.

8 MS. BROWN: Thank you. Athena Brown,
9 DINAP. Patty, that was the American Indian Labor
10 Force Report, Wayne Gordon.

11 And that report does not relate to the
12 census data used for the Section 166 formula.

13 Rather, we've been tasked under the
14 new amended law, 477 amended law, to produce
15 American Indian Labor Force Report.

16 And they've never really had a formal
17 way of looking at the data collection, whether it
18 be through the American Indian Community Survey,
19 the census, the Bureau of Indian Affairs using, I
20 think in the past used different types of data
21 collection.

22 Surveys, informal surveys, not OMB-

1 approved surveys. So Wayne Gordon was basically
2 describing looking at a number of data sources to
3 produce that report.

4 MEMBER SEVEN: Kay Seven, Other
5 Disciplines. Wayne Gordon was a presenter at our
6 annual meeting last Thursday, and he said that
7 there will be a publication, a report ready this
8 fall, publication on how did we get here.

9 And he did say he was involved with
10 the census, Department of Interior, he has
11 reviewed documents, historical documents of the
12 last 20 years of the Indian Labor Force Report.

13 So I guess a publication is coming
14 out. He said it is in review right now, the
15 draft paper is in review, so perhaps by the time
16 the next council comes on we're hear from Wayne,
17 come back to the table to report out.

18 CHAIR WALDRON: So just food for
19 thought. I just recently got appointed to a new
20 data collection group. They're young PhDs that
21 are just 100 percent engulfed in data.

22 And they collect data nationally.

1 When I got on it, it was a little brain burning
2 keeping up with them, but I noticed that they
3 were tracking all kinds of data but there was not
4 any Native American data.

5 And when I asked why, they said
6 because they represent less than 3 percent. They
7 don't collect data on groups less than 3 percent.

8 So I pushed these issues with the
9 governmental entities, the government, and
10 they're supposed to get back on me.

11 But this data, and I can send you the
12 information. It's quite a packet. It's going to
13 be pushing this type of stuff across the country.

14 They're using huge data collection.
15 I don't how much money they've got but it's an
16 awful lot, and they're collecting a lot of data
17 to be not on it, although they did, they were
18 considering indigenous, so combining indigenous
19 and Native Americans.

20 We don't want indigenous. They get
21 above that 3 percent. So if you're counted,
22 because we have like 1 percent, then they're not

1 collecting it.

2 So these little tidbits of data we can
3 get and continue to push is going to become
4 valuable.

5 So I mention that. It may not be in
6 your area yet. The meetings are two-hours long.
7 There's a series of a dozen of them.

8 I'm attending a six-hour meeting on
9 the same topic on Friday with all the Ivy League
10 university presidents.

11 So there's a lot going on right now in
12 this country as to who we all are and what is
13 going on.

14 And they're putting, I'm assuming it's
15 all about, it could be about infrastructure. I
16 don't really know, but they are collecting a lot.

17 Just keep our voices heard as much as
18 we could, as much as we can.

19 So we got to end a little early, which
20 is nice. We can recess until tomorrow unless the
21 law says we can't. We can recess, right? You
22 think so?

1 We'll recommend, we'll receive a
2 motion to recess until tomorrow.

3 MEMBER HIBBELER: So moved.

4 CHAIR WALDRON: Motion is made by
5 Patty. Is there a second?

6 MEMBER CAMPBELL: Second by Christine.
7 And I didn't catch the name.

8 MEMBER CHAISSON: Lora Ann.

9 CHAIR WALDRON: Lora Ann. How you
10 doing, Lora Ann?

11 MEMBER CHAISSON: Hanging in there.

12 CHAIR WALDRON: So that motion moves
13 unanimately. So congratulations to our new
14 chairs. We'll give you the six-inch document
15 package tomorrow.

16 So please read and prepare for
17 tomorrow so we can make a motion. Thank you,
18 guys.

19 (Whereupon, the above-entitled matter
20 went off the record at 4:41 p.m.)

21

22

A	
ability 61:19	72:20 74:15 110:17
able 28:15 32:4 34:4	113:11
44:17 55:4 56:3 64:22	administrative 48:18
81:3 83:13 86:1 88:7	86:21
88:16,19,22 89:4	adult 33:14
92:11 97:21 99:6	adults 51:2,19 118:8
125:12 127:2	advancing 92:16
above-entitled 95:4	advice 56:12
134:19	advisement 54:19
absence 6:3	advising 27:4
Absolutely 42:21 71:16	advisory 5:22 19:14
99:14 105:5	23:21 25:19 48:19
Abstention 9:16	69:16,18 70:2 86:6
Abstentions 72:10	89:1 98:14 102:11,14
academic 46:15	105:22 110:14 112:18
accept 79:13	119:6,10 121:5,8
accepted 102:18	122:8
accepting 123:18	advocated 96:10
access 75:15	Affairs 126:10 130:19
accomplish 103:2	affect 33:8 34:15 36:2
accountability 50:19	115:4
81:5	afternoon 5:15 54:14
accurate 18:8	84:16
achieve 52:16	agencies 88:9
acknowledge 34:5	agency 126:2,4,13
acknowledgement	agenda 3:4 9:2 22:6,11
12:13	26:11 30:20,21 31:4
act 5:22 19:14,14 44:4	34:10,13 62:3 64:14
44:15 45:7 46:10 47:7	64:16,18,22 65:17
125:17	68:15 70:17,18 71:21
action 67:4 69:5	95:1 125:8 127:20
activities 46:13	aggressive 31:4
activity 58:4 126:14	aggressively 72:15
127:3	aging 81:15
actual 18:3 71:6	ago 24:3 70:5 93:4
add 13:10 38:18 39:9	agree 23:19 54:21 56:5
85:22 90:22 109:7,12	61:4 76:9 82:8,22
added 13:22 39:14	100:18,19 105:17
46:11 86:4 91:22 99:1	127:13
addition 39:3 60:2	agreeing 42:5
108:7 120:14 121:1	agreement 126:3
additional 99:1 118:20	Ah 10:17
120:22	ahead 4:4 17:15 20:3
address 44:17 45:12	98:5 104:20 117:9
55:11,22 56:14 61:14	al 22:14 121:15
69:20 115:21	Alaskan 46:17,20 51:21
addressed 44:19 45:20	118:22
60:7	aligned 55:10
addressing 46:15 57:10	allocation 128:17
126:11	allotments 118:4
Adjourn 3:20	allotted 21:20
adjust 68:16 71:21	allow 4:19
administered 47:18,20	allowed 26:1,2 112:17
administering 91:4	allows 49:13
administration 14:10	alluded 32:21
20:2 27:7 43:22 44:5	alluding 29:19 30:4
44:20 49:6,18 60:20	Alton 111:14 112:2
	119:8 122:13
	amazed 78:18
	Amen 5:8
	amended 39:14 83:6
	126:22 130:14,14
	America 46:16
	American 1:3 5:1,18,20
	13:9 18:11 19:7 32:1
	39:20 43:20 44:12
	45:18,22 47:13 49:9
	60:18 61:2,18 62:20
	62:21 63:18,19
	113:16 115:2 118:17
	118:22 122:18 130:9
	130:15,18 132:4
	Americans 115:1
	132:19
	amount 29:14 56:3
	analysis 74:4
	and/or 17:11 23:13
	Andradi 121:17
	animated 15:2
	Ann 1:15 7:17 10:14
	11:2 134:8,9,10
	Anne 8:14 111:13
	announced 6:14
	announcements 5:13
	annual 125:19 131:6
	annually 91:16
	answer 59:1
	answered 97:8
	answers 21:10 116:4
	anticipate 21:6,7 24:19
	anticipated 67:17
	anticipating 30:13
	51:11 94:17
	anybody 13:10,13
	59:16 96:12 122:21
	123:17
	anymore 112:17
	appeared 12:15
	appears 36:15 97:21
	applicable 33:4
	application 23:4
	applications 98:19
	applies 37:15 118:10
	appoint 105:7 122:22
	123:9
	appointed 131:19
	appoints 112:22
	appreciate 7:5 56:15
	69:4 94:19 117:8
	apprenticeship 14:8
	approach 27:10
	approached 80:5
	appropriate 48:8
	appropriations 14:19
	26:16 49:21
	approval 3:4 106:9
	approve 3:3 11:21
	102:22 121:9
	approved 62:17 63:4
	69:17 70:2 131:1
	approximately 4:5
	April 67:18
	area 73:14 74:10 133:6
	areas 44:21,22 47:2
	48:17 49:16,20 50:20
	74:21 118:5
	arenas 57:9
	arisen 69:15
	arose 33:2
	arrange 108:14
	asked 74:20 87:11
	107:4 132:5
	asking 12:12 13:3
	18:13,15 21:7 53:17
	102:9 104:9,19
	assembled 78:13
	assembly 75:14
	assertive 27:9
	assessment 74:5
	assigned 22:4 93:12
	110:21
	assist 74:9 86:2
	assistance 3:10 45:7
	47:7 72:14 73:5,9,15
	74:18 80:14 87:9
	89:14,16 95:9 128:22
	Assistant 126:10 127:4
	127:6
	associated 17:10 89:17
	assuming 133:14
	Athena 2:11 4:8 5:16
	18:8,9 22:13,13 24:9
	24:15 31:19,21 33:20
	39:18,19 57:2 58:11
	58:21 63:10 64:16
	73:7,8 78:6 83:19
	85:21 91:7 97:11
	98:12,20 100:8 101:1
	101:15 102:8 104:1
	106:5 107:2 115:11
	116:8,9 117:21 130:7
	130:8
	attached 20:12
	attempt 7:5
	attempting 41:2
	attend 81:3
	attendance 29:7
	attended 80:20 97:1
	attending 133:8
	attention 57:18
	attitude 12:15
	attributes 49:6
	audience 80:5
	audits 72:22

August 22:16
authority 22:2,10 26:13
 29:4 43:6 65:14
authorization 31:9
 58:13 71:19
authorized 40:22 48:2
 59:12
available 12:18 56:7
 82:18 95:22 118:6
Awesome 120:4
awful 132:16
aye 9:14,15 41:14,15
 72:8,9

