

## UNITED STATES DEPARTMENT OF LABOR

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## NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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## MEETING

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THURSDAY  
SEPTEMBER 23, 2021

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The Council met via video-  
teleconference at 1:00 p.m., Darrell Waldron,  
Chair, presiding.

## PRESENT

DARRELL WALDRON, Region 1 & 2, Chair  
JACOB BERNAL, Region 6, Vice Chair  
KIM KANIATOBÉ CARROLL, Other Disciplines,  
Secretary  
CHRISTINE CAMPBELL, Region 5  
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**

**DUANE HALL, DINAP Subject Matter Expert**

**COURTNEY McCUSKER, Tribal Tech, LLC**

**LORENDA SANCHEZ, California Indian Manpower**

**Consortium**

**KIM VITELLI, Office of Workforce Investment**

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

2 (1:02 p.m.)

3 MS. BROWN: Okay, I'll just start with  
4 a blessing.

5 VICE CHAIR BERNAL: Okay, thank you.

6 MS. BROWN: Creator, please open our  
7 hearts to peace and healing.

8 We ask that you provide protection and  
9 safety for all people of the earth, especially  
10 those that are here at this conference, and those  
11 individuals across the country that are  
12 participating in hosting services and  
13 participating in this meeting.

14 We give thanks for bringing us  
15 together today and ask that you give blessings to  
16 all the individuals who are helping to serve our  
17 communities.

18 We ask that you provide us direction  
19 in this meeting and throughout our work, keep us  
20 humble, allow us understanding of each other, and  
21 forgiveness of ourselves and others, help us keep  
22 focus on our mission and purpose as we seek to

1 serve our communities and all people.

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

6 Today I also want to include in the  
7 blessing a special recognition for all of the  
8 children that died at the Indian boarding schools  
9 across the country, and we know that this is an  
10 ongoing effort to acknowledge their lives.

11 This is a reminder of our painful and  
12 traumatic history as Native Americans, and why  
13 generations later, our work with the communities,  
14 the Indian communities, continues to be so  
15 important.

16 So thank you for all of the gifts of  
17 this day and every day. We ask all of these  
18 blessings in the name of our Heavenly Father, our  
19 creator. Amen.

20 VICE CHAIR BERNAL: Thank you, Athena.  
21 Prior to the announcements, should we go ahead  
22 and do roll call, Athena, or would you prefer to

1 do it after?

2 MS. BROWN: Well, before I do that,  
3 Jacob, I just need -- before we move to that,  
4 Jacob, I just need to make like a general  
5 announcement on the FACA rules.

6 VICE CHAIR BERNAL: Okay.

7 MS. BROWN: Okay, so for everyone  
8 here, this is a public meeting of the Native  
9 American Employment and Training Council,  
10 advisory council.

11 This meeting is subject to the rules  
12 of the Federal Advisory Committee Act.

13 The meeting is facilitated today by  
14 the council Vice Chair Jacob Bernal, in the  
15 absence of Darrell Waldron.

16 The meeting is being recorded  
17 verbatim. Please note that the vice chair, Mr.  
18 Bernal, must recognize anyone requesting to  
19 speak.

20 I would ask that the council members,  
21 before they speak, clearly state their name and  
22 the region or discipline that they represent for

1 recording purposes.

2 Also during the meeting, we ask that  
3 only the council members or individuals  
4 recognized and announced by the vice chair should  
5 speak during the meeting.

6 Members of the public should hold  
7 their comments until 3:00 this afternoon for  
8 public comment.

9 I would also like our TAT contractor  
10 to go over navigation tips and tricks, and then  
11 when you are done, please turn the meeting over  
12 to Mr. Bernal to begin. Thank you.

13 MS. CASAL: Hello everyone. So today,  
14 if you have any issues, please feel free to use  
15 the chat.

16 My name is Suzie Casal. Just chat me  
17 directly and I will assist you.

18 If you have a question or would like  
19 to make a comment, feel free to raise your hand  
20 and you'll be called on to unmute yourself.

21 And I will turn it over back to Mr.  
22 Bernal.

1                   VICE CHAIR BERNAL: Thank you. I'd  
2 like to say and extend a warm good morning, good  
3 afternoon, wherever you're residing.

4                   And we have a very busy agenda today  
5 so I'd like to jump right into it. Sorry.

6                   I'd like to thank Athena for getting  
7 us started in a good way, and so with that, if I  
8 can ask Kim to conduct the roll call to establish  
9 the meeting quorum?

10                  MEMBER CARROLL: Thank you, I'll be  
11 happy to. Kim Carroll, Other Disciplines,  
12 council secretary.

13                  I'll begin with Darrell Waldron,  
14 Region 1 and 2.

15                  Jacob Bernal, Region 6?

16                  VICE CHAIR BERNAL: Here.

17                  MEMBER CARROLL: And Kim Carroll,  
18 Other Disciplines, here.

19                  Christine Campbell, Region 5?

20                  Lora Ann Chaisson, Region 4?

21                  Joe Hobot, Region 5?

22                  Matt Lamont, Other Disciplines?



1 MS. CASAL: You're on mute.

2 MEMBER CARROLL: I'm not hearing  
3 anyone.

4 VICE CHAIR BERNAL: I believe  
5 Matthew's on mute.

6 MEMBER CARROLL: Okay, I see him  
7 there, though. Candace Lowry, Region 3?

8 MEMBER LOWRY: Candace Lowry, Region  
9 3.

10 MEMBER CARROLL: Thank you. Erwin  
11 Pahmahmie, Region 4?

12 Joseph Quintana, Region 6?

13 Gary Rickard, Region 6?

14 Kay Seven, Other Disciplines?

15 MEMBER SEVEN: Present.

16 MEMBER CARROLL: Winona Whitman,  
17 Region 6?

18 MEMBER WHITMAN: Present.

19 MEMBER CARROLL: And I just lost my  
20 list, for some reason. Chief Anne Richardson,  
21 Region 2?

22 Michael Tucker, Region 6?

1 Well, Mr. Secretary, we only have six,  
2 which does not represent a quorum.

3 MEMBER HIBBELER: Vice Chair,  
4 permission to speak?

5 VICE CHAIR BERNAL: Please, go ahead.

6 MEMBER HIBBELER: Patricia Hibbeler,  
7 Region 6, present.

8 MEMBER CARROLL: Thank you, Patricia.

9 MEMBER HIBBELER: My name wasn't  
10 called. Thank you.

11 MEMBER CARROLL: Who was that? Was  
12 that Patricia?

13 VICE CHAIR BERNAL: Yes.

14 MEMBER CARROLL: I'm so sorry. Is  
15 there anyone else that I missed? That only gives  
16 us seven, which is not a quorum.

17 VICE CHAIR BERNAL: It appears we have  
18 more than that on the screen. So maybe people  
19 were responding but were muted.

20 MEMBER HIBBELER: Permission to speak?

21 VICE CHAIR BERNAL: Permission  
22 granted, go ahead.

1                   MEMBER HIBBELER: Patricia Hibbeler,  
2                   Region 6. I believe some of the people on the  
3                   screen are actually guests.

4                   VICE CHAIR BERNAL: I'm sorry, they're  
5                   actually what?

6                   MEMBER HIBBELER: Guests.

7                   VICE CHAIR BERNAL: Guests. Okay,  
8                   thank you.

9                   MEMBER HIBBELER: This is Patricia  
10                  again. We do have two people that are here,  
11                  they're just not in the room yet.

12                  We believe people may think the  
13                  meeting's starting at 1:30, like yesterday.

14                  MS. BROWN: Jacob, this is Athena  
15                  Brown, the DFO. May I speak?

16                  VICE CHAIR BERNAL: Yes, please,  
17                  Athena.

18                  MS. BROWN: I believe we can go ahead  
19                  and start the meeting, we just have to be mindful  
20                  that if a vote is required, we do need a quorum.

21                  So I think that the first issues on  
22                  the agenda are more informative in nature, so we

1 can go ahead and proceed with the agenda.

2 VICE CHAIR BERNAL: Okay, thank you,  
3 Athena.

4 And first up on the agenda, she's  
5 joined us, is Kim Vitelli, administrator from the  
6 Office of Workforce Investment, Employment and  
7 Training Administration.

8 So we'll turn the meeting over to Ms.  
9 Vitelli.

10 MS. VITELLI: Good afternoon, or  
11 morning, depending on where you are, everyone.  
12 It's good to be with you.

13 Thank you for letting me join you for  
14 part of your meeting.

15 I know you heard from Brent Parton --  
16 not the committee, but many of you individually  
17 heard from Brent Parton, the senior advisor at  
18 ETA earlier this week, particularly on ETA  
19 activities related to apprenticeship, and I know  
20 that you have time with Athena in the Division of  
21 Indian and Native American Programs later today  
22 on program updates.

1 I'm here to answer any questions you  
2 have about ETA and to give you just a few  
3 updates.

4 One is that I know you met with  
5 Secretary Walsh in your last meeting, and you  
6 also had a chance to meet with -- I think at the  
7 time, her title was principal deputy assistant  
8 secretary, and then she was our acting assistant  
9 secretary, Suzi LeVine.

10 You might already be aware, but in  
11 August, Suzi made a hard decision to leave ETA  
12 and return home to Washington state with her  
13 family -- actually, to stay in Washington state  
14 with her family.

15 So next week, we'll have a new acting  
16 assistant secretary whose name is Angela Hanks.  
17 Until now, Angela has been working as a senior  
18 counselor to Secretary Walsh, and before joining  
19 DOL, Angela was the deputy executive director of  
20 the Groundwork Collaborative, where she worked on  
21 visions and how to advance visions on inclusive  
22 economies that rebalanced power to put more power

1 in the hands of people, and she's a published  
2 author.

3 If you were to Google her, she's been  
4 cited by the New York Times and the Washington  
5 Post and the Atlantic.

6 Before her writing, she was on Capitol  
7 Hill as a legislative assistant for  
8 Representative Elijah Cummings, and then with  
9 counsel for the House Oversight and Government  
10 Reform Committee.

11 She's Special Skills Coalition, Center  
12 for American Progress, and the Center for Law and  
13 Social Policy, or CLASP.

14 She's written really broadly about  
15 employment and training programs, education  
16 programs and the labor market more broadly, and  
17 how all of those institutions can be more  
18 inclusive of people of color, and women, and  
19 other marginalized groups, and other topics, too,  
20 including criminal justice reform.

21 She is an attorney by training, and so  
22 she brings a real wealth of experience to her

1 position as acting assistant secretary.

2 In her role as the senior counsel for  
3 Secretary Walsh, she's also been very engaged in  
4 ETA work so far, and so she'll be able to sort of  
5 jump right in.

6 So I wanted to let you know about  
7 ETA's leadership changes, and just to give you  
8 the picture of like, who else is where at ETA,  
9 ETA has two other deputy assistant secretaries.

10 One is Lenita Jacobs-Simmons, who you  
11 might have met before. I think that she's joined  
12 us for some of the last NAETC meeting. And Nick  
13 Bleepias.

14 Lenita is a full-time permanent deputy  
15 assistant secretary in ETA's front office, and  
16 Nick is acting until ETA fills that deputy  
17 assistant secretary role, so he'll go back at  
18 some point.

19 In a few months, they're going back to  
20 being the Dallas regional administrator. So he's  
21 acting, Lenita's permanent, so we've got three  
22 sets of leaders in the ETA front office.

1           Of course, Athena and I as career  
2 officials remain in our roles. So I just wanted  
3 to give you an update.

4           Oh, also that the president has  
5 nominated an assistant secretary for ETA, which I  
6 think maybe hasn't happened the last time that we  
7 were talking.

8           So the president has nominated Mr.  
9 Jose Javier Rodriguez, and he is awaiting Senate  
10 confirmation.

11           Mr. Rodriguez was in the Florida state  
12 legislature, and he might not get confirmed for a  
13 few months.

14           That's very typical, but he has been,  
15 you know, absorbing the public information for  
16 the ETA that he's allowed to receive as an  
17 individual still outside of ETA while he's  
18 waiting confirmation.

19           So ETA has a strong team, and will  
20 have an even stronger team when Mr. Rodriguez is  
21 confirmed as our assistant secretary.

22           I also wanted to give you just a



1 little bit of a flavor of what we know about the  
2 Workforce Innovation and Opportunity Act  
3 reauthorization.

4 The budget honestly has kept Congress  
5 very busy.

6 I know you have probably all been  
7 reading about Congress' progress in periodic news  
8 updates on the budget.

9 There hasn't been as much activity  
10 lately on WIOA reauthorization, but you might  
11 have seen that the House did hold some hearings,  
12 particularly in I want to say June of this year.

13 And the secretary shared some of his  
14 priorities at a hearing in June, and that  
15 included laying out some pretty broad WIOA  
16 reauthorization principles, especially about  
17 ensuring that women, and people of color, and  
18 individuals impacted by the justice system,  
19 people in recovery, people with disabilities, and  
20 underrepresented communities can all obtain good-  
21 paying, high quality jobs.

22 There's a couple different tenets of

1 the WIOA reauthorization of what the secretary  
2 provided in his testimony to the Hill that I'd be  
3 glad to share with you, but also just to give you  
4 a sense first of like where things are, is that  
5 the House and Senate both work independently on  
6 bills, and a lot of you have seen this before.

7 I know I'm telling you some of what  
8 you already know, or much of what you already  
9 know.

10 And sometimes they ask us for  
11 technical assistance, and it's not uncommon at  
12 all for those committees to also reach out to  
13 other organizations as well to ask for technical  
14 assistance, and to ask other agencies, right?

15 WIOA also authorizes several  
16 activities in the Department of Education, and so  
17 they'll ask Department of Education for their  
18 input, as well.

19 And as the House did earlier this  
20 summer, they might hold hearings to not just get  
21 feedback, you know, in written form and people  
22 passing them information, but sort of in more

1 public arenas for people to say publicly what  
2 they think about what should the WIOA  
3 reauthorization.

4 And there are a few of those sort of  
5 information hearings. Secretary Walsh was only  
6 at one of them. And so there were a few of those  
7 this summer.

8 And for those of you who have watched  
9 reauthorizations for other authorizing statutes  
10 before, you know that this can go quick or it can  
11 go slow, and oftentimes, even when the work of  
12 the committees doesn't result that year in a  
13 bill, it creates some groundwork that they then  
14 build off of the next year.

15 And so, it's really positive that  
16 Congress has been so interested and engaged.  
17 There's a lot to do, and there's a lot of  
18 improvements that can be made to WIOA.

19 So, I am mindful of the time. I'm  
20 happy to share, and I know that you have other  
21 things on your agenda.

22 I can give you a few minutes on some

1 of the things that Secretary Walsh shared in his  
2 testimony on WIOA reauthorization, if that's  
3 useful to you.

4 Mr. Vice Chair, would you like me to  
5 go through that, or did you need to move forward  
6 on your agenda?

7 VICE CHAIR BERNAL: No, please move  
8 forward and share his comments and testimony.

9 MS. VITELLI: And so, some of what the  
10 secretary really focused on was where there was  
11 evidence-based activities, where there's an  
12 evidence base that something is effective, then  
13 trying to get that into the law to make it more  
14 effective for more people.

15 So, using evidence to translate values  
16 into action and to help everybody get into high-  
17 paying jobs.

18 One of the principles that the  
19 secretary talked about was paying for training  
20 that has data on its effectiveness.

21 So some of that you see reflected in  
22 the emphasis on registered apprenticeship.

1           The Department of Labor has been  
2           emphatic in its support for registered  
3           apprenticeship, and has proposed increasing  
4           amounts of funds to support registered  
5           apprenticeship.

6           And apprenticeship has its own  
7           authorized statute, the National Apprenticeship  
8           Act, but there's opportunities to be able to sort  
9           of better connect the National Apprenticeship Act  
10          and the Workforce Innovation and Opportunity Act,  
11          as it's currently authorized.

12          There's a couple of threads across  
13          this now. There's opportunities to strengthen  
14          those.

15          So, making sure that workforce  
16          investments go towards things that we know work  
17          rather than trying things out that don't really  
18          help people the way that we want them to.

19          In order to pay for training that  
20          works, the apprenticeship is really interested in  
21          finding ways to connect WIOA and the registered  
22          apprenticeship system.

1                   There's also been an emphasis on  
2 gathering and publishing data on the outcomes of  
3 training providers, is to help individual people  
4 make good decisions about training, and also for  
5 states and other people that would pay for  
6 training to know which training providers are  
7 most effective.

8                   That's been a gap in not so much  
9 programs, but like which actual training provider  
10 produces the most and highest employment  
11 outcomes.

12                   On the state formula side, that's come  
13 through in the Department of Labor publishing  
14 more data the states collect on the actual  
15 training institutions and what the employment  
16 outcomes are for people that move through those  
17 programs.

18                   So this information is useful for  
19 states, as they're deciding what institutions to  
20 keep on an eligible training provider list.

