

## U.S. DEPARTMENT OF LABOR

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## NATIVE AMERICAN EMPLOYMENT AND TRAINING COUNCIL

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WEDNESDAY  
JUNE 22, 2022

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The Council met in Room C-5515-2 at  
200 Constitution Avenue, NW, Washington, D.C., at  
8:30 a.m. EDT, Athena Brown, Designated Federal  
Official, presiding.

## PRESENT

JACOB BERNAL, Region 6\*  
LORA ANN CHAISSON, Region 4\*  
ROBIN COUNCE, Region 4  
LORRAINE EDMO, Region 4\*  
PATRICIA HIBBELER, Other Discipline  
ROBERT HOULE, Region 5  
SHAWN ISAAC, Region 6\*  
CANDACE LOWRY, Region 3  
HOLLY MORALES, Region 6 Alaska\*  
JOSEPH QUINTANA, Region 6  
GARY RICKARD, Region 6  
KAY SEVEN, Other Disciplines  
  
DARRELL WALDRON, Regions 1 and 2  
  
WINONA WHITMAN, Region 6\*  
  
JACOB WOJNAS, Other Disciplines

## ALSO PRESENT

ATHENA BROWN, Designated Federal Official  
MARTIN J. WALSH, Secretary, Department of Labor  
BRENT PARTON, Acting Assistant Secretary,  
Employment and Training Administration  
LEE ADOLPH, President, Council for Tribal  
Employment Rights  
PATRICK CAREY, Assistant Commissioner for the  
Office of Current Employment Analysis, Bureau  
of Labor Statistics\*  
SUZIE CASAL, Meeting Planner, Tribal Tech  
SEAN CONLEN, DOL Solicitor's Office\*  
BC ECHOHAWK, Tribal Tech  
JACK JACKSON, JR., Tribal Liaison, Office of  
Congressional and Intergovernmental Affairs  
JOHN LADD, Administrator, Office of  
Apprenticeship  
HOLLIE J. MACKEY, Executive Director, White  
House Initiative on Advancing Educational  
Equity, Excellence, and Economic Opportunity  
for Native Americans and Strengthening Tribal  
Colleges and Universities  
COURTNEY MCCUSKER, PMP, Project Manager, Tribal  
Tech  
ANGELA MCDANIEL, Cultural Diversity Lead, Office  
of Apprenticeship  
CIERRA MITCHELL, Division Director, Office of  
Apprenticeship  
ANTHONY RODMAN, Executive Director, White House  
Council on Native American Affairs, Office of  
the Assistant Secretary - Indian Affairs\*  
KIM VITELLI, Administrator, Office of Workforce  
Investment, Employment and Training  
Administration  
LASHANDA WHALEY, DOL Solicitor's Office\*

\*present by video teleconference

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

2 8:37 a.m.

3 MS. BROWN: So let's go ahead and  
4 start. I apologize for starting so late. We'll  
5 start with the blessing.

6 Creator, open our hearts to peace and  
7 healing across all nations. We ask that you  
8 provide protection for all the people. We give  
9 thanks for bringing us together today and we ask  
10 that you give blessings to all individuals who  
11 help to serve our Indian communities.

12 We ask that you provide us with  
13 direction, keep us humble, allow us understanding  
14 and forgiveness of ourselves and others. Help us  
15 keep focus on our mission and purpose as we seek  
16 to serve our Indian and Native American  
17 communities and all people. We ask special  
18 blessings for our veterans, military, children  
19 and youth and elders, and those that are sick and  
20 facing challenges beyond their control.

21 We ask a special blessing for the  
22 thousands of children that attended the boarding

1 schools, that they return to their families and  
2 Native communities from which they were taken.  
3 And a prayer for the many missing and murdered  
4 indigenous women, that they may also return to  
5 home. Thank you for the gifts of this day and  
6 every day. We ask all of these blessings in the  
7 name of our Heavenly Father, our Creator, amen.

8 Thank you. I'm officially calling  
9 this meeting to order. I'm Athena Brown. I'm  
10 the Designated Federal Officer, and this is a  
11 meeting of the Native American Employment and  
12 Training Council to the Secretary of Labor. I'm  
13 going to start by doing a roll call.

14 Jacob Bernal from Region 6. Jacob  
15 Bernal from Region 6. Kim Carroll, Region 4,  
16 102-477. Lora Ann Chaisson, Region 4, Section  
17 166. Robin Counce, Region 4.

18 MEMBER COUNCE: Present.

19 MS. BROWN: Lorraine Edmo, Other  
20 Discipline.

21 MEMBER EDMO: I'm here.

22 MS. BROWN: Thank you. Patricia

1 Hibbeler, Other Discipline.

2 MEMBER HIBBELER: Present.

3 MS. BROWN: Robert Houle.

4 MEMBER HOULE: Here.

5 MS. BROWN: Region 5. Shawn Isaac,

6 Region 6.

7 MEMBER ISAAC: Present.

8 MS. BROWN: Candace Lowry, Region 3.

9 MEMBER LOWRY: Present.

10 MS. BROWN: Holly Morales, Alaska

11 Representative, Region 6. Holly Morales.

12 MEMBER MORALES: Here.

13 MS. BROWN: Erwin Pahmahmie, Jr.,

14 Region 4, Oklahoma. Angel Peer, Region 5.

15 Joseph Quintana.

16 MEMBER QUINTANA: Present.

17 MS. BROWN: Region 6. Gary Rickard,

18 Region 6.

19 MEMBER RICKARD: Here.

20 MS. BROWN: Kay Seven, Other

21 Discipline.

22 MEMBER SEVEN: Present.

1 MS. BROWN: Darrell Waldron, Regions  
2 1 and 2.

3 MEMBER WALDRON: Here.

4 MS. BROWN: Winona Whitman, Region 6,  
5 Hawaii.

6 MEMBER WHITMAN: Present.

7 MS. BROWN: Jacob Wojnas, Other  
8 Discipline.

9 MEMBER WOJNAS: Present.

10 MS. BROWN: We have a quorum. Thank  
11 you. I hope that all of you have the opportunity  
12 to read the minute summary from the last meeting  
13 that we held on September 22nd and 23rd, and I'd  
14 like to ask if you have any corrections or  
15 additions or changes to those minutes.

16 If not, I would like to hear a motion  
17 to accept the minutes as written.

18 MEMBER WALDRON: Make the motion.

19 MEMBER HIBBELER: Second.

20 MS. BROWN: Thank you. We have a  
21 motion to accept the minutes and a second. Show  
22 by raise of hands and voice that you approve the

1 minutes.

2 (Chorus of aye.)

3 MS. BROWN: Okay, minutes approved.

4 I'd like to go over the agenda real quick. We  
5 have the Secretary coming in at nine o'clock, and  
6 just to let you know that this is a meet and  
7 greet. I know that many of you have not met him.  
8 You were not at the Tulsa National Indian and  
9 Native American Employment and Training  
10 Conference that he attended.

11 And so this will probably be your  
12 first time, but the Secretary when he comes in,  
13 he'll probably give some opening remarks and then  
14 he really would like to have a discussion with  
15 you, and to hear of your comments or questions or  
16 priorities. So he'll probably, you know, after  
17 he gives his remarks, he'll probably ask for your  
18 comments. So I would ask that you take time to  
19 think about things that you might want to bring  
20 to this attention or just asking if he's  
21 interested in following up on issues.

22 So just to throw that out there so you



1 can give it some thought before he comes in. But  
2 we do have a very, as usual, a very ambitious  
3 agenda because we only meet twice a year by the  
4 requirement, by the charter, and I've included a  
5 copy of the charter in each of your packets so  
6 that you could become familiar with it.

7 But we have Secretary Walsh and then  
8 at 9:30 we have two representatives from the  
9 Solicitor's Office. This meeting is convened  
10 under the Federal Advisory Committee Act, FACA.  
11 So you'll hear a lot of reference to that term,  
12 and as such, there are ethics that are required  
13 of Council members, things that you can and can't  
14 do.

15 It's very -- it's similar but not  
16 quite the same, as stringent as it is to federal  
17 officials like myself. We also have to take an  
18 ethics course on what we can and can't do. So  
19 this will provide you an overview of -- from the  
20 Solicitor's Office on ethics.

21 Then at 10:00 to 10:30 we have Hollie  
22 Mackey, who is the Executive Director from the

1 White House Initiative on Tribal Colleges, and  
2 during the Council meetings, we oftentimes invite  
3 representatives at a very high senior level from  
4 other federal agencies, because Department of  
5 Labor interacts with many other federal agencies,  
6 including but not limited to the Department of  
7 the Interior, the Department of Education, Health  
8 and Human Services, and our work reaches across  
9 all of those federal agencies.

10 So many of the initiatives that are  
11 going on in other federal agencies relate to the  
12 work that we have here in Department of Labor.  
13 So on the agenda, you'll see fairly high senior  
14 executives from other federal agencies, because  
15 this is your opportunity to reach across -- reach  
16 across broadly to talk about those initiatives  
17 that are important to Native American  
18 communities.

19 At 10:45, we're going to have the  
20 election of the officers. We will elect a  
21 chairman and a vice chair, and I'm going to do it  
22 a little differently this time. Last time, you

1 know, we just had the show of hands and stuff.  
2 I'm going to -- we're going to pass out a paper  
3 and ask you to write. Once we get the nominees,  
4 we're going to ask you to write the -- write the  
5 names down of who you voted for and then we'll  
6 tell you, and then we'll announce it.

7 But prior to, if you're thinking about  
8 running as a chair or the vice chair, I would  
9 like you to give a short summary to everybody,  
10 because we don't all know each other here. Some  
11 of us do, you know, but have returning members of  
12 the Council and members who have served on the  
13 Council for more than one term, and they  
14 oftentimes know each other.

15 But that doesn't mean that, you know,  
16 other people should not be considered as the  
17 chairman or the vice chair if they're interested.  
18 And so that's why I'd like to offer the  
19 opportunity for you to share like maybe just a  
20 few minutes talking about why you're interested  
21 in becoming the chair or the vice chair.

22 And so once we elect the officers,

1 then I will turn over the facilitation of the  
2 meeting to the chair and the newly-elected vice  
3 chair. As a Designated Federal Official, I am  
4 responsible for working very closely with both  
5 the chair and the vice chair and with this  
6 Committee. So I'm the go-to person if you have  
7 any questions ever, or if you have any concerns.  
8 Please feel free to just contact me directly.

9           There have been others who have served  
10 as the past as a chair including Darrell Waldron,  
11 and Darrell is the outgoing chair. The chair is  
12 restricted to one two-year term, and that's  
13 included in our charter. And so Darrell, thank  
14 you very much for your service. We very much  
15 appreciate you taking the lead these past two  
16 years to conduct these meetings, and to work very  
17 closely with me in identifying all of the topics  
18 that, you know, the Council wanted to address.

19           And just keeping me on track Darrell,  
20 thank you very much.

21           MEMBER WALDRON: It was an honor  
22 serving. Thank you everybody.

1                   MEMBER RICKARD: But again, it should  
2 be noted that Darrell has served as chair for  
3 several different councils.

4                   MS. BROWN: Yeah, several terms. So  
5 we very much appreciate that, and also I'd like  
6 to thank Jacob Bernal for serving as the vice  
7 chair.

8                   Jacob Bernal is from Tucson, for the  
9 Tucson Indian Center, and he is the Executive  
10 Director and facilitates the meetings in  
11 Darrell's absence. Or if Darrell takes a break  
12 from this meeting, he also steps up, the vice  
13 chair always steps up to facilitate the meeting.

14                   And then we have another position that  
15 although it's not required by Department of  
16 Labor, the Council voted years ago to elect a  
17 secretary, and the secretary of this Advisory  
18 Council does the roll call. She conducts a roll  
19 call. She keeps me on track in getting out  
20 follow-up resolutions, follow-up correspondence  
21 out to the Advisory Council.

22                   If there's anything that needs to be

1 sent out, she lets me know, and then I work very  
2 closely with her, especially if there are  
3 recommendations from this Council. We want to  
4 make sure that they're adequately recorded to  
5 voted on, and that we follow up to make sure  
6 those recommendations get through the Department  
7 of Labor's clearance process.

8 It can be a lengthy process, so you'll  
9 see oftentimes the recommendations are not posted  
10 right away, or they're -- or there may be a  
11 delayed response, such as the recommendations  
12 recently from the June 2021 meeting. We had the  
13 Council that -- whose terms expired. So the  
14 Department was late in getting the response out  
15 because we wanted to ensure that we had a Council  
16 in place.

17 So we will have the election of  
18 officers at 10:45 to 11:15. And then we will  
19 hear from our Office of Congressional and  
20 Intergovernmental Affairs, our most recently  
21 hired Tribal Liaison. So you'll have an  
22 opportunity to hear from him. At 11:30 to 12:00

1 we have Brent Parton, who is the Acting Assistant  
2 Secretary, and Brent just -- I know that many of  
3 you have heard, have heard from Brent before,  
4 because Brent was acting -- filling in for the  
5 Secretary of Labor during the Rhode Island  
6 conference, the national conference. So he spoke  
7 to our Indian and Native American community. So  
8 we'll get to hear from him now in his acting  
9 capacity as the Assistant Secretary. As many of  
10 you know, our Assistant Secretary has not yet  
11 been confirmed.

12 At 1:00 to 1:30, we'll have an  
13 opportunity to get a briefing about and an update  
14 on where we are with 102-477. For those of you  
15 who are new to this meeting, we will talk a  
16 little bit about the 477 and provide you with a  
17 briefing, so that you understand it. It's one of  
18 the programs that Department of Labor has  
19 supported for many, many years, and we have a  
20 very close working relationship with the U.S.  
21 Department of the Interior, Bureau of Indian  
22 Affairs.

1           And 477 -- so we participated in that  
2 program through the Indian and Native American  
3 program, and we transferred those funds over to  
4 the Department of the Interior, but I'll go into  
5 more detail later.

6           At 1:30 to 2:00, we have Patrick  
7 Carey, who is the Assistant Commissioner for the  
8 Bureau of Labor Statistics, and he's going to be  
9 providing us an update not only of the American  
10 Indian Labor Force Report, but also an update on  
11 the recently announced statistics coming out on  
12 unemployment data for American Indians and Alaska  
13 Natives.

14           MEMBER RICKARD: How about Hawaiians?

15           MS. BROWN: And Hawaiians. At two  
16 o'clock, we will have Anthony, who goes by Morgan  
17 Rodman. He is the Executive Director of the  
18 White House Council on Native Affairs, and he  
19 will provide us with an update on all the ongoing  
20 initiatives across all federal agencies, and the  
21 White House working in concert with tribal  
22 leaders across the country, and I -- he'll give



1 us an update with the upcoming summit that they  
2 plan with the tribal leaders here in Washington,  
3 D.C.

4 At 2:30 to 3:00, we'll have sort of a  
5 working session, updating the two-year strategic  
6 plan. I know we haven't revisited that for a  
7 while, but thanks -- we have Patty Hibbeler here,  
8 who is the chair of the Effective Management Work  
9 Group. And so looking forward to updating that.

10 At 3:00 to 3:30, we have Lee Adolph,  
11 who will be participating virtually, and Lee  
12 Adolph is with the Council for Tribal Employment  
13 Rights, another organization that ties in very  
14 closely to the work that we do here at Department  
15 of Labor and across other federal agencies like  
16 the Bureau of Indian Affairs.

17 We'll have a break, and then at 3:45  
18 to 4:15 we'll have John Ladd, and John Ladd is  
19 with the Apprenticeship Program. He's the  
20 administrator and he will have some of his staff  
21 here. As many of you know, apprenticeship is one  
22 of the largest priorities in Department of Labor,

1 and it touches across all the programs. So we'll  
2 have an update on where we are with that.

3 On Day 2 -- well, before I go on to  
4 Day 2, let me ask Darrell, we approved the entire  
5 agenda for both days; is that correct?

6 MEMBER WALDRON: Yes.

7 MS. BROWN: Okay. On Day 2, this will  
8 be -- Day 2 will primarily be a working meeting.  
9 I will be providing a report out of the Division  
10 of Indian and Native American Programs, all of  
11 our priorities that we're working on, and just  
12 give you an update so that you know where we are  
13 with everything that we do in DINAP. And also it  
14 touches broadly because we'll have -- hopefully  
15 we'll have Kim Vitelli, who is our administrator  
16 for the Office of Workforce Investment, and many  
17 of those priorities in OWI, touch DINAP broadly  
18 with the other initiatives going on.

19 At 9:45 we will have a discussion  
20 about the regional and national conference  
21 updates, and hopefully Darrell, you will help out  
22 with that because of the upcoming meeting in

1 Myrtle Beach, the Eastern -- East-Midwest Region  
2 conference, and then the West Regional  
3 Conference, Kay. We have Kay and others who  
4 participate on the planning committee.

5 We will also have a report out on  
6 training and technical assistance from our TAT  
7 provider. Courtney McClusker is our program  
8 manager, and as many of you know and some of you  
9 who don't know, you know, DINAP gets a yearly  
10 appropriation, and out of that appropriation by  
11 law there's -- we can take up to one percent of  
12 the total appropriations that can go into  
13 training and technical assistance.

14 This Council helps identify the  
15 priorities for what -- for the work that we do  
16 here in Department of Labor. We also talk about  
17 what types of training and technical assistance  
18 that we as an entity that cares broadly about our  
19 programs across the board, what we think are  
20 priorities. So I'd like to really have that an  
21 active working meeting and hear from you.

22 We'll have a break, thank goodness

1       huh? And then we'll have a Census update. For  
2       those of you who don't know, the Indian and  
3       Native American programs is a formula-funded  
4       program, and to disperse the funding equitably  
5       across all the different tribes and Indian  
6       programs across the nation, we use a formula.

7                 And in order to -- to use the most  
8       consistent data collection that can be  
9       verifiable, we rely on census data. Many of you  
10      know that it hasn't been updated for a while and  
11      there's a reason why, but of course I'm not going  
12      to go into that now because we will have some  
13      subject matter experts talking to us about the --  
14      the potential updating of the census and when we  
15      think that might take place and other types of  
16      things like implementing a hold harmless formula.

17                We will have a lunch break, and I've  
18      left a little more time for the lunch break  
19      because we have limited facilities around the  
20      Department of Labor, but I think we arranged for  
21      a lunch. We will also have a report out on  
22      Department of Labor's youth framework. During

1 our Effective Management Work Group meeting in  
2 Tulsa, Oklahoma, there was a -- there was a  
3 briefing provided on our youth program. Our youth  
4 program is very small. It goes to the -- the  
5 youth funds go to the federally recognized tribes  
6 only. It doesn't go to the Indian organizations,  
7 because it's a supplemental program. We get 1.5  
8 percent of the total allocation that goes out to  
9 the state formula-funded programs.

10 So it's a small amount. So many of  
11 you know that we have summer youth only programs,  
12 but we do have very large programs like the  
13 Navajo Nation and Hawaii and others. So the  
14 Department of Labor supports a much broader youth  
15 initiative through the Office of Youth Services,  
16 and we interact closely with all of those  
17 different programs to add to our resources, or to  
18 get training in these different areas.

19 We just feel like there's a need,  
20 after looking at some of our members, to have an  
21 emphasis on youth, and I'll go into a little more  
22 detail about that later on the performance and on

1 the spending, and where we want to go for -- with  
2 youth services.

3 We're also going to establish  
4 priorities. Each one of you will have the  
5 opportunity to join or participate on one of the  
6 work groups that are a part of this Council.  
7 These work groups are not only open to Advisory  
8 Council members; we also ask subject matter  
9 experts out in our grantee community and maybe  
10 even outside that more broadly if they want to  
11 participate on these work groups.

12 They identify priorities. They make  
13 formal and official recommendations to the  
14 Advisory Council, and the Advisory Council votes  
15 on those priorities. So they're not really  
16 passed until the Advisory Council votes on those  
17 recommendations. But it's really a group of  
18 subject matter experts that work on these work  
19 groups.

20 And so I'm going to provide you  
21 information on the formal groups that we have,  
22 but meanwhile -- and I will print out the work

1 sheets. They're not totally updated, but  
2 currently we have the Census Work Group, we have  
3 a Youth Work Group, we have Performance and  
4 Reporting Work Group and an Effective Management  
5 Work Group. So there are four work groups of  
6 this Advisory Council.

7 And then 2:30, last but not least,  
8 we'll have our Administrator, Kim Vitelli, talk  
9 to you about OWI and give a report out on various  
10 initiatives in the Department of Labor. And then  
11 at three o'clock we have Public Comment, and this  
12 is where the Advisory Council listens to the  
13 public that either has comments for them,  
14 recommendations for them, input.

15 You're not required to respond and in  
16 fact you shouldn't respond, because we don't want  
17 to start a debate or have you act on anything or  
18 say something that -- without first considering  
19 that. So when we have public comment, it really  
20 is a listening session, and it's designed to have  
21 you listen to the public make comments and  
22 recommendations to the Advisory Council. Did I

1 cover that in a nutshell?

2 MEMBER WALDRON: You did. It's just  
3 difficult not to respond sometimes.

4 MS. BROWN: Yes. You know like if we  
5 have sometimes general questions that we know we  
6 can ask, we can, we can respond to them. But if  
7 there's technical questions that require maybe a  
8 formal response from the Department or from this  
9 Council, I would -- I would say do not respond.

10 Also, during the conduct of this  
11 meeting, each one of you represent a certain  
12 region and a certain discipline. So this meeting  
13 is recorded verbatim, and those recordings are  
14 maintained forever in the Library of Congress.

15 And as a Designated Federal Official,  
16 I am required to make sure those transcripts are  
17 available not only to the public, but oftentimes  
18 those transcripts are also available to members  
19 of Congress or anybody else who wants to know  
20 what the federal government, how the federal  
21 government is spending their federal dollars in  
22 supporting these advisory councils.



1                   This Advisory Council is a council to  
2                   the Secretary of Labor and to the Department of  
3                   Labor, and so -- so everything you say in this  
4                   meeting is recorded, and we will provide  
5                   summaries at the end of this meeting to all of  
6                   the Advisory Council members. So before you ask  
7                   questions or --

8                   SECRETARY WALSH: Hi boss.

9                   MS. BROWN: Good, good morning.

10                  SECRETARY WALSH: Good morning.

11                  MS. BROWN: So before you comment, ask  
12                  questions, say your name and the region that  
13                  you're from. So great. That's really good  
14                  timing, and Secretary Walsh.

15                  MEMBER RICKARD: Do we have to approve  
16                  the agenda?

17                  MS. BROWN: Oh yes.

18                  MEMBER RICKARD: I make a motion.

19                  MS. BROWN: Yes. So let me -- before  
20                  we start --

21                  SECRETARY WALSH: Take your time.  
22                  Don't worry about it. Do your business.

1 MS. BROWN: Before we start, I'd like  
2 to have a motion to approve the agenda.

3 MEMBER RICKARD: I'll make the motion.

4 MEMBER WALDRON: Second.

5 MEMBER RICKARD: Gary Rickard, Region  
6 6.

7 MEMBER WALDRON: Darrell Waldron,  
8 Region 1 and 2.

9 MS. BROWN: All for approving the  
10 agenda? Any questions, any corrections?

11 No. Okay we have a motion to approve  
12 the agenda and a second. All in favor say aye.

13 (Chorus of aye.)

14 MS. BROWN: Anyone not in favor?

15 Motion passed, thank you. Well great.

16 I'm frankly honored and privileged to introduce  
17 Martin Walsh. Martin, the 29th Secretary of  
18 Labor, and I just want to say a few words in  
19 introduction. We were recently very fortunate to  
20 have the Secretary address the National Indian  
21 and Native American Employment and Training  
22 Conference in Tulsa, Oklahoma.

1                   He is the first Secretary of Labor to  
2 address the Indian and Native American community  
3 formally at this conference. So we were very  
4 honored, thank you.

5                   SECRETARY WALSH: Such an honor, thank  
6 you.

7                   MS. BROWN: And I thought this is  
8 testimony to his connection to working people and  
9 to support the Indian and Native American  
10 community. So thank you very much Secretary  
11 Walsh for being here today to meet the members of  
12 your council, the Native American Employment and  
13 Training Council, and before we start you might  
14 even have this on here, I'd like everyone to  
15 just quickly introduce themselves, starting with  
16 Gary.

17                   MEMBER RICKARD: Gary Rickard,  
18 Chairman of the Wintu Tribe of Northern  
19 California, representing Region 6.

20                   MR. HOULE: Good morning, Robert  
21 Houle. I'm Region 5. I with the Bad River Band  
22 of the Lake Superior Chippewa in Northern

1 Wisconsin. I'm the assistant clinic  
2 administrator and privacy officer for the Tribe.

3 MEMBER WOJNAS: Jacob Wojnas. I'm  
4 representing Other Disciplines. I'm a board  
5 member and vice chair of the Tew'athah'on:ni  
6 Corporation, which is a Section 17 economic  
7 development corporation for the St. Regis Mohawk  
8 Tribe.

9 SECRETARY WALSH: And who do you work  
10 for?

11 MEMBER WOJNAS: Who do I work for?

12 SECRETARY WALSH: Yeah. I see that  
13 hat.

14 MEMBER WOJNAS: Oh, the hat is  
15 actually -- my father's a union bricklayer.

16 (Laughter.)

17 SECRETARY WALSH: I saw that. Awesome  
18 yeah.

19 MEMBER WALDRON: Darrell Waldron,  
20 Rhode Island Indian Council.

21 MEMBER QUINTANA: (Native language  
22 spoken.) My name is Joseph Quintana, and I

1 represent Region 6.

2 MEMBER LOWRY: I'm Candace Lowry of  
3 Region 3. I'm the Deputy Director for the North  
4 Carolina Commission of Indian Affairs.

5 MEMBER SEVEN: (Native language  
6 spoken) or good morning. My name is Kay Seven.  
7 I represent the Other Disciplines, 477 Programs.  
8 I'm in Region 6, Idaho.

9 MEMBER HIBBELER: Patricia Hibbeler.  
10 I represent Other Disciplines. I'm the Director  
11 of Tribal Member Services with the Confederated  
12 Salish and Kootenai Tribes of Montana. I'm  
13 honored to have met you at the Phoenix Indian  
14 Center when you visited.

15 MEMBER COUNCE: (Native language  
16 spoken.) Robin Counce, and I represent Region 4.  
17 I'm new on the Council. I am representing the  
18 Choctaw Nation. I am Senior Director of  
19 Education and Careers.

20 MS. BROWN: And we have some members  
21 that participate virtually. So Winona, can you  
22 introduce yourself?

1                   MEMBER WHITMAN: Good morning and  
2 aloha. I am Winona Whitman, Region 6 from the  
3 State of Hawaii with Alu Like, Incorporated.  
4 Mahalo, Deputy Administrator Walsh, for being  
5 here to meet and greet with you.

6                   SECRETARY WALSH: Thank you.

7                   MEMBER EDMO: Good morning. I'm  
8 Lorraine Edmo. Good morning Secretary Walsh and  
9 others. I'm representing Other Disciplines. I'm  
10 a retired federal official. I have worked at  
11 Department of Justice, Department of Education,  
12 Bureau of Indian Affairs, and also I'm a former  
13 non-profit manager for quite some years. I'm a  
14 member of the Shoshone Bannock Tribe of Idaho,  
15 but I represent Other Disciplines, and I live in  
16 New Mexico.

17                   MEMBER MORALES: Good morning, Holly  
18 Morales with Region 6, representing Alaska.

19                   MEMBER ISAAC: Good morning, Shawn  
20 Isaac, the Tribal Administrator for the Torres  
21 Martinez Tribe and also representing Region 6.

22                   MS. BROWN: Is that it? Thank you.

1 Secretary Walsh.

2 SECRETARY WALSH: Thank you very much  
3 for being here today. I know it's exciting to be  
4 in-person and Zoom. You know, we have had a  
5 really difficult two years in this country, just  
6 with COVID and other reasons that we'll have a  
7 chance to get into today. But you know, it is  
8 exciting and I just want to say to a few of you I  
9 have been to 13 -- I've been to 50, what am I  
10 saying -- 37 states. I have 13 to go.

11 So I have to get to Montana, I have to  
12 get to Idaho, and unfortunately at some point I  
13 have to make that long, brutal trip to Hawaii.  
14 You know it's going to be tough, but I just want  
15 to say --

16 MEMBER WHITMAN: Well perhaps we could  
17 have our next meeting there.

18 SECRETARY WALSH: Yeah, well yeah.  
19 Just any reason, excuse that you need me to be  
20 there to keynote speak. No, thank you very much.  
21 You know, I've shared this a couple of times.  
22 I've gone around the country and I've visited

1 lots of reservations in the country, as the  
2 Secretary of Indian Matters in New Mexico and  
3 Phoenix. I was in Oklahoma City and a few  
4 others.

5 Quite honestly, my previous job was  
6 Mayor of Boston, and my only real interaction  
7 with the Native American and Indian American  
8 community was when I was a state representative,  
9 casino gaming, and the Wampanoag Tribe from  
10 Mashpee and the Cape spent a lot of time in my  
11 office. I was pro-casino, and I was working to  
12 get the designation for the tribe.

13 They never got it because the federal  
14 government hasn't given it to them, and I was  
15 very supportive back then, and I learned a little  
16 bit about -- not about the culture, but about,  
17 you know, the importance of what gaming was going  
18 to do for the community.

19 And then as Mayor of Boston, we really  
20 didn't have a lot of interaction. There was one,  
21 just a little bit of conversation with the Native  
22 American community as mayor, and then I became



1 the Secretary of Labor. In one of the my first  
2 meetings I had with the President in the White  
3 House was with Secretary Haaland and the  
4 President, and talking about the work of being  
5 really focused and intentional on this time, this  
6 administration, doing a lot of different supports  
7 for the Native American community.

8 And I want to say, I think it was New  
9 Mexico when I went out and we had a roundtable  
10 with the leaders like this one, and we talked  
11 about -- they talked about quite honestly the  
12 lack of support from the federal government. The  
13 lack of support when it comes to education, when  
14 it comes to infrastructure investment, when it  
15 comes to different types of investments.

16 From that point on, and we've had  
17 meetings and we've had a lot of meetings, and we  
18 have a liaison with an amazing person here in  
19 DOL. I want you to feel at home here. I want  
20 you to know that we're going to do everything we  
21 can to make sure, not just strengthening  
22 relationships, but strengthening the communities

1 that each of you represent here in this room  
2 today, and all across America.

3 This has nothing to do -- really, I  
4 thought about after I, you know, after I left the  
5 Wampanoag in New Mexico and Phoenix, I thought  
6 about, you know, my family journey. My family's  
7 from Ireland, and you know, they live in  
8 villages. If you look back in the history, back  
9 into the, you know, 17th, 18th, 19th century, my  
10 mother comes from a village. We call it a  
11 village, and it's tribal, and they come from a  
12 tribal community.

13 So the O'Malleys is their name, the  
14 Walshes on the other side. I'm not saying that  
15 that's making me think differently, but in some  
16 ways it is. And it's making me think, focusing,  
17 what can I do as the Secretary of Labor? I know  
18 Deb has done amazing work and she continues to do  
19 amazing work and all the cabinet's all engaged.

20 But I want you to know as far as  
21 workforce protection, labor protection, working  
22 grants, things like that, whatever we can do to

1 strengthen the community for people. I mean we  
2 started three months ago giving numbers now for,  
3 you know, American Indian and Native Alaskan DOL  
4 unemployment numbers.

5 Shocking to me that this country has  
6 never given those numbers out publicly, and now  
7 we report those numbers the first Friday of every  
8 month. We did it for the third time last Jobs  
9 Day. We're going to continue to do it. I talk  
10 about it on CNN, I talk about it on MSNBC. I  
11 talk about it on Fox News, I talk about it on all  
12 the stations I represent.

13 We're diving into those numbers a  
14 little bit more to see what those numbers  
15 actually mean, so that we can help you and you  
16 already know the answers to the question. How  
17 can we help you when we think about job training  
18 and workforce development. How can we help you  
19 with worker protection?

20 When I was in New Mexico I saw often  
21 oil wells, lots all over, particularly on the  
22 reservation, and we're talking about how do we

1 make the investment stand? How do we make sure  
2 the people that grew up and live there have an  
3 opportunity to access those jobs? So again,  
4 we're going to do everything we can to be very  
5 supportive, and I want you think -- view this  
6 Department is your Department. I can't speak for  
7 the other ones.

8           When I was at the conference in  
9 Oklahoma, and when I was announced as the first  
10 Secretary ever to speak at the conference, at the  
11 leadership conference, I was blown away by that.  
12 I mean I couldn't believe it. So anything that  
13 I can do, anything that we can do, ask. And if  
14 we can't get it done today, we'll figure it out  
15 and we'll work along.

16           So I just want to say thank you for  
17 it, and I really just came down to thank you for  
18 meeting and thank you for being here today, and  
19 to just kind of listen to some questions or have  
20 the conversation, whatever you choose, whatever  
21 you feel. But just thank you so much for being  
22 here today.

1                   MEMBER RICKARD: Gary Rickard, Region  
2           6. Over the years, I've been involved with the  
3           Native American Employment Training and going way  
4           back to JP, JPPA and actually I worked for the  
5           state of California with the one before that,  
6           CETA. So I've been involved with the programs  
7           for a long time.

8                   In the United States, there's well  
9           over 500 tribes, all having different cultures.  
10          One of the things I've seen over the years is the  
11          diminishing of the authority for tribes to be  
12          able to design program and outcomes that will  
13          meet the needs of their community. I know that  
14          the legislation comes from Congress, and so I  
15          don't know how much authority that gives you to  
16          look at and be able to say, well maybe we need to  
17          make some adjustment so that the tribes and the  
18          WIOA programs have more flexibility in their  
19          ability to design programs to meet the local  
20          community needs.

21                   SECRETARY WALSH: Great question and  
22          comments. I got here in March of last year. I

1 got here in March of last year, so I've been in  
2 this job for about a month, a year and a half  
3 now. And one of the first things I recognized  
4 was our not just WIOA grants, but all of our  
5 other grants, our hands are tied, and the  
6 measurements and the investments are always the  
7 same year after year after year after year after  
8 year.

9 My previous job was Mayor of Boston,  
10 so I had the ability to shape investments in  
11 different parts of the community. I have a  
12 workforce development board in Boston. We shaped  
13 the way investments are made. We changed it.  
14 I'll give you one example.

15 So many years ago, I was a state rep  
16 as well in Massachusetts. I went to a job  
17 training program, and I go into the program and  
18 the program was made up of a bunch of different  
19 age people, but there were some older people in  
20 the room. When I say older, you know, 65 years  
21 old doing job training, and they were training  
22 people, 65, how to code a computer.

1           I was thinking of myself, how many of  
2 these folks that are learning how to code are  
3 actually going to go work in the technology  
4 space? Like really, and I was thinking about my  
5 mother who -- my mother was, you know, had like a  
6 4th grade education from Ireland. Was a  
7 homemaker, was a domestic worker, worked at, you  
8 know, taking care of kids when she was younger.

9           She worked at like a -- it wasn't a  
10 hotel but it was like a private club, and she  
11 cleaned the rooms and stuff. My father was a  
12 construction worker. He was a laborer. Not  
13 educated. Smart: he educated himself, but not  
14 formally educated in Ireland when he came here.

15           And I thought to myself if my parents  
16 were in this class learning these skills, they  
17 can't use them. So when I came here, we started  
18 looking at how we changed the ability, by giving  
19 me enough, a lot more flexibility on how to  
20 spend the money and how to actually, you know,  
21 make sure the money -- investments are going for  
22 what's needed today.

1           Right now I have seven phone calls on  
2 my desk that seven members of Congress said I'm  
3 going to be calling over the next day or so. I  
4 was supposed to call them Friday, I didn't get a  
5 chance to, and asking them to give me flexibility  
6 in grant-making, because quite honestly the jobs  
7 of today are different.

8           And if we want to partner with a  
9 company to train people on how to do the job in a  
10 particular company, I technically can't, because  
11 the grants -- as you know, the grants are laid  
12 out in a certain way. So we're working on that  
13 now. I don't know if I'm going to be successful  
14 this budget cycle, but I'm going to tell you  
15 this. I'm going to do everything I can to be  
16 successful next budget cycle, because I honestly  
17 think we're wasting money.

18           I think we're investing money,  
19 supposedly investing money in workforce  
20 development for people, when in fact we're not  
21 getting the benefit, they're not getting the  
22 benefit of training for the jobs that we need.



1 So I completely agree with you. I don't know --  
2 are you here all day? Is Brent Parton coming  
3 down today?

4 MS. BROWN: Yes.

5 SECRETARY WALSH: Ask Brent. Brent's  
6 my guy. Just say what's the Secretary say about  
7 workforce development money, he'll tell you. And  
8 Brent's working on that now, and that's where we  
9 can bring that question up and tell him. Because  
10 I -- Brent's good; he gets it. You know, I think  
11 that that's one area that we have to change.

12 And secondly, I would love to have  
13 some discretionary funds to create -- if you come  
14 to me and say I have a program I want you to  
15 create through DOL, that we can create our own  
16 program that works for -- for your community.  
17 Like you said, 500 different tribes in America,  
18 very different.

19 There are, you know, 280 million  
20 Americans, very different. So how do we -- how  
21 do we collectively make sure we're making the  
22 right investments. So I agree with you. I'm

1 with you. Brent will talk to you about it today,  
2 and we'll work -- effectively work together to  
3 change that.

4 MEMBER SEVEN: So as a member of this  
5 Council for the next two years, and it looks like  
6 during this administration, working with you  
7 Marty it's -- I'm sharing my experiences from  
8 Idaho, where Idaho has gotten since the pandemic  
9 started. Our Idaho Workforce Development Council  
10 rolled out the Talent Pipeline Management Academy  
11 to 30 Idahoans, selectively five cohort members  
12 per region.

13 So I was called upon to at least have  
14 an Idaho tribe presence with the cohort. In our  
15 region of Idaho we're doing really well, based on  
16 initiatives that the Idaho Workforce Development  
17 Council has rolled out for us. It's also the  
18 Idaho STEM Ecosystem Strategic Plan. It's now  
19 recently the Idaho pre-apprenticeship, a  
20 formulation of how -- what the Idaho pre-  
21 apprenticeship system's going to look like from  
22 this point on.

1           But one thing that I think I would  
2           like to see from Department of Labor is the  
3           resources at our training events that we have  
4           upcoming, is the focus on industry sectors. I  
5           mean looking at tribal nations overall  
6           nationwide, is our own Talent Pipeline Management  
7           approach to well, what industries are important  
8           to Indian country and what sections of Indian  
9           country.

10           From that point, how is it that we can  
11           look for discretionary funds to have like a youth  
12           academy, to bring them in, to introduce them to  
13           manufacturing, to hospitality and tourism, health  
14           careers, technology? There are national groups,  
15           Native groups that are doing their workforce  
16           development planning in their Tribal Chamber  
17           Council, the National Indian Gaming Association,  
18           the American Indian Physicians Association.

19           Is our American Indian Higher  
20           Education Consortium doing the same type of  
21           strategic thinking? But I would like to see our  
22           Council be on the same platform or building

1 cohesion or synergy with the national movement,  
2 of where is it that we can best put our resources  
3 in this administration for creating awareness  
4 about opportunity, and letting tribal citizens  
5 decide where they want to learn and where they  
6 want to work, you know, whether it's on  
7 reservation or off reservation.

8 So I just wanted to just share some  
9 things based on my experiences in Idaho. We look  
10 forward to your visit, because I'm really proud  
11 of what the Idaho Workforce Development Council  
12 has done in being very inclusive of the Idaho  
13 tribes. It's really broadened my understanding  
14 and interest in what we do with workforce  
15 development as 166 and 477 grantees as we need.  
16 So I'd like to see us be better with our  
17 strategic thinking and the things we roll out  
18 together in the next two-year period.

19 SECRETARY WALSH: Yes, two things.  
20 I'm going to Idaho I think in October, so we'll  
21 be out, number one. Number two, more  
22 importantly, I think today -- is Katelyn coming

1 today, Katelyn Walker Mooney from Good Jobs?

2 PARTICIPANT: I'm not sure.

3 SECRETARY WALSH: Okay. So what  
4 you're going to hear today from my team is a lot  
5 of what you just said. The pandemic has really,  
6 I think, allowed us the opportunity to think  
7 differently. I think they're doing it in Idaho,  
8 they're doing it in other places, and I think  
9 that what we have to think about, what we all --  
10 what I have to think about, what we all have to  
11 think about is how do we make sure that whether  
12 it's investments or job training programs or  
13 we're hitting the right populations or we're  
14 targeting the right folks and we're meeting  
15 people where they're at, you're going to hear a  
16 lot of that today.

17 And part of it is because I come out  
18 of a job before this one that, you know, I  
19 represented the City of Boston. It was diverse.  
20 It was people with PhDs, people with college  
21 degrees, people that dropped out of high school,  
22 and we had a ton of companies moving into the

1 City of Boston that were saying to me that I  
2 don't need a PhD to work in my tech company.

3 I need a high school graduate.  
4 Building trades. You know, building trades, you  
5 need a GED. You can't -- you can't be a dropout.  
6 You need a GED or a high school diploma, and you  
7 needed a license. So and so we were gearing  
8 programs towards trying to help people really be  
9 successful. Not be trained and making minimum  
10 wage. Nothing wrong with that, but being  
11 successful so they can get into the middle class.