B

back 7:2 12:16 14:13
 15:2 16:9,15 18:8
 21:3,10 25:2,21 31:3
 35:3 38:11 42:15
 50:12 51:16,17 53:8
 55:9 56:4 58:11 59:12
 63:7 64:11 65:4,12
 67:10 75:10 76:17
 79:10 81:1 86:13
 88:19 93:11,19 94:1
 95:3,8 98:3 100:9
 115:17 118:14 131:17
 132:10
background 43:4 62:8
 64:8
base 51:8
based 18:18,21 48:13
 58:4 118:5,8
basically 99:11 114:21
 131:1
basis 35:9,12,13 39:22
 40:3,21 41:3 46:7
 48:4,9,16,16
BC 85:5
beginners 90:3
beginning 74:17
begins 92:22
behalf 18:10 19:2,7
 31:22 39:19 62:15
 73:8 74:22
believe 18:17,20 20:3
 25:16 29:6 32:15
 35:20 36:13 39:21
 47:19 54:1 96:20
 97:22 99:2 100:22
 101:1 106:3 122:17
beneficial 88:18 89:7
 119:3
benefit 25:18 31:16
 77:9 91:22 93:1 94:10
Bernal 1:13 6:3 8:16
 30:10 62:4,5,6 111:15
 119:11

best 7:8 24:18 25:7
 28:9 29:16 53:21
 55:11 59:1 69:5 88:11
 95:19 111:18
Bethard 122:17
better 15:19 35:4 38:5
 52:17,20 53:16,19
 54:3 56:2 58:12 78:10
 81:15 94:8 95:12
beyond 5:5
biannually 91:17
big 15:20
biggest 89:18
bill 17:8 59:15
bios 24:21
bipartisan 59:13
bit 13:18 19:10 34:17
 42:9 44:16 54:9 70:18
 97:17 112:16 128:21
black 36:20 37:9,13
 39:13
blessing 4:8
blessings 4:15 5:2,7
blurry 124:18
board 60:18 86:22 87:1
 89:2 91:5 102:11
 112:18
body 26:7,9 29:3 32:22
 33:16 55:10 57:12
 61:9,17,22 65:13 70:6
 77:7 88:20 96:4 114:2
 114:5
Bolan 111:12
bothered 70:5
box 66:8,8
boxes 42:10
brain 132:1
break 93:10 94:21,21
Brent 13:14,15,17
 14:12
bring 43:6 57:17 79:10
 112:20 123:17 127:7
bringing 4:14
broke 75:9
brought 27:8 76:16
 113:3
Brown 2:11 4:9,10 5:15
 5:16 11:21 16:4 18:9
 18:9 19:1 22:14 24:18
 25:7 31:20,21,21
 39:16,19,19 58:19,21
 58:22 63:10 64:17
 73:7,8,8 84:4 85:22
 97:11,13 98:12,13,20
 98:20 101:9,14,15
 102:13 104:11 107:2
 107:2 110:5 114:10
 115:11,11 116:9,9

118:2 119:18 120:6
 122:5 123:2 130:8,8
Bryan 126:9
budget 14:2,6 60:5
 92:15,20 93:21 98:6
 118:19 125:5 129:2
build 22:11 88:7
builds 90:10
built 52:15 73:19
Bureau 118:9,13
 130:19
burning 132:1
business 15:7 21:10
 25:17 26:7 27:6,6,12
 31:5 67:1
busy 66:22

C

C 37:3
C-O-N-T-E-N-T-S 3:1
CA 2:14
California 43:18 122:15
call 3:2,2 4:4 5:10 7:12
 7:14 13:13 14:21
 16:10 67:15 87:12
 90:2 96:3,5,6,14 99:6
called 12:7 14:19 27:20
 44:9
Campbell 1:14 7:15,16
 9:6,8,9 34:19,20 35:2
 35:18 36:1,4 41:9,10
 80:16,17 81:14 82:9
 82:19 134:6
Candace 1:16 8:1,3
candidates 22:22 23:12
care 38:16
careful 26:21 128:15,18
Carl 80:20
Carla 111:12
carried 95:18
Carroll 1:13 5:11 7:13
 7:13,17,20 8:1,5,8,11
 8:14,19,19 9:18,20,21
 10:3,8,13,17,22 11:3
 19:10 36:6,8,8,15,21
 37:4,8,21 38:3,8,21
 39:1,7 40:8,10,10,19
 41:5,18 68:20 69:2,9
 69:11,11 70:20 71:3,3
 71:9 72:4,5,6 101:18
 101:21,21 102:12
 104:1,13,18 105:20
 111:12 114:8,14,14
 119:22 120:2,2
 124:15,19,19 125:1
 127:13
Carroll's 40:17
carry 72:12

carryover 82:3 91:21
Casal 2:12 6:20 34:3
 85:5 86:5
case 15:2 89:20 90:2,6
 90:17 123:16
caseload 90:9,9
cases 92:17
catch 72:16 134:7
catching 28:18 66:17
category 110:1
caught 80:12 127:20
census 103:10,11
 105:15 107:17 113:7
 113:8,13,15,17 114:5
 114:16,18,21 115:15
 115:18 117:2,19,22
 118:10,13,16,22
 119:5,20 120:3
 124:10 128:16 129:18
 129:19,22,22 130:5
 130:12,19 131:10
center 14:18 20:20
 122:18
Certain 78:5
certainly 73:20 83:2
 100:5
certification 93:4,8
Cesar 13:16 30:18 31:1
 50:1 96:10
chairing 99:13
chairman 9:21 29:11,13
 29:21 32:20 34:19
 36:6 54:21 68:18
 71:11 76:4 80:16
 88:22 107:4,6
chairs 115:18 129:6
 134:14
Chaisson 1:15 7:17
 10:15 134:8,11
challenge 52:6 94:14
challenges 5:5
chance 9:3 68:11 117:7
change 21:20 26:15
 36:3 37:7 39:3,22
 40:12 42:6 53:10,12
 64:22 65:12 93:21
 120:19 125:6
changed 46:9 113:15
 113:16 116:17
changes 37:20 46:11
 61:22 67:20 73:3
 112:5
changing 72:21,22,22
charged 91:19
charter 23:5
chat 11:7,10,12 66:8
check 81:21
checked 128:13

Chief 8:14
children 5:3
Chimps 75:7
choppy 75:11
Chorus 9:15 41:15 72:9
 99:8
Christine 1:14 7:15 9:9
 34:18,20 41:10 80:15
 80:17 111:12 121:16
 134:6
Christine's 38:11
chronically 64:6
chronologically 62:12
circumstances 12:11
clarification 29:11 32:2
 98:14
clarify 18:11 43:8
Clark 86:4 122:16
clean 100:14 101:5
clear 20:14 30:1 42:4
 51:6 53:9 57:9 78:11
clearance 23:11,13
 25:9
clearances 25:11
clearly 6:9
climate 73:16
close 94:16
closing 22:16
collect 15:19 131:22
 132:7
collecting 33:11,13,14
 132:16 133:1,16
collection 33:11 130:17
 130:21 131:20 132:14
color 37:19
combination 110:19
combined 103:14 120:7
 120:9 122:6
combining 132:18
come 18:8 19:16 32:22
 35:11 51:17 52:2 56:1
 56:4 64:11 65:12
 69:19 89:20 94:14
 95:3 99:16 102:19
 105:2 128:3 129:14
 131:17
comes 74:18 90:13
 115:2 131:16
coming 14:8,9 16:4
 32:6 73:3 75:10,18
 83:10 95:21 97:22
 115:17 124:4 125:5
 127:8 128:12 131:13
comment 6:17 36:5
 66:8 78:9 89:10
 129:11
comments 17:11 20:22
 31:3 38:12 50:1 75:3

90:20 115:20 116:7
committed 48:22
committee 5:22 12:22
 14:16,19 19:14,22
 30:8 62:22 65:22 77:7
 82:11,14 91:12 93:12
 99:17 100:4,9,17
 108:21 112:14 116:14
 119:6,15 123:20
committees 59:7 75:12
 105:7,14 108:11
 109:7 120:7 125:3
 129:7
communicate 12:20
 79:15 101:11
communicated 14:15
 30:17 78:22
communication 75:22
 78:9,21 79:4,17 88:1
 93:19 94:7
communications 15:1
 16:9 25:21
communicative 75:11
 80:3
communities 5:1 39:11
 46:20,22 52:5,8,16
 55:12 57:14 58:8 70:8
community 4:17 14:11
 25:18 45:10 48:5,21
 50:15,17 51:22 56:8
 61:2 75:5 76:11 78:1
 79:6 95:13 108:9
 113:16 116:6 129:21
 130:18
company 15:16
compares 57:6
competition 17:4 97:22
competitions 17:3
competitive 14:7 17:1
 35:9,12,16,17 37:17
 39:22 40:2,6,21 41:3
 45:4 48:4,9,13,16
competitiveness 16:21
compilation 24:21
compiling 22:17
complete 53:17 111:3
completion 129:22
compliance 87:8
complicated 83:6,7
Comprehensive 46:10
concept 63:3
concern 51:4 125:22
 129:20
concerned 75:17
concerns 12:12,14 44:6
 44:13 45:2,11,17 51:5
 80:12 99:22
concert 108:16

condition 45:18
conduct 21:9
conducted 26:7 32:5
conducting 77:3,4
conference 30:8 32:16
 58:3 66:12 81:3 82:11
 82:14 89:5 91:18 93:8
 93:13
conferences 73:11 75:4
 79:2,5 108:15
confirmed 24:1,3
confirming 23:21
confused 28:6 62:10,10
confusion 19:11,17
 26:21
congratulations 123:13
 124:6 134:13
Congress 46:11 59:4
 59:15 61:7,15 62:20
connect 77:5
connected 95:13
consider 80:4 128:11
consideration 13:2
 26:20 27:13,21 39:9
 49:17 53:5,22
considerations 31:9
 33:15 35:6 45:11
 71:18 128:2
considered 12:9 15:17
 33:16
considering 36:10,11
 132:18
consistent 47:5
consolidation 49:12
 125:17
Consortium 2:14 43:19
constrained 55:1
consultation 16:2,6
 18:16 32:19 45:16
 126:5
consultations 45:14
consume 54:8
contact 85:7 96:12
 101:12 111:20
contacting 59:8
contacts 15:4
context 64:8 66:10
continue 55:22 65:1
 102:7,11 105:1
 127:10 133:3
continues 47:20
continuing 104:8
 126:22
contract 73:10,20 74:9
 74:18 83:20 84:2,5,5
 84:19,19,22,22 85:11
 86:11 87:16

contractor 6:19 91:17
contracts 40:6
contractual 48:15
control 5:5
controlled 38:15 48:11
convening 28:12
convention 58:3
convergence 130:4
conversation 29:17
 30:11 75:3
conversations 12:6
 96:7,9
converting 46:18
copies 96:17
copy 13:20 19:9 27:17
 27:19 99:3 111:19
core 120:17 121:1
 122:10
correct 20:8 29:18
 35:19 37:8 38:19
 40:16 41:4 64:16
 97:10 99:13 101:1
 102:8 109:13 128:19
corrections 9:4
correctly 29:8
correspondence 19:3
 20:16 22:19
cost 14:2,6 91:18
council 1:3,10 3:4 5:18
 5:20 6:2,8,13 13:12
 17:18 19:19 21:19
 23:3,7,19,21 28:4,5
 28:10,11,15 29:5,20
 30:14 33:17 43:20
 44:3,7,8 48:19,20
 57:4,16,18 58:14,15
 58:18 61:18,19 62:16
 62:21 63:2,4,7,15
 64:3 65:18 66:2,11
 68:9 69:20 70:3 73:21
 74:21 78:7 79:13 86:6
 98:14 99:3 101:17
 102:8,14,16,18,21,21
 103:2,5,20 104:9
 105:2,4,22 106:16,20
 107:10,15 108:1,9
 110:14,21 111:2
 112:6,13 119:10
 120:21 121:5,8,9,14
 122:9,17 123:5
 125:16 131:16
councilmember 116:13
 116:14 117:2
councils 69:16,18
counsel 19:8 33:1
count 10:3,6 31:13
counted 132:21
counterproductive