21                   They can also be useful for lots of  
22 other people that might pay for training at an

1 institution, and it's public information, even  
2 for people that aren't getting funding, you know,  
3 getting their training paid for by an employment  
4 and training program might still find that  
5 information useful as they're making decisions  
6 about how to spend their time and their money.

7 Another aspect of using evidence to  
8 translate values into action means emphasizing in  
9 WIOA reauthorization opportunities for paid work  
10 experience, and on the job training, and work-  
11 based learning for workers and youth.

12 And there's a lot of evidence that  
13 early paid or unpaid work experience for youth --  
14 it's better if it's paid, but it's effective also  
15 to a lesser extent if it's unpaid -- that  
16 experience is dramatic and has impacts on youth's  
17 career trajectory really for many years and  
18 across their lifetimes if they're able to get  
19 that early work experience.

20 Work-based learning is also effective  
21 for -- So, it's already allowable in WIOA. And  
22 the secretary's testimony to the Hill emphasized

1       how important it is for us to make any necessary  
2       adjustments in the statute so that more people  
3       can take advantage of it, that it's easier to do,  
4       and that it's just sort of part and parcel of how  
5       all the different employment and training  
6       programs authorized under WIOA can operate.

7                   And we also have a lot of evidence  
8       that supportive services really matter in helping  
9       people persist in training, so this is something  
10      that you probably know instinctively in your role  
11      overseeing employment and training programs.

12                   To really be able to take sort of big  
13      steps up the economic ladder, people not only  
14      need to be able to attend class, in order to stay  
15      in school, they need to keep a roof over their  
16      heads, they need safe care for their kids, so the  
17      secretary's WIOA reauthorization proposals have  
18      included making sure that job seekers can get  
19      access to those supportive services, to be able  
20      to persist in training, to be able to complete  
21      all the way through, and not just to take real  
22      short-term training because that's all they can



1 afford to do, but to get enough support that they  
2 can be in training longer, because it just gives  
3 people more, as you know, more solid grounding to  
4 sort of take bigger leaps up the economic ladder.

5 And then for all programs, WIOA  
6 reauthorization, the secretary has asked that it  
7 also consider adjustments in how we measure  
8 program success.

9 I know that that's something that has  
10 been of interest to this council previously.

11 So not just looking at did somebody  
12 get a job, but the secretary's really interested  
13 in making sure that we're also taking a look at  
14 what kind of job did they get, and how might we  
15 measure job quality, for where people landed  
16 after programs, not just to land, and, you know,  
17 we don't want people just landing in low wage  
18 jobs and never being able to move up.

19 So, what kind of job did they get?  
20 Did it have career progression? Does it have  
21 wage progression?

22 Are the workers safe? Do they have

1 benefits?

2 Figuring out ways to really help  
3 people become fully economically stable after  
4 going through training.

5 And the secretary has testified that  
6 the performance measures should not only be  
7 disaggregated by race and ethnicity and gender  
8 and income geography -- we can do that now -- but  
9 also that grantees should be held accountable for  
10 the performance outcomes of their most vulnerable  
11 groups.

12 Those were some of the main things  
13 that the secretary named in his testimony, and I  
14 will be glad to put in the chat -- there's a link  
15 on the House Committee's site that gives a full  
16 copy of the secretary's testimony, if that is  
17 useful to you.

18 Those are the main things that I  
19 wanted to make sure to share with you.

20 I'm happy to answer questions or to  
21 turn the time entirely back to the council.

22 Thank you, Mr. Vice Chair.

1                   VICE CHAIR BERNAL: Thank you, Kim  
2 Vitelli, we really appreciate the presentation.

3                   At this time, are there any questions  
4 from the council members?

5                   Please raise your hand, or your  
6 screen, or your device so we can have your  
7 questions be heard.

8                   MS. BROWN: Jacob, this is Athena, the  
9 DFO. I just wanted to let you know that two  
10 additional members of the council joined us, so  
11 we now have a quorum.

12                  VICE CHAIR BERNAL: Great.

13                  MS. BROWN: Joe Quintana from Region  
14 6 and Chris Campbell from Region 5. So we now  
15 have a quorum. Thank you.

16                  VICE CHAIR BERNAL: Thank you. It  
17 appears the people at the conference were the  
18 last to arrive. Just kidding, Joe and Patty.

19                  Are there any questions from the  
20 council?

21                  MEMBER SEVEN: Yes, this is Kay.

22                  VICE CHAIR BERNAL: Go ahead, Kay.

1                   MEMBER SEVEN: Kay Seven, Other  
2           Discipline.

3                   So, Kim, in the last administration  
4           with the assistant secretary, a concept was  
5           introduced on a one workforce where there was  
6           interagency interest to address workforce  
7           together.

8                   Is there any concept or initiative  
9           that will be looked at for this administration?

10                   MS. VITELLI: Yes. Some of the main  
11           ingredients in one workforce are ones that  
12           workforce professionals have been working on  
13           before the previous administrations sort of  
14           continue to work on now.

15                   Our secretary, Secretary Walsh, has  
16           been very interested in making sure that the  
17           Department of Labor is working alongside other  
18           agencies, you know, for people who are customers  
19           of multiple programs who can benefit from the  
20           services of multiple programs. That was  
21           happening.

22                   So, this White House has been very

1 strong in establishing interagency working groups  
2 on a lot of different issues, including on racial  
3 equity.

4 There's been interagency working  
5 groups on reentry for returning citizens coming  
6 out of incarceration, and working groups on, for  
7 instance, transformation to different forms of  
8 energy, and all the different community changes  
9 that might impact, and how to support communities  
10 in moving through those different stages of  
11 economic development.

12 Is there, you know, maybe energy mix,  
13 is there industry mix in their community changes?

14 So definitely there has been a fair  
15 amount of support for that interagency work, and  
16 on a sort of practical level, the Department of  
17 Labor and Department of Education and Department  
18 of Health and Human Services have had sort of  
19 more working level, staff level, interagency  
20 working groups so that we stay in touch on things  
21 that are happening at our various agencies so  
22 that we can collaborate and find opportunities

1 for cross-pollination or coordination, and that  
2 has continued, as well.

3 VICE CHAIR BERNAL: Thank you.  
4 Response? And vice chair recognizes Kim Carroll.

5 MEMBER CARROLL: Thank you, Vice  
6 Chair. Kim Carroll, Other Disciplines. The  
7 question I had has to do with tribal  
8 consultation.

9 You had mentioned there were a lot of  
10 different organizations that they were seeking  
11 information from, and I was curious as to whether  
12 or not any tribal consultation has been arranged  
13 yet, or was in the planning stages? Thank you.

14 MS. VITELLI: Do you mean for WIOA  
15 reauthorization?

16 MEMBER CARROLL: Yes.

17 MS. VITELLI: So, when I was talking  
18 about different people sharing information, I  
19 meant to the congressional committees, not that  
20 DOL was soliciting that.

21 So, I don't know how Congress intends  
22 to do that, but there has not been, you know, a

1 tribal consultation yet on WIOA reauthorization,  
2 we've mainly been answering questions that the  
3 Hill asks us.

4 MEMBER CARROLL: Thank you.

5 VICE CHAIR BERNAL: Thank you. Are  
6 there any other questions from the council  
7 members?

8 MEMBER QUINTANA: Jacob Bernal, Joseph  
9 Quintana, Region 6. Thank you again for joining  
10 us today.

11 I apologize for my lateness, but I did  
12 have a question.

13 I'm not too sure if you've covered  
14 this already in your initial comments, but I know  
15 throughout the pandemic, we've tried to adapt to  
16 the multiple changes across our health,  
17 behavioral health, and many different social and  
18 health functions within our organizations.

19 And we know what the impact's been in  
20 regards to the CARES Act and ARPA funds in  
21 regards to American Indian programs.

22 My question is is will there be any

1 type of allocation given to the old programming,  
2 and specifically, American Indian Workforce  
3 Development in the Build Back Better program that  
4 we foresee coming here in the near future?

5 MS. VITELLI: That's a great question,  
6 thank you.

7 There's been a couple different  
8 proposals debated on the Hill, so right now the  
9 sort of action is really with Congress right now  
10 on a whole myriad of programs, some of which have  
11 been named and are public, like I think that the  
12 House voted on their bill so that that is  
13 publicly available.

14 What the Senate is working on is a  
15 little bit more unclear, but we know that they  
16 are working, but they haven't voted on a bill and  
17 we haven't seen their bill.

18 So, ultimately, you know, what gets  
19 included in any of the upcoming bills would be  
20 ones that Congress would decide.

21 I can say, though, that what DOL needs  
22 to be ready is potentially taking on -- you know,



1 just looking at the House bills, I don't know  
2 what's going to land in the ultimate  
3 appropriation -- but just looking at the House  
4 bill, there's a lot of new programs named there  
5 and a lot of increases in established programs.

6 And so, the Department of Labor is  
7 trying to be ready to think about, you know, how  
8 do we sort of quickly bring online several new  
9 programs and if there were additional funds given  
10 for any of our existing programs, what might we  
11 need to do in order to be able to get that money  
12 out quickly?

13 So there is an established program, so  
14 for instance, I mean, I -- you know, a little bit  
15 of experience with the American Reinvestment and  
16 Recovery Act -- Recovery and Reinvestment Act.

17 And there were increases in  
18 established programs, and so what we did is use  
19 sort of the same allotment process that we  
20 normally use, except the numbers were bigger, so  
21 we put out guidance to grantees to be able to  
22 turn in budget documents, and applied the same

1 formula.

2 One thing that I can also share is  
3 that with the balance of the Dislocated Worker  
4 National Reserve, this year, we published a  
5 training and employment guidance letter offering  
6 the opportunity for organizations to apply for  
7 dislocated worker grants, and we in particular,  
8 we call them Career DWGs, where career stood for  
9 comprehensive and accessible reemployment through  
10 equitable employment recovery, and that was in  
11 table 2520.

12 So where we did have funds, we made  
13 those funds available, and we personally made  
14 them more broadly available than we have in the  
15 past.

16 Tribes have always been eligible for  
17 dislocated worker grants, and the primary user of  
18 DWGs is states.

19 And in the table, we leaned on  
20 provisions that are already in the statute to  
21 sort of more broadly do outreach to let more  
22 organizations know that they might be eligible,

1 so that these funds could sort of move more  
2 quickly down to the local area, because we knew  
3 that some states do have needs, and some states  
4 also had been working with existing funding.

5 So, those career grants, the first  
6 wave was announced in late August even, and the  
7 two tribal grantees have already been awarded  
8 funds under the Career Dislocated Worker Grants,  
9 and we're going to be watching to see these  
10 projects because there were more grantees awarded  
11 at the sub-state level, non-profits, and local  
12 workforce boards and counties, not just states,  
13 to see if that helps get resources on the ground  
14 more quickly.

15 And these will also be organizations  
16 --- Cherokee Nation is used to working with DWGs,  
17 but a lot of the non-profits that got awarded  
18 have not had a dislocated worker grant before.

19 But anyway, that's just to say, you  
20 know, we've been experimenting lately with how to  
21 provide funds down to the local level quickly  
22 when the opportunity arises, and so we would try

1 to use some of those same skills in any  
2 additional appropriation that came through in the  
3 FY22 budget.

4 VICE CHAIR BERNAL: Thank you, Kim.  
5 The vice chair recognizes Kay Seven.

6 MEMBER SEVEN: The question I was  
7 going to ask -- and maybe you're not the right  
8 person -- but last week, Wayne Gordon gave a  
9 presentation or an update on the Indian Labor  
10 Force Report, so I didn't know if you could just  
11 share with this group what is occurring with the  
12 Labor Force Report?

13 MS. VITELLI: I can do my best. Wayne  
14 Gordon really is more of the expert here.

15 They have a paper that they have been  
16 working on, and I think that Wayne has given you  
17 updates before that what they're really looking  
18 at at this phase is how best to capture a sort of  
19 statistically valid but also meaningful and  
20 granular set of data, and what Wayne shared in  
21 the 477 meeting that you might be referring to,  
22 they do have some initial data.

1           This is data analysis that they've  
2           been able to use piecing other pieces of data  
3           together, so it's like a teaser of data more than  
4           that this would actually fulfill all the  
5           requirements of the Indian Labor Force Report.

6           But so that initial report will lay  
7           out options and give this picture of here's what  
8           we know with the numbers that we have on hand  
9           now, kind of thing.

10           And in laying out those options, that  
11           the next step is to then do formal tribal  
12           consultation on which of those options would be  
13           most valuable, and of course each option might be  
14           able to do different things and have different  
15           levels of cost.

16           And so, being able to make that  
17           decision with tribes rather than ourselves sort  
18           of picking one option alone is the planned next  
19           step.

20           From what I understand, that report  
21           with those options and that taster set of data is  
22           coming out in early fall and I think that they

1 got an initial set that they felt like needed  
2 more work, and that they wanted to have a really  
3 solid product before they released it to the  
4 public and to the tribes.

5 VICE CHAIR BERNAL: Thank you again.  
6 Are there any further questions from the council?

7 Not seeing any, I'd like to thank Kim  
8 Vitelli for an excellent presentation, and  
9 according to my notes, you shared that Angela  
10 Hanks will be joining us soon, hopefully we'll  
11 meet with her as the assistant deputy secretary.

12 And regarding WIOA reauthorization,  
13 you shared that recent House hearings were held.

14 The Secretary of Labor testified of  
15 the need for racial equity, especially with women  
16 and people of color, so it had a somewhat of a  
17 justice focus to his presentation.

18 You also shared the need and expressed  
19 the desire for evidence-based programming, as you  
20 put, translate values into action. That sounds  
21 very promising.

22 The focus on registered

1 apprenticeships, training provider effectiveness,  
2 evaluations, and especially for youth to have  
3 paid work experience and on the job training  
4 extremely important in Indian communities, and  
5 also something that really resonated was the need  
6 to look at adjustments and how the program, the  
7 grantees are evaluated, specifically regarding  
8 performance measures.

9           You know, what is the program's  
10 success, what is the job quality? I hope -- you  
11 know, it did focus on wage progression as you  
12 said, and safe positions, but I also hope that  
13 there's some consideration for unique economic  
14 and workforce situations that Native Americans  
15 experience across the country.

16           You know, tribal communities typically  
17 are not organized, so they have special unique  
18 needs and aspirations, so that would be nice if  
19 that evaluation tool better fit for Native  
20 Americans across the country.

21           And lastly, you said -- I think we  
22 fully concur -- greater accountability for

1 serving the most vulnerable populations in our  
2 society, so those are all good discussion points  
3 and sharing.

4 We really truly appreciate you being  
5 here today and answering our questions, so thank  
6 you very much.

7 MS. VITELLI: Thank you.

8 VICE CHAIR BERNAL: Did I get it  
9 right, by the way?

10 MS. VITELLI: You did a good job,  
11 thank you.

12 VICE CHAIR BERNAL: Okay, just make  
13 sure I didn't mess it up. I'm trying to give an  
14 accurate summary, so thank you again. I really  
15 appreciate your presentation and sharing.

16 With that, we're actually running a  
17 few minutes early. Are we prepared to transition  
18 into the census update and tabulations?

19 MEMBER HIBBELER: Permission to speak,  
20 vice chair?

21 VICE CHAIR BERNAL: Permission  
22 granted.



1                   MEMBER HIBBELER: Patricia Hibbeler,  
2                   Region 6.

3                   I'm not sure if we need to approve the  
4                   agenda at this point, but I do have some  
5                   recommendations for some agenda changes, if now's  
6                   appropriate?

7                   MS. BROWN: Yeah, go ahead and do it  
8                   now.

9                   VICE CHAIR BERNAL: Yeah, I think it'd  
10                  be entirely appropriate as seeing that others  
11                  have joined us, and as DFO Brown shared, our  
12                  designated federal officer, that we now have a  
13                  quorum established, so go ahead.

14                  We entertain your motion, Patty.

15                  MEMBER HIBBELER: Okay, thank you. So  
16                  I move that we entertain changes to the agenda.  
17                  After the census update and tabulation, change  
18                  the time from 2:15 to 2:45, and change the  
19                  subject from upcoming national conferences and  
20                  priorities.

21                  We've talked about training priorities  
22                  I believe yesterday, and change that to the

1 continued discussion and voting on the WIOA  
2 reauthorization recommendations that we began to  
3 talk about yesterday.

4 Then the time would be 2:45 to 2:55  
5 for DINAP report out and updates by Athena Brown.

6 2:55 to 3:00, so we'll have a short  
7 five minute break so we can be prepared for  
8 public comment at 3:00 p.m.

9 So that would be my motion, Vice  
10 Chair.

11 VICE CHAIR BERNAL: Okay, I hope Kim  
12 has better notes than I do, but it's basically  
13 adding the reauthorization for WIOA, and changing  
14 various time slots, I believe -- is that from  
15 2:15 to 2:45 for reauthorization discussion, and  
16 2:45 to 2:55 for the DINAP report out?

