

UNITED STATES DEPARTMENT OF LABOR

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NATIVE AMERICAN EMPLOYMENT  
AND TRAINING COUNCIL

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MEETING

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WEDNESDAY  
FEBRUARY 12, 2020

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The Federal Advisory Council met in  
Room C-5515, Frances Perkins Building,  
Washington, D.C., at 9:00 a.m., Darrell Waldron,  
Chair, presiding.

PRESENT

DARRELL WALDRON, Region 1 & 2, Chair  
JACOB BERNAL, Region 6, Vice Chair  
KIM KANIATOBE CARROLL, Other Disciplines,  
Secretary  
CHRISTINE CAMPBELL, Region 5  
LORA ANN CHAISSON, Region 4  
TINA FARRENKOPF, Region 4  
PATRICIA HIBBELER, Region 6  
JOE HOBOT, Region 5  
MATTHEW LAMONT, Other Disciplines  
CANDACE LOWRY, Region 3  
ERWIN PAHMAHMIE, JR., Region 4  
JOSEPH QUINTANA, Region 6  
KAY SEVEN, Other Disciplines  
MICHAEL TUCKER, Region 6 Alaska  
WINONA WHITMAN, Region 6

ALSO PRESENT

ATHENA BROWN, Designated Federal Official

JAMES BLAZER II, Office of Congressional and  
Intergovernmental Affairs

ROBIN FERNKAS, Office of Workforce Investment

TYLER FISH, Tribal Liaison to the White House

DUANE HALL, DINAP Subject Matter Expert

IAN RECORD, PhD, National Congress of American  
Indians

KIM VITELLI, Office of Workforce Investment

JENNIFER WHITMORE, DINAP

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

2 9:08 a.m.

3 MR. WALDRON: Could I have everybody's  
4 attention? We are going to just do a blessing to  
5 get our morning going.

6 (Blessing)

7 MR. WALDRON: So I'll just start with  
8 introductions. Good morning, everyone. I am  
9 Darrell Waldron from the Rhode Island Regional  
10 Indian Center. I'm the chair for this meeting  
11 today. Thank you for coming.

12 MR. BERNAL: Good morning. My name is  
13 Jacob Bernal, deputy director of the Tucson  
14 Indian Center. I also represent Region 6 and  
15 serve as vice chairman of this council.

16 MS. SWEENEY: Oh, okay. Good morning.  
17 My name is Tara Katuk Sweeney. I am from  
18 Utqiagvik in rural Alaska and I serve as the  
19 Assistant Secretary for Indian Affairs.

20 MS. WHITMAN: Aloha. My name is  
21 Winona Whitman. I am the statewide director for  
22 Alu Like Incorporated and I am the native

1 Hawaiian grantee.

2 MR. PAHMAHMIE: Good morning. My name  
3 is Erwin Pahmahmie. I am the executive director  
4 for the Cheyenne and Arapaho tribes, Department  
5 of Labor. I represent Region 4.

6 MS. CHAISSON: Good morning. I am  
7 Lora Ann Chaisson representing Region 4, tribal  
8 counsel for the United Houma Nation.

9 MR. QUINTANA: (Native language  
10 spoken.) My name is Joseph Quintana. I  
11 represent Region 6. I am from the largest Human  
12 Health Service provider for American Indians in  
13 Los Angeles and Orange County, United American  
14 Indian Involvement.

15 MS. LOWRY: Good morning. My name is  
16 Candace Lowry. I represent Region 3. I am the  
17 director of American Indian programs in the  
18 Commission of Indian Affairs in North Carolina.

19 MR. HOBOT: (Native language spoken.)  
20 Good morning. My name is Dr. Joel Hobot. I am  
21 the president and CEO of American Indian OIC in  
22 Minneapolis, Minnesota and I represent Region 5.

1 MS. SEVEN: (Native language spoken.)  
2 My name is Kay Seven. I am with the Nez Perce  
3 tribe.

4 MR. LAMONT: Matt Lamont with the  
5 Cherokee Nation, Other Disciplines, reentry  
6 program manager.

7 MS. CARROLL: Good morning. My name  
8 is Kim Carroll. I am the director of Grants and  
9 Compliance for Career Services with the Cherokee  
10 Nation, representing Other Disciplines.

11 MS. CAMPBELL: (Native language  
12 spoken.) Christine Campbell, citizen of the  
13 Cherokee Nation, executive director of American  
14 Indian Council, representing Region 5.

15 MS. HIBBELER: Good morning. Patricia  
16 Hibbeler. I am CEO of the Phoenix Indian Center  
17 and Rural Confederated Salish and Kootenai Tribes  
18 of Montana representing Region 6.

19 MR. GORDON: Hi. Good morning.  
20 Thanks for having me here. My name is Wayne  
21 Gordon. I am with ETA's Division of Research and  
22 Evaluation.

1 MS. BROWN: Good morning. I am Athena  
2 Brown. I am Northern Paiute Shoshoni and I am  
3 the designated federal officer for the Advisory  
4 Council.

5 MR. WALDRON: You guys that are here  
6 you guys want to quickly just go through your  
7 names?

8 MS. WALDRON: My name is Brooke  
9 Waldron. I am here with the Connecticut Indian  
10 Council.

11 MS. FERNKAS: Good morning, everyone.  
12 I am Robin Fernkas and I am acting deputy  
13 administrator for the Office of Workforce  
14 Investment and a colleague of Kim's.

15 MS. ANTONIO: Good morning. My name  
16 is Monica Antonio. I am the executive assistant  
17 for the Office of Workforce Investment.

18 MR. DUNCAN: (Native language spoken.)  
19 My name is Carl Duncan, here with Tribal Tech.

20 MS. WHITMORE: Good morning. Jennifer  
21 Whitmore. I work for Athena Brown, Division of  
22 the Indian and Native American program.



1 MS. HENNING: Good morning. Stephanie  
2 Henning, special assistant to the Assistant  
3 Secretary for Indian Affairs.

4 MS. MCCUSKER: Good morning. Courtney  
5 McCusker. I am a Tribal Tech project manager for  
6 the council.

7 MR. WALDRON: Good. That's everybody.  
8 Awesome. Thank you very much. So we are going  
9 to get started right away. Yes. Kim, do you  
10 want to do roll call?

11 MS. CARROLL: Yes. Jacob Bernal?

12 MR. BERNAL: Here.

13 MS. CARROLL: Christine Campbell?

14 MS. CAMPBELL: Present.

15 MS. CARROLL: Kim Carroll, present.

16 Lora Ann Chaisson?

17 MS. CHAISSON: Here.

18 MS. CARROLL: Tina Ferrenkopf?

19 Patricia Hibbeler?

20 MS. HIBBELER: Present.

21 MS. CARROLL: Dr. Joel Hobot?

22 MR. HOBOT: Present.

1 MS. CARROLL: Matt Lamont?

2 MR. LAMONT: Here.

3 MS. CARROLL: Candace Lowry?

4 MS. LOWRY: Present.

5 MS. CARROLL: Erwin Pahmahmie?

6 MR. PAHMAHMIE: Here.

7 MS. CARROLL: Joseph Quintana?

8 MR. QUINTANA: Present.

9 MS. CARROLL: Anne Richardson?

10 Gary Rickards?

11 Kay Seven?

12 MS. SEVEN: Present.

13 MS. CARROLL: Michael Tucker?

14 Darrell Waldron?

15 MR. WALDRON: Here.

16 MS. CARROLL: Winona Whitman?

17 MS. WHITMAN: Here.

18 MS. CARROLL: We have a quorum.

19 MR. WALDRON: Awesome. Thank you. So

20 a quorum has been established.

21 So our first guest just introduced

22 himself a couple minutes ago, Mr. Wayne Gordon,

1 director of DOL Division of Research and  
2 Evaluation.

3 You're up, sir.

4 MR. GORDON: Thank you. Good morning,  
5 everyone, once again. Wayne Gordon.

6 We are tasked with ETA with the  
7 preparation of the Indian Labor Force Report as  
8 specified under 477 and then slightly adjusted  
9 with Public Law 115-93.

10 And what that did, that change shifted  
11 responsibility for -- over to the Department of  
12 Labor and the Census Bureau for capturing this  
13 information in this -- in this report.

14 As it came to the Department of Labor,  
15 I think it was decided that the best respondent,  
16 the best to oversee this would be the Employment  
17 and Trade Administration.

18 The Public Workforce System is  
19 concerned, obviously, with employment and the  
20 idea of knowing one's customer is up our alley  
21 with regard to a social service agency like the  
22 Employment Trade Administration and the Public

1 Workforce System.

2 So if I could read to you. I am sure  
3 you're familiar with the requirements of the  
4 report but I'll read out the data that -- or the  
5 data questions that are to be answered by this --  
6 by this report.

7 On the population eligible for  
8 services, which the Secretary provides to Indian  
9 people, the report shall include but is not  
10 limited to information at the national level by  
11 state Bureau of Indian Affairs service area and  
12 tribal level for these other questions. The  
13 total service -- these are counts, in effect, a  
14 census of individuals. The total service  
15 population is one -- is one slice at this. The  
16 service population under the age of 16 -- that's  
17 one group -- and over the age of 64, another  
18 group. The population available for work  
19 including those not considered to be actively  
20 seeking work. The employed population, including  
21 those employed with annual earnings below the  
22 poverty line.

1                   And, finally, the numbers employed in  
2 private sector positions and in public sector  
3 positions. That's a lot of slices on the data  
4 that's already collected at a more -- at a more  
5 macro level.

6                   So we are approaching this with a lot  
7 of caution with regard to all of these -- all of  
8 these questions, what can be answered publicly at  
9 this point.

10                  We have a decennial census that's  
11 coming. The one that everyone's using now is a  
12 bit -- is a bit dated, we all can agree. And we  
13 have been tasked, as I mentioned before, in  
14 working with the census department and,  
15 obviously, they've been quite busy with  
16 preparation for the 2020 census.

17                  But there has been -- there has been  
18 times where we have had engagement with Census  
19 and let me step back first. After taking on this  
20 responsibility our recently retired Deputy  
21 Secretary, Tom Dowd, was someone who I had worked  
22 with closely on this just before his departure.

1                   And I should add that I worked with  
2                   Tom directly as my supervisor for a number of  
3                   years when he was the head of the Office of  
4                   Policy Development and Research. So I wish him  
5                   well. He's moved a little bit higher on my hero  
6                   list now that he has retired.

7                   (Laughter.)

8                   MR. GORDON: And I won't put it past  
9                   him to send me an email as to how things are  
10                  going as we continue on this.