78:14
country 57:10 132:13
 133:12
couple 13:19 15:4 21:8
 27:16 50:20 65:8 75:2
 85:8 91:14 92:1,16
 96:15
course 33:8 46:6,18
 47:4 49:20 55:18
 56:12 69:5 87:14
 88:13
Courtney 2:13 84:7,10
Courtney's 86:1
cover 109:20
COVID 7:6 14:3 21:11
 55:18,19 88:3 99:10
 114:7 129:20
created 67:1 112:18
creating 75:14
Creator 4:10 5:8
crisis 55:18 88:3
critical 47:1 49:17
 63:17
curious 112:12
current 44:5,15,18
 49:22 102:1 119:5
currently 22:17 70:2
 107:5 117:22
Curtis 111:15 112:3
 121:16
cuts 98:6
Cynthia 121:16

D

Darrell 1:10,12 6:2 7:2
 8:16 18:18,20 20:8,9
 58:19 63:9 67:8 98:13
 100:8 101:19 107:4
 108:3 111:13 122:14
Darrell's 6:2
data 33:11,13 114:20
 114:21,22,22 115:1
 115:14,15 118:6,7,9
 118:11 119:5 129:15
 129:19 130:3,4,12,17
 130:20 131:2,20,21
 131:22 132:3,4,7,11
 132:14,16 133:2
date 22:16 24:1 64:2
 100:14 101:11
dates 59:3,4 101:7
Dave 111:14
David 119:11 121:15
day 5:6,7 6:17 56:9
days 15:9 100:1,4
dead 114:6
deal 17:9 51:5 98:2
dealt 13:22

decades 126:17
December 126:7
deciphered 114:3
decision 22:18 25:10
 58:15 64:1 65:3
 100:20 106:16
decision-making 70:6
decision-oriented
 127:21
decisions 55:5 67:5
 70:13 78:17 91:11
 101:3 112:20 127:22
dedicated 72:1
defer 56:17
deferred 20:1
defined 32:10,12,13
 103:20,21 106:19
defining 106:7
definitely 60:12 75:8
 85:15
definition 109:19
definitions 118:11
deliverable 119:2
deliverables 110:10,22
 111:6
Democrats 59:14
department 1:1 5:17
 19:14,22 20:5,15 21:3
 22:20 23:9 32:5,6,15
 32:17 49:5,14,14 56:7
 60:15 89:2 92:5
 107:21 125:19 129:15
 129:16 131:10
Departmental 23:13
Departments 109:22
depending 116:17
describe 88:22
described 120:15
describing 131:2
description 109:19
 110:12
designate 49:4
Designated 2:11 5:16
 107:3
designed 50:14 90:16
desire 112:7
detail 13:18 68:7,12
 71:20 123:12
Determination 45:7
determine 85:4 109:6
 111:7
determining 128:16
 130:4
develop 110:15 120:13
 120:22
developed 62:12 82:11
developing 111:2 119:3
 121:4 122:8

development 44:10
 46:19 120:18 122:9
 122:15
DeWeaver 103:9
 119:10
DFO 22:17 27:3 97:11
 101:13 107:1
dialog 63:6 100:12
diary 74:5
difference 42:10
different 28:17 31:17
 60:17 92:2 129:19
 130:20
difficult 7:6 21:9 26:2
 79:20
Digressing 112:15
diminishing 92:19
DINAP 19:2 73:9 74:2
 83:22 86:15 94:16
 107:2 115:11 116:10
 118:18,19 119:14
 121:19 122:20 130:9
direct 39:5 61:15
direction 4:18
directly 11:15
Director 43:18
directors 83:5
disadvantaged 118:7,8
discipline 6:10
disciplines 1:13,16,18
 7:14,21 8:9,20 9:21
 23:8 36:9 40:11 57:1
 66:7 69:12 101:22
 106:5 109:17 113:6
 114:15 120:3 124:20
 125:14 131:5
discombobulated
 43:11
disconnect 75:4,8
disconnected 76:10
discretion 49:22
discretionary 35:13
discuss 34:17 65:9
 79:10 97:18 128:9
discussed 12:11 29:3
 31:17
discussing 104:16
 105:6 108:20 121:20
discussion 9:13 13:11
 15:20 16:19,21 17:11
 26:5 27:14 31:10
 39:15 41:12 44:2,7
 50:19 64:21 72:7 73:4
 90:20 91:2 98:3,7
discussions 12:2 13:6
 13:14 14:13,17 31:6
 100:3 124:5
distance 11:13

distinct 57:9
distributed 24:17
distribution 48:10
diving 113:22
Division 18:10 31:22
 39:20 49:8
document 14:17,20
 20:12 26:19 28:1 34:7
 34:21 35:5 36:18 39:5
 40:13,15 42:9,16 53:4
 53:17 54:5,19 55:7
 56:13 57:5 62:15 64:1
 64:12 66:14 67:13
 69:14 70:12 93:10
 96:18 100:21 106:21
 111:19 134:14
documents 30:7 44:1
 53:22 57:15 109:9
 131:11,11
doing 12:18 18:18 31:4
 62:12 64:5 67:8 77:3
 78:16 80:9 93:19
 134:10
DOL 85:3 92:10
dollars 91:22 92:9
don'ts 88:11
dos 88:11
disadvantaged 50:7
downs 88:10
dozen 133:7
Dr 112:1
draft 67:13 131:15
drafted 43:2 53:8 100:6
drafting 53:3
drastic 120:19
Duane 93:3 97:9 113:21
 119:12 121:17 122:19
due 25:16 91:14
duly 62:16
duty 120:12

E

eager 31:1,2
earlier 33:22
early 133:19
Earth 4:13
easier 55:4 66:21
easy 12:19 43:9
EchoHawk 85:6
economic 46:19
Education 14:19 45:7
 47:6
effect 79:18,19,20
 115:10,13
effective 25:19 26:14
 78:20 89:3 92:11
 101:15 103:7,12
 105:10,15 106:3,12

110:13 111:1 112:19
 113:9,20 115:14
 117:1,11 124:10
effectively 26:4 40:15
 92:10
effectiveness 32:9 51:5
 88:20
effects 78:13
effort 55:19
either 23:12 61:14
elders 5:4
elected 75:12
electronic 7:7 14:4
electronically 65:5
electronics 43:10
eligible 48:6
eliminate 41:3
eloquently 69:15
email 19:16 81:6,6
 102:5
emphasize 37:2 77:7
emphasizing 42:18
employed 15:17 31:13
 31:16
employees 51:21
employer 31:12,15,17
 51:8,12,14
employers 32:9
employment 1:3 5:18
 5:20 15:13 16:18 19:8
 20:1 30:8 31:11 43:20
 52:11 61:18 62:21
 125:16 128:13
employments 51:8
empower 70:7
encouraged 50:1 63:15
 67:9
ended 96:9
endorsed 63:4
ends 84:3
energy 17:7
enforces 26:17
engaging 78:1
engulfed 131:21
ensure 104:2
enter 40:5 64:14
entering 31:11
entertain 9:5 28:11
 40:11
entire 37:10 63:2 65:18
 86:18 111:7
entities 132:9
entitled 61:16
entrepreneurial 46:12
envision 88:15
EPA 25:4
Erwin 1:17 8:5 9:22
 10:11,13,22 76:6

especially 51:6,21 56:2
 67:8 88:2
essential 90:16
established 59:4
estimates 118:6
ETA 118:10,15
ethics 30:11
event 57:12
everybody 10:21 14:4
 43:10 53:1 61:16
 77:21 84:16 91:15
 95:2,8 99:4 100:19
 106:2
everybody's 77:14 85:6
everyone's 7:5
exact 43:7
exactly 29:16 121:6
excuse 9:20 62:1
 116:12 130:1
executed 44:2
executive 43:18 79:13
 93:12
exited 51:15
expecting 19:5 22:9
experience 94:9
experiences 94:10
expert 43:7,14 119:13
expertise 74:6
experts 103:6 108:8
 121:18 122:20
expire 22:14
expired 21:21
expires 24:5 106:20
explaining 86:20
express 83:21 127:2
extend 45:3

F

FACA 61:18 103:17
 106:6
face-to-face 29:22
faces 76:13
facilitated 6:1
facing 5:4
failure 89:19
fall 110:2 113:8,20
 131:8
families 54:15 63:18
far 55:4 116:1
Father 5:8
favor 9:14 41:13 72:8
favorable 13:2 27:7,7
 48:5
fear 78:15
February 97:10
fed 81:6 87:7,11 95:15
federal 2:11 3:16 5:16
 5:21 19:13 27:1 45:8

47:8 88:6 93:20 107:3
 125:9,11,18,20 126:2
 126:4,13,18 127:16
 127:18
feedback 59:10 73:21
 82:16
feel 14:22 54:22 73:21
 77:6 87:22 90:6,16
 95:12
feeling 15:5 58:1 68:5
fees 91:19
felt 13:11,22 14:2 45:9
 45:14 49:17 66:16
 114:9
fiduciary 91:6
figure 55:3
fill 12:7
fill-in 99:13
finance 46:2 92:6
financial 55:15 74:5,8
 74:14 86:20 91:7
financially 86:2
find 41:2 69:6 75:7
 89:18 90:3 92:8 94:7
finish 16:16 41:1
finished 21:17 99:9
finishes 72:21
first 6:6 15:6 35:7 36:21
 37:12,15 43:3 70:11
 106:22 126:1,11
first-time 6:21
fiscal 118:19
fit 23:8 51:6
five 7:21 9:8 34:20 41:9
 55:21 66:1 80:17
five- 84:21
five-year 84:19 85:3
fixes 60:12,15
fixing 59:17
flood 75:22
floor 41:7 71:4 76:3
 98:7
Florida 122:16
focus 4:21 86:5
focused 98:18
folks 12:3 13:7 22:3
 38:19 75:16 76:14
 81:2 82:13,16 96:5,16
 117:3
follow-up 3:3 11:19
 12:2,21 13:14 14:21
followed 18:7
following 52:4 93:15
food 131:18
force 114:17,22 130:10
 130:15 131:12
foreseen 55:18
Forest 52:10

forget 13:15 80:20
 81:20
forgiveness 4:20
form 43:5
formal 23:20 32:18
 102:17 130:16
formally 23:15
format 64:13 65:1 77:8
 129:1
formatted 53:16
former 43:19 105:4
formula 17:2 45:4 48:16
 113:13 115:5,9 119:4
 130:12
formula-funded 113:14
 115:12
formulas 48:9 115:5
 118:12
forth 12:16 13:4 14:14
 15:2 16:7,9 22:5
 25:21 26:10 30:12
 31:4 53:8 93:19 94:16
 98:3 116:4 128:3
forum 21:18
forward 18:14 20:15
 21:22 22:19 23:11,16
 25:1,3,18 27:15 30:7
 30:16 32:18 33:18
 50:9 53:18 55:17 56:6
 59:18 63:5 66:1 72:19
 77:19 84:3 100:7,17
 100:20 105:13 108:5
 108:21 109:3 112:20
 113:3 115:8 117:2,7
 121:11 123:8 126:14
 127:5,22 128:6,20
 129:1,8
forwarded 19:2
found 13:2 70:4 73:17
 75:3,10
foundation 46:8 47:3
 83:17
four 4:6 7:18 8:6 17:3
 35:8 40:4 76:7 98:1,4
 98:5
four-year 50:11 80:21
fourth 51:15
FPOs 86:16
Friday 133:9
friendly 80:18 82:20
front 109:9
frustrated 34:8 89:22
full 13:12 64:2 110:15
 111:2 119:6 121:4,8
full- 85:9
funded 17:2 50:4 79:7
 80:15 115:6,9
funding 45:11 48:7,10