17 MEMBER HIBBELER: That would be  
18 correct, Vice Chair.

19 VICE CHAIR BERNAL: Okay. And so the  
20 census update would happen 1:45 to 2:15?

21 MEMBER HIBBELER: Correct.

22 VICE CHAIR BERNAL: Okay. Does that

1 agree with your notes? And if so, maybe we can  
2 entertain it as a formal motion?

3 MEMBER CAMPBELL: Vice Chair, I'll  
4 second that motion.

5 VICE CHAIR BERNAL: Okay.

6 MEMBER CAMPBELL: Christine Campbell,  
7 Region 5.

8 VICE CHAIR BERNAL: Okay. Any  
9 discussion?

10 MEMBER SEVEN: Kay Seven, Other  
11 Discipline.

12 Patty, I was wondering if in the  
13 agenda, we're still going to just say a bit about  
14 what has occurred at the conference in terms of  
15 regional meetings for upcoming regional or  
16 national conferences, as a forecast for when  
17 maybe our next council meeting will be held in  
18 the next year?

19 MEMBER HIBBELER: Absolutely. I think  
20 we can make some short brief comments and  
21 discussion about that.

22 Athena, I would ask if you would be

1 able to add that to your comments?

2 MS. BROWN: Yes, she has agreed to add  
3 them to her comments, Kay.

4 MEMBER HIBBELER: And the goal for  
5 changing the agenda really is to make sure that  
6 we get the reauthorization recommendations on  
7 here, and we're able to vote on them, and that  
8 we're well prepared for public comment to begin  
9 at 3:00 p.m.

10 So that's what's really leading to the  
11 adjustment.

12 MEMBER CAMPBELL: That's what we spoke  
13 of yesterday.

14 VICE CHAIR BERNAL: Okay, thank you.  
15 Any further discussion?

16 Okay, we can vote on the motion. All  
17 those in favor of the motion signify by saying  
18 aye.

19 (Chorus of aye.)

20 VICE CHAIR BERNAL: All those opposed  
21 to the motion, please signify by saying aye.

22 Any abstentions?

1                   The motion passes.

2                   MEMBER HIBBELER: Vice Chair, this is  
3 Patricia Hibbeler again. Can I ask a quick  
4 question?

5                   VICE CHAIR BERNAL: Sure, go ahead.

6                   MEMBER HIBBELER: So Patricia  
7 Hibbeler, Region 6. I just thought it might be  
8 helpful for us to do a mic check?

9                   We had the TA providers up here just  
10 wanting to make sure all mics were working, so if  
11 you would do a test?

12                  MS. CASAL: Test, test. It's not  
13 working.

14                  MEMBER HIBBELER: And a thumbs up on  
15 the screen if you can hear us, maybe?

16                  MS. CASAL: Hey Jacob, can you hear  
17 me?

18                  VICE CHAIR BERNAL: I can hear you  
19 loud and clear.

20                  MS. CASAL: Okay.

21                  VICE CHAIR BERNAL: So I think Patty,  
22 Joe, and Christine are attending in person?

1 MS. CASAL: Yes.

2 VICE CHAIR BERNAL: Okay. Is there  
3 anybody else with you, a council member?

4 MS. CASAL: Athena.

5 MS. BROWN: Test, test. This is  
6 Athena.

7 VICE CHAIR BERNAL: Okay.

8 MS. BROWN: Can you hear me?

9 VICE CHAIR BERNAL: I'm sorry, the  
10 last speaker ---

11 MS. BROWN: Were you able to hear me,  
12 Jacob? This is Athena.

13 VICE CHAIR BERNAL: Yes, we can hear  
14 you loud and clear.

15 MS. BROWN: Thank you.

16 MEMBER QUINTANA: Joseph Quintana,  
17 Region 6. Test, test.

18 VICE CHAIR BERNAL: We hear you loud  
19 and clear, Joe.

20 MEMBER QUINTANA: Okay.

21 MEMBER HIBBELER: Thank you, Vice  
22 Chair.

1 VICE CHAIR BERNAL: Thank you.

2 MEMBER CARROLL: Mr. Vice Chair?

3 VICE CHAIR BERNAL: Yes?

4 MEMBER CARROLL: Point of order. This  
5 is Kim Carroll, Other Disciplines, and council  
6 secretary.

7 Looking back through my notes, we did  
8 vote on changing the agenda and having the vote  
9 on the reauthorization tomorrow.

10 It was a motion made by Patty,  
11 seconded by myself, and it passed unanimously.

12 You know, as to we did not say what we  
13 wanted the change specifically to be, and we  
14 didn't include times, we just included  
15 information that we would address it today.

16 VICE CHAIR BERNAL: Correct, that's my  
17 understanding, and to the motion that we just  
18 voted on -- and please correct me if I'm wrong --  
19 but I have 1:45 to 2:15 would be the census  
20 update and tabulation, 2:15 to 2:45 would be the  
21 action item for consideration, the  
22 reauthorization of the WIOA recommendations, and

1 2:45 to 2:55 would be the DINAP report out, which  
2 had also included an update on upcoming  
3 conferences, and from 2:55 to 3:00 would be a  
4 short break, and then we'd transition into the  
5 public comment period. Is that agreeable still  
6 with everybody?

7 MEMBER CARROLL: Thank you.

8 VICE CHAIR BERNAL: Okay, thank you  
9 very much.

10 So I think we reached a point in our  
11 agenda now where it's the census update and  
12 tabulation.

13 MR. HALL: Thank you, Mr. Vice Chair,  
14 we're currently opening up a PowerPoint, so we'll  
15 be with you in just a moment.

16 VICE CHAIR BERNAL: Okay, thank you.  
17 So, I guess while we're waiting, any news on the  
18 conference?

19 How's it going, those who are there  
20 in-person?

21 MS. BROWN: The conference is going  
22 really well. I was very surprised by the



1 attendance, we have a really good attendance.

2 And they've had the National Guard  
3 doing -- anybody who wants a COVID test is  
4 allowed to take a COVID test, and I think they  
5 have another test that's really interesting, and  
6 it allows you to see what percent of your immune  
7 system is at, in the event that you need a  
8 booster shot.

9 So, the workshops are well attended  
10 and despite a few little rough starts during the  
11 virtual, it all ended up really well.

12 So, you know, the virtual versus in-  
13 person workshops turned out to be good, you know,  
14 despite the challenges.

15 VICE CHAIR BERNAL: That's good news,  
16 thank you. Thank you, Chief Brown. I saw on the  
17 screen we may be ready?

18 Anybody else have a comment before we  
19 transition to the census update and tabulation?

20 MS. BROWN: Well as soon as we're  
21 ready to go, we'll start off.

22 And then just an FYI for those council

1 members that were unable to make it in person, if  
2 you were not participating virtually on the  
3 general assembly when Brent Parton spoke on  
4 behalf of the secretary, I'll be sure to send out  
5 those remarks to you, the summary of his remarks.

6 MR. HALL: Good afternoon, everyone,  
7 this is Duane Hall with the U.S. Department of  
8 Labor's Division of Indian and Native American  
9 Programs.

10 Can everyone remotely see this  
11 PowerPoint labeled census update and tabulations,  
12 what you need to know?

13 VICE CHAIR BERNAL: Yes, we can see  
14 it.

15 MR. HALL: Okay. Well thanks  
16 everyone. We wanted to give the Advisory Council  
17 an update on where we are with the updated census  
18 data, so first maybe a little background  
19 information.

20 The department is trying to update the  
21 census data that is used in our funding formula.  
22 Currently, we are still using the 2000 census

1 data for our funding formula.

2 And the census data is using our  
3 funding formula by -- we use that data to  
4 determine how many low income and unemployed  
5 American Indians, Alaska natives, and Native  
6 Hawaiians, in a geographic service area.

7 And so, the law requires that we  
8 update that information, and so I'm going to go  
9 ahead and start with my PowerPoint.

10 And as you can see here on the screen  
11 -- you can read it for yourself, but I'll read  
12 some of this.

13 Funding allocations for the Indian and  
14 Native American Employment Training Programs are  
15 based on funding formulas defined in the  
16 Workforce Innovation and Opportunity Act at 20  
17 CFR 684.270 and 684.440.

18 The funding formula uses census data  
19 to calculate the percentage of unemployed Native  
20 Americans -- Native Americans living in HDOL-  
21 designated geographic area, compared to  
22 unemployed Native Americans in poverty living in

1 the United States.

2 And below, you can see the citation at  
3 684.270 that requires the department to receive  
4 this information from the U.S. Bureau of the  
5 Census.

6 So, starting in 2018, we reached out  
7 to the U.S. Census Bureau and entered into a  
8 memorandum of agreement for them to provide us  
9 updated census data.

10 The cost to get this data is quite  
11 significant.

12 I think it was approximately \$100,000  
13 to get this updated census data, and it's more  
14 complicated than a lot of the formulas in the  
15 department, or the census data gathering is much  
16 more complicated because unlike state formula, or  
17 state formula census data, our data has to look  
18 at reservations, small Alaska Native village  
19 statistical areas, Oklahoma tribal statistical  
20 areas, whereas in some of the other formula  
21 funding, they just look at census data for an  
22 entire state. So, it is a much more complicated

1 process in getting census data for the Native  
2 American Program.

3 And I would like to share with the  
4 Advisory Council -- and I think everybody  
5 probably knows this, but I wanted to talk about,  
6 you know, how the census data is used.

7 And so, I want to talk about the  
8 President's budget, the congressional  
9 appropriations, and the grantee allotments.

10 So, the President's budget is issued  
11 to the Congress in the first Monday in February  
12 to fund the government for the next federal  
13 fiscal year, but the President's budget does not  
14 use census data in considering how much money to  
15 budget for the Native American program. And  
16 while the President's budget is considered in the  
17 budget process, the authority to appropriate  
18 funds rests with the Congress.

19 And here again, census data is not  
20 considered in the congressional appropriation  
21 process. And then once the congressional  
22 appropriation is sent to the Department of Labor,

1 it is allocated (audio interference), and this is  
2 where the census data is used.

3 The Department sets aside one percent  
4 of the annual appropriation for technical  
5 assistance, and the remaining 99 percent is  
6 allocated to grantees.

7 So, to summarize, the INA program does  
8 not get more funding if AIN unemployment or  
9 poverty numbers increase. However, it does  
10 affect their individual allotment amount. And it  
11 should be noticed that an increase in  
12 unemployment and poverty numbers in your service  
13 area doesn't necessarily mean you'll receive an  
14 increase in funding.

15 So, even though the numbers have  
16 increased since 2000 to the new current census  
17 data, that doesn't necessarily mean grantees are  
18 going to get additional funding.

19 So, as you see on the screen now, this  
20 is a snapshot of the current formula funding.  
21 I'll try to make this a little bigger.

22 So this is what the funding formula

1 looks like. It looks a little busy.

2 Oh. Sorry, folks, you're not seeing  
3 what I'm seeing on my screen. Hold on just one  
4 moment.

5 So this is what the actual funding  
6 formula looks like. This is our current funding  
7 formula for 2021. It looks a little busy.

8 You'll see all the grantees in here,  
9 and this is how we allocate funds to grantees.

10 This number here is the number of  
11 unemployed. This is a denominator in the funding  
12 formula, and that's the total number of  
13 unemployed Native Americans included in the  
14 funding formula.

15 And let's see. And here's a number  
16 for poverty, 628,805 in poverty for the  
17 denominator.

18 And the reason I show you this is  
19 because I'm going to show you what the new census  
20 numbers look like using the 2014 to 2018 American  
21 Community Survey.

22 So I'm going to go back to the

1 PowerPoint.

2 And I welcome anyone to ask any  
3 questions during this presentation. I'll be  
4 happy to try to answer them.

5 MEMBER SEVEN: Kay Seven, Other  
6 Discipline.

7 MEMBER SEVEN: Duane, my question is  
8 then, using the American Community Survey ACS  
9 data, and you've said that we'll be looking at  
10 the 2014 to 2018 five year ACS.

11 That will determine what year, this  
12 year?

13 MR. HALL: I'm sorry. We didn't hear  
14 you in the room. Could you repeat the question?

15 MEMBER SEVEN: We have a disruption.

16 MEMBER CARROLL: I hear nothing.

17 VICE CHAIR BERNAL: Okay. The host  
18 muted all of us. I guess there was some horrible  
19 feedback.

20 But can you repeat your question, Kay,  
21 if you can hear us?

22 MEMBER SEVEN: Yes. Duane, can you



1 maybe give a better description of how the five  
2 year ACS is used and how it applies to which year  
3 that you're going to be presenting on?

4 MR. HALL: Yes, so as we get into this  
5 PowerPoint, we'll discuss that in more depth, the  
6 five year ACS. So we're back --

7 (Simultaneous speaking.)

8 MR. HALL: Go ahead.

9 MEMBER SEVEN: Thank you.

10 MR. HALL: So now on your screen, you  
11 see a presentation of the source of data the  
12 Census Bureau used for almost 40 years to  
13 calculate the DOL INA Workforce Program grants no  
14 longer exists.

15 And the 2010 census, no data on  
16 unemployment, poverty, or other socioeconomic  
17 characteristics was collected in the decennial  
18 census.

19 Beginning with the 2010 decennial  
20 census, the bureau started using a different  
21 method called the American Community Survey to  
22 collect the data.

1           The questions are basically the same  
2           as those used in the decennial census, but the  
3           ACS is otherwise very different.

4           To produce what the bureau considers  
5           reliable data for all areas, it must aggregate  
6           the responses over a five year period, and our  
7           latest tabulations are based on the most recently  
8           completed ACS estimate data from 2014 to 2018.

9           And so I want to give a lot of credit  
10          here to Norm DeWeaver who provided some really  
11          good issue papers on the reliability of the using  
12          the American Community Survey data, and maybe  
13          some things that we should take into  
14          consideration when looking at this data.

15          So Norm is unable to be with us for  
16          this, but I didn't want to take credit for all  
17          his hard work, so what you're seeing on the  
18          screen actually comes from one of the issue  
19          papers that Norm provided to us, and I think it's  
20          important to take these issues into  
21          consideration.

22          So, one of the concerns with using the

1 American Community Survey as opposed to the old  
2 method of the decennial census is that the sample  
3 size is much smaller.

4 So, the decennial census sent out a  
5 long form, and under the decennial census, one in  
6 six households received a decennial census, but  
7 under the American Community Survey, it's one in  
8 every 36 households get an ACS form.

9 So there's a big difference in the  
10 sampling size, and that really has an impact on  
11 smaller native communities.

12 The collection methodology is also  
13 different.

14 ACS is an ongoing survey with  
15 questionnaires mailed to a sample of households  
16 every month, and there's very little outreach or  
17 effort to familiarize people with the survey.

18 The tabulation methodology is also  
19 different.

20 In order to produce what the bureau  
21 considers reliable data for all areas, it must  
22 aggregate responses over a five year period.

1                   And these differences impact the  
2                   reliability of the data for relatively small  
3                   populations, such as our population, and for  
4                   relatively small geographic areas, such as Indian  
5                   reservations and rural communities.

6                   So I want to move over to  
7                   spreadsheets, so we're going to take down the  
8                   PowerPoint and bring up the spreadsheet.

9                   And so what I'm going to show the  
10                  council is a comparison, and I want to make clear  
11                  here, this is a very first draft of these  
12                  comparison numbers.

13                  So the comparison is between what your  
14                  current funding is under the 2000 census data and  
15                  what the funding would look like under the five  
16                  year ACS.

17                  And again, I want to emphasize that we  
18                  haven't reviewed these numbers closely, we  
19                  haven't checked all the numbers, but we did want  
20                  to provide the council an update on where we were  
21                  and to demonstrate that we are close to getting  
22                  numbers that we can share with the council for

1 their consideration.

2 So, I'm going to bring up a  
3 spreadsheet here, if you'll just give me a  
4 moment.

5 VICE CHAIR BERNAL: Excuse me. Are  
6 you still there, Duane?

7 MR. HALL: So, yes, thank you. So, on  
8 your screen we'll bring up the data. Bear with  
9 us just a moment.

10 So here's a comparison the funding  
11 formula based on 2000 census data, and the five  
12 year ACS.

13 So if you look down through here,  
14 you'll see differences in funding, and so I think  
15 it's important -- as many of you know who were  
16 here when we converted from the 1990 census to  
17 the 2000 census, that some grantees lost funding,  
18 some gained funding, and some of those gains and  
19 losses were quite significant.

20 And so, when we make this change from  
21 the 2000 census data to the five year ACS, we're  
22 going to see the same gains and losses, some of

1 those being significant.

2 And so, then the question is, you  
3 know, the reliability of that data.

4 But I would say that this is really  
5 the only data that is consistent throughout all  
6 grantees, is the census data. It's the best data  
7 that we have. It's not perfect.

8 We know the numbers aren't correct,  
9 but this is the data that -- it's in the  
10 regulations, it's the data that we've been using  
11 since 1990.