12 So I think you're going to hear a lot  
13 of that today, and everything you just said, I'm  
14 there with you. I agree with you. It is  
15 frustrating, because the federal government moves  
16 so slow, and Congress has to give me the  
17 approval, and sometimes they don't get it cause  
18 they think just because they're voting on  
19 something where they're making a \$100 million  
20 grant program, oh that's success.

21 Well that's great, but the problem is  
22 we're not helping enough people. If we were more

1 efficient. I would rather get \$50 million with  
2 less strings on it than \$100 million -- well,  
3 maybe that's not true, but you know what I mean.  
4 So I think you're going to hear a lot of that  
5 today about what you just said, and any  
6 information you can get us and get me on what  
7 Idaho did in the short period of time, I'd love  
8 to get it so like when I'm talking to these folks  
9 in Congress, to talk about what Idaho is doing  
10 and some other places in the country about what  
11 they might be doing.

12           You know, when we went around, we  
13 talked about workforce development, we talked  
14 about jobs, we talked about construction trades -  
15 - how do we create more pathways into  
16 construction trades. But the trades aren't in  
17 every jurisdiction. But you are in California,  
18 they are in Rhode Island, they are in Phoenix.  
19 Idaho, I'm not sure what the case in Idaho is.  
20 It's not as strong.

21           MEMBER SEVEN: Right.

22           SECRETARY WALSH: They are in Hawaii.

1 Montana's not as strong, but we could, but we  
2 could -- there's a lot we can do there. But  
3 again, I think it's not a one size, it shouldn't  
4 be a one-size-fits all. That's what we're trying  
5 to say here. So you're going to hear it today.  
6 When you get Brent in here today, ask -- talk to  
7 him because he knows like this is the stuff I  
8 keep saying. I've been saying for a year now.

9 We've made some adjustments and we've  
10 done some things, and we also something called  
11 the Goods Jobs Initiative. The Good Jobs  
12 Initiative I would recommend that the 500 tribes  
13 around the country look at the Good Jobs  
14 Initiative, take the good things out of the Good  
15 Jobs Initiative, and you don't have to take it  
16 all.

17 It's not a mandate and it's not  
18 ordering. It's just -- it's principles of good-  
19 paying jobs, and take them and adjust them to  
20 what you feel is right. I'll be honest with you.  
21 What we could do here is we could have a -- we  
22 could invite all the tribes in America to the



1 DOL, and we can have a conference on Good Jobs.

2 I would do that. We had one yesterday.

3 We had 600 people here yesterday from  
4 all sectors. This was our second one. I'll do  
5 one specifically for the Native American  
6 community, and we will talk about how we  
7 structure, if you want. If -- you guys talk  
8 about it, and if you want it we'll do it.

9 MS. BROWN: Great. Thank you  
10 Secretary Walsh.

11 SECRETARY WALSH: I know they're  
12 pulling me in a minute. I see the --

13 (Simultaneous speaking.)

14 MEMBER RICKARD: Just a quick comment.  
15 I do like to hear you say the Native American  
16 community, because if you look at things that  
17 happened after World War II, people from the  
18 Dakotas, the Sioux tribe, some even probably  
19 from Montana, they relocated them to Chicago and  
20 dropped them off in the street.

21 SECRETARY WALSH: Yeah.

22 MEMBER RICKARD: You know, but sad,

1 absolutely sad, you know, because there was  
2 nothing for them to do there, although the  
3 Bureau, you know. Even my area in Northern  
4 California we had logging, you know, and 90  
5 percent of the Native Americans in my tribe they  
6 all worked in logging.

7 Well when the logging industry went  
8 down, there was no real plan on what to do with  
9 all of those people.

10 SECRETARY WALSH: Let me just say this  
11 to you. When I'm speaking if I misspeak, correct  
12 me, because again I'm learning as time goes on,  
13 and as I said to you, my association and my  
14 relationship with the Native American community  
15 has been very little, other than this job. And  
16 so don't assume I know everything, and if I make  
17 a statement about something and it's wrong,  
18 correct it.

19 I mean seriously, I'm not going to  
20 learn if you don't, and anything I can do to be  
21 helpful, I am 100 percent in. Our office is  
22 committed, and I'm telling you my DOL is

1 committed. You know, so whatever we can do, no  
2 matter how big or how small, I can't say we'll  
3 always be successful, but we're always going to  
4 try.

5 MEMBER RICKARD: And my point there  
6 was that doing work in Region 6, is that there is  
7 actually more Native Americans living off  
8 reservation than are on the reservation, you  
9 know.

10 SECRETARY WALSH: Yeah. I knew that,  
11 yeah. I knew that.

12 MEMBER RICKARD: And I think too often  
13 we want to forget about them, but that's the  
14 truth.

15 SECRETARY WALSH: I knew that. One  
16 more question. You have a comment. And then you  
17 can carry on.

18 MEMBER QUINTANA: Very quick, I'll  
19 make it brief. I appreciate the work that you  
20 shared with us, your commitment and service to  
21 this particular body. My name's Joseph Quintana.  
22 I represent Region 6. I'm from Los Angeles or

1 Southern California.

2 So just to piggyback on what's been  
3 shared already is, you know, first in addressing  
4 the tribes themselves, terrific opportunity to do  
5 that. But thinking of Indian country to include  
6 those living in metropolitan centers. The state  
7 of California, the largest populations are in  
8 those urban centers, and that includes Los  
9 Angeles and New York as being some of the largest  
10 in the entire nation.

11 And so, want to just uplift that, and  
12 those are places with tremendous development and  
13 opportunities. But we have also, have the  
14 largest unemployment rates of any ethnic group.  
15 Ours even prior to the pandemic was two percent  
16 higher than all other racial ethnic groups, and  
17 at the height of the pandemic we reached as high  
18 as 16 percent, with over 20 percent of housing  
19 instability. So tremendous amount of work.

20 So as you were talking about being  
21 able to adjust that adaptability, especially  
22 during a global crisis and pandemic, how could we

1 have made those adjustments when we're still tied  
2 to a stringent base that tells us you need to do  
3 this. You need to fit in the piece to particular  
4 parameters, I think, are things that we need to  
5 address, especially within our young people.

6 We continue to see major gaps in  
7 educational achievement. 80 percent of our  
8 members receive a high school diploma or GED, or  
9 they don't graduate at all. I know that there's  
10 a big push in order to get into the  
11 apprenticeship fields, but there's  
12 apprenticeships in health care center and all  
13 these other regions that are completely exhausted  
14 at this particular point.

15 I know within our region, they're  
16 having a tough time finding available nurses or  
17 other roles within the healthcare sector, because  
18 people spent two years during this global  
19 pandemic. So I think is there a way that we may  
20 be able to address the issue in regards to our  
21 young people, so that they have equitable  
22 opportunities, as everybody else, towards long-

1 term career and success, and as you described it,  
2 upward mobility and what comes with that, of  
3 course, addressing the social determinants of  
4 health and everything else.

5 SECRETARY WALSH: Yeah. When Brent  
6 comes in today to talk about that, bring it up to  
7 him. We're looking at apprenticeships and pre-  
8 apprenticeships and how to expand them outside  
9 the regular industries.

10 So talk to him about that today as  
11 well, so we can think about maybe is there  
12 something that we can do, and if we do this Good  
13 Jobs Initiative, what we should do is -- we'll  
14 have panels, and one of the panels should be  
15 dealing with older tribal members that are having  
16 a hard time with finding jobs. Have a panel on  
17 younger tribal members and what do we do with  
18 younger tribal members.

19 So I would suggest like, because we  
20 had a whole day yesterday. It started at nine  
21 o'clock, it went till five o'clock, and there was  
22 about a dozen panels. We can think about what

1 does that look like and how do we set up so we  
2 can have those conversations, and not -- and what  
3 we do, we invite other cabinets and we invite  
4 other elected offices to come. So yesterday we  
5 had cabinets represented in the room, and we had  
6 elected officials represented in the room, we had  
7 management in the room, we had statewide office  
8 holders in the room. So we bring them to listen  
9 and to learn.

10 So again, it's really about with the  
11 initiative, but it's kind of an all -- it gets  
12 people leaving here thinking. It's not a mandate  
13 and it's not a government program. It's an idea,  
14 and really like we don't focus on -- we focus on  
15 the 8.7 percent Native American/Native Alaskan  
16 unemployment number, but we don't focus on what  
17 does that mean, right?

18 We know it's 8.7 percent last month,  
19 and the African-American community, 6.2 percent,  
20 so a little more than two percent. The Latino  
21 community was like 4.6 percent and the  
22 unemployment in the country is 3.6 percent. But

1       what does that mean, all right? We know there's  
2       an issue. We know there's a deficit there. How  
3       do we actually solve that? How do we make that  
4       8.7 come down to 4 percent and then the average?

5               So again, I think that when you talk  
6       -- as you're talking today with my team, that's  
7       the -- we're in the right place. Then we should  
8       talk to Commerce and we should talk to Interior  
9       and all those other places. But here it's about  
10      the jobs, the job training and workforce  
11      development, and the other place is like how do  
12      we get more companies to the table? So I'm with  
13      you and I think when Brent comes in here today,  
14      bring those conversations up.

15             Okay, and I'm going to talk to Katelyn  
16      today about we should talk later on about doing  
17      that. I didn't think of it until I just walked  
18      in. I'm like this would be perfect, a perfect  
19      Good Jobs Initiative. It would be the first  
20      that's ever -- first time it's ever happened, and  
21      bring up a time, invite everyone to come in. If  
22      they come, they come. If they don't, they don't.



1                   So anyway, I'm going to run because  
2 I'm getting pulled --

3                   MEMBER WALDRON: I just want to say  
4 thank you, Secretary. You've been just really  
5 supportive of Indian country, the eight  
6 recommendations. You've just been a real  
7 confidence builder for the folks that have been  
8 working so long to continue to make efforts. So  
9 on behalf of this Council and the Native  
10 community, I want to thank you for your attention  
11 all of the time.

12                   SECRETARY WALSH: Oh, please don't  
13 thank me. Let's get some more work done.

14                   MEMBER WALDRON: I think we'd like to  
15 get a picture with you, though, if that's  
16 possible.

17                   (Simultaneous speaking.)

18                   (Pause.)

19                   MS. BROWN: Could I have everybody  
20 seated.

21                   MS. ECHOHAWK: Welcome, LaShanda. We  
22 can't hear you.

1 MS. WHALEY: Okay. Just let me know  
2 when it's okay. I'll try to share my screen here  
3 for you guys. Is Sean in?

4 MS. ECHOHAWK: Yes, he is.

5 MR. CONLEN: Good morning everyone.

6 MS. WHALEY: Okay, all right. Let me  
7 know if that pops up on your screen.

8 MEMBER WALDRON: Yes.

9 MS. WHALEY: I am okay.

10 MR. CONLEN: Great. Well good morning  
11 everyone. I'm Sean Conlen. I'm an ethics  
12 attorney here at the Department of Labor. So  
13 just a few things we wanted to go over with you  
14 this morning, ethics rules for non-federal  
15 employees. Please bear with me if I sound a  
16 little froggy. I'm dealing with a cold, so you  
17 know, please just bear with me, bear with me.

18 Next slide. So one of the things that  
19 a lot of people may not realize is that there are  
20 ethics rules that apply to people that don't even  
21 work for the federal government. So the universe  
22 of ethics rules is a lot smaller for non-federal

1 employees, and even smaller for some of you  
2 because you are here explicitly representing an  
3 outside organization.

4 But there are still a few things we'd  
5 like to go over, just to kind of cover all our  
6 bases. Next slide.

7 So the first thing that we want to  
8 talk about is, and it can sound very intuitive,  
9 but one of the things to watch out for is the  
10 misuse of government affiliations. So you do  
11 want to be careful that you are not giving the  
12 impression or stating that your position or your  
13 opinion necessarily reflects the government's  
14 views.

15 So you don't want to give the  
16 impression that you are speaking on behalf of the  
17 government when you are really not. So and of  
18 course you can't use your association with the  
19 government to try to obtain personal benefits or  
20 favors for your friends or yourselves, business  
21 associates, anything like that.

22 Next slide. Misuse of government

1 resources. So here, again, it's fairly  
2 intuitive, but government resources should be  
3 used for specifically authorized activities. So  
4 that means things like computers and printers,  
5 letterhead, envelopes, things like that. So, for  
6 example you can't, you know, use a government  
7 printer to print off material for like your  
8 private, you know, your private use, things like  
9 that.

10 Next slide. Conflicts of interest.

11 So again, this is -- this may not apply in the  
12 usual way for many of you because you are  
13 representing an outside organization. But again,  
14 so, if you are working on a government matter and  
15 that, that matter is of interest to the  
16 organization that you represent, you should just  
17 make sure you're disclosing that interest.

18 So, you can make that disclosure  
19 verbally, you can report it in the record. So  
20 you should make sure that anything that you're  
21 working on in your capacity as a representative  
22 of the government that is of interest to your

1 private organization, you disclose that potential  
2 conflict.

3 Next slide. And finally, if you are  
4 working on -- if you do have other business with  
5 the Department, you want to just handle that on  
6 days when you're not working as a representative  
7 of the government. So keeping those, keeping the  
8 government and the private work separate.

9 Next slide. Political activities. So  
10 this is obviously very much of interest in the  
11 current kind of political climate. The best  
12 practice is to keep your political activities and  
13 your government service separate. You can't  
14 engage in partisan political activities while on  
15 government premises or with the assistance of  
16 government employees.

17 So you can't be campaigning for a  
18 political candidate or a political party,  
19 soliciting donations for a political candidate or  
20 partisan politics, anything like that while  
21 you're on government premises or using government  
22 systems.

1                   Next slide. This is just sort of a  
2 best practice. Social media.

3                   Did we lose the --

4                   MS. BROWN: Yeah it went crazy.

5                   MR. CONLEN: Hold on. Give me just  
6 one second.

7                   MS. WHALEY: I'll pull it back up.  
8 You can go ahead and keep talking, Sean.

9                   MR. CONLEN: So, one of the last  
10 things we wanted to touch on was just social  
11 media use. Again, more of a best practice than a  
12 strict per se rule, but people are just cautioned  
13 to remember that things posted to social media  
14 spread quickly to a lot of people. They can be,  
15 you know, instantly screenshot, retweeted,  
16 disseminated and, kind of, spread quickly.

17                   So, a warning to be careful, be  
18 cognizant about what you're putting on social  
19 media, particularly if your social media is  
20 linked to your work with the government. Make  
21 sure that you're kind of observing all of those  
22 ethics rules and just being very cognizant of

1 what you put on social media.

2           Then finally, there may be -- there  
3 may be specific rules that aren't covered in this  
4 general framing. So just be aware of those, talk  
5 to your government point of contact if there are  
6 any particular issues that you need to be aware  
7 of, any specifics that aren't covered by this  
8 kind of general overview.

9           Last but not least, we have everyone's  
10 contact information. We are all here if anyone  
11 has any specific ethics questions. I'm actually  
12 relatively new to the Department, so my contact  
13 information isn't up there yet. But we'll make  
14 sure that you have that available if you need to  
15 reach out to me or LaShanda with any specific  
16 questions.

17           But other than that, excuse me, that's  
18 really all I have this morning. As I said, it's  
19 a much smaller kind of condensed version of the  
20 training for many of you. So thank you for the  
21 opportunity to talk to you this morning, and  
22 unless you have any questions, that's all I have.

1 MS. BROWN: Does anybody have any  
2 questions?

3 MEMBER HOULE: Yeah, I do. Is there  
4 a code of ethics or conduct?

5 MS. BROWN: Your name and region.

6 MEMBER HOULE: Robert, sorry. Robert  
7 Houle, Region 5. Is there a signed agreement on  
8 a -- well, for this Committee's code of ethics in  
9 the work that we do, is there a document that we  
10 -- I'm a new participant and --

11 MS. WHALEY: I'll take that question,  
12 Sean.

13 MEMBER HOULE: Thank you.

14 MS. WHALEY: So there's nothing that  
15 we have you sign, however there may be something  
16 specific to the Committee that they may have you  
17 sign, laying out additional parameters of what  
18 you can and cannot do. In turn, because you guys  
19 are what we consider to be a federal advisory  
20 committee, the actual attorney, every committee  
21 has an attorney from the Solicitor's Office  
22 assigned to them.



1           The actual attorney assigned to this  
2 committee is Joe Plick, and your coordinator  
3 should have his contact information. But his  
4 last name is spelled P-L-I-C-K, Joe Plick. So if  
5 there are specific questions as to the actions of  
6 the Committee itself, he would be the person to  
7 ask those questions.

8           In terms of any additional  
9 restrictions on you as members, that would come  
10 directly from the Committee. We just give you, I  
11 guess, a raw overview of what ethics rules apply  
12 to you as a committee member on a federal  
13 committee. I hope that answered your question.

14           MEMBER HOULE: Yes, thank you.

15           MS. WHALEY: Any other questions?

16           MS. BROWN: I don't think so, but for  
17 Robert, if you do have any questions specific to  
18 this Committee, do's and don'ts, just let me know  
19 and I'll get an answer for you. For any of you,  
20 if you ever have any questions on the do's and  
21 don'ts of what you can do under the FACA rules,  
22 just let me know and I'll make sure I get them

1 answered. Thank you.

2 So I'm greatly honored to move on to  
3 the next introduction. Hollie Mackey, who I just  
4 had the privilege to meet over the phone the  
5 other day on a discussion about youth. And we  
6 had quite a good discussion, so I'm very pleased  
7 and honored that she agreed to come and talk to  
8 you.

9 Hollie was a former senior advisor in  
10 the Office of the Secretary of the Department of  
11 Education. She is an enrolled member of the  
12 Northern Cheyenne, one of the tribes that we work  
13 closely with, and currently she's the Executive  
14 Director of the White House Initiative on  
15 Advancing Educational Equity, Excellence and  
16 Economic Opportunity for Native Americans, and of  
17 course strengthening tribal colleges and  
18 universities in the Department of Education.

19 So I'll let Hollie talk a little bit  
20 about all of that initiative, and then open it up  
21 for you all to answer, ask questions. Hollie,  
22 thank you.

1 MS. MACKEY: Well, I'm very pleased to  
2 be here, and I've heard about this group and in  
3 fact work more closely with Labor in the recent  
4 couple of months. And to have all of you here,  
5 three blocks from my house, is great. It's a  
6 shorter walk than Department of Ed for work today  
7 actually to come to you.

8 But I'd like to start by just first  
9 telling you about the initiative itself. So it's  
10 a very, very long title. Sometimes you'll hear  
11 it condensed down to just the White House  
12 Initiative on Indian Ed. Sometimes you'll hear  
13 it condensed down to the White House Initiative  
14 on Indian Education and Indian/Alaska Native  
15 Education, its previous name under the Obama  
16 administration.

17 But essentially everything to do with  
18 Native education is still just one initiative  
19 that gets reauthorized as an executive order with  
20 a new name, and also new responsibilities  
21 attached to it. So the executive order, it's  
22 14049, and we can certainly get you a copy if

1 you'd like, is unique. It's unique and it really  
2 demonstrates why it's such a great time to be  
3 Native in this country.

4 So, the people who crafted the EO, you  
5 know, Tracy Goodluck when she was with the  
6 Domestic Policy Council, Amy Loyd from Education  
7 and a number of others, really thought through  
8 what education meant for economic opportunity and  
9 the role that they would play in advancing  
10 education both at the K-12 and higher education  
11 levels.

12 And so this executive order actually  
13 has me working under the auspices of three  
14 secretaries. So I'm housed with the Secretary of  
15 Education, and my office is in the Department of  
16 Education, so if you ever need to find me, you're  
17 welcome to come find me there. I also work under  
18 the auspices of Secretary Haaland in Department  
19 of Interior and Secretary Walsh in Labor.

20 And why this is unique is it allows us  
21 to really leverage opportunities and resources  
22 for our communities differently. So John Jackson

1 and I actually work quite closely together, also  
2 as part of the White House Council on Native  
3 American Affairs. So I co-chair the Education  
4 Committee on the White House Council for Native  
5 American Affairs, as well as sit on a number of  
6 the other committees that in many ways Labor has  
7 taken quite a lead in.

8 So broadly speaking, how I like to  
9 experiment is, if it has to do with K-12  
10 education, Tribal colleges and universities and  
11 ways to operationalize economic opportunity  
12 through either of those, that's something that  
13 want to support, advance, and be a part of, which  
14 is also vague, right.

15 So one of the primary purposes is to  
16 reduce the policy barriers. So I did not hear  
17 your name sir.

18 MEMBER RICKARD: Gary.

19 MS. MACKEY: Gary, yes. I apologize.  
20 It was all going so fast. But one of the  
21 mandates in the initiative is to reduce policy  
22 barriers that prevent tribes from fully realizing

1 their self-determination and sovereign  
2 responsibilities to their own people. And so  
3 what we've been doing on our end is doing an  
4 analysis of all the types of different grants and  
5 policies and thinking through what's in there  
6 that we can actually remove, right, or what can  
7 we do to petition Congress to remove?

8           So if it's a regulation, if it's  
9 within the agency, if it's written into statute,  
10 how can we make proposals to modify those  
11 statutes? So that's where I work with Labor,  
12 Interior and Ed on all of those matters.  
13 However, they're three separate stand-alone  
14 agencies and they all have their own priorities  
15 and they all have their own ways of doing  
16 business.

17           So really thinking about the nuances  
18 of each agency, and what that means to reduce  
19 those barriers for tribes. The one universal  
20 thing I would say across all of the different  
21 agencies is we want to hear from you. We want  
22 your input. The official advisory council for

1 the initiative that I work under is the National  
2 Advisory Council on Indian Education, but I don't  
3 see that as exclusive.

4 After hearing some of you speaking  
5 today, listening to the work that you've been  
6 doing, talking with Athena about this Council, we  
7 are also very interested in your priority groups  
8 and your areas of -- your small group  
9 subcommittee work and what the priorities coming  
10 from there are.

11 Because when we went to the Economic  
12 Reservation Summit -- the Reservation Economic  
13 Summit in Vegas -- the one thing that we learned  
14 very specifically is education is kind of the  
15 cornerstone to each of the pieces, and no one's  
16 really talking about it intentionally. So how  
17 can we put all of these agencies together and  
18 think about how we can really go with an  
19 interagency plan moving forward.

20 So I'll leave it at that for now,  
21 because I want to allow you to ask questions and  
22 get at what you want, and then if we start to run

1 out of questions, I can certainly tell you about  
2 some of the initiatives that we're working on.  
3 Part of it, I know you'll be talking with Morgan  
4 later today with the White House Council on  
5 Native American Affairs, and a lot of our  
6 initiatives overlap with his.

7 So I don't want to get into any of the  
8 areas he might be talking about, because he does  
9 it much better.

10 MEMBER SEVEN: So I think in the -- in  
11 the last administration, the former ETA  
12 administrator spoke, and he was interesting  
13 because to me I said he was from Tennessee or was  
14 it Kentucky, and he was their, their director of  
15 their state labor department, and I told him, I  
16 said you know, I've heard you twice, and I think  
17 that he belonged to a tribe in Kentucky, if there  
18 was such a thing, because he had -- he spoke like  
19 a tribal leader, and his interests.

20 And so he talked about the One  
21 Workforce Initiative. I want to go back to 2014  
22 when the Workforce Innovation and Opportunity Act



1 came in, and the Secretary then said, you know,  
2 Congress wanted this to be about silo busting,  
3 silo implosion at the federal agency level.

4 And so I really am like hearing now  
5 that Interior is part of the picture of what I  
6 would call a One Tribal Nation Workforce  
7 Initiative, and that's what I hope, that we're  
8 all building that cohesion, that synergy toward -  
9 - we're all on the same page on how the delivery  
10 of education, if it's through AIHEC, Tribal  
11 colleges, or how is it that we get to the school,  
12 the public schools, as far as industry  
13 populations, because it's interesting.

14 I mean, where I'm from, there are so  
15 many dynamics that go into a delivery system and  
16 how you change it, is this going to be the  
17 interest? So that year -- I know that you're  
18 there now, and that's interesting and I'm glad  
19 that we have someone to work with, and that our  
20 Council members have an opportunity to work with  
21 and meet with the National Council on Indian  
22 Education, and how is that we -- we know of

1 workforce.

2 In this Talent Pipeline Management  
3 methodology, one thing we've learned is that we  
4 need -- this is an industry where you need to  
5 talk to the supplier, the education systems. You  
6 know, we recommend as business and industry that  
7 you need a change in your K through 12 or post-  
8 secondary programming. That makes sense to  
9 getting people ready for our entry level  
10 positions. And so I'd like to see that happen.

11 You know, and I think framing it like  
12 that actually captures that more eloquently,  
13 right, in what we're trying to do. So we're  
14 working with -- as education, we're working with  
15 Tony Dearman, director of BIE, right, and  
16 thinking about tribally controlled schools versus  
17 public schools. But of course to your point, 70  
18 percent, roughly, of our community members do not  
19 live on reservations, right?

20 We also know 93 percent of our  
21 students are served in public schools rather than  
22 BIE schools, but that seven to sometimes ten

1 percent of students who are in BIE schools are  
2 going to be critical for the economic development  
3 within communities. So we have to make sure that  
4 we're balancing all of that very uniquely.

5 I will also say that just, as a FACA  
6 thing, sorry, I'm glad I was here for your FACA,  
7 I just have to go through all of the FACA myself.  
8 You know, you can work through Athena, as you're  
9 a Designated Federal Official, with Donna Sabis-  
10 Burns at Office of Indian Ed. She's the Designed  
11 Federal Official for NACIE, right, and through  
12 your Designated Federal Official you do have the  
13 opportunity to invite NACIE to have a  
14 conversation. And I think that that would be  
15 very fruitful, and I really do.

16 MS. BROWN: At our next meeting.

17 MS. MACKEY: The next meeting, I'll  
18 have to get back to you on that one. I think the  
19 next one, they're writing their annual report  
20 right now. So I think their next meeting is in  
21 July. So I will -- but one of the things we can  
22 also do is we can make sure that you have the

1 access, right. They're all public meetings.  
2 That's one of the nice things about these federal  
3 advisory committees, is they're all open, right?

4 So you can listen in and hear what  
5 they have to say, and I can forward you Athena's  
6 last year's report for recommendations to  
7 Congress. So every year they have to produce a  
8 report to Congress to advocate for changes in the  
9 education system. I think that their work would  
10 actually be strengthened quite significantly with  
11 your input, right, so we all kind of our own kind  
12 of silos that we work in, but it's very difficult  
13 to see how those cross.

14 That's why the Biden administration  
15 has been so aggressive in really advancing  
16 interagency cooperation, interagency work,  
17 thinking about the ways that all of our pieces  
18 fit together, because the argument we've made  
19 from Indian country, as long as I've been alive,  
20 has been that there are no silos, right? It all  
21 influences all of the rest of it, and the core of  
22 my work has been in education as a policy

1 analyst, as a professor, right?

2 But I've also done a lot of work with  
3 the missing and murdered, right, and a lot of  
4 those different areas, and when we start to talk  
5 about social determinants of health, we have to  
6 stop to think about what does that mean for  
7 education, what does that mean for the social  
8 determinants of health and how does that affect  
9 the workforce.

10 And so we've been working very  
11 deliberately across many agencies on that  
12 specifically. And those are things that I'm  
13 really excited about. A couple of things also  
14 that you will have the opportunity to sit in on  
15 as we've been working with a number of different  
16 folks at Labor.

17 We're going to do a series of webinars  
18 on different opportunities for funding which you  
19 can then get out to your communities. How the  
20 funding works and different things that we know,  
21 that a lot of funding just gets left on the table  
22 where people simply don't apply, right?

1 AmeriCorps is an excellent example of that. They  
2 have a specific release for Native funding that  
3 they say, you know, millions are left on the  
4 table every year. People simply don't apply.

5 We want to make sure that that's not  
6 happening. So education, the initiative itself  
7 is going to be hosting, right, in partnership  
8 with Labor and thinking about what that looks  
9 like. I would also like to do something down the  
10 road in 477 once we have the 477 NOA hammered  
11 out, and really talk with tribes about what does  
12 this mean for tribes.

13 We're also planning on meeting at,  
14 doing some sort of session at NIEA. We're doing  
15 some sort of session at AIHEC, and then the  
16 student conference and thinking about the  
17 different organizations, because we need our  
18 education systems to actually understand what  
19 jobs are necessary for communities, what  
20 communities want, and that looks very different  
21 depending on the community that you're in, even  
22 with, you know, where I'm from, it's very

1 different even next door for other Cheyenne,  
2 right, because we just have different things that  
3 we're looking at right down to development  
4 opportunities. It's like I'm talking too much.

5 MS. BROWN: Joe first and then --

6 MEMBER QUINTANA: Good morning, Joseph  
7 Quintana, Region 6. Thank you for being here  
8 today and for your comments. A couple of things  
9 that, I think that silo busting, of course, is  
10 something that we're all working towards  
11 achieving.

12 But also I see the two going hand in  
13 hand, education as far as working alongside  
14 Labor, as far as making sure that we're making  
15 sure that our people have changes, long-term  
16 changes and economic opportunities that they  
17 didn't have before.

18 But some things that I also wanted to  
19 continue in regard to gender equity, I know I  
20 mentioned previously to the Secretary that we see  
21 80 percent of our members receive a high school  
22 diploma or GED, or don't graduate at all, and

1 only 12 to 14 percent actually go on into higher  
2 education. But as you go more and more towards  
3 those terminal degrees, the lower amount of male  
4 participants is fewer and fewer.

5 So being able to change that I think  
6 starts in that education system, to be able to  
7 ensure that all of us see ourselves as the  
8 lawyer, as the head of a board room, as a doctor,  
9 you know, whatever it might be. And then even if  
10 a woman were to receive her diploma and get her  
11 education, she's only receiving 50 percent to  
12 every one dollar that a non-Hispanic white male  
13 makes.

14 So there's a considerable gap in  
15 achievement even if we were able to achieve  
16 things in the education system. I also wanted to  
17 go back to something. I know I recently took  
18 part in the Urban Indian Education Summit. I  
19 don't know if other people had also taken part in  
20 that as well. But I was a little discouraged at  
21 the start of it in regards to Urban Indian  
22 Centers relying on non-Native or indigenous to



1 include peoples from other parts of the continent  
2 in being able to, I guess, educate Native people.

3 I don't know if that was the  
4 particular discussion point around it. But just  
5 wanting to make sure that we have a say as far as  
6 what happens to our Native children, and  
7 especially in regard to Title VI programs. If  
8 Title VI isn't working for us, how do we make the  
9 changes necessary to make sure that those public  
10 school systems like you were just mentioning are  
11 held accountable, especially to our young people.

12 MS. MACKEY: Yeah. So the urban --  
13 for those of you who did not log on, we had the  
14 first ever Urban Indigenous Education Policy  
15 Summit, and so the National Urban Indian Family  
16 Coalition brought their representatives from the  
17 schools that they're working with. They're not  
18 representative of the Department of Interior or  
19 the Department of Education.

20 So I think that that's one thing that  
21 -- to be very clear on that, there are very  
22 specific group of folks who are working on the

1 Resurgent Schools Practitioners Network. So what  
2 we would like to see in the future are additional  
3 people who are coming in from these urban spaces  
4 who are in public schools, who are also doing  
5 very good work.

6 So that was something actually, and I  
7 briefly did talk about, is we need to have a  
8 broader sort of representation with that. And we  
9 know that of course Interior supported that, as  
10 did HHS.

11 We did have representatives from those  
12 and the White House Council for Native American  
13 Affairs, and the Office of Indian Ed. We had  
14 director Julian Guerrero, who had come in. So  
15 this was kind of our first, first try, and I  
16 agree with you, you know. It could have been  
17 done in a far more robust sort of way.

18 So that is something that we do have  
19 planned and I think beyond that, thinking through  
20 how do we more intentionally integrate both Labor  
21 and Interior as part of the executive order into  
22 that work and looking at building those

1 connections in real time, in real space with the  
2 people who are most affected.

3 MS. BROWN: Candace.

4 MEMBER LOWRY: I'm Candace Lowry,  
5 Region 3. So with -- I'm from Lumbee Tribe in  
6 North Carolina, state-recognized tribe -- and it  
7 seems like a lot of the, a lot of the initiatives  
8 in the education and economic programs are geared  
9 towards their recognized tribes, and it's sort  
10 of, you know, the state-recognized tribes get  
11 slipped away in the different states.

12 So what exactly is the -- is your  
13 method into including them into the discussion  
14 with the education and economic, increasing the  
15 number of Native Americans within those areas,  
16 getting them involved, because they are a real  
17 big population of the unemployed and under-  
18 employed and not certified in those jobs that  
19 could come into the region? Cause where -- in  
20 our areas, we have employers who need workers,  
21 but they're not trained and the community  
22 colleges in the areas, they don't have the

1 teachers or the instructors to train to get those  
2 certifications.

3 And they may have to go out of state  
4 or hours away. So how, with that disconnect, is  
5 there a procedure or some kind of policy you guys  
6 are putting together to incorporate all of that  
7 as barriers to the education and economic  
8 development in Indian country.

9 MS. MACKEY: So I was thinking a  
10 couple of things. First of all, yes. A huge  
11 barrier, huge barrier and something that we have  
12 to address. So if nothing else, I want you to  
13 take my comment as I absolutely understand and  
14 fully support everything that you're saying.  
15 It's a little outside my pay grade, but I'm going  
16 to tell you what we're trying to do, because we  
17 all have them, right? It's all the same  
18 hierarchies.

19 I mean Jack and I would like to do a  
20 lot of things that we just don't have the ability  
21 to do. So that issue, the issue of state-  
22 recognized tribes specifically and, well, we talk

1 about like the ancestral, like the descendants,  
2 right? So in California that's a really big  
3 deal. We have so many who are not counted  
4 because they're descendants but they're not, you  
5 know, coming from an old, you know, community  
6 tradition.

7 Those two things are a primary  
8 discussion point and focus in all of the  
9 conversations we're having. How can we better  
10 resource or make these, make eligible funding for  
11 people who are either, like, descendants of and  
12 yet not recognized or a state-recognized tribe?

13 So those two conversations are going  
14 kind of hand in hand, because it also goes into  
15 thinking about counting, thinking about census,  
16 thinking about a lot of those things,  
17 particularly on the higher ed side, where we're  
18 talking about student counts in higher ed  
19 notoriously undercounted simply because of the  
20 way that we collect that information.

21 So a few of the things that we have  
22 started to think about is really -- so the, and

1 we're going to likely to talk about this later  
2 today, not in relation to this, right? I suspect  
3 I can go here, is there's a Tribal Treaty Rights  
4 Working Group, and looking at all of the treaties  
5 that we know to exist, and identifying them based  
6 upon the agency and how people are affected on  
7 what that might mean in a contemporary context.

8 So with that, in education, that  
9 allows us the opportunity to take some of those  
10 original treaties and treaties that include  
11 state-recognized tribes, and translate that into  
12 an argument that they would in fact be eligible  
13 for funding. Now Congress decides these things.  
14 We don't decide these things, just to be clear.

15 But we do have a very strong argument  
16 to advance that tribes should in fact be eligible  
17 for these if they're state recognized. And I'm  
18 speaking as Hollie Mackey now and not the  
19 Director, just in a way that I looked at it in  
20 terms of as a policy analyst in my previous life  
21 and as, you know, a professor.

22 I think that we have a door that can

1 be opened through the Every Student Succeeds Act  
2 and reauthorization of Title VI. The reason I  
3 say this is because when we had the devolution of  
4 control from the federal government to the  
5 states, when we went from No Child Left Behind to  
6 ESSA, we did in fact then confer a certain  
7 responsibility on states, right, as well as a  
8 trust, right, that states are going to do right  
9 by tribes.

10 And so as Hollie Mackey, not executive  
11 director, I would say that if in fact we're going  
12 to have this devolution of power back to the  
13 states to make decisions about education for  
14 tribal communities through the public schools, by  
15 default then if a state recognizes a tribe, we  
16 should also then extend that authority for states  
17 to provide funding into the state recognized  
18 tribes.

19 That doesn't get at the descendant  
20 issue. That's a bit of a murkier sort of issue.  
21 But going back to my now executive director hat,  
22 I would say that I can assure you we're working

1 on it. We're talking about it, and there are  
2 people who are really well-versed in this who  
3 have made extremely sophisticated arguments, and  
4 they're coming together.

5 Like we talked about all of the silo  
6 busting. We have all of these incredibly  
7 intelligent, capable Native people across all of  
8 these agencies, all 37, working together all  
9 towards the same goal, because the Biden  
10 administration has given us that right, right?  
11 Not a right. Right's not the right word, but the  
12 mandate, right, to do that. And so just going  
13 back to even how I opened, there is no better  
14 time to be Native in this country than now.

15 The opportunities are limitless. But  
16 we have a tight window, and we have to be as  
17 aggressive as we can possibly be, and my sense  
18 from all of the people that I work with across  
19 these 37 agencies is that they all feel that  
20 urgency and that commitment to get as much done  
21 as possible. Which is why these meetings are  
22 important, because we need to know from you what



1 should we be -- what should we be aggressive on  
2 and how should we move forward, what matters the  
3 most to you.

4           Because I can also assure you that  
5 I've not yet met any Native person across any of  
6 those agencies that is more interested in their  
7 own personal ego. They're not more interested in  
8 their own agenda, but they're all very, very  
9 clearly focused on tribes, tribal communities,  
10 the urban indigenous community and what the  
11 people out in the communities actually want from  
12 us.

13           Which I think is also a new sort of  
14 way to think about policymaking and working when  
15 you're in Washington, D.C., where you have a  
16 large group of incredibly selfless people who  
17 want to hear from you, who want you to reach out,  
18 who want you to connect. And so when we say  
19 please contact us, set up a meeting, do those  
20 things, we mean it, because we can't do the work  
21 without you.

22           Because the last thing we want is to

1 advance something into the field, and then having  
2 all of tribes come back and say that was a  
3 terrible idea, like what were you thinking.  
4 Because then we've wasted all of the time, we've  
5 wasted all of the money, right, and then we have  
6 to just go back to the drawing board and start  
7 over again.

8 And it's the relationship part that  
9 you have to repair at that point, and we don't  
10 want to be in a position where we have to work on  
11 repairing relationships. We want to build  
12 relationships and do it the right way from the  
13 beginning.

14 MS. BROWN: I'd like to recognize  
15 Lorraine Edmo, and then Darrell and then Robert,  
16 in that order.

17 MEMBER EDMO: Thank you. Thank you  
18 Athena. Ms. Mackey, I was just wanting to  
19 comment about DC and about the coordination among  
20 the agencies. I'm really happy to hear that your  
21 office has been created, I guess it evolved out  
22 of the White House Initiative on Tribal Colleges

1 and Universities, and earlier there was a White  
2 House executive order on American Indian and  
3 Alaska Native Education that I worked on.

4 My background is working in D.C. for  
5 about 25 years almost, and I did work with Jack  
6 Jackson. So I'm really glad to see that you're  
7 coordinating with him and all of these, you know,  
8 all of the other agencies. That's something that  
9 we had worked for and hoped for back in the early  
10 -- I guess it was like '98 to 2002 when I worked  
11 at Education, and then before that at National  
12 Indian Education Association.

13 So the way that we did get a number of  
14 things accomplished was through coordination and  
15 collaboration with the other agencies. So I'm  
16 really happy to see that, and I guess I'm just  
17 offering, you know, if you have any historical  
18 questions or issues that you might want to  
19 discuss that, you know, I'd be happy to do that  
20 because I have a number of years working in both  
21 Education and Justice, Department of Justice.

22 But I wondered about NACIE. How long

1 have they been reactivated and is there a chair?  
2 I used to be the FACA representative for NACIE  
3 when I worked at Education. So I think it has  
4 been inactive for a while, but --

5 MS. MACKEY: No --

6 MEMBER EDMO: Okay.

7 MS. MACKEY: It hasn't been inactive.

8 In fact, tomorrow is both the 50th anniversary of  
9 Indian Education and the 50th anniversary of  
10 NACIE. And so NACIE has not been inactive. The  
11 previous administration simply did not fill any  
12 of the vacancies that occurred at the end of the  
13 Obama administration. But they still continued  
14 to produce their annual reports. They still had  
15 enough members for a quorum.

16 MEMBER EDMO: Oh.

17 MS. MACKEY: So NACIE is a 15 member  
18 advisory council representative of across this  
19 country, and also representative of K-12 and  
20 higher education. I actually think we need some  
21 workforce development people on there, right. So  
22 we have a vacancy. If any of you are super-

1 excited to be on two boards. I don't know, can  
2 you be on two boards? I think so. Anyhow, I  
3 think somebody from workforce --

4 (Simultaneous speaking.)

5 MS. MACKEY: But, so they've never  
6 gone dormant. But I appreciate you offering the  
7 historical context, because I think that those  
8 are the things that get lost in the hustle and  
9 bustle of new administrations, where, in  
10 preparation for tomorrow I know the Office of I  
11 Indian Education has been doing a deep dive into  
12 the history of the office and who were the  
13 directors and what came out of each one so we can  
14 highlight that tomorrow. Which, you'll be in your  
15 meeting, so you won't be able to log on, I  
16 apologize. But maybe they're recorded, I don't  
17 know.