49:13 50:2,7,8 92:18
94:18 95:22 98:16
118:12 130:5
funds 48:15 49:13
87:15 118:15,20
119:4
further 33:10 63:6
furthering 30:11
future 48:22 64:2 83:18

G

game 52:1 113:17
Gary 1:18 8:8 10:9 89:9
89:11 90:19
gate 75:22
general 75:14 110:16
generally 127:18
generate 18:21
generous 50:8
gentleman's 130:1
getting 61:7 80:12
84:15 86:13
gift 5:6
Gipp 111:14 112:2
119:11 121:15
give 4:14,15 24:18
27:16 58:12 59:2 62:7
68:20 88:11 89:19
95:10 99:12 116:7
134:14
given 43:4 90:2 128:12
gives 64:7 93:14
giving 68:3
goal 49:9 51:8
goals 46:21 52:16
Gordon 130:10 131:1,5
government 27:1 45:8
45:8 47:8,9 132:9
government- 47:16
government-to-gove...
47:7
governmental 132:9
Governor's 122:17
GPMS 86:5,9,10
GPS 122:11
graciousness 83:21
grant 76:1 78:19 86:18
86:21 93:2 97:12
98:18
granted 48:15
grantee 28:9 57:14 81:5
88:4 91:20 92:1 94:7
108:9
grantee's 81:6
grantees 17:5 33:7,9
45:21 58:3 73:17 74:9
74:22 75:13,14,15
78:19 81:7,10,11 82:2

82:5 83:5 86:17 92:3
92:6,10,13 93:1 94:11
94:12 98:16 107:19
107:21 108:17 114:3
grants 40:5 41:4 45:4,4
45:20 46:3 73:1 118:4
green 63:5
Greer 122:14
Greg 63:9 96:10 122:14
122:19
group 26:12 62:20 63:8
101:16 110:3 113:1
117:11 131:20
groups 59:8 103:11
104:7 132:7
growing 92:13
guess 15:12 17:17,19
20:19 24:18 28:3,5
53:20 57:2,3,8 78:8
85:2 106:5 113:15,18
122:22 127:1 131:13
guessing 25:13
guesstimate 25:8
guidance 21:3 77:2,8
77:17

H

half 90:3
hall 32:4,15 33:3 93:3
119:13 121:17,18
122:19
hallway 113:22
hand 17:14 22:7 33:20
34:2
handle 125:4
hands 34:5
Hanging 134:11
happen 55:20 101:8
happened 18:4 21:11
28:18 30:1 66:17 96:2
96:3 99:11
happening 79:3
happens 64:4 90:8
happy 84:16 85:12,18
85:21 92:9
hard 38:1
hate 94:11
Hawaiian 46:17,20
Hawaiians 119:1
head 57:3 116:13
headed 103:10
heading 62:19
healing 4:11
hear 4:6 64:21 78:18
89:13,15 131:16
heard 15:11 31:10 72:2
83:11 133:17
hearts 4:10

heavenly 5:8
heavy 22:6
held 108:17
Hello 43:17
help 4:16,21 11:6,9
20:19 63:18 91:12
124:7
helpful 36:19 38:11
42:7 43:4 62:7 82:19
83:2,3 85:13 105:21
helping 92:7
helps 52:19 64:5 86:6,8
Herb 81:20
Hi 40:10 84:14
Hibbeler 1:15 7:18,19
9:10,10 24:11,14,14
25:5,14 29:4,10,11
30:3 41:20,22 42:1,21
42:22 43:12 68:1,1
71:11,13,16 82:21,21
90:21,21 99:14,15
100:22 107:9 109:4,4
109:11 112:11,11
117:4 123:13 129:10
129:10 134:3
hiccups 7:10
high 16:14 92:14
highlights 20:21
historical 62:8 66:10
131:11
history 68:3
Hobot 7:20
hold 6:16 68:9
homes 65:5
homework 94:3
hope 15:21 31:7 44:17
54:15 64:7 92:20
hopefully 26:11 28:14
31:5 36:2 60:10 85:6
91:21 95:7 125:6
hoping 123:7 129:7
House 23:13 96:15
127:9
huge 132:14
humble 4:19

I

idea 83:1 86:14 114:16
identification 38:13
identified 73:13 74:2
104:3,4,21 107:12
identify 42:13 87:11
107:4,13 108:4,5
110:10 111:6
immobilized 78:17
implement 118:12
implementation 111:3
implemented 122:12

importance 88:2
important 26:2 27:9
34:14 45:9 49:12
50:21 53:14 58:14
63:12 70:12 72:18
91:1,9 124:1
improve 27:10 42:18
54:1 78:10 105:10
improvements 52:12
in-house 106:9
include 44:21 61:12
112:8 118:21
included 44:11,18
96:20 121:13
includes 6:7
including 13:8 60:18
63:9 117:3
inclusion 58:9
inclusive 61:5
increase 14:2,3,6 67:21
92:21 94:17 95:21
125:6 129:2
increasing 50:2
independently 54:8
Indian 2:14 4:16,22
18:10 31:22 37:5
38:15,16 39:20 43:18
44:10,12,20 45:1,6,18
45:21 46:16,19 47:4,6
47:9,12 48:11 49:9
57:10 61:2 62:20
113:16 118:16 122:15
122:18 125:15 126:10
130:9,15,18,19
131:12
Indians 38:16 63:13
66:14 115:2 118:22
indicator 32:12 51:13
51:13 93:14
indicators 32:8,11
44:22 59:21,22
120:13,14,18,20
121:1,2 122:10
indigenous 132:18,18
132:20
indirect 98:4
individual 129:14
individuals 4:16 6:13
102:7 111:20
indoor 52:14
informal 130:22
information 15:10,19
24:22 32:17 33:14
54:4 78:6 89:6 95:16
97:2,19 98:8 114:1
128:1 132:12
informed 14:13 62:14
79:16

infrastructure 14:9
 17:8 133:15
initial 56:11 88:17
Innovation 44:3,15
input 61:7 68:12 75:1
inside 69:7
instance 24:2 107:19
 110:7
instruct 34:6
instructed 62:14
instructions 79:21
intended 126:19
intent 39:21 40:1 46:6
 50:12
intents 46:12
interaction 15:6
interest 28:9 59:8 104:8
interested 14:20 82:13
 104:10 116:15
Interior 49:15 125:19
 131:10
internal 25:8 106:18
 107:1
internally 22:20 106:10
intimidating 87:6
invited 30:22 96:6
inviting 30:13
involved 14:16 79:5
 80:7 82:14 96:17
 131:9
IPN 122:6
Island 20:11
issue 45:13 59:20
 118:18 126:11
issued 38:13
issues 21:8 44:18 55:11
 78:20 87:8 99:21
 110:9,10,20 118:14
 120:17 126:20 128:6
 132:8
It'd 100:12
It'll 123:16
item 9:1 22:11 64:15
 96:1
items 65:8 71:22
Ivy 133:9

J

Jacob 1:13 6:3 8:16
 30:10 62:4,6 64:10
 66:9 67:9 68:2 111:15
 119:11
Jennifer 121:17 122:19
job 90:12 123:12
 126:11
jobs 13:7 63:19 96:16
Joe 7:20 54:12 57:8
 87:18 123:9,14,16

124:22
joined 29:14 30:10
Joseph 1:17 8:6 54:16
 87:19
JR 1:17
jump 80:9
jumping 114:10
June 3:3 30:20 63:2,8,8
 99:17

K

KANIATOBÉ 1:13
Kay 1:18 8:9 17:13
 18:11 29:18,18 30:4
 54:11,13 56:21,22
 58:22 66:3,4,6 106:4
 109:16 113:5 125:11
 125:12,13 131:4
keep 4:19,21 14:13
 49:10 57:9,21 67:3
 79:22 83:17 85:19
 104:13 105:18 106:16
 133:17
keeping 132:2
keeps 80:14
key 46:17 47:9,21 55:14
 79:4
Kim 1:13 5:10,14 7:11
 7:13 8:19 9:20 11:1
 19:10 20:2 33:20 36:8
 40:10,17 69:11 71:3,9
 72:4,6 101:21 104:15
 111:12 114:13,14
 115:21 120:2,4
 124:19 127:11
kinds 132:3
knowing 90:9
known 56:10 59:19
 67:10 122:11

L

labor 1:1 5:17 17:17
 18:15 20:1,21 21:4
 22:21 24:7 28:7,13,16
 32:5,6 49:14 56:7
 61:10,20 63:6,11,15
 89:3 96:20 114:17,22
 121:11 128:7 130:9
 130:15 131:12
Labor's 92:5
lack 93:18
Lamont 1:16 7:21,22
lands 91:1
language 26:17 38:18
 39:9 42:6 43:14 48:3
 48:4,21 49:11 51:12
 52:14 53:6,7 54:6
 59:18 60:12,16

lap 70:10
large 33:6 86:5
late 24:19 58:17 67:18
latest 118:5
law 15:11 32:10 44:13
 44:18 45:6 46:9 49:3
 115:12 124:4 126:18
 128:12 130:14,14
 133:21
lead 126:12
leaders 127:9
leadership 16:6,10
League 133:9
learn 34:10
learning 88:2
leave 58:16 65:15,18
 68:10 70:13 94:4,20
leaving 55:15 67:22
left 38:17 63:20 66:15
 66:16 67:19
Legal 37:2
legislation 44:16 49:1
 126:17,19,21
let's 37:22 38:11 116:21
letter 18:3,5,6,19 19:1,2
 19:5,10,11 20:9 21:5
 24:7
letterhead 19:6 20:11
letters 23:20 24:17
level 45:19 47:18,21
 50:2,5,7 57:17
lie 55:12
lies 57:13
life 94:10
light 27:11 63:5
liked 29:17
likes 77:21
limited 55:6 97:17
Lindquist 121:17
line 54:8,8 74:11 84:8
 84:11 105:6
lineup 93:20
list 101:18 102:1,3
 106:13 112:16 113:4
listed 118:1 120:11
listen 32:4 84:17 126:9
listened 70:8
listening 64:9 77:4
 85:18
listing 103:2 104:6
literacy 46:16 55:16
little 13:18 19:10,17
 28:5 34:9,17 42:9
 44:16 52:5 62:10 64:7
 66:16 68:3 70:18
 75:10 94:20 97:17
 99:12,16 112:15
 124:18 125:9 126:4