12 It's just we're changing from the  
13 decennial census data to the five year ACS, and  
14 as indicated in Norm's issue paper, there are  
15 some differences in how that data is collected.

16 And so, I think we need to keep that  
17 in mind, but we are in the process of providing  
18 final numbers to the Advisory Council.

19 These are very preliminary numbers.  
20 We just got these about a week ago, and so we  
21 haven't gone through them to make sure that  
22 they're accurate.

1                   If we were to switch to the five year  
2 ACS data, I don't think that would happen in this  
3 next program year.

4                   Things would have to move fairly  
5 quickly.

6                   The council would likely want to meet  
7 on this and have that discussion, make  
8 recommendations to the department.

9                   The department would have to look at  
10 these numbers, and I don't know if there's, you  
11 know, sufficient time to implement this in the  
12 next funding year, or if that would even be the  
13 decision to implement it.

14                   But we are making good progress on it.  
15 We wanted to share this with the council.

16                   Please ask any questions about this.  
17 I'll do my best to answer any questions you have.  
18 Thank you.

19                   VICE CHAIR BERNAL: Thank you, Mr.  
20 Hall. Appreciate it, Duane. Are there any  
21 questions from the council?

22                   MEMBER SEVEN: Kay Seven, Other

1       Discipline.

2                       So, the Department of Labor paid for  
3       -- is it a specialized data table for the ACS?

4                       When we form our census workgroup, it  
5       seems like some of the questions would be, how  
6       often will we want the ACS tables to be updated  
7       to relook the funding formulas?

8                       Is it going to be every five years, or  
9       is it going to be every ten years, based on the  
10      old decennial census?

11                      How often are the ACS tables ready?  
12      So I'm assuming if we had tables for 2014 to  
13      2018, do we have tables for 2015, 2019, you know,  
14      2016, 2020, so forth?

15                      But if we were asking for tables  
16      annually, that would be \$100,000 a pop per year.  
17      It could get pretty spendy, so.

18                      MR. HALL:  Yeah.

19                      (Simultaneous speaking.)

20                      MEMBER SEVEN:  And is there going to  
21      be a hold harmless provision for grantees that  
22      are losing funding?



1                   As we saw in the old days back from  
2 the 2000 census the hold harmless, so that took  
3 effect six years later.

4                   So I think we have a number of  
5 questions to consider, in terms of what is the  
6 policy recommendation going to be?

7                   MR. HALL: Yeah, I think there likely  
8 would be a hold harmless where if you lost a  
9 significant amount of money or gained a  
10 significant amount of money, you would slowly go  
11 up or down to your new level over a three to five  
12 year period.

13                   When we switched to the 2000 census  
14 data, we gradually changed the funding for  
15 grantees over a five year period, so you didn't  
16 lose a large amount of your funding in just one  
17 year.

18                   We would slowly take you down to that  
19 number or up to that number.

20                   And I think it's a good question about  
21 how often you change the five year ACS.

22                   Now that the data is available

1 annually -- so, for now, we have the 2014 to 2018  
2 data, but technically you could then do the 2015  
3 to 2019 data for the following year.

4 But I don't envision that anyone would  
5 want to do that.

6 It would be expensive, and everybody's  
7 numbers would be changing constantly, and I don't  
8 know if that would be something that the grantee  
9 community would want.

10 I think five years at the earliest,  
11 and maybe more like every ten years like we  
12 currently have, but again, that would be the  
13 decision of the department and with consultation  
14 from the council.

15 MEMBER CARROLL: Mr. Chair?

16 VICE CHAIR BERNAL: Duane, the vice  
17 chair recognizes Kim Carroll.

18 MEMBER CARROLL: Thank you, Vice Chair  
19 Bernal.

20 Duane, if we're going to a four year  
21 plan, would it not make sense to, you know, to do  
22 that every four years?

1 (Simultaneous speaking.)

2 MR. HALL: That would seem to make  
3 some sense. I think we just have to look at the  
4 cost and how quickly we can turn around this  
5 data.

6 As you may know, Kim, and others on  
7 the council, I think it was 2005 before we  
8 implemented the 2000 data, and here we are in  
9 2021 and we're still trying to implement the ACS.

10 So, it does take some time, so I don't  
11 know if it could be done every four years, but  
12 there's some logic to that.

13 MEMBER CARROLL: Thank you, Duane, and  
14 I apologize, I forgot to identify myself. Kim  
15 Carroll, Other Disciplines.

16 Also, Duane, yesterday, I don't know  
17 if you're aware, but we reorganized committees  
18 for the Advisory Council, and we're certainly  
19 going to be needing your assistance with what's  
20 going on with the Census Committee.

21 I volunteered to be chair of that, and  
22 I've already gotten a couple of volunteers from

1 other council members.

2 Just so I would like very much like to  
3 be able to get with you as soon as possible.

4 MR. HALL: Thank you, Kim, and I think  
5 Advisory Council establishing a census workgroup  
6 works very well.

7 You can have a meeting that you can  
8 really get into the matter in depth, and that  
9 committee can report back to the council, and  
10 that certainly would be helpful for myself and  
11 DINAP.

12 So, I appreciate that.

13 MEMBER CARROLL: And I understand  
14 that, you know, there's an urgency, so this, as  
15 you said, will allow us to hopefully have some  
16 recommendations available when the next council  
17 is seated.

18 Thank you, Duane. Thank you very  
19 much.

20 VICE CHAIR BERNAL: Thank you, Duane,  
21 appreciate your great presentation and a lot of  
22 helpful information, and we look forward to

1 working with you and DINAP on how to move forward  
2 with the best appropriation or allocation from  
3 DINAP to all the grantees.

4 It's fair and equitable. I've just  
5 been informed that our illustrious Chairman  
6 Waldron has rejoined us, so I'll turn the meeting  
7 over to our chair.

8 CHAIR WALDRON: Thank you, Jacob, I  
9 appreciate you covering for me.

10 I apologize. I had a dental  
11 appointment I had to get to. I had some pain  
12 going on. It's still there, but it'll get  
13 better.

14 So, we're right around I guess the  
15 2:15 portion of the agenda, and did you guys move  
16 on this document that we had from yesterday?

17 Okay, cool. Thank you, Duane.

18 (Simultaneous speaking.)

19 CHAIR WALDRON: So yesterday, we  
20 started to take a look at the consideration for a  
21 reauthorization, and we decided to take part of  
22 the evening to go through it, and also we got the

1 copies that would be highlighted in red that some  
2 of us didn't have yesterday.

3 It was all in black and white.

4 To go through the rest of this  
5 discussion here, and hopefully take some action  
6 and move forward, so I'll just open up the floor  
7 for that discussion at this time.

8 Are there any specific questions? Our  
9 topic expert is here in the back room.

10 Are there any comments at all?

11 MEMBER PAHMAHMIE: Oh, Mr. Chairman?

12 CHAIR WALDRON: The Chair recognizes  
13 Erwin.

14 MEMBER PAHMAHMIE: Erwin Pahmahmie,  
15 Region 4.

16 Yes, after reviewing the documents,  
17 you know, and after seeing what's in red and  
18 what's in black and white and stuff, you know, I  
19 think it emphasizes very key points on things  
20 that, you know, have historically been, you know,  
21 brought up from previous councils as well as  
22 current council, and I support this initiative to

1 its fullest.

2 I want to say if there is anything  
3 else that we've left out, you know, I mean, the  
4 only thing I can think of is kind of like what  
5 key things we talked about yesterday might've  
6 been things about the pandemic.

7 You know, those are more recent  
8 things, though, so I'm not sure if the longevity  
9 of that will be consistent enough for us to want  
10 to make policy on that, or whole recommendations,  
11 so thank you.

12 CHAIR WALDRON: The chair recognizes  
13 Christine Campbell.

14 MEMBER CAMPBELL: Thank you, Chairman.  
15 Christine Campbell, Region 5.

16 I would like to revisit Section 3  
17 again. And I don't know if this needs to be a  
18 motion?

19 CHAIR WALDRON: I believe this -- are  
20 you talking about the word shall?

21 MEMBER CAMPBELL: Shall and strike  
22 competitive basis. I'm saying strike competitive

1 basis, remove competitive basis.

2 CHAIR WALDRON: So that would be in  
3 the form of -- so, there's two ways.

4 I don't know because I wasn't here  
5 earlier, but the methodology here was to approve  
6 the docket and move forward, or make amendments  
7 to the document and move forward, or to accept  
8 the philosophy of the document with corrections  
9 and get back, so I don't really know where we  
10 are.

11 If we're going to wordsmith it now, I  
12 think it's a good opportunity to do that, and you  
13 are asking for that, and I think that should be a  
14 motion.

15 MEMBER CAMPBELL: I'd like to make a  
16 motion on Section 3 to strike competitive basis.  
17 And then to add what's in red.

18 CHAIR WALDRON: Is there a second on  
19 that motion?

20 MEMBER PAHMAHMIE: I will second.  
21 This is Erwin Pahmahmie, Region 4.

22 CHAIR WALDRON: So the motion's been



1 made and seconded. Can we have discussion and  
2 questions?

3 There being none, I'll -- did you have  
4 one? No?

5 There being none, I'll call for the  
6 vote. All those in favor, signify it by saying  
7 aye.

8 (Chorus of aye.)

9 CHAIR WALDRON: Opposed?

10 Abstentions?

11 It passes unanimously.

12 MEMBER CARROLL: Mr. Chair?

13 CHAIR WALDRON: The chair recognizes  
14 Kim Carroll.

15 MEMBER CARROLL: Kim Carroll, Other  
16 Disciplines.

17 Do we need to move to accept each  
18 section in red, or just make motions of the ones  
19 that we might want to have changes to, and then  
20 at the end, accept the whole thing?

21 CHAIR WALDRON: So we can. We can  
22 move to accept things in red and have them merge

1           them in the appropriate places.

2                        You can do that as a motion. We can  
3           accept what's in red, and move that forward.  
4           Those are options.

5                        Or we can move to accept red and then  
6           have the document reprinted and put forth as a  
7           single document.

8                        I know folks did homework on it last  
9           night, so.

10                      MEMBER CARROLL: My only concern was  
11           if there were any areas in red that people wanted  
12           changed, and if not, certainly I think we could  
13           go ahead and accept all those in red after  
14           discussion.

15                      CHAIR WALDRON: So the best  
16           methodology for that is to get it, support it in  
17           red first and second, then go into discussion.

18                      There's no sense discussing it without  
19           a motion, so if you want to make that a motion?

20                      MEMBER CARROLL: I will make that a  
21           motion. Thank you.

22                      CHAIR WALDRON: So we have a motion to

1 accept what is written in red in this document.  
2 Is there a second? We have a second from  
3 Christine Campbell.

4 MEMBER CAMPBELL: Region 5, Christine  
5 Campbell, second.

6 CHAIR WALDRON: So now we're in the  
7 discussion, so now would be that opportunity to  
8 discuss what's in red, and how it would merge, or  
9 lack of merging.

10 That would be the time for that. The  
11 chair recognizes Joe.

12 MEMBER QUINTANA: Joseph Quintana,  
13 Region 6.

14 I definitely want to make sure that we  
15 move this forward today, but in looking at some  
16 of them, I felt like Section 166 A2, purpose of  
17 Indian policy, I felt like what was already  
18 written was already previously described in  
19 black. The red is basically restating it.

20 And then it describes this as First  
21 Nation people, so I felt like us either going  
22 back to the original term, Indian or American

1 Indian and Alaska Native would be the appropriate  
2 way to describe it, just so we're reiterating  
3 what's already been shared.

4 But it does talk about government to  
5 government relationships, so that already  
6 describes the sovereignty recognition, but it  
7 does not encompass the off reservation  
8 organizations for providing services, as well.

9 CHAIR WALDRON: So, in this discussion  
10 with this motion first and second, that would be  
11 an addition to the motion, and if accepted then  
12 it would be added to the motion.

13 So Kim Carroll, did you hear clearly  
14 what Mr. Quintana was talking, and do you want to  
15 amend your motion to accept his provision?

16 MEMBER CARROLL: I'll accept his  
17 provision.

18 CHAIR WALDRON: The motion's been  
19 amended to accept his provision, and does a  
20 second agree with the amendment to the motion?  
21 Christine?

22 MEMBER CAMPBELL: Yes.

1                   CHAIR WALDRON: Okay, so it's been  
2 agreed to by first and second, so could you  
3 please state one more time clearly for the  
4 record, Joe, at what we just amended to so then  
5 we'll call a vote?

6                   It doesn't have to be exact, sorry.  
7 It's recorded, so.

8                   MEMBER QUINTANA: Yeah.

9                   I would state that we accept what had  
10 been written previously within the Indian policy  
11 under Section 166 A2 purpose, and if we are  
12 accepting under the edited version, that we  
13 remove or disregard the First Nation people, and  
14 instead replace it with Indian, American Indian,  
15 or Alaskan Native, and also describe the not off  
16 reservation communities whom we're providing  
17 services for.

18                   CHAIR WALDRON: Okay, so that's the  
19 amendment. It has been first and second. Any  
20 other discussion?

21                   I know there's a lot of language, but  
22 it sounds like discussion's over?

1                   MEMBER CARROLL: Call for the  
2 question?

3                   CHAIR WALDRON: Yeah. Do we have a  
4 question from Gary Rickard?

5                   MEMBER RICKARD: Yes. In that  
6 wording, where does that leave the Native  
7 Hawaiian?

8                   CHAIR WALDRON: I'm sorry?

9                   MEMBER RICKARD: Can you hear me?

10                  CHAIR WALDRON: Yeah, just slightly  
11 muffled in the ending part.

12                  MEMBER RICKARD: Okay. In that  
13 wording, where does that leave the definition for  
14 Native Hawaiian?

15                  CHAIR WALDRON: I believe Native  
16 Hawaiian was mentioned.

17                  MEMBER RICKARD: Oh, it was?

18                  CHAIR WALDRON: I believe it was.  
19 Yeah, it's already in there, Gary.

20                  MEMBER RICKARD: Oh okay. Thank you.

21                  CHAIR WALDRON: Okay. So the  
22 question's been -- oh, there is another question?

1 Is that Roselyn? I got to get my glasses. No?  
2 Okay. Sorry.

3 (Simultaneous speaking.)

4 CHAIR WALDRON: Oh. So, sorry. It's  
5 hard with the screen so far away. So we've  
6 called for the questions.

7 For all those in favor, signify by  
8 saying aye.

9 (Chorus of aye.)

10 CHAIR WALDRON: Opposed?

11 MEMBER WHITMAN: Aye.

12 CHAIR WALDRON: We have one  
13 abstention. Is that correct? Or was that just a  
14 late aye? That was a late aye?

15 MEMBER WHITMAN: Yes. It was a late  
16 aye.

17 CHAIR WALDRON: Okay. Any  
18 abstentions?

19 MEMBER WHITMAN: Yes, it was a late  
20 aye.

21 CHAIR WALDRON: It passes unanimous.  
22 Thank you. And I really appreciate us doing

1 that.

2 I know it was a lot of language there,  
3 and I just, I really appreciate, and Kim, I  
4 appreciate you making the motion.

5 It's good we're moving forward with  
6 business. So we're at DINAP report out and  
7 updates.

8 (Simultaneous speaking.)

9 CHAIR WALDRON: Oh. I'm sorry?

10 MEMBER CARROLL: Kim Carroll, Other  
11 Disciplines. Are there no other changes that  
12 anyone had, or did we --

13 CHAIR WALDRON: I think the motion was  
14 completed to words the red into the places where  
15 appropriate, outside of the amendment and the  
16 correction that Mr. Quintana did.

17 MEMBER CARROLL: Okay. All right,  
18 thank you. So they've accepted it with no other  
19 changes?

20 CHAIR WALDRON: Right, so I think in  
21 part of the language, if I'm following correctly,  
22 we agreed to the concepts of the general changes



1 in this document, and we'll get it redone and  
2 present it back to the council for a final look-  
3 see at it.

4 Okay? For comprehension. At that  
5 point, if there are errors, we can make another  
6 motion on them. Just correct the motion? Right.  
7 Okay.

8 MEMBER CARROLL: And, sir?

9 CHAIR WALDRON: So we would wordsmith  
10 it in the next section, but we'll get it back to  
11 everybody.

12 MEMBER CARROLL: Sir?

13 CHAIR WALDRON: Yes, Carroll?

14 MEMBER CARROLL: Kim Carroll, Other  
15 Disciplines.

16 So, I know that we spoke yesterday  
17 about other things that individuals were  
18 interested including in this, so I'm assuming  
19 then that that work will now be taken over by the  
20 workgroup, which will then present an additional  
21 paper probably after the next council is formed.

22 Am I following correctly?

1 CHAIR WALDRON: Yes. So like, the  
2 next council will be formed.

3 Their work would continue with the  
4 workgroups, and hopefully they would be prepared  
5 to put recommendations forward to the council for  
6 to be voted on.