11                 But what Tom did was he arranged for  
12                 a meeting last summer with some colleagues over  
13                 at the Department of Interior. We met with Ms.  
14                 Iron Cloud then and one of her staff. We have  
15                 intent to meet with them again formally.  
16                 Department of Interior handled this report so we  
17                 want to understand what it was that they took --  
18                 what steps did they take to prepare this report,  
19                 what their successes were, what their challenges  
20                 were. We want to make sure we go through all of  
21                 those briefs and debriefs with the Interior  
22                 Department.

1           As I said, the Census Bureau has been  
2 kind of busy. But at the staff level they've had  
3 a number of engagements that are sort of annual:  
4 this is what we do, requests for information.  
5 There were things in the fall -- there was a  
6 webinar in the fall that Duane Hall invited me to  
7 participate in and that was very helpful and that  
8 was to get an understanding from the Census  
9 Bureau as to what information and data products  
10 that they currently provide and have and what --  
11 this was a question -- the audience with other  
12 federal agencies -- what other data needs do you  
13 have for the census -- what can we look forward  
14 to. So it's their annual kind of what do we need  
15 to be looking for.

16           So this is coupled, fortunately and  
17 unfortunately, with the current census. Like I  
18 said, they are very busy. But I am sure they are  
19 very in tune with what these data needs are.

20           So we are looking forward to talking  
21 with them more as things calm down at Census.

22           I've jumped over my -- over my notes.

1 We have met with DOI. We intend to meet again.  
2 There are some information products that -- we  
3 understand they developed a Paperwork Reduction  
4 Act information collection type of requests that  
5 were used and we are curious about how that was  
6 used in the past.

7 One of the things -- one of the more  
8 concrete steps we are taking now is we are  
9 starting a procurement for contractor support to  
10 help us with stakeholder engagement and we want  
11 to make sure that that's meaningful engagements.  
12 We anticipate from three to four, possibly,  
13 meetings that we will attend. We would hope and  
14 work with the Department of Interior and our  
15 regional offices to invite ourselves or at least  
16 find 20 minutes or so or more time to participate  
17 in stakeholder engagements over the next 12 to 18  
18 months. That contractor will also be tasked with  
19 laying down -- we have found some literature on  
20 the topic. We understand that counts can be off  
21 for the Native American population by 20 percent  
22 in either direction sometimes.



1                   So we want to make sure that we go  
2                   through all of the steps to identify what we know  
3                   and identify the evidence gaps that we -- that  
4                   we, you know, have before us still.

5                   As I mentioned before, after the  
6                   webinar I participated in for all the needs the  
7                   federal agencies might have, we were given a  
8                   deadline sort of the end of September to submit  
9                   an email to Census describing this -- you know,  
10                  these information needs.

11                  So I did a very detailed description  
12                  of what it was this legislation requires us to  
13                  do, reminded Census that they are our partner in  
14                  this. So I've submitted that information request  
15                  to Census according to their schedule that they  
16                  asked for and that was back in September.

17                  We have a procurement done, as I  
18                  mentioned. I am really glad to be here today as  
19                  a listener. I consider this the first step in  
20                  stakeholder engagement. I've left my -- I left  
21                  my business cards over on the table and I will  
22                  linger for the break if any -- if any folks have

1 information about this process that's been done  
2 for in the past -- that's been done for this  
3 report in the past, their experiences with  
4 responding to this information request that  
5 formerly came from the Department of Interior.

6 I'll linger at the break and I'll head  
7 up to the cafeteria to look for you all if you're  
8 up that way and I'll -- and I'll make my way over  
9 to your table if you wish to -- if you wish to  
10 discuss that further.

11 We anticipate another phase coming up  
12 on an annual basis. We have a learning agenda  
13 process that we do here in the Department where  
14 we identify the research needs and evaluation  
15 needs, going forward.

16 We work with the Chief Evaluation  
17 Officer in this. So we have a -- we have a  
18 paragraph. Things start as a sentence. Then  
19 they become a paragraph. Then they become a  
20 paragraph. Then they become a one-pager, as we -  
21 - as we move toward procurements and further  
22 steps.

1                   So we anticipate seeking additional  
2 funds either to pay for a special tabulation that  
3 we might have to ask of Census and additional  
4 contractor support as we begin to prepare this  
5 report.

6                   We want to do it well. We want to  
7 know where it's been before. But we also want to  
8 move the ball as well.

9                   So I'll stop there. I see my time is  
10 up. I thank you all for the time. I thank  
11 Athena for inviting me.

12                  Oh, and questions. Yes.

13                  MR. WALDRON: Any questions?

14                  It's always a good sign when there's  
15 no questions. It means you covered everything.

16                  MR. GORDON: Or it's 9:30 in the  
17 morning. That's another -- that's another  
18 indicator. Right.

19                  (Laughter.)

20                  MR. WALDRON: For some of them here it  
21 may be 3:00 o'clock in the morning.

22                  (Laughter.)

1 MR. GORDON: Like I said, I'll be  
2 around for the break and I'll join you for lunch  
3 if anyone wants to grab me by the lapels. I  
4 brought both lapels with me.

5 MR. WALDRON: Awesome. Well, thank  
6 you very much. Nice personal report.

7 So our next guest, Tara Sweeney, comes  
8 over from the Department of the Interior. She's  
9 the Assistant Secretary for Indian Affairs and we  
10 welcome you.

11 MS. SWEENEY: Thank you, and thank you  
12 to the co-chairs and to Ms. Brown for the  
13 invitation.

14 I'd also like to welcome the new  
15 members to this task force. How many of you are  
16 familiar with the 477 program?

17 Okay. Well, so this really is going  
18 to be an update. I am really -- I am excited to  
19 be here. I am honored to have this opportunity  
20 to come over to the Department of Labor.

21 The work that this council does is  
22 about empowerment for our Native people. This is

1 about the mission of lifting up our communities,  
2 and there's no better way to do that than through  
3 employment and a marketable skill set.

4 Because, as Native people, we are  
5 proud and we are hard-working and we want to  
6 provide for our families and for our communities.

7 Whether you're a carpenter, a  
8 subsistence hunter, or a doctor, we all have that  
9 common thread of or that common bond of wanting  
10 to provide for our communities.

11 And so the work that this Council does  
12 is extremely important and it's something that is  
13 valued, and I look forward to seeing the work  
14 product and the direction that you have, the  
15 recommendations and how the Department of  
16 Interior Indian Affairs can be a partner in that.

17 As you know, the 477 program was  
18 expanded from four agencies to total of 12 and in  
19 2017 there was a mandate that the 12 departments  
20 figure out how we are going to work together as  
21 federal partners and sign an MOU no later than  
22 December 18 of 2018.

1                   So we entered into this agreement.  
2           It's been a year since we were under this new  
3           working arrangement and Indian Affairs, through  
4           the Bureau of Indian Affairs, serves as the  
5           managing partner for all of the 12 -- all of the  
6           other 11 departments and as we go through looking  
7           at how we are going to empower our communities  
8           it's important at least from my perspective as  
9           the managing partner that we run a good program.

10                   We run a program that's transparent,  
11           that we are a good tribal advocate but we are  
12           also a good federal partner and striking that  
13           balance. That if we are going to be delivering  
14           services on behalf of -- to Indian Country and on  
15           behalf of our federal partners then the integrity  
16           of how we run the program inside of Indian  
17           Affairs is extremely important to me.

18                   And so I am happy to answer your  
19           questions or to engage in a dialogue. This is --  
20           I've been personally involved in the development  
21           since I started with Interior in 2018. About  
22           September or October, towards the end of the MOA

1 negotiations was when I was brought in to this  
2 process, and since that time I've been engaged  
3 even at the program level, understanding the  
4 importance from Indian Country and our Alaska  
5 Native communities that this program has on our  
6 communities and our people. Again, it goes back  
7 to lifting up our communities.

8 So I want to ensure that we are doing  
9 the right thing and we are running the program  
10 appropriately and that we are working with our  
11 federal partners to execute the intent of this  
12 program.

13 So with that, I am happy to answer any  
14 questions.

15 MR. WALDRON: Kay?

16 MS. SEVEN: Kay Seven, Other  
17 Disciplines.

18 So I am a part of the Tribal Work  
19 Group. I serve as the at-large member for the  
20 lower 48, and it's been wonderful to watch things  
21 happen, progress happen.

22 And when I look at Public Law 102-477,

1 I just see the real opportunity for the  
2 Department of Interior to be that great managing  
3 partner to make things happen for tribal nations.

4 Yesterday, we heard a couple  
5 presentations that spark ideas for a council like  
6 us to generate opportunity for job training,  
7 skills training.

8 When we think outside the box such as  
9 21st century relocation based on tribally-  
10 determined principles that there's a need for us  
11 to ship our people off, out into the urban areas  
12 where the work is located with Amazon, big  
13 companies, building trades, big contracts going  
14 on with Department of Energy, and I think that  
15 when the Interior has an opportunity to go, we  
16 see that the building trades says there's a lot  
17 of work here in the L.A. area but we need  
18 housing. We need HUD.

19 We need education. We need Health and  
20 Human Services and so forth to wrap these  
21 services around. Please think about some of the  
22 monies that you can transfer from your agency to



1       us so we can help tribal nations provide training  
2       for 200 people, you know.

3               So that's how I see the Department of  
4       Interior, and so I look forward to always talking  
5       about these ideas because we need the help from  
6       the leadership of our federal agencies to have  
7       that happen and for, you know, the Department of  
8       Labor looking at our labor force report is going  
9       to be important because yesterday we heard talk  
10      about, you know, the unemployment rate is really  
11      low.

12             You know, we are great right now but  
13      is it great for tribal nations? What is that  
14      reliable figure to talk about Indian Country?  
15      What does it really look like and is it valid,  
16      based on our sources that we are using as tribal  
17      nations.

18             So I see we have work to do and we  
19      have a great council that is just now meeting and  
20      getting to know each other and we look forward to  
21      working with our partners.

22             MS. SWEENEY: So one of the -- one of

1 my approaches, when I came into Indian Affairs, I  
2 pulled everyone together. I think I may have  
3 scared some folks just because I was walking the  
4 halls. I wanted to put faces to names and to see  
5 where people were sitting primarily because if I  
6 needed something I wanted to be able to find  
7 people, the program people, to have a  
8 conversation.

9 And as we had our initial  
10 conversations with staff throughout the building  
11 it was, bring me your ideas. What ideas do you  
12 have on moving the needle in Indian Country and  
13 how do we get to yes?

14 There's a lot of frustration from  
15 Indian Affairs from, I would say, within the  
16 services that we provide that we're too slow or  
17 here -- let me tell -- and I explain to them, let  
18 me tell you what I hear from folks, and the  
19 feedback that I received from my staff was, you  
20 know, we are good workers. We want to deliver.  
21 We want to get to yes, and we need to empower our  
22 staff in Indian Affairs with the appropriate

1 tools to deliver services more effectively and  
2 efficiently for Indian Country.