132:1 133:2,19
live 126:20
LLC 2:12,13
Lois 122:17
long 25:9,10 50:6 65:10
 83:8 86:10 92:19
 133:6
long-term 88:15
longer 58:2 111:11
 112:1,3 122:18
longer-term 65:17
look 42:9 46:18 50:11
 51:4 59:17 61:3 68:14
 81:1,7 87:7 99:21,22
 100:14 104:6 116:22
looked 44:14 45:5,10
 123:11 128:2
looking 15:18 16:1,12
 28:4 30:16 34:20 35:5
 35:7 44:8 49:18 54:5
 55:14 59:10 60:15
 85:15 126:14 129:18
 130:2,3,17 131:2
looks 58:13 84:3
loop 79:17
Lora 1:15 7:17 10:13
 11:2 134:8,9,10
Lorenda 2:14 30:9
 43:13,17 63:10 68:3
 69:14 83:11 111:15
 119:11 122:13
Lorina 103:6
lose 81:9
losing 92:3
loss 126:15
lost 18:2 78:19 81:10
 81:11
lot 16:14 52:8 62:9
 66:21 69:8 74:13
 76:12,14,17,22 77:2
 82:17 85:17 89:15
 93:19 96:21 97:2
 115:4,5 117:8 124:13
 128:8 132:16,16
 133:11,16
lots 75:6 94:9,9
Lowry 1:16 8:1,3,3
lucky 93:17

M

Mail 75:7
maintain 111:19
maintaining 47:12
making 55:5 60:21 67:5
 74:12 78:15,17 91:11
 100:20 101:3 106:17
man 80:5
manage 90:9

management 19:22
73:1 74:14 90:2,17
93:3 101:16 103:7,12
105:10,15 106:3,13
106:17 107:8 110:4,8
110:13 111:1 112:19
113:9,20 117:1,12
124:10
manager 84:9
managers 89:14,20
90:6
mandated 81:8,19
Mandrill 122:19
manner 38:20 67:6
Manpower 2:14 43:19
March 67:18
Margaret 29:8,9,22 63:9
111:16
Margarette 30:9
mark 40:15 103:16
Marty 30:20
massive 75:19
materials 22:18
matter 43:6,14 95:4
103:6 108:8 119:13
121:18 122:20 134:19
matters 45:12 110:15
110:18
Matthew 1:16 7:21
McCUSKER 2:13 84:7
84:14
mean 38:19 76:22 78:3
88:14 111:7 112:21
means 28:17 84:12
measure 33:3 113:10
125:17
measured 52:13
measures 33:12 50:20
121:1
mechanism 61:6
medium 92:9
meet 15:8 22:2 29:22
31:2,6 50:15 52:3,16
77:11 82:12 86:22
102:7,11 112:17,19
meeting 1:5 3:4,6,16
4:4 5:18,19,21 6:1,4
6:12,15 10:1 11:18
12:3,10,21 13:6 15:11
21:8,11,18 22:13
25:16,22 28:15,19,21
29:12,20 30:6,14,17
32:4 44:7 63:1,7,14
65:11,18 67:11,15
72:1 94:2 97:15,15
99:11 125:10,11,20
125:21 127:1,8 131:6
133:8

meetings 17:16 25:22
26:4 28:6,8 67:19
80:7 86:7 108:15,17
127:11,18 129:12
133:6
members 6:9,13,16
8:20 10:3 11:19 12:5
17:18 21:15,21,21
23:3,6,7,21 28:21
56:8 78:7 79:6 103:3
104:6,9 105:12
107:15 108:6 110:6
111:8,9 112:6,14
116:16 117:15 119:8
121:13 122:3 129:8
memo 22:18
memorandum 126:3
memos 25:10
mention 133:5
mentioned 15:4 29:21
56:15
mentioning 11:14
mentor 83:4,5,13
mentoring 83:9
mentorship 76:19
message 9:22
met 1:10 12:3 29:3,12
99:18
method 53:14,21 76:2
80:3
methodology 15:18
16:11 52:21 64:11
69:7 75:17 92:11
128:5,22
mic 34:22
Michael 8:15 119:12
microphone 11:16
military 5:3
million 50:5 60:4
mind 123:1
mindful 19:15
mine's 36:14
minimum 112:14
minutes 3:3 4:5,6 9:2
11:22 17:19 20:19
21:17 27:16 42:5 66:1
94:22 95:1
missed 127:12
mission 4:21 103:21
104:22 106:8,19
110:9,12 118:3
120:12
mistake 98:18
mistakes 78:16
MOA 126:3,6
mode 55:4
modernizing 55:16
modified 116:17

modify 64:18
Moley 111:13 121:16
money 95:18 96:19
132:15
monitoring 74:4
months 15:15 66:18,20
94:1
motion 9:5,7,12 40:11
40:18,18,19 41:7,11
41:13 69:2,3 71:4,6,7
71:8,10,12,15,17 72:2
72:11 109:12 134:2,4
134:12,17
motions 3:3 44:2 53:18
116:3
MOUs 13:9
move 4:8 22:19 25:17
26:3 27:9 33:17 34:10
39:14 42:14 53:15,18
63:5 68:15 72:15 79:8
108:5 116:1 117:9
123:8 127:5 129:7
moved 9:6,9 29:15
75:13 134:3
moves 134:12
moving 22:12 26:15,16
27:15 32:17 67:4
72:19 77:19 83:18
96:22 100:7,17
106:11 108:21 109:2
117:2 128:6,19 129:1
multiple 25:11 110:14
multiregional 93:5
97:14
mute 33:21 66:5 84:15

N

NAETC 3:7,13,14 18:15
20:13 110:15
name 5:8 6:10 10:9
13:15 103:18 106:7
117:7 129:15 130:1
134:7
named 93:3
names 106:14 117:22
national 47:12,18,21
57:12 62:19 66:12
73:10,22 79:2 93:6,8
108:15
nationally 131:22
nations 4:11 127:8
native 1:3 4:22 5:17,19
13:8 18:10 19:7 32:1
39:20 43:20 44:12
45:18,21 46:16,17,17
46:20 47:13 49:9
51:21 59:21 60:18
61:2,17 62:21 115:1

118:16 119:1 129:21
132:4,19
Natives 46:20 119:1
nature 13:9 26:3 48:13
110:16
navigate 57:10
navigation 6:21
Nays 41:16
near 20:19 51:1
necessarily 28:10
88:14
necessary 113:7,19
114:20 122:9
need 26:21 48:2 51:3
52:13 55:3 58:7,14
60:7 64:18 65:17
66:13 70:21 73:13
75:16 79:17 81:4,19
83:12,17 90:1 92:3
93:15 100:21 101:3
105:18 109:15 110:2
110:8 115:1,2,18
116:2
needed 18:4 45:14,19
81:4 88:5 97:7
needs 25:17 47:2 50:15
52:5 57:10 65:11 71:4
74:2 76:1,2 80:9
network 88:8
never 32:9,12 99:9,10
103:1 116:2 130:16
new 14:1 15:11 21:15
21:21 22:3 23:2 24:6
26:9,12 43:22 46:8
53:7 54:3 65:14 72:20
76:13 83:5,5 86:17
87:22 88:4 89:14,14
90:4,13 97:12 100:17
105:2 112:6 123:5
126:10 127:4 128:12
130:14 131:19 134:13
newer 50:3
Newland 126:9
news 28:18
nice 37:19 133:20
NINAETC 30:8
nine 8:20 10:6,8
nomination 23:22
nominations 22:9,16
23:1,2
nominees 23:10
non- 105:13
non-competition 115:9
non-motion 71:7
non-profit 74:13 91:3
non-response 126:1
Norm 103:9 119:10
Northern 122:15

note 6:5 128:15
noted 51:19 74:3
notes 56:14 79:16
 99:22 100:5
notice 32:7 97:11
 118:10
noticed 60:11 132:2
number 10:6 17:4 35:7
 36:5 37:1,10,12 45:5
 45:20 60:6 126:21
 131:2
numbers 115:16

O

Objections 41:16
objective 103:21
 116:16 118:3
objectives 110:9,12,19
obligations 45:9
occasionally 87:13
occupational 46:15
occur 24:16
occurred 17:20
October 16:3 22:3,10
 22:15 24:3,5,20 32:14
 32:14 100:14 106:21
offered 96:16
offering 89:5
offhand 88:17
office 12:19 23:16 25:3
 46:2 49:22 96:4
officer 19:22 93:3 107:3
officers 93:21
official 2:11 5:17 18:1,7
 19:16 20:5,12 21:3,18
 101:3 106:17
officially 19:20 24:7
 26:1,12 28:15
old 13:21 38:2 53:6
 54:6 113:4 115:15
older 76:14 78:19 81:11
OMB- 130:22
onboard 86:17
onboarding 86:18
once 23:15,18 25:1
 30:15 50:4 102:17
 111:7
one's 123:22
one-time 110:20
ones 14:1 104:9 123:22
ongoing 86:10 101:16
online 86:9
onsite 86:16 87:2,4
open 4:10 33:16 53:20
 73:4 76:3 98:7
opening 75:22
operate 33:7
operation 110:16

operations 113:10
operators 89:15
opinion 15:22
opportunities 14:10
 75:19 76:18 88:1
 97:12
opportunity 26:17 44:3
 44:10,15 59:17 61:1
 61:21 69:20 74:16
 92:22 112:9
opposed 9:16 72:10
 126:6
option 84:18,20 119:4
optional 84:22
options 85:16 119:5
order 4:4 14:7 70:20
Order/Roll 3:2
organization 48:11
organizational 49:2,4
 49:10 86:19
organizations 38:14,15
 48:12 74:13 91:3
organize 125:19
Originally 22:1
origins 30:6
Osceola 111:16 112:3
 121:16
outcomes 50:16 51:1,1
 52:3
outdated 110:11
outlined 73:3
outlining 3:11 72:14
 73:6 95:9
outlying 118:5
outside 103:5 108:8
outstanding 128:5
overall 48:5 55:9,16
 80:2
overlap 110:18
oversight 18:1
overwhelming 90:11
OWI 60:18