18 But then similarly, you know, when you  
19 mention the fact that something that you  
20 advocated for back, you know, pre-2002 that  
21 you're now seeing realized now, and I think it's  
22 important to also think about who are the people

1 who brought that to the table and how can we keep  
2 them in the conversations, and not think that  
3 these are all our ideas.

4           These are not new ideas, right? We  
5 are taking all of the experiential knowledge, the  
6 learned wisdom from people who've been advocating  
7 for so long. So it's easy to say we're doing all  
8 of this great stuff and we are. But we also have  
9 to remember how hard people had to fight over the  
10 50 years in Indian ed to get us to where we are  
11 now to have that opportunity. So I appreciate  
12 your comments.

13           MS. BROWN: Darrell.

14           MEMBER WALDRON: Thank you, good  
15 morning. Good morning, it's good to see you. So  
16 I'm on the east coast, and we've been seeing a  
17 real lack of education on Native American issues  
18 and national issues and historical issues with a  
19 lot of the governors in those states, where  
20 they're constantly blocking all Native American  
21 movements.

22           We do spend a lot of time over the

1 past 30 years here reeducating a new  
2 administration as to who we are, and we've often  
3 discussed and talked about an educational  
4 document that could be passed out at each new  
5 administration, which would kind of give an  
6 overview so that things won't take 50 years to  
7 accomplish.

8           The other thing that I'm seeing on my  
9 side, primarily in New York, is the indigenous  
10 word is being used tremendously a lot, and it  
11 primarily refers to the Latinos or the, you know,  
12 Latinas or Latinx. It's difficult to keep up  
13 with that, so but it is -- they are constantly  
14 now coming in and applying for services on our  
15 programs, and a lot of our Indian youths are  
16 including them in Native American gatherings and  
17 in the pow-wows.

18           In New York, they actually have  
19 teaching schools working with the Latinos around  
20 our traditional dances and some of our  
21 ceremonies. I know that the Department of  
22 Transportation, I think, included in the

1 definition South America and Central America as  
2 now Native Americans. So I think America's  
3 forgetting a little bit of our history and who we  
4 were and who we are, and you know, we were -- we  
5 were attacked and our people were murdered, our  
6 lands were taken all for economic gain.

7 As I grow older and I'm talking to  
8 more of the younger population and young Senators  
9 and young Congressmen and young representatives  
10 in the states, they don't really have a clear  
11 understanding of who we are anymore, and I spend  
12 a great deal of time trying to educate them.

13 I hear you on these education systems,  
14 but whose story is it that they're going to tell  
15 and what slanted, you know, view, excuse me, are  
16 they going to have. They've already destroyed  
17 the Pilgrims and the Indian story in New England  
18 to something that never really happened in that  
19 manner, and only happened twice, and it was a  
20 negotiation for more land. And when they  
21 refused, a lot of those Natives were poisoned.

22 So I just say in the Department of Ed



1 they've got to get the story out. It should be  
2 never forgotten what happened here and who we are  
3 and that we are still here, state versus federal.  
4 I do see some growth in that area. Indian Health  
5 is now servicing state reps and I hope that  
6 continues.

7 But I would recommend an educational  
8 document that can go out to the state governors,  
9 also to the departments that are reaching out to  
10 work with the Native communities so it doesn't  
11 take another 50 years. And they need to have in  
12 their mind's eye, we were invaded, you know, this  
13 land was invaded and taken and that, you know,  
14 that's -- we were never rebuilt, you know.

15 There was really not much, and I  
16 believe that the Indian rights should follow the  
17 Native wherever he or she goes. I don't believe  
18 it should be contained in a silo. Thank you.

19 MS. MACKEY: Well, I would say I know  
20 the federal definition is the definition by which  
21 most agencies go by. But I do understand in  
22 urban spaces, right? There's also a large

1       portion, a lot of Native peoples right, where we  
2       didn't create the borders, right. So without the  
3       Treaty of Guadalupe Hidalgo, many of those people  
4       who now would be considered to be by census  
5       Hispanic or, you know, Latin-X, what have you,  
6       they were actually tribes, right, across Texas  
7       and those areas.

8                 So I think that that is something that  
9       we're going to have to start thinking about,  
10       right, in the same way that we're thinking about  
11       descendants in California state recognized  
12       tribes. But just to give you maybe a preview of  
13       something that we're aggressively working on is  
14       getting permission and designing methodology for,  
15       write a proposal for doing a study of education  
16       and economic opportunity across the country,  
17       which has not been done, of course.

18                We know we have 1928 Meriam Report,  
19       and then we have the 1969 Kennedy Report. We  
20       don't have anything since then, and I think that  
21       that might be a vehicle through which really  
22       outlining those definitions, as you had

1 discussed, would be important. And then having  
2 maybe a condensed version that can be a part of  
3 onboarding for Congressional members as they come  
4 in, right, governors and really for tribes to  
5 have a toolkit, if you will, that they can  
6 provide.

7           And you know, there's always  
8 opportunities even to work with individual  
9 states, and say like how do we tailor kind of  
10 this to you, right? We're hoping that however we  
11 have the data in whichever form it takes, right,  
12 because we're still in like the super-baby phases  
13 of starting methodology and what makes sense.  
14 But how can we just aggregate that by state and  
15 break it up in packagable, package it in  
16 digestible ways, you know, so we're not taking  
17 like a report like this and handing it to the  
18 governor of Rhode Island when Rhode Island is,  
19 you know, maybe like 20 pages in there, right?

20           How can we take that apart and then  
21 how can we talk about kind of the history and  
22 evolution, while still capturing the contemporary

1 conditions for education?

2 MS. BROWN: Robert, and then I'd just  
3 like to briefly announce that Jacob Bernal with  
4 Region 6 and Lora Ann Chaisson with Region 4 have  
5 joined this meeting.

6 MEMBER HOULE: Good morning, Hollie,  
7 Robert Houle, Region 5, Chicago. My interest is  
8 focused on health and wellness, and any  
9 initiatives in the educational pursuit of -- it  
10 doesn't even have to be doctors or psychiatrists.  
11 But having just been exposed to health care since  
12 1988 and more recently, right now I'm a clinic  
13 administrator for our tribe, a small clinic of 70  
14 employees, primary care, behavioral health,  
15 pharmacy, optical, dental, et cetera.

16 I see -- and then previous to that for  
17 the last ten years, I was in Alaska actually for  
18 two Alaska Native tribal health organizations and  
19 hospitals, where I was again in the  
20 administration. And then the pandemic hit. I  
21 remember that email the morning that said hey,  
22 there is this new bug coming down and I contacted

1 my chief of nursing and chief of our medical  
2 center and said hey guys, take a look at this.

3 But what can we do or what have we  
4 been doing to grow our own Native providers, and  
5 especially in the area of behavioral and mental  
6 health? There's a, there's a huge, huge gap in  
7 service to our indigenous, our Native population  
8 across Indian country that concerns me. The  
9 traditional, traditional psychotherapy that is  
10 non-Native, I'm just being upfront, non-Native  
11 based, but not having practitioners at every  
12 level, even social workers, psychotherapists,  
13 really lends itself to saying we're going to,  
14 we're going to continue to see issues like opioid  
15 addiction and suicide rates that just won't go  
16 down.

17 And that needs to be addressed, and  
18 whatever we can do to provide internships,  
19 externships, scholarships, tuition reimbursement,  
20 coordination with Indian Health Services or other  
21 agencies. Again, I've got a pretty good  
22 background in primary care, but what worries me

1 mostly is the behavioral health area that our  
2 Native people just are suffering, and I'd like to  
3 know if we could expand that or what initiatives  
4 seem to be working, or what we can do to put that  
5 back.

6 MS. MACKEY: There are a few things  
7 that we have been working on specifically related  
8 to that. We are also very concerned, right. Not  
9 concerned as federal employees, but concerned  
10 because it's also our family members.

11 MEMBER HOULE: Right.

12 MS. MACKEY: In our home communities,  
13 and right now I don't know about in Chicago right  
14 now, fentanyl is killing our people in Montana,  
15 and it's a crisis. And so one prong of that,  
16 right. So we have kind of a -- it's like a  
17 wheel, right? We have like multiple problems for  
18 multiple things, and we're trying to just do  
19 everything we can.

20 The first prong of that is very basic.  
21 We have an MOA with Health and Human Services,  
22 specifically with Michelle Sauve with ANA and IHS

1 to think about data more specifically. We really  
2 can't understand the problem if we don't  
3 understand the data, and IHS has been oftentimes  
4 reluctant in previous generations to share that  
5 information with us. So now we have an  
6 opportunity to partner with them, to think about  
7 what variables do we need to include in order to  
8 make better decisions about how to improve health  
9 care in tribal communities, right, in these urban  
10 areas that is aligned with the traditional values  
11 of the community.

12 So when I was in Fargo, my house was  
13 in Fargo, I was a professor at North Dakota  
14 State, one of the things that I did there as the  
15 executive director for, it's an urban non-profit,  
16 is we started to think about reimagining what  
17 some sort of art and cultural centers basically  
18 look like, and then locating it close to one of  
19 the mental health facilities that typically would  
20 house our community members, and then building a  
21 sweat lodge there, and then helping think through  
22 the role of ceremony and healing.

1           You know, not everybody can do that,  
2           and then you have safety precautions to think  
3           about. There's a lot of things involved in it  
4           that can make it prohibitive. But what does it  
5           look like, right, was kind of the kickoff. And  
6           so to that end, I started -- I'm actually  
7           affiliate faculty in UND's School of Indigenous  
8           Medicine, the department that they have there,  
9           the first Department of Indigenous Medicine in  
10          the country, if not the continent.

11           And so working with Don Warren, I was  
12          really engaged in conversations in and around how  
13          we can not only think about ways to better,  
14          better train people to work in health  
15          professions, but also equip our tribes to take on  
16          the economic components of the health care system  
17          in general so we're not always relying on other  
18          people to come in and administer the clinics.

19           We're not relying on other people for  
20          the billing, we're not relying on other people  
21          for the training. To that end, another prong  
22          kind of what we're working on is thinking through



1       how to support Don Warren and his partners at  
2       Mayo Clinic, along with Carrie Billy at AIHEC in  
3       establishing the first truly, like, Native med  
4       school.

5                       So through that then, not having an  
6       overseer of a predominantly white institution,  
7       not having a predominantly white institution  
8       shoot their courses into the community colleges,  
9       right, we now have these partnerships where  
10      oftentimes it benefits to the institution more  
11      than the tribe. But what would it look like if  
12      we house within that the full spectrum of  
13      professions that might align with that?

14                      So that's also a piece that we've been  
15      working on there, and then thinking through like  
16      the public safety EO that, with violence against  
17      women, missing and murdered, also thinking  
18      through how do we identify ways with the  
19      internships, externships and pre-internships to  
20      get people in a position to help within their  
21      communities, to work on intervention and  
22      prevention rather than looking at the outcome

1 while we're continuously really burying our loved  
2 ones.

3 And so all of these -- these two  
4 things are kind of the first initial pieces  
5 there. And I should fully disclose. I've only  
6 been in this job, this is my 15th week. So when  
7 I say I've only done this, right, I've done a  
8 lot, but it's only been 15 weeks and so it takes  
9 some time. But also having you so embedded in  
10 that, I think that you could really help us  
11 inform that.

12 MEMBER HOULE: Sally, thank you.  
13 Talking about statistics, there's about 8,000  
14 tribal members in my tribe and about 800, so ten  
15 percent, live on the reservation, so a small  
16 amount. Of that 800, this year alone we've had  
17 six overdose deaths and we've had over I believe  
18 20 plus overdoses that had to be revised --  
19 revived through intervention.

20 That just gives you a heads up, and I  
21 only have two behavioral health psychotherapists,  
22 and I have six or seven, now soon to be seven,

1 other professionals in the behavior health area.  
2 I've had ads and I'm trying to get people in,  
3 because the need is so high and it's staggering,  
4 and I feel bad that we're under-delivering what  
5 my tribe needs so drastically, and I'm sure that  
6 goes across Indian country, not just in Northern  
7 Wisconsin. So thank you.

8 MS. MACKEY: Oh yeah, and we've been  
9 thinking about these large land-based tribes.  
10 There's no housing. Like how do you incentivize  
11 somebody to come and work in the community? It's  
12 very challenging. I mean coming from Northern  
13 Cheyenne, if any of you have been there, it's  
14 -- nobody wants to go out there.

15 MEMBER HOULE: Yeah, we're pretty  
16 remote.

17 MS. MACKEY: Right, yeah, yeah.

18 MS. BROWN: So we have time for one  
19 more question. Joe Quintana.

20 MEMBER QUINTANA: I'm going to make it  
21 good. Joseph Quintana, Region 6. But I know 15  
22 weeks, you've got all the solutions now. But

1 appreciate your time and your honest responses  
2 with us. But I did want to follow up to what was  
3 just shared. Just in our area alone, for  
4 American Indian women we experienced 40 percent  
5 high rates of suicide ideation by the time that  
6 they're 25 years old. That's almost half of the  
7 population of women.

8           And so I think my point being is  
9 understanding and being able to truthfully  
10 acknowledge these horrible traumas, and talking  
11 about the system that we're describing, the  
12 educational system. It's not -- it wasn't meant  
13 there for Native children to be successful in,  
14 it's really unique that many of us have come  
15 through it and have overcome many of the  
16 obstacles that we have in order to achieve  
17 academically.

18           And so being able to relay that  
19 information to those school districts in order  
20 for them to understand that solutions to these  
21 problems aren't cookie cutter and that -- that  
22 the system that we're asking them to achieve in

1 wasn't designed for them to be successful in.

2 MS. MACKEY: I think you just said it  
3 better than I could. But yeah, and we are also  
4 doing that and working with school districts to  
5 think about contextualized curriculum, like what  
6 would that look like in their context. And more  
7 specifically working with language and culture  
8 teachers in each of the states to help them think  
9 through what supports they need in order to  
10 advance their work.

11 And then also the boarding school  
12 initiative. So you know, as under Interior,  
13 we're also part of that. So later this afternoon  
14 I will be sitting in the Senate hearing on the  
15 boarding school bill. So we really are working  
16 in a concerted effort, and I only hope, right,  
17 that from here on out it goes as well as it has  
18 for the first few months I've been in the  
19 position, because I feel like we're making a lot  
20 of really, really fantastic strides.

21 But again just in closing, we can't do  
22 it without your input. Every time we have a

1 chance to talk with people, like I already know a  
2 few things that I'm ready to kind of pivot on in  
3 my own initiatives after having this  
4 conversation, and hearing your concerns for  
5 Secretary Walsh as well. So I hope you do know  
6 that we're listening and we want, we want you to  
7 be a part of the conversation.

8 MEMBER SEVEN: Athena, well I have two  
9 quick questions. What's the executive order  
10 number?

11 MS. MACKEY: 14049.

12 MEMBER SEVEN: And then where can I  
13 find a list of the 37 agencies that you're  
14 speaking about that are working --

15 MS. MACKEY: All the federal agencies  
16 in the U.S. government.

17 MEMBER SEVEN: Okay.

18 MS. MACKEY: Yeah, so any of them.

19 MEMBER QUINTANA: Is it possible to  
20 get a copy of the Executive Order?

21 MS. MACKEY: Mm-hmm, yeah. It's  
22 online.

1 MEMBER QUINTANA: Okay.

2 MS. MACKEY: They're online. I mean  
3 I can send you just a PDF version.

4 MS. BROWN: Yeah. We can look it up  
5 this afternoon. Well thank you, Hollie, so much.

6 MEMBER WALDRON: Thank you, Hollie,  
7 yes.

8 MS. BROWN: We are definitely going to  
9 continue this working relationship, and maybe  
10 tune into your next Council meeting, and of  
11 course we're going to invite you back and we do  
12 have a Youth Work Group and we'd love to have you  
13 --

14 MS. MACKEY: And if you end up doing  
15 the -- jobs --

16 (Simultaneous speaking.)

17 MS. MACKEY: Yeah, bring everybody.

18 MS. BROWN: Yes, yes. Thank you so  
19 much.

20 MS. MACKEY: Thank you all. I would  
21 like to sit here all day and listen, but I have  
22 an eleven o'clock meeting.

1 (Simultaneous speaking.)

2 MS. MACKEY: No, for real -- last week  
3 and someone posted that picture. I was like --  
4 thank you.

5 MS. BROWN: We're going to take a 15  
6 minute break, and then we're going to go into the  
7 election of the officers, and when we come back  
8 BC will give a short overview of voting. So a 15  
9 minute break. The bathrooms are at the far end  
10 of the hallway outside.

11 (Whereupon, the above-entitled matter  
12 went off the record at 10:34 a.m. and resumed at  
13 10:51 a.m.)

14 MS. BROWN: We're going to have the  
15 election of the Advisory Council members, and so  
16 again let me just reiterate. After the election,  
17 we will select a chair, a vice chair and a  
18 secretary. The chair will from that point  
19 forward take over the meetings using Robert's  
20 Rules of Order, and we will rely on the chair to  
21 facilitate this meeting and also work very  
22 closely with the DFO and me as a division chief



1 in putting together these agendas, making sure  
2 that we follow up on the recommendations of the  
3 Advisory Council, and just in general making sure  
4 that we work closely with the Advisory Council  
5 to the Secretary of Labor.

6 The vice chair fills in for the chair  
7 in their absence, so they take over the meeting  
8 whenever the chair is absent, and pretty much do  
9 almost the same things. The secretary does a  
10 roll call and sends out correspondence to me and  
11 verifies things that I ask for.

12 Oftentimes it's related to the  
13 recommendations and the formal correspondence,  
14 follows up. You know, if I forget something, she  
15 reminds me that, you know, I should be sending  
16 stuff out. But also the Council members have a  
17 responsibility to communicate with whoever they  
18 represent in their various regions.

19 So if you ever have any questions  
20 about communicating with the areas that you  
21 represent, please let me know. We have  
22 hopefully, you know, I have an updated list of

1 all your points of contact, your email and your  
2 address and that's important, because when we  
3 send things out to Department of Labor, I  
4 oftentimes send that out through email. But  
5 oftentimes I will mail something as well, so it's  
6 important to have a mailing address.

7 So for those of you who recently  
8 changed an address or changed location, please  
9 let me know. So I'm going to ask --

10 MEMBER RICKARD: Is this by  
11 nomination?

12 MS. BROWN: Pardon me?

13 MEMBER RICKARD: Is this by  
14 nomination?

15 MS. BROWN: We're going to go into  
16 nominating.

17 MEMBER RICKARD: Yes.

18 MS. BROWN: But before we go into  
19 nominating, I want Bernadette to give like an  
20 overview on the voting process. We're going to  
21 do the voting through --

22 MEMBER RICKARD: Yeah.

1 MS. ECHOHAWK: Yes. Thank you very  
2 much, Athena. So I'm BC EchoHawk, and we're here  
3 with Tribal Tech. As soon as we get our  
4 nominations in, we have a SurveyMonkey link that  
5 we will put in the chat, so that folks virtually  
6 can vote.

7 It is anonymous, and we'll also have  
8 a QR code available that we'll -- I'll share on  
9 the screen, so that our folks here in the room,  
10 you're welcome to just, you know, use the QR code  
11 and you'll be able to go directly to the survey.

12  
13 If anyone has any problems, you know,  
14 we'll face that at the time. We may go old  
15 fashioned paper at that point, but really I think  
16 those two options should be good for you, and  
17 we'll be able to get you some pretty  
18 instantaneous results.

19 So as soon as we know who the nominees  
20 are, we'll enter them into our link here that  
21 we've created, and we'll be good to go.

22 MS. BROWN: Will it go to their phone

1 numbers, the phone numbers listed on the Council  
2 mailing list?

3 MS. ECHOHAWK: No, it will not. The  
4 link again is going to be on the screen in the  
5 chat. I've entered under my own name here, and  
6 I'll put that link in there, and we'll also have  
7 a QR code on the screen that the folks in the  
8 room will be able to use. However, if we have a  
9 mailing list and we want to send the link to that  
10 list, we could do that as well I believe. Yeah.  
11 So that, if you want to check your email and just  
12 use the link, you could do that also.

13 MS. BROWN: Okay. So once we get the  
14 list of the nominees for the chair, vice chair  
15 and the secretary, I'll allow that person five  
16 minutes to give like a brief introduction to  
17 themselves and talk about the role as, you know,  
18 why they're interested in being, of serving as  
19 the chair, vice chair and secretary.

20 Okay. So let's move into the election  
21 of the officers, starting with the chair. Do I  
22 hear any nominations for the chair?

1                   MEMBER WALDRON: I nominate Jacob  
2 Bernal. He did an excellent chair as vice chair,  
3 working on the, these recommendations.

4                   MS. BROWN: Thank you, Darrell. So  
5 that's Jacob Bernal, and Jacob is on virtual.  
6 Jacob, do you accept the nomination from Darrell  
7 Waldron for the chair of this Advisory Council?

8                   MEMBER BERNAL: Yes, I do, and I'm  
9 honored.

10                  MS. BROWN: Do we hear any other  
11 nominations?

12                  MEMBER CHAISSON: I'll second this.  
13 I'll second that nomination.

14                  MS. BROWN: Okay. Who is that who  
15 seconded?

16                  MEMBER WALDRON: Lora Ann.

17                  MS. BROWN: Okay thank you Lora Ann.  
18 Okay. Patty.

19                  MEMBER HIBBELER: I'd like to nominate  
20 Kay Seven.

21                  MS. BROWN: Those of you who didn't  
22 hear that, Kay Seven has been nominated. Do I

1 hear a second?

2 MEMBER RICKARD: I'll second it.

3 MS. BROWN: Seconded by Gary. Oh, a  
4 reminder to the Council to mention where you're  
5 from. Your name and where you're from.

6 MEMBER RICKARD: Oh, Region 6, Gary  
7 Rickard.

8 MEMBER WALDRON: Region 1, Waldron.

9 MEMBER LOWRY: Candace Lowry, Region  
10 3. I nominate Joseph Quintana.

11 MS. BROWN: Joseph Quintana has been  
12 nominated. Do I hear a second?

13 MEMBER HOULE: Second.

14 MS. BROWN: Seconded by Robert Houle.  
15 Did I pronounce that right?

16 MEMBER HOULE: Houle.

17 MS. BROWN: Houle.

18 MEMBER HOULE: Houle.

19 MS. BROWN: Houle.

20 MEMBER HOULE: Yeah. The E is silent.  
21 I'm not, but the E is.

22 MEMBER HIBBELER: There's a number of

1 Houles from my reservation.

2 MEMBER HOULE: We'll have to talk.

3 We're probably related.

4 MEMBER HIBBELER: And that's why when

5 I heard --

6 MEMBER HOULE: Yeah, yeah.

7 MS. BROWN: Any other, excuse me, any

8 other nominations?

9 Okay, no other nominations. So the  
10 individuals being nominated are Jacob Bernal, Kay  
11 Seven and Joseph Quintana. Okay. So let's go  
12 ahead and move into voting.

13 MS. ECHOHAWK: Oh, you're not.

14 MS. BROWN: Oh, should we go through  
15 the --

16 MS. ECHOHAWK: Yeah, so we can set up

17 --

18 MS. BROWN: Okay, okay, I'm sorry.

19 Let's go into nominations for vice chair.

20 MEMBER HIBBELER: I have a question.

21 PARTICIPANT: I have a question too.

22 MEMBER HIBBELER: So we're such a

1 small group that if one of the candidates for  
2 chair isn't elected, would we want to nominate  
3 them as vice chair, et cetera.

4 (Simultaneous speaking.)

5 MEMBER HIBBELER: So that might have  
6 some influence on --

7 MEMBER SEVEN: And then also weren't  
8 we going to spend some time talking about our  
9 interest to serve in the position before we vote?

10 MS. BROWN: Yes, yes. We'll do that  
11 right before we go into voting.

12 MS. ECHOHAWK: We could change this  
13 up. I think what you'll see here on the survey  
14 that we've developed, we'll have the three  
15 nominees in the first chair position, and there  
16 will be no names in the other two. So I think  
17 then they'll probably just send it in and we'll  
18 be fine with that, and then we'll use the same  
19 survey once we go to vice chair and do that.

20 MEMBER HIBBELER: That makes sense.

21 MS. ECHOHAWK: Yeah. That will work.

22 MS. BROWN: So point of clarification.



1 So you're suggesting that we consider those  
2 nominated with the second highest votes to serve  
3 as vice chair now?

4 MEMBER HIBBELER: No. I'm  
5 recommending that we vote now for chair, and then  
6 if there are -- the individuals who didn't get  
7 voted in as chair could then be --

8 MS. BROWN: Considered for vice chair.

9 MEMBER HIBBELER: -- considered.  
10 They'd still have to be nominated.

11 MS. BROWN: Okay, okay. Great, thank  
12 you. Do I hear any nominations for vice chair in  
13 addition to those --

14 MEMBER WALDRON: Well agreeing with  
15 Patty, I had someone in mind who's been nominated  
16 for chair.

17 MEMBER HIBBELER: Wait until we vote  
18 for chair first.

19 (Simultaneous speaking.)

20 MS. ECHOHAWK: So now is your time to  
21 have each of the nominees for chair say a few  
22 words.

1 MS. BROWN: Okay, okay. Okay, great.  
2 I'm sorry. Let's start with Jacob Bernal.  
3 Jacob? Can you just speak for a few minutes on  
4 your interest in becoming the chair and sort of  
5 introduce yourself to everybody?

6 MEMBER BERNAL: Sure, good morning  
7 everybody. As I said earlier, it's really an  
8 honor and privilege to be nominated for this very  
9 prestigious position. My name is Jacob Bernal.  
10 I'm the service executive director of the Tucson  
11 Indian Center. I've been employed here for over  
12 30 years. I'm an enrolled member of the Colorado  
13 River Indian Tribes. My tribal affiliation is  
14 Chemehuevi from Nuwu.

15 Just thinking, reflecting quickly, to  
16 me the critical issues we're facing are first and  
17 foremost funding. I think it's critical and very  
18 important for us to reach that \$100 million  
19 plateau of nationwide funding. We've been so  
20 underfunded for so long that it's -- it needs to  
21 be a priority, a great sense of urgency around  
22 funding.

1           The second priority I'd have is  
2 performance standard. I think they should  
3 reflect the uniqueness of the individual Indian  
4 communities across this country. For far too  
5 long, we've put up with one-size-fits-all  
6 performance measures. I don't think that's  
7 right, and it needs to be corrected by  
8 Congressional act.

9           And lastly, it's to strengthen our  
10 consultation, tribal consultation and conferring  
11 and harmony in concurrence with our charge. I  
12 think it's really critical to enhance our  
13 communication with Department of Labor to have a  
14 more effective and powerful voice. That's  
15 essentially it. Thank you for your consideration  
16 and I'm honored.

17           The other persons nominated, I think  
18 you can't go wrong. They're all great people.  
19 Thank you for your time.

20           MS. BROWN: Thank you, Jacob. Kay  
21 Seven.

22           MEMBER SEVEN: Yes, good morning.

1 Thank you Patty for the nomination to serve as  
2 the chairman of the Native American Employment  
3 and Training Council. My interest is based on  
4 many, many years of experience with this group.  
5 I've had a real passion with whatever I do  
6 serving on the Council. I think I'm serving on  
7 my fourth term in my lifetime at the Department  
8 of Labor.

9 Started in about 1999 I believe and  
10 then recently the two prior years, then this one.  
11 Also, I work with our National Conference and our  
12 regional planning groups. I serve as the co-  
13 chair of our National Planning Committee for  
14 2023, for our regional group for the western  
15 states, I think they have 11 states. I serve as  
16 the co-chair for that group. We're planning that  
17 conference right now.

18 But my interest for serving the  
19 Council here is we have the perfect opportunity  
20 in this administration right now to broaden our  
21 visibility and presence, working across the Hill  
22 and across other Indian country initiatives,

1 working together as we heard Hollie talk about  
2 the Native Education Initiative, and how this is  
3 an interagency initiative.

4 We need to see more of those and with  
5 Labor's presence, the Council's presence is very  
6 important to what we do and how we promote the  
7 need for flexibility, the need for resources to  
8 organizations, whether you're in urban areas or  
9 on reservation areas, to support the -- building  
10 the human capacity of your workforce to the good-  
11 paying jobs, to belong to the economy and  
12 contribute to the economy.

13 So I'm fortunate to work from a good  
14 area of the nation in Idaho with my partnerships  
15 with non-tribal initiatives that include the  
16 tribal presence. And so I think those  
17 experiences will help my thinking outside the box  
18 on how we work here as a council within the Labor  
19 building, finding those partnerships across  
20 Indian country and even in other sectors when and  
21 if need that happen. So I have an interest to  
22 serve as the chairman of this group.

1 MS. BROWN: Thank you, Kay. Joseph.

2 MEMBER QUINTANA: (Native language  
3 spoken) in my grandfather's language and my  
4 grandmother's language (Native language spoken).  
5 In other languages (Native language spoken), or  
6 however you say hello or greet each other. I  
7 appreciate and I'm thankful and honored by the  
8 nomination. I want to share that it has been --  
9 it's been a humbling experience to work alongside  
10 many of you, and especially to learn under  
11 Chairman Darrell and the work that he's done and  
12 providing stability for us as a group, especially  
13 during a global crisis, you know.

14 How many of us were impacted by high  
15 rates of unemployment that almost doubled in size  
16 for the majority of us? Just to talk a little  
17 bit about myself, I know it's hard because  
18 oftentimes we don't get a chance to see one  
19 another and interact with one another, and now  
20 you guys just know me by hey, I know that tall  
21 guy. Guess what, we've got another tall guy  
22 here, so now it's going to make it a little bit

1 harder for you guys to pick me out in a lineup.

2 But I grew up in downtown LA. So a  
3 lot of the issues we talked, providing services  
4 for urban American Indians. I'm one of them.  
5 Talking about the boarding schools. The majority  
6 of my family members attended everywhere from  
7 Pawnee Indian School or Gravy U, Haskell  
8 Institute in Lawrence, Kansas, Santa Fe Indian  
9 School in Santa Fe, New Mexico.

10 So I've been impacted by the boarding  
11 school. And another thing, relocation. Two of  
12 my members took part in relocation and were  
13 removed to Los Angeles. All the things that  
14 continue to impact our members, I've been  
15 impacted by myself. I grew up in downtown Los  
16 Angeles on Skid Row.

17 Now some of you may not have never  
18 heard of Skid Row before, but it's one of the  
19 most impoverished areas in the entire nation. I  
20 grew up sleeping beside my great grandmother on  
21 the floor. We had one drinking, one place for  
22 drinking water. That was the same place we

1 washed our dishes, the same place we got water to  
2 boil, to cook with.

3           So I'm mentioning this because it's  
4 from where I started. It's my story; it's being  
5 able to overcome. I went to Haskell Indian  
6 Nation University because my grandmother  
7 graduated from there in 1955 when it was a  
8 boarding school, Haskell Institute. Went on to  
9 the University of Kansas, and I went to grad  
10 school at the University of Arizona.

11           I actually volunteered at the Tucson  
12 Indian Center. I helped young children who were  
13 impacted because they were being tardy or they  
14 were unruly in class or things like that. I  
15 talked -- showed them how to do pottery, I showed  
16 them how to talk to their pots and to create  
17 their pots and things like that as a form of  
18 behavioral mental health services.

19           Being able to give back is something  
20 I've always wanted to do. I've served on the  
21 Navajo Nation. I've worked in hospital  
22 administration. I've worked for the Pascua Yaqui



1 Tribe down in Tucson, right in Jacob's area,  
2 worked in economic development and grant writing,  
3 and I also served at my own tribe in business  
4 development in Kewa Pueblo out in New Mexico  
5 before coming out and working in the non-profit  
6 sector.

7 I've built strong connections in the  
8 philanthropic sector. I've worked with partners  
9 everywhere from local government. I'm actually  
10 elected for a representative appointed by LA City  
11 Mayor Eric Garcetti to the LA City County Native  
12 American Indian Commission, and I've also  
13 recently accepted a position on the Tribal and  
14 Hospitality Commission as well in Los Angeles.

15 So working on a number of different  
16 fronts, making sure that American Indians have  
17 better opportunities today than they did  
18 yesterday, making sure that we have a voice. Not  
19 just a seat at the table or representation,  
20 because oftentimes Native peoples, we're the last  
21 ones to be invited to the table, but actually  
22 speaking out about the issues, talking about data

1 collection, talking about how this information  
2 could lead towards long-term strategy and long-  
3 term solutions.

4 That's why we're in these roles, is to  
5 offer an opinion, to make sure that we're  
6 representing the communities from which we serve.  
7 And so that's something that I want to continue,  
8 is not only the stability that Darrell and Jacob  
9 have brought in, but making sure that we're  
10 taking the risks, that we're answering the call  
11 to the challenges that present themselves. We  
12 just worked through a global crisis, and we're  
13 finally coming out of that being able to see the  
14 light.

15 Now is the time to make sure that our  
16 members have access to those long-term jobs, to  
17 those jobs that are modernizing our communities  
18 not only in the urban centers but also in the  
19 reservation communities as well, and making sure  
20 that we're working with our tribal partners,  
21 educating them. So many of us, we're tired of  
22 trying to educate people.

1           But that's our role, is we have to  
2           continue to educate them so they can make the  
3           best decisions forward. If not, then we need to  
4           make sure that our people have opportunities and  
5           advancement into those political systems as well.  
6           So thank you all. Hopefully that gives you a  
7           little bit more insight.

8           If not, grab me, shake my hand, give  
9           me side hug or anything like that. I'd love to  
10          hear from you, but thank you all for the  
11          nomination.

12          MS. ECHOHAWK: We've had a request  
13          from our virtual attendees, if our two nominees  
14          could come down and sit in the front. They would  
15          like to --

16          (Simultaneous speaking.)

17          MS. ECHOHAWK: So Kay.

18          MEMBER WALDRON: Jacob can't.

19          MEMBER QUINTANA: Are they going to  
20          look at us?

21          MS. BROWN: Lorraine. Lorraine Edmo,

22          MS. ECHOHAWK: Lorraine Edmo, who is

1 online, has asked that Kay and Joseph step to the  
2 front to be on camera.

3 MEMBER WALDRON: Can you blow up  
4 Jacob's picture? Or can make him just a whole  
5 screen?

6 (Simultaneous speaking.)

7 MS. BROWN: Excuse me. We're very  
8 limited in time, so can we go on with the voting.  
9 Can we start with the voting?

10 MEMBER WALDRON: Sure.

11 MS. BROWN: And you two can vote as  
12 well.

13 MS. ECHOHAWK: Okay, in the chat I  
14 have just sent a link to the survey. Give me one  
15 moment, and I will share my screen here and QR  
16 code up.

17 (Pause.)

18 MS. BROWN: Please congratulate our  
19 new chair of our counsel, Joseph Quintana.

20 (Applause.)

21 MS. BROWN: It's a good one.

22 (Simultaneous speaking.)

1 MS. BROWN: Now we'll take nominations  
2 for vice chair.

3 (Simultaneous speaking.)

4 MEMBER WALDRON: I'll nominate Jacob  
5 Bernal.

6 MS. BROWN: Jacob Bernal has been  
7 nominated to serve as --

8 MEMBER RICKARD: I'll --

9 MS. ECHOHAWK: Gary, I don't think she  
10 heard your nomination. Were you serious? I  
11 don't think she heard you.

12 MS. BROWN: No, I heard him say  
13 second. He seconded.

14 MS. ECHOHAWK: He nominated Kay Seven.

15 MS. BROWN: Oh you did. Yeah, okay.  
16 Kay Seven has been nominated and seconded. Any  
17 other nominations?

18 MEMBER CHAISSON: For clarification,  
19 this is Lora Ann. It's Jacob and Kay that's  
20 nominated so far?

21 MS. BROWN: Yes.

22 MEMBER CHAISSON: Okay, thanks.

1 MS. BROWN: Do I hear any other  
2 nominations? The nomination's closed. Let's go  
3 ahead and move towards the vote.

4 (Pause.)

5 MS. BROWN: Okay, we have a tie.

6 (Simultaneous speaking.)

7 MEMBER WALDRON: So we had an even  
8 number?

9 MEMBER QUINTANA: Why don't they --

10 MS. ECHOHAWK: How many do we have?

11 MS. BROWN: I have 14 people present,  
12 14. Let me recount.

13 MEMBER WALDRON: So it's 7 and 7  
14 votes?

15 MEMBER SEVEN: What you would do with  
16 Robert's Rules if you have the chairman not vote,  
17 and then that --

18 MEMBER WALDRON: That's what I was  
19 going to mention. Technically in Robert's Rules,  
20 the chairman --

21 MEMBER SEVEN: The chairman only votes  
22 to break a tie.

1 (Simultaneous speaking.)

2 MS. BROWN: We have approximately 15  
3 members present. So yeah, let's revote --

4 MEMBER WALDRON: Yeah, because you've  
5 got one --

6 MS. BROWN: -- without the chair.

7 (Simultaneous speaking.)

8 PARTICIPANT: We wouldn't have a tie  
9 if everybody voted.

10 PARTICIPANT: Well who didn't vote?

11 MEMBER WALDRON: Somebody didn't vote.

12 MEMBER QUINTANA: Someone can abstain.

13 MS. ECHOHAWK: Oh yeah, okay.

14 MEMBER WALDRON: So we don't normally  
15 agree that he would -- the chairman wouldn't  
16 vote.

17 MEMBER HOULE: That's Robert's Rules,  
18 under Robert's Rules.

19 MS. BROWN: So can you explain it all  
20 again?

21 MEMBER WALDRON: Yeah. So under  
22 Robert's Rules, the chair don't normally vote,

1 right, and so when there's a tie on their  
2 committee or group, the chair breaks the tie by  
3 voting.

4 MS. ECHOHAWK: We have something -- we  
5 only have four members online who should be  
6 voting through the survey. No one voted through  
7 the survey here in the room?

8 MS. BROWN: No.

9 MS. ECHOHAWK: But we have nine votes  
10 through the survey. So only four people can  
11 vote. So what I would like -- you can send me a  
12 message directly to me, BC EchoHawk. It won't  
13 show up on the screen, and you four people. I  
14 know who the four people are who should vote.  
15 Send me your vote.

16 MEMBER WALDRON: So people who are  
17 listening voted, I guess.

18 MS. ECHOHAWK: So what you do is you  
19 go down here and instead of everyone highlighted,  
20 choose me and it will come directly to me, your  
21 vote.

22 (Pause.)



1 MS. ECHOHAWK: Is there more than four  
2 virtual board members?

3 MS. BROWN: Well there's Holly. Is  
4 Holly Morales still on?

5 (Simultaneous speaking.)

6 (Pause.)

7 MS. ECHOHAWK: How many is that, six?

8 MS. BROWN: Six right.

9 MS. ECHOHAWK: Okay. We still have  
10 too many votes coming in through the survey. So  
11 again please, just send your vote directly to me,  
12 BC EchoHawk. Just highlight my name down here in  
13 the chat and send me your vote.

14 MS. BROWN: Now we have 15 members  
15 present, because two signed on late. So it  
16 shouldn't come out even.

17 (Pause.)

18 MS. ECHOHAWK: Okay. I have the votes  
19 from Holly, Lorraine, Shawn, Winona, Jacob and  
20 Lora Ann.

21 PARTICIPANT: Six.

22 MS. ECHOHAWK: Okay.

1 (Simultaneous speaking.)

2 MEMBER WALDRON: I think our votes are  
3 good.

4 Yeah. Oh, you can't be tied with 15,  
5 right? So there's --

6 MEMBER HOULE: Unless somebody  
7 abstained.

8 MEMBER WALDRON: Yeah. But they  
9 should vote abstain.

10 MEMBER HOULE: They should write on  
11 there abstain.

12 MS. BROWN: Okay. The new vice chair  
13 is Kay Seven. Congratulations.

14 (Applause.)

15 MS. BROWN: Okay. Let's quickly --  
16 we're running very late on the agenda, so do you  
17 want to hold --

18 MEMBER SEVEN: Let's take care of the  
19 secretary.

20 MS. BROWN: Okay. Let's go forward  
21 with the secretary. Joseph.

22 MEMBER QUINTANA: I nominate Candace

1 Lowry.

2 MS. BROWN: Candace Lowry.

3 MEMBER RICKARD: I second.

4 MS. BROWN: Okay.

5 MEMBER SEVEN: I nominate Patty

6 Hibbeler.

7 MS. BROWN: Patty Hibbeler.

8 MEMBER RICKARD: I second that.

9 MS. BROWN: Seconded by Gary.

10 Darrell.

11 MEMBER WALDRON: Robert. I nominate

12 Robert.

13 MS. BROWN: Robert.

14 MEMBER WALDRON: Might as well jump

15 there with two feet, Robert.

16 MEMBER HOULE: Thanks.

17 MS. BROWN: Robert Houle.

18 MEMBER WALDRON: Yes.

19 MS. BROWN: Any other nominations?

20 Okay, nominations closed. Let's go

21 ahead and vote.

22 MS. ECHOHAWK: Folks online, let's do

1 the same thing. You can vote directly to me, BC  
2 EchoHawk, and I'll take your vote. Thank you.

3 PARTICIPANT: Are we not going to have  
4 them do a speech?

5 MS. BROWN: We don't have time.

6 (Pause.)