3 But I did -- I asked them, bring me  
4 your ideas. Let's think outside the box. If you  
5 had an idea 10 years ago and it didn't have any  
6 daylight, let's give it some oxygen to see  
7 whether or not we can float that.

8 Because when we -- if we are just  
9 stuck in the ruts, we are never going to make  
10 progress, and so kind of looking -- lifting your  
11 head up and looking out towards the horizon is  
12 how I manage my staff.

13 And as this council looks to  
14 effectuate change in Indian Country, I would  
15 encourage that partnership with DOI. Let's look  
16 -- you have a pipeline of opportunity through the  
17 Bureau of Indian Education schools. How can we  
18 create that pipeline for future employment? What  
19 can we be doing within BIE to help in this --  
20 along this path of lifting up our communities to  
21 ensure that our folks are trained and ready to  
22 go? With this council I have -- I just have a

1 request and maybe a recommendation for  
2 consideration would be, you know, as the Native  
3 American Employment and Training Council I would  
4 be interested in having a conversation about what  
5 that roadmap to employment for Indian Country  
6 looks like and with the resources at the  
7 Department of Labor, the potential is endless.  
8 But you bring up a good point, Ms. Seven, about  
9 there's Amazon here. There's Google here.

10 How can we provide the administration  
11 a roadmap for increased employment and with a  
12 very targeted approach to those types of  
13 industries? So if we need to retool for more  
14 STEM and tech inside of BIE, then help me with  
15 those tools and those recommendations so that we  
16 can take that information and incorporate it into  
17 how we do business.

18 MR. WALDRON: So to that -- so years  
19 back when the 477 program became a discussion  
20 amongst this group in our community, employment  
21 community, you know, we went into it with great  
22 opportunity for Indian community and it is an

1       awesome program and they have benefitted from it  
2       and their enthusiasm every time we work with them  
3       on the phone through conferences is very strong.  
4       And so I would suggest part of the problem we had  
5       was 166 was left behind so we don't have those  
6       flexibilities.

7               We are constantly struggling with  
8       performance standards that don't match our  
9       community. Part of the discussion yesterday  
10      about the employment, how well the country is  
11      doing, and it is for a lot of folks except for  
12      Indian people. And so some of that flexibility  
13      that is in the 477 that makes them so successful  
14      would be an awesome thing for 166 to have those  
15      same flexibilities centered on Indian programs.

16              So for 30-something years I've been  
17      hearing about siloing in this but we are still  
18      very siloed. So, you know, indeed, people walk  
19      this country and have for centuries but yet the  
20      programs keep being divided.

21              So one group may benefit, the rest may  
22      not, and in this employment and training world

1       for us it's been a tremendous struggle since  
2       1978. They are constantly trying to cancel the  
3       program. So even we are going through it right  
4       now. It's -- you know, it's looked at being  
5       zeroed out in this administration.

6               While we watch our counterparts on  
7       Tribal, our most prideful sovereign nations  
8       benefit from 477 and the 166 which primarily  
9       deals with urbans is struggling with performance  
10      standards that our people don't meet. I mean, we  
11      are burdened with historical trauma, suicide, you  
12      know, all those horrible things.

13             And so I think one of the strong  
14      advocates that you could do for us is to get the  
15      same flexibility in our 166 Indian program as 477  
16      so that we can truly become one voice to uplift  
17      our communities. I think that that would be a  
18      major opportunity because it's been falling on  
19      deaf ears and every new administration, we spend  
20      great deals of time reeducating non-Indian people  
21      as to who we are and what our struggles are,  
22      which takes up a good six months before they

1 finally get it and then we are into programs that  
2 have left us out in their design. And 477 is an  
3 awesome program and, obviously, you guys are  
4 moving at a good rate.

5 We'd like that same opportunity that  
6 represents 75 percent of the Indian community  
7 that wants to leave and go out and to associate  
8 with mainstream society.

9 So I would make that request strongly  
10 and we could probably do a motion on it before we  
11 leave today and get it over to you.

12 MS. SWEENEY: Thank you.

13 MR. WALDRON: Thank you.

14 Anybody have questions? Comments?

15 MR. PAHMAHMIE: Yes. Erwin Pahmahmie,  
16 Region 4.

17 Ms. Sweeney, I appreciate you being  
18 here today and myself -- right now, we are  
19 currently still in -- we are in transition  
20 between -- my tribe is between 166 and 477.  
21 However, with that being said, you know,  
22 yesterday, you know, and talking and seeing, you

1 know, what the president's budget is, you know,  
2 the direct relationship between 166 and the 477  
3 is that we need to advocate for 166 to continue  
4 our programs and to enlighten our 477 people who  
5 may not -- I am not saying everybody doesn't  
6 remember that they were 166 at one time but they  
7 may need to be reminded that, you know, we have a  
8 symbiotic relationship and that what affects one  
9 will affect the other ultimately. And so just  
10 awareness is what I would be asking for on the  
11 477 community. And I am sure they are well aware  
12 of it too but just to resonate that.

13 MS. SWEENEY: We see that tension as  
14 well between, say, 638 tribes and self-governance  
15 tribes.

16 MR. PAHMAHMIE: Yes.

17 MS. SWEENEY: I mean, that -- it's a  
18 healthy tension but I appreciate you reminding me  
19 of that.

20 MR. PAHMAHMIE: Okay. Thank you.

21 MR. WALDRON: Any questions or  
22 comments?



1 Christine?

2 MS. CAMPBELL: Christine Campbell in  
3 Region 5.

4 We really appreciate you being here  
5 and having this opportunity to have dialogue with  
6 you. I would like to see us become one heart and  
7 one mind again, as we are having some diverging  
8 issues and, you know, folks -- most folks make a  
9 full circle and go back home to their homelands  
10 and maybe bring education and have intent to help  
11 folks there on their reservations or their  
12 settlements or jurisdictions, whichever.

13 But the issue is folks are going to  
14 leave. Your relatives are going to leave. Your  
15 grandchildren are going to leave. What's going  
16 to happen to them in the urban environment? It's  
17 not a one-size-fit-all in the urban environment.  
18 So just maybe hopefully one day we can once again  
19 become one heart and one mind.

20 Thank you.

21 MR. WALDRON: Anybody else?

22 Questions?

1                   That's an interesting point. So Tom  
2 Dowd is probably one of our most proudest  
3 achievements, although he achieved it himself.  
4 But Tom was in this program as a participant. He  
5 actually ran a program and I believe he became  
6 the highest ranking Native American in the  
7 country with these positions.

8                   And it was just so wonderful to see  
9 Tom grow, who was a very well-minded man for  
10 management. He was well organized in his  
11 thoughts. But that's what this program can do  
12 and I don't believe -- and I say this with  
13 earnest because I believe it to be true. I don't  
14 believe there's not an Indian leader in the  
15 United States that has not gone through his  
16 program or the JTPA or the SITA prior to it, and  
17 that is a wonderful thing that we like to boast.  
18 But, you know, we constantly find ourselves  
19 struggling to keep the program going so that we  
20 create those leaders.

21                   And so I just want to, you know,  
22 instill on that that the flexibilities in our

1 program is what made those people. Tom Dowd is  
2 truly our greatest and stayed in contact with us  
3 and it was really good to see Tom go through it  
4 considering, you know, he started, like most of  
5 us, at the bottom.

6 So I just think that that's very  
7 important and our community does not have the  
8 socioeconomic status of the rest of this country.  
9 They just don't, and it's -- in fact, it's going  
10 a little backwards, right. But constantly when  
11 you get into these powerful buildings and these  
12 meetings there is a lack of understanding and  
13 education.

14 Not due to their fault but I really  
15 think if we could produce some type of a  
16 PowerPoint or some type of an educational tool --  
17 we attempted it once with a CD called Our Story -  
18 - so that, you know, we don't have to keep  
19 educating and keep teaching who we are and what  
20 our struggles are that -- so when folks sit at  
21 the table they have a good strong understanding  
22 of what's going on so we can get about the

1 business.

2 You know, I could feel that and this  
3 gentleman, Wayne, who spoke with us today that he  
4 has an understanding and a compassion for what we  
5 do and it's probably due to spending years with  
6 Tom. So I am about getting it done and, you  
7 know, but the reeducation after a while gets a  
8 little monotonous. So --

9 MS. SWEENEY: Oh, I hear you.

10 MR. WALDRON: Yeah. I just wanted to  
11 say that, where it can be done a lot quicker. So  
12 thank you.

13 Any other comments or questions?  
14 Awesome to have her here.

15 MS. SWEENEY: Thank you.

16 MR. WALDRON: Yes.

17 MS. SWEENEY: I appreciate it.

18 MR. WALDRON: How about some of our  
19 new folks? The two Joes, Joseph and Joe.

20 (Laughter.)

21 MR. HOBOT: Joe Hobot, Region 5.

22 I just want to echo some of the

1        comments that are previously made about the  
2        commonality of Rule 166 and 477. To me, it's the  
3        right hand and left hand working together and I  
4        think that if we are out, you know, advocating  
5        for additional resources and compliance measures  
6        that are beneficial to our people on one front,  
7        we should be doing it on the secondary front  
8        either and I think it's an artificial false  
9        argument to say that there's competitive streaks  
10       between the two and we -- one heart one mind  
11       comment really resonated with me as well as my  
12       colleagues.

13                    MS. SWEENEY: Thank you.

14                    MR. QUINTANA: Joseph Quintana, Region  
15       6.

16                    In regards to this discussion, I felt  
17       like, you know, our folks they come out to L.A. -  
18       - a large urban Indian population -- for about  
19       seven years on average and they are still coming  
20       out for education. Just like other migratory  
21       folks, they are coming out for jobs and they are  
22       sending that money home. And I think it's a good

1       idea to be able to increase investment as far as  
2       working with groups like Boeing and Lockheed  
3       Martin who are -- you know, already have a large  
4       presence as Fortune 500 companies in Los Angeles.

5               But once they get those educations  
6       when do they have an opportunity to go home and  
7       what do they have an opportunity to go home to?  
8       So increased investment and capacity building on  
9       reservation communities. I think also working  
10      with the Small Business Administration, making  
11      sure that there's increased investment so our own  
12      folks who already know how to work in businesses  
13      can open their own -- their own shops and then  
14      they can hire their own folks to do those same  
15      types of jobs.

16             Specifically, as we start to modernize  
17      our tribal communities, we don't want our tribal  
18      communities to remain years behind other  
19      government agencies and that's -- I think that  
20      just continuously leaves us at a shortfall, going  
21      forward.

22             Specifically asking our community

1 members why aren't you earning more, why aren't  
2 you bringing more to provide for a family of five  
3 to seven people living in a household. It might  
4 be even more if two to three families are living  
5 in a household.