P

P-R-O-C-E-E-D-I-N-G-S
 4:1
p.m 1:10 4:2 6:18 95:5
 95:6 134:20
pace 72:21
package 134:15
packet 31:8 132:12
page 35:7 66:19
Pahmahmie 1:17 8:5
 10:20 76:4,6,6
paid 108:13
pandemic 67:1 73:16
PAP 73:22
paper 43:21 44:11 63:3
 118:18 131:15
paragraph 36:16 37:1
 37:10,13,14,15
park 52:9
part 12:3,22 15:9 45:21
 53:2 91:7 98:10
 101:14,15,17 106:22
 112:7 113:10 118:19
 125:8 126:15 129:17
participant 14:7 31:13
participants 31:12 82:6
 104:4,22
participate 103:4 108:1
participates 103:20
participating 16:10
 32:3
participation 100:3
particular 65:13,21
 89:1
particularly 17:7 95:14
partner 127:18
partners 3:16 60:17
 125:10,11,20 127:16
Parton 13:15
pass 68:6
passed 9:17 112:2
Passes 41:17 72:11
passing 17:8
paths 107:12
patience 7:10
Patricia 1:15 7:18 9:10
 71:12
Patti 42:22
Patty 24:13,14 29:8,11
 42:1 67:22 68:1 71:6
 82:21 84:5 86:13
 90:20,21 99:12,15
 107:9 109:4,17
 112:11 117:14,15
 129:9,10 130:9 134:5
Paula 119:12
pay 92:7,19
paying 92:1 124:7
peace 4:11
peer 86:15 87:3,5,12,15
 89:13,13 90:15,15
peer-to-peer 73:12 86:3
peers 93:5
people 4:12 5:1 42:2
 43:3 52:2,9 58:4 62:9
 65:11 66:22 68:7,11
 73:15 77:5,10,11 79:5
 79:16 80:15 83:10,13
 90:3,4 93:12,18 96:6
 101:8 103:5 122:22
percent 51:16 91:15,16
 95:17,18 98:3,4
 105:18 131:21 132:6

132:7,21,22
percentage 33:7
performance 15:12
 32:8,11 44:22 50:19
 51:13 52:13 59:20,22
 103:13 105:15 107:17
 108:2 115:19 117:19
 120:5,10,13,15,18,20
 120:22 121:3,22
 122:7,10 124:11,21
 128:11
performances 15:10
 121:21 124:3
performing 74:4
period 85:3
Permission 24:11
 41:22
person 7:7 74:8
personally 59:2
persons 17:9
perspective 62:8
 126:16
petition 15:13
PhDs 131:20
phone 117:3
pick 26:11 41:4 42:12
 82:15 105:13 109:2
 115:18 123:8 129:8
picked 129:6
picture 58:12
piece 68:3 70:11 91:8
PL102477 46:2
place 16:20 26:10 30:15
 33:11 61:7 86:11 96:8
 100:16 116:11
plan 3:14 55:9 56:18
 63:19,19 80:21 97:1
 97:15 98:5,15,15,21
 100:7 106:20 107:11
 107:13 127:7
planning 26:6 32:18
 75:4 91:8 99:19 101:2
 101:4
plans 50:10,22 52:15
 79:15
playing 52:1
pleaded 14:5
please 6:5 34:22 71:15
 98:12 104:17 124:15
 124:21 134:16
pleased 49:21
pleasure 66:2
plenty 124:7
point 7:11 28:20 29:10
 34:7 42:6 58:1 62:7
 64:9 70:20 97:6,20
 100:10 115:7
pointed 69:15

policy 37:5 42:16 47:4
77:2
Political 37:2
portion 36:22
position 39:10
positions 83:14
positive 12:15 79:19
positively 31:13
possible 55:6 56:8 73:3
77:22
potential 87:12
potentially 12:19 15:14
practices 88:12
pre- 89:4
pre-recorded 83:1
preferences 102:5
preliminary 32:16
prepare 134:16
prepared 44:1 65:6
preparing 20:5,17
43:21
present 1:12 2:9 7:16
7:19,22 8:4,7,10,13
8:18,20,21 10:4 11:10
17:18 29:1 62:15
63:10 67:13 108:18
presented 15:1 62:16
62:19 63:3 64:2 77:1
105:3
presenter 131:5
presenting 119:5
125:10
presently 39:13 43:15
presidents 133:10
presiding 1:11
pretty 50:21 90:11
prevent 79:3
previous 44:1
previously 110:6
111:10
primary 79:12 120:14
125:22
principles 47:5
prior 26:21 44:6 97:15
106:21
priorities 3:11 72:15
73:6 95:9
prioritized 74:22
priority 73:19 74:12
private 80:1
probably 16:9 26:18
51:16 53:2 75:13 78:9
78:20 81:17 111:18
111:18 117:7
problem 53:2 79:17
124:3
problems 89:18
proceed 106:10

process 23:11 25:8,8
35:15 42:7 48:12
86:18,19 93:4 102:15
107:1
processed 20:4
processes 25:9 46:4
106:18
procure 57:16
produce 130:14 131:3
program 13:7 15:9
16:22 27:10 33:5,14
39:21,22 40:21 45:2
46:5,7,8,13 47:2,13
47:22 50:4,9,10,13,16
51:1,2 60:1,2,4 83:7
89:15,17,19 90:16,18
91:4 94:12,17 96:11
96:16 110:17 112:4
113:11,14 115:12,12
118:17,21 120:19
programs 13:8 18:11
32:1 33:8 44:12,20
45:1,3,18,22 46:1,14
47:5,14,17,20 48:1,14
49:9,15 50:3,14 51:4
51:7,9,10 52:12,15
59:21 60:19 70:8 73:1
74:14 95:17 111:11
115:5
progress 101:9,17
116:18
project 84:8
projects 110:20
proper 56:4 89:19 90:7
proposal 88:13
proposed 32:7,22 37:7
37:20
proposing 39:3 53:10
54:7
protection 4:12
protectiveness 51:12
provide 4:12,18 32:1
68:11 73:14 74:7,7
77:17 87:1,8
provided 48:14 118:13
121:7
provider 86:15 87:5,15
providers 87:3,12
provides 78:7
providing 51:7 77:20
provision 52:14
prudent 27:3
public 5:19 6:16 44:13
49:15 54:20 61:8
116:7 118:10 126:21
publication 131:7,8,13
pull 118:2
purpose 4:22 37:5

42:16 46:6 50:13
102:19 106:8
purposes 6:11
pursue 127:10
pursued 126:19,19
push 56:6 65:22 100:20
116:8 127:22 133:3
pushed 132:8
pushing 132:13
put 13:4 16:7 20:15
21:15,21 22:5 23:15
26:10,12,17 30:11
35:10 37:17 65:16
66:8 70:9 86:1 94:16
100:15,15 107:10
112:16 115:22 116:4
117:6 125:6 128:8
puts 107:21
putting 31:4 116:15
133:14

Q

quality 27:10
quarter 128:14
quarters 51:15
question 16:13 18:12
19:4 21:7 27:22 42:22
57:2 59:1 70:21
102:10 103:16 105:9
105:21 107:1 109:5
109:18 113:2,9,18
questionings 75:6
questions 9:13 13:19
33:2 41:13 72:7 80:6
85:20 97:7
quick 55:5 62:7 129:11
Quicker 25:5
quickly 59:16
quiet 38:9 123:2
Quintana 1:17 8:6,7
54:14,16 87:19,19
123:19 124:22
quit 90:12
quite 15:20 54:9 75:9
85:9 132:12
quorum 8:22 11:4

R

raised 33:20 129:20
raising 34:1
ramifications 55:21
ran 113:22
rapid 72:21
rapidly 67:16
reach 103:5 104:7
read 38:1 40:4 55:13
66:14 68:11 99:4,6
110:7 122:2 128:19

134:16
ready 131:7
readying 67:12
real 19:15 37:14
realistically 51:3
reality 85:17
realize 50:4
realm 78:1
reason 21:16 26:19
111:5 113:12
reauthorization 3:7
26:20 27:13,21 35:6
39:9 47:10 49:11 57:7
59:5 60:8,22 61:12
63:12,16,22 109:22
recap 3:18 127:21
129:3
receive 48:7 53:1 75:1
134:1
received 9:22 19:9
22:15
receives 60:4
receiving 21:4
recess 133:20,21 134:2
recognition 42:17 56:4
recognize 6:6 66:4
recognized 6:14
recognizes 22:13 24:12
31:19 34:18 39:18
40:17 43:12 54:12
56:21 58:20 62:4 73:6
87:17 98:12 114:12
130:6
recognizing 43:13
recommend 40:20 57:5
60:13 67:20 100:11
115:22 116:10 134:1
recommendation 20:13
23:11 33:1,18 37:1
53:7 59:9 68:8,17,21
68:22 70:3 86:14
100:13 105:4 119:6
122:8
recommendations 16:7
18:14 19:5,18,20 20:4
20:10,15 23:14 30:12
32:21 36:3,10 39:4
53:18 55:5 56:10
60:21 61:3,10,15,20
62:1 63:16,22 74:20
79:11,14 85:19 91:13
94:5,15 95:11 102:16
102:17,20,22 105:3
105:19 110:15 111:2
113:3 115:8,22 121:4
121:8,10,10
recommendations/di...
3:8