7 And they would include whatever work  
8 encompassed through those committees.

9 MEMBER CARROLL: Wonderful, thank you.

10 CHAIR WALDRON: Great, thank you. So,  
11 moving into the next topic, DINAP report out and  
12 updates.

13 I'm not sure who's doing that. Is  
14 that Ms. Athena Brown?

15 MS. BROWN: Yes. Thank you. Much of  
16 what we discussed yesterday is part of my report  
17 out, as well.

18 So I just want to just give a general  
19 idea of all of the things that DINAP has been  
20 working on throughout the year, and what we  
21 anticipate in the upcoming program year.

22 And I'm just going to highlight the

1 main points.

2 The TAT contract was renewed, and we  
3 will continue for the second year until June 20,  
4 2022, at which time, you know, we'll add  
5 additional monies to that contract.

6 DINAP used the allowable percentage,  
7 the .1 percent of the TAT amount for a total  
8 amount of \$385,087.

9 And this contract supports the  
10 regional and national conferences, and that  
11 includes the peer to peer.

12 It provides materials and  
13 administrative support for the Advisory Council  
14 meetings.

15 We also provide support for the Indian  
16 and Native American community of practice  
17 website, and we also have the contractor  
18 periodically monitoring our DINAP website to make  
19 sure that it's current and includes all of the  
20 changes.

21 We're also required to keep all of the  
22 council activities updated on that website,

1 including changes to that council, and posting of  
2 the minutes after each of the meetings. And the  
3 contractor assists us with doing that.

4 I also want to point out that we  
5 encourage all of the Section 166 and the 477  
6 grantees to register with the INA GPS workforce  
7 site because there's key funding announcements  
8 that come out that we know 477 grantees can apply  
9 for, as well as the Section 166.

10 There's a lot of training and  
11 technical assistance materials and presentations,  
12 and visuals that everybody can use, and it's not  
13 limited to just the INA workforce website, it's  
14 all of the other programs under OWI and  
15 department-wide, including SCSEP, which is a  
16 senior employment, YouthBuild, and the Office of  
17 Youth Services.

18 So all of these groups in Department  
19 of Labor posts very helpful training materials  
20 throughout the year, and post announcements of  
21 webinars and other types of things that we hope  
22 everybody's participating in.

1           So, I just wanted to point that out  
2 because we didn't highlight that in my remarks  
3 the other day, and I meant to do that.

4           We also provide customer support to  
5 grantees on the legacy system Bear Tracks because  
6 we still report the supplemental youth services'  
7 data on that legacy system.

8           And finally, we developed training  
9 modules for the INA workforce professionals, so  
10 everything from these conferences and other types  
11 of training modules for JPMS are all maintained  
12 on our website, so everybody can access this  
13 information.

14           Even if they miss a training, it's  
15 always available, so, and if you have any  
16 recommendations to any of that material posted on  
17 the workforce GPS, I hope that, you know, you  
18 maintain contact with any one of DINAP FPOs, or  
19 Carl Duncan (phonetic), or Guy Sotopka  
20 (phonetic), who help us maintain keeping updated  
21 information.

22           The program year 2021 funding

1 allotments were sent out through a TGAL  
2 (phonetic) 22-20, and we have all of the amounts  
3 that were issued to the Section 166 grants and  
4 the 477 grants, so if anybody ever has any  
5 questions about how much money they're receiving,  
6 it's posted in there.

7 All the FPOs receive copies of the  
8 grant documents from the Office of Grants  
9 Management.

10 It's maintained through an e-grants  
11 electronic system, and so they also make sure  
12 that they're periodically checking that site to  
13 make sure the grant documents have been sent out,  
14 the conditions and the awards, and any other  
15 types of notices that the grantees need to be  
16 aware of.

17 So, hopefully, you know, you're  
18 keeping in close contact with your FPO and the  
19 FPOs are following up to make sure that the  
20 grantees receive their notices.

21 As I reported the other day, we  
22 continue to roll out GPMS, and I'm pleased to

1 report that all of the grantees are currently  
2 using this system for their comprehensive  
3 services program reports.

4 It's a web-based system, which is  
5 significantly different than our legacy  
6 standalone system.

7 It makes it easier to access the  
8 system anywhere there's an internet connection,  
9 so we're very grateful for that.

10 We've received really good comment and  
11 feedback back from the grantees, so I think that  
12 they really appreciate the reduced reporting  
13 burden as a result of the rollout of that system.

14 And like I said, we had it tested by  
15 a whole group of users out in the field, so we  
16 got direct feedback from them on what they'd like  
17 to see.

18 The top ten milestones and  
19 accomplishment for that system from October 20 to  
20 September 2021 was that we -- in November, the  
21 system was fully implemented.

22 It's facilitating the collection of

1 clients, including tracking client services and  
2 outcomes in order to respond to the requirements  
3 under WIOA.

4 We set up the training and the  
5 technical support so that it's periodically  
6 offered, we conducted nine virtual trainings to  
7 introduce how to add and manage client cases,  
8 entering services, recording employment and  
9 educational outcomes, follow-up, and all of those  
10 things that are important.

11 And the trainings are all recorded and  
12 posted to DINAP's workforce GPS website so that  
13 any grantees can access the information if they  
14 miss a training.

15 We also have other useful resources  
16 posted, such as user manuals, and frequently  
17 asked questions.

18 We established a GPS help desk and a  
19 ticket system so that we can track and  
20 troubleshoot and resolve issues.

21 And Suzie Casal with our Tribal Tech  
22 has been instrumental in setting all that up and



1 working with the FPOs to make sure that we get  
2 that information out.

3 So, as of the June 30, 2021 reporting  
4 quarter, 99 percent of the grantees successfully  
5 submitted their quarterly report, so that was  
6 really good.

7 One hundred and five of 106 grant  
8 organizations reported, so we've had improved  
9 reporting as a result of that. So --

10 CHAIR WALDRON: And I forgot to  
11 mention, that number was down to like 78 percent  
12 at one point. Tremendous.

13 MS. BROWN: Yeah. It's really  
14 facilitated our work and we're very pleased with  
15 it, and we're pleased with all the support that  
16 we get from our contractor as a result.

17 We also introduced a series of monthly  
18 GPS virtual office hours, so we recognize that  
19 there's time differences across the states, but  
20 we want to make sure that our grantees have  
21 access to help whenever they need it.

22 The contract is covered.

1                   We always negotiate a contract, and  
2 really appreciate Kim Vitelli, the administrator  
3 with OWI, because she participates in monthly  
4 meetings with our Office of Technology and  
5 ensures that the funding available to support  
6 that system through the Department of Labor is  
7 available, and so we've been pleased.

8                   You know, we've had very few  
9 interruptions from -- we have to make sure that,  
10 you know, when a contract expires, that it's  
11 ready to be renegotiated for DINAP, and so even  
12 though Tribal Tech provides us support through  
13 our TAT contract, the Department of Labor also  
14 supports that system through other resources.

15                   We're currently working on our funding  
16 opportunity announcement, and as everybody knows,  
17 this is like the competition period for the next  
18 four years working on the -- the grantees are  
19 expected to pull together four years' strategic  
20 plans, so Duane has been at this conference  
21 providing workshops on putting together strategic  
22 planning documents for all grantees.

1                   We started drafting already like  
2                   several months ago, and as you know, review and  
3                   approval is also required, not only through DINAP  
4                   as a starting point as a program office, but we  
5                   also have to work with other offices, the Office  
6                   of Grants Management, because the final funding  
7                   opportunity will be posted on grants.gov, and  
8                   that's a mechanism that everybody applies for  
9                   federal funding applications nowadays.

10                   Nothing is ever sent in hard copy  
11                   anymore.

12                   And so, we always have to make sure  
13                   that's set up in time for the grantees or any  
14                   interested applicants to apply for federal funds.

15                   We anticipate releasing it early next  
16                   year to give grantees enough time to prepare  
17                   their applications, enough time for us to look at  
18                   any potential applicants that are currently not  
19                   part of the existing applicants, and identify  
20                   wherever there's going to be competition.

21                   Even though we get limited  
22                   competition, we do get some competition. But we

1 always want to make sure that we're prepared for  
2 that.

3 Oh, we will continue to work with this  
4 Advisory Council. I'm currently working on the  
5 Advisory Council nominations.

6 We have had several new nominees. I  
7 think there's probably about seven new nominees  
8 that I counted along with many of the existing  
9 council members.

10 Some of the existing council members  
11 did not reapply or did not resubmit their  
12 applications, so there may be some changes across  
13 some of the regions.

14 I think maybe the upcoming year, we  
15 may want to have some discussions about asking if  
16 the council wants to revisit looking at how we  
17 solicit, or applications across regions.

18 I know that in Region 2, we did not  
19 get a nominee this year for the council.

20 And so, do we really want to continue  
21 going by ETA region, or do we want to rethink  
22 other ways of soliciting nominations?

1           But, you know, of course even though  
2           that's the department's prerogative, it's a  
3           secretary's council, and only the secretary can  
4           make the changes to the charter if there's  
5           recommendations that we might want to consider.

6           Of course, you know, we're open to  
7           receiving those recommendations, so it might be  
8           something we want to revisit.

9           Just a thought. Not a recommendation,  
10          just a thought.

11          Oh, there have been some changes in  
12          the number of grantees that work with DINAP as a  
13          result of some of the organizations not applying,  
14          and some of the organizations going to defunct as  
15          a result of challenges and issues.

16          So, in PY2000, we had 186 grantees.  
17          The number of current grantees is 166. We have a  
18          decrease of 20 grantees.

19          Of course, some of the grants have  
20          decided to apply for 477.

21          We were able to work out a resolution  
22          of two organizations that serve federally

1 recognized tribes that went under as a result of  
2 organizational issues with the organization going  
3 defunct or choosing to close their doors, and  
4 closeout their grants, and we were able to ensure  
5 that those federally recognized tribes continued  
6 to receive services by transferring over to 477.

7 So, we're very fortunate that we have  
8 a very good working relationship with the 477  
9 program, and I just want to ensure that the  
10 department continues to support the work under  
11 the 477 program.

12 So thank you. That's it.

13 CHAIR WALDRON: Thank you, Athena. So  
14 I have a couple questions.

15 Of the 20 grantees we lost, some of  
16 those were not lost, but transferred over to 477  
17 by their own?

18 MS. BROWN: Yes, that's correct.

19 CHAIR WALDRON: Do you have an  
20 approximate number?

21 MS. BROWN: I might call on Duane to  
22 ask. Duane, how many grants went over to 477?

1           MR. HALL: We have approximately 57  
2 grants that go over from our program to 477. But  
3 that number that you mentioned, the 186 in 2000,  
4 and now we're down to 166, 20 grants decrease,  
5 that does not include those transfers.

6           That's just 20 grantees.

7           CHAIR WALDRON: Service areas.

8           MR. HALL: That's right, yeah.

9           CHAIR WALDRON: Christine Campbell.

10          MEMBER CAMPBELL: Thank you, Chairman.

11 Christine Campbell, Region 5.

12          So, my question is, the 20 grantees,  
13 if they weren't tribal and they were 166 Indian  
14 not for profits in possibly urban areas, what  
15 happens to their service area?

16          Are folks in the region notified to  
17 see if they can serve that service area, if they  
18 would accept to serve it?

19          What exactly happens to the 166 folks?  
20 Or even if it was a tribal area, and it didn't  
21 move to 477, what happens to those grantees?

22          To that service area, I should say.

1 Not the grantee, but the service area.

2 MS. BROWN: Yes, DINAP does try to  
3 work with those service areas to ensure that  
4 their areas are covered.

5 So in the case of some of the non-  
6 profits that are no longer in operation, we  
7 managed to transfer the grant to another non-  
8 profit that was going to serve that area.

9 MEMBER CAMPBELL: In that region?

10 MS. BROWN: In that region, yes.

11 MEMBER CAMPBELL: Thank you.

12 MS. BROWN: And they either  
13 established a satellite office, or ensured that  
14 they had some type of agreement with the one-stop  
15 centers in that area where they would make sure  
16 that somebody was working out of that one-stop  
17 area, or, you know, just picked up an additional  
18 staff.

19 MEMBER CAMPBELL: Okay, so it wouldn't  
20 be a one-stop area with the state, it would be a  
21 one-stop area with the Indian grantee?

22 MS. BROWN: No, we didn't turn over



1 any of the funds to a one-stop area.

2 It's just that they negotiated working  
3 space if they did not have an office set up in  
4 that area.

5 MEMBER CAMPBELL: Thank you. The  
6 reason for my question was, at some point, the  
7 Advisory Council, I couldn't tell you what year,  
8 but they were trying to establish some sort of  
9 policy of what would happen to grantees that lost  
10 their funding, what would happen to the service  
11 area.

12 So that was my reason for the  
13 question. I didn't know if we ever established a  
14 policy for that, and but it seems that DINAP has  
15 figured it out, and folks don't lose being  
16 serviced, even if a grantee is no longer working  
17 in their area.

18 MS. BROWN: I think that we managed to  
19 cover all of the grantees that lost their grants  
20 to ensure that somebody else was able to cover  
21 their service area. Duane, has there been any  
22 that you are aware of where we did not cover

1 their service area?

2 MR. HALL: There are some. For the  
3 most part, we (audio interference) their funding  
4 by (audio interference).

5 We also (audio interference)  
6 geographic area.

7 But there are instances where (audio  
8 interference) that service area back into the  
9 formula (audio interference), and then everyone  
10 gets a little bit of funding for that service  
11 area, so, you know, (audio interference) there is  
12 about five grantees that we just put their  
13 funding back into (audio interference).

14 MS. BROWN: But some of those grantees  
15 have opted to give up their service area.

16 MR. HALL: Yeah.

17 MEMBER CAMPBELL: Yes, I understand.  
18 For whatever reason.

19 My concern is just that that service  
20 area doesn't get ignored from even the grantees  
21 that had an increase in funding because that  
22 service area is no longer in operation, that

1 those folks still get served by nearby grantees.

2 MS. BROWN: Yes, to the extent  
3 possible, we always try to ensure that they get  
4 covered by either another grantee, or that they  
5 get those services somehow.

6 So that's definitely taken into  
7 consideration, especially those tribal areas,  
8 federally recognized tribes that we're required  
9 to serve.

10 MEMBER CAMPBELL: Small tribes?

11 MS. BROWN: Yes.

12 MEMBER CAMPBELL: Thank you.

13 CHAIR WALDRON: As for the earlier  
14 part of the question, there was a recommendation  
15 put forth that when all possible, the monies  
16 would remain in that region in the service area.

17 And I think they've been honoring it  
18 the best that they can.

19 MEMBER CAMPBELL: So you may recall  
20 our policy that we were working on developing.  
21 Thank you.

22 CHAIR WALDRON: I think part of the

1 larger question here, and it kind of piggybacks  
2 on some comments yesterday, is that we lost 20  
3 grantees.

4 MEMBER CAMPBELL: Yeah.

5 CHAIR WALDRON: And other than the  
6 ones opting out for whatever reason, and we think  
7 that should be a serious concern for us all.  
8 There has not been site visits, because of budget  
9 constraints, like there used to be, which is some  
10 discussion I think we need to have.

11 But the concern in losing 20 grantees  
12 is bad.

13 So I had another question around -- we  
14 used to get financial reports on the one percent  
15 and its expenditures, and so that's one if we  
16 could begin to get that, and secondly, if we do  
17 get an increase, which would be awesome if we  
18 did, are we going to start more site visits?

19 I know there was some discussion  
20 yesterday about peer and someone from DOL, but I  
21 think we had stronger grantees back in the day  
22 when there were visits, and I encourage on-site

1 visits to keep, you know, the is in the long-term  
2 plan, or if we do get an increase, begin to  
3 discuss how that might be achieved.

4 MS. BROWN: Yes, I would like to  
5 report on the monitoring aspect of DINAP.

6 Each year at a minimum, we are  
7 required to identify at least two -- well, DINAP  
8 establishes that we should identify two on-site  
9 reviews, but because of COVID, we haven't been  
10 doing the on-site reviews.

11 We just recently started with one of  
12 a non-profit organization.

13 But during the COVID period, we did  
14 two virtual, and it was a huge challenge  
15 conducting virtual on-site reviews because you  
16 have to transmit, you know, copies of all of the  
17 materials that you're reviewing, and then once we  
18 review it, we send it back, we request more.

19 So, you know, it ends up being a  
20 little lengthier process than the on-site reviews  
21 where you're able to sit down and, you know, meet  
22 with all of the staff.

1           So we do have it as our priority to  
2           try to get back to doing the on-site reviews and  
3           establishing high.

4           There's a certain number of factors  
5           that I send out to the fed reps to ask them, you  
6           know, here's what you should consider.

7           Have they had OIG investigations, have  
8           they had audit problems, do they have extensive  
9           carry of high carryover? You know, what are the  
10          reports showing?

11          Are the clients being served very low?  
12          You know, do you have any other concerns that we  
13          should be aware of?