6 So I think those would just be my  
7 initial thoughts in regards to it: how can we  
8 increase those investments.

9 MS. SWEENEY: Thank you.

10 You hit on a number of very accurate  
11 and telling points. When we see folks leaving  
12 our communities there's a brain drain, one.

13 But we are finding more that there are  
14 folks who want to return home, and how -- but you  
15 said it perfectly. Return home to what? So I  
16 really do appreciate the one heart one mind  
17 comment as well because your statements are one  
18 heart and one mind.

19 MR. QUINTANA: And I would say to add  
20 -- just add to it briefly is that I think overall  
21 this particular council needs to bridge that  
22 gender gap. I think just in our particular area

1 American Indian women earn \$.50 for every dollar  
2 a white male receives. So how do we bridge those  
3 gaps? And our women end up becoming the primary  
4 caregiver if the male leaves and how do we make  
5 those changes? Then they might not even be able  
6 to receive formalized education so they could  
7 achieve that if they wanted to.

8 MS. SWEENEY: Right. And that's where  
9 I think when -- if we start to look outside the  
10 box and really push the envelope for an  
11 innovative approach, those partnerships are going  
12 to become extremely important and providing the -  
13 - whether it's this administration or the next  
14 administration, so I say the administration as in  
15 the federal government -- providing them with a  
16 roadmap of how to empower Indian Country, and  
17 it's going to take multiple partnerships. You  
18 talk about the SBA, our community development  
19 finance institutions that are native-owned. How  
20 are we providing the access to capital? What are  
21 we doing inside our education system either on  
22 reservation schools or in the off-reservation



1 public schools?

2           It's -- that roadmap is going to be  
3 key because I've only been here a little -- a  
4 short amount of time and I came from the private  
5 sector. If we are going to wait for the federal  
6 government to solve our problems, we are in  
7 trouble. And so why not, as Native people, are  
8 we not providing the government with a roadmap?  
9 We are working on a financial roadmap in the  
10 Bureau of Indian affairs and happy again to serve  
11 as that partner to incorporate these types of  
12 elements.

13           But this is why I like coming to  
14 smaller groups to have a discussion, because I  
15 get to hear a more local perspective and the  
16 feedback that I receive helps inform and guide  
17 our discussions inside of Indian Affairs.

18           So thank you.

19           MR. WALDRON: Kim and then Patricia.

20           MS. CARROLL: Kim Carroll, Other  
21 Disciplines, and thank you very much for being  
22 here. We do appreciate it.

1                   At one time -- and Kay, you can help  
2                   me with this -- at one time the Bureau had some  
3                   additional monies that they were able to use for  
4                   some special projects, some of the training like  
5                   she was talking about.

6                   MS. SEVEN: You're talking about the  
7                   RIVs?

8                   MS. CARROLL: Maybe, yeah. And also  
9                   one of the things that they did was the case  
10                  management training that was so beneficial and  
11                  not just a 477, you know, front line staff. That  
12                  is desperately needed. Desperately needed. And  
13                  if there is anything that -- perhaps even talk  
14                  with the other partners to find some funds,  
15                  technical assistance funds, however that would  
16                  work to provide some of those for the community,  
17                  if that would be possible.

18                  MS. SWEENEY: Okay. We will get your  
19                  contact information. Stephanie can follow up  
20                  with you specifically to kind of drill down on  
21                  basically what you're talking about.

22                  MR. WALDRON: So we have time for Pat

1 and then I'd like to get a motion on a discussion  
2 between 166 and 477 before she leaves and I have  
3 some suggestions is here. So go ahead, Pat.

4 MS. HIBBELER: Good morning. Patricia  
5 Hibbeler, Region 6.

6 I love the whole sentiment and the  
7 conversation about one heart one mind and really  
8 bringing tribes and urban programs together to  
9 support Native people. So we find in our area  
10 that we have a 60 percent mobility rate. So that  
11 means individuals are moving back and forth quite  
12 often from the urban area to reservations.

13 And so I have to say kudos to DOL for  
14 really kind of pushing the co-enrollment. So for  
15 us that has worked really well in partnering with  
16 our tribes in co-enrolling and together providing  
17 services to really wrap around that individual to  
18 help them in their retooling and then full  
19 employment after that.

20 So many of them are moving to the  
21 urban area, getting that training and that  
22 retooling, and we help them to exit back and go

1 back to their reservation for employment, and we  
2 are doing that together with the tribal program  
3 and the urban program.

4 So it's a great partnership that kind  
5 of begins to really kind of move that sentiment  
6 of one heart one mind because together really,  
7 you know, wrapping around that individual.

8 MR. WALDRON: And so --

9 MS. HIBBELER: So we have seen some  
10 success there.

11 MR. WALDRON: Sorry. So with that  
12 being said, we had a discussion a couple minutes  
13 ago about creating a motion asking for the  
14 flexibility in 166 to match our 477. Partners  
15 kind of trying to combine that heart and mind.  
16 So the chair will entertain a motion if there's  
17 one to be made.

18 MS. SWEENEY: Is that the motion?

19 MR. WALDRON: Well, yes. Well, they  
20 need to make the motion, right? I really can't.

21 MS. SWEENEY: Oh, I thought you were  
22 making a motion.

1 MR. WALDRON: No. So I'll entertain  
2 a motion from somebody. Yes.

3 MS. CARROLL: Just trying to recap  
4 what we have said.

5 MR. WALDRON: Right. So I -- I'll say  
6 it. I was trying to go fast because I just -- I  
7 know we -- these guys' time is always limited.

8 (Simultaneous speaking.)

9 MR. WALDRON: This would be going to  
10 Ms. Sweeney --

11 MS. SEVEN: But they've had no control  
12 over it once the -- I mean, they have --

13 MR. WALDRON: No, but I am looking for  
14 advocacy --

15 MS. SEVEN: Oh, okay.

16 MR. WALDRON: -- out of her and so  
17 that we would be supporting that 477 and 166  
18 begin to operate like one heart one mind with a  
19 separate -- so just --

20 MS. SEVEN: So I make a motion that  
21 the U.S. Department of Interior Assistant  
22 Secretary of the Indian Affairs office is also

1 looking over -- is looking over all American  
2 Indian and Alaska Native people no matter where  
3 they reside on tribal lands or in urban areas of  
4 our Indian Country for collaboration between --  
5 as federal partners to bring projects and  
6 opportunities that build our Native labor  
7 workforce. Does that sound okay?

8 MR. WALDRON: Someone want to second  
9 that? Yeah, that's good. So glad the recorder  
10 got it.

11 (Laughter.)

12 MR. WALDRON: So Patricia has seconded  
13 it. Any discussion?

14 MR. HOBOT: Oh, Joe Hobot, Region 5.  
15 I appreciate Ms. Seven and I agree with the  
16 motion. Maybe potentially suggest adding  
17 language about seeing actionable or concrete  
18 steps to the effect that was suggested by Ms.  
19 Seven.

20 MR. WALDRON: All right. So would you  
21 accept that amendment to your motion?

22 MS. SEVEN: Mm-hmm.

1 MR. WALDRON: The amendment has been  
2 accepted. It's been recorded. So there's been a  
3 second. Any questions?

4 There being no question, all those in  
5 favor signify by saying aye and raising your  
6 hand.

7 (Chorus of aye.)

8 MR. WALDRON: Nays? Abstentions?

9 Passage is unanimous. Please let the  
10 record reflect.

11 So our next guest is here. We  
12 appreciate it very much. Thank you. You're  
13 welcome to stick around if you like.

14 MS. SWEENEY: You might give me more  
15 assignments.

16 (Laughter.)

17 MR. WALDRON: We only get together a  
18 couple times.

19 MS. SWEENEY: Thank you so much.

20 MR. WALDRON: So our next honorable  
21 guest has arrived, Assistant Secretary John  
22 Pallasch. You know, yesterday we had another

1 high-ranking DOL official here and so you have a  
2 little bio on him that's in your packet and a  
3 photograph so we could spot him -- spot him in  
4 the hall or in the cafeteria. So without further  
5 ado, you're up, sir.

6 MR. PALLASCH: Thank you very much.  
7 I appreciate the opportunity to be here. I  
8 appreciate the opportunity to follow Deputy  
9 Secretary Pizzella and Assistant Secretary  
10 Sweeney.

11 I had the opportunity to go over to  
12 the Department of Interior -- I want to say it  
13 was November of last year with then-Deputy  
14 Assistant Secretary Tom Dowd to talk with Tara  
15 about the 477 plan and I will couch this by  
16 saying I realize that there are significant  
17 challenges with the plan and the plan is not I  
18 think what anybody hoped that it could be or will  
19 be down the road.

20 But the fact that the plan exists, the  
21 fact that the public law exists, the foundation  
22 is there for both Labor and Interior as well as



1 other workforce partners -- the Department of  
2 Education, Health and Human Services, HUD, VA --  
3 to really work towards what I call one workforce  
4 but it sounds like you were calling one heart one  
5 mind. Very much the same concept in terms of how  
6 do we make sure that we are bringing all of these  
7 federal partners together to support the needs of  
8 the Native American and tribal communities.

9 And we had a good conversation, the  
10 two of us, and she intimated at the time, you  
11 know, there are real challenges with 477 and I  
12 invited her to come speak at the WIOA Principals  
13 meeting which is taking place tomorrow. She had  
14 agreed to come and she has a conflict.

15 But there's another individual who's  
16 going to come from Interior and I just think, you  
17 know, it's -- I know it's just a conversation and  
18 we are just talking. But that's where this needs  
19 to start. There needs to be better communication  
20 across the federal community in terms of trying  
21 to help facilitate the workforce needs of all of  
22 the various partners, not just the Native

1 American community, not just the VR community,  
2 not just the vets community but the entire  
3 workforce community and that's where -- that's  
4 where I come at this one workforce idea in terms  
5 of how do we -- how do we build upon what we  
6 have. How do we build upon the structures that  
7 are in place and, quite frankly, the funding?

8           How do we leverage the funding better?  
9 How do we give greater flexibility to those who  
10 are receiving the funding so that they can use it  
11 at the state and local or tribe level because  
12 they know what's needed there. I don't know. I  
13 sit here in Washington.

14           And, yes, I worked in Kentucky for  
15 three years but every day I get another day away  
16 from being close to the customers and  
17 understanding what the customers of Kentucky  
18 need. So I don't profess to swoop in and say,  
19 hey, I have all the answers for a given tribe or  
20 a given state or a given local area.