- recommended** 103:17
 119:16
record 17:12 41:2 95:5
 134:20
recorded 6:4 20:4
 80:22 82:12,17
 111:10
recording 6:11 11:12
records 9:17 62:11
recovery 55:19
red 36:12,14,22 37:9,10
 37:14 38:12 42:2
reechoed 14:12
reevaluate 92:22
refer 56:18
reference 65:9
references 45:6
referencing 88:21
reflect 50:16
refresher 99:16
regarding 32:22
regards 48:3 55:7,15
 78:8
region 1:12,13,14,15,15
 1:16,17,17,18,19 6:10
 7:18,18,20 8:1,3,6,6,8
 8:12,15,15,16,17 9:8
 9:11 24:15 29:12
 34:20 41:9 42:1 43:1
 54:16 57:1 62:6 66:7
 71:13 76:7 77:4 80:17
 82:22 87:19 90:22
 99:15 106:4 109:5,16
 113:6 125:14 129:11
regional 73:11,22
 108:15
registration 91:19
 95:18
regulation 109:22
regulations 86:20
reimburse 108:13
reinforce 21:14 39:10
reinforcements 112:22
reiterate 12:17
reject 79:13
relate 130:11
related 118:7
relationship 37:2 42:19
 45:8 47:8 89:2
relationships 47:17
released 126:7
Religious 125:16
relook 126:3
remain 31:12
remainder 46:14
remains 92:15 115:12
remember 13:4 16:3
 79:5 93:2 97:9 129:12
 130:2
removed 102:10
renewal 74:19
renewed 84:4 85:1
renewing 85:4
renomination 23:4
reorganization 67:17
reorganized 58:18
rep 87:7,11
repeat 71:14 81:13
 104:17 124:16,20
repeating 80:1
report 3:6 11:17 18:18
 18:21 84:11 86:1
 93:11 114:22 128:21
 130:10,11,15 131:3,7
 131:12,17
reporting 103:13
 105:16 107:18,20
 108:2 115:19 117:19
 120:5,10 122:1,5,6
 124:11,21
represent 6:11 58:8
 77:5 78:2 132:6
representative 48:20
 54:17 76:21 88:7
representatives 107:22
 108:18
represented 77:14
representing 57:1
 77:10 78:5
reps 81:6 95:15
Republicans 59:13
reputation 65:22
request 6:6 63:5 86:15
 118:19,21 126:2
 127:4
requested 63:15 118:20
requests 12:16 13:1
 128:8
require 59:21 106:9
 118:4
required 120:22
requirement 112:13
requirements 107:20
requires 23:5 120:17
reservations 38:16
resolution 15:22
resolutions 3:3 116:4
 128:10
resolve 126:20
resources 17:7 94:13
respect 25:16 91:15
respond 10:10 59:22
response 18:1,7 20:6
 20:17 109:17 126:12
 129:21
responsibilities 82:4
 86:21 89:1 91:6 92:12
responsibility 48:18
 49:5 79:2,12 92:5
 125:18
responsible 82:3,6,7
 116:15
rest 37:9 40:6
resubmitted 22:8
resulted 67:11
resumed 95:5
retire 83:15
retired 112:1,2
retiring 76:15
review 3:4,13 9:3 23:18
 45:3 55:8 68:7 70:15
 71:18 131:14,15
reviewed 23:17 44:4
 131:11
reviewing 23:10 69:13
reviews 87:4,13 96:2
revised 115:16
revisit 48:3
Rhode 20:10
Richard 13:16 30:18
 31:1 50:1 96:9
Richardson 8:15
 111:13,14 112:2
 119:9 121:15 122:13
Richard 1:18 8:8 10:9
 89:9,12
rise 14:6
risk 74:4,5
robust 100:2
role 57:13
roll 5:10 7:12,14
room 79:9
rooms 65:4
rose 70:11
Roselyn 111:13 121:13
 122:14
roster 102:6
rulemaking 32:7 33:1
 58:13 118:11
rules 5:21 78:12
run 115:16 118:15
running 62:2 67:15
rural 52:8
-
- S**
-
- S--** 125:13
Sanchez 2:14 30:9
 43:13,17,18 52:18
 63:10 103:7 111:15
 119:12 122:13
satisfactory 118:6
saw 10:9
saying 9:14 29:7 41:14
 58:6 72:8 81:18
 104:19 105:9 106:6
 111:5
says 133:21
schedule 22:12 57:7
 58:13 68:17
school 16:14,15 51:16
screen 38:4,4,7 52:21
 98:11 99:4,6
seasonal 51:22 52:11
seasoned 88:9
second 9:11 15:6 26:6
 39:4 41:8,10,12,19
 51:14 69:2 72:3,4
 128:14 134:5,6
seconded 9:13 71:7
 72:6
secret's 93:22
secretary 1:14 3:6
 11:18 12:4,10 17:10
 17:17 18:15,19,22
 20:21 23:16 24:7
 25:20 27:8 28:6,13,16
 28:22 29:2,15 30:1
 35:9 40:5 43:22 49:3
 57:19 61:10,20 63:6
 63:11,14 67:9 70:9
 118:7 119:7 121:11
 126:10 127:4,6 128:6
secretary's 49:22 96:4
 96:13
section 35:8 37:3,4
 38:1,12 40:21 42:11
 42:15,16 44:11 49:7
 68:2 107:21 110:17
 112:12 118:20 120:15
 130:12
sector 57:13
seeing 43:3,10 75:18
 95:17
seek 4:22 117:15
seen 50:7 58:4 67:13
 74:12
select 108:22
Self- 45:6
Self-Determination
 47:6
semblance 101:7
send 36:18 75:6 96:17
 132:11
sense 58:9 68:5
sent 13:20 18:19,22
 23:20 100:5 121:11
sentence 40:7
separate 30:6 102:14
 120:7
separately 61:14
September 1:7 6:17
 125:22

series 78:18 109:9
 133:7
serve 4:16,22 23:19
 107:14,16 108:6,10
 109:1 111:21
served 103:7 110:6
 121:14,18
service 52:10 95:13
services 33:5 50:16
 51:7,9 52:9 125:16
serving 32:8 38:16
 119:9
session 81:8 97:16
 99:19 101:4
sessions 73:22 77:4
 80:20 82:18 83:1
 101:2
set 59:2,4 101:11,11
 106:19 120:13 126:1
seven 1:18 8:9,10 11:6
 11:9 17:13,16 18:17
 22:7 27:19,22 28:3
 30:19 33:22 54:11
 56:22,22 66:3,3,6,6
 106:4,4,5 109:16,16
 113:5,5 117:10,14,17
 117:21 123:3 125:13
 125:13 126:1 131:4,4
shadowing 80:6
share 38:4 44:5 54:20
 60:14 85:21 121:6
 127:6
shared 87:21
sharing 53:19 54:18
shift 27:11
Shirley 111:13 121:13
 122:14
shoot 81:18
short 29:14 34:12 56:2
 114:6
show 9:17
showed 53:6,7
shows 77:18
sick 5:4
side 58:6 85:3
sidetrack 28:16
signed 20:9
signify 9:14 41:14 72:8
signs 24:7
similar 52:7
simply 74:12
single 28:12 49:4
sir 41:5
Sit 81:21
sits 83:17
sitting 28:13 58:10
six 7:18 8:6,9,12,16,16
 9:11 15:15 24:15

29:12 42:1 43:1 51:1
 54:16 57:1 62:6 66:7
 68:2 71:13 82:22
 87:20 90:22 99:15
 109:5,16 112:12
 113:6 125:14 127:17
 129:11
six-hour 133:8
six-inch 134:14
skills 46:12,16
slow 26:16 97:21
small 48:18 60:1,11
 63:8 94:12 112:4
Smith 63:9
social 46:19 51:9
software 122:9
solvable 78:20
somebody 38:7 81:17
 86:2 98:8 101:13
 109:2 119:20
someone's 7:7 92:19
somewhat 92:21 114:3
soon 31:7 56:7 76:15
 90:11
sorry 9:19 11:8 35:1,1
 66:6 71:2 84:20 98:17
 104:15 124:14,17
sounds 31:1,1 70:14
 89:11
soup 79:15
source 92:18 95:16
sources 129:19 130:3
 131:2
span 34:13
speak 6:6,9,14 11:15,15
 12:18 24:11 41:22
 58:19
speaking 18:9 31:22
special 5:2 52:14
 118:22
specific 56:13 61:11
 74:9 85:20
specifically 19:6 20:11
spent 44:16
spoke 96:21
sports 12:8
spread 97:6
staff 53:12 85:10 96:13
staffing 45:19 86:19
staggered 22:1
staggering 65:16
stagnation 94:11
stance 27:5
standards 45:1 120:14
Starr 119:12
start 7:15 24:2,6 49:18
 56:16 76:10 83:12,15
 116:10,11,20

started 24:20 28:19
 55:8 63:21
state 6:9 13:8 48:14
 49:3 60:1,5
stated 63:18 117:8
 120:21
statement 13:5,17
 35:15,21 44:9 62:11
 62:18 67:18 104:17
 114:4
statements 13:21
states 1:1 35:8 47:15
 118:15
stating 19:6 20:11
 35:14 39:12 118:11
status 47:12
statute 109:21 125:15
statutory 125:17
stay 58:2 64:15 117:10
steadfast 47:11
step 50:8 85:12 123:5
steps 17:21
stimulate 75:3
stop 42:19 97:21
stopped 114:6
store 55:10
straight 54:5
strategic 3:14 26:5 55:9
 56:18 80:21 98:15,15
 98:21 99:19 106:20
 107:11,13
strategically 57:21
 66:13
strategy 50:12 91:11
 97:1 100:7
streamline 110:13
strength 44:14
strengthened 45:15
strengths 46:5
strike 40:1,2,20,20
strong 53:22 93:14
 115:22
struck 126:4 127:15
structure 5:13 49:2,10
 77:20,22 86:20 92:4
 94:6 100:15
structured 45:15 74:1
 76:3
struggle 73:17 74:13
stuck 80:13
stuff 65:10 76:9 77:15
 87:20 95:19 132:13
subcommittee 96:1
 116:12
subcommittees 3:13
 59:7
subject 5:21 43:6,14
 45:3 103:6 108:8

119:13 121:18 122:20
submit 23:3,18 63:16
 102:20
submitted 19:7 22:22
 118:18
submitting 23:10
Subsequent 63:1
substantial 92:21
substantive 60:7 61:3
 61:22
subtasks 99:2
successful 88:12,15
suggested 108:3
suggesting 35:11
suggestion 80:18
 101:22 102:4 115:6
suggestions 33:17
 82:20
summarize 34:16
summary 17:20
summer 16:15 33:7
 66:20 67:12
supplemental 31:16
 33:4 60:3
support 12:12 14:12
 48:19 59:13 67:7
 73:10,12 85:14 86:3,9
 86:12 88:5,8,17
 118:21
supported 87:14
supporting 48:22
supposed 103:4 132:10
surfaced 63:12
survey 113:16 114:17
 130:18
surveys 114:22 130:22
 130:22 131:1
sustain 126:17
Suzie 2:12 6:20 11:14
 34:3,4 85:5 86:5,8
 99:3
switching 14:4
sys 51:9 97:7
system 19:3 20:16
 22:20 33:11,13 45:20
 83:4,6,16 84:1 92:22
 97:6

T

T&A 125:4
table 43:7 58:10 70:21
 81:21 131:17
tabs 118:16
tabulation 116:3
takes 65:10
talk 65:15 80:4 88:20
 110:1
talked 13:1 93:4 129:4