14          So, there's a number of factors how we  
15          identify which -- you know, the other thing that  
16          we have to consider is how long has it been since  
17          that grantee has been reviewed, because you may  
18          have a grantee that on paper looks like they're  
19          high performing, but you get out there and you  
20          find out that they have a lot of problems.

21          So, I take into consideration all of  
22          that, and I appreciate Darrell's comments.

1           I would like to say that yes, COVID  
2           has affected the way that we do the reviews, but  
3           we realized that we do have a priority to provide  
4           that peer to peer assistance, and especially  
5           training and technical assistance on site  
6           individually.

7           So we're looking to identify other  
8           grantees that can provide peer to peer because,  
9           you know, we require the FPOs to identify a peer  
10          to peer provider that can go out with the FPOs or  
11          alone to target technical assistance in certain  
12          areas, and we haven't done that for a while.

13          I think the person that I commend most  
14          recently that participated in quite a bit of peer  
15          to peer was Carrie Jesovar (phonetic) from  
16          Council of Three Rivers, but he got overtapped  
17          because this is a voluntary thing, and even  
18          though we reimburse for expenses and stuff, we  
19          are asking for other seasoned directors to  
20          volunteer their time.

21          But also, I would like to thank Kim  
22          Vitelli for working with DINAP to look at our

1 staffing and our structuring because DINAP has  
2 been tapped.

3 I mean, we recently hired one FPO, and  
4 also Carl Duncan, who has been a great help, but  
5 for a while there, DINAP was completely tapped  
6 out with minimal resources, so it was a big  
7 challenge to try to get out to do all of the FPO  
8 work.

9 CHAIR WALDRON: The chair recognizes  
10 Patty Hibbeler.

11 (Audio interference.)

12 CHAIR WALDRON: Oh, okay. Yeah, so at  
13 this point, we're coming up on public comment.  
14 It looks like there is a break on the agenda  
15 right now for a cup of coffee.

16 So let's do that, five minutes, get  
17 back and we can continue this conversation  
18 because I think that is the -- a quick five  
19 minute break, and the room is filling up with  
20 public comments, which is awesome.

21 (Whereupon, the above-entitled matter  
22 went off the record at 2:57 p.m. and resumed at



1 3:08 p.m.)

2 CHAIR WALDRON: So let the record  
3 state that it's about five past 3:00 and we are  
4 now in public, so I'm assuming these are the --  
5 so someone said the microphones were not working,  
6 Suzie? They're working, these are working?

7 MS. CASAL: Those are working.

8 CHAIR WALDRON: Okay. So, I don't  
9 know if there's been a list put around to sign up  
10 for public comment. So it's not -- you need to  
11 step up, say your full name and where you're  
12 from.

13 We cannot answer you. Right now, we  
14 just take what you're saying on the record, and  
15 then it's dealt with at a later date, but so we  
16 can't respond as a board what you may be asking.

17 We can comment on a clarification on  
18 our side, but I can't answer or no one else can  
19 answer your questions as you ask them, so this is  
20 for the record to be dealt with later. Okay?

21 So is there anyone in the room who is  
22 prepared for public comment right now? If you

1 would step up to this microphone?

2 MS. BOWYER: Good afternoon.

3 CHAIR WALDRON: Good afternoon.

4 MS. BOWYER: My name is Naomi Bowyer  
5 with Council Of Three Rivers American Indian  
6 Center in Pittsburgh, Pennsylvania.

7 I represent the board of directors,  
8 I'm their board treasurer.

9 The only thing I want to do, I don't  
10 want to ask any questions. I just want to say  
11 something about something that, well, affects me  
12 personally, but affects everyone.

13 We're talking about this world of  
14 virtual. I know it's difficult, but we got to  
15 get better at this. It's the employment wave of  
16 the future.

17 There's thousands of jobs out there  
18 that are just geared for virtual employment, but  
19 personally -- and I'm a senior, I'm retired --  
20 I'm not a technology person, but in my retired  
21 life, I also train people in preparing taxes, and  
22 I'm also a tax preparer.

1           So my first experience with virtual  
2 employment was this tax season. Because of the  
3 pandemic, people couldn't get into the office, so  
4 we had to get sharp, and learning how to service  
5 people virtually.

6           And it was a challenge, but it was not  
7 one that couldn't be overcome.

8           We're getting more into the place  
9 where people like the -- our board directors,  
10 they like meeting from home. They don't want to  
11 get their clothes on and go into a meeting, so  
12 that's --- we've had --- almost all of our  
13 meetings have been virtual meetings.

14           But, there is a trick, and I think  
15 there are some real good tutorials out there to  
16 teach us how to do a better job at this.

17           These workshops this time, I saw some  
18 people were struggling with it, the presenters  
19 especially. There were some real strong people.  
20 The young lady that was doing the thing on  
21 cultural awareness, she tried to employ some of  
22 the strategies, and then the last person we had

1 was Mitch.

2 But Mitch just knows his topic so  
3 well. You could sit there and listen to him  
4 talk, and it wouldn't matter about the  
5 interactive parts of it.

6 But I think if we're going to be more  
7 successful using this, and I think we need to use  
8 it, and we might need to find a way to use it  
9 better to make it be more effective, people  
10 actually get something out of the workshop, and I  
11 believe there's a way of doing it.

12 And so, in Pittsburgh, we're going to  
13 be trying some of this stuff with our tax -- our  
14 classes, our training programs. I can see ways  
15 we can do this with the apprenticeship program to  
16 prepare people for these virtual jobs, but also  
17 we can do a better job at training. I know I  
18 have to use it for the tax class. People can't  
19 always make it in.

20 CHAIR WALDRON: Right.

21 MS. BOWYER: So, we're doing training  
22 now virtually.

1           So I just wanted to comment that I  
2           applaud you for trying to use it this year, but  
3           we've got to get better at doing it so they are  
4           effective.

5           CHAIR WALDRON: Thank you. Anyone  
6           else? Please state your name for the record.

7           MS. SCHINDLER: Hi.

8           My name is Melissa Schindler, and  
9           earlier this week, there was some discussion on  
10          performance indicators, specifically the ESE, and  
11          the representative from DOL -- I cannot recall  
12          her name, I apologize -- had specified that the  
13          pilot for the definitions of the ESE was  
14          conducted via core programs, and there were no  
15          native programs, as far as I could gather.

16          And it's been so well established that  
17          the reason why native programs have their own  
18          specific programs is because of the uniqueness of  
19          the populations and the needs and ways of the  
20          populations, and I would just like to know why or  
21          suggest that if there are going to be pilot  
22          programs at this level, that there should at

1 least be one Native American program that is  
2 included in that so that those specific results  
3 can be not only gathered, but to be considered  
4 when it comes to making these lasting  
5 regulations.

6 CHAIR WALDRON: So before you leave,  
7 the court reporter would like you to spell and  
8 state your names.

9 MS. SCHINDLER: Okay. Melissa  
10 Schindler. M-E-L-I-S-S-A, Schindler, S-C-H-I-N-  
11 D-L-E-R.

12 CHAIR WALDRON: Thank you. And the  
13 last speaker, could you come back and spell your  
14 name for the court reporter here?

15 Right here. I wish you could do it on  
16 the mic. Right, because he's listening virtual.

17 MS. BOWYER: I'm so used to doing it  
18 virtually. Yes, my name is Naomi Bowyer. N-A-O-  
19 M-I Bowyer, B-O-W-Y-E-R.

20 Council Of Three Rivers American  
21 Indian Center in Pittsburgh, and I'm with the  
22 board of directors.

1 CHAIR WALDRON: Great, thank you.  
2 Anyone else, next public comment?

3 MS. CASALI: Colleen Casali, C-O-L-L-  
4 E-E-N C-A-S-A-L-I, Native American Community  
5 Services, and I just wanted to say that I enjoyed  
6 how you broke the fundamentals up into the four  
7 different modules, and this year I noticed there  
8 was more DOL and DINAP presenters than ever  
9 before, which was great because we were able to  
10 get that firsthand information from them, and it  
11 wasn't from a presenter who said, I have to go  
12 back and check, or something like that.

13 So I think having that at this  
14 conference was very important, especially with  
15 all of these things that we're going through  
16 right now with these performance measures, and  
17 the GPMS, and everything else, so I wanted to say  
18 that I really enjoyed it, and thank you for doing  
19 it that way this year.

20 CHAIR WALDRON: Thank you. Next?

21 (Audio interference)

22 CHAIR WALDRON: We're getting some

1 feedback. Is that Candace?

2 PARTICIPANT: She just muted him.

3 CHAIR WALDRON: Yeah. Candace, were  
4 you making a public comment? Because we didn't  
5 get it.

6 PARTICIPANT: She's muted.

7 MEMBER LOWRY: Darrell, no I wasn't.  
8 I'm just getting feedback from another device.

9 CHAIR WALDRON: Oh. I might add that  
10 Advisory Council members are allowed to make  
11 public comment.

12 I probably should've mentioned that  
13 earlier. Anyone else?

14 MEMBER CAMPBELL: Good afternoon,  
15 Christine Campbell, American Indian Council,  
16 executive director.

17 In looking at what we were presented  
18 on the indicators measure for employment  
19 retention -- I think other grantees would agree  
20 with me -- I request a waiver to this employment  
21 retention indicator.

22 I can't remember which quarter, second



1 and fourth quarter.

2 I don't see how it really applies to  
3 Indian country, or actually anyone, and  
4 especially the youth program, youth will move on  
5 to return to school.

6 It's unreasonable to think that they  
7 would meet that measure with the employer.

8 Also, I would like to request an  
9 increase in funding for the Indian grantees.

10 I know there are a lot of grantees  
11 that work with the census, the 2020 census,  
12 worked in their regions, worked in their areas,  
13 and there is an increase in Indian population,  
14 and I don't want to be quoted, but I think it's  
15 up to 3,300,000 from 1,000,000, so if we have an  
16 increase in population, we need an increase in  
17 funding. Thank you.

18 CHAIR WALDRON: Thank you.

19 MS. WALDRON: My name is Brooke  
20 Waldron, Region 1, Rhode Island Indian Council.

21 B-R-O-O-K-E W-A-L-D-R-O-N.

22 And I'd like to present the resolution

1 presented by the delegation of the committee  
2 group.

3 We are the Indian and Native American  
4 grantees of the Workforce Innovation and  
5 Opportunity Act, Section 166, and public law  
6 102477, attending the forty first annual training  
7 in Warwick, Rhode Island, in order to preserve  
8 ourselves and our descendants' rights secured  
9 under Indian treaties and benefits to which we  
10 are entitled under the laws and constitutions of  
11 the United States and several states, to  
12 enlighten the public to a better understanding of  
13 native people, to preserve Indian and native  
14 cultural values, and otherwise promote the  
15 welfare of the Indian and native people, do  
16 hereby establish and submit the following  
17 resolution.

18 Whereas the NINAETC 166-477 are the  
19 representation of and advocates for national,  
20 regional, and tribal concerns, and whereas the  
21 NINAETC 166-477 is the national organization  
22 comprised of American Indian and Alaska Native,

1 Native Hawaiians, and whereas the U.S. DOL is  
2 proposing a standard definition for the  
3 effectiveness in serving employer's performance  
4 indicator and the regulations for the Indian and  
5 Native American Programs under Section 166 of the  
6 Workforce Innovation and Opportunity Act, and  
7 whereas the INA programs will be administered to  
8 maximize the federal commitment to support the  
9 growth and development of INAs and their  
10 performance accountability measures and  
11 indicators developed are to be applicable to the  
12 INA programs.

13 And whereas this proposal increases  
14 the reporting burden for Section 166 programs by  
15 using a more complex set of measures common with  
16 core programs, the implementation and management  
17 of the performance indicators and standards is a  
18 major concern for consideration.

19 Thus we propose having reviewed the  
20 TEGL change 1 program memorandum, 172 and TAC  
21 technical assistance circular 1701, Section 166  
22 of WIOA established performance accountability

1 indicators and performance reporting requirements  
2 to assess the effectiveness of states and local  
3 areas in achieving positive outcomes for  
4 individuals served by the workforce development  
5 system six core programs.

6 Requesting the performance indicator  
7 as written in six, the indicators of  
8 effectiveness and serving employers established  
9 under WIOA, concerning employer retention for  
10 WIOA participants in the second and fourth  
11 quarter after exit do not impact the performance  
12 of the grantee organization.

13 We request that the outcome not  
14 negatively impact grantee performance reports,  
15 and serve only as credit for job retention as  
16 required by the program.

17 The grantee community shall not be  
18 penalized for program participants not meeting  
19 the new performance indicators in compliance with  
20 Public Law 13-128, Subtitle D, National Program,  
21 Section 166, Native American Programs requires  
22 the program to be consistent with the economic

1 and social development of Indian, Alaska Native,  
2 Native Hawaiian communities in accordance with  
3 the goals and values of such communities, and  
4 shall stay consistent with the principles of the  
5 Indian Self-Determination and Education  
6 Assistance Act, and the government to government  
7 relationship between the federal government and  
8 Indian tribal governments.

9 Therefore, this resolution concludes  
10 the performance measures do not meet the needs of  
11 our community and shall not be applied to the  
12 WIOA adult and youth Native American programs.

13 Therefore, it be resolved that the  
14 forty first national Indian Native American  
15 Employment and Training 166-477 respectfully  
16 requests the secretary consult with the WIOA  
17 Section 166 entities, the Native American  
18 Employment and Training Council and tribal  
19 officers, officials in the development and  
20 establishing the definition.

21 The foregoing resolution was adopted  
22 at the forty first national Indian and Native

1 American Employment and Training 166-477, held at  
2 the Crowne Plaza Hotel, Warwick, Rhode Island, on  
3 September 23, 2021, with a quorum present. Thank  
4 you.

5 CHAIR WALDRON: Thank you. Anyone  
6 else?

7 You can go twice if you have more to  
8 say.

9 MS. SANCHEZ: Good afternoon.

10 CHAIR WALDRON: Good afternoon.

11 MS. SANCHEZ: Lorenda Sanchez. L-O-R-  
12 E-N-D-A S-A-N-C-H-E-Z. The executive director of  
13 the California Indian Manpower Consortium.

14 I first want to express appreciation  
15 to the Department of Labor, the Division of  
16 Indian and Native American Programs, for holding  
17 their council meeting, in conjunction with the  
18 National Indian and Native American Employment  
19 and Training conference.

20 I also want to acknowledge and thank  
21 all of the council members for the work that you  
22 do on their behalf, and express appreciation,

1 both to our co-chairs, Darrell Waldron, and  
2 Margaret Zientek, for meeting on behalf of Indian  
3 country, a dialogue with Assistant Secretary  
4 Martin, Marty Walsh.

5 I think it's important for us as  
6 Indian and Native American Programs to take the  
7 advantage of the opportunity and this very small  
8 window that is open to us by Secretary Walsh.

9 We have many years of feeling shut out  
10 and having our concerns, our needs addressed by  
11 the various administrations, and when we have  
12 this opportunity, we need to make sure our voices  
13 are heard and that we collectively advocate for  
14 those changes that can improve our programs, but  
15 also acknowledge those strengths within all of  
16 our programs.

17 I always feel slighted when reports on  
18 the performance of the Indian and Native American  
19 166 programs are shared, because we're such a  
20 small piece of a very huge operation, and  
21 sometimes the work that we do, the very critical  
22 work that we do, that doesn't get captured, and

1 we present it in a way to the department and to  
2 the public on the great accomplishments and the  
3 many challenges that not only our programs, but  
4 our participants face when they come through our  
5 doors.

6 Performance is critical, and how that  
7 is presented for Indian and Native American  
8 Programs is important.

9 Since the adoption of the performance  
10 indicators with the passage of the Workforce  
11 Innovation Opportunity Act, I think we have  
12 voiced on a number of occasions that the language  
13 in the law in regards to the provisions at  
14 116(b)(2)(a)(4), they clearly indicate that the  
15 purpose of establishing indicators for services -  
16 - especially to employers -- to indicate the  
17 effectiveness of the core programs serving  
18 employers, I think as grantees, I believe as a  
19 council, we have asked on numerous occasions how  
20 does the Indian and Native American program under  
21 Section 166(b) -- oh, is defined as a core  
22 program in this law?



1                   We are not a core program.

2                   So, the language either needs to be  
3                   tweaked, or the Department of Labor needs to  
4                   consider a waiver of some nature so that the  
5                   performance outcomes for Indian programs at 166  
6                   do represent the communities and the services  
7                   that we provide.

8                   I often challenge some of the language  
9                   over these past four decades of working with  
10                  Indian job training programs.

11                  We have a very unique population,  
12                  communities, of critical structures.

13                  We definitely are not a one size fits  
14                  all, and the language, the very beginning of  
15                  Indian and Native American Programs, in our  
16                  intent and purpose, clearly states and recognizes  
17                  the uniqueness of who we are as a people.