21           But what I am trying to do is trying  
22 to figure out what ETA's role is in that process,

1       how we can better facilitate what's happening  
2       with the folks on the ground who are serving the  
3       customers day in and day out, and I am hopeful  
4       that building on the MOU that was signed, the  
5       Public Law that is in place, that that's just  
6       kind of the proverbial nose in the tent in terms  
7       of things that we, the Department of Labor, and  
8       our federal partners can do to better support the  
9       work that you all are doing and this council is  
10      an excellent opportunity for you all to provide  
11      that feedback to us, for you to say, hey, this is  
12      what we are seeing and this is what we need.  
13      These are our recommendations. We think you're  
14      missing the point here. We think you're not  
15      focused on this enough and you're doing a little  
16      bit too much of this over here. That feedback is  
17      unique and necessary for me to make sure that I  
18      am kind of maintaining that touch point with  
19      what's really happening on the ground.

20               So I appreciate the opportunity to be  
21      here today. I am curious to hear from you all  
22      what we could be doing better, what we could be

1 doing to help facilitate what you're trying to.

2 I am fond of saying that there's a lot  
3 of flexibility in WIOA that maybe a lot of the  
4 partners don't necessarily know is available and  
5 don't always take advantage of.

6 I just talked to the folks at NGA last  
7 week and I'll be talking to the folks at NASWA  
8 later today and I will tell them the same thing.  
9 Please don't wait for the Department of Labor to  
10 tell you you can do something. There are  
11 literally -- this is not hyperbole -- there are  
12 literally 700 attorneys in the building.

13 MR. WALDRON: Oh, goodness.

14 (Laughter.)

15 MR. PALLASCH: So the process of me  
16 getting a TEGL out the door is not a day process  
17 or a week process. It's probably not even a  
18 month process. It's more like a quarter process  
19 or two quarters.

20 So don't wait for us to issue a TEGL  
21 that says yes, you can do something. Come to us.  
22 Work with us. Work with our regional

1 administrators. Work with Kim and her team --  
2 whomever your points of contact are -- to say  
3 hey, we are thinking about doing this or we'd  
4 like to try this. Can we do that? Make us say  
5 no rather than waiting for us to tell you you can  
6 do something because it will take months and  
7 quarters and sometimes longer to get through the  
8 aforementioned 700 attorneys.

9           So I just put that out there to say  
10 that I am cognizant of what our role in the ETA  
11 is and what it should be, and I think a huge part  
12 of that role is that facilitation role. How do  
13 we help -- how do we hear what the folks who are  
14 actually dealing with the customers want to do,  
15 need to do, what their challenges are. Then how  
16 can we help them work through that.

17           So I will stop talking and, hopefully,  
18 you will have some hard-hitting questions and  
19 some things to push back a little bit on me to  
20 force me to think about what it is I am saying  
21 when I talk about this idea of one workforce and  
22 I talk about the promise of the Public Law and

1        what could become of a 477 plan that was fully  
2        implemented and that did have all of the partners  
3        at the table and everybody was buying in. What  
4        would -- what would that look like and could we  
5        grow even beyond the WIOA partners.

6                Could be bring in SNAP and ET? Can we  
7        bring in TANF? Are there other dollars that we  
8        can bring in to that flexibility to use -- to use  
9        that statutory authority to help you all better  
10       serve the customers.

11               Yes, ma'am?

12               MS. SEVEN: So it is possible and I am  
13       glad that Tara and Carl is here. So as a -- as a  
14       spokesman from ETA, I think, has got to be very  
15       helpful for the Department of Labor leadership to  
16       continue the conversation with the other federal  
17       partners.

18               Like I say, for example, we have --  
19       let's say we have L.A. that has the building  
20       trades. So North America Building Trades is a  
21       partner of our national Indian Employment and  
22       Training Organization. They come to us because

1       they say, we want to build diversity.

2               We want to include the Native American  
3       population. We have works available in the L.A.  
4       area. We have it at Oak Ridge, Tennessee, with  
5       Department of Energy contracts. So we can say  
6       okay, well, let's build a program around L.A. and  
7       we say that, because of the resources the  
8       Department of Labor and Department of Interior  
9       were able to spearhead, with all the wraparound  
10      services workforce housing for the Native  
11      population that come to L.A. and want to journey  
12      out of a craft, those that want to become  
13      entrepreneurs to take small business back to  
14      their tribal land areas -- I think of all that  
15      roadmap off of one pilot program. Said we can  
16      all make this work together and really build this  
17      MOA the way it should look between the federal  
18      agencies working with our tribes.

19             So that's what I would suggest is be  
20      one of the leaders at the table working hand in  
21      hand with Interior. Because, you know, I always  
22      go back to the day when I heard the Secretary of

1 Labor back when WIOA came out. He said this is  
2 what Congress wanted to address this nation's  
3 workforce. This bill is going to be about silo  
4 implosion and silo busting. But I've not really  
5 seen that happen.

6 But you can say, well, okay, let's  
7 bust those silos for Indian Country. Let's do  
8 this at a micro level where we know we can do it  
9 because the flexibility is there with the  
10 legislation, Public Law 115-93. So that's what I  
11 think.

12 MR. PALLASCH: Yeah, and that's -- and  
13 that's my commitment to you all and the broader  
14 ETA family. One of the first things that I did  
15 when I got here in July was immediately reach out  
16 to Scott Stump at the Department of Education who  
17 runs their career and technical ed office as well  
18 as Johnny Collette at the time who ran the VR  
19 office, and Frank Rogen who ran the K-12 office  
20 to say hey, we need to be talking and working  
21 better together, because I can tell you just  
22 having left the state there's nothing more



1 frustrating than giving confusing or, at times,  
2 contradictory guidance from the Department of  
3 Education and the Department of Labor.

4 And then I reached out to Clarence  
5 Carter at HHS and then I reached out to Brandon  
6 Lipps at Agriculture to start these conversations  
7 all across the workforce -- the broader workforce  
8 family -- to say, hey, everybody, we have got to  
9 be sharing and talking better. I mentioned  
10 Bureau of Indian Affairs will be at the WIOA  
11 Principals meeting tomorrow talking about the  
12 flexibility within 477 and how we can do better.

13 The following month we intend to  
14 invite all of those other partners who aren't  
15 currently part of 477 to bring them to have a  
16 conversation about what that looks like for their  
17 programs as well.

18 So the more that we can create this  
19 one workforce idea, using the flexibility that  
20 exists in the law, that's really where I want to  
21 go. And if, quite frankly -- and I've been open  
22 about this -- I want to expand it out beyond the

1 tribes. I want to expand it out to outlying  
2 areas. I want to expand it out to one or two  
3 pilot states that are willing to try to move down  
4 this road. Because if we are going to really  
5 talk about blowing up those silos that you  
6 mentioned, this is the -- this is the tool to do  
7 it. This is the avenue to do it, because if not,  
8 we are all so very parochial when it comes to our  
9 programs and our customers and only we can serve  
10 our customers and we love them more than you do.  
11 So please don't touch my money and please don't  
12 touch my customers.

13 When in all actuality the customers,  
14 A, don't really know what federal program they  
15 are there for. They are just there for help.

16 MR. WALDRON: Right.

17 MR. PALLASCH: And in many instances  
18 -- I just met with a group out of Pittsburgh who  
19 works with reentry individuals to teach them  
20 building trades, and he's got -- he's got about  
21 80 percent of it covered but he also needs some  
22 WIOA supportive services dollars. So even when

1 we know, hey, this is a reentry person that we  
2 are serving, we are not just serving them through  
3 reentry. We need a little bit of WIOA, and when  
4 we are serving a veteran sometimes we need a  
5 little help or a little WIOA outfit and making  
6 sure that the workforce system knows that it's  
7 our customer. It's not my customer or your  
8 customer. It's our customer, and the more  
9 partners we have at the table, the more partners  
10 I can leverage to get the person in front of me a  
11 job and then we can all take credit for it and we  
12 can all move on, as opposed to me going off to my  
13 office and saying, no, no, no, you're just going  
14 to talk to me because I work for VR and you have  
15 to just stay with VR or you have to say with Vets  
16 or you have to stay with trade, whatever the  
17 program is. That's the mindset we have to change  
18 if we are going to really blow up those silos and  
19 everybody likes to say that and it's extremely  
20 difficult to do within the confines of WIOA.  
21 That's why I see such promise in 477 because it  
22 allows you to do that. Again, I am caveating all

1 of this that it's not perfect. There's more work  
2 to be done. All of that is true. But the  
3 foundation is there. The ability is there. So  
4 now we have just got to take that and we have got  
5 to tweak it and improve it and make it better and  
6 prove that it can work because then it's much  
7 easier for me to expand it beyond.

8 It's much easier for me to point not  
9 just to the flexibility but to the outcomes that  
10 are results of that flexibility and say, see, if  
11 you give a group the ability to work across  
12 programs and give them the ability to blend  
13 funding, braid funding, block grant, whatever you  
14 want to call it, to take all of that and serve a  
15 population, whatever population that is, they can  
16 get real results and better results and that's --  
17 it's incumbent upon me to make that a reality so  
18 I can go sell and we are going to expand to the  
19 outlying areas and we are going to expand to  
20 these three states and we are really going to  
21 change the idea of workforce and what does it  
22 look like outside of D.C. and at the -- at the

1 local level where there's actual interaction with  
2 customers.

3 MR. WALDRON: Can we just very quickly  
4 let him know the regions that we represent so  
5 that he gets a flavor for all of us?

6 So I am Region 1 and 2. I'll just --

7 MR. BERNAL: Jacob Bernal. I  
8 represent Region 6.

9 MS. WHITMAN: Aloha. Winona Whitman  
10 with the Hawaii Grantee and Region 6.

11 MR. PAHMAHMIE: Erwin Pahmahmie with  
12 the Cheyenne and Arapaho tribes in Region 4.

13 MS. CHAISSON: Lora Ann Chaisson,  
14 Region 4.

15 MR. QUINTANA: Joseph Quintana, Region  
16 6.

17 MS. LOWRY: Candace Lowry, Region 3.

18 MR. HOBOT: Joe Hobot, Region 4.

19 MS. SEVEN: Kay Seven. I am in Other  
20 Disciplines with 477 but in Region 6.

21 MR. LAMONT: Matt Lamont, Other  
22 Disciplines, Cherokee Nation, Region 3.

1 MS. CARROLL: Kim Carroll, Other  
2 Disciplines, 477 in Oklahoma.

3 MS. CAMPBELL: Christine Campbell with  
4 Region 5.

5 MS. HIBBELER: Patricia Hibbeler with  
6 the Phoenix Indian Center, Region 6.

7 MR. WALDRON: Did someone have a  
8 question? Jeff and then Candace.

9 MR. HOBOT: Joe Hobot, Region 5.  
10 Thanks for being here and I just want to say that  
11 it definitely resonates when you talk about the  
12 allowances for braided funding. I think we --  
13 Ms. Seven had comments about that yesterday. One  
14 of the hallmarks of Indian Country is that we are  
15 really innovative.

16 We have no choice but to be innovative  
17 in how we braid funding to maximize and leverage  
18 existing resources. So to hear you kind of echo  
19 those sentiments is heartening.