7 MS. BROWN: While they are tallying  
8 the votes, I'm going to ask the Council if we  
9 could make like a small adjustment in our agenda.  
10 Brent Parton is scheduled to come at 11:30. He's  
11 our Assistant Secretary.

12 He's not here yet, but I don't want to  
13 put that out because he's on the agenda at 11:30,  
14 and so in order not to cut into, too much into  
15 Jack's time on the agenda, I'm thinking that we  
16 could modify the move on report on 477 to the  
17 next day as part of the DINAP report out. So can  
18 I throw that out as a --

19 MEMBER SEVEN: Okay. Make the motion  
20 to move the 477 report to Day 2.

21 MEMBER WALDRON: And I'll second that.

22 MS. BROWN: Everyone in agreement

1 raise your hand and say aye, those on the  
2 virtual.

3 (Chorus of aye.)

4 MS. BROWN: Okay. Can you raise your  
5 hand again? I didn't -- okay, it's unanimous.  
6 Motion passed. So we'll move the 477 report for  
7 the next day, and Jack will speak to us at 1:00.

8 (Pause.)

9 MS. BROWN: Okay, we have another tie,  
10 Robert and Patty, and so we're just going to  
11 recast the votes for those two.

12 MEMBER WALDRON: Did you say tie  
13 again?

14 MS. BROWN: It's another tie between  
15 Robert Houle and Patty Hibbeler.

16 MEMBER SEVEN: Can we do a quick one  
17 minute speech by each?

18 MS. BROWN: Sure.

19 MEMBER WALDRON: Did everybody vote  
20 again or --

21 MEMBER SEVEN: Can they go to the  
22 front to that the online people can see?

1 (Simultaneous speaking.)

2 MEMBER WALDRON: So there's a tie of  
3 15, or someone --

4 MS. ECHOHAWK: Someone abstained. One  
5 person abstained.

6 (Simultaneous speaking.)

7 MS. BROWN: Okay, Patty.

8 MS. ECHOHAWK: If the candidates could  
9 move to the front so that our virtual attendees  
10 can see you.

11 MEMBER WALDRON: Go Duane.

12 (Laughter.)

13 (Simultaneous speaking.)

14 MEMBER HIBBELER: Good morning. I'm  
15 Patricia Hibbeler, a member of the Confederated  
16 Salish and Kootenai Tribes. Should we continue?  
17 Sorry. Our next speaker is arriving. So I have  
18 been CEO at the Phoenix Indian Center for 17  
19 years. I just left last November, went back to  
20 work for my Tribe, the Confederated Salish and  
21 Kootenai Tribes and am overseeing several  
22 different departments within the tribes, one of

1       them certainly being our Workforce Services.

2                   Workforce Services is intertwined, as  
3 we talked about this morning, through several  
4 different departments and interweaving that  
5 message throughout what we do is extremely  
6 important. I think I bring that to this  
7 position, along with carrying both the messages  
8 from urban Indian communities and tribes, since  
9 I've worked in both.

10                   I have been president, vice president  
11 and secretary of several different boards and  
12 committees over my employment. I am extremely  
13 organized and would welcome leading as secretary  
14 of this commission moving forward. Thank you.

15                   MS. BROWN: Thank you. Since our next  
16 speaker is almost here, can we go ahead and just  
17 move quickly?

18                   MEMBER HOULE: Yep, yes. Robert  
19 Houle. I'm a member of the Bad River Band of  
20 Lake Superior Chippewa Indians. I'd be honored  
21 to serve as secretary and be a part of this  
22 organization. As someone said, jump right in.

1 This is -- I'm new to the committee or new to  
2 this group, but my previous background, and I  
3 thought about this. I wrote it down on the  
4 plane. I'm like I better be prepared in case  
5 something happens.

6 Former executive director of the  
7 Housing Authority for my tribe, and I'm a current  
8 board member of the Housing Authority. I'm a  
9 current board member of the Bad River Police and  
10 Fire Commission, former board member of the local  
11 community fund group for areas that want to have  
12 donations or grants within a three county area, a  
13 community foundation.

14 Former consultant to the Alaska Area  
15 Institutional Review Board for Ethics in Medical  
16 Research, former director of Native American  
17 Programs for a small liberal arts college in  
18 Sheboygan, Wisconsin called Lakeland College.

19 Path adjunct professor for a Native  
20 American Studies Program, College of DuPage in  
21 Glen Ellyn, Illinois. Past chairman of the Human  
22 Resource Subcommittee for the State of Alaska



1 Health Board, former vice president of a retail  
2 organization that consisted of 38 stores in four  
3 states.

4 Former director of Human Resources for  
5 the Yocha Dehe Wintun Nation in Brooks,  
6 California. Former member of the National Indian  
7 Education Association. Current member of the  
8 Society for Human Resource Management. Current  
9 member of the Health Care Compliance Association,  
10 Health Care Compliance and Ethics.

11 Lecturer/author/artist, and also was previously  
12 employed in the director of Human Resources,  
13 Yukon-Kuskokwim Health Corporation in Far Western  
14 Alaska, and senior health care compliance  
15 analysis, South Central Foundation, which is part  
16 of the Alaska Native Medical Center, and the  
17 Alaska Native Tribal Health Consortium in  
18 Anchorage, where I was there for about 10 years.

19 So again I'm honored to be selected, and would be  
20 grateful to serve in this position. Thank you.

21 MS. BROWN: Thank you, Robert. Let's  
22 move quickly to voting, quickly.

1                   Okay. Our secretary is Robert Houle.

2                   (Applause.)

3                   MS. BROWN: Congratulations to the new  
4 elected leadership, and so Joseph and Kay, I  
5 would ask that you come to the head of the table  
6 for the rest of the remainder of the meeting, and  
7 just Quintana will turn over as the chair.

8                   MEMBER SEVEN: So is there a place for  
9 our presenters?

10                  MS. BROWN: Yeah. I'll check on our  
11 presenter right now. Okay.

12                  MR. PARTON: You ready? Good morning.

13                  MS. BROWN: Well, I'm very, very  
14 pleased to introduce Brent Parton, who is our  
15 newly -- our new Acting Assistant Secretary, and  
16 many of you have heard Brent speak at the Rhode  
17 Island conference.

18                  MR. PARTON: I'm not new; the job's  
19 new.

20                  MS. BROWN: Brent was a former senior  
21 advisor to the Department of Labor's leadership,  
22 and we're very, very fortunate that he's now our

1 acting Assistant Secretary after Angela Hanks  
2 left. He was a former deputy director on the  
3 Center for Education and Labor for New Americans,  
4 and I'll turn it over to Brent.

5 MR. PARTON: Sure. Thank you so much.  
6 Good to be with you all today. I know some are  
7 virtual, but it's great to see some folks here in  
8 person. I know when I had a chance to engage  
9 with this group last year, it was all virtual all  
10 the time. So it's fantastic to here be in the  
11 room with many folks.

12 MS. BROWN: Would you like the Council  
13 to introduce themselves to you?

14 MR. PARTON: That would be wonderful.

15 (Simultaneous speaking.)

16 MR. PARTON: I see some familiar  
17 faces, but why don't we do it that way?

18 MEMBER RICKARD: Gary Rickard, Region  
19 6 and chairman of the Wintu Tribe in Northern  
20 California.

21 MR. PARTON: I'm from Northern  
22 California. Good to see you. I grew up in

1 Sonoma County. Are you a little further north?

2 MEMBER RICKARD: Sonoma?

3 MR. PARTON: Yeah.

4 MEMBER RICKARD: Oh yeah. I'm a  
5 little further up, yeah.

6 MR. PARTON: Yeah, great.

7 MEMBER HOULE: Robert Houle. I'm  
8 Region, represent Region 5, which is the Midwest,  
9 Chicago specifically, a member of the Bad River  
10 Band of Lake Superior Chippewa Indians.

11 MEMBER WOJNAS: Jacob Wojnas, Other  
12 Disciplines. I sit as board member and vice  
13 chairman of the Tew'athah'on:ni Corporation,  
14 which is a Section 17 economic development  
15 corporation for the St. Regis Mohawk Tribe.

16 MEMBER WALDRON: Darrell Waldron,  
17 Rhode Island Indian Council.

18 MR. PARTON: Good to see you Darrell.

19 MEMBER WALDRON: Yep, I've known  
20 Brent. We've worked quite a bit.

21 MR. PARTON: Yeah.

22 MEMBER WALDRON: I'm sure I've been a

1 pain.

2 MR. PARTON: No.

3 MEMBER QUINTANA: (Native language  
4 spoken.) My name is Joseph Quintana, Region 6  
5 representative. I'm from Southern California and  
6 I'm the new chairman of this Council.

7 MR. PARTON: Congratulations, like a  
8 couple of minutes ago, right?

9 (Simultaneous speaking.)

10 MEMBER LOWRY: I'm Candace Lowry,  
11 Region 3, the North Carolina Commission of Indian  
12 Affairs.

13 MEMBER SEVEN: My name is Kay Seven.  
14 I'm in Region 6. I represent Other Disciplines-  
15 477 Programs. I'm from Idaho with the Nez Perce  
16 Tribe, and I'm the newly-elected vice chairman of  
17 this group.

18 MR. PARTON: Congratulations to you.

19 MEMBER HIBBELER: Patricia Hibbeler.  
20 I represent Other Disciplines and from the  
21 Confederated Salish and Kootenai Tribes of  
22 Montana.

1                   MEMBER COUNCE: Robin Counce, and I  
2 represent Region 4, and I am a senior director of  
3 Education and Careers for the Choctaw Nation.

4                   MR. PARTON: Wonderful, great group.  
5 Do we have anyone else online?

6                   MS. BROWN: Oh, I'm sorry. On  
7 virtual, can we start with Holly?

8                   MEMBER MORALES: Hello. I'm Holly  
9 Morales. I represent Region 6 from Alaska, work  
10 in, for the Cook Inlet Tribal Council in  
11 Anchorage, Alaska. Thank you.

12                   MS. BROWN: Winona?

13                   MEMBER WHITMAN: I'm Winona Whitman,  
14 Hawaii, with Alu Like, Incorporated.

15                   MS. BROWN: Lorraine.

16                   MEMBER EDMO: Good morning. I'm  
17 Lorraine Edmo. I represent Other Disciplines,  
18 Region 4. I live in New Mexico and I'm  
19 originally from the Shoshone Bannock Tribe of  
20 Southeastern Idaho.

21                   MS. BROWN: Lora Ann, or I'm sorry,  
22 Jacob Bernal.

1                   MEMBER BERNAL: Good morning. My name  
2 is Jacob Bernal. I represent Region 6. I serve  
3 as the Executive Director of the Tucson Indian  
4 Center.

5                   MS. BROWN: Lora Ann.

6                   MEMBER CHAISSON: Good morning. My  
7 name is Lora Ann Chaisson. I represent Region 4  
8 and the I'm the newly-elected principal chief of  
9 the United Houma Nation in Louisiana.

10                  MS. BROWN: Thank you. Shawn.

11                  MEMBER ISAAC: Hi, I'm Shawn Isaac.  
12 I'm the Tribal Administrator for the Torres  
13 Martinez Tribe in Southern California.

14                  MS. BROWN: I think that's it.

15                  MR. PARTON: Awesome. Well, it's a  
16 real pleasure and honor to be with you today. I  
17 want to start by saying thank you for your  
18 service to the Committee. I know that your jobs  
19 are busy, working and representing the  
20 communities that you're in. So to take time out  
21 to come here, to be a part of this Committee, to  
22 be a part of the work, important work it does, is

1 not easy.

2 But it matters to us, it matters to  
3 the communities, and so I just want to say a  
4 wholehearted thank you for what you've done, and  
5 again congratulations to our new chair and vice  
6 chair, and thank you for the service of our  
7 outgoing leaders of this Committee as well.

8 From what I hear over text message,  
9 the Secretary has kind of set the agenda for what  
10 you want to talk about with me today, so I'm  
11 happy to kind of save most of the time to just  
12 engage on the topics you want. But I'll say some  
13 things on the front end, that I just want to, you  
14 know, reiterate, particularly in this space, my  
15 fellow leaders here at the Department.

16 Jack of course, good to see you and  
17 Kim and Athena and the incredible work that they  
18 do. We certainly have some priorities we're  
19 trying to advance, and from my perspective, you  
20 know, the work we do at this Committee, the work  
21 we do with tribal communities and how we support  
22 them is a really core, cross-cutting strategy for



1       how we're going to move on these priorities that  
2       need to happen.

3                   One is, you know, when we look across  
4       our investments, whether those are our  
5       investments focused on, for example, our tribal  
6       communities or things like how we invest in  
7       apprenticeship, how we invest in dislocated  
8       worker grants, how we invest in community  
9       colleges, we need to have a relentless focus on  
10      making sure that those investments are equitable  
11      and accessed by under-represented and under-  
12      resourced communities, and specifically also our  
13      tribal communities, ensuring that they can access  
14      the range of our grant programs that are in  
15      place.

16                   The second piece is we want to make  
17      sure the work of those grants and how we measure  
18      success is really are we driving outcomes for the  
19      workers and the communities that need access to  
20      good jobs and employment opportunities. That is  
21      a relentless focus across every single grant  
22      investment that we've made. It's a critical

1 priority of the Secretary, and it's a core  
2 element of how we're looking to embed equity in  
3 all our work, both in access and outcomes.

4 The second thing I want to say is I  
5 think there's more we can be doing, and the  
6 Secretary I'm sure has touched on this, because  
7 he's imparted it to us as well. In terms of we  
8 can't only limit ourselves to supporting  
9 communities by putting out funding. How do we  
10 help scaffold the types of partnerships that are  
11 needed with industry, with labor?

12 How do we work across our federal  
13 partners, and particularly right in this moment  
14 right now with the bipartisan Infrastructure Act,  
15 where there's a tremendous historic opportunity  
16 for investing in hard infrastructure and actually  
17 investing in people. How are we actually helping  
18 build partnerships that are needed and using the  
19 power we have to convene, using the power that we  
20 have to help make connections and, you know,  
21 broker partnerships across organizations that are  
22 looking to partner with communities.

1           So when our resources are on the  
2 ground, you're not kind of left to figure those  
3 things and reinvent the wheels on your own. So  
4 the Secretary is a mayor at heart, but the idea  
5 that he likes to try to get people around the  
6 table, he likes to bring people together and he  
7 likes to make sure that the folks that we're  
8 investing in and doing -- and trying to support  
9 outcomes for are getting access to the types of  
10 folks that actually can help them deliver on  
11 those outcomes.

12           Again, whether those are partners from  
13 industry, labor, education and workforce, we want  
14 to make sure we're driving people towards you to  
15 help you really strengthen the types of  
16 partnerships you're trying to build.

17           A third big priority for us is  
18 something that's a little different, but when I  
19 think of the work of this Committee, it's  
20 something that is critical, and that's our CARE  
21 economy. You know, the CARE workforce is one  
22 that, I will just be honest, traditionally hasn't

1 gotten the level of attention that is needed from  
2 our federal workforce policy or system, partially  
3 because it's a sector of our labor market that  
4 wages historically have not been great, outside  
5 of more mainstream occupations like nursing.

6 That's not something that we can kind  
7 of dust under the rug. It's something that we  
8 really need to be thinking about. The strength  
9 of that CARE workforce is going to be of course  
10 the strength of every other industry workforce  
11 out there.

12 So when we think about how we at the  
13 Department and we at ETA are trying to build a  
14 better CARE workforce, we absolutely want to  
15 ensure we're putting investments on the ground  
16 that can support workforce development for  
17 quality jobs for our CARE workers.

18 That's health care, that's child care,  
19 that's long-term care. That's across the  
20 spectrum. So we want to make sure we're  
21 supporting those workers, one.

22 Number two, any workforce investments

1 we're making, the success of people to  
2 participate in training programs, whether the  
3 need for access to mental health, child care, is  
4 really going to be dependent on whether people  
5 can participate, see those programs through and  
6 see the outcomes on the other side.

7 So the integration of services between  
8 CARE and workforce development for us is a major  
9 priority, and it's something that I think we'd  
10 love to work with this Council on. We'd love to  
11 work with in your communities on, and it's  
12 something I think you're going to consistently  
13 start to see in forthcoming investments as a  
14 major priority for us.

15 The last thing I'll say is, you know,  
16 the pandemic, you know, we completely appreciate  
17 and understand and know that the pandemic hit our  
18 tribal communities hard. There's a lot to  
19 recover from. At the same time, you know, in  
20 addition to putting resources out to support that  
21 recovery, not to be cliche as an Administration  
22 official but Building Back Better means that

1 we're also taking steps to ensure we're preparing  
2 these communities for the future of work, and  
3 where the ball is going.

4 And whether that's how we're tapping  
5 workforce development into emerging industries,  
6 whether that's how we're partnering with new  
7 types of industry or labor partners to try to get  
8 access to good jobs, to people who've been  
9 historically cut off from them. How do we help  
10 support communities and the Secretary's  
11 passionate about this.

12 To have the data, have the resources  
13 they need to start to prepare their young people,  
14 who might be in middle school and high school  
15 today, for what's coming down the road. And  
16 that's something that we're, we have, again, a  
17 big focus on and will for the coming couple of  
18 years, and it's something that we really want to  
19 engage with you all about what the future of work  
20 in tribal communities means, and how we can  
21 support you to really advance that.

22 So with kind of those topline things,

1 I know there's some things we want to touch on  
2 related to, you know, apprenticeship and career  
3 apprenticeship, which is a big passion project of  
4 mine, and I know John Ladd's coming by a little  
5 bit later to chat with you about this.

6 But I'll just say every investment  
7 that we're making in apprenticeship is trying to  
8 really focus on ensuring that we're building an  
9 ecosystem for apprenticeship, not just investing  
10 in one program at a time.

11 But we're really trying to put  
12 resources into intermediary organizations and  
13 people that can work with employers, who might  
14 not think apprenticeship is an option, to  
15 actually start one up. Because this is not  
16 something that will just work for the building  
17 and construction trades, although we need to  
18 focus on getting better equity and access into  
19 those programs. This is something as well that  
20 we should be looking at for health care, for  
21 information technology, for a range of different  
22 functions within a community.

1           Education, teacher apprenticeships has  
2           been a major area of interest and growth. This  
3           is an area where I think we can do a lot of  
4           strategic, forward-looking work with tribal  
5           communities. And I'm incredibly excited about  
6           it.

7           The other piece of this is, you know,  
8           we're continuing to make investments in post-  
9           secondary institutions and colleges, you know.  
10          Tribal colleges and universities are of course a  
11          priority for this. But it's really unique.

12          We're strengthening community college  
13          grants which there's -- we've just added more  
14          money to these opportunities; it's out on the  
15          street right now -- is that we're trying to build  
16          the capacity of these institutions to do  
17          workforce programming.

18          So much of our grants, unfortunately  
19          but for understandable reasons, try to just focus  
20          on funding training today, and not investing in  
21          our training institutions to get ready. And  
22          again going back to this part of the future of



1 work element, build workforce training programs  
2 to prepare people for the jobs of tomorrow, and  
3 really build the capacity.

4 Buy equipment, hire instructors, build  
5 partnerships, do things that are needed to have  
6 good, strong workforce programs in our higher ed  
7 institutions. So there's things we're doing. I  
8 know the Secretary, you know, teed up something  
9 big around sector partnerships and something big  
10 around some convenings.

11 But you know, what I just want to end  
12 by saying, you know, these are the priorities we  
13 have. The tribal communities cut across them,  
14 and but that's not enough to say that you see  
15 yourselves in all of them. We need to be  
16 engaging directly with you about what actually  
17 community-centered strategies that meet the needs  
18 of your community members are going to look like,  
19 to do things around high quality training,  
20 apprenticeships, the CARE economy.

21 That's got to be designed from the  
22 center, and again consider us a partner in

1 funding, consider us a partner obviously in  
2 providing technical assistance, but consider us a  
3 partner in strategy and where we can really work  
4 with communities to get them what is needed. So  
5 with that, I'm happy to engage with wherever you  
6 want to go next.

7 MEMBER SEVEN: So again I speak with  
8 Holly and I talked about Idaho. I'm really  
9 impressed and I'm proud of where I am in Idaho.  
10 Idaho is one of the couple of initiatives. One  
11 is the Talent Pipeline Management Academy --

12 (Simultaneous speaking.)

13 MEMBER SEVEN: -- for the U.S. Chamber  
14 of Commerce Foundation. You know, I think in  
15 terms of technical assistance and training, I  
16 think for all of these programs, whether you're  
17 in a urban location or in a reservation location,  
18 I think understanding that methodology would be  
19 helpful, working with our tribal entity, our  
20 organizational entity, Human Resource  
21 departments, like with the enterprise systems,  
22 the casinos, health, housing, the tribal

1 government.

2           And then also that methodology would  
3 also create an industry-led conversation with  
4 secondary and post-secondary institutions on how  
5 it would be good for maybe your reprogramming or  
6 re-curriculum design on preparing the workforce  
7 for our industries, and promotion of not only  
8 formal education with the four-year professional  
9 degree programs, but it's also your technical  
10 education programs. It's apprenticeships, it's  
11 pre-apprenticeships, or it's just work.

12           So I like what you're talking about,  
13 and I think it's just good -- because I know in  
14 our region we applied the TPM methodology. It  
15 worked for manufacturing; our facilitator had  
16 done that with manufacturing, changed the whole  
17 school's new outlook on their curriculum design  
18 for their program.

19           We are now working with health cohorts  
20 in our region. We're going to be moving into  
21 manufacturing again and then into natural  
22 resources. So I think tribal entities and urban

1 organizations, it might be a good methodology to  
2 learn how to bring in that blending of business  
3 and industry and supplier working together, and  
4 yeah.

5           And then also I think another thing  
6 that would be good -- because I'm looking at a  
7 difference in presentations that we offer at our  
8 regional and national training -- is economic  
9 modeling tools. Who has that data about Indian  
10 country, kind of the pre-TPM data that we might  
11 want to look at in terms of what industries are  
12 important to Indian country?

13           We know it's going to be healthcare.  
14 We know it's tourism/hospitality, but what other  
15 -- what are some of the other work industries  
16 that this nation's watching across the country?  
17 We brought in a consultant from Phoenix who  
18 understood industry on mainstream information.

19           But our audience loved hearing  
20 industry sector-type presentations, and the kind  
21 of conversation that I would like to see us move  
22 into where we have a better knowledge of

1 synchronizing energy, synergy together through  
2 these partnerships to make things work, the wrap-  
3 around services, housing, behavioral health care,  
4 child care. Transportation is also important,  
5 and how is it that we think and plan our federal  
6 grant applications, whether it's Commerce or  
7 Transportation, HHS, Education, Labor, Interior,  
8 that we all make it work together, help break  
9 down some of the -- I think increased  
10 administrative flexibility and is allowed.

11 So enough of my conversation, but I'd  
12 like to see that happen, and I look forward to  
13 the Department of Labor working on a Good Jobs  
14 challenge form for Indian country. That would be  
15 also very interesting.

16 MR. PARTON: I think it's a -- I love  
17 what you're saying, first off, you know. The  
18 idea, and we in the federal government don't  
19 necessarily make this easy on anybody given the  
20 way the money flows.

21 But the infrastructure, for lack of a  
22 better way of putting it, the sector partnership

1 approach at the local level that gets a lot of  
2 people around the table, that can look across all  
3 the different kind of money coming down, whether  
4 those are for economic development projects,  
5 whether those are, you know, obviously things  
6 that this Council knows well about specific funds  
7 that might be coming from Interior or HUD or  
8 others.

9 But also workforce, and thinking about  
10 all right, how do we use these to advance the one  
11 kind of set of goals that we have for our  
12 community, and making sure that employers are at  
13 the table and business is at the table on the  
14 front end of that, is something that's been  
15 proven, and it works time and again. It's good  
16 workforce development because it gets out of this  
17 idea of we're going to try to build a training  
18 program for one employer or one particular  
19 funding stream and then try to do another one for  
20 this stream, but it really brings things  
21 together.

22 So everything you've said I think is

1       fantastic. I will make a commitment on this  
2       front, which is there's technical assistance and  
3       things that I think we can do and provide. There  
4       are resources out there as well, like the Talent  
5       Pipeline Academies that the Chamber runs.

6       There's other types of like non-profit  
7       organizations and philanthropically-funded  
8       organizations that are trying to make support  
9       available to communities, in some cases, you know  
10      cost-free. Like how do we also make sure that  
11      our partners, our community partners are aware of  
12      what those resources are and are able to tap into  
13      them. Sometimes folks don't always know about  
14      where there's other types of, you know, whether  
15      it's kind of assistance or consulting support or  
16      things that they can draw on from these types of  
17      initiatives to build those types of partnerships.

18                 I think that's something that we  
19      certainly want to make sure that we're making  
20      available, in addition for us doing a really good  
21      job of making sure that we're providing the type  
22      of assistance that's needed as well.

1 MS. BROWN: Robert.

2 MEMBER HOULE: Yes, just came to mind.  
3 Robert Houle, Region 5 Chicago, member of the Bad  
4 River Band of Lake Superior Chippewa in  
5 Wisconsin.

6 I've worked on a couple of initiatives  
7 involving getting individuals who were  
8 incarcerated into the employment workforce field,  
9 and not to forget. I mean I talked earlier about  
10 increasing our nurses and providers and  
11 behavioral health, etcetera.

12 But that's another group that is -- I  
13 think there's a gap there that we need to address  
14 or that should be looked at closer because having  
15 them succeed once they come out of their time of  
16 being incarcerated, having them be welcomed into  
17 a workplace and having training and education,  
18 everything from lifestyle living and how to write  
19 a checkbook or how to manage their work, their  
20 personal affairs, to actually skills that need to  
21 be identified and groomed within their ability,  
22 or trained within their trainability I think is



1 critical, because recidivism in the Native  
2 population, especially in adult males, is  
3 extremely high.

4 The unfortunate factor is they go back  
5 to the old ways by hanging out with the wrong  
6 people, making the wrong decisions, and next  
7 thing you know they're back behind bars. Or  
8 they're in higher institutions of that capacity,  
9 and not being able to be welcome members back  
10 into -- back into their tribal affiliation,  
11 whether it's -- whether it's an inner city or a  
12 city or rural or on a reservation.

13 Programs like that, I think, are some  
14 areas that I'd like to see not forgotten but  
15 advanced and data-driven, so we know what the  
16 gaps are, know what -- do the analysis and figure  
17 out what programs work, what grants or  
18 opportunities or apprenticeship programs could be  
19 available for that group.

20 MR. PARTON: Absolutely. Well, I  
21 couldn't agree more.

22 MEMBER HOULE: Thank you.

1                   MR. PARTON: And, you know, the  
2 reentry grant opportunities that the Department  
3 of Labor offers, I think, if -- to your point  
4 around what works have, you know, with the  
5 resources we've provided, which is not huge given  
6 the level of need that's out there for this  
7 population, because I think you're spot on. It's  
8 been one that for some -- a long, too far too  
9 long has not -- been ignored.

10                   It's been seen as a side project  
11 versus part of what, you know, the criminal  
12 justice system should be able to offer in terms  
13 of helping people reintegrate into communities.  
14 The reentry programs have demonstrated that  
15 things that were mentioned earlier around  
16 everything you've touched on, the wrap-around  
17 supports combined with the training, getting into  
18 the institutions before people are released.

19                   The sooner you start doing this prior  
20 to release is a big deal. So the Department's  
21 been investing every penny we've had on -- in our  
22 reentry grants, and I encourage you to make sure

1 you check those out as well, because they come  
2 out each year, to really build the case for what  
3 works and build the case for more investment in  
4 this space. One bit of good news on the WIOA  
5 bill that was passed out of the House was it  
6 permanently authorized the reentry grant program  
7 and increased investment in it.

8           So this -- this issues on, you know,  
9 it's something that we push for as an  
10 administration, as a Department, saying that  
11 we've shown these programs work, we've shown we  
12 need more resources, we have to do more. WIOA is  
13 -- what the House passed out was a, you know, a  
14 step in the right direction.

15           But I just want to echo we're  
16 committed to that as a priority, and the  
17 Secretary had a lot of experience working with  
18 these populations in Boston and really putting a  
19 focus on them, and we'd love to work with the  
20 Council on how we can make sure the tribal  
21 communities are a part of our investments and  
22 engagement space.

1 MEMBER HOULE: Thank you.

2 MS. BROWN: Joe.

3 MEMBER QUINTANA: Joseph Quintana,  
4 Region 6. Thank you again for joining us today  
5 and for your commitment to this body and  
6 continuing to address this and sharing this  
7 discussion. I want to share a couple of weeks  
8 ago I had the good fortune of listening to the  
9 President make his address at the Summit of  
10 Americas in Southern California, where he talked  
11 about the challenges posed by trickle-down  
12 economics, and how things didn't pan out the way  
13 that everybody thinks they did, and how we have  
14 to make our adjustments to make sure we get the  
15 money or the funding into the people who make the  
16 difference.

17 I think those are the people who  
18 preside on this particular governing body, and  
19 making sure that we all program -- although we do  
20 a tremendous amount of work, and you can see that  
21 in the summary and documentation here, but that  
22 it's underfunded, and making sure that long term

1 we have at least growth in those particular  
2 areas, and making sure that if it's not the  
3 programs themselves but that they address issues  
4 like providing more for our youth, and especially  
5 those getting prepared for work.

6 I think also I appreciate the thought  
7 process on being as proactive as possible. I  
8 think that's where we need to be really engaged.  
9 Rather than addressing things after we've had a  
10 major issue happen, instead looking ahead. Like  
11 the impact of inflation, like the R word in the  
12 room or the elephant in the room, recession.  
13 What if that happens and how is that going to  
14 impact our members even further who are  
15 considerably out of work even now.

16 So I appreciate that outlook, and I  
17 hope that that's a continued discussion as we  
18 move forward.

19 MR. PARTON: Yeah, absolutely. Well,  
20 it's exciting to hear you were at the summit.  
21 You know, the administration is keyed in on  
22 fighting for every resource we can, knowing that

1 the historic challenge for us in terms of what it  
2 means to actually advance economic mobility in  
3 our country, takes investment. It takes  
4 investment in workers, it takes investment in our  
5 youth at every stage of life, and the  
6 administration's fought hard for those  
7 investments.

8           The politics haven't been there yet,  
9 but I can tell you this, and I'm sure Secretary  
10 Walsh reiterated the same thing this morning.  
11 Every resource we get goes back to that first  
12 priority I said, where we're going to get the  
13 most out of it is making sure it's reaching the  
14 workers and the communities that need those  
15 resources the most. That's why we're focused on  
16 making sure again that we're not just investing  
17 in communities that we feel are going to be able  
18 to deliver on the outcomes overnight because  
19 they've got a track record of it, but we're  
20 actually putting resources into communities that  
21 need the most help.

22           But we're also providing not just

1 money but technical assistance and support to  
2 make sure those resources can be used in a way  
3 that helps build the capacity of those  
4 communities to really advance the strategies that  
5 work for them.

6 And I will say this, is, you know, to  
7 your point of kind of looking ahead, one bright  
8 spot, and in terms of we always have to be  
9 concerned for the worst in these jobs and  
10 preparing for that. At the same time, my time in  
11 workforce development has mostly been about  
12 reacting to crises. In fact, the workforce  
13 system's kind of set up to be reactive,  
14 reactionary.

15 Where we've seen the most progress is  
16 where we've seen a real strong link between  
17 economic development and working with employers  
18 and do forward-looking stuff. The Infrastructure  
19 Act is a great test case for what it means to  
20 kind of use our powers, use our tools, to really  
21 look at what's coming down the pike. I'm not  
22 saying this process is limited to infrastructure

1 jobs, but that's a broad space.

2 It's of course construction; it's  
3 manufacturing, business, financial services, it's  
4 IT. It's all going to be impacted by those  
5 investments in terms of workforce. But do we  
6 have the right partners around the table as a  
7 community?

8 Do we have the data that we need? Do  
9 we have the actual map of where the types of  
10 resources we can draw upon to meet needs, and  
11 most critically, are we achieving the goals we  
12 want to achieve and do we have the information to  
13 adjust and do things over time?

14 That process at a community level of  
15 what it means to drive a strong workforce  
16 partnership is how we look at it. That it's  
17 nimble for when things change, but the  
18 infrastructure investment is something we're  
19 looking years down the road, and it's something  
20 to really test our capacity to do that.

21 And that's something that, whether  
22 that's again for the future of work, whether



1 that's for shovel-ready projects, let's as a  
2 workforce system, let's how we partner with you  
3 all about looking ahead and building the  
4 infrastructure we're going to need to be nimble,  
5 but have a plan and have the leadership in place  
6 to actually get things done. That's something  
7 again that goes back to kind of where the  
8 Secretary's head's at.

9 MS. BROWN: Okay, we have time for one  
10 more. Robin.

11 MEMBER COUNCE: Robin Counce, Region  
12 4. Thank you for coming. I appreciate -- as a  
13 former educator, I appreciate your mention of  
14 developing a teacher apprenticeship program. In  
15 my area, it's almost across this mode where we've  
16 had teachers that are exiting more than we're  
17 getting. We're having colleges that are shutting  
18 down teacher ed programs because there's no  
19 enrollment in those programs.

20 In Oklahoma, a starting teacher with  
21 a four-year degree starts with -- at \$36,000 a  
22 year. I see schools that offer food banks for

1 their teachers. And so it is disheartening to me  
2 because I really feel like that education is the  
3 background or the backbone, the foundation of  
4 building our children. All children are career-  
5 bound, and that that's how we develop our  
6 workforce. So I appreciate the thought into a  
7 crisis that we are seeing in that area.

8 MR. PARTON: Stay tuned for more. But  
9 what I can -- what I want to say is, you know,  
10 that the teaching workforce issues right now, you  
11 know, it's similar to other industries, but only  
12 more so, in the sense of where we're seeing so  
13 much of this challenge around retention and  
14 recruitment.

15 What's so exciting about the  
16 apprenticeship model is that there's too many  
17 industries in the country that uses the degree to  
18 some extent as a gateway for entry, as opposed to  
19 something that can be built. So immediately you  
20 lock out a large percentage of people who don't  
21 feel like they can afford right now to go to  
22 higher ed. They don't feel like they can drop

1 out of the labor market. That's a barrier; we've  
2 created a barrier for entry.

3 The second piece, and we've heard this  
4 particularly on the teaching issue, and the state  
5 of Tennessee has been a big leader on being a  
6 high profile effort right now on the teacher  
7 apprenticeships. But it prepares the teachers.  
8 One of the reasons why people drop out of a  
9 profession or something is sometimes because it  
10 turns out they don't like it, or they don't feel  
11 like they have the mentors there and they haven't  
12 been prepared.

13 The idea of using the apprenticeship  
14 model that basically says you don't have to wait  
15 to get the experience, and there's going to be a  
16 mentor there that's overseeing that. And that's  
17 not going to be over a summer. That's going to  
18 be over several years, as you're kind of building  
19 your capacity.

20 That really changes the game in terms  
21 of the people who get in stay in, and for us,  
22 again, whether it's the teaching industry or

1 other, you know, the teaching profession or  
2 others, we do feel that that's where the  
3 apprenticeship kind of has an advantage.

4 MEMBER WALDRON: Let me just squeeze  
5 in --

6 MR. PARTON: I've got to hear from  
7 Darrell.

8 MEMBER WALDRON: So, Brent, it's good  
9 to see you, and I'm sure your cell phone number  
10 has changed now. But so I want to talk a little  
11 bit about the apprenticeship, because I know  
12 you're putting the money into the street, you  
13 know, and it's been ramping up some. But they're  
14 not communicating with the Native American  
15 communities, whether they're non-profit or tribes  
16 in those states.

17 I'm up to here in Rhode Island with  
18 all of the apprenticeships with, you know,  
19 Sabatoni (phonetic) and all those guys, and I'm  
20 making some leeway. But, you know, they're  
21 getting the money and they're funding the money  
22 to non-profits that don't work with the Native

1 American community. I think this is an  
2 enforcement issue, and I know that there's holes  
3 and it's limited what you can do and there's some  
4 holes in it.

5 But I think in the guidance and some  
6 enforcements around point systems, excuse me,  
7 point system or something similar we're almost,  
8 you know, enforcing them, enforcing a low score  
9 if they're not working with the Native American  
10 community. I was fortunate in Rhode Island.  
11 They got an additional 100 million. I go down to  
12 the Governor's Workforce Board, but it was after  
13 they doled out most of the money, right.

14 But I'm having difficulty in  
15 Connecticut, Boston, you know, New York in that.  
16 So there's an enforcement issue. The other issue  
17 real quickly, we received some data from Duane  
18 and Athena when we were in Oklahoma on the ages  
19 that are going into our 166 program in the urban  
20 cities and the youth is for tribes only, right?

21 And so we get 30 to 50 is a larger  
22 block of the population that we're serving, but

1 I'm seeing more energy. I'd like to work more  
2 with the younger population coming out of high  
3 school. We take about 1,500 a year and they're  
4 all going around 6th or 7th grade is where they  
5 score with a high school diploma, particularly in  
6 Rhode Island. Connecticut's a little better.

7 So I'm trying to get more access to  
8 that population, but the 166, once you're working  
9 with adults, there is some weak language in the  
10 regs from years ago. I think Joe Quintone  
11 (phonetic) was probably the best that we could  
12 work with some of our younger populations. But  
13 I'm looking to bank with that because I don't  
14 feel the colleges and some of the technical  
15 training institutions are preparing those young  
16 people for work.

17 I've hired a bunch of them because my  
18 staff is getting older, and I have not been  
19 impressed with their knowledge capacity. They're  
20 more about themselves and the data, and not about  
21 the community. So I just think some enforcement,  
22 whether it's a point system, hey, if you don't

1 work with this Native American population you  
2 lose ten points on your grant application, and  
3 then early to us rather than -- and like in our  
4 case, they're giving money to the apprenticeships  
5 and the pre-apprenticeship training programs, and  
6 then they're calling us later.

7 MR. PARTON: Yeah. So I think, just  
8 real quick, thanks for both things. Just on the  
9 apprenticeship front too, thank you. Raise it  
10 again when John's here. The second piece I just  
11 want to say is with the apprenticeship  
12 investments, this last one we're trying something  
13 new, and it's really to try to segment out and  
14 create a little bit more of a level playing field  
15 for how these investments you're trying to  
16 structure.

17 So on one hand -- investments should,  
18 you know, do go to states. But we're trying to  
19 take a much more focused approach for if states  
20 are using these funds, how are states meeting  
21 equity targets within these funds? How is the  
22 EEO elements of apprenticeship being kind of held

1 up? So we're trying to do some system-building,  
2 where there's some opportunity for  
3 accountability.

4 The second thing this, and this is  
5 where I'll just leave a parting word that I don't  
6 think counts a grants advice by any means,  
7 looking at Kim on that, but it's to say we  
8 started a new category of grants apprenticeship  
9 hubs, and what the focus of the apprenticeship  
10 hub was to make -- we need to continue to build  
11 the capacity of states, so the state  
12 apprenticeship agencies just aren't one person  
13 down the hall, that there's really people there  
14 that we can kind of work with.

15 But these hubs are really to put  
16 direct investments into community-based  
17 organizations, into organizations that are kind  
18 of working at the local level on apprenticeship  
19 programs in their community, or to organizations  
20 that are working on a cross-cutting set of  
21 communities.

22 So you know, conceivably like there



1       could be a tribal apprenticeship hub or something  
2       along those lines. Really take a look at those  
3       investments as the first round comes out. It's a  
4       really interesting set of new approaches for how  
5       we can put resources into organizations that can  
6       meet certain industry needs or certain kind of  
7       community needs, whether local or national in  
8       scope.

9                       That's kind of the intent around how  
10       we're trying to diversify the investments a  
11       little bit that might fit what you're saying.

12                      MEMBER WALDRON: Yeah. Some of the  
13       private companies are investing in their own  
14       training models because politics can be so tight  
15       in a state, and we've joined a couple of them.  
16       One of them are the wind, you know, the building  
17       the wind energy and they've got a huge Native  
18       program in it out of Mass., and we're working  
19       with them.

20                      But it's a real problem that's  
21       preventing us from getting full access into those  
22       apprenticeships. I know pre-apprenticeship is no

1 longer -- it's not developing apprenticeship.

2 MR. PARTON: It's still pre-  
3 apprenticeship.

4 MEMBER WALDRON: Okay. We still use  
5 that? I got a little scolded at one of the  
6 meetings.

7 MR. PARTON: Yeah. Well there's  
8 apprenticeship readiness and there's pre-  
9 apprenticeship, and there's a lot of discussion  
10 about how those things relate to each other that  
11 would be great for another meeting.

12 MEMBER RICKARD: Do you guys have a  
13 webinar that might be a model for developing  
14 apprenticeships in maybe small rural communities?

15 MR. PARTON: Yeah, let me check. I  
16 think we should, and if we don't we should.

17 (Simultaneous speaking.)

18 MR. PARTON: Yeah, yeah. Let me --  
19 and when John's here we can ask if we've done  
20 anything in the past. But I know we've done  
21 webinars on like access to apprenticeship grants  
22 in the past.