18                  We're not asking for any exceptions,  
19                  we're just wanting to be measured based on the  
20                  uniqueness of all of our communities, determined  
21                  by our respective communities.

22                  So, I appreciate and support fully the

1 resolution that Ms. Waldron just read into the  
2 record for this council meeting.

3 And when we turned our attention and  
4 focused on the performance indicators, but also  
5 include what I refer to as enhancement measures  
6 that this council and the former assistant  
7 secretary of ETA, Jane Oates, supported, for us  
8 to have two measures that would be selected by  
9 the individual grantees if they chose to, to use  
10 in place of two of the six measures in the WIOA  
11 legislation.

12 All we ask is that be exercised  
13 because I think that could be as solution.

14 In regards to the census, we all have  
15 been living with allocations that are seriously  
16 outdated, and I feel that we were under counted  
17 in some areas during this most recent decennial  
18 census, and although we have higher numbers in a  
19 lot of the communities, the entire country had  
20 higher numbers.

21 I watched very closely as the Census  
22 Bureau would start saying, well, we're at like 98

1 percent, so we can just not go to December  
2 because of the pandemic, and cut the census off  
3 earlier.

4 In my mind, I felt, okay, that two  
5 percent is probably our population, the majority  
6 of that two percent is the American Indian  
7 population, the Alaskan Native population.

8 And as the numbers start to be  
9 presented, we're going to see some increases, but  
10 we're also going to see some under-counts.

11 So, how those numbers are viewed and  
12 incorporated into the formula for distribution of  
13 the Indian and Native American program funding is  
14 a serious task.

15 I appreciate the council's plans to  
16 expedite a census workgroup committee, and, you  
17 know, hopefully they will be tasked and provided  
18 as much of the detail from the decennial census.

19 Given some of the work papers and  
20 comments, those from Mr. DeWeaver, as well as the  
21 National Policy Center at the National Congress  
22 of American Indians, and some of the workgroup

1 census information centers that are targeting  
2 Indian and Native American communities, it is  
3 very challenging to have our programs underfunded  
4 and it does take away sometimes from some of our  
5 tasks, having to develop and identify other  
6 funding sources, and a lot of times, some of  
7 those funding sources, especially with our state  
8 partners, requires a match.

9 That match is challenging for  
10 particularly our off-reservation programs. So,  
11 we need to look at how we can address that.

12 And I do also want to encourage the  
13 council to have as much information disseminated  
14 to the grantees on the apprenticeships, and maybe  
15 work with our Tribal Tech on developing a toolkit  
16 on how we can develop and access those  
17 apprenticeship funding in all of our communities,  
18 and there is going to be much funding, both from  
19 the infrastructure side, as well as the  
20 individual apprenticeship side, and we need to  
21 take advantage of that.

22 That is one of the innovative

1 opportunities that I think our programs can use.

2 And the last comment is we have -- a  
3 discussion that has begun on the labor force,  
4 labor market information, that is very important  
5 for communities.

6 And I'm hoping that with some of the  
7 work that the Census Committee may be doing, if  
8 they don't take on that review in that workgroup,  
9 that our Effective Management Workgroup look at  
10 the labor market, labor study for us.

11 I thank you for all that you do, and  
12 thank you for allowing me this time to share my  
13 comments.

14 CHAIR WALDRON: Thank you.

15 PARTICIPANT Thank you.

16 CHAIR WALDRON: It's 20 minutes to  
17 4:00. Are there any other public comments?

18 Remember to state your name and spell  
19 it for the record.

20 MS. BLACKOWL: Hi, my name's Ella, E-  
21 L-L-A, Blackowl, B-L-A-C-K-O-W-L, and I'm with  
22 the North American Indian Center of Boston.

1           So, I just wanted to also thank you  
2           for this conference, and being able to come down  
3           in our area, which would've been a little  
4           different.

5           You know, I know even with my program,  
6           you know, I may have inherited some things, but I  
7           could've done a better job as seeking support in  
8           working through some of those things that needed  
9           to be taken care of, because you can't  
10          necessarily blame the pandemic, you know, in  
11          seeking assistance and help, not only just with  
12          people, you know, Guy Sotopka and Maria Mendoza.

13          I guess it's kind of hard to come and  
14          -- I was encouraged to come and speak with others  
15          that have gone through the same thing, and it's I  
16          guess it would be easier at times if there's some  
17          things that you're going through as a program,  
18          and if you were able to connect with others that  
19          are also going through that or have gone through  
20          it.

21          You know, it's a little hard.

22          I just went to a workshop yesterday

1 and was able to kind of get some names of some  
2 others that have gone through what we've just  
3 went through, and, you know, the program had been  
4 with us for over 25, 30 years.

5 But we have, you know, things in place  
6 and are moving forward, and of course, you know,  
7 we have over 38,000 to 40,000 natives in the  
8 Mass. area, and it's very important to be able to  
9 provide the services for employment and training  
10 and college assistance to our people, and so  
11 we're still able to do that.

12 We're still doing that, working with  
13 the local colleges and vocational schools, and  
14 connecting and providing services to our students  
15 and to our unemployed, and, you know, and trying  
16 to help them through those various type thing,  
17 finding gainful employment.

18 So, sorry, it's really nervous coming  
19 up, but, you know, I just wanted to state that  
20 our programs are going through that extra  
21 support, maybe with other programs would be  
22 helpful.

1                   And I know it's not the ideal time  
2                   coming out of a pandemic because that wouldn't  
3                   be, you know, something so hard besides, you  
4                   know, learning the ways to do programming and to  
5                   connect with your people, and to, you know, get  
6                   the job done, but, you know, again, just wanted  
7                   to say thankful to be able to come down and I  
8                   really wish we would've had this last year, you  
9                   know, and that wasn't the case, and wasn't able  
10                  to make the one in Vegas.

11                  But I did learn a lot, got some  
12                  gainful insight into some things, met some very  
13                  nice individuals from other places across the  
14                  nation, and very thankful for that to be able to  
15                  make connections.

16                  And also just with some individuals  
17                  that, you know, do like the apprenticeships, you  
18                  know, the first day and everything.

19                  So again, just wanted to say that  
20                  much, and thank you.

21                  CHAIR WALDRON: Thank you. Any other  
22                  public comments?



1                   Thinking about it back there?

2                   So while we're waiting, because I know  
3 the hour runs short, we can continue to do  
4 business.

5                   A comment I do want to make because of  
6 the amounts of time that the council meets is  
7 that most of these councils, not just ours, the  
8 work is in the work groups, and ours needs to be  
9 much more assertive than it's been in the past  
10 because I do believe we have a very short window  
11 of opportunity here, and it's about to get  
12 shorter with the legislation passing for the  
13 infrastructure.

14                  I forget where I was, but it was not  
15 more than a month ago.

16                  It was on one of the Zoom calls that  
17 there were 350,000 registered apprenticeship  
18 programs, and we heard at the beginning of this  
19 conference on Monday that there's over 600,000 of  
20 them now.

21                  So, it's doubled in a very short  
22 period of time, and I'm sure it's going to add

1 more, and so I guess I know we've set some  
2 committees here, and I think it's real important  
3 for us to take on strong challenges with those,  
4 and so that when the new council is approved,  
5 that they have an aggressive work record.

6 And that we learn to move our work  
7 record forward as soon as we get it and we  
8 understand it.

9 I've been on this board many, many  
10 years, and a lot of good work was done here, and  
11 we're able to pull that work and continue to push  
12 it forward, but I think we need to be real  
13 assertive during this administration because it  
14 is moving at a fairly quick pace.

15 There was an interesting comment made  
16 during Biden's campaign, and he was talking about  
17 pumping out more money into the communities, that  
18 United States can afford it.

19 I remember hearing that, and, you  
20 know, sometimes we always hear about there's not  
21 enough money, there's not enough money, but he  
22 had said United States can afford to put the

1 money in the community.

2 I wrote him a personal letter twice  
3 about the Native American communities and hoping  
4 that we would get the attention that we deserve.

5 Nothing to do with this council, it  
6 was a personal letter.

7 So I just employ that we use our  
8 committees that were put together and that we  
9 move aggressively regardless of the pandemic or  
10 the COVID.

11 The telephone works, the Zooms work,  
12 probably 98 percent of the time, I guess, but  
13 just to say that, and that we're all just a phone  
14 call away, and information is quite available.

15 So, just want to make that statement.  
16 I know the hour is running late, but it's  
17 important that we move aggressively with these  
18 committees.

19 MEMBER QUINTANA: Joe, if I have a  
20 public comment, do I got to go there, or can I do  
21 it --

22 CHAIR WALDRON: I'm sorry?

1                   MEMBER QUINTANA:  If I do a public  
2 comment, do I got to go there, or can I do it --

3                   CHAIR WALDRON:  I think your mic is  
4 tied in.  Suzie, is he able to do it on this mic,  
5 and they'll hear him?

6                   MEMBER QUINTANA:  Good afternoon,  
7 Joseph Quintana.  J-O-S-E-P-H Q-U-I-N-T-A-N-A.  
8 Region 6 representative.

9                   I just want to kind of tie everything  
10 in, and I want to thank of course the Division  
11 Chief, Athena Brown, for all of her support,  
12 everyone, including Duane Hall, for his words  
13 today, and everyone from the DINAP team.

14                   I definitely want to thank all of my  
15 colleagues on the Advisory Council, including the  
16 chairman, vice chair, all the representatives.

17                   You know, in regards to the pandemic,  
18 there's no cookie cutter way for us to have  
19 planned anything in order to provide the services  
20 for our communities.

21                   You know, I think that in the last two  
22 years during my term, there's no way that any of

1 us could have foreseen a challenge like this or  
2 an obstacle like this impacting each of our  
3 lives.

4 Many of us have lost somebody or known  
5 somebody who's passed on, or grieved for other  
6 people within our communities, and so we know  
7 that this is far more greater than just an  
8 economic issue.

9 This are impacting each of our daily  
10 lives.

11 And so, I want to say that rather than  
12 beating ourselves up about what's happened over  
13 the last two years, we have been tremendously  
14 successful.

15 I think there's so many good examples,  
16 positive examples of us keeping our doors open,  
17 getting people, even though we made adjustments  
18 maybe in the first part, getting people back to  
19 work, working with employers, and now thinking  
20 about us being a part of the recovery process.

21 We're not waiting for President  
22 Biden's infrastructure bill to come through,

1 we're actually preparing for a modernized economy  
2 and getting our people ready for an even more  
3 competitive job market.

4 Just in my area alone, we were showing  
5 two percent higher rates of unemployment than all  
6 other racial, ethnic groups, and this was in a  
7 great area of economic expansion, so we know  
8 there's considerable obstacles for our members,  
9 and we continue to even see major gaps in  
10 educational achievement.

11 So, even us talking about breaking  
12 cycles of poverty, we know that that isn't going  
13 to happen overnight, and I know that our chairman  
14 has talked about it throughout the week, in  
15 regards to getting people more actively involved.

16 And I wholeheartedly agree. I think  
17 that in regards to us being able to prepare our  
18 members long-term, we also have to be the voices,  
19 of course.

20 I know at the start of the, or during  
21 the pandemic, we were presented a paper by  
22 Michael Hughes in regards to the appropriations

1 bill or committee, in regards to the House and  
2 the Senate, and how many of us were actively  
3 talking to those numbers?

4 And I've had conversations with those  
5 names on that list, and not all of them are in my  
6 area, but how many of them said, you know what?  
7 I've been in office for so long and I've never  
8 talked to an American Indian before.

9 This is the first time that it's  
10 happened. And there are so many people like  
11 that.

12 They're looking for somebody. No  
13 matter what, if they're Democrat or Republican,  
14 we need to work with both sides in a bipartisan  
15 way.

16 I have a staff member of ours who's  
17 most eloquently talked about in regards to  
18 housing, but I think it fits many different  
19 situations.

20 I think American Indians shouldn't be  
21 struggling, or Alaska Natives, or Native  
22 Hawaiians should not be struggling with housing,

1 should not be struggling for access to food,  
2 should not be struggling if they want to have  
3 gainful employment in our own country, and I  
4 think we have the ability to make sure that those  
5 cycles never happen again.

6 Of course it's going to take long-term  
7 policy change, as the chairman and the other  
8 representatives described.

9 We are at a real precipice on where  
10 our communities are. For the first time in  
11 government, we have major access to leadership  
12 offices.

13 Secretary Deb Holland is in office.  
14 We have congressional leaders who are American  
15 Indian who share in our perspectives.

16 But that of course doesn't mean that  
17 things are going to change overnight.

18 There's been long-term policy in  
19 regards to economics and social issues that have  
20 continued to keep American Indians and Alaska  
21 Natives and Native Hawaiians at arm's length, and  
22 I think for us to be able to create something



1 now, I think right now, there has to be action  
2 and we have to make those initial attempts to get  
3 something done, and I really feel that this  
4 particular advisory board, for the work that  
5 we're doing, that we've been able to do these  
6 last ten years, is progressing, and I do want to  
7 share that belief.

8           And so, I do want to thank you all for  
9 the work that you all have done throughout this  
10 effort, and then of course every one of you in  
11 the public sphere, you all continue to work  
12 tirelessly in your community, sometimes past your  
13 hours of work, and sometimes you take it home  
14 with you because you know, you believe so much in  
15 your communities as we believe in you, so I  
16 definitely want to thank you all for the  
17 wonderful work.

18           But thank you all for your time, I  
19 appreciate you all, and have a safe trip home.  
20 Thank you.

21           CHAIR WALDRON: Thank you. There is  
22 approximately eight, nine minutes left of public

1 comment.

2 Has anybody else joined us, or would  
3 like to make a statement?

4 Any of our advisory members?

5 I might want to add, it's been a very  
6 long time since a Secretary of Labor has visited  
7 one of our grantees, and Patty Hibbeler had a  
8 three hour visit from our Secretary of Labor.

9 MEMBER RICKARD: This is Gary, can you  
10 hear me?

11 CHAIR WALDRON: Yes, we can.

12 MEMBER RICKARD: I --

13 CHAIR WALDRON: Want to spell your  
14 name?

15 MEMBER RICKARD: Oh. G-A-R-Y R-I-C-K-  
16 A-R-D.

17 I just wanted to thank the members of  
18 the council and let you know that we have a  
19 pretty big fire just north of my ranch, and we're  
20 about to get evacuation orders, so I think I'm  
21 going to have to go ahead and start preparing for  
22 evacuation.

1 CHAIR WALDRON: Thank you, Gary, and  
2 good luck.

3 MEMBER RICKARD: Thank you.

4 MEMBER HIBBELER: Patricia Hibbeler.

5 P-A-T-R-I-C-I-A- H-I-B-B-E-L-E-R. So, I --

6 MEMBER SEVEN: Mic's not working.

7 MEMBER CARROLL: Hello?

8 VICE CHAIR BERNAL: Well, I think we  
9 can hear each other, but can't hear the people --

10 MEMBER CARROLL: Oh dear.

11 VICE CHAIR BERNAL: -- in person.

12 MEMBER CARROLL: There they are.

13 VICE CHAIR BERNAL: There?

14 MEMBER HIBBELER: Hello, this is Patty  
15 Hibbeler. Can you hear me?

16 MEMBER CARROLL: Now we can, yes.

17 Thank you.

18 MEMBER HIBBELER: Thank you, Kim. So,  
19 most recently, Secretary Walsh and Senator Kelly  
20 from Arizona came to the Phoenix Indian Center  
21 for a visit.

22 They spent a number of hours with us

1 learning about our program, learning about the  
2 center, and really having time to interface one-  
3 on-one with several of our clients.

4 Both Senator Walsh and Secretary Kelly  
5 asked some very poignant questions of our  
6 clients, and really were able to walk away with a  
7 good sense of what our programs do, and why we  
8 are different, why we are all unique, and also  
9 learning more about our American Indian  
10 population.

11 The clients that they met with her  
12 both from Phoenix, and then also from rural areas  
13 up in the north.

14 We service the urban areas and then  
15 also balance of state, so they were able to hear  
16 from both reservation-based and urban clients,  
17 and really hear about their needs, their  
18 barriers, which certainly helped secretary kind  
19 of get on speed for what programs like us  
20 actually do.

21 It was a great conversation. I really  
22 feel enlightened that he has a greater sense as

1 to what the needs are for our clients and the  
2 needs are for programs like us to be continued to  
3 offer those services.

4 And with that said, I think it's  
5 really important that we continue the  
6 conversation and we continue to try to elevate,  
7 move the resolutions, the recommendations that  
8 this council passed on the reauthorization, and  
9 move those things forward, and have this counsel  
10 put in a good position for the new incoming  
11 counsel that will hopefully be coming in in  
12 November. So thank you.

13 CHAIR WALDRON: Thank you. There's  
14 three minutes left for public comment period.

15 MEMBER CARROLL: Mr. Chair?

16 CHAIR WALDRON: Yes?

17 MEMBER CARROLL: Kim Carroll, Other  
18 Disciplines.

19 I'd just like to announce that for the  
20 census committee, if there are individuals on the  
21 council or others in the audience that would be  
22 interested in assisting with that work, please

1 send me an email.