20 I just would like to take a moment to  
21 lift up the voices from my region. Oftentimes  
22 when we speak to those that empower these

1 workforce development training programs there  
2 isn't an approach where you can triage a  
3 situation.

4 The level of sophistication to onboard  
5 our people into the workspace grows by the  
6 minute. In fact, probably since I've started  
7 talking most of our phones have become outdated  
8 with the rate of change in technology these days.

9 That being said, when you're  
10 contending with populations that have experienced  
11 marginalization for generations it's going to  
12 take some time to upskill and to onboard these  
13 folks -- that there is no quick fix in order to  
14 do this.

15 So I would just encourage a greater  
16 understanding about the level of challenges that  
17 are present that are overcome able but there's no  
18 way we can expedite this process.

19 And so as the marketplace continues to  
20 grow in sophistication it's just going to add  
21 continued layers of development needs for our  
22 communities.

1 MR. PALLASCH: Yeah, and there needs  
2 to be a very real expectation across workforce in  
3 terms of what does it take to take a high school  
4 graduate and put them to work and what does it  
5 take to pull somebody in from the sidelines who's  
6 not part of the labor participation right now and  
7 put them back to work, and what does it take to  
8 upskill somebody who's mid-career.

9 And, you know, the assessment is so  
10 key in this whole process.

11 MR. HOBOT: And I think the salient  
12 point in that is meaningful wages at placement.  
13 I think oftentimes in the triage mind set as long  
14 as folks are working it's considered a success.  
15 But from our neck of the woods we see so many of  
16 our community members having to string together  
17 two or three jobs in order to make ends meet that  
18 their ability to participate within cultural  
19 practices, their ability to participate within  
20 their family structures have been degraded to the  
21 point where it's almost ineffectual.

22 So the ability to work 40 hours a week



1 and put food on the table and keep a roof over  
2 their head and a meaningful wage that's what we  
3 need to strive for as well.

4 MR. PALLASCH: Yeah, and that's the  
5 key behind that assessment is what is -- what is  
6 suitable work for me? What is a good job for me?  
7 Rather than workforce trying to tell me what a  
8 good job is or what I need to do, whether I need  
9 to go to a four-year college or a two-year  
10 college or apprenticeship program.

11 Have that conversation with the  
12 individual. Meet them where they are. Figure  
13 out what the barriers are to their good job and  
14 then let's work to get them there. Like I said,  
15 leverage the partners that we have to get them to  
16 that good job -- that they have told us, hey,  
17 this is a good job for me. And my old boss used  
18 to say it's all about ABC. It's about a job, a  
19 better job, and a career. So it's building that  
20 relationship that hey, in the short term here's  
21 what we can do, and then we can come back and we  
22 can upskill you and provide you additional

1 certificates and some stackable credentials and  
2 all those things we know about and help you move  
3 up in your -- from a job to a better job to a  
4 career. So having that real engagement with the  
5 individual and not feeling like, well, now  
6 they've exited the program so yeah, we have to do  
7 our 12-month follow-up but we are really on to  
8 the next customer and we are thinking about what  
9 the next customer needs and not really realizing  
10 that the individual who just exited needs almost  
11 as much help as the person who we are still  
12 working with to find a job. And I -- in  
13 December, I was appointed as the chair of the  
14 U.S. Interagency Council on Homelessness, and  
15 when I took over the position I told the council  
16 -- I said, you know, the challenges that  
17 homelessness faces are directly parallel to those  
18 in the workforce is for homelessness we have done  
19 a very bad job of identifying the barriers and  
20 overcoming the barriers so that when we put an  
21 individual in a home they keep that home.

22 WIOA has its challenges in terms of

1 putting folks in jobs and keeping them in jobs.

2 And, again, it goes back to that assessment. Did  
3 we -- did we do the appropriate assessment to  
4 identify what those barriers are, and it's  
5 fortunate for me because homelessness and  
6 workforce are tied together.

7 You're not going to keep a job without  
8 a home and you're not going to keep a home  
9 without a job. And when I said that to the  
10 council, one of the -- one of the members said  
11 exactly, a home is where a job goes to sleep at  
12 night.

13 And so there's this opportunity there  
14 having the same partners because when I look  
15 around the usage table it's the same partners.  
16 It's education. It's HUD. It's HHS. The same  
17 partners we have around the WIOA table.

18 So, again, rather than thinking, okay,  
19 well, you're my HUD usage person, why can't you  
20 just be my HUD partner and we work across  
21 workforce, across homelessness? We are working  
22 together on everything. Just really building

1       those relationships, because I think that's the  
2       only way we see real sustainable growth in both  
3       of these areas because they are both hugely  
4       important and, like I said, they are absolutely  
5       linked together.

6                   MR. WALDRON: Candace and then Jacob.

7                   MS. LOWRY: Candace Lowry, Region 3.

8                   In working with my program  
9       coordinators, the direct field staff, one of  
10      their biggest issues were, you know, they go to  
11      school. They get their education. They have  
12      their certificate.

13                   But they don't have the personable  
14      skills or the social skills once they -- once  
15      they complete it. So what we did was create a  
16      working group with the community college system,  
17      with the public schools and vocational  
18      rehabilitation where they could do goal setting,  
19      where they could do the whole person. So the  
20      mind, body, the soul.

21                   So the motivational piece and the goal  
22      setting piece seem to be a -- they were more

1       successful once they went through that type of  
2       training. But the funding for it, so we couldn't  
3       pay for the instructors but we would have to go  
4       to the community college if they had a instructor  
5       available through their HRD program, and they  
6       would be the ones who administered that portion  
7       of it.

8               So we tried a work group for them but  
9       now we have sort of a waiting list because they  
10      already have their classes set. Vocational  
11      rehabilitation we can't pay -- couldn't pay in  
12      our area for an instructor to have a work group  
13      or to have a class setting for that. But that  
14      component there is one of the big pieces that are  
15      missing from -- even when they are starting in  
16      the program before they even get to the  
17      employment and training section, just that  
18      motivational piece or even the labor market  
19      information.

20             They may come wanting to be a CNA but  
21      in the area it's only a minimum wage position.  
22      So they are still going to have to get those two

1 or three jobs. So just a more educational  
2 component, more funding just for that. Specific  
3 after you graduate, how are you going to go into  
4 the workforce? What's my avenue?

5 So that direct planned or the pathway  
6 through it they can get the degree. They can get  
7 the training. But what do you do once you have  
8 it or how do I go from training to employment.  
9 So there's that disconnect there. But working  
10 with our partners in our area it has been really  
11 beneficial. It's just that the funding to get  
12 the individuals that are already trained, but  
13 then they need these soft skills that they --  
14 they are just lacking. So I've seen that's a big  
15 issue.

16 MR. PALLASCH: Yeah, and I see two  
17 major issues in what you're talking about. The  
18 first one I think is truly a government workforce  
19 function, which is the LMI piece. How do we  
20 provide the information to the state and local  
21 workforce boards and through them to the customer  
22 so that they can make this an informed choice?

1           Everybody likes to talk about WIOA and  
2           this idea of customer choice. I think it's  
3           informed customer choice. I think that's the  
4           key. The part that you were talking about when  
5           someone comes in to see a workforce coach or a  
6           counselor, whatever they may be called in the  
7           local area, and they say, well, I want to be X,  
8           and it's our job to say, okay, well, you need to  
9           understand that X pays this and this is the  
10          growth potential in this area.

11                 But Y and Z pay significantly more  
12          than that and there's much greater growth there.  
13          And we need to -- we need to have those  
14          conversations with individuals to say why is it  
15          that you want to do X because we don't really see  
16          that as a targeted sector or a high-growth job  
17          here.

18                 But here's these other targeted  
19          sectors and high-growth jobs, and I think that's  
20          very much our function and our responsibility.  
21          The idea of soft skills is -- I think it makes a  
22          lot of people uncomfortable because they don't

1 really know how to define and assess soft skills.

2 Some folks call it career readiness.

3 Some folks call it career essentials. There's

4 all different names for what is -- how do I

5 measure work ethic and interpersonal

6 communication and time management and all of the

7 things that are not the hard skills that you need

8 to do for the job but the soft skills that are

9 going to allow you to keep the job. So that's

10 one thing that I am trying to work on is I am

11 trying to figure out who's got a really good

12 peer-reviewed tool that measures soft skills, and

13 I've been told by people much smarter than me

14 that no such tool exists.

15 (Laughter.)

16 MR. PALLASCH: There is no way to

17 measure in a peer-reviewed way someone's soft

18 skills using this program or that program. There

19 just isn't one.

20 So can we work with folks to try to

21 build something that is -- that is a proven model

22 and a proven tool that can assess and teach those



1       soft skills because I think that's huge? One of  
2       the -- one of the stats that I talk about a lot  
3       is under WIOA about a quarter of the people that  
4       we place in a job don't have that job six months  
5       after they exit the program. I contend that a  
6       significant portion of those folks lost the job  
7       not because of the hard skills but because of  
8       those soft skills.

9                   MR. WALDRON: Absolutely.

10                  MR. PALLASCH: The employer just  
11       decided, yeah, I hired you to weld and you're a  
12       really good stick welder and you can dig and MIG  
13       and great, but you can't get along with anybody  
14       else or you can't show up on time, or you've got  
15       other things that just make it untenable for you  
16       to work here.

17                  So how do we -- how do we assess and  
18       overcome those barriers because I think we are  
19       fairly good as a workforce system in giving you  
20       the hard skills, giving you that certificate,  
21       giving you that credential.

22                  But how do we deal with that soft

1 skill piece because it's a huge piece and it's  
2 squishy and people don't know how to define it so  
3 a lot of people just kind of dismiss it. Oh,  
4 soft skill -- I don't know what that means.  
5 Teach me how to do the job and, you know, that'll  
6 work and that's not true. It's not that simple.  
7 We have got to address both sides of the  
8 equation.

9 MR. WALDRON: So Jacob had a question.

10 MR. BERNAL: Yeah, a comment.

11 Assistant Secretary, thank you so much for being  
12 here today and sharing your vision for an  
13 integrated unified working system and we fully  
14 agree with that mission.

15 I'd like to make a comment more on a  
16 fundamental level. Specifically, yesterday we  
17 received a copy of a budget for America's Future  
18 and, essentially, the recommendation is the  
19 elimination of the Indian and Native American  
20 program and we are very confused and concerned  
21 about the recommendation, specifically for three  
22 reasons outlined as justification.

1                   Number one, it states in this report  
2                   or the budget recommendation that the Indian and  
3                   Native American program is 88 percent more  
4                   expensive than the adult program. Two, there's a  
5                   concern of lack of turnover in the grantee  
6                   cohort, and three, the program has never been  
7                   rigorously evaluated.