1 MS. BROWN: We have apprenticeships on  
2 the agenda.

3 MEMBER RICKARD: Yeah, I know we do,  
4 but I was just wondering, you know. I've read  
5 stuff on it, but it would be nice if we had a  
6 webinar and that probably fit more of the Native  
7 American programs.

8 MR. PARTON: I think doing an  
9 apprenticeship webinar for tribal communities  
10 would be an amazing thing, and we'd be happy to  
11 get that done, yes.

12 (Simultaneous speaking.)

13 MEMBER SEVEN: In Idaho we have -- the  
14 Department of Labor awarded like 22 grants to  
15 states for pre-apprenticeship correlation. So I  
16 was one of those grants and two weeks ago I was  
17 invited, Kay, you need to be in this meeting,  
18 pre-apprenticeship design in Idaho, so  
19 formulation processing.

20 MR. PARTON: Yeah.

21 MEMBER SEVEN: It's interesting,  
22 because I was the only Native person on the

1 statewide call. So I thought, okay, I'm going to  
2 reach out to the other tribes and let them know  
3 what's going on, because we -- for the next year  
4 we have three levels of participation. You meet  
5 every other week with the statewide  
6 apprenticeship group or every six weeks for  
7 progress on those, what the two week groups are  
8 doing or just a newsletter for in general what's  
9 going on.

10 But I wanted to make sure the tribes  
11 were present and involved in that design because  
12 some of that can come back to the tribe, and then  
13 access to funds through the Department --

14 (Simultaneous speaking.)

15 MR. PARTON: -- critical partners to  
16 states on their apprenticeship strategies, and I  
17 take up Darrell's point of like what can we do to  
18 incent that to happen, at the same time getting  
19 at the table and getting folks from your  
20 community at the table is going to be a part of  
21 that strategy as well.

22 But we've done apprenticeships of --

1 I know we've talked about a lot of kind of lingo  
2 here on things we can do, but we've hosted things  
3 called like apprenticeship accelerator meetings  
4 for, you know, we've done them for specific  
5 industries, we've done them for specific like  
6 community colleges that are focused on  
7 apprenticeship.

8 I think doing an apprenticeship  
9 accelerator webinar, you know, it could be where  
10 you can invite a lot of people focused on  
11 apprenticeship in tribal communities. We could  
12 have a few great examples of partnerships that  
13 are starting to really build that awareness, let  
14 people know what's coming down the pipe, talk  
15 about apprenticeship versus pre-apprenticeship.  
16 It could be a great way to start a new  
17 conversation.

18 MS. BROWN: Thank you very much,  
19 Brent.

20 MR. PARTON: Thank you, and thank you  
21 for your recommendations.

22 (Simultaneous speaking.)

1                   MEMBER WALDRON: Thank you for doing  
2 the recommendations.

3                   MR. PARTON: Yes, of course.  
4 Fantastic. Thank you all.

5                   MS. BROWN: So we're going to take a  
6 quick break for lunch, and I hate to cut into  
7 your lunch hour, but can you be back here at one  
8 o'clock, and, Courtney, are they going to have  
9 lunches delivered?

10                  MEMBER WALDRON: I think I saw them.

11                  MS. CASAL: So all the sandwiches are  
12 labeled. If you requested a particular sandwich,  
13 just find that particular sandwich and your  
14 salad. You cannot eat in that room though, so  
15 you'll have to take your lunch upstairs.

16                  MS. BROWN: The cafeteria is on the  
17 6th floor, so just grab your lunch and go to the  
18 6th floor, and again be back here at one o'clock,  
19 and we will have Jack Jackson on at one o'clock.

20                  (Whereupon, the above-entitled matter  
21 went off the record at 12:19 p.m. and resumed at  
22 1:03 p.m.)

1                   MEMBER QUINTANA: Good afternoon,  
2 everyone. Just a quick reminder. Please if you  
3 have any comments, please state your name and  
4 your region. State your name and your region.  
5 We're going to first start with an introduction  
6 by Athena Brown.

7                   MS. BROWN: Thank you. I'm  
8 introducing Jack Jackson. I'm very honored to  
9 have Jack with us today. Jack is a member of the  
10 Navajo Nation, and he was appointed by the Biden-  
11 Harris Administration as a tribal liaison in the  
12 Office of Congressional and Intergovernmental  
13 Affairs.

14                   We are so happy to have Jack because  
15 for many years the Council made recommendations  
16 to the Department of Labor to have a senior  
17 official at the -- at the very high senior level  
18 in the Office of Congressional and  
19 Intergovernmental Affairs.

20                   So Jack is our liaison, is our tribal  
21 liaison, and he's been very -- I've been very  
22 fortunate to work with Jack since he started, and

1 I'll turn this over to him. But I'd also like --  
2 is Richard Cesar still here?

3 MR. JACKSON: He had to go, yeah.

4 MS. BROWN: Oh, he had to leave?

5 MR. JACKSON: Right, yeah. He was on  
6 another meeting.

7 MS. BROWN: Well, I'm very sorry I  
8 didn't get to introduce Richard Cesar, but many  
9 of you have met him because he also works in the  
10 Office of Congressional and Intergovernmental  
11 Affairs. But I'll go ahead and turn this over to  
12 Jack and let you all get to know Jack and talk to  
13 him about his priorities and your priorities.

14 MR. JACKSON: Great. Thank you,  
15 Athena. I know we're -- you've been shuffling  
16 the agenda most of the morning, but it's --

17 MS. BROWN: Don't worry, you have  
18 time.

19 MR. JACKSON: Right. So there was a  
20 lot of talk this morning about flexibility. So  
21 I'm like yeah, I can be flexible, so here we are.  
22 It's really an honor to be here this afternoon



1 with you all. Welcome to Washington, D.C. I  
2 feel like I already know you, having spent the  
3 morning with you and then breaking bread this  
4 afternoon.

5 But I just want to say hi to you all.  
6 I want to recognize my good friend Patty,  
7 recently from Phoenix and we had an opportunity  
8 to work together on many different fronts, and I  
9 just know of the great work that she's done on  
10 behalf of the Arizona tribal communities while  
11 she was there at the Indian Center. So, Patty,  
12 thank you again for all your hard work. I know  
13 folks out there miss you, but I understand you're  
14 doing great work in Montana. Right, yeah. So  
15 good to see you again.

16 MEMBER HIBBELER: Thank you.

17 MR. JACKSON: And of course my good  
18 friend Lorraine Edmo. Hi, Lorraine. Lorraine  
19 and I go way back. She was the executive  
20 director of the National Indian Education  
21 Association, and I worked with her for a couple  
22 years working on Indian education here in

1 Washington, D.C. So glad to see some familiar  
2 faces, so thank you all again.

3 As Athena mentioned, my name is Jack  
4 Jackson, Jr. I'm a Navajo originally from Window  
5 Rock, Arizona, born and raised there. Went to  
6 college down at Arizona State University,  
7 finished college at ASU, and then had the  
8 opportunity to attend law school in Syracuse. I  
9 really wanted to be back east, so I went to the  
10 coldest part of the country, from Arizona to  
11 Syracuse. But it was -- it was a good learning  
12 experience there, so I really experience my time  
13 back east.

14 Not ever thinking I'd be back on the  
15 east side of the country, but shortly after law  
16 school I was asked to come back here to D.C. to  
17 help staff our Navajo Nation Washington Office.  
18 Spent several years there. Went over to NIEA and  
19 then National Congress of American Indians. So I  
20 had some great learning experiences during that  
21 time, mostly under the Clinton Administration and  
22 working with him and some of his initiatives.

1           Returned back to Arizona. My dad at  
2 the same time had been in the political arena  
3 himself, serving on our Navajo Tribal Council,  
4 and then eventually being elected to the Arizona  
5 State Legislature. When I returned back to  
6 Arizona, I joined him at the legislature. He was  
7 in the Senate. I was in one of the House seats,  
8 so we were and still are the first father-son  
9 team in the Arizona legislature, so I'm very  
10 proud of that.

11           Yeah, and then I was serving in our  
12 Senate and get a call from the Obama  
13 Administration. They had created a new position  
14 at the State Department in an office that  
15 oversees all the environmental reviews of any  
16 trans-boundary project that pierces the U.S.  
17 border, and in this case the big one, as you all  
18 remember, was Keystone Pipeline, there with the  
19 second application.

20           So I worked on that for three and a  
21 half years under him, under his administration,  
22 and then was returning back to Arizona. So this

1 was my third, that was my second time in D.C.,  
2 and then I worked for a good friend of mine who I  
3 served with in the legislature, who was the  
4 newly-elected Congressman for Arizona's 1st  
5 Congressional District, Congressman Tom  
6 O'Halleran.

7 I worked with him for five and a half  
8 years as his director of tribal engagement. CD-1  
9 in Arizona has 12 of Arizona's 22 tribes. So I  
10 had an opportunity to work, get to know that type  
11 of work on the Congressional side. I enjoyed his  
12 work. He was really committed to working with  
13 tribal governments.

14 So we did a lot together and then I  
15 got this call to come to the Department of Labor  
16 as their tribal liaison. To be honest, I really  
17 did not know much about Department of Labor and,  
18 you know, that whole arena. So it's been a great  
19 learning experience for me. I've been here since  
20 April 11th, so I'm kind of the new kid on the  
21 block as well, learning a lot about the issues  
22 you guys are talking about and really find it

1 fascinating because there's just a lot of  
2 interconnectivity, as we heard this morning, with  
3 Education, and you'll hear more from Morgan --

4 MS. BROWN: Rodman.

5 MR. JACKSON: Rodman, yes I'm sorry.  
6 Morgan Rodman, who oversees all of the White  
7 House -- White House Council on Native American  
8 Affairs. So he really is the point person for  
9 all of us political appointees here in D.C.,  
10 tribal -- working on tribal issues. So they're  
11 really engaged with ensuring that all of the  
12 Departments are kind of working collaboratively.

13 As you heard this morning from Hollie  
14 about education, we're on calls every day  
15 together, whether it's transportation or energy  
16 or education. There's always some component that  
17 you're interested in, and for me it's, you know,  
18 trying to figure out how to interweave labor into  
19 what's happening within our other agencies. And  
20 so we have a tribal consultation work group here  
21 at the Department of Labor, that we have about 17  
22 different agencies and Labor that are part of

1 that, that I work with in trying to get a better  
2 understanding of what they're doing on behalf of  
3 tribes.

4 ETA and, you know, OSHA and other  
5 offices like that trying to, you know, ensure  
6 that they're doing outreach to tribes. So we're  
7 all getting ready to give our deliverables of  
8 what we've been doing for tribes here at Labor to  
9 the White House, as they prepare to meet towards  
10 the end of the year for the White House Tribal  
11 Nations Summit.

12 So that's an opportunity for the  
13 President to talk about all the good work that is  
14 happening within his administration. So I'm very  
15 excited to know that Department of Labor is doing  
16 some great work, and so pulling all of that  
17 together to make sure that we get that as part of  
18 the White House deliverable, so that's exciting.

19 You know, I'm learning as well.  
20 Before I continue, I want to just give a shout  
21 out to Theresa Lujan. She was the tribal  
22 liaison, the detailed tribal liaison for about a

1 year before I came on. So I still reach out to  
2 her a lot to ask her, you know, what's happening,  
3 what do we do with this. So she's been a great  
4 resource. So I just want to publicly thank her  
5 again.

6 So part of my learning is just going  
7 out to different conferences and attending  
8 different gatherings. I did have an opportunity  
9 to go to RES 2022 in Las Vegas. Made some great  
10 connections there, you know, they're all about  
11 economic development. And so trying to talk  
12 about how we work together and as they prepare  
13 for economic development with their workforce  
14 development as well.

15 So some great discussions happening,  
16 and I just was recently in Anchorage, Alaska, was  
17 there for the mid-year National Congress of  
18 American Indians. Also just a great  
19 opportunities to discuss, to introduce myself to  
20 tribal leadership, and so learned a lot from  
21 NCAI. I have a soft spot for NCAI, and so since  
22 I used to work there, I know all the great work

1 that they're doing and continue to do.

2 Just one thing I wanted to point out  
3 was you probably are aware of their tribal  
4 workforce development tool kits. I know that it  
5 was presented to the Council about a year ago at  
6 one of your meetings.

7 So a lot of great things happening in  
8 here. A lot of great suggestions. I'm still  
9 going through it to get a better understanding,  
10 but I'm glad that workforce, you know, continues  
11 to be at the forefront of what people are talking  
12 about and trying to engage in more.

13 But from what I gather from this, it's  
14 all about flexibility, and giving tribes the  
15 opportunity to make their own decisions. You  
16 know, as tribes continue to be self-governing, to  
17 go down their self-determination path, and so  
18 that is some good things happening.

19 Just a little bit more about NCAI.  
20 They, their conference this year, it was -- the  
21 theme of the conference was Thinking Beyond Self-  
22 Determination. When you look back at the history



1 of tribal engagement with the federal government,  
2 you know, starting from 1492 basically when  
3 Columbus stumbled upon this part of the world,  
4 you know, a lot has happened as far as  
5 relationships with tribal nations and Indian  
6 people.

7 I like to look at it as a pendulum  
8 swinging back and forth, you know. We have some  
9 good, we have some bad from the colonial period  
10 back in 1492 to the removal, reservation treaty  
11 period, allotment and assimilation, Indian  
12 reorganization, and of course the termination  
13 period, which was pretty brutal for tribes. And  
14 then, swinging back to the good side with the  
15 self-determination period.

16 And now starting from 2000 to present  
17 day, it's called the nation-to-nation period,  
18 where we have, you know, different  
19 administrations really pushing government-to-  
20 government, making sure that the federal  
21 government is working with tribal governments,  
22 starting with Clinton and then of course

1 strengthening with Obama, and now with Biden, in  
2 making sure that their agencies are doing  
3 outreach, making sure that we have our tribal  
4 consultation policies in place, making sure that  
5 we're all talking and working together.

6 So the theme for NCAI was what do we  
7 do now that we're here? How do we -- what do we  
8 -- how do we go beyond self-determination? What  
9 does that all mean? So some great discussions  
10 happening there. So I'm just excited to be here  
11 in this seat where I am and to be able to work  
12 with folks like yourself who are there, knowing  
13 firsthand what your communities are facing,  
14 looking forward to your guidance on how we try to  
15 address those concerns.

16 That's what I'm here for, to work with  
17 you all. I gave you my card, so please if  
18 there's anything you need for me. I also handed  
19 out this Good Jobs principles, the principles for  
20 the Good Jobs initiative that the Secretary spoke  
21 about this morning. That summit was yesterday,  
22 and a lot of great discussions from the federal-

1 state level, and of course my thought process is  
2 where are the tribes? What are we doing for the  
3 tribes? Why aren't we part of this yet?

4 So I was very excited and pleased to  
5 hear Secretary Walsh say let's do this for  
6 tribes. So that sent sort of a buzz out through  
7 the building. So a lot of folks are starting to  
8 think about it and talk about it. So we're going  
9 to work on pulling that together.

10 And then of course part of my job is  
11 to make sure that he's aware of what's happening  
12 throughout the community, tribal communities  
13 throughout the United States. So I was excited  
14 also to hear this morning that he's going to be  
15 visiting Idaho, so let's talk some more about how  
16 we might be able to make sure he gets to see  
17 what's happening on the tribal side.

18 And so those are things that I do, you  
19 know. A little over two months I've been at  
20 this, so a lot going on. I did have an  
21 opportunity to read the minutes from your Council  
22 meeting back last year on June 15th, so just a

1 lot, you know, a lot of good things, a lot of  
2 things that I highlighted that I need to follow  
3 up on. So I think next time we're gathered  
4 again, I would love to be able to come back to  
5 you and say oh, I see here that you had concerns  
6 about, you know I'm reading here, some of the  
7 line items for investments in community colleges,  
8 tribal colleges, apprenticeships.

9 So I know that there's some increases  
10 that the Secretary talked about this morning.  
11 There was also talk about the Labor support for  
12 tribal communities. I think we'll probably hear  
13 about that later today, Athena, and so a lot is  
14 happening. So it's an honor to be here, so I  
15 think I'll stop here and just see if you guys  
16 have any questions.

17 MEMBER QUINTANA: Any questions or  
18 comments for Mr. Jackson? Yes, sir.

19 MEMBER WALDRON: So we're in the world  
20 of -- Darrell Waldron, Region 1, sorry. We're in  
21 the world of Zoom meetings, and there's a  
22 thousand of them a day and, you know, a lot of

1       them. You've got to kind of pick and choose, and  
2       I've been on this Council for a long time. I've  
3       been in the program working for the community  
4       most of my adult life.

5                   And as there's a lack of good  
6       information, you know, that's constantly going  
7       on, missed opportunities, and a lot of times we  
8       get it very late. And so one of the things I  
9       would encourage was one of the reasons why a  
10      couple of years back we put a secretary on the  
11      board, is a constant communication with what is  
12      available for Natives, so things like this don't  
13      happen without some type of Native input.

14                   Because we are in the opportunity  
15      segment and it's a short window, and we've missed  
16      out on millions of dollars that have been  
17      available, some not even applied for, and then  
18      training tools to go with that and new guidance  
19      on the operations. It's all changing, you know,  
20      the narrative reporting is gone, and now there's  
21      questions and there's performances based on point  
22      systems.

1           I would just encourage a constant  
2 communication with our secretary here, so that  
3 they get information out to the executive team  
4 here and out to the rest of us so we can get it  
5 to our community. We've made, I don't know, how  
6 many recommendations on this board over the  
7 years, and a lot of them nothing ever happened.  
8 We could always tell a good administration that  
9 was favorable to us.

10           But that is a sense of frustration for  
11 me, is that we have had some tremendous people  
12 here with tremendous brain power and made some  
13 tremendous suggestions to benefit our  
14 communities, which America, you know, wants to  
15 forget about. And just those recommendations we  
16 just never heard back from them. You do, but  
17 after the fact. Sometimes the administration's  
18 gone.

19           So I would just say if we could, you  
20 know, boil down our recommendations to things  
21 that are very important, top priority, and see  
22 them get through all the way up, so that they can

1 be acted on. It's just frustrating the  
2 opportunities that we've missed over the years.

3 MR. JACKSON: Yeah. Thank you,  
4 Darrell. You know, the position that I have sits  
5 in our Office of Congressional and  
6 Intergovernmental Affairs. So the folks in my  
7 office are working directly with Congress,  
8 working directly with states, and so my position  
9 is working directly with tribes. And it sits  
10 there so I can have direct access with Secretary  
11 Walsh and other offices here, agencies here  
12 within Department of Labor.

13 So yeah, that's my role, was to try to  
14 gather all that information, and certainly report  
15 it out to folks like you. So I will commit to  
16 that.

17 MEMBER QUINTANA: Gary.

18 MEMBER RICKARD: Yes. Gary Rickard,  
19 Region 6. Our clientele that we serve in the 166  
20 program consists of tribes and urban, and one of  
21 the things that I think gets left out of a lot of  
22 these monies that Darrell was talking about is as

1 a consortium of tribes and non-tribal  
2 organizations, sometimes it is a fight to  
3 qualify, you know, and I think that one of the  
4 things that I hope that you can help inform is  
5 that there's way more Native Americans living off  
6 reservation than on reservation in the United  
7 States.

8 MR. JACKSON: Right.

9 MEMBER RICKARD: And too often, the  
10 non-tribal member gets left out because of the  
11 requirements to file for some of these grant  
12 monies that Darrell was talking about. And one  
13 of the things that I found out many years ago,  
14 places like Chicago still has full-blooded  
15 Natives from the Dakotas and from Montana, you  
16 know, that were relocated there after the war.

17 In my hometown or my home area, which  
18 is far North California, close to the Oregon  
19 border, they relocated Choctaws, Chickasaws,  
20 Cherokee to work in the lumber mills. Well,  
21 they're gone, you know, and when I was younger  
22 there was about 160 saw mills from Northern



1 California to Southern Washington. Now I think  
2 there's 17 in that area.

3 And so a lot of times these monies  
4 that would be helping Native Americans, we have  
5 to fight with them to say, you know, these people  
6 need the funding too, not just the tribes,  
7 because you look at it and they were all tribal  
8 members somewhere at some time.

9 MR. JACKSON: Yeah, those are  
10 certainly concerns, and you know, Navajo where  
11 I'm from, of course, we have our history of  
12 relocating as well. But surprisingly with the  
13 money that came down, you know, to fight COVID, a  
14 lot of that was based on population. So Navajo  
15 said okay, you know, those who are Navajo, sign  
16 here and make sure you get your money. So our  
17 population shot up almost 150,000.

18 So, you know, so now we can use that  
19 almost \$400,000 plus in, you know, in an  
20 application like this, so.

21 MEMBER RICKARD: Gary Rickard, Region  
22 6, if you look at what happened in Alaska with

1 the COVID money, you know, there was a huge  
2 lawsuit saying that well wait a minute, they're  
3 not tribal.

4 MR. JACKSON: They're not tribal,  
5 right.

6 MEMBER RICKARD: But yet they were  
7 Natives, you know, the Inuits, the Aleutian, and  
8 all of them.

9 MR. JACKSON: Thank you for that,  
10 yeah.

11 MEMBER QUINTANA: Short on time, but  
12 Kay Seven.

13 MEMBER SEVEN: Kay Seven, Other  
14 Discipline. So my question would be is where  
15 from the Department of Labor will we get updates  
16 on any reauthorization of the Workforce  
17 Innovation and Opportunity Act? I heard mention  
18 this morning that the House had presented a bill.  
19 So that would be good for the leadership to  
20 receive that information, so we can then  
21 disseminate that information out to the grantee  
22 community.

1 MR. JACKSON: Okay.

2 MEMBER QUINTANA: One last comment  
3 too, I know we're wrapping up. Joseph Quintana,  
4 Region 6. But also to go back to Mr. Rickard's  
5 point, in regards to especially those urban  
6 Indian programs being able -- who are providing  
7 the resources and services for tribal citizens, I  
8 mean just from our organization providing  
9 resources for members from over 200 different  
10 tribes, you may or may not know this, but our  
11 largest population is the Navajo Nation, Navajo  
12 Nation citizens.

13 And so being able to relay that  
14 information to the tribes themselves as far as  
15 what the concerns and issues are, such as housing  
16 market costs or whatever else it might be, food  
17 and nutrition access, whatever it might be,  
18 because we know we can't necessarily lobby on our  
19 behalf, but the tribes have considerable weight  
20 and say as far as what happens, most recently in  
21 regard to Trump's Administration and trying to  
22 zero out workforce dollars, or George W. Bush

1 zeroing out health care dollars.

2 They have a say to say no, we want our  
3 tribal members to be served in those urban  
4 centers, and how does that information get  
5 disseminated out to them.

6 MR. JACKSON: Right, right. Well  
7 that's part of my job, is to communicate directly  
8 with tribal leadership. Again unfortunately I  
9 have a lot of the contacts I made over the years  
10 through my various positions, and so right now  
11 I'm building my base for all of the tribes.

12 So that is my job, is to try to get  
13 that out directly to tribal leadership, speak  
14 with them on a government-to-government, you  
15 know, relationship. And so yeah, we'll make sure  
16 we get that in place.

17 MEMBER QUINTANA: Appreciate your  
18 time, Mr. Jackson, thank you.

19 MR. JACKSON: All right, thank you  
20 guys.

21 MEMBER QUINTANA: We'll now be hearing  
22 from Patrick Carey.

1 MS. BROWN: Patrick Carey, is he on --  
2 (Simultaneous speaking.)

3 MR. CAREY: Hello there. Can everyone  
4 hear me?

5 MEMBER QUINTANA: Yes.

6 MS. ECHOHAWK: Yes, we can.

7 MR. CAREY: Okay, great. I'm going to  
8 share my screen here, and let me know when you  
9 can see it. Can you see it on the screen?

10 MEMBER QUINTANA: No.

11 MS. ECHOHAWK: No, we're seeing a  
12 blank.

13 MEMBER WALDRON: Just a green outline.

14 MR. CAREY: A green outline.

15 PARTICIPANT: I think there's  
16 technical difficulties because we can see it.  
17 The people that's online can see what you posted.

18 MS. ECHOHAWK: Patrick, I have your --  
19 Patrick, I have your presentation. Can I give it  
20 a try?

21 MR. CAREY: Yeah. Do you want me to  
22 stop sharing and then --

1 MS. ECHOHAWK: Please, yes.

2 MEMBER QUINTANA: While BC pulls up  
3 the presentation, I'll offer a brief  
4 introduction. Patrick Carey is the Assistant  
5 Commissioner for the Office of Current Employment  
6 Analysis, the Bureau of Labor Statistics. He's  
7 offering an update on unemployment data for  
8 American Indians and American Indian Labor  
9 Workforce Report.

10 MR. CAREY: Okay. Okay, great. I can  
11 see it on my screen, so I'm assuming that  
12 everyone else --

13 MS. ECHOHAWK: Actually no, we cannot  
14 see it on the projector. We're seeing -- you're  
15 seeing it and we're sharing it, but it's not  
16 showing up in our room here unfortunately.

17 PARTICIPANT: Well we can see it  
18 online.

19 MR. CAREY: Okay. All right, well  
20 I'll -- I guess I'll just proceed. Is that okay?

21 MS. ECHOHAWK: Yeah. We can a get a  
22 copy of his presentation to you guys.

1                   MR. CAREY: Yeah, okay. Sorry about  
2 that. So as mentioned, my name's Patrick Carey.  
3 I am an Assistant Commissioner here at the Bureau  
4 of Labor Statistics, and I'm very happy to be  
5 speaking with you today. I oversee several  
6 household-based surveys here at BLS, which  
7 includes the American Time Use Survey, the  
8 National Longitudinal Survey, the Local Area  
9 Unemployment Statistics Program, and also the  
10 Current Population Survey, which I'll discuss  
11 shortly.

12                   I'm here today to talk with you about  
13 labor force information available for the  
14 American Indian/Alaska Native population from  
15 BLS, specifically from the Current Population  
16 Survey or CPS. BLS recently made some changes to  
17 produce more timely data from the CPS, so I want  
18 to share that with you.

19                   I'm also going to spend some time  
20 updating you on recent developments regarding the  
21 American Indian Population and Labor Force  
22 Report. This report was originally developed by

1 the Bureau of Indian Affairs for decades.  
2 Responsibility for its development was moved to  
3 the Department of Labor several years ago, and  
4 just recently it -- within the Department of  
5 Labor, it moved from the Employment and Training  
6 Administration to BLS.

7 So first let's talk about data from  
8 the Current Population Survey. This is the next  
9 slide, by the way. This is a monthly survey that  
10 provides timely and comprehensive information on  
11 the U.S. labor force and those not in the labor  
12 force. This is the source for the nation's  
13 unemployment rate, which is obviously the most  
14 well-known statistic from this survey.

15 Among the information that are  
16 collected include data by disability, educational  
17 attainment, families and marital status, foreign-  
18 born workers, older workers, veterans, women,  
19 youth, so quite a bit, and of course race and  
20 ethnicity. I want to emphasize the attribute of  
21 timeliness that is associated with the CPS. Most  
22 months, we have a week and a half to collect the



1 information.

2 Census does the CPS data collection on  
3 behalf of BLS. We then just have over a week to  
4 check, tabulate, publish (audio interference).  
5 So (audio interference) to say is that CPS data  
6 comes out on the first Friday after the reference  
7 month, so just to emphasize that CPS data are  
8 very timely and it's a very tight turnaround.

9 BLS has been publishing annual data  
10 for the American Indian/Alaska Native population  
11 for some time. Analysis for the AIAN population  
12 is included in the BLS. It is labor force  
13 characteristics by race and ethnicity. Our  
14 report up until 2022, data were published  
15 annually because of concerns that that CPS sample  
16 sizes for smaller populations were too volatile.  
17 Annual average data do produce less volatile  
18 estimates because they -- they're using (audio  
19 interference) period than just one month.

20 Next slide. So what changed in  
21 January 2022? BLS revisited the issue of  
22 producing more timely data for the American

1 Indian/Alaska Native population, and while the  
2 volatility concerns are still present, BLS felt  
3 that monthly data did contain meaningful  
4 information on trends over longer periods of  
5 time. I'll share with you some results in a  
6 couple of slides.

7 The feedback that BLS has received has  
8 been positive. There's always a request for less  
9 volatile data, but obviously that requires more  
10 sample. Part of the challenge with sample,  
11 particularly now, is that response rates to  
12 surveys have been declining, and that includes  
13 the CPS. In addition, costs for data collection  
14 keep increasing.

15 So it's kind of been a very  
16 challenging environment for all surveys,  
17 including CPS. I'll note that in addition to  
18 unemployment rates, labor -- we do produce data  
19 by labor force participation rates and  
20 employment-population ratios for the American  
21 Indian/Alaska Native population on a monthly  
22 basis, and I'll share some of that information

1 too.

2 So we're very excited about putting  
3 these data out, and I am just sorry that people  
4 aren't going to see some of these slides that I  
5 have.

6 MEMBER SEVEN: What slide is he on?  
7 What slide are you on right now?

8 MEMBER WALDRON: We have a printout.

9 MR. CAREY: Okay, great, great.

10 MEMBER WALDRON: So which number are  
11 you on?

12 MR. CAREY: Okay, I'm on Slide 4 right  
13 now. Are we good?

14 MEMBER HIBBELER: Yes.

15 MR. CAREY: Okay. So I've included a  
16 link here. I just wanted to -- this slide is  
17 basically to show you where you can find the  
18 information on the BLS site. It's even on our  
19 demographics page, the gray section, you'll see a  
20 bullet with a new banner that displays links to  
21 monthly and quarterly data for the American  
22 Indian/Alaska Native population.

1                   There's also a link for quarterly  
2 data, which are a little less volatile than the  
3 monthly data, but obviously they're a little less  
4 timely. And on this page, if you were to visit  
5 this page, you'd also see -- you'd also find  
6 labor force characteristics by race and  
7 ethnicity, the report, the annual report that we  
8 put out.

9                   Next slide. So here we're taking a  
10 look at monthly unemployment rates for four of  
11 our race categories. That includes whites,  
12 black, Asian, and American Indian/Alaska Native.  
13 I've also included Hispanic or Latino ethnicity  
14 in this part as well. Not shown here are monthly  
15 data for Native Hawaiians/Pacific Islanders, as  
16 well as those who self-identify as two or more  
17 races.

18                   I'll note that we are researching  
19 whether the sample supports including monthly  
20 data for both Native Hawaiian/Pacific Islanders,  
21 as well as those reporting two or more race  
22 categories.

1                   And just to follow up, sometimes it's  
2 not always apparent, the race groups are those  
3 response who self-identify only for that race  
4 group. So if you're American Indian/Alaska  
5 Native you only selected that option as something  
6 you self-identify as.

7                   Just the practice we've, that is  
8 currently in place, that we show by race. In the  
9 two or more race category, for example, there are  
10 additional people who identify as American Indian  
11 and Alaska Native, plus another race. So just to  
12 be clear, the charts that I'm showing today here  
13 do not reflect those people that represent two or  
14 more races.

15                  So the American Indian/Alaska Native  
16 data, I also have to mention that these are not  
17 seasonally adjusted on this graph, and it's  
18 represented by the light blue color here, shown  
19 with three other race groups and the Hispanic  
20 like I said. Despite some of the volatility  
21 here, you can see it bounces around a little bit  
22 more. You can clearly see that there are trends

1 in the American Indian/Alaska Native data looking  
2 over time.

3 There are differences with some of the  
4 other race and ethnic groups shown. These  
5 differences translate into different labor force  
6 experiences that different race groups are  
7 experiencing.

8 You also note that the AIAN population  
9 experienced an unemployment rate of around 29.6  
10 percent, by far the largest of the groups shown  
11 here in April 2020, and that was at the height of  
12 the COVID-19 shutdowns, much higher than the rate  
13 in the other race groups. But the unemployment  
14 rate declined sharply in subsequent months for  
15 American Indians/Alaska Natives.

16 Next slide. So we're at Slide 6. As  
17 mentioned, in addition to publishing monthly  
18 unemployment rates for American Indian/Alaska  
19 Natives, we're also publishing data for  
20 employment and population ratios. For the U.S.,  
21 this ratio is getting close to those seen prior  
22 to the pandemic, but it's still 1.1 percentage

1 points below the February 2020 ratio.

2 This is sort of an important measure  
3 for us that we're concentrating on until we did  
4 get to a level that is equal to or greater than  
5 what we were seeing prior to the pandemic.

6 Here you can see the ratios by the  
7 racial groups and Hispanic ethnicity. Again,  
8 data for the American Indian/Alaska Native  
9 population shows a bit more volatility, but  
10 longer term trends are visible. And then the  
11 last slide here, to finish up here, we are also  
12 publishing data for labor force participation  
13 rates for the U.S.

14 This is also getting closer to what we  
15 saw prior to the pandemic. We're still a little  
16 short from the February 2020 level. Here you can  
17 see the ratios for the groups, the same groups  
18 that I've been showing in previous slides. The  
19 labor force participation rate has been a closely  
20 watched indicator coming out of the pandemic,  
21 because it has dropped so precipitously and has  
22 been slow to recover. So you can see how

1 different groups are doing here.

2 I thought I'd quickly mention that BLS  
3 put out an article regarding American  
4 Indian/Alaska Native labor force years ago.  
5 Because of the small sample sizes, data were  
6 pooled over a three year period and analyzed by a  
7 variety of different topics, including sex, age,  
8 disability, school enrollment, educational  
9 attainment, nativity and area of residence.

10 So this area of residence included  
11 looking at data for the American Indian and  
12 Alaska Native population living on an AIAN area  
13 versus those living outside of an area. I think  
14 one of the previous questions I overheard, there  
15 was some discussion about more people live  
16 outside of an American Indian/Alaska Native area  
17 than in an area, and so there's different labor  
18 force experiences that both are experiencing.

19 Just to note that the data in this  
20 article are national CPS data, and really we're  
21 unable to disaggregate to the local area levels.  
22 The sample just doesn't support it. These data



1 are based on special calculations. That's not  
2 something that's readily available at this time.  
3 I thought it was a very interesting article.  
4 Even though the data are little dated, I just  
5 wanted to show it to you, just in case you  
6 weren't aware of it.

7 I have a couple of slides here that  
8 show some of the data for this. For this  
9 article, for this paper we are looking at here  
10 had an age distribution. We are on Slide 9, by  
11 the way. In that paper here we're looking at an  
12 age distribution for the total American  
13 Indian/Alaska Native population, as well as those  
14 residing in an American Indian/Alaska Native area  
15 and those that are residing outside of such an  
16 area, as well as the total population.

17 You can see here that the total AIAN  
18 population is a little younger than the total  
19 population. There are fewer, a smaller  
20 percentage of people that are age 55 years and  
21 over. There's a larger population that's between  
22 25 to 54 years old, and also larger than the

1 total population, and also a larger population  
2 that is 16 to 23 years old.

3           And this younger population is more  
4 prevalent in those workers that are not residing  
5 in an American Indian/Alaska Native population,  
6 and that's what the current population data is  
7 showing. So I thought that was kind of an  
8 interesting chart from the paper. There's  
9 another chart here that I'm showing on Slide 10.  
10 We're looking at some of the labor force measures  
11 that show labor force experiences for the  
12 American Indian/Alaska Native population broken  
13 out for those residing in or outside an AIAN  
14 area.

15           So for example in the 2016 to 2018  
16 period, we see that the unemployment rate was  
17 11.4 percent for those residing in an American  
18 Indian/Alaska Native area, compared with 6.6  
19 percent for those outside of such an area. And  
20 you can see here the labor force experience are  
21 different for people residing in these, in  
22 different areas.

1           I have the link to this paper in a  
2 prior slide, so if you're interested, you may  
3 want to take a look through it.

4           So I wanted to turn back to the  
5 American Indian Population Labor Force Report,  
6 just to give you a little bit of an update and a  
7 little bit of a history if you're unfamiliar with  
8 this report. BIA produced 13 reports between  
9 1982 and 2013. Early versions of this report  
10 were not required by the law, but became required  
11 for the Department of Labor in 1992 with the  
12 enactment of the Indian Employment Training and  
13 Related Services Consolidation Act.

14           Past reports relied on different  
15 sources, and there were a lot of inconsistency in  
16 the sources in these past reports, and they were  
17 subject to substantial criticism from critics,  
18 from stakeholders regarding population  
19 undercounts and the accuracy and the timing of  
20 some of the data.

21           In 2017, responsibility for preparing  
22 the report was transferred to DOL, Department of

1 Labor. Within DOL the Employment Training  
2 Administration had responsibility for issuing the  
3 report. ETA contracted with a research company  
4 to better understand the issues and concerns with  
5 this report, which I'll kind of go over a little  
6 bit in the subsequent slides.

7 Developing the issues paper included  
8 collaboration with tribal groups. This paper was  
9 released in February at the same time that  
10 responsibility was given to BLS, and again much  
11 of what I, my, what follows in terms of  
12 presentation is highlighting items from this  
13 issues paper.

14 So just a little sort of a summary.  
15 As specified in the legislation, the reports must  
16 provide population and labor force data at  
17 multiple levels, that includes national, state,  
18 Bureau of Indian Affairs service delivery areas  
19 and at the tribal level. For each one of these  
20 entities in the previous slide, the law specified  
21 five elements to be reported.

22 The first item concerns the service

1 population, the issues faced by the service  
2 population as defined in the BIA reports, by  
3 residence on or near tribal areas. For those who  
4 can reasonably be expected to use tribally-  
5 administered services. The second is the service  
6 population broken out by age group.

7 Third uses a broad definition of the  
8 labor force because it includes those available  
9 for work, even if they are not actively seeking  
10 work. We believe the intent was to identify  
11 individuals on tribal land often in the remote  
12 areas who are out of work and who are not  
13 searching because they lack -- because of the  
14 lack of job opportunities in some of these rural  
15 areas.

16 And the fourth and fifth items here,  
17 employment is of course a familiar concept for  
18 BLS, but note that the legislation includes these  
19 earnings-based poverty measures is something that  
20 BLS has not familiar with. Usually poverty  
21 measures look at household income. So there, the  
22 takeaway from this slide is that some of the

1 elements here are not familiar with BLS or to  
2 BLS.

3 So we are working on trying to  
4 understand these concepts and trying to identify  
5 data sources and really work and do research on  
6 what we might be able to do here for this report.

7 The issues paper, this is on Slide 14.  
8 Sorry. The issues paper here lays out what  
9 challenges that need to be resolved, and I want  
10 to focus on a couple. One challenge is how to  
11 identify key terms. For example, the service  
12 population mentioned in the law is not clearly  
13 defined. Most past reports included only those  
14 people or only those individuals on or near  
15 federally or federal tribal areas who would  
16 reasonably expect to use BIA services.

17 There's confusion about whether to  
18 continue this historic focus on geography and  
19 tribal members, living on or near tribal areas,  
20 including -- that includes how to determine what  
21 constitutes near such areas, or conversely  
22 include data on all enrolled members of tribes,

1 even if not fully a resident on tribal lands.

2 The other two also include individuals  
3 who self-identify as American Indian/Alaska  
4 Native but are not enrolled members of the tribe.  
5 So we have some questions here that we need to  
6 resolve and are very important for how we -- for  
7 data collection purposes.

8 Okay. So the issues paper also points  
9 out that the terms and definitions between the  
10 law and BLS do not match for us. This presents a  
11 learning curve which we're currently researching.  
12 The issue paper also mentions that perhaps the  
13 scope should be changed and include other data  
14 than what is included in the legislation, such as  
15 data about educational attainment, health and  
16 disability.

17 And the issue paper states that a key  
18 challenge is -- a key challenge of this effort  
19 are accurate data sources necessary at the  
20 geographic and demographic detail required by the  
21 legislation. I'm going to cover a couple of  
22 these in a minute as we, as we move forward in

1 the slides. But just note that there are no  
2 current data sources that meet the data  
3 requirements of the law, at least currently.

4 Next slide is Slide 15. The issues  
5 paper reviewed a number of potential data sources  
6 for the report, but found that the options are  
7 limited. None of the data sources can provide  
8 adequate to meet all of the requirements of the  
9 population in the report. So for example,  
10 decennial census data has data at the tribal  
11 level, but doesn't have employment information,  
12 nor are the data timely, especially the further  
13 you get away from the decennial census.

14 CPF data are timely, but we don't have  
15 the sample sizes to support data at the tribal  
16 level. There's a program here at BLS called the  
17 Quarterly Census of Employment and Wages. That's  
18 a survey, or not a survey, but it's a reporting  
19 of business establishments and they are QCEW  
20 program tables who identify those that reside in  
21 tribal areas or outside tribal areas.

22 But it lacks the demographic



1 information. So we don't know who is employed in  
2 these establishments. And of course there's the  
3 American Community Survey. This looks to be most  
4 promising, since it includes information that is  
5 similar to what is needed in the Population and  
6 Labor Force Report. But it doesn't provide  
7 reliable estimates for many tribal areas,  
8 especially smaller ones and most notably it  
9 doesn't have a measure of service population,  
10 which is really key here.

11 One of the other things the issues  
12 paper looked at or considered in terms of options  
13 or put out there is data collected by tribes may  
14 be valuable as far as information, but there are  
15 some key challenges to collecting such  
16 information such as data sovereignty, tribal  
17 collection resources, data consistency and cost.