2 My email is very simple. It's Kim,  
3 kim-carroll@cherokee.org. Thank you.

4 CHAIR WALDRON: Thank you.

5 I would just like to take a moment to  
6 talk about one of our council members who has  
7 served many, many years on this council, and has  
8 been a voice for the community, as well as  
9 supporting other council members.

10 My understanding is is that she did  
11 not want to be renominated for this council, and  
12 nominated someone else, when she felt it was  
13 time.

14 And so, I'd feel terrible if we end  
15 today without giving her a heartfelt thanks and a  
16 round of applause to Christine Campbell for all  
17 of her good work. Thank you.

18 MEMBER CAMPBELL: Thank you. Thank  
19 you, everyone.

20 It's been an honor and a pleasure, and  
21 it's just time for me to step down and let a  
22 younger person come up and carry on, carry our

1 torch.

2 But it's been a life experience that  
3 I will always treasure.

4 Each and every one of you and each and  
5 every one that has served on the council, and  
6 been a part of our grantee community. We're  
7 family, and I'm not gone yet.

8 But, somehow I'll still be involved.  
9 But I appreciate everyone. Thank you.

10 CHAIR WALDRON: Thank you for your  
11 service. Sixty seconds left. In case there's a  
12 shout-out, which I doubt there will be.

13 So just in some closing comments, we  
14 got a great deal of information out.

15 We kind of left off, and so, you know,  
16 on the financial reports on the percentages that  
17 have been going on, and what's left for each  
18 conference.

19 I don't know where the conversation  
20 went earlier, but I do think it is time for some  
21 consideration on change.

22 I am so happy that it is in Kim

1 Carroll's area, whom I respect greatly, a true  
2 balancer between our two programs 477 and 166,  
3 and whose words and wisdoms are always  
4 appreciated.

5           So I just want to say that because I  
6 love to see her face all the time there, and  
7 we're going to be in her territory, and I'm just  
8 advocating to getting a group of young people  
9 mentoring us and really start to think about  
10 Carol -- I forget it -- from Milwaukee Indian  
11 Center -- Carol Sample told us to have people  
12 shadow us probably 15, 20 years ago now, I think,  
13 and so I think it's time for a lot of us to share  
14 that wisdom.

15           From 2030, the projections from  
16 Georgetown University is life skills are going to  
17 be the most valuable skills in this country to  
18 pass on to our young and upcoming workforce, so I  
19 just want to push on that, and knowing your  
20 financial strength, and your internal structure  
21 is what I believe is the heartbeat.

22           I think that this council should have



1 a much stronger handle on our finances and what  
2 is going on within our programs, and I hope we  
3 never lose another grantee again.

4 So I want to emphasize that to the  
5 workgroups that we need to come up with a fitness  
6 strategy or something that gives us an early  
7 indicator on potential problems and want to  
8 encourage, you know, DINAP to get the support  
9 that they need to increase their staff and be  
10 able to do annual visits to the grantee community  
11 based on two a year.

12 And I'm sure there'll be more with  
13 peer to peer. It would take 83 years for every  
14 grantee to get a visit, so we don't want that.

15 So, I just think we have a lot of work  
16 in front of us.

17 I look forward to these committees  
18 working, and are we allowed to appoint other  
19 committees before we -- maybe like through a  
20 phone system or contacting the DFO and making  
21 you're aware of that?

22 MS. BROWN: You can make

1 recommendations on establishing another  
2 subcommittee.

3 CHAIR WALDRON: Okay. So should we do  
4 that today before we close?

5 MS. BROWN: Yeah.

6 CHAIR WALDRON: Yes. So, I'd like to  
7 get that, and then we talked about earlier a  
8 resolution of some sort, recommendations on  
9 eliminating those performances for our youth who  
10 are in school and go back to school.

11 There doesn't seem to be much of an  
12 effort to track those. They go back to school.  
13 Hopefully we encourage them to go on into school  
14 after high school.

15 And then the other one was if we  
16 wanted to do an action directly on the new law  
17 that's coming into effect I think six months out,  
18 same job. If not, no performance.

19 So, the floor's open for that. Oh,  
20 and the subcommittee too, to create a couple more  
21 subcommittees.

22 Sorry. But I didn't want to forget

1 those other two issues. We opened up with those  
2 yesterday.

3 MEMBER CARROLL: Mr. Chair?

4 MEMBER LOWRY: Candace Lowry, Region  
5 3. For that indicator, if they have that job and  
6 then the employer changed names, will that affect  
7 them also?

8 CHAIR WALDRON: I didn't hear all of  
9 the question. Could you repeat your question,  
10 please, Candace?

11 MEMBER LOWRY: For the participants  
12 when we're following their employment, and let's  
13 say they were working at Campbell Soup, and then  
14 whenever we follow up with them the next quarter,  
15 Campbell Soup changed their name to something  
16 else.

17 Will that affect it? But they're in  
18 the same position with the same employer, but  
19 they just changed names.

20 CHAIR WALDRON: That depends, yeah.

21 MEMBER LOWRY: Or should we not choose  
22 the name in the system?

1 MS. BROWN: Candace, I believe it will  
2 affect it because they look at basically sort of  
3 having the same employer, but that doesn't mean  
4 that it can't be counted down the line because  
5 they're then employed with a different employer,  
6 so it might be captured in the fourth quarter.

7 MEMBER LOWRY: Okay, thank you.

8 CHAIR WALDRON: So, going back to the  
9 subcommittee, I think it should be around the  
10 training for this conference, and some type of  
11 fitness or a method of measuring the strength of  
12 a grantee prior to them getting in trouble, so I  
13 think that the committee would have to work a  
14 little bit more to define it, but I am concerned  
15 that what we have been doing for the years that  
16 we've been doing it, and we still are losing  
17 grantees -- and it may not be to any fault of  
18 ours, but 20 is a large number.

19 It's not a small number. So, if  
20 someone would like to volunteer to put that  
21 together?

22 If not, I'd like to appoint somebody

1 I'm thinking of.

2 PARTICIPANT: It's over a ten year  
3 period.

4 CHAIR WALDRON: Over a ten year  
5 period.

6 MEMBER SEVEN: Kay Seven, Other  
7 Disciplines. So, did we take a vote to add  
8 another workgroup?

9 CHAIR WALDRON: I'm sorry?

10 MEMBER SEVEN: Did we take a vote or  
11 take an action to add another workgroup?

12 MEMBER CARROLL: I think that's what  
13 we're discussing now, whether or not to do that.

14 MEMBER SEVEN: So --

15 CHAIR WALDRON: A subcommittee.

16 MEMBER SEVEN: So it sounds like we  
17 need a motion on the floor, and a second for  
18 discussion. Do we have a quorum left for this  
19 last 20 minutes?

20 MEMBER CARROLL: As long as we have  
21 reached a quorum, we can continue. It doesn't  
22 matter if anyone leaves.

1 MEMBER SEVEN: Okay.

2 CHAIR WALDRON: I believe we do have  
3 a quorum. Was there a quorum this morning? I  
4 know there was yesterday.

5 MEMBER CARROLL: There was a quorum  
6 this morning, yes.

7 CHAIR WALDRON: Yes?

8 So this would be a new subcommittee to  
9 work on the future for our grantees, around our  
10 training, around some type of fitness or a  
11 measuring rod earlier for involvement before we  
12 lose grantees.

13 So, I mean, it's kind of off the cuff  
14 at this point, but we will not be meeting again  
15 as a council, it'd be a new group, and it would  
16 be nice to get something up on the table.

17 I am always cautioned about being  
18 controlled in some of the things that we need to  
19 do for our community.

20 I know it may not have the detail that  
21 we need, but I would just like to get that  
22 concept up on the floor, a motion made and put

1       forth, and then we can further it between now and  
2       the new council through emails.

3                   MEMBER SEVEN:   Kay Seven, Other  
4       Discipline.

5                   I make a motion that a new  
6       subcommittee not be recommended, and that to view  
7       this topic as a task under the Performance and  
8       Reporting Workgroup.

9                   That workgroup has yet to update or  
10       revise the tasks, the purpose, the mission, and I  
11       feel that this topic can belong to that  
12       workgroup.

13                   CHAIR WALDRON:   So there's a motion on  
14       the floor not to support a subcommittee for that,  
15       but to push the topic under the -- was it the  
16       Effective Management Committee?

17                   MEMBER SEVEN:   The Performance and  
18       Reporting.

19                   CHAIR WALDRON:   Oh, Performance and  
20       Reporting, which would be under Joe Quintana?

21                   MEMBER CARROLL:   Yes.

22                   CHAIR WALDRON:   Not Effective

1 Management. He's looking at me, like more work.  
2 That's why I mentioned as a subcommittee.

3 I think that we need to flush it out.  
4 Right? So there's --

5 (Simultaneous speaking.)

6 PARTICIPANT: Are we covering  
7 workgroups or subcommittees? I kind of missed  
8 the terminology, too.

9 CHAIR WALDRON: Yeah. So there's a  
10 motion on the floor. Is there a second?

11 MEMBER HIBBELER: Second.

12 CHAIR WALDRON: Motion's been made and  
13 seconded. I'm assuming you're understanding the  
14 motion. Is there some discussion or question?

15 MEMBER CARROLL: Discussion.

16 CHAIR WALDRON: Carroll, Kim.

17 MEMBER CARROLL: Kim Carroll.

18 CHAIR WALDRON: Yeah, sorry.

19 MEMBER CARROLL: I'm going to change  
20 my name, and you won't have that problem again.  
21 Kim Carroll, Other Disciplines.

22 For discussion. First of all, who



1 made the second? I'm sorry.

2 CHAIR WALDRON: Patty Hibbeler.

3 MEMBER CARROLL: Okay. I have a  
4 couple of questions about the motion -- not about  
5 the motion, excuse me, but about the original  
6 ideal.

7 Were you talking about connecting this  
8 somehow with the training conference in addition?

9 CHAIR WALDRON: Yes.

10 MEMBER CARROLL: You were talking  
11 about like, some way to evaluate grantees to see  
12 where training needs are needed, and then  
13 developing those training components?

14 CHAIR WALDRON: Yes, yes.

15 MEMBER CARROLL: I do agree that that  
16 would be a very effective subcommittee, as  
17 Council Member Seven pointed out, of the  
18 Performance and Reporting.

19 I wonder if -- I'm sorry, that's all  
20 I had to say. Thank you very much.

21 CHAIR WALDRON: Thank you, Kim. So  
22 Joe has a lot on his plate, so he was kind of

1 shaking his head at me.

2 MEMBER CARROLL: I guess what I really  
3 wanted to say was, perhaps as a subcommittee, it  
4 could help him out as well because he could have  
5 a subcommittee chair who could perhaps pick up a  
6 lot of that.

7 And we do know several individuals who  
8 do have some experience with those sorts of  
9 issues, right?

10 CHAIR WALDRON: Yep.

11 MEMBER CARROLL: So I would support  
12 the motion.

13 MS. BROWN: Is there a motion on the  
14 table?

15 CHAIR WALDRON: There is a motion on  
16 the table and seconded, and I didn't hear the  
17 last comment out of Kim Carroll.

18 I didn't hear your last sentence, I'm  
19 sorry.

20 MEMBER CARROLL: I was saying that I  
21 would support the motion.

22 CHAIR WALDRON: Okay, thank you.

1 Athena?

2 MS. BROWN: So the grantees that we've  
3 lost over a ten year period, some of those issues  
4 may not necessarily be related directly to  
5 Performance and Reporting, so initially, you  
6 know, I thought this would be better addressed  
7 under the Effective Management Subcommittee  
8 because in federal government, some of those  
9 issues extend beyond DINAP.

10 There are issues of fraud and abuse,  
11 there's issues, you know, that investigations  
12 have been conducted by the Office of the  
13 Inspector General.

14 So, sometimes, you know, DINAP is  
15 aware of those issues, and we do go on site  
16 reviews, and we also identify some of those  
17 issues as well.

18 It could be internal complaints, it  
19 could be organizational structure, or internal  
20 problems beyond the control of DINAP.

21 And so, that's why I suggested it  
22 would be better organized under Effective

1 Management rather than a separate subcommittee.

2 MEMBER SEVEN: Kay Seven, Other  
3 Discipline. I'd like to amend my motion, that  
4 this topic be placed under the subcommittee for  
5 Effective Management versus Performance and  
6 Reporting.

7 CHAIR WALDRON: So we have an  
8 amendment to the motion to switch from  
9 Performance to Effective Management. Patty, do  
10 you accept that?

11 MEMBER HIBBELER: I do accept that.  
12 I also, just to add to that conversation, open  
13 the mission and objectives of the Effective  
14 Management Workgroup and I would agree.

15 I think that's a better fit.

16 CHAIR WALDRON: So, you have a motion  
17 that's been amended, accepted by the second  
18 person to the amendment -- sorry -- so, and do we  
19 have any more discussions or questions?

20 All those in favor, signify it by  
21 saying aye.

22 (Chorus of aye.)

1 CHAIR WALDRON: Opposed?

2 Abstentions?

3 It carries unanimously.

4 Before we begin to adjourn, I would  
5 just like to again re-echo work getting  
6 established, getting done, and recommendations  
7 being brought forward.

8 I've sat here for 30 years, and we've  
9 been working on the same topics for at least ten  
10 of those, and it is difficult when so many of us  
11 don't get together enough to meet, but I think  
12 that we have a short window.

13 We will try to do something similar to  
14 that within the Conference Committee itself, but  
15 I just think it's important that we have very  
16 strong grantees out there because I do feel the  
17 environment is changing out there in what we have  
18 seen with some of the programs we applied for at  
19 my organization.

20 Our structures are not in that realm.  
21 They wanted us to change them. We had a great  
22 deal of changes recommended to our organization

1 this year, which did increase our budget.

2 Board development being one of them,  
3 finance committees being additionally added to  
4 it, whether they're in or out, and a strengthened  
5 and stronger financial office rather than outside  
6 financial office, or both.

7 So there are some changes coming that  
8 I think we can get ahead of. So, thank you for  
9 establishing that committee.

10 MS. BROWN: This is Athena Brown from  
11 DINAP.

12 Also during this council meeting we  
13 handed out the drafts of the mission and the  
14 objectives of each of one of those workgroups.

15 I would urge you to read those and  
16 incorporate any changes or additions to those,  
17 the tasks that are identified under those  
18 workgroups, because many of these things can be  
19 addressed.

20 CHAIR WALDRON: Awesome, thank you.  
21 Kim? The chair recognizes Kim Carroll.

22 MEMBER CARROLL: Kim Carroll, Other

1 Disciplines.

2 I just wanted to say thank you  
3 everyone, and thank you, Darrell, for the plug  
4 for next year's conference.

5 We certainly at Cherokee Nation are  
6 looking forward to hosting everyone and hope that  
7 we're able to do a great deal of it in person by  
8 that time.

9 So we look forward to seeing all of  
10 you in sunny Oklahoma. Thank you.

11 CHAIR WALDRON: Awesome. Thank you.  
12 So we're a tad ahead of our agenda. I think we  
13 discussed some of the new business.

14 Hopefully it'll be in October, not  
15 November, for the new appointees, and they share  
16 the same interest that we left for them today,  
17 with some of our business, and look forward to  
18 some aggressive decision-making and getting it  
19 from here through DINAP, from DINAP up to the  
20 second floor, and over to Congress, or wherever  
21 it needs to go, which has always taken a great  
22 deal of time, why I'm pressing for the urgency on

1 decision-making.

2 So, if there's not any other pressing  
3 issues -- oh, hold on.

4 (Simultaneous speaking.)

5 CHAIR WALDRON: All right. So I got  
6 a note here to make sure that we are sharing all  
7 the information with our respective grantees.

8 That's who we represent -- I'm sure  
9 you all know -- and that we continue to include  
10 them in our information.

11 So, if there aren't any other pressing  
12 issues, I also want to give a special thanks out  
13 to Jacob Bernal.

14 He logged in a lot of hours with  
15 myself and Lorenda and Margaret, on the documents  
16 that we moved forward and got some great success  
17 out of, so he was very good at the detailed stuff  
18 that sometimes we miss.

19 And me in particular, I like to go  
20 full charge ahead. He was there to slow it down,  
21 so he put a lot of time in.

22 So, thank you, and the chair will



1 entertain a motion for adjournment.

2 MEMBER HIBBELER: So moved.

3 CHAIR WALDRON: The motion's been  
4 made. Is there a second for adjournment?

5 MEMBER CAMPBELL: Second. Region 5,  
6 Christine Campbell.

7 CHAIR WALDRON: The last official  
8 motion from Christine. Thank you. It  
9 unanimously passed. Thank you, everybody.

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

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This is to certify that the foregoing transcript


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Before: U.S. DOL

Date: 09-23-21

Place: teleconference

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