8                   As to the first point, the 88 percent  
9                   more expensive than the adult program is that  
10                  that's not a performance indicator. We are not  
11                  sure where that evaluation piece comes from  
12                  because there is no cost per participant metric  
13                  there.

14                  The second piece regarding the low  
15                  turnover in the grantee cohorts, we are primarily  
16                  talking about Indian tribal sovereign nations  
17                  that are uniquely qualified and they are the only  
18                  providers on the reservation.

19                  Then the third point we are struggling  
20                  with -- the lack of a rigorous evaluation --  
21                  that's up to the Department of Labor. We don't  
22                  do that as grantees.

1                   So this created a lot of concern. I  
2                   think that there needs to be more dialogue,  
3                   moving forward, how we could come together  
4                   because everybody at the table -- we are all  
5                   living products of the system, whether it be YCC,  
6                   SITA, JTPA, W -- whatever acronym it is. Many of  
7                   us have gone through those leadership programs,  
8                   those employment programs, and that's why we are  
9                   here today including many tribal leaders.

10                  So it really concerned us that if you  
11                  eliminate this program it really is going to the  
12                  heart and soul of workforce in Indian Country.  
13                  So that's the comment and concern I just want to  
14                  share with you.

15                  MR. PALLASCH: And I will share with  
16                  you that I've had many conversations with our  
17                  friends over at OMB trying to help them  
18                  understand not only what it is we are trying to  
19                  do here at Labor but what we have been doing  
20                  before I got here.

21                  And I respect the folks at OMB and  
22                  there are some very smart people over there. But

1       they don't necessarily have all of the  
2       information that we do and the problem is we  
3       don't have all the information that we need.

4               One of the biggest challenges that we  
5       have, and I've shared this with Kim and our CIO,  
6       Gandeeep, is we don't have the data and  
7       performance information that I need to make real  
8       management decisions across all of the programs.  
9       Not Native American programs, not WIOA. Across  
10      all of them. You all know about GPMS and the  
11      promise of GPMS. But it's not there and from a  
12      -- from a case management data collection  
13      standpoint, ETA does not have the infrastructure  
14      that it needs to definitively say this program is  
15      really good and this program is really bad. And  
16      we know that because the data that's in there is  
17      defensible and repeatable data. And that's just  
18      -- that is a challenge that exists not only at  
19      the federal level. This existed while I was in  
20      Kentucky.

21               Just by way of background, when I  
22      started in Kentucky they told me that we were

1 serving about 105,000 people a year. Fast  
2 forward to when I was leaving Kentucky. We had  
3 put a new case management system in place. I  
4 learned that we were serving 35,000 people a  
5 year.

6 I don't know how as -- as the leader  
7 of the workforce system I can make a decision.  
8 If you're telling me you're serving 105,000  
9 people a year but in reality you're serving  
10 35,000 people a year, how can I trust any of the  
11 other data? How can I trust the credential data?  
12 How can I trust the wage data? How can I trust  
13 any of the data to say program X is good and  
14 program Y is bad, and that's something that I've  
15 been trying to share with OMB because we have to  
16 look at it from their perspective.

17 Their perspective is to sit on top of  
18 the government and look down on the programs and  
19 look at the data and say good program, bad  
20 program, and we are going to fund this one and we  
21 are not going to fund that one. And not just at  
22 Labor. At Commerce and at Interior and at

1 Education and all across the government. And my  
2 response to them has been, work with me to stand  
3 up a system that will give you the data and the  
4 transparency that you need and want to make  
5 decisions about the Native American program,  
6 about the job program, about the SCSEP program.  
7 Because they have valid concerns based on the  
8 data we are able to provide to them, which is not  
9 complete and accurate data -- we, the department  
10 -- because we don't have the infrastructure in  
11 place to collect that data and that's something  
12 that's high on my priority list of working with  
13 the CIO's office to figure out how we can start  
14 down the road of building just such a performance  
15 management system and the added benefit for  
16 anybody who's getting our funds is in my perfect  
17 world of this new MIS or case management system,  
18 whatever you want to call it, is that it  
19 eliminates the need for reporting because we just  
20 pull the data out of the system.

21 So all of the time that our grantees  
22 spend trying to put the data in the right format

1 to get it into the WIPS system, all that's gone  
2 because we have got one system -- I can go in at  
3 any moment and I can say here's the performance  
4 for the last 90 days. Here's the performance for  
5 the last 30 days. Here's the last quarter.  
6 Here's the last year.

7 If Senator so and so calls and says,  
8 how many credentials have you issued in my state  
9 in the last year? I can say well, do you want the  
10 last calendar year or do you want the last 365  
11 days, because here's both numbers.

12 MR. WALDRON: Sweet.

13 MR. PALLASCH: And I don't have to go  
14 to Kim and the OCTA folks and say hey, can we try  
15 to run a report from February 12th of 2019  
16 through February 11th of -- their heads would  
17 explode because they don't have the tools to do  
18 that and the amount of effort that it would take  
19 to try to figure that out it's just not worth it.

20 So if we can build that type of system  
21 it helps me blunt criticisms against our program,  
22 and I hope that it helps the grantees focus on



1        what they should be doing which is serving the  
2        customers and not on compliance and trying to get  
3        a pearl that's readable and submittable through  
4        WIPS and something that we can look at just so  
5        they can then turn around and say, okay, well,  
6        now we got to start working on the next quarter  
7        and now we got to do the year end, and all they  
8        are doing is working on generating reports and  
9        submitting those rather than looking at that data  
10       and working with the grantee and the folks  
11       running that program to say hey, here's what we  
12       are seeing in the data. We are seeing a lot more  
13       effectiveness over here than over here and can we  
14       maybe tweak our model and change some of our  
15       policies to focus more on this aspect that we  
16       know is providing the outcomes we need.

17                        So I just -- I caution you that I  
18       understand that when the federal budget comes out  
19       everybody runs and reacts and gets nervous. And,  
20       obviously, given the fact that I am appointed by  
21       the president, I support the president's budget.  
22       But I also know that there is now a process that

1 will go on of why were there cuts here, why was  
2 there more funding added here.

3 And I would always caution folks to  
4 kind of look at the historical enacted amounts  
5 for budgets as a sneak peak of where any budget  
6 may likely end up. That's not to say that it  
7 will. But, as you know, the president has  
8 priorities. Members of Congress have priorities.  
9 VA has priorities. The department has  
10 priorities. Everybody's got their priorities.  
11 So the president's budget is the start of that  
12 dance of saying here's what -- here's what's most  
13 important to me as the president and, conversely,  
14 what's important to my budget shop, OMB. This is  
15 what we think, and then we start that discussion  
16 and what I need is I need better performance data  
17 to have those conversations with them even before  
18 the budget comes out months in advance to say  
19 hey, here's what we are doing and here's what we  
20 are seeing.

21 So can you trust us on this that we  
22 are moving in the right direction and I will pat

1 myself on the back to say that I think ETA is in  
2 a much better position with OMB than it was a  
3 year or two years ago in terms of the  
4 relationship to conversations that we are having.

5 I am fortunate in the sense that I  
6 worked for DOL back from '01 to '09 and I knew  
7 Melissa Baumberger who's the Labor branch chief  
8 back then.

9 So we have -- we have eight years of  
10 history working together. So as soon as I got  
11 here, eventually calling Scott and Johnny over at  
12 the Department of Education, I called Melissa at  
13 OMB and I said hey, how are you doing. I heard  
14 things haven't been going well between ETA and  
15 OMB.

16 We are going to fix that because it's  
17 essential that we have conversations going back  
18 and forth to inform them on what's ultimately  
19 going to come out in this budget and in order to  
20 do that we need the right tools and the resources  
21 to collect that information so that we can  
22 buttress our argument about here's what we think

1 and here's where we think dollars should be spent  
2 because, like I said, in their defense and in the  
3 defense of ETA, we don't have the tools -- we  
4 don't have the system in place to definitively  
5 say yes, the trade program is better or worse  
6 than the dislocated worker program, which is  
7 better or worse than the adult program which is  
8 better or worse than this.

9 That specificity in our data -- that  
10 validity and that integrity in our data doesn't  
11 exist and that's something we need to work  
12 towards so that we at the federal level can then  
13 start to work with our grantees and steer them in  
14 directions where we know through our data  
15 analysis is where we want to be going.

16 You talk about there's been no study  
17 of the Indian and Native American program.  
18 Studies are good but what we actually need is we  
19 need to drill down into the data and we need data  
20 that tells us if we do A, B, and C somebody is  
21 much more likely to get a job than if we do D, E,  
22 and F.

1                   So let's focus our resources on A, B,  
2                   and C. Or maybe it's A, B, and F that is the  
3                   best model to get this type of person a job and  
4                   another person needs the C, D, G model. Okay.  
5                   But that's the type of information we need so  
6                   that when we are going through that assessment  
7                   with that individual we can be much more targeted  
8                   in terms of the services we want to provide them.

9                   But that's just -- we don't have the  
10                  ability right now to do that. So I know that  
11                  this document gives a lot of people heartburn and  
12                  you're not the only one. There's departments all  
13                  over the city saying, "What?"

14                 So trust that we are advocating  
15                 strongly for the programs that we think are  
16                 beneficial. There will continue to be a dialogue  
17                 between Labor and there will be -- there are  
18                 going to be dialogues between the White House and  
19                 Congress. This is -- this is the budget dance  
20                 that we do every year.

21                 But in the meantime, we need to put in  
22                 place the systems that will allow us to have a

1 stronger argument next year and going forward and  
2 that's -- that's what I am focused on right now  
3 is getting in place a framework and a plan to put  
4 that case management, MIS, whatever you want to  
5 call it -- data warehouse -- in place so that we  
6 can, again, move away from the administrative and  
7 my side of things, and can get down to the real  
8 program analysis, data analysis, what should we  
9 be doing, what shouldn't we be doing. Where  
10 should we be funding and where should we not be  
11 funding.

12 MR. WALDRON: What can we do as an  
13 advisory board to help you?

14 MR. PALLASCH: I think that the things  
15 that you can do that are mostly helpful to me is,  
16 again, making sure that I don't lose that  
17 perspective and make sure that you are telling me  
18 here's what we are seeing with the customers we  
19 are dealing with.

20 Here's the challenges that we have.  
21 Here's what we are not getting from Labor or  
22 here's what we are not getting from Education.

1 Here's what we are not getting from our other  
2 partners and to the extent that that's something  
3 I can help with that's the dialogue that I want  
4 to have is your unique perspective in serving the  
5 population you are serving and what we are doing  
6 in D.C. and if that's helping our hurting what  
7 you are trying to do.