18 BLS received this responsibility for  
19 this, for this report, but it hasn't, you know,  
20 we need to identify what it might come or what it  
21 might cost to do some data collection here. So  
22 thus far there's been no money associated with

1 the responsibility.

2 The next slide, Slide 16. In the  
3 issues paper, the contractor conducted an  
4 exploratory analysis using five year pooled ACS  
5 data, which was 2014 to 2018 since that includes  
6 many of the data elements, or at least a close  
7 approximation to what is included in the  
8 legislation. A couple of items noted in the  
9 slide is the diversity of tribal populations,  
10 some large ones and many small ones.

11 So we have a couple of bullets here.  
12 They noted that six tribal areas, the largest  
13 numbers of American Indian/Alaska Natives  
14 accounted for nearly half of all AIAN living in  
15 tribal areas, and also about 85 percent of the  
16 tribal areas had AIAN populations with less than  
17 1500 individuals, which I think the median  
18 population estimate is around 235. So that  
19 presents some challenges for data collection.

20 And this slide shows the limitations  
21 of the data, the ACS data available at the tribal  
22 level. Note that these measures like total

1 population don't really map exactly what the  
2 legislation calls for, and that's the service  
3 population. The population of primary employment  
4 measures have, those from the ACS, have  
5 reasonable coverage.

6 So basically what we're saying is that  
7 for if you're looking at the total population  
8 number, the 84.2 percent, we're saying that 80 --  
9 what the issue, what the contractor found in the  
10 issues paper is that there were population  
11 estimates for 84.2 percent of the tribal areas in  
12 the ACS data. You could see that the percentages  
13 kind of decline, depending on the element that  
14 you're looking at that corresponds with the  
15 population and labor force requirements.

16 And as such, if you look at that last  
17 column, what the issues paper states is that only  
18 40 percent of the tribal areas have reportable  
19 ACS estimates for all of the elements in the ACS.  
20 So we have some challenges here in terms of  
21 finding data sources.

22 The issues paper laid out

1 considerations based on, in large part on  
2 feedback from the tribes. The most notable issue  
3 concerns data sources, of course, especially  
4 reporting information at the tribal level. There  
5 are two main options, matching ACS and also  
6 tribally, tribal data, and they seem to be the  
7 most promising.

8 ACS data are widely used, but as I  
9 mentioned before, are not adequate for all tribal  
10 areas, and the PCF did not address all of the  
11 data elements that required by the legislation.  
12 Another option is a new data collection effort at  
13 the tribal level.

14 This would be a substantial  
15 undertaking and would require substantial  
16 investment and resources and training, and they  
17 also in this report said consideration of --  
18 should be focused on how to make future reports  
19 or data more useful to tribes, so that the data  
20 in the report are actually used for future  
21 reports, and maybe qualify data elements present  
22 data in ways that illustrate employment and

1 economic situation of Native Americans in their  
2 communities. So that's something that the issues  
3 paper has laid out.

4 I wanted on this last slide, Slide 19,  
5 I wanted to mention to you that some recent BLS  
6 activities since February of 2022, when  
7 responsibility was transferred to us. I kind of  
8 laid out here some of these activities -- yeah,  
9 some of these activities. These slides are in  
10 fact from ETA. We did a recent briefing together  
11 at the National Indian and Native American  
12 Employment Training Conference. I believe that  
13 was in May.

14 I did want to mention that BLS is  
15 participating in a work group that involves many  
16 different agencies, including BIA, Housing and  
17 Urban Development, Treasury, the Census Bureau,  
18 the Internal Revenue Service. We just started  
19 meeting to discuss the coordination of data  
20 collection for Indian country. It's too soon to  
21 determine whether this will bear fruit, but it's  
22 useful to know that we're --

1           As a collective group, we're trying to  
2           -- we're in search of data and much of it is the  
3           same that we're looking for. There seems to be  
4           some positive news that was communicated to this  
5           group regarding (audio interruption) enrollment  
6           data, but we'll see where this goes.

7           For example, it was communicated,  
8           communicated to the group that there was strong  
9           support among a group of, a tribal group for  
10          collecting self-certified tribal enrollment data  
11          regularly, and support for interagency sharing of  
12          the data.

13          I will note that there was concerns  
14          about, raised about posting the data publicly,  
15          which is what we would do with this report. So  
16          we're going to have to keep an eye on that.

17          Regarding BLS, specific BLS activities in  
18          addition to engaging with different work groups,  
19          in FY '22 we have begun our research efforts to  
20          determine the feasibility and total cost of  
21          producing the Population and Labor Force Report.

22                 And in FY '23, we will continue this

1 research activity, but to -- we will ultimately  
2 end with a, identify a path forward to what we  
3 think we can do regarding this, this group,  
4 regarding this report. Certainly, the  
5 requirements, the statutory requirements speak to  
6 the challenging effort because of the desire for  
7 detailed geographic demographic information.

8 But it's something that we look  
9 forward to, trying to put together something  
10 that's very useable to everything, and with  
11 cooperation amongst different stakeholders. So  
12 that was my, that was the end of my presentation.  
13 Does anybody have any questions?

14 MEMBER QUINTANA: Thank you, Mr.  
15 Carey. We're going to take some quick questions  
16 or comments because of our time constraints, and  
17 I want to make a quick announcement too. Once  
18 we're complete with Mr. Carey, we're going to  
19 have a reboot of our system in order to make sure  
20 to have a proper presentation up on the screen.  
21 We'll start with Kay.

22 MEMBER SEVEN: Kay Seven, Other

1 Discipline. So thank you for this report, very  
2 interesting. My main question as you were going  
3 through the report was, you know, what are some  
4 of the issues or solutions that Indian country  
5 needs to look at or consider as taking action to  
6 improve the process over time, especially things  
7 that should happen prior to the 20 -- the next  
8 decennial census in 2030.

9 But I am also very interested to see  
10 that the Department of Labor or the BLS is  
11 participating in the Interagency Indian Country  
12 Data Working Group. I'd be interested to know  
13 from Morgan Rodman, with the White House Council  
14 on Native American Affairs, on the event coming  
15 up later this year. What are some of the key  
16 topics that will be shared with the tribal  
17 leaders at that time, and is this one of them,  
18 the Labor Force Report? And that's my comment.

19 MEMBER QUINTANA: Robert.

20 MEMBER HOULE: Yes. Again, thank you,  
21 Mr. Carey, for your presentation. Data's always  
22 been very interesting to me in a number of



1 disciplines that I work with, and part of the  
2 question I have or comment, maybe I'll throw it  
3 out since I'm newer to the group, is has this  
4 group through a strategic initiative looked at  
5 key points or key variables in looking at data  
6 sources that will identify -- like if you set a  
7 goal, as everyone knows you have to be -- they  
8 have to be measurable and have to be attainable.

9           So if you take a look at data, data  
10 that's retrospective, data that's current, data  
11 that you want to predict your outcome on  
12 initiating substance and goals and programs as  
13 part of what, what this governing group is  
14 charged to do. Have we done that? Have we set  
15 up a strategic initiative, and have we looked at  
16 data sets that were both in the past, current and  
17 that we would predict by instituting action  
18 plans, instituting a review of let's say a  
19 monthly report that Mr. Carey or we could tap  
20 into?

21           MEMBER QUINTANA: I think that's a  
22 great response. Before us getting into a long

1 term discussion, I think we could come back to  
2 that in our strategic planning point. But I  
3 think it's a point that we need to talk about.  
4 Mr. Waldron.

5 MEMBER WALDRON: I just have a query.  
6 Mr. Waldron, Region 1. Slide 17 in the green, is  
7 that 49 percent working but in poverty? The  
8 numbers, I can barely see it it's so dark on  
9 mine. So it's on -- it's --

10 MR. CAREY: I'm sorry what --

11 (Simultaneous speaking.)

12 MEMBER WALDRON: It's 17 slide. It's  
13 17, Percent of Federal Tribes and Areas. The  
14 green one, it looks like it's 49 percent employed  
15 but living in poverty. Is that 49?

16 MR. CAREY: It's 43.2.

17 MEMBER WALDRON: Okay, 43. That's a  
18 shame. Thank you.

19 MEMBER QUINTANA: Kay Seven, very  
20 quickly.

21 MEMBER SEVEN: Just very quickly to  
22 Robert's question, I think it would be really

1 good for this Council to kind of go a little over  
2 history over the last few years, with what could  
3 be going on with data nationwide. NCAI had a  
4 work group. The Census has Jim Tucker, who was  
5 working with three national partners during the  
6 Census time period. We have to bring all that  
7 together to kind of get to this point here.

8 (Simultaneous speaking.)

9 MEMBER RICKARD: Gary Rickard, Region  
10 6. This question was do we have a plan. Well, I  
11 think Patty's going to do some stuff later and  
12 yeah, each program that operates a WIOA program  
13 has a two-year strategic plan that you have to  
14 outline your outcome so --

15 MEMBER QUINTANA: Yeah, we're going to  
16 have a future discussion about that. Mr. Carey,  
17 thank you for your time. We appreciate it.

18 MR. CAREY: Okay, thank you.

19 MEMBER QUINTANA: We're going to lose  
20 audio for just a moment for everybody who's  
21 online, but we'll be right back. Just a moment.  
22 We need to reboot. So take a quick five-minute

1 break.

2 (Whereupon, the above-entitled matter  
3 went off the record at 2:06 p.m. and resumed at  
4 2:09 p.m.)

5 MEMBER QUINTANA: Okay. We're going  
6 to go ahead and start and move right along, and  
7 we want to welcome Mr. Rodman to our discussion,  
8 and I'm going to give a brief bio. Hopefully Mr.  
9 Rodman, you can hear us? In this capacity,  
10 Morgan Rodman is the executive director of White  
11 House Council on Native American Affairs with the  
12 Office of the Assistant Secretary of Indian  
13 Affairs. Thank you for joining us today.

14 MR. RODMAN: Thank you. I'm very  
15 happy to get the invitation to come back to the  
16 Council, and to hear some of the conversation  
17 right before I came on. So I need to address  
18 some of those questions before I came on, and  
19 just give an update on where the White House  
20 Council on Native American Affairs has gone since  
21 the last time we got to visit.

22 So just a brief overview of the

1 Council for those that may be new to it. It's  
2 the White House Council on Native American  
3 Affairs, and it's co-chaired by Secretary Deb  
4 Haaland from Interior, who's the first Native  
5 American cabinet secretary, and also co-chaired  
6 by Ambassador Susan Rice, who is the director of  
7 the Domestic Policy Council at the White House.

8 The other council members are cabinet-  
9 level officials, the other secretaries, heads of  
10 agencies and senior administration officials. So  
11 the Council meets at least three times a year,  
12 and at the last Tribal Nation Summit in November,  
13 Secretary Haaland committed to doing at least  
14 three tribal leader engagement sessions with the  
15 Council, and there will be one coming up next  
16 week on Native languages and a Dear Tribal Leader  
17 letter just went out, so it's a little bit of  
18 breaking news.

19 This will be with the Education  
20 Committee of the White House Council on Native  
21 American Affairs, and that is led by Interior and  
22 Department of Education, but there are many other

1 agencies that participate in that, including  
2 Health and Human Services. That will be June  
3 29th, from 3:30 to 5:00 p.m. Eastern, and that  
4 will be through Zoom.

5 They'll be information on the White  
6 House Council website, which is  
7 [www.bia.gov/whcnaa](http://www.bia.gov/whcnaa). I can share that with Jack  
8 and with Athena. But it should be a good  
9 discussion. The focus will be on Native  
10 languages and Native languages really intersects  
11 with pretty much every pillar of the Council, and  
12 including economic development.

13 I know that you heard earlier today  
14 from my friend and colleague, Dr. Hollie Mackey,  
15 who's heading up the White House Initiative on  
16 Native Education with Executive Order 14049, and  
17 that was signed by President Biden in October.  
18 We're working very closely with that initiative.  
19 Dr. Mackey or Hollie is very interested in the  
20 economic development component of that executive  
21 order. I know that Secretary Walsh with  
22 Department of Labor is also -- Department of

1 Labor's named in that executive order.

2 So there's definitely an intersection  
3 with what this Council does, especially with  
4 workforce development. We're very eager to focus  
5 more on that between the White House Council on  
6 Native Affairs and the initiative that Hollie  
7 Mackey is leading. So we'd love to get some  
8 ideas from the Council today on how we can not  
9 only best address some of the workforce  
10 development questions, but training and anything  
11 else that your Council feels that the federal  
12 government should be addressing.

13 I heard a reference to the labor  
14 report from the representative just a bit ago,  
15 and I believe the question was, will there be a  
16 readout of that report or a readout of Labor  
17 initiatives. I think it was referencing the  
18 Tribal Nation Summit that happens at the end of  
19 the year, and we can certainly look to make some  
20 announcements along those lines. We'll be  
21 working with the Department of Labor very  
22 closely, and we want to make the Tribal Nation

1 Summit informative, meaningful. It happened in  
2 November this last year, and it was virtual.

3 So the date for the 2022 it hasn't  
4 been announced yet, but we're looking to have  
5 that in the fall as well. So the Council's  
6 organized into six committees, and we have the  
7 Economic Development, Energy and Infrastructure  
8 Committee. That's one of the areas where we're  
9 talking about workforce development and labor-  
10 related issues.

11 The Department of Labor is a part of  
12 that committee, and the intersection with tribal  
13 colleges and universities is really being  
14 explored as well. We had a good showing at the  
15 Reservation Economic Summit in Las Vegas a few  
16 weeks ago, and the Council made a number of  
17 presentations there, including with an energy  
18 focus. We had a panel that was full of  
19 representatives from tribal colleges and  
20 universities.

21 There's some really innovative  
22 activity at these institutions of higher



1 learning, but we'd love to get some input from  
2 you on how there's a possible intersection there  
3 with your work. Again, an engagement session  
4 next week. There will be at least one more  
5 engagement session between the Council, the  
6 Council members at the cabinet level and tribal  
7 leaders.

8           There will be at least one more  
9 besides the one next week, and some of the --  
10 just to give you a highlight, some of the issues  
11 that have been looked at, some of the initiatives  
12 within the different committees, in the Economic  
13 Development, Energy and Infrastructure, really  
14 looking at the electric vehicle initiative and  
15 all of the economic benefits that surround that,  
16 and including training, workforce development,  
17 installation and maintenance, everything that  
18 goes with EV.

19           So it's a big push. Also supporting  
20 tribes that are undergoing and exploring energy  
21 transition. So a number of tribes have relied on  
22 renewable energy and they're looking at ways to

1 benefit from the renewable energy resources that  
2 have come out with the bipartisan infrastructure  
3 law and other federal resources.

4 So we're working with those tribes.  
5 Workforce development is a key component of that  
6 as well, and looking at infrastructure.

7 Everything is infrastructure right now as far as  
8 the bipartisan infrastructure law, which is  
9 across the government and really supporting the  
10 most effective deployment of those resources as  
11 possible, with attention to tribal communities,  
12 tribal nations, tribal businesses.

13 Tribal treaty rights is a big focus  
14 for the Council. You may have seen last November  
15 the announcement of the Tribal Treaty Rights MOU,  
16 which was signed by 17 and the departments, 17  
17 reservations, and at the next Tribal Nations  
18 Summit, there should be some announcements on the  
19 implementation of that. We're looking to  
20 schedule a consultation, tribal consultation on  
21 where we are with the implementation of that  
22 Tribal Treaty Rights MOU, but a big push there.

1           In addition to the Tribal Homelands  
2 Initiative in the White House Council. There is  
3 a Secretarial Order that's signed by USDA and  
4 Interior that is really looking to reinforce  
5 tribal management of lands, tribal management.  
6 That's also on the Council website. Sacred sites  
7 is also a big push, and again supporting Native  
8 languages and educational opportunities.

9           I can certainly go on, but I do want  
10 to preserve time for dialogue and questions. I'm  
11 happy to be -- I wish I was there in person.

12           MEMBER QUINTANA: Thank you, Mr.  
13 Rodman. Are there any questions or discussion  
14 points to share? Kay Seven.

15           MEMBER SEVEN: Kay Seven, Other  
16 Disciplines. I'm really glad that there is this  
17 White House Council on Native American Affairs,  
18 and as my Other Discipline, I'm with a tribe that  
19 has a 477 program. So right now we're dealing  
20 with the Memorandum of Agreement, the MOA. I  
21 think we're getting close to an agreement, and so  
22 of all those federal agencies. I think I heard

1 37 this morning.

2 A couple of those federal agencies are  
3 a part of this MOA process, and so I think  
4 through the work of this interagency group that  
5 we see, the opportunity for tribes to build  
6 sustainability, planning for the next 25 years  
7 based on the initial work that's happening in  
8 this administration, and certainly the next two-  
9 year period. So thank you for your work.

10 MEMBER QUINTANA: Robert.

11 MEMBER HOULE: Robert Houle, Region 5.

12 Mr. Rodman, thank you for your information. I  
13 think one question that you had that I took to  
14 heart was how can we work collaboratively, or  
15 what can we do to make sure that your  
16 initiatives, your efforts in the work that you're  
17 doing as a part of your White House Council on  
18 Native American Affairs is in communication with  
19 that we do and how we are envisioning, especially  
20 when we do things like strategy?

21 It's like a complex octopus with  
22 multiple arms, and I just call that as what it

1 is, bureaucracy. Oftentimes we go down several  
2 bunny holes, and always committees upon  
3 committees and people working in various areas.  
4 But it seems like we just don't, we don't look at  
5 and collaborate and make sure that we hook up and  
6 link with the right individuals, who can process  
7 and share that information.

8 I'd like to welcome your ability to do  
9 that with our group, and whatever we can do to  
10 initiate that in return I think will be critical  
11 to the success of both of our programs. Thank  
12 you.

13 MR. RODMAN: Thank you, Mr. Houle.  
14 Breaking down those silos around those  
15 bureaucratic barriers has really been the bread  
16 and butter of the Council, and I think my job is  
17 to work with the staff across the government and  
18 ensure that the policies that are being developed  
19 by the actual Council in coordination with tribal  
20 nations, that those are getting executed.

21 And I would, maybe just underscore  
22 that we have maybe people in tribal nations,

1 tribal communities have an opportunity here with  
2 a leadership that's -- that is very committed.  
3 There are a number, there are more Native  
4 appointees across the federal government than  
5 there's ever been, in positions that are not  
6 traditionally gone to a Native or Indian.

7 So if there's -- if there are ideas  
8 like are proposed plans or just issues that  
9 really need to be hit and it takes a number of  
10 agencies, that you can reach out to me if you  
11 have ideas or want to talk about, you know,  
12 possible plans. But this is the time to do it,  
13 when we have committed policymakers trying to  
14 make some good changes. So I would just put that  
15 out there.

16 MEMBER QUINTANA: Thank you for that,  
17 Mr. Rodman. Joseph Quintana, Region 6. I wanted  
18 to follow up with that. In regards to -- I know  
19 you mentioned the Tribal Nation Summit. But I  
20 wanted to ask if also urban leaders are invited  
21 to this particular summit, or if there's an  
22 opportunity for urban leaders to join in the

1 White House in one way or the other?

2 Reason being, also I'm mentioning this  
3 is because I recently came from the Summit of the  
4 Americas that was held in Los Angeles a few weeks  
5 ago, and to see the buy-in not only from local  
6 government but also statewide government and  
7 national leaders who were in the area. Of  
8 course, this is people across North and South  
9 America, of course, leaders here.

10 But to have representation from Nancy  
11 Pelosi and many others, I think it could be  
12 beneficial to Native peoples to know that their  
13 concerns are being heard. The other piece I  
14 wanted to follow up on is definitely I'm in  
15 agreement with the opportunities to go green, and  
16 making sure that our members have access to those  
17 green jobs.

18 But making sure that they also could  
19 afford the same things that they would be  
20 providing, such as having clean, energy efficient  
21 vehicles and being -- or lessening our reliance  
22 on fossil fuels and the fossil fuel industry. Of

1 course, I provide services in the area of one of  
2 the highest priced gasolines for any group in the  
3 entire nation in Southern California.

4 So being able to address that, and  
5 then allowing for tribal governments to also not  
6 only secure, you know, green energy for the  
7 tribes, but also being able to sell that energy  
8 back to other consumers in the area such as local  
9 cities and counties as well.

10 MR. RODMAN: Yes, I was thinking that  
11 there are leaders in the Council that are  
12 ensuring and working on their Indian connection  
13 to the work and making sure that that sizeable  
14 voice of Native populations is being considered.  
15 That's happening even within -- we just had a  
16 recent conversation with the Native language  
17 initiative, and made sure that there was an urban  
18 connection there.

19 So I mean from my perspective, that is  
20 getting -- that population is being respectfully  
21 addressed and we want to make sure those voices  
22 are heard. So we'll keep pushing on that. The



1 International Indigenous Issues Committee is a  
2 committee in the White House Council on Native  
3 American Affairs. That's on the website and  
4 again, if there are issues that should be brought  
5 forward to that interagency body, I'm happy to  
6 hear that as well.

7 MEMBER QUINTANA: Thank you, Mr.  
8 Rodman. Did you have something BC?

9 MS. ECHOHAWK: Councilmember Edmo  
10 would like to make a comment.

11 MEMBER QUINTANA: Recognizing  
12 Councilmember Edmo. Sorry, Mr. Rodman, we're  
13 having some technical difficulties on our end  
14 that we're trying to address now. We will hear  
15 from Councilmember Edmo.

16 Are there any other questions or  
17 discussion points that you'd like to add?

18 If there's none other, thank you, Mr.  
19 Rodman. We appreciate your time.

20 MR. RODMAN: Thank you. I put the  
21 Council website and my email and in the chat. I  
22 look forward to any other conversations to come,

1 and I wish you a very productive rest of the  
2 meeting today.

3 MEMBER QUINTANA: Appreciate that.  
4 Thank you so much. Now we'll move on to our next  
5 discussion or topic, Review of NAETC Strategic  
6 Two-Year Plan, which will be shared by Athena  
7 Brown and Patricia Hibbeler.

8 MS. BROWN: In your packets, you have  
9 a copy of the strategic plan, and this hasn't  
10 been revisited for a while, so I know that it  
11 definitely needs some updating. But I'll, I'll  
12 go ahead and let Patricia facilitate this  
13 discussion, because Patricia is the chair, the  
14 current chair of our Effective Management Work  
15 Group, and we heard a number of things today from  
16 our senior executives.

17 So I know that we probably need to  
18 update our strategic plan and incorporate some of  
19 those recommendations. I'll turn it over to you  
20 and we'll have a good working session.

21 MEMBER HIBBELER: Yeah, yeah. So I  
22 won an award from the Phoenix Business Journal

1 for Businesswoman of the Year, and we all had to  
2 pick a song to go up on the stage, and my song  
3 was Thunderstruck by AC/DC.

4 So I'm going to talk a little bit  
5 about this plan and how we developed it. We  
6 really went into developing this plan as we hit  
7 with COVID. We had all intentions of coming  
8 together face to face in a couple of meetings and  
9 really developing a robust strategic plan. We  
10 ended up doing it virtually, and we had some  
11 challenges with the virtual and technology is  
12 what happens. But we had really great  
13 participation from all of the Councilmembers as  
14 we put together the plan.

15 I want to thank Tribal Tech for  
16 facilitating that session for us. We wanted to  
17 make sure that we were all as Councilmembers  
18 participating as we developed this plan. Through  
19 that facilitated discussion, this is what came  
20 out of it. You'll see what our tasks or our  
21 subtasks or what we really thought our priorities  
22 were at the time and this is what Darrell,

1 probably a good year and a half?

2 MEMBER WALDRON: Oh yeah, if not more,  
3 if not more.

4 MEMBER HIBBELER: Two years ago,  
5 easily. COVID hit and then our positions ended.  
6 The Council kind of took a hiatus while we waited  
7 for this new Council to come into place. You'll  
8 see really our first task was finalizing this  
9 plan and really getting our task orders in place,  
10 for what we really wanted to focus on as a  
11 Council, and we just did not get the opportunity  
12 to do that.

13 Some of the other areas in here again  
14 are the work groups that we'll talk about  
15 tomorrow, the four work groups that exist. Are  
16 they still the work groups that we need moving  
17 forward, and how do we rally around those work  
18 groups and those tasks?

19 Some of the other issues that came up  
20 here were really brought forward by  
21 Councilmembers who also oversee some of the  
22 grantees, and then also some information that

1 came directly from Athena and her team from what  
2 they see in the strategic plans for the grantees  
3 and where they need assistance, and that's where  
4 that technical assistance comes from, and other  
5 areas that help make the system more robust and  
6 provide them the support and the information they  
7 need to be successful and even during COVID.

8 We wanted to put together a post-COVID  
9 plan, which we never really got to. Knowing that  
10 we'd all be out of COVID at some point and how  
11 did we want to move forward in a very robust and  
12 quick way to give the grantees what they needed  
13 to be successful.

14 The collaboration and the partnerships  
15 with other federal agencies. I heard a lot about  
16 that today and really working across departments.  
17 We also had a robust discussion about partnering  
18 closer with NCAI. This Council traditionally  
19 hasn't for whatever reason, but we wanted to  
20 create that. Our next meeting was going to be at  
21 the NCAI meeting, and we were going to spend  
22 another day working on this.

1           So some of the pieces in here we just  
2 never got to, and then again the Council kind of  
3 ended within our terms, and here we're back  
4 today. So I would ask Chair and Vice Chair what  
5 are your recommendations? Let's create a plan to  
6 how to move forward, to really begin to attack  
7 this and get a robust plan. Our terms are two  
8 years, and we want to get some great work done in  
9 those two years.

10           MEMBER QUINTANA: Recognize Athena  
11 Brown.

12           MS. BROWN: Thank you. One of the  
13 things that I know this is always a work in  
14 progress, so I want all of the Council to know  
15 that, you know, read it and then make sure that  
16 we have your recommendations and we'll certainly  
17 incorporate them into the strategic two year  
18 plan.

19           This is really good, because it's a  
20 work in progress and as the new Councilmembers  
21 come on board two years from now or in 2024, we  
22 can, you know, they have something to work with.

1 The other thing I'd like to accomplish today is  
2 to have the Councilmembers think about the  
3 subcommittees or the advisory, the work groups to  
4 the Council.

5 There are currently four work groups.  
6 We have the Effective Management, which at one  
7 time I guess, and anyone can come in here, all  
8 the Councilmembers were a member of the Effective  
9 Management Work Group. Then we have the Census  
10 Work Group, and you're the chair of the Census,  
11 aren't you?

12 MEMBER QUINTANA: No.

13 MS. BROWN: Oh you're -- what chair  
14 are you, the Performance Reporting?

15 MEMBER QUINTANA: Performance and  
16 Reporting.

17 MS. BROWN: I'm sorry. Who's the  
18 chair of the Census Work Group?

19 MEMBER WALDRON: I think it was Norm,  
20 Norm DeWeaver. No, because I served on that  
21 committee.

22 MS. BROWN: They had a volunteer

1 during the last Council meeting.

2 MEMBER HIBBELER: I think it was  
3 somebody from our Council here.

4 MEMBER WALDRON: On the group here?  
5 Maybe --

6 MS. BROWN: It was Kim Carroll, Kim  
7 Carroll.

8 MEMBER WALDRON: Ah, yeah.

9 MS. BROWN: Okay, yeah.

10 MEMBER WALDRON: Isn't she still on  
11 the Council?

12 MS. BROWN: She's still on the  
13 Council, but not at this meeting. And then the  
14 third work group is the Performance and  
15 Reporting, and Joe Quintana and Duane is the  
16 subject matter expert on that.

17 And then the fourth work group that we  
18 reinstated recently at the national conference  
19 was the Effective Management -- excuse me, the  
20 Youth Work Group, and Winona's from Alu Like, her  
21 staff stepped forward and volunteered to work as  
22 the chair of the Youth Work Group, along with



1 Jennifer Whitmore as the subject matter expert.

2 So think about those work groups.

3 We're going to print off a copy of the mission,  
4 and kind of go through what we want to accomplish  
5 through those different work groups and have an  
6 interactive discussion here for all those new  
7 members that want to sign up on one of these work  
8 groups, if you want to sign up at all.

9 MEMBER RICKARD: Again, Gary Rickard,  
10 Region 6. At one time we had a lot more than  
11 four committees. Do you remember, geez, how long  
12 ago has it been, when I was chair? Was it -- we  
13 had so many committees that, you know, the same  
14 people have to serve on all the same committees  
15 because there was too many of them.

16 I think that's when we decided to  
17 whittle it down to the manageable number and so I  
18 think that we've got some good leaders on that,  
19 Patty on Effective Management. You know, that's  
20 great and Joseph on Performance, and yeah. So  
21 decide what committee you want to be on.

22 MEMBER QUINTANA: Yes, Darrell.

1                   MEMBER WALDRON: So we heard some very  
2 exciting stuff today from the Secretary and  
3 Assistant Secretary, which we're not involved  
4 with. I think that we're a second thought on  
5 some of that, and that there's not a lot of  
6 access. But and if hopefully we're going to meet  
7 more than just twice, because we really can't get  
8 anything done with just two meetings.

9                   But some of those initiatives, I think  
10 that we should go after very aggressively and  
11 produce recommendations while they're in the mood  
12 to listen, because they have been flowing out  
13 tremendous amounts of money, and we haven't  
14 gotten any of it in our workforce programs. You  
15 know, the statement about them getting the money  
16 and then calling you to the table is the reality.

17                   And so you know, you saying to press  
18 Brent on those topics, and so I just would say  
19 that they should be short and really precise and  
20 powerful recommendations, rather than a whole lot  
21 of them.

22                   And then we should probably agree to

1 meet a little bit more if we can than twice,  
2 because I think after the following year, they're  
3 going to be pulling down the purse strings in  
4 this Congress.

5 MEMBER QUINTANA: Candace Lowry.

6 MEMBER LOWRY: Candace Lowry, Region  
7 3. To piggyback off of Darrell, before we were  
8 going to meet at the NCAI conference, would that  
9 be something that we could for this winter, their  
10 conference, the conference that they're having,  
11 to meet then and work on some of these issues?

12 MEMBER QUINTANA: Kay Seven.

13 MEMBER SEVEN: So Martin Walsh  
14 attended a federal recognized tribes and Indians  
15 event in I think it was April or maybe it was  
16 May, and the tribal leaders from that  
17 organization, tribal leader said, because he told  
18 them about the Council and this is -- they didn't  
19 really know about this Council at the Department  
20 of Labor, the federal advisory group. They said  
21 well why doesn't this group meet during NCAI so  
22 we can get to know this Council as tribal

1 leaders?

2                   So that would be a good  
3 recommendation. I think the question would be  
4 are we ready for the annual convention coming up  
5 in Sacramento at the end of October, or are we  
6 going to be better positioned to do this like  
7 next February during the executive winter session  
8 next February while we get our plan in place and  
9 organized?

10                   Because if we're looking at the next  
11 NCAI event, we want to be ready to -- have things  
12 ready by September 1 in case there's a resolution  
13 we might want to introduce to the National  
14 Congress of American Indians.

15                   MEMBER WALDRON: There are several --

16                   MEMBER QUINTANA: Joseph Quintana,  
17 Joseph Quintana, Region 6, and just to add to  
18 that point, I think to me I believe that the  
19 strategic plan and our overall strategy is going  
20 to constantly evolve, especially as we work  
21 through the recovery effort and we don't know  
22 what's going to lie ahead. I know I mentioned

1 the possibility of a recession. What does that  
2 mean to our communities as well? And so we're  
3 all constantly going to be adapting this plan.

4 I think it's as Darrell had mentioned  
5 before, we need to strike while the iron is hot,  
6 and I think people are listening to us. We have  
7 the political leaders' attentions. No matter  
8 what we come up with now, even though we have at  
9 least a start to it. It's not like we're coming  
10 with something that we haven't already put some  
11 thought into it.

12 I would suggest if we could,  
13 Sacramento be something we key in on, and even  
14 start to create some of that dialogue now as far  
15 as what those possible. Like you were saying, we  
16 need to present ideas and solutions on our own,  
17 rather than waiting for other people to solve our  
18 problems. Kay Seven.

19 MEMBER SEVEN: So my questions for  
20 Athena was the Council. So is our two meetings  
21 per year based on the program year cycle? So  
22 this means a meeting in Sacramento next fall

1 would be our first out of two meetings within  
2 that program year? Okay.

3 MS. BROWN: No, it's not based off a  
4 program year. It's just two meetings a year.

5 MEMBER HIBBELER: Annual?

6 MEMBER SEVEN: Calendar year, program  
7 year?

8 MS. BROWN: An annual year.

9 MEMBER WALDRON: Minimum two years.

10 MS. BROWN: A calendar year. What's  
11 the year, Kim? Is it a program year, fiscal  
12 year, calendar year?

13 MS. VITELLI: It wouldn't be program  
14 year. The calendar year --

15 MS. BROWN: It's a fiscal year,  
16 because I prepare an annual report to GSA at the  
17 end of September.

18 MEMBER SEVEN: Oh, so it's a federal  
19 fiscal year.

20 MS. BROWN: Yeah, and I'm sorry,  
21 Athena, DFO. I'm speaking. The annual report is  
22 due at the end of the fiscal year, and that

1 basically in a database I provide all the  
2 recommendations that have come from this Council,  
3 as well as the amount of money we spend on the  
4 meetings and things like that.

5 But the work is always continuing. So  
6 even if it went over into the next year, it's  
7 still recorded. So I don't think that really  
8 makes a difference.

9 MEMBER QUINTANA: Any other thoughts?

10 MS. BROWN: But you are required to  
11 meet twice a year by the charter.

12 MEMBER QUINTANA: Patricia Hibbeler.

13 MEMBER RICKARD: At a minimum?

14 MEMBER WALDRON: Minimum, right.

15 MEMBER HIBBELER: So Patricia  
16 Hibbeler, Other Discipline. So do we -- I guess  
17 my question is, do we feel that we could be  
18 prepared to have our next meeting in October in  
19 Sacramento at NCAI, and what would we want to  
20 make sure we get in place beforehand? And if --  
21 could we meet again before October to make that  
22 happen?

1 MEMBER QUINTANA: Athena Brown.

2 MEMBER RICKARD: Let me ask, I mean a  
3 quick question. Gary Rickard, Region 6. The  
4 problem with NCAI is we have an entry fee, right,  
5 in order to attend NCAI.

6 MS. BROWN: Only if you attend NCAI's  
7 conference. I mean they require registration.

8 MEMBER RICKARD: Okay.

9 MS. BROWN: But you could still have  
10 the meeting in concert with NCAI.

11 MEMBER RICKARD: Okay.

12 MS. BROWN: But it would be separate.  
13 It wouldn't be part of NCAI, and I think NCAI's  
14 suggestion from the Northwest Tribal Leaders  
15 Summit with Secretary Walsh is that this Council,  
16 a suggestion was made by one of the tribal  
17 leaders, that this -- that they had not heard  
18 that much about this Council, and that they would  
19 really like to get to know the Council, get to  
20 know the Council's priorities and learn how they  
21 can support, work in concert with NCAI.

22 So getting back -- can I just save



1 time to answer one question on the question on --  
2 now I forgot.

3 MEMBER HIBBELER: Can we meet again  
4 before October.

5 MS. BROWN: Oh, yes. The  
6 consideration for Department of Labor n our  
7 meetings is that we have to have a Federal  
8 Register notice posted. It has to go through  
9 Department clearance. So that's usually, I would  
10 say, a good two months advance before, because we  
11 have to give notice to senior leadership, and  
12 then we have to get it through the clearance  
13 process.

14 It takes about at least a minimum, we  
15 have to post it 30 days, no later than 15 days in  
16 advance of the meeting. So that always, you  
17 know, the timing.

18 MEMBER QUINTANA: Patricia Hibbeler.

19 MEMBER HIBBELER: Patricia Hibbeler,  
20 Other Discipline. But my misunderstanding or  
21 understanding from when we met last year is  
22 that's if it's an official meeting.

1 MS. BROWN: Right, yes.

2 MEMBER HIBBELER: If it's a working  
3 meeting, then we don't have to write up.

4 MS. BROWN: That's correct.

5 MEMBER HIBBELER: Because we're not  
6 opening up for public comment and those kinds of  
7 things.

8 MS. BROWN: Right. The work groups  
9 can meet. They can schedule to meet. The  
10 Department of Labor, we do not pay for that  
11 through our technical assistance contract.

12 MEMBER HIBBELER: Got you.

13 MEMBER QUINTANA: Mr. Waldron.

14 MEMBER WALDRON: So an idea would be  
15 working groups, right? So we all should go, I  
16 think we should pay the registration fee to get  
17 in and be part of the event. The two or three  
18 working members that, you know, on a work group  
19 from here can go and represent us.

20 I think the same thing with a bunch of  
21 meetings. We need to have more than just two  
22 meetings, right? So we have unfriendly

1 administrations a couple of administrations back.

2 That's why we created the Effective  
3 Management, and it was the entire Council was the  
4 effective management so we could meet. You know,  
5 those of us who were long in the tooth kind of  
6 were there. So I think part of the strategies of  
7 work groups is to break them down and send them  
8 out, and let them report and present on behalf of  
9 the Council.

10 Then when we have our official  
11 meetings that we do put in the Register and all  
12 of that, we hear back from them an approval or  
13 whatever, and then move the agendas forward. But  
14 I don't think we have a lot of time. I think I  
15 would just press to get it done, you know, as  
16 soon, as quick as possible if we're going to get  
17 something out of this administration.

18 I did hear today a mention, because we  
19 pressed them hard on the 110 million, with a lot  
20 of back and forth. There were some very  
21 legitimate reasons why it didn't happen, but he  
22 was talking about really positive things that he

1 was going to try to get back to us on. This is  
2 the Secretary. And so I think as we break down  
3 and use our group we all don't have to be there,  
4 you know, we just invest in those areas to go and  
5 represent us.

6 I think NCAI is definitely a key  
7 thing. I know Athena and I talked a little bit  
8 about this meeting being out in Alaska. But the  
9 consent folks and the folks that are closer to  
10 the area already, if you bring the right message,  
11 and I think we should have a lot of phone calls.  
12 I served on the Race and Bias FACA, and we did  
13 everything on the phone on a couple of things, so  
14 it doesn't have to always be a meeting.

15 But if we can't pay for that  
16 registration, I would donate something from my  
17 slush fund or whatever. But I think it's  
18 important to pay the registration fee and get  
19 formally in their structure.

20 MEMBER QUINTANA: Joseph Quintana,  
21 Region 6. Before you start, Gary, just to add to  
22 that point, is there any concern as far as us

1 sending either the Committee who's involved or  
2 specific people who can best relay the  
3 information about the Committee and the group,  
4 the work that we do?

5 I think it establishes legitimacy,  
6 especially if we're able to create that story, to  
7 be able to tell about how effective we are.  
8 We're able to also establish trust with those  
9 leaders who may be looking for us, but they don't  
10 know where to turn. And so now we're able to  
11 present a face and a body whom they can contact.  
12 And so just something to think about as we move  
13 forward. Mr. Rickard.

14 MEMBER RICKARD: One of the things  
15 that Secretary Walsh said was that he would look  
16 for discretionary monies for projects. They have  
17 obligated funds that were unspent from the COVID  
18 stuff, with no guidance. I mean I have one of  
19 the smaller ones, but it was no guidance. It was  
20 just a check.

21 MEMBER QUINTANA: Recognize Kay Seven.

22 MEMBER SEVEN: So this is what I'm

1 thinking. I think, you know, our next two  
2 meetings are for the next fiscal year starting  
3 October 1st, if we look at doing a federal  
4 advisory committee during NCAI, because we had  
5 planned to do this two years ago at -- at the end  
6 of the midyear in Portland, over the annual in  
7 Portland and but due to the COVID it was  
8 cancelled. We didn't travel.

9 So I think it's our time to -- we  
10 don't have to do membership at NCAI, we can align  
11 our meeting at the same time, and then also maybe  
12 look at our NINAETC group has been wanting to see  
13 the Council present during the national  
14 conference. So maybe the second meeting and the  
15 next fiscal year could be Connecticut at Foxwoods  
16 as a second meeting of that fiscal year would be  
17 ideal.

18 I think that even if have two Zoom  
19 calls-- so is this something that Tribal Tech can  
20 set up for us, a Zoom session as part of the  
21 technical assistance for our work group meetings  
22 between now and let's say August, and say we're

1 committed to this?

2 Let's at least have a good frame done  
3 with our priorities that we can share with the  
4 National Congress of American Indians, and we  
5 know that it's been evolving over time, but this  
6 is our beginning together.

7 MS. BROWN: Yes, Tribal Tech can  
8 support the Zoom calls for the work groups.

9 MEMBER QUINTANA: Patricia Hibbeler.

10 MEMBER HIBBELER: Patricia Hibbeler,  
11 Other Disciplines. I would agree with that  
12 particular strategy in moving forward, that we --  
13 between now and the end of the August, we have  
14 one to two facilitated sessions virtually to try  
15 to get a workable strategic plan moving forward.  
16 For the next two years, if we do that, I think  
17 we'll feel really prepared to be at NCAI in  
18 October.

19 I think that's an important  
20 opportunity to align with them for our first  
21 meeting of the next fiscal year, and then our  
22 second meeting to be in --

1 (Simultaneous speaking.)

2 MEMBER HIBBELER: -- in Rhode Island  
3 for that particular meeting. So I think that's a  
4 great plan that you laid out Kay, and I think  
5 it's definitely doable.