- talking** 20:22 30:19
 79:22 89:12 91:11
Talon 81:20
Tara 121:17
tasked 64:14 111:1
 119:3 121:3 122:7
 130:13
tasks 99:2 116:16
TAT 6:19
teach 90:17
team 28:21 94:9
tech 2:12,13 6:20 7:1
 74:8 83:20,22 84:8
 86:8,11 87:15 96:1
 99:20 100:6
technical 3:10 72:14
 73:5,9,15 74:18 80:14
 87:9 89:14,15 95:9
 128:22
technicalities 27:2
technology 73:18 76:9
 99:20
teleconference 1:10
tell 88:10
tells 127:17
temporary 123:4
tenth 10:12
term 24:2,5,6
terms 22:1,14 32:18
Terry 86:4 122:16
thank 5:6 7:3,4 9:1 10:2
 10:16,19 11:5,14
 20:17,18 24:8,9 25:5
 25:14 30:2 33:18,19
 34:19 35:3 36:5 38:9
 39:1 40:7 41:18 54:18
 56:19,20 58:22 62:5
 64:10 66:9 68:2,4,19
 70:3,4,9 72:11 78:7
 80:16 82:20 89:8
 90:18,19 91:9 104:1
 116:9 125:1 127:19
 130:8 134:17
thankful 99:19
thanks 4:14 64:9 78:6
 83:21
they'd 15:15 79:10
things 13:2,9 26:3
 36:11 42:18 50:11
 53:12 54:2 56:6 57:20
 60:6,9 61:5,6,11,13
 66:1,20,21 68:4,14
 69:19,21 76:8,22 78:5
 78:5 80:1 90:8 91:14
 103:1
third 67:3 84:21
thought 10:9 25:6 62:6
 64:11 95:10 104:2,5
 104:19 112:13 122:3
 131:19
thoughts 76:8,10,19
three 8:2,4 15:14 17:3
 35:7 36:5 66:2 84:20
 85:10 103:11 105:7
 116:22
throw 75:21
Thursday 125:21
 127:12 131:6
tidbits 133:2
timeframe 24:16 44:4
timeline 57:6 64:22
timelines 100:15
timely 67:5
times 7:6 21:12,13
 76:12 77:10 92:2
 101:7
title 65:18
titles 42:11
to-government 47:17
today 4:15 12:7 15:22
 18:6 20:9 21:1 34:13
 64:5 66:21 68:13,16
 71:22 79:19 106:11
 108:4 128:2 129:4
tomorrow 57:5 65:7,15
 68:9,15,16 70:16
 71:20,22 94:16 125:4
 128:3 133:20 134:2
 134:15,17
tomorrow's 72:1
tonight 65:6 68:11
 70:15 71:17 94:4
 129:5
tools 94:8
topic 11:17 62:3 63:11
 72:13 90:22 104:16
 113:8,19 127:7,10
 133:9
topics 53:15 72:18 79:9
 109:20
total 49:17
touch 15:5
town 15:10 32:4,15
 33:3
track 122:10
tracking 19:3 20:16
 22:20 132:3
traditionally 28:12
training 1:3 3:10 5:18
 5:20 14:3,5 19:8 20:1
 43:20 46:10 61:18
 62:21 65:19 72:14
 73:5,9,13,14,15 74:17
 81:7 86:9 87:1,9
 89:13,16,20,22 90:7
 91:2,6 92:6 93:6,15
 95:8 97:16 125:16
 128:22
trainings 81:19 82:10
 85:14 90:15 95:14
transaction 18:2
transfer 46:3 49:13
transferred 47:14
transition 13:5 20:12
 28:4 43:21 123:4
transmitted 19:12,20
transmitting 20:10
travel 45:13 108:13
tremendous 90:5 94:8
tremendously 88:17
tribal 2:12,13 6:20 7:1
 16:5,6,10 32:18 38:14
 47:9 51:9 58:8 74:8
 83:20,21 84:8 86:11
 87:15 99:20 100:6
 114:22 126:16 127:8
 127:9
tribe 29:1 126:8,13
tribe's 126:2
tribes 38:14 48:6,6
 125:20 126:1,5,15
tricks 6:21
trouble 84:15
true 45:15
trust 88:8
try 11:15 12:7 57:8 59:1
 65:14,16 86:22
 108:14,14
trying 9:22 10:12,14
 42:12 43:8 57:3 65:1
 65:2 77:5,13 87:8
 117:18
Tucker 8:15 119:12
turn 7:2 34:22
turnover 90:5 92:14
two 7:9 8:15,17 13:14
 15:9 21:11 24:3 26:4
 55:21 80:8 84:19,20
 85:9 100:1,4 108:5
 111:4 120:6,11
two- 98:14
two-hours 133:6
two-year 3:14 24:2,5
 96:22 107:11
tying 50:12
type 14:4 88:7 89:6
 132:13
types 24:21 108:16
 130:20
-
- U**
-
- U.S.** 5:17 52:10 118:13
 129:19,22
unanimously 9:17
 41:17 72:11 134:13
underneath 42:17
understand 36:9 70:1
 82:3,4 88:5
understanding 4:19
 12:14 19:21 20:7
 37:11 53:10
unfunded 67:19
uniform 77:8
unit 49:4,8,10 57:17
UNITED 1:1
university 133:10
unofficially 26:1
up-and-coming 80:4
upcoming 18:16 80:21
update 3:14,16 20:20
 21:14 26:5 97:1 110:9
 125:9,11
updated 98:22
uplift 87:20
ups 88:10
urgency 13:5,18 44:9
 53:4 57:4 62:11,18
 68:5 110:20
use 33:4 43:15 94:10
 95:20 115:14 119:4
users 6:21
usually 67:20 103:19
utilize 88:16
utilizing 87:22 88:6,21
 119:4
-
- V**
-
- validate** 26:15
valuable 55:1 133:4
values 46:21
various 42:13
verbatim 6:5
verify 10:3,5
versus 28:16 45:4
veterans 5:3
vetted 23:1,12,15
vetting 23:14
vice 1:13 6:3 62:5
video 88:21
video- 1:10
videos 84:13
viewpoint 127:2
virtual 6:7 73:14 76:8
 76:18 82:10 85:16
virtually 32:3
visited 100:9
Vitelli 20:2
vocal 51:20
voice 91:14
voices 133:17
voluntary 108:12
volunteer 116:13 117:1

119:20 120:3 121:22
volunteering 122:21
vote 54:6 64:19 68:9,10
 70:21 71:21 91:16
 101:4 102:21 128:3
voted 21:1 71:4 121:9

W

wait 56:9
waiting 17:22
waiver 128:9
waivers 52:14
Waldrin 111:14
Walsh 3:6 11:18 17:10
 29:15 30:20 43:22
wanted 14:20 19:19
 28:20 45:11 66:9 70:6
 103:3
wasn't 57:11 62:16
waste 17:6
way 19:18 42:4 53:19
 54:3 56:2 77:16 88:15
 104:14 113:15 130:17
Wayne 130:10 131:1,5
 131:16
weak 49:20
weaknesses 93:16
WEDNESDAY 1:7
week 25:2,3,16 30:17
 31:5 58:16
weight 128:11
went 13:11,17 18:14
 20:3 53:4 59:15,18
 95:5 128:1 134:20
weren't 17:18
wheel 80:19
white 23:13 36:20 96:15
 127:9
Whitman 1:19 8:11,13
 111:15 119:11 121:15
 122:12
who've 88:9
willing 108:10 111:21
Winona 1:19 8:11
 111:14 119:11 121:15
 122:12
WIOA 3:7 31:9 32:10
 35:6 38:14 49:19
 58:12 59:4,11,11 60:8
 60:16,22 61:12 71:18
 111:3 120:16,17,20
 129:16
wish 107:16
wondering 42:1 56:1
 109:18 113:6
worded 35:18,21
wording 55:14
words 81:16

work 16:14 21:14 26:22
 34:12 46:3 52:9 54:7
 55:11 57:16 63:21
 64:12,13 69:7 74:3
 89:5 93:18 101:7,9,16
 101:16 103:11 104:7
 116:18 117:11 124:2
worked 44:6 53:21
 69:17 106:21 107:10
 114:16
workers 51:22
workforce 44:3,10,15
 55:16
workgroup 44:13
 102:12 103:8,10,11
 103:12,13,16,18,19
 106:7,13 107:9,17
 108:2,10,14 109:19
 110:8,11,13,19 111:1
 111:7 112:7,20 113:7
 113:13,17,19 114:16
 114:19,20 116:11
 117:22 119:2,8
 120:10 121:3,7,12

workgroup's 105:4
workgroups 25:21 44:8
 102:1,6,13,15,19
 103:3,15,22 104:3,21
 106:1 107:5,14 108:5
 108:7 110:6,14
working 13:7 15:16
 21:18 26:11 43:15
 53:13 57:14 59:7
 60:10,17 88:3 89:17
 105:1,18 114:1
 126:12

works 64:13 74:8 92:4
 102:15
workshop 75:15 97:18
 98:10
workshops 73:2 97:2
wouldn't 81:9
wrap 57:3 69:6
write 11:7,10 56:13
writing 88:13
written 36:11
wrong 20:8,9 29:19
 78:16 101:1

X

Y

year 51:18 55:20 57:15
 58:5 74:17 80:8 84:6
 84:18,20,21,22 85:1
 89:21 90:4 93:15,17
 98:15
years 24:3 35:8 40:4

51:20 55:21 59:19
 60:10 69:16 70:5 85:8
 89:16 90:1 92:16 93:3
 98:1,5,5 111:4 116:2
 131:12
yesterday 15:11 31:11
 31:18 32:4 33:3 50:2
 51:19 80:6 121:21
young 80:5 93:2 131:20
younger 82:16 83:9,13
youth 5:3 15:9 16:13,13
 51:2,7,9,13 60:2,3
 103:16 118:8 120:19
 128:10,10

Z

Zientek 111:16
Zoom 6:22 12:19

0

0.5 91:16 95:18

1

1.5 60:4
1:30 1:10
1:36 4:2
10 10:5 94:22 95:1
100 105:17 131:21
102.47750 44:13
102477 49:15
11 3:8 11:1,3
115-93 125:15
116 120:15
12 127:16
125 3:16
128 3:18
134 3:20
15 23:6 63:2,8 98:4
15-16 3:3
16 63:2,8 125:22
160 17:4
166 28:9 35:8 42:16
 44:11 57:11 77:10
 107:21 110:17 113:11
 118:20 130:12
166(a)(2) 37:5
166(b) 40:21
17 99:17
18 32:14 99:17
19 16:3
1992 126:21

2

2 1:12 6:17 37:6,10
2:00 4:5
2:30 72:17 95:2
20 23:6 95:2,2 98:3
 131:12

2001 126:22
2014 59:12
2015 59:12
2017 118:19 125:17
2018 126:7
2019 24:4
2021 1:7 3:3 24:6 62:13
220 50:5
23 1:7 6:17 22:3,10,15
 24:3,5 100:14 106:21
23rd 123:9
2477 126:22
25 4:5
25-30 79:5

3

3 1:16 37:12 38:12
 132:6,7,21
3:00 6:17 72:17
3:30 95:5
3:52 95:6
30 63:8 90:1
30-some 89:16
30th 22:16
360 130:3

4

4 1:15,17 3:2
4:41 134:20
477 3:16 28:9 57:11
 58:6 62:20 77:10
 107:19,22 108:10,18
 125:9,10 130:14

5

5 1:14
577 29:1

6

6 1:13,15,17,18,19

7

72 3:11

8

9

9 3:4
96 3:14
99 51:16

C E R T I F I C A T E

This is to certify that the foregoing transcript

In the matter of: Native American Employment
and Training Council

Before: U.S. DOL

Date: 09-22-21

Place: teleconference

was duly recorded and accurately transcribed under
my direction; further, that said transcript is a
true and accurate record of the proceedings.

Neal R Gross

Court Reporter

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS

1323 RHODE ISLAND AVE., N.W.

WASHINGTON, D.C. 20005-3701