6 MEMBER QUINTANA: We have a comment  
7 that's virtual.

8 MS. ECHOHAWK: Lora Ann Chaisson.

9 MEMBER CHAISSON: Hi, this is Lora Ann  
10 Chaisson, Region 4. Just I have -- I'm talking  
11 about the NCAI, I'm not sure how many of y'all  
12 guys know, but I am the alternate area vice  
13 president of the Southeastern Tribes for NCAI.  
14 So it's a standard thing that I have to be there.  
15 I just came back from the Alaska, and that's the  
16 only reason why I'm not here is because I just  
17 got back.

18 And so if there's anything, I mean we  
19 have constant meetings. Once a month we have  
20 meetings, and is there something that we could  
21 put together that we have to convey that  
22 information, I'd be more than happy to be a voice



1 for this group since I am on the executive  
2 committee. So I didn't know how many people knew  
3 that, but I'm just, just letting y'all know.

4 MS. ECHOHAWK: Lorraine Edmo has a  
5 comment.

6 MEMBER QUINTANA: We'll recognize  
7 Member Edmo.

8 MEMBER EDMO: Yes, thank you Mr.  
9 Chairman. I want to chime in and say that I  
10 agree with the plan to possibly have a couple of  
11 Zoom meetings to finalize a-- the strategic  
12 planning points, that then could be relayed to  
13 NCAI. I'm in favor of a-- the Committee, you  
14 know, a committee doing the presentation and  
15 especially if Ms. Chaisson is an executive  
16 alternate on the committee that's truly great  
17 news.

18 I know whichever committee is  
19 appropriate could do the presentation on behalf  
20 of this advisory board. So I'm in favor of that  
21 plan. I'm just not sure what, which meetings we  
22 have lined up right now. There's the one,

1 potential one right after NCAI and during it, and  
2 then you mentioned one in Rhode Island. Is that  
3 next spring?

4 MEMBER WALDRON: Connecticut, right.

5 MEMBER EDMO: All right, Connecticut?

6 I was thinking April.

7 MEMBER WALDRON: Last week of April,  
8 yes in Connecticut.

9 MEMBER QUINTANA: I recognize Kay  
10 Seven.

11 MEMBER EDMO: Okay. So is --

12 MEMBER QUINTANA: Oh.

13 MEMBER EDMO: Is that a national WIOA  
14 meeting or is it just the advisory council?

15 MEMBER SEVEN: The National Indian  
16 Employment and Training Conference.

17 MEMBER EDMO: Okay, okay. That would  
18 be similar to the one that was held I believe  
19 last September in Rhode Island?

20 MEMBER SEVEN: The one that was held  
21 in Oklahoma about a month ago.

22 MEMBER EDMO: Oh, okay.

1           MEMBER SEVEN: Our website is -- our  
2 website is ninaetc.net, N-I-N-A-E-T-C dot N-E-T.

3           MEMBER EDMO: Okay, thank you.

4           MEMBER QUINTANA: Kay.

5           MEMBER SEVEN: Kay Seven, Other  
6 Discipline. So just one quick comment that I  
7 forgot to mention earlier. While we heard Martin  
8 Walsh is going to be in Idaho in October, is this  
9 close enough for him to travel to NCAI, and make  
10 arrangements with NCAI to be a presenter during  
11 that event? Just an idea.

12           MEMBER QUINTANA: Joseph Quintana,  
13 Region 6. I think she's going through her  
14 thoughts. Question in regards to getting  
15 prepared for tomorrow. Is there any other things  
16 that we need to factor other than reviewing the  
17 document here? Any other discussion? Kay.

18           MEMBER SEVEN: I think the only thing  
19 that we need to consider is in our strategic  
20 plan, that we're -- there's a consideration of  
21 some of the task work that we want to cover in  
22 all four groups here within this overall plan.

1 MEMBER QUINTANA: Patricia Hibbeler.

2 MEMBER HIBBELER: Patricia Hibbeler,  
3 Other Disciplines. So my thought process with  
4 strategic planning is that the work groups ought  
5 to support the key strategic initiatives of the  
6 plan, not the plan support the work groups. So I  
7 know we've always asked are these the right work  
8 groups. They might be, they might not be. I  
9 think it really kind of depends on what the plan  
10 ends up looking like. My recommendation would be  
11 everybody spend some time this evening just kind  
12 of glancing at those tasks or those key strategic  
13 initiatives, and maybe when we have that  
14 discussion tomorrow about the work group we can  
15 at least decide if we want that task to stand,  
16 and then which work group it gets assigned to.

17 So that will help us decide if they  
18 are the right work groups or not, and at least we  
19 can get rolling in that way. So that's what I  
20 recommend.

21 MEMBER QUINTANA: Darrell Waldron.

22 MEMBER WALDRON: Darrell Waldron,

1       Region 1. I support that, also something just to  
2       consider, because I'm sure we're all voting  
3       members. We should be thinking about running for  
4       positions in NCAI or having a discipline from  
5       NCAI serve on this board, you know. We've all  
6       been around long enough to know that if it's not  
7       in the law, they may like the color of your eyes  
8       today, but maybe not tomorrow.

9                 But I just think that we've got to  
10       branch out and really push. So it would be nice  
11       for someone from our advisory board to run for a  
12       position there when they come up, and/or try to  
13       get another discipline from there to serve on  
14       this Committee which help, you know, get us a  
15       marriage. Just an idea for future thoughts.

16                MEMBER QUINTANA: Thank you for that,  
17       Darrell. Joseph Quintana, Region 6. I think too  
18       in us looking at the strategic plan is I know  
19       that we have time lines here. But attaching  
20       date-specific, because we know that we're going  
21       to be under a time crunch going into October, and  
22       we want to make sure we have some key objectives

1 filled by then. So just something to consider as  
2 we go. Any other discussion points? Yes sir,  
3 Mr. Rickard.

4 MEMBER RICKARD: Real quick question  
5 for Athena actually is are we allowed to write  
6 grants for funding for this Council --

7 MS. BROWN: No.

8 MEMBER RICKARD: -- or for the  
9 committees? I didn't think we were. How about  
10 for the committees?

11 MS. BROWN: No, no.

12 MEMBER RICKARD: Yeah. Can we accept  
13 donations?

14 (Laughter.)

15 (Simultaneous speaking.)

16 MEMBER WALDRON: Maybe if it came from  
17 the United Nations or something, that would be  
18 good.

19 MEMBER QUINTANA: Is there anything  
20 else?

21 MS. BROWN: Just an announcement.  
22 We'd like to reset the system, because we are

1 having some technical difficulties. For those of  
2 you participating virtually, we're going to reset  
3 the system just a minute and --

4 MS. ECHOHAWK: For the folks online,  
5 you're going to lose your audio again, but again  
6 the camera's out in this room. I think we've  
7 overtaxed the system. So we're going to reset it  
8 quickly. We'll be right back on for Mr. Adolph's  
9 presentation. Thank you.

10 (Whereupon, the above-entitled matter  
11 went off the record at 2:56 p.m. and resumed at  
12 2:58 p.m.)

13 MEMBER QUINTANA: Thank you everyone.  
14 We're back online and happy to welcome our next  
15 presenter, Lee Adolph, president, Council for  
16 Tribal Employment Rights or CTER. Mr. Adolph,  
17 are you there?

18 MS. BROWN: He's ready, just his mic's  
19 off.

20 MEMBER QUINTANA: My favorite saying  
21 of the COVID crisis: your mic is off. You're on  
22 mute.

1 MR. ADOLPH: Hello?

2 MEMBER QUINTANA: We can hear you.

3 MR. ADOLPH: All right, good  
4 afternoon. We thank you for inviting me for your  
5 meeting. It's pretty broad information that  
6 you're talking about. Again, my name's Lee  
7 Adolph. I'm the president and CEO for Council  
8 for Tribal Employment Rights. We'll be  
9 celebrating our 45th year here in August 9th to  
10 the 12th down in Tulsa, Oklahoma. So y'all are  
11 invited.

12 You know, the CTER has been around  
13 since 1977, and they're a non-profit 501(3)(c),  
14 and we're community-based and we are governed by  
15 16 board of directors, eight regions. We're one  
16 of the knowledgeable leaders in the field of  
17 tribal employment rights, you know, and that was  
18 one of the reasons that the CTER was created back  
19 in 1977. It was opportunities within the bounds  
20 of the reservations and the tribal members  
21 weren't getting their fair share of opportunity,  
22 Indian health service contracts, BIA loan



1 contracts, et cetera.

2 So that's when the movement started.

3 Dan Press, an attorney out of D.C., he was one of  
4 the co-founders. Conrad Edwards from Colville  
5 Confederated Tribes was a co-founder, and John  
6 Navarro down in Phoenix. Those are the founding  
7 co-fathers of that CTER movement back then. CTER  
8 does a lot of training and consulting in various  
9 fields when it comes to providing opportunities  
10 for the tribes throughout Indian country, over  
11 300 plus Indian tribes and Native Alaskans that  
12 are part of the programs.

13 You know, they also do a lot of  
14 management operation training, Indian preference,  
15 employment contracting in federal law and Indian  
16 preference and sexual harassment, tribal  
17 workforce utilization empowerment, youth  
18 motivation, enterprise and culture synergy,  
19 Beyond Diversity.

20 So they cover a lot of subject matter.  
21 We've been working for several years with the  
22 Equal Employment Opportunity Commission and the

1 Office of Federal Contract Compliance, Federal  
2 Highway Administration, et cetera. So we've had  
3 some really good partners throughout those years.  
4 We are governed by constitutions and bylaws, you  
5 know, that governs our organization, and again we  
6 have like 16 board of directors from eight  
7 different regions, two per region.

8 I know I'm going to be covering a lot  
9 of stuff here in a short period of time, but I  
10 just kind of want to give you the flavor of what  
11 we've doing, and I heard what you guys were  
12 talking about: employment and training. You  
13 know, I think that was one of the basis of CTER  
14 back in the early days, was to provide that, you  
15 know. As you know that TERO is a tribal law.  
16 It's not a policy.

17 So we've been here for quite some  
18 time, and there's always a need for that. You  
19 know, I've heard the numbers on the unemployment  
20 rate, you know. I think our number's a little  
21 bit different than yours, you know. I think the  
22 guy that does the presentation, they share that,

1 you know. But numbers up here are a little bit  
2 different.

3 In my experience, I've seen tribes  
4 right now with 50 to 60 percent unemployment rate  
5 on the reservation, and still even with economic  
6 development happening, with gaming, et cetera,  
7 they've still got a high unemployment rate. I  
8 think, you know, the culprit of it all at this  
9 time in my career I think is generation trauma,  
10 and that's one of the ideas that, you know, that  
11 we've been talking about for several years with  
12 our attorneys and some of our board members.

13 I think another thing, you know, over  
14 the years we've talked about, you know, when we  
15 first started, the only thing that we had  
16 problems with was getting our applications filled  
17 out, driver's license, et cetera, but nowadays  
18 it's all kinds of different things. Passing a  
19 UA, you know, is a big obstacle for Indian  
20 country. You know, we have a lot of social ill  
21 problems and stuff like that, alcoholism, drugs  
22 and all that other things that come with those

1 social ills.

2 I think that's some of the areas that  
3 we need to do more training on and be-- and take  
4 ownership of that, especially to the people that  
5 are trying to employ our tribal members, you  
6 know. They've got to be aware of that. Hey, you  
7 know, we are a very disadvantaged group, you  
8 know.

9 We're not an ethnic group, we're a  
10 political group, and that's why the federal  
11 government allows our Indian preference, tribal  
12 preference, political preference, not anything  
13 other than that, and I know that contradicts some  
14 of the other federal laws that is pushed up on  
15 tribes.

16 I think that was one of the things  
17 that, you know, I look at. I've been part of the  
18 TERO family 35 years. The last 13 or so I've  
19 been the president and CEO. But prior to that, I  
20 worked for the Colville Confederated Tribes in  
21 the state of Washington. I was a TERO compliance  
22 officer and TERO director, commissioner and I

1 served on tribal council.

2 I heard you guys' discussion about  
3 National Congress of American Indian affiliated  
4 tribes, Northwest Indian. You know, I'm familiar  
5 with that. Just recently, we went out and passed  
6 a resolution for the tribes to support unions,  
7 the apprenticeship program just in the crafts,  
8 and also to -- so they get them out with a good  
9 career, not a job anymore.

10 I think a lot of us didn't think it  
11 was going to pass. A lot of tribes are anti-  
12 union because of the good ol' boys back in the  
13 day. But those times have changed. A lot of  
14 those people are retired now, and there's a void  
15 there, and I think it's time for the tribes to  
16 take advantage of that, because college ain't for  
17 everyone, and I think that was an opportunity for  
18 the tribes to grasp it and get some of their  
19 people in those positions.

20 So it passed at ATNI, the resolution.  
21 So I went up to Anchorage last week and had it  
22 passed. You know, it was about a document, so I

1 was late. So I had to lobby that too, but it did  
2 get passed. So again, it's sending a message  
3 throughout Indian country that the National  
4 Congress of American Indians-- the Affiliated  
5 Tribes of Northwest Indians support the  
6 apprenticeship program for the union crafts.

7 I mean that's a big step, I would say,  
8 in my career, because I know 25 years ago at my  
9 reservation I had them physically escorted off  
10 the reservation. So again, you know, I think  
11 there's time of change, time of opportunity, and  
12 that's the reason, you know, I agreed to sit in  
13 on this committee, because I think the other  
14 thing that we need to do is do partnerships.

15 We can't go any more in the future on  
16 turfs. You know we all represent the tribe, the  
17 same clients that you guys represent in Indian  
18 country, the same that we represent, especially  
19 the ones of our urban Indians. I hate to use  
20 that term loosely, but it's true. There's a lot  
21 of -- unemployment is high in the reservation.  
22 My tribe, Colville Confederated, used to have 18

1 enterprises. We're down to a few now. We got  
2 rid of our saw mills, (audio interference), our  
3 house boats, a lot of different other things, a  
4 construction company.

5 So we put a lot of people out of work,  
6 and they couldn't sit home and starve. So they  
7 had to venture out to the city, and out of my  
8 five children, four of mine do not live on our  
9 reservation. They had to move to the city to get  
10 employment and continue their education. So I  
11 understand that, and a lot of people aren't ready  
12 for that.

13 I think some of your training that you  
14 guys are talking about, you know, you've got to  
15 talk about that: how to help them out when  
16 they're out there and trying to get a job or get  
17 an education, you know. I think we need to go  
18 beyond what we offer them. That's just my  
19 opinion, so you know, I think you guys at  
20 Department of Labor could help facilitate that  
21 into the next level. So anyway, I just wanted to  
22 mention that since I have your attention.

1           You know, one of the things that TERO  
2 does really well over the years is promote  
3 Indian-owned businesses and contracts and  
4 procurement, you know, and give tribal preference  
5 or Indian preference to Indian firms that are  
6 bidding on projects on many of the reservations.  
7 Department of Highway projects, federal projects,  
8 state projects, whatever it may be, we have the  
9 capability and once the Indian-owned businesses  
10 are certified to be able to do that capacity.

11           When they get those projects, what  
12 happens? They hire their local family members  
13 and put them on a good-paying job, Davis-Bacon  
14 wages, et cetera. So again, that was another  
15 thing I look at the TERO project has to offer.  
16 Another thing is has to offer is discrimination.  
17 We handle a discrimination cases when we feel  
18 that we've been discriminated, we file charges on  
19 that.

20           Where most of the tribes, there are 65  
21 tribes got an EEOC contract with the Equal  
22 Employment Opportunity Commission, and they could



1 file a charge with them if they feel like they're  
2 being discriminated against from a private sector  
3 business or somebody at the reservation. On the  
4 reservation, they go through the TERO office,  
5 Tribe Employment Rights Office, and they'll take  
6 the complaint there and they'll do cursory  
7 review. If it needs to go on to the feds, then  
8 it does.

9 But anyway, it has a basis of due  
10 process, and I think the other, you know, federal  
11 statutes that we talk about is the Americans  
12 Disability Act. We talk about the wage and hour.  
13 We talk about the hostile work environment. We  
14 talk about a lot of different things under  
15 federal law that the tribes have adopted, and  
16 they need a process to fulfill that and when we  
17 file a grievance.

18 In the partnership with EEOC, they  
19 provide a lot of training, their investigation  
20 techniques up to mediation and how to handle  
21 those charges. So I think over the years, the  
22 last 45, I've seen a lot of change, a positive

1 change. I've seen a lot of tribes having faith  
2 in their own enrolled membership that have  
3 college degrees, that are capable of being CEOs,  
4 general managers, run their casinos, run their  
5 any enterprise they have and their court systems,  
6 et cetera.

7 So I think it's, you know, time for  
8 the tribes to elevate to the next level, and  
9 that's the next phase that CTER is looking at  
10 right now, is to elevate the tribes and economic  
11 development. You know, we've been training a  
12 workforce for 45 years, and we had some hiccups,  
13 you know. Believe it or not, you know, we do.

14 But you know, we've got to get beyond  
15 that also help the tribe starts strategizing your  
16 development on the reservation, the  
17 infrastructure, et cetera. I think one of the  
18 things, you know, with the resolution that was  
19 passed to support the unions and the  
20 apprenticeship programs in the next phase would  
21 be to get the tribes to start looking at  
22 contractors that are Indian contractors.

1           So those people can dream and (audio  
2 interference). It takes about 8,000 to 9,000  
3 hours per craft to get that passed, so they can  
4 become journeyman status. The tribes need to  
5 realize that, you know, their decisions at the  
6 table as they develop casinos, hotels, hospitals,  
7 schools, why not go with a general contractor  
8 that is certified as a union contractor.

9           I think those are the kind of things  
10 that we look at as we strategize, just like you  
11 all. How do we look at those opportunities? The  
12 other thing we look at is what is going on with  
13 the tribes, you know? What are the biggest  
14 health issues? How are we going to get more  
15 people in those areas? I think when I first  
16 started 30-35 years ago, we was pushing all of  
17 our Native youth into becoming teachers and stuff  
18 like that.

19           Well, we're in a new era. We're into  
20 technology, IT stuff. I think that's what we  
21 need to focus on with our Native youth for those  
22 kind of opportunities, in things like that. So

1 you know, there's a lot to be said here when we  
2 talk about tribal employment rights. You know,  
3 is the tribal law number one and then also  
4 protects -- it's enrolled membership, and I think  
5 the tribal leaders understand that and it's a  
6 good thing, you know, because I think that's the  
7 -- you know, we can't depend on the federal  
8 government.

9 We talk about the federal government  
10 to have a fiduciary trust responsibility to the  
11 tribes. But you know we're always last on the  
12 list when it comes to finance. I heard you guys  
13 discuss that earlier. We don't have the funds to  
14 do this, we don't have the funds to do that.  
15 Well you know, why not, you know? I know that  
16 it's all political and the tribe's got to wait  
17 and wait and wait has the MO from the federal  
18 government since Day 1.

19 Mainly, I think you know as we move  
20 forward in partnerships and synergize in the  
21 resource that we have together, we can accomplish  
22 quite a bit. I think that was one of our themes

1 at our national convention this year is together,  
2 we achieve more in all aspects of employment, and  
3 I believe that we can, you know, as private  
4 sector businesses, Indian-owned businesses,  
5 tribal entities, tribal governments, federal  
6 agencies.

7 You know, we need to come together,  
8 because you know it's the little guy that hurts,  
9 you know. I heard some of you guys' statistics  
10 about the people that are really below poverty,  
11 and I know you go out through Indian country,  
12 there's 579 tribes and 102 villages up in Alaska.  
13 If you go see them and you'll see the devastation  
14 that they're facing right now.

15 When I was up there in Anchorage last  
16 week, I couldn't believe the homeless people from  
17 the people from the villages that are in town  
18 there. So I stopped and asked some of those  
19 people, why are you in Anchorage? How come  
20 you're not in your village? Well, I came down  
21 here looking for work. Can't find the work  
22 because I'm not technically qualified, so what do

1 I do? I have no money to get home and I just  
2 kind of hang out here.

3 So I see those statistics up there  
4 that I've seen down here in the Lower 48. I  
5 think that's a reality for Indian country. It's  
6 always been for a long time, and I think as we  
7 work together and synergize, we can offset some  
8 of that. We can't solve it for all, but at least  
9 we could offset it. And anyway, I just wanted to  
10 share that with you all and I appreciate your  
11 patience and understanding.

12 The other thing I just want to share  
13 with you all is you know that, you know, the  
14 medical stuff that, you know, has hit Indian  
15 country very hard, and I know that's another  
16 issue of employment opportunities and creating  
17 those opportunities. I know that you guys are  
18 dealing with employment and training, and I know  
19 that you have a big impact and also that they  
20 need-- our people need that training, you know.  
21 Not everyone goes to college. No one, you know,  
22 finished high school, stuff like that. But

1 there's a need, and I believe if we work  
2 together, come together, we can achieve those  
3 goals, you know. I'm a big supporter of Indian  
4 education. I'm a big supporter on rehab for  
5 alcohol and drugs.

6 So those are the kind of issues that  
7 happen in Indian country, and just a side note.  
8 You guys can all -- you all know that I'm a  
9 product of the boarding school system. I was in  
10 boarding schools from 1964 to 1976. Some of it  
11 was Catholic boarding schools and others were BIA  
12 boarding schools.

13 But you know, the other part of that,  
14 you know, I struggle, but hey, I'm an honorable  
15 discharged veteran and I'm a college grad. So I  
16 think, you know, we could all achieve, you know,  
17 because I tell everybody I go to and in my  
18 conferences and stuff like that, hey, I'm no  
19 different than any other res guy, you know, and  
20 if I can achieve it, I think you can too.

21 But you know, I needed help too, and  
22 that's all we can do is help our people. I want

1 to thank you for allowing me to be part of your  
2 presentation here today, and again I invite all  
3 of you guys to come to our convention. You will  
4 see, you know, the two numbers of what devastates  
5 Indian country when you talk to those TERO  
6 directors, those compliance officers who tribal  
7 natives are trying to put their people to work.

8 Because not each tribe has a casino,  
9 not each tribe's giving out 9,000 or 90,000  
10 monthly payments to their enrolled membership  
11 because they don't have the facility or the  
12 capacity to do that. We're one of the few tribes  
13 that can do that.

14 And even with those big dollars that  
15 are going out through payment from those casinos,  
16 there's still high unemployment right there  
17 because a lot of them don't want to work at  
18 those, and they have the skills to do that.

19 So I just want to make a side note  
20 over that, because I think those are some of the  
21 things that we don't talk about, you know.  
22 Because, no, we're worried about them, you know.



1 They've got money and all that. Well, I worry  
2 about them all, the humanity. But more  
3 importantly it's our Native youth I worry about,  
4 because you know, if they're in that kind of a  
5 situation and we don't train them, get them  
6 prepared, you know, is going to crash our tribal  
7 leaders of tomorrow.

8 I think that's the basis of it all,  
9 and going to NCAI, National Congress for American  
10 Indian, Affiliated Tribe Northwest Indians, I see  
11 a lot of elders there, you know, that's been  
12 there a while and they're looking for some  
13 replacements in that leadership positions, and we  
14 need to groom our Native youth for that, and I  
15 just wanted to share that with you all.

16 MEMBER QUINTANA: Thank you Mr.  
17 Adolph.

18 MR. ADOLPH: So if you have any  
19 questions, I guess I could-- guess I could ask if  
20 you had any questions. I didn't want to take up  
21 too much of your time. Again, you know, I do  
22 invite you guys to our convention. It's a pretty

1 outstanding agenda. You're going to see a lot of  
2 federal agencies there, private sector, tribal  
3 leaders, you know.

4 As, like I said, (audio interference)  
5 because we need tribal leaders to inspire us,  
6 that are doing these kind of jobs. So anyway,  
7 I'll leave it at that.

8 MEMBER QUINTANA: Thank you Mr. Adolph  
9 for your comments. We appreciate that. We do  
10 have a comment first. We'll start with Candace.  
11 Then we'll go to Mr. Rickard and Patty Hibbeler.

12 MEMBER LOWRY: Hi. My name is Candace  
13 Lowry, Region 3. I'm from North Carolina, North  
14 Carolina Commission of Indian Affairs. So with  
15 your role as the president of the Tribal  
16 Employment Rights, we're seeing a lot of -- we  
17 have a lot of people we're getting them trained  
18 and trying to get them into jobs.

19 But now with the legalization of  
20 marijuana in the different states, they're not  
21 passing their urinalysis tests. So not passing  
22 the urine test because they are partaking in the

1 now legal substance, and the employers are  
2 wanting to hire but they can't hire because their  
3 policy still states that that is an illegal  
4 substance. How are -- are you dealing with that  
5 in any way?

6 MR. ADOLPH: Yes, we are. You know,  
7 and I think the way to address that for the  
8 tribes is going to have to go to Congress.  
9 They're going to have a pass a resolution at  
10 NCAI, so it gets to the floor over in DC in the  
11 fall, and at least Congress will realize and put  
12 pressure on them to take that off the books, you  
13 know, prohibition. I think that's how the tribes  
14 are going to have to handle that, because there's  
15 a lot of tribes here in the Northwest that are --  
16 that are -- that have marijuana shops, that are  
17 growing it, even against federal law.

18 So I think it's time for the tribes to  
19 step up to the plate and pass a resolution and  
20 get it to Congress.

21 MEMBER QUINTANA: Mr. Rickard.

22 MEMBER RICKARD: In developing your

1 TERO regulations, do you have a recommendation on  
2 cost of, you know, like we have, if you're going  
3 to do work on the res and it's less than a week,  
4 it costs like \$50 for a license to come work on,  
5 you know? But other things. We also-- if  
6 they're working on the res, even if you're a  
7 tribal member, pay a two percent fee out of their  
8 wages.

9 Do you have any type of fee schedules  
10 or whatever for your TERO, or where can I go to  
11 get help with finishing up my TERO--- anyhow?

12 MR. ADOLPH: Yes sir. We do, we give  
13 technical assistance to the tribes. I know of  
14 several TERO ordinances upgrading them, you know.  
15 The national average right now for a TERO fee is  
16 five percent, you know, the two percent is 20  
17 years old, 25 years old. Also we notice that  
18 it's a form of taxation. A lot of tribes didn't  
19 realize that the TERO is a personal organization  
20 that created a tax base for the tribes, and a lot  
21 of the tribes are starting to realize, you know,  
22 all the governments that are in the federal and

1 state level and federal level are based on  
2 taxation.

3 So you know, the tribes under  
4 sovereignty is enforcing that. So you know, all  
5 my information's on the website,  
6 Councilfortribalemploymentrights.org, and if you  
7 need any technical assistance on that to upgrade  
8 your law and order code or your TERO ordinance in  
9 any way contact me. Some of that stuff that you  
10 just mentioned will be covered in our breakout  
11 sessions down there in Tulsa.

12 MEMBER RICKARD: Where?

13 MEMBER QUINTANA: Tulsa.

14 MEMBER RICKARD: Oh.

15 MR. ADOLPH: At Tulsa. We're having  
16 a national convention there at the River Spirit  
17 Casino Hotel in Tulsa, Oklahoma, August 9th  
18 through the 12th. So you know, and but you know  
19 also if you need any information, get all my  
20 information on the website. Thank you.

21 MEMBER QUINTANA: Any other questions  
22 or concerns for Mr. Adolph, or anything from our

1 virtual members? If not, we appreciate your  
2 time. Thank you for joining us today.

3 MR. ADOLPH: Hey, it's been a pleasure  
4 to serve, and hope to talk to you guys again  
5 shortly.

6 MEMBER QUINTANA: Appreciate that.  
7 Thank you. Now we're going to go ahead and we'll  
8 take a 15 minute break, and we'll be back by  
9 3:45. Thank you all.

10 (Whereupon, the above-entitled matter  
11 went off the record at 3:22 p.m. and resumed at  
12 3:45 p.m.)

13 MEMBER QUINTANA: Okay, we're going to  
14 go ahead and call our meeting back to order. I'd  
15 like to welcome Mr. John Ladd. He's the  
16 administrator -- Cierra Mitchell, Division  
17 Director and Angela McDaniel, Cultural Diversity  
18 Lead. They're offering an apprenticeship update  
19 on participation of tribes and Indian  
20 organizations. Mr. Ladd.

21 MR. LADD: Right. Well, good  
22 afternoon everyone. Thank you so much for having

1 me here today. Just thrilled to be with you all  
2 this afternoon. We are going to talk a little  
3 bit about apprenticeship and engagement with  
4 tribal communities, and we've got some great  
5 information to share with you all. But really  
6 hoping we have a discussion about how we can  
7 deepen the engagement and deepen the partnership.

8 I think we've got some good things  
9 happening and some progress in some areas that  
10 have been happening over the past year or two,  
11 but we really feel like there's a lot more work  
12 that can be done and could be happening, and I  
13 think that's probably where hopefully we'll get  
14 to some of that discussion later today, because  
15 that's really I think some of the things we want  
16 to think about.

17 I know for me, you know, one of the  
18 things we'd love to hear from you all is about  
19 thinking about not just how we expand  
20 apprenticeship in traditional industries like  
21 construction. We know there's a lot of  
22 infrastructure money coming down the pike on

1 infrastructure projects including broadband, you  
2 know, improving our water supply and others,  
3 obviously roads and bridges.

4 But you know, we're really trying to  
5 make inroads into new and emerging industries  
6 including health care, IT, hi there, and many,  
7 many other industries. So my colleagues here,  
8 Cierra Mitchell and Angela McDaniel are going to  
9 walk you through some of the information we  
10 thought to share with you all today. And again,  
11 really looking forward to the conversation and  
12 discussion with you all. So Cierra, I'll turn it  
13 to you next.

14 MS. MITCHELL: Thank you, John. Hi  
15 everyone. So excited to be here with you again.  
16 We sent over some slides, so if you can pull up  
17 those, that would be great. All right, next  
18 slide, please. So we thought we would start over  
19 by just showing the current landscape of  
20 apprenticeship programs on tribal lands or that  
21 were developed in coordination with the tribal  
22 community.



1           And so we shared some of this data I  
2 think last year, and you'll notice that it's gone  
3 up a little bit, but we definitely want to see it  
4 increase even more. And so now there are  
5 currently 39 programs and 286 apprentices, which  
6 is a big jump in apprentices. Again, we wanted to  
7 see that increase even more. You'll see that it  
8 covers a wider range of industries and  
9 occupations too.

10           So there's definitely diverse programs  
11 that exist, and we've listed these states that  
12 the programs are currently found in. What we  
13 also did is we thought you might be interested in  
14 some of the -- or knowing more about who the  
15 sponsors are. So we've included a list of the  
16 top six sponsors, and you'll see that it includes  
17 the industry and the number of apprentices.

18           So you know, for example, public  
19 administration, healthcare, utilities,  
20 construction, transportation, IT and others. And  
21 so-- and in case you're interested in even more  
22 detail about some of these programs that exist,

1 including some case studies and examples and  
2 success stories from the apprentices themselves,  
3 attached to this PowerPoint presentation are  
4 three sets of slides that three actual  
5 apprenticeship sponsors developed for us for an  
6 information session that Angela had just pulled  
7 together last year. And so we thought that might  
8 be helpful too.

9 So we won't go through those slides  
10 today, but wanted to just let you know that we  
11 had pulled that together in case you're  
12 interested in learning more about these programs  
13 statuses. Next slide, please. So now --

14 MR. LADD: Do folks have any questions  
15 on that slide?

16 MS. MITCHELL: Yes. Any questions?

17 MR. LADD: No, okay.

18 MS. MITCHELL: No questions? Okay.

19 So now that you've seen kind of what the current  
20 landscape looks like, we wanted to let you know  
21 that there are several resources that are  
22 available to help to either expand the current

1 programs that exist, or create new ones. And so  
2 a lot of funding has gone out and is currently  
3 available as we speak, to help with some of those  
4 partnerships.

5 For example, one is the Apprenticeship  
6 Building America Grant Program. Now this is a  
7 brand new one. It was recently posted. It  
8 recently closed, but hopefully you all have seen  
9 it and we plan to announce those winners, those  
10 awardees soon. But tribal nations and Indian and  
11 Native American entities are identified as  
12 eligible applicants under that FOA. So we wanted  
13 to make sure you were aware of that.

14 There are also -- in June of last  
15 year, we awarded more than \$99 million, ranging  
16 from 2 million to 10 million for states to expand  
17 registered apprenticeship programs and increase  
18 inclusiveness strategies to create a more diverse  
19 workforce. And so even though those were awarded  
20 last year, they are still active and those states  
21 include more than 85 million for states that  
22 demonstrate a commitment to increasing diversity

1 and equity inclusion.

2 And so if there are states that you  
3 are particularly interested in focusing on in  
4 certain areas, we can definitely help to connect  
5 you to those state apprenticeship expansion  
6 grantees who have the funding to support those,  
7 whether it's a pilot program or an actual  
8 registered apprenticeship program for expansion.

9 We also recently awarded \$31 million  
10 in four technical Centers of Excellence, one  
11 being focused on diversity and inclusion, and  
12 that went to JFF or Jobs For the Future. They  
13 are here and available to provide technical  
14 assistance across the country to both the public  
15 and private sector, to expand opportunities,  
16 registered apprenticeship opportunities. So they  
17 are also another resource that can be helpful, to  
18 help develop these programs and provide technical  
19 assistance.

20 Last but not least, we have industry  
21 intermediaries. So we noticed before the  
22 pandemic that there was definitely a demand for

1 registered apprenticeship across multiple  
2 industries. Now that we're in this pandemic, it  
3 has definitely exacerbated that need.

4 And so we have now 16 industry  
5 intermediaries across multiple industries who are  
6 available to not only help develop registered  
7 apprenticeship programs and provide technical  
8 assistance, but they have funding that can go  
9 directly to support sponsors who want to develop  
10 those programs.

11 That's not even just to develop the  
12 program, but they also help to develop -- help  
13 you launch -- help others launch and implement  
14 those programs and to continue to provide  
15 resources and connect you to the local workforce  
16 system for additional support, whether it's  
17 funding or supportive services or other services.

18 So more information about those  
19 investments and others, because there are others  
20 can be found at a link that is also in the slide  
21 presentation that goes to our investments page.  
22 So I'll stop there to see if John, if you or

1 anyone has anything to add and if there are any  
2 questions.

3 MR. LADD: The only thing I would add  
4 to be just to highlight in that ABA grant  
5 program, even though that has closed, we really  
6 see that as kind of the structure of our funding  
7 opportunities moving forward, and under that  
8 there were three, there were really four large  
9 buckets.

10 One was targeted states, but the other  
11 three, there was a focus on youth apprenticeship,  
12 there was a focus on equity partnerships, and  
13 then the last category was this idea of  
14 apprenticeship hubs, a place where you could  
15 create centers of apprenticeship activity,  
16 centralize some of the outreach efforts and, you  
17 know, you could think about creating local  
18 intermediaries or you could have an industry-  
19 based hub. You could have a geographic-based  
20 hub.

21 So again this is -- there isn't really  
22 a local apprenticeship infrastructure in the

1 country. So wanted to provide opportunities for  
2 communities to identify a lead entity that could  
3 kind of serve as that hub and that locus of  
4 apprenticeship activity. So if you hadn't  
5 applied for that this year, do look to that in  
6 the future and obviously youth apprenticeship's  
7 going to be a big focus for us moving forward.

8 MEMBER QUINTANA: I want to share a  
9 brief announcement too. Although we had thought  
10 we would have these slides printed, unfortunately  
11 we were unable to do it today. We will have  
12 these printed and available to you to the in-  
13 person attendees tomorrow morning. The chair  
14 recognizes Robin.

15 MEMBER COUNCE: I'm Robin Counce,  
16 Region 4. First of all, I appreciate that there  
17 was some grant opportunities for this initiative  
18 for our Native community. I know like in  
19 Oklahoma -- Oklahoma got awarded an  
20 apprenticeship grant, and it just seemed like it  
21 was really more concentrated in the metro areas  
22 and left out the rural areas -- that missed this

1 grant.

2 MR. LADD: Yeah.

3 MEMBER COUNCE: So what was the  
4 average award?

5 MR. LADD: Well, we haven't awarded  
6 them yet, so it's probably going to be in a range  
7 between 2 and 10 million.

8 MEMBER COUNCE: Okay. Is it four,  
9 five year projects?

10 MR. LADD: I believe it's three or  
11 four year.

12 MEMBER COUNCE: Three or four?

13 MR. LADD: Yeah, mm-hmm. Is that  
14 right?

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

16 MEMBER QUINTANA: I recognize Kay  
17 Seven and then Darrell Waldron.

18 MEMBER SEVEN: So I know with state  
19 apprenticeship expansion, equity and innovation,  
20 the state had a kickoff meeting just two weeks  
21 ago, and for some reason I was invited at the  
22 last minute. So I think you are looking at



1 equity for inclusion of Idaho tribes, said well  
2 we -- okay, let's send her a notice.

3 And so I attended, but I've also  
4 reached out to the other tribes, because I think  
5 as tribes we have an opportunity to work with our  
6 Human Resource and executive officers in first  
7 doing that Talent Pipeline Management strategy to  
8 identify which in-demand sectors or occupations  
9 are going to be important and maybe be  
10 apprenticeable, you know, to help to implement  
11 and design Idaho's pre-apprenticeship.

12 I know that through our Idaho  
13 Workforce Development Council, that's who is  
14 promoting TPM, state legislature, just awarded  
15 money statewide for regions to implement TPM  
16 methodologies. It's done a lot of good work,  
17 great, and so I'm glad to be in a state that's  
18 doing this and know that it's going on. So I  
19 just need to make sure we have more presence of  
20 tribes.

21 I know a year ago with the Diversity  
22 and Inclusion Center of Excellence, our group--

1 national group of tribes that applied the  
2 authority, the legislative authority Public Law  
3 102-477, were approached by the North American  
4 Building Trades Union to be a target of support  
5 for their application. Of course, it was not  
6 funded. And so I've always wondered who that  
7 grant went to and how is the Native American  
8 population being included in those Center of  
9 Excellence approaches? I just heard the name  
10 mentioned, Jobs For the Future.

11 MR. LADD: Right.

12 MEMBER SEVEN: I've not heard of them  
13 or don't know how they reach out to us or we  
14 reach into them. So that would be good for us to  
15 know.

16 MR. LADD: That's really great  
17 feedback, particularly on the state grants. I  
18 mean that's something I know we have regular  
19 convenings with states. We could raise that and  
20 make sure that they're being inclusive when  
21 they're holding these kickoff meetings, and make  
22 sure that they're doing the appropriate outreach.

1 And then we can also connect you with the folks  
2 at JFF as well. Yeah, absolutely.

3 MEMBER SEVEN: Okay.

4 MEMBER QUINTANA: Quick reminder too,  
5 before we go to Darrell and then Mr. Rickard,  
6 please state your name and either your region or  
7 your discipline. Darrell.

8 MEMBER WALDRON: Darrell Waldron,  
9 Region 1. So I know about the presentations that  
10 we had electronically because of the Zoom world  
11 that we're all in. But you know, in my area, the  
12 east coast, 85 percent of the skills guys are  
13 retiring and only 15 percent are in their 30's  
14 and 20's, and so there's a massive hiring need,  
15 but there is a real turf war between private  
16 business and union business and construction  
17 training, and they're not communicating with  
18 anybody outside of their turfs.

19 And so we often get to the table late,  
20 and I think there are so many Native Americans  
21 who have those skills, that possess those skills,  
22 22 tribes in my service area, and they're not

1 getting access to it. You may want to consider,  
2 with all due respect, a separate award listing.  
3 We talked a little bit about it early today to  
4 our Secretary here, that we get access to those  
5 grant awards when they're going out, and we can  
6 communicate directly to the Native American  
7 population for you.

8 So what is happening in one of my  
9 states is they're bringing in the other states to  
10 do all the work. It's \$25 million of work left  
11 over from a year and a half ago, and they'll  
12 argue over who's training. So Building Futures,  
13 Andrew Cortes is our partner.

14 MR. LADD: He's great.

15 MEMBER WALDRON: Yep. He's a good  
16 guy, and he's getting some of the money but a lot  
17 of it's private from the union.

18 MR. LADD: Yeah, sure.

19 MEMBER WALDRON: And then Rhode Island  
20 Builders, who we also partner with, they give  
21 about a million and a half per year out of the  
22 new money that went into Rhode Island. But you

1 know, we were looking for our own individual part  
2 and they're forcing me at the table to partner.  
3 And so there's plenty of work to go around.  
4 There's not enough bodies.

5 New York, it's just incredible the  
6 amount of work going on there. But I think  
7 what's happening is the politics in the states  
8 and in the municipalities are getting in the way  
9 of the opportunities really getting down to the  
10 poorer populations, the economically  
11 disadvantaged. The prison systems are trying to  
12 put a program inside of the prison release. Now  
13 pre-apprenticeship is a bad word. It's now  
14 developing apprenticeship skills.

15 (Simultaneous speaking.)

16 MEMBER WALDRON: Yeah. So I would  
17 just say that if we can get direct access to  
18 what's available in the listing, it's good to see  
19 166 people are available for this funding. I  
20 don't know that a lot of them knew about it, and  
21 those -- unless you're on those government  
22 workforce boards or you're in that system there

1 with their buddies, you don't find out about it  
2 until after it's developed, and then they say  
3 they want to give us \$15,000 to put one of your  
4 participants in the training program.

5 And then the turf between union and  
6 non-union, you know, when you start deducting all  
7 the union fees, that prevailing wage disappears  
8 relatively quickly. In private industry, you get  
9 the prevailing wage, you don't have all those  
10 dues, right. So that's sort of the wars that  
11 we're seeing, and I'm with the two big guys in  
12 the area, and now the newest one is the turbines  
13 out in the ocean. Now they're being very  
14 proactive in the Native community.

15 So I would just say if we could get  
16 the information through our secretary here,  
17 Robert, and then he can get it out to everybody  
18 and also Athena, and then we can get it to our  
19 hundred and some-odd grantees.

20 MR. LADD: And for the information you  
21 need is to get information about grant award --

22 MEMBER WALDRON: About these grant

1 awards, when they're available, what the dollar  
2 amounts are, what the capacities are for  
3 operating them.

4 (Simultaneous speaking.)

5 MEMBER WALDRON: The equity piece, I'm  
6 a little -- so that's -- so I attended the equity  
7 definition, which I haven't seen it. I just used  
8 -- I see it used a lot. My understanding of it  
9 was that the equity is the equal ethnic group in  
10 power to the equal percentage ethnic group in the  
11 community, so that there's equal access right?

12 MR. LADD: Right, right.

13 MEMBER WALDRON: So we're not seeing  
14 that. We're just seeing the word used a lot, and  
15 it's like wearing, you know, people of color like  
16 neckties, you know, by the political structure.  
17 When you attack the equity piece, I think Rhode  
18 Island College are the only ones. They had a 50  
19 percent freshman class of youth of color, and  
20 they upped their professors.

21 But they're kind of using equity in a  
22 different way. It becomes confusing, so there's

1 a non-brown world in those construction trades in  
2 the New England area that's very powerful. So I  
3 would just say we're not getting it. They got  
4 the money, I think 100 million, something like  
5 that in total, and they're now, you know, trying  
6 to bring us to the table.

7 MR. LADD: Right, right.

8 MEMBER WALDRON: Just more spread of  
9 information.

10 MR. LADD: Thank you.

11 MEMBER QUINTANA: Mr. Rickard.

12 MEMBER RICKARD: A couple of  
13 questions. Do you have a webinar or a program  
14 that will take, take us from the start to the  
15 finish of developing apprenticeship?

16 MR. LADD: You want to take that one?

17 MS. MITCHELL: Yes.

18 MR. LADD: We post webinars and tools  
19 on apprenticeship.gov.

20 MEMBER RICKARD: That would be  
21 apprenticeship.gov?

22 MR. LADD: Mm-hmm.



1                   MEMBER RICKARD: Okay. My second  
2 question in there is I'm not fully understanding  
3 what's pre-apprenticeship versus apprenticeship?

4                   MR. LADD: So pre-apprenticeship  
5 generally is kind of get people to be prepared  
6 and ready to enter apprenticeship. A lot of  
7 apprenticeship programs are pretty rigorous --

8                   (Simultaneous speaking.)

9                   MR. LADD: -- sometimes like to get  
10 into some of the premier programs.

11                  MEMBER RICKARD: And is there -- do  
12 you have a list of like requirements for that  
13 training or that becoming pre-apprenticeship  
14 approved?

15                  MR. LADD: Right. We're going to put  
16 up some guidance around generally defining the  
17 elements of a quality pre-apprenticeship program.  
18 But each pre-apprenticeship program would vary  
19 somewhat based on what the entry level  
20 requirements for that particular apprenticeship  
21 program would be.

22                  So if you're trying to get into the

1 plumbers and electricians, you have to read at an  
2 8th grade level, do math at 8th grade level,  
3 those kind of things.

4 MEMBER RICKARD: Yeah, right, right.

5 MR. LADD: IT apprenticeship school  
6 would be different, healthcare apprenticeship  
7 school would be different.

8 MEMBER RICKARD: DOT and what could be  
9 remembered in the Dictionary of Occupational  
10 Titles.

11 MR. LADD: Oh yeah, yeah. That was a  
12 great book.

13 (Simultaneous speaking.)

14 MR. LADD: A lot of people regret  
15 getting rid of that, but ultimately we think it's  
16 really important that a pre-apprenticeship or an  
17 apprenticeship readiness program has a  
18 relationship with an apprenticeship program.  
19 Anyone can throw -- they're sitting around the  
20 table we're doing pre-apprenticeship. But you're  
21 setting people up for failure if you're not well-  
22 articulated and you're designing your program to

1 meet the specific entry requirements of --

2 MEMBER RICKARD: You've got to read at  
3 a 12th grade level. You can't take people with  
4 8th grade reading levels. So we're going to have  
5 to have some type of an evaluation system for all  
6 of that, math, reading.

7 MR. LADD: Exactly, right, right. You  
8 wouldn't do a pre-med or pre-law program that  
9 didn't qualify you to get into medical or law  
10 school. So it's the same concept.

11 MEMBER RICKARD: So playing doctor  
12 when you're a kid doesn't qualify you for medical  
13 school.

14 MR. LADD: No, no, no, exactly.

15 MS. ARMSTRONG: And two quick  
16 reminders. Sometimes people assume that all pre-  
17 apprenticeship programs are youth programs, and  
18 it could be any age for pre-apprenticeship  
19 programs --

20 MR. LADD: Yeah veterans, exactly.

21 MS. ARMSTRONG: And then two examples  
22 that we do at Department of Labor, Job Corps is

1 considered a pre-apprenticeship program and the -  
2 --

3 (Simultaneous speaking.)

4 MS. ARMSTRONG: -- program is also  
5 considered a pre-apprenticeship program.

6 MR. LADD: Really, okay.

7 MEMBER QUINTANA: Quick question  
8 before we move to Darrell and then to Kay really  
9 quick. Joseph Quintana, Region 6. You know, in  
10 regards to this global crisis the pandemic, the  
11 two major sectors in our particular area, I work  
12 in Los Angeles or Southern California, the two  
13 sectors that never closed during the pandemic  
14 were of course the health sector.

15 But then of course the construction  
16 and development field. We had stadiums going up,  
17 we had high-rise buildings going up. But our  
18 members continue to face high rates of  
19 unemployment throughout the crisis because we  
20 didn't qualify for those jobs and we didn't have  
21 the right certifications in order to retain those  
22 jobs or attain those jobs.

1           So just going back to my point in  
2 regard to equity, I know we're talking about  
3 equitable access to these types of positions.  
4 But we're also considering gender equity, are  
5 Native women also going to be considered for  
6 these roles, and also will there be wage equity  
7 in regards to once we do achieve these  
8 certifications as needed?

9           MR. LADD: Great questions. We also  
10 have a federal Advisory Committee on  
11 Apprenticeship and they raised exactly those  
12 questions and issues. You know, as we've been  
13 expanding apprenticeship into new industries, the  
14 percentage of women has increased. It's  
15 increased pretty significantly, though still, you  
16 know, unacceptably low. But it has been  
17 increasing.

18           A lot of that growth has been due to  
19 our expansion into other industries, including  
20 healthcare and others. But those occupations  
21 don't often pay as well as construction  
22 occupations and others. So we do have a lot of

1 occupational segregation and we do see wage  
2 impacts because of that. So absolutely in our  
3 thinking and work on equity, we want to look at  
4 equity across all dimensions including gender,  
5 wage, disability status, you know, all dimensions  
6 of equity.

7 MEMBER QUINTANA: Mr. Waldron.

8 MEMBER WALDRON: Yes. Just kind of  
9 following up on the equity, it's important to get  
10 equitable representation at those levels to  
11 invite people into the apprenticeship training,  
12 right? That's where we're having a problem, and  
13 then the understanding that pre-apprenticeship is  
14 getting prepared for apprenticeship and it's not  
15 apprenticeship. So that's been some issues in  
16 some of those struggling communities.

17 And then the marijuana issue.

18 Marijuana is illegal in the federal government.  
19 It's not legal, but because in the states, you  
20 know, they're using it and then when they get in.  
21 So there's this whole education process with a  
22 driver's license, high school level, you know,

1 marijuana, and they use the follicle. Then the  
2 other piece as you guys know, everybody's having  
3 a difficult time getting to you and doing  
4 apprenticeship.

5           Maybe not to you per se, but really  
6 understanding it and launching it is a fairly  
7 easy concept if you're familiar with the trades.  
8 But if you are not, communities, entire  
9 communities are being left out and it's a shame,  
10 because they're instantly thrust into the middle  
11 class once they get through that period.

12           So again I think it's a shout, you  
13 know, a louder voice, a more whatever, because  
14 once it gets to the state, man it goes through  
15 that good ole boy system, as we call it, and it's  
16 over for our communities.

17           MR. LADD: Right, and it's probably --  
18 oh sorry, go ahead Angela.

19           MS. ARMSTRONG: Well what I was going  
20 to say is that was part of my presentation, but  
21 what -- and my colleagues have heard me say many  
22 times in DEIA, we don't want to just check the

1 boxes that we've got diverse populations with  
2 jobs. We want them to get good jobs and voices  
3 at the table.

4 So they need to be not just the  
5 minimum type of job, the job with the decision-  
6 making, implementing policy, managerial type of  
7 apprenticeship career pathways, not just checking  
8 the boxes.

9 So they know I've said that many a  
10 time, and even to our sister agencies also. So  
11 we are pushing for that. Yes, the contractor is  
12 required to do 50 percent. I think you mentioned  
13 that to John, 16 industry intermediaries. 50  
14 percent I fought for that. 50 percent of  
15 apprentices have to be from diverse populations.

16 So now you have, and I think our  
17 friend Art Lujan is on the line from NABTU. He's  
18 one of our -- that's one of our intermediaries.  
19 He's developing the multi-craft core curriculum,  
20 especially for Native American women in  
21 construction.

22 So that's one of their goals that they



1 have been working on also. And again every year,  
2 the 16 have to do -- they started with 12, now  
3 they have 16 in all different industries, and  
4 that's on apprenticeship.gov, the link that  
5 Cierra mentioned of apprenticeship.gov under  
6 Investments, where it lists all the awardees that  
7 you all can work with and what their industry is.  
8 But every year, 50 percent of those have to be  
9 from apprentice -- 50 percent have to be from  
10 diverse populations.

11 And they have to pick at least two  
12 populations. So let's not just pick the easy  
13 pop, diverse population where many people have  
14 multiple barriers to employment and training. So  
15 they have to pick at least two. I know NABTU  
16 picked Native Americans as a diverse population.

17 MEMBER WALDRON: I learned if you're  
18 not at the table, you're on the menu.

19 MS. ARMSTRONG: Exactly. You bring  
20 the table. If there's not a seat, you bring the  
21 seat.

22 MR. LADD: But to your earlier point

1 that's why, you know, we're really investing  
2 heavily in this idea of intermediaries and hubs,  
3 because for other industries and for small  
4 business, standing up an apprenticeship program  
5 can be difficult or, you know, it's a learning  
6 process. So if there's another entity that can  
7 play that role and be the organizer, be the  
8 administrative entity, then the employers can  
9 sign on, right?

10 I mean NABTU, the building trades  
11 unions, they're the original intermediary, right?  
12 There's a single union that work with multiple  
13 employers. Apprentices get farmed out to the  
14 various employers. That same model can apply,  
15 you know, in a lot of different industries. So  
16 it's making it easier for employers to start.

17 MEMBER WALDRON: I think you need a  
18 few more of them in those inner cities. You  
19 know, the gang line things with neighborhoods and  
20 the young people, they won't cross over, you  
21 know. There's just a disconnect, you know, not  
22 that it's anybody's fault it's developed.

1           But if you get one or two, and you're  
2 not in that segment and there's a, you know, it's  
3 a gang line which we see, you know, they're not  
4 going over there no matter how badly because it's  
5 a turf issue. Just diverse it out a little bit  
6 more, make it a little more equitable.

7           MEMBER QUINTANA: The chair recognizes  
8 Robert.

9           MEMBER HOULE: Yes, thank you. Robert  
10 Houle, Region 5 and recently elected as the  
11 secretary office of this group here. I came in  
12 late, I apologize. I saw on the first screen  
13 there was quite a list of apprenticeship jobs or  
14 programs you have, and I'm curious to know. I  
15 saw a few healthcare, and I'm predominantly  
16 schooled in healthcare administration for tribal  
17 organizations for a number of years.

18           Are there any apprenticeship  
19 opportunities currently for behavior health or  
20 mental health careers?

21           MR. LADD: Mm-hmm, yep. I think we  
22 just recently approved a mental health counselor.

1 MS. ARMSTRONG: Yes.

2 MR. LADD: And substance abuse  
3 counselor, I believe as well.

4 MEMBER WALDRON: I can check two off  
5 my list.

6 MS. ARMSTRONG: And then we also have  
7 the first -- I haven't had a chance to do my  
8 presentation, but the first -- the first HBCU  
9 master's program in behavior -- what's the state,  
10 Alabama A&M, the first master's of social work  
11 program in behavior health, and also I don't  
12 think we formally introduced Vanietta Armstrong,  
13 who's our new division Workforce Investments. So  
14 that's Investments and Grants division director,  
15 and she has background with the Indian Health  
16 Services.

17 So she has already started connecting  
18 Indian Health Services to do some possible  
19 apprenticeship programs. So we're excited about  
20 that, because that's going to be some good jobs  
21 on tribal land. I'm not telling you anything you  
22 don't know already, tribal land and considered

1 federal hospitals. So we are excited about that.  
2 We tried to get Indian Health Services a few  
3 years ago, but we're hoping with Vanietta's  
4 connections, she can help and your help, we can  
5 make that connection.

6 MEMBER HOULE: Yeah. I just want to  
7 close by saying that the experience I've seen,  
8 especially now with the pandemic, the need for  
9 trained, certified substance abuse counselors in  
10 Indian country is critical. We have the highest  
11 rate of suicides, we have the highest rate of  
12 overdose from opioids and fentanyl-laced opioids.

13 Even in our childbirth, like I just  
14 worked on certified doulas, if that's a  
15 possibility, of having an apprentice program for  
16 women predominantly to be there, to assist other  
17 tribal women in the delivery of their child, to  
18 make sure that the child is being taken care of,  
19 that the mom, the parents, the family.

20 As you know, we're extended people,  
21 cousins, aunts, uncles. We're all one, and I  
22 think that would be another possible opportunity.

1 I helped develop a doula program when I was at  
2 the Alaska Native Medical Center and South  
3 Central Medical up in Anchorage, Alaska and that  
4 was -- it mushroomed.

5 MS. ARMSTRONG: Oh, I'm sorry. And  
6 it's interesting that you mentioned about the  
7 opioids. So about a year ago, Vanietta took  
8 Megan's place, but the other division director,  
9 we work with HHS. Because of the opioid  
10 epidemic, they provided -- they had some grants,  
11 apprenticeship grants. That's another thing I  
12 wanted to mention. Yes, we have a lot of money,  
13 but there's other agencies that are giving money  
14 out for grants.

15 So the Women's Bureau does the WANTO  
16 grants. What's that, Department of Education  
17 gives out some grants and contracts. So when  
18 you're looking for grants and contracts, it's not  
19 just the Office of Apprenticeship. So anyway HHS  
20 provided some grants to help deal with the opioid  
21 epidemic in the area of social science, to train  
22 apprentices in that field.

1 MEMBER HOULE: Excellent.

2 MEMBER QUINTANA: We're running now on  
3 time so --

4 MEMBER RICKARD: Let me see if I have  
5 -- so who developed the contract, what university  
6 of was it?

7 MS. ARMSTRONG: I think that came from  
8 Angela in Alabama.

9 MEMBER RICKARD: Okay. So who  
10 developed the contract? Do you guys develop that  
11 contract?

12 MS. ARMSTRONG: For the -- that was  
13 with the state? You're talking about the  
14 behavioral health and social science master's  
15 program?

16 MEMBER RICKARD: Yeah.

17 MS. ARMSTRONG: That was the state of  
18 Alabama.

19 MR. LADD: Yeah.

20 MEMBER RICKARD: So how does he get  
21 his people from where, Michigan --

22 MEMBER HOULE: Wisconsin.

1                   MEMBER RICKARD: Wisconsin, same  
2 thing.

3                   MEMBER HOULE: Okay.

4                   MEMBER RICKARD: It's cold. How does  
5 he get his people enrolled in there? Is it  
6 virtual or do they have to go to the campus?

7                   MS. ARMSTRONG: I don't know if it's  
8 virtual or not. I know there are more programs  
9 now because of COVID that are virtual, but we can  
10 connect afterwards and then I can connect.

11                   (Simultaneous speaking.)

12                   MS. ARMSTRONG: Yeah, and connect. I  
13 was going get to that in my presentation too.  
14 We've been working with AIHEC, and so we can  
15 connect through AIHEC also, with Indian Health  
16 Services.

17                   MEMBER RICKARD: Okay, so I'm from way  
18 up in the top part of Northern California, you  
19 know. We don't have any big universities. We  
20 don't, you know, we're 200 miles from the closest  
21 community college. So if I had somebody in one  
22 of these rural areas, I could connect them with



1 Alabama and use their contract? Yes, no?

2 MR. LADD: I think we'd have to look  
3 into it a little bit more.

4 (Simultaneous speaking.)

5 MS. ARMSTRONG: Maybe if they'd see if  
6 you can do it virtually. It might be kind of  
7 hard because --

8 MR. LADD: Right, because remember,  
9 any kind of an apprenticeship program is also  
10 going to include work experience. It's got to be  
11 both. The classroom can be virtual, that's  
12 pretty easy to manage, but there still needs to  
13 be an employer, yeah.

14 MEMBER RICKARD: We can send them  
15 there for the training.

16 MS. ARMSTRONG: With your WIOA money  
17 or your --

18 (Simultaneous speaking.)

19 MS. MITCHELL: But they don't have a  
20 contract, but we do have a contract, healthcare  
21 career advancement program.

22 MEMBER RICKARD: See that's part of my

1 question. You guys have a list of contracts.

2 (Simultaneous speaking.)

3 MEMBER RICKARD: So any program,  
4 category of program out here can piggyback on  
5 that contract?

6 MS. ARMSTRONG: If you work with the  
7 intermediary, if it's in that industry. We want  
8 you to connect with the intermediary and let them  
9 --

10 MEMBER RICKARD: And who is that  
11 intermediary?

12 MS. ARMSTRONG: Then this is on  
13 apprenticeship.gov. We could just send it to  
14 Athena --

15 (Simultaneous speaking.)

16 MS. ARMSTRONG: It will say what  
17 industry and who got that contract, and what  
18 specifically that they do.

19 MEMBER QUINTANA: We're running low on  
20 time. Let me -- we're going to ask Kay Seven to  
21 wrap us up.

22 MEMBER SEVEN: Okay. Yes, just a

1 final comment. This is a real exciting  
2 conversation, and this morning when we were  
3 talking with Secretary Walsh, you know he says  
4 hmmm, I think we need to have a Good Jobs  
5 Challenge forum day here in the building with  
6 Indian country.

7 So I think it would be really great to  
8 have a panel presentation on, okay, these are our  
9 intermediaries. Tribes, this is your  
10 intermediary for the building trades, here's your  
11 intermediary for health, here's your intermediary  
12 for hospitality and tourism, here's your  
13 intermediary for your natural resources programs,  
14 fisheries, forestry. The industries that are  
15 important to Indian country.

16 I think what our events, that's what  
17 we want to hear. What is, who out there is  
18 studying Indian country and knows what our  
19 industry sector demands and occupations, what the  
20 need? I want to hear that, because I think -- is  
21 it your economic modeling thinkers or agencies?  
22 Who has the expertise or who's studying that that

1 can, or is Indian country doing that on their  
2 own?

3 MR. LADD: I guess that would be --  
4 what I would encourage you all to do is think  
5 about becoming your own intermediary, right,  
6 thinking about what organization could play that  
7 role, you know. Some of the intermediaries like  
8 NABTU have identified, you know, populations to  
9 work with, but each intermediary may have a  
10 different focus.

11 So it's a little bit of a, you know,  
12 bit of a mix and match to try to figure out, you  
13 know, industries and populations being served.  
14 But again I think, you know, we're going to have  
15 future funding opportunities come available, and  
16 I think there's just a big opportunity for you  
17 all to think about is there an intermediary that  
18 could help meet this gap, right, and connect  
19 across a broad range of industries, but with a  
20 specific focus on Native Americans.

21 MEMBER SEVEN: All right, and it would  
22 be good, so that in Indian country we're not

1 replicating, duplicating effort with like 18  
2 tribal colleges, because everybody wants to do  
3 it. I mean I might want to send a tribal member  
4 to LA to enter Joe's pre-apprenticeship and  
5 apprenticeship program to be a building trades  
6 worker. I'm telling our guys, it's like going to  
7 the Ivy League college, like a Stanford or  
8 Harvard for building trades.

9 (Simultaneous speaking.)

10 MEMBER SEVEN: Then come home, start  
11 your company, and then create jobs for our  
12 people.

13 MR. LADD: Yeah, golden ticket, yeah  
14 absolutely.

15 (Simultaneous speaking.)

16 MEMBER RICKARD: That's one of the  
17 real problems, though, with our people on  
18 reservations. We want to send them to LA where  
19 you live, and --

20 MEMBER SEVEN: This is the 21st  
21 century.

22 MEMBER RICKARD: 50 percent of them

1 are going to go God, I can't stand it down here.  
2 I've got to get home.

3 MEMBER SEVEN: But this is 21st  
4 century.

5 MEMBER QUINTANA: Hold on real quick.  
6 Wait, wait, wait, wait, wait, wait, wait. We're  
7 raising our hands and getting called upon by the  
8 chair. Hold on just a second. Kay Seven.

9 MEMBER SEVEN: This is 21st century  
10 relocation. This is on the terms of self-  
11 determination. That young individual could say  
12 well heck, if my cousin Leah can go to Harvard  
13 for her academic program, I can go to LA for my  
14 great education program with apprenticeship and  
15 journey out, you know. We need to start talking  
16 to our young people, who haven't quite nailed in  
17 a stake into the community, where I can't leave  
18 because I'm married or I have children.

19 They can make decisions early on and  
20 say you know what? I am going to go LA? I'm  
21 going to go to Northern New Mexico, Minneapolis,  
22 Ohio, Rhode Island, because by them

1 intermediaries are set out for me to go do  
2 building trades, to journey out on a craft.  
3 That's what I've wanted to do since I was 14 and  
4 in high school.

5 That's what I'm talking about  
6 sustainability for these programs. We know we  
7 have a population we're dealing with, but we need  
8 to think about the next generation. How do we  
9 mold their team and planning processes early?

10 MEMBER QUINTANA: Joseph Quintana,  
11 Region 6. I think that's a real good question  
12 for us to answer ourselves, outside of the  
13 presenters being here. I think also looking at  
14 assessments, where we can get sustained  
15 employment. We know that every tribal economy  
16 can't sustain the types of jobs that we're asking  
17 for. So where within the nation will they find  
18 that sustained employment for long-term career  
19 advancement, or are they going to become  
20 migratory themselves? They're going to be  
21 consistently moving and chasing the jobs? Yes  
22 ma'am, and then we'll end.

1 MS. ARMSTRONG: Okay. So a few things  
2 that are coming up that I was going to say in my  
3 presentation.

4 MEMBER QUINTANA: We're going to  
5 listen to your presentation.

6 (Simultaneous speaking.)

7 MS. ARMSTRONG: July 21st. I'll send  
8 it to Athena when they do the full invite and she  
9 can forward it to you all. There's going to be  
10 what we call an Agricultural Accelerator, and so  
11 that will be employers. We wanted the tribal  
12 community. AIHEC is going to be invited, and so  
13 with farming, you all probably know that now that  
14 there's GPS systems, and we can show where you  
15 should do your crop in this advanced industry.

16 So it's not just your mom and pop type  
17 of opportunities or farming. So we want to  
18 invite the tribal community, AIHEC and our HBCUs  
19 to the event. USDA is going to be there, the  
20 Black Farmers are going to be there. If you have  
21 other tribal farming types of stakeholders, we  
22 want you to invite those particular populations.



1                   Also, and then there's -- my  
2                   understanding is there were some tribes that  
3                   received infrastructure, bipartisan  
4                   infrastructure money. What we want to do with  
5                   the White House Native American Office, we've  
6                   already talked to them, is how can we take some  
7                   of the money that you have already received, and  
8                   use that to build infrastructure on tribal land,  
9                   but at the same time build a skill set for tribal  
10                  members to learn apprenticeship occupations at  
11                  the same time?

12                  And so we're working with Jack Jackson  
13                  and the White House to see how we can make that  
14                  happen. So we're reaching out to you all to --  
15                  and Department of Education.

16                  MEMBER RICKARD: Do you have any  
17                  capital projects building and acquisition?

18                  MR. LADD: No, no.

19                  MEMBER QUINTANA: We have a virtual  
20                  comment that we want to make sure that we're  
21                  hearing from our Committee members online. Can  
22                  we share what the comment is?

1 MS. ECHOHAWK: Yes, from Holly  
2 Morales. She wanted to mention that most of  
3 these grants have 15 percent administrative caps  
4 on them that she's aware of, and it's hard for  
5 tribes to do this type of thing with that kind of  
6 cap. She's saying it would be essential for us  
7 to put these under P.L. 102-477, so we can  
8 capture our full indirect, indirect rate so --

9 MEMBER QUINTANA: Any other comments?

10 MR. LADD: No. I'm just going to ask  
11 Vanietta if we can look into that, yeah. I know  
12 we're running late.

13 MEMBER QUINTANA: Any last minute  
14 questions or concerns?

15 (Simultaneous speaking.)

16 MR. LADD: There's a lot of  
17 information in the PowerPoint that, you know,  
18 that I'm sure you all will have. It sounds like,  
19 feels like we just scratched the surface here.  
20 So it would be great to have continued  
21 conversation and dialogue, and maybe a little bit  
22 more time to explore these issues with you all.

1                   MEMBER QUINTANA: We look forward to  
2 it. Thank you all for presenting today.

3                   MR. LADD: Thank you.

4                   MEMBER WALDRON: I'd like to follow  
5 up. So there's all these great tools now,  
6 virtual tools for welding and carpentry. So you  
7 don't purchase equipment with any of those funds?

8                   MR. LADD: Grantees can purchase  
9 constructional equipment, yeah.

10                  MEMBER WALDRON: Okay, the actual  
11 machines?

12                  MR. LADD: Now I'm not sure about  
13 machines, but --

14                  MEMBER WALDRON: And you know, they  
15 put the helmet on and --

16                  MR. LADD: Right, right, right, yeah.  
17 I think some of that is allowable, but again, I  
18 don't have --

19                                 (Simultaneous speaking.)

20                  MEMBER QUINTANA: So great discussion,  
21 and we don't want to keep anybody much longer. I  
22 know it's been an exhausting day. We want to get

1 ready for tomorrow. But I want to take away and  
2 do some recaps. So I want to go around the room  
3 and see what each person has taken away from  
4 today or what people caught from today's  
5 discussions from the presenters. I'm sorry?

6 MEMBER SEVEN: Start with the online  
7 guys first.

8 MS. BROWN: Start with online first.

9 MEMBER QUINTANA: BC, do you think you  
10 can ask, pose the question to them or ask them  
11 for their responses?

12 MS. ECHOHAWK: Sure. I'm just going  
13 to go through --

14 MEMBER QUINTANA: That will allow  
15 everybody to formulate an opinion.

16 MS. ECHOHAWK: I'm just going to go  
17 down my display that I have here. So first up  
18 would be Lorraine Edmo.

19 MEMBER EDMO: Okay. So we're covering  
20 what we have taken away from today, what we've  
21 learned?

22 MEMBER QUINTANA: Yes, ma'am.

1                   MEMBER EDMO: Well, I think first, the  
2 thing that stands out to me is the commitment of  
3 the Department of Labor Secretary to the needs of  
4 -- to the needs of Native people, and I really  
5 liked his commitment to, you know, work with  
6 Native Americans, Native tribes and  
7 organizations, and especially the -- his  
8 willingness to possibly sponsor what I recall was  
9 possibly pull together some sort of summit on  
10 jobs for tribes --

11                   MEMBER QUINTANA: Yes.

12                   MEMBER EDMO: -- and do what was  
13 sponsored yesterday.

14                   And it was really good to see all of  
15 the various presenters and the information that  
16 was offered from all of them, the White House  
17 Initiative on Tribal Colleges and Universities,  
18 the new intergovernmental position there at DOL  
19 of Jack Jackson, and the willingness of the Biden  
20 administration to have all of the various offices  
21 work together. I think that's really a plus.  
22 Those are the main things that stood out to me.

1                   MEMBER QUINTANA: Thank you, Lorraine.  
2 We appreciate that.

3                   MS. ECHOHAWK: Next in line we have  
4 Winona Whitman.

5                   MEMBER WHITMAN: Hello, again. I  
6 appreciate -- Winona Whitman, Region 6, Hawaii.  
7 I appreciated very much the wealth of information  
8 that was shared online today, and just to make it  
9 short, we are looking especially in working with  
10 the youth, with the youth programs here, and  
11 that's that.

12                   MEMBER QUINTANA: Thank you for that.

13                   MS. ECHOHAWK: Next, if he's still on,  
14 Jacob Bernal. Okay. He may have stepped away  
15 from his computer. Holly Morales.

16                   MEMBER MORALES: I would probably echo  
17 what the other ladies have said. There was a lot  
18 of information. I'm excited about the  
19 Secretary's commitment to Alaska Native and  
20 American Indian people, not to mention Region 6  
21 from Alaska.

22                   I am more -- since this is my first

1 meeting, I think getting to know kind of the  
2 Committee, the Committee members, seeing what the  
3 different information that each of the different  
4 areas of DOL, which have not been exposed to all  
5 of those.

6 I'm new to apprenticeships, and so  
7 that's definitely something, a space that I'm  
8 interested in, as well as the focus on youth. We  
9 could get very well funding in one of the urban  
10 areas for our organization, and so learning more  
11 about the Census, and so I'm excited to see what  
12 that work group looks like and getting to know  
13 what the other work groups look like so we can  
14 really dig in and get to work on for the next two  
15 years. Thank you.

16 MEMBER QUINTANA: Thank you.

17 MS. ECHOHAWK: John Isaac.

18 MEMBER ISAAC: Thank you. First, I  
19 just want to thank Athena, BC, Suzie, and  
20 congratulate our chair and vice chair. The stuff  
21 that stood out to me the most was the  
22 conversations on funding and apprenticeship, and

1 also too some of the anecdotal and qualitative  
2 data that was shared because, you know,  
3 quantitative data involves numbers, that's great.

4 But sometimes it's important to hear  
5 the stories of, you know, what's happening to  
6 people and their tribes and reservations, and  
7 there was one presenter that stood out to me the  
8 most, I think his name is Lee Adolph. He shared  
9 a lot about the issues on that piece and affected  
10 problem areas. So I think it's just important to  
11 hear that, because at the end of the day that's  
12 who we're helping. It's important to hear their  
13 stories.

14 MEMBER QUINTANA: Thank you, Shawn,  
15 and welcome.

16 MS. ECHOHAWK: Looks like Jacob's back  
17 with us. Jacob, we're just commenting on -- the  
18 chair asked for comments on what you've taken  
19 away from the meeting today.

20 MEMBER BERNAL: It's time for comments  
21 now?

22 MS. ECHOHAWK: Yes, yes.



1                   MEMBER BERNAL: Okay, all right. I  
2 truly enjoyed the day. I learned a lot. I  
3 thought a previous speaker mentioned there was a  
4 lot of good data, some anecdotal stuff, you know,  
5 some good requests from the Council regarding how  
6 to work more effectively with Department of  
7 Labor, also expressing the need to have more  
8 inclusion in many of these valuable benefits and  
9 programs out there.

10                   And so I'm looking forward to a  
11 relationship especially with kind of all those  
12 apprenticeship opportunities. So I think it's  
13 really nice that the Council was able to  
14 articulate that it's important that they include  
15 Indians on all these initiatives. So I think it  
16 was a very good first day.

17                   I'd like to congratulate Joe, Kay,  
18 and Robert, the new executive leadership. I  
19 appreciate their stepping forward. I'm looking  
20 forward to working with them. So I'm excited  
21 about today and looking forward to tomorrow.

22                   MEMBER QUINTANA: Thank you, Jacob.

1 MS. ECHOHAWK: Lora Ann had to leave.

2 MEMBER QUINTANA: Okay, thank you.

3 We'll go from left to right. Robin, if you mind  
4 starting us here.

5 MEMBER COUNCE: Robin Counce, Region  
6 4. I'm just going to mirror what some people  
7 have said. I was really impressed with the  
8 Assistant -- or the Secretary of Labor and the  
9 Assistant Secretary of Labor. It seemed like he  
10 was genuine in how they really want to work with  
11 us. And then to add, I've seen every -- it seems  
12 like every agency that's been represented has  
13 known Darrell by his first name. Thank you.

14 MEMBER QUINTANA: Patricia.

15 MEMBER SEVEN: Patty Hibbeler, Region,  
16 excuse me, Other Discipline. I have two things  
17 that kind of right at the top of my mind that I'm  
18 going to walk away with today. One is, again,  
19 Secretary Walsh's commitment and his kind of  
20 putting forward doing a Good Jobs Summit for  
21 Indian country. I think that's very positive for  
22 us.

1 I think the other part was this last  
2 discussion and creating our own intermediary. I  
3 think that's an opportunity that we've just never  
4 really kind of engaged in before. I think that  
5 brings some good opportunities for our people.

6 MEMBER QUINTANA: Thank you. Kay?

7 MEMBER SEVEN: Kay Seven, Other  
8 Discipline. Something what I took away today,  
9 it's real exciting to be a new council, to serve  
10 the group as vice chair, and carry on a principle  
11 of building cohesion, building alignment amongst  
12 ourselves as a group with our strategic plan, but  
13 a plan that reaches beyond, outside the building  
14 and across the street with the White House group,  
15 NCAI, organizations, so that we're --

16 The alignment we're looking at is that  
17 Indian country agrees in this alignment together,  
18 and that we need to have a national platform on  
19 who's going to do what. There's no replication,  
20 duplication. We're all trying to chase the same  
21 money because we've decided that maybe the  
22 regional intermediaries and hubs, and different

1 organizations stepping up and saying, yes, I'll  
2 be the training center for rad techs.

3 And Indian country, send your students  
4 to us. We're the institution, because we work  
5 with business and industry, we know what they  
6 need to prepare the entry level workforce. So  
7 I'm excited about things like that. I'd like to  
8 see us on the same page moving forward together.

9 MEMBER QUINTANA: Thank you. Candace?

10 MEMBER LOWRY: Candace Lowry, Region  
11 3. So from today, what I'm going to take away is  
12 that everyone seems to be on one accord on  
13 wanting to see some movement and progression.  
14 And today with all the different speakers, we  
15 have education, training and economic development  
16 is one of the big issues.

17 And then having all those tie in  
18 together and working as a cycle through, so that  
19 we can establish different things in mental  
20 health, with the building and trades, with the  
21 different partner agencies around the -- with the  
22 education, commerce, the apprenticeship programs

1 and apprenticeship hubs. I hadn't heard of  
2 apprenticeship hub together before. So that's  
3 something that I'm going to look into.

4 MEMBER QUINTANA: Thank you, Candace.  
5 I'm glad I know him by his first name. Darrell?

6 MEMBER WALDRON: So I appreciated  
7 Marty Walsh's opening the door this morning, and  
8 obligating Brent to follow through and to work  
9 with us. I think it's very exciting. I think  
10 we've got to move aggressively to go through that  
11 door. It's going to close, and this last group  
12 that we just met on apprenticeship.

13 Apprenticeship is confusing for some  
14 and it isn't for others, but I think that the  
15 amount of money that is available to all of our  
16 grantees out of 166 and 477, I think, is  
17 tremendous and we need to get on board with the  
18 three. Those three issues, I think, can catapult  
19 our community into a whole other income and get  
20 them off of this poverty.

21 It's appalling to hear that, you know,  
22 70 percent of them are working but half of them

1 are in poverty, receiving really low wages. So I  
2 was excited about the doors that opened today.

3 MEMBER QUINTANA: Thank you, Darrell.  
4 Jacob?

5 MEMBER WOJNAS: Jacob Wojnas, Other  
6 Disciplines. I appreciated, you know, the  
7 clarity that we were able to gain around some of  
8 the real good questions and progress that have  
9 been made around workforce data, BLS and Census  
10 data. I'm excited to sort of continue discussing  
11 the Census side of that topic tomorrow.

12 MEMBER QUINTANA: Thank you for that.  
13 Robert?

14 MEMBER HOULE: Robert Houle, Region 5.  
15 I'm energized, I'm stoked. I'm ready to run  
16 through walls and see what each of us can do  
17 collectively and as a group with our resources,  
18 with our knowledge, with our backgrounds. Very  
19 humbled in being elected as a secretary for this  
20 body. We've got a lot of work to do.

21 We're coming off of an unprecedented  
22 world event that, unfortunately, took way too

1 many lives and we have to dust ourselves off and  
2 pick ourselves up by the bootstraps and get back  
3 to the work that we were asked to do, and to  
4 represent Region 5 and to represent Indian  
5 country, for me, will be a long-term memory that  
6 I can take and be proud of.

7 I want us to do the best we can. I  
8 want us to collaborate. Secretary Walsh, amazing  
9 in my opinion, his invitation to have us focus in  
10 on his administration and to be a part. Truly, I  
11 really believed everything he said, to be a part  
12 of moving forward and making a difference is  
13 great refreshment to hear from an agency head as  
14 he has.

15 And then finally, yes, I've been kind  
16 of moving that pendulum toward healthcare. But I  
17 want to make it clear that every single  
18 discipline, every single workforce initiative and  
19 job skills, labor, unskilled labor, educated,  
20 non-educated, is critical to the infrastructure  
21 of our Native people in moving forward, and  
22 getting us back on track. So again, in my

1 language (Native language spoken) thank you so  
2 much.

3 MEMBER QUINTANA: Thank you for that.  
4 Gary?

5 MEMBER RICKARD: I'm by far the oldest  
6 person in this room. Ever since I was very  
7 little, I was taught not to trust the government.  
8 Now, I do believe that Secretary Walsh is  
9 sincere. We'll see.

10 Just by the fact that he's willing to  
11 come talk to us -- and I can tell you, over the  
12 long time that I've been on this Council, that  
13 hasn't always been true, you know. And to come  
14 and show the respect that he did I think was the  
15 big thing that I got out of that.

16 And the other thing is this  
17 apprenticeship business, it doesn't seem to be --  
18 going to go away, and they've been talking about  
19 it in DOL for quite a while now. They seem to be  
20 putting money, you know, to back up what they  
21 want. And so I think it is absolutely critical  
22 for our programs to get involved with



1 apprenticeship and start utilizing those funds  
2 that are coming through that resource.

3 MEMBER QUINTANA: Thank you for that.  
4 Joseph Quintana, Region 6. You know, I think  
5 taking away from today, I was thinking along the  
6 lines of what you were just stating, Gary, in  
7 regards to how much do we take with a grain of  
8 salt. Are we just being fed what we want to  
9 hear? But I think we should, we instead should  
10 refocus it and think that, you know, they're  
11 here, they're present, they're with us in one way  
12 or the other.

13 I think that shows a lot for them just  
14 to be present with us. Where I just remember  
15 coming on board, we didn't have that, and I think  
16 that shows a lot of onus on their part. And so I  
17 think there's a great deal that we can continue  
18 to work on there.

19 But my biggest takeaway from this is  
20 getting the opportunity to work with you all. I  
21 think this is one of the committees or councils,  
22 leadership-wise, that I look forward to being a

1 part of, whether or not I've got to fly across  
2 the country or get on a call three hours ahead of  
3 you all.

4 I want to be a part of that, because  
5 there's a great deal of experience in here, but  
6 there's a great deal of young, energized people  
7 in here that we need to pull that skill set from,  
8 and I'm looking forward to that over these next  
9 few years.

10 So I want to end there. Looking  
11 forward to what we have to share tomorrow and  
12 note the work groups that we'll establish then.  
13 Do we need to call an adjournment or a recess?

14 MEMBER WALDRON: A recess. I'll make  
15 the motion.

16 MEMBER QUINTANA: Oh, a recess. Thank  
17 you. Saving me, saving me. Do we have a second?

18 MEMBER HIBBELER: Second.

19 MEMBER WALDRON: Seconded by Patty.

20 MEMBER QUINTANA: Second by Patty.

21 MEMBER WALDRON: All in favor.

22 MEMBER QUINTANA: All in favor, raise

1 your hand or say aye.

2 (Chorus of aye.)

3 MEMBER QUINTANA: Okay, thank you.

4 (Whereupon, the above-entitled matter  
5 went off the record at 4:44 p.m.)

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C E R T I F I C A T E

This is to certify that the foregoing transcript

In the matter of: Native American Employment  
and Training Council Meeting

Before: US DOL

Date: 06-22-22

Place: teleconference

was duly recorded and accurately transcribed under  
my direction; further, that said transcript is a  
true and accurate complete record of the  
proceedings.



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Court Reporter

**NEAL R. GROSS**

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