8 And yes, I know it would be much  
9 better if we just gave everybody more money. But  
10 that's not always a possibility. So how do we --  
11 how do we take the money that we have and use it  
12 better and target it better and to the extent  
13 that I can take off some of the guardrails and  
14 the restrictions that force you into the silos  
15 that currently exist, and that's my job is to  
16 break down those walls between us and Education  
17 and, again, free up the flexibility that's needed  
18 at the local level, whether that's the state  
19 level, the local level, tribal level, whatever.  
20 Not D.C. level --

21 MR. WALDRON: Right.

22 MR. PALLASCH: -- where you're

1 actually interacting with customers. What is it  
2 you need? What is the flexibility you need to  
3 better serve that population?

4 MR. WALDRON: We can help with that  
5 from this group and I can just give you -- very  
6 quickly, following up on Jacob. You know, we set  
7 goals for ourselves, which we met or exceeded.

8 So we entered into employment at 60 --  
9 we set a goal for 64. We hit 66. The national  
10 goal was 78 on retention. We hit 79, and then  
11 the earnings the national goal, again, was  
12 10,638. We hit 10,943.

13 So, you know, we spent the time kind  
14 of looking at that and saying, you know, are we  
15 not achieving it. So that kind of stuff we do  
16 track and tribal people are related. We are all  
17 relatives and so, you know, if I took that job,  
18 this guy, my auntie or my uncle or some cousin or  
19 someone's going to call me up, right. So we have  
20 a very close cohesive relationship with our  
21 community and we want success as much as they do.

22 Our soft skills are a serious issue.



1       There's no doubt about it, and as I grow older I  
2       visualize it more as a problem. But I think we  
3       can communicate some of that stuff with you. Are  
4       we allowed to directly send you information or  
5       does it have to go through --

6               MR. PALLASCH: I will look at the --

7               MR. WALDRON: Yes? I assume your head  
8       nods --

9               MR. PALLASCH: And talk to experts in  
10      the room. I don't know how the -- how the  
11      information moves.

12              MS. BROWN: Any recommendations coming  
13      from the Council have to go through the chain.  
14      But so they are directed to the secretary of  
15      Labor --

16              MR. WALDRON: Okay.

17              MS. BROWN: -- through formal  
18      recommendations from the Council.

19              MR. WALDRON: Okay. But we can get it  
20      to you, I think.

21              MR. PALLASCH: Yes.

22              MR. WALDRON: Yeah. Okay. She's

1        nodding yes.

2                    MR. PALLASCH:    Yes.

3                    MR. WALDRON:    We are hearing --

4                    MR. PALLASCH:    It'll get to me  
5 eventually.    Yes.

6                    MR. WALDRON:    The fact that yesterday  
7 told us what we couldn't, though.

8                    MS. BROWN:    They all go through  
9 clearances.

10                   MR. WALDRON:    Joseph?

11                   MR. QUINTANA:    Joseph Quintana, Region  
12 6.

13                   I appreciate your responses today and  
14 for you being here with us.    Some things I did  
15 want to share was I think one thing is in  
16 maximizing our resources and especially  
17 establishing those creative networks in our  
18 communities, either with local job centers,  
19 workforce development boards, those just within  
20 our region appear to be initial obstacles to  
21 expanding our resources, and I don't know if that  
22 comes with better information or discussion --

1 better education about the uniqueness of groups  
2 like ours or grantees like ours.

3 And so I think initially there was a  
4 lot of apprehension or there has been a lot of  
5 apprehension just within our area as far as how  
6 we could better serve just our particular niche  
7 within our community. So that would be one  
8 thing.

9 Another thing for us too is we do have  
10 a large population of American Indians in our  
11 urban center and, of course, there is a great  
12 amount of growth and development within the  
13 southern California region.

14 And as we start to see migratory  
15 populations pursue education or work in these  
16 communities, we don't necessarily -- we do want  
17 to see expansion of human capital but we don't  
18 want to see it as a deficit to our reservation  
19 communities, especially if they decide not to go  
20 home at some point or if they do decide to go  
21 home they are not going home to a comparable job  
22 that's relatable to either their profession or

1       their education level. So that is a concern for  
2       us as we continue to move forward.

3               And, lastly, I know you've mentioned  
4       homelessness. I think one of the things that we  
5       are doing in our area, of course -- southern  
6       California, Los Angeles in particular, is facing  
7       a housing crisis -- is we have started to move  
8       away from the term homelessness and we are now  
9       utilizing houselessness. In regards to a lot of  
10      American Indians who are either living in -- many  
11      families into a home, they might be living out of  
12      their vehicle or just the stigma of -- out of  
13      homelessness they don't refer to themselves as  
14      being homeless at all. So we are working how to  
15      better address the classification of American  
16      Indians who are in a housing crisis themselves,  
17      going forward, and they continue to see lack of  
18      interest as far as being hireable, and I think  
19      that's a real concern for us as we continue to  
20      see those numbers of folks who are out on the  
21      street continue to grow and expand just in our  
22      area.

1 MR. PALLASCH: And that's why it's so  
2 important to have partners like HUD at the table  
3 when we are having these conversations, to have  
4 HHS at the table to help with whether it's  
5 homelessness or whether it's opioid recovery or  
6 whether it's some other type of mental illness.  
7 How are we treating the whole customer and  
8 serving all of their needs, not just I needed a  
9 nursing certificate and that's all you can give  
10 to me. It's everything that -- the wraparound  
11 services, the supportive services that go along  
12 with it, and that's so key.

13 One of the things that I told the  
14 Council on Homelessness is we all need to agree  
15 what the definition of homelessness is.

16 MR. WALDRON: Right.

17 MR. PALLASCH: We can -- you know,  
18 it's like anything. We can -- depending on what  
19 we put in the numerator and the denominator we  
20 can tell you either homelessness is on the edge  
21 of being fixed or we are in a massive homeless  
22 crisis, or somewhere in the middle.

1                   So we have all got to agree as to what  
2                   is that definition and how are we really going to  
3                   count it, if you will -- how are we really going  
4                   to understand the scope of that problem.

5                   Because if we -- if we count it too  
6                   liberally and say, hey, we almost fixed this  
7                   homelessness problem, then we don't see it as an  
8                   issue. On the other end, if we are far too  
9                   conservative with the definition and we say, oh  
10                  my gosh, you know, everybody's homeless, now it  
11                  becomes a problem that we just -- we can't even  
12                  get our arms around because it's so big.

13                  So understanding what that definition  
14                  is and what it means that allows us to address  
15                  that problem and that's something that's huge for  
16                  the Council, going forward, is what is that  
17                  definition and then reshaping the strategic plan  
18                  to work with that definition and put in place a  
19                  plan to resolve that issue.

20                  MR. WALDRON: Thank you. Joe?

21                  MR. HOBOT: Joe Hobot, Region 5.

22                  I'd just like to offer a practical

1 suggestion that might be important. We  
2 constantly see initiatives come from the federal  
3 level, particularly around conventional training,  
4 there seems to be, in our estimation from our  
5 region, a default to two-year and four-year  
6 institutions and you mentioned voc tech training.  
7 Definitely laudable goals.

8 I think also there's a misnomer or a  
9 misunderstanding about the relationship with our  
10 community and the established educational systems  
11 within this country, that there is a general  
12 antipathy of a lot of our people towards the  
13 educational systems.

14 The good news is we have a wide array  
15 and a vast network of community-based  
16 organizations that can also provide these  
17 training opportunities in these credentialing  
18 areas.

19 So I would just recommend broadening  
20 the scope and thinking about who can provide  
21 these trainings for our community. More often  
22 than not our community members prefer to come in

1 to our culturally-specific community-based  
2 organizations because we are related. We are  
3 friends and they feel comfortable coming in  
4 there.

5 I feel that oftentimes it's overlooked  
6 at the federal level because of the rather  
7 granular level that that is existing on. They  
8 just don't see it in D.C. that these  
9 community-based organizations are there and  
10 working, embedded within the communities.

11 So I think it's important to note that  
12 and remember that.

13 MR. PALLASCH: Yeah, and your  
14 channeling your inner Mark Zelden, who's the  
15 assistant secretary for Community and Faith-Based  
16 Initiatives here at the department, because  
17 that's what he's trying to focus on is are there  
18 not community and faith-based organizations who  
19 can provide many of the same services that we  
20 traditionally think of as not being provided by  
21 those organizations and how can we work with the  
22 states to put in place eligible training provider



1 lists that are representative of all of those  
2 groups and not just the groups that are present.  
3 There's -- you know, there's a growing demand out  
4 there for can we not have more online or remote  
5 type training on those lists as well.

6 So how do we -- again, how do we take  
7 off some of the restrictions, create greater  
8 flexibility within that training provider list  
9 that allows the local community to have the best  
10 and brightest available to them.

11 MR. HOBOT: Right. And then I think  
12 so often the sheer volume of resources for  
13 two-year and four-year institutions oftentimes  
14 sucks the oxygen out of the room and doesn't  
15 allow a voice for dealing with community-based  
16 organizations. So it's fantastic they do.

17 MR. WALDRON: Great. Any other  
18 questions?

19 Chris?

20 MS. CAMPBELL: Christina Campbell,  
21 Region 5.

22 I think there is an issue with the

1 mandated partnership with the state workforce  
2 centers and the Indian grantees -- WIOA grantees.  
3 We are mandated partners but oftentimes that's a  
4 very difficult relationship in different parts of  
5 the country.

6 So maybe you could reiterate that to  
7 those folks and that they have been funded to  
8 serve Indian folks as well and that we are a  
9 supplemental program. That would be helpful.

10 MR. PALLASCH: Yeah, and it's -- you  
11 know, the challenge that we have in Kentucky, and  
12 it's not an excuse but it's a challenge, is that  
13 the MOUs and the IFAs, they are challenging and I  
14 don't think they have the desired effect moving  
15 from the RSA model under WIA to the IFA model  
16 under WIA.

17 I don't know that it -- that the MOU  
18 and IFA process incentivizes this idea of one  
19 workforce. How do we bring more partners into  
20 the center without having to get out our tape  
21 measure and measure the office and count copier  
22 pages and say, you owe this much and you owe that

1 much, and how do we make sure that we are  
2 encouraging the local workforce boards to bring  
3 more partners in and to make those relationships  
4 work rather than thinking strictly along budgets  
5 and dollars, and you must be present and you must  
6 pay this amount, and if you can't pay this amount  
7 then you're not allowed to be here.

8 MS. CAMPBELL: Well, I think we are  
9 okay because we are waived from the  
10 infrastructure cost. So that's not the issue.  
11 The issue is just not the willingness of the  
12 state to work with Indian grantees.

13 MR. PALLASCH: Yeah. No, and I  
14 experienced that in Kentucky. There is --  
15 there's a reluctance to work with certain groups  
16 within the AJCs and this was a question that I  
17 posed to the secretary. He was meeting with  
18 governors earlier this week at the NGA. So they  
19 had a bunch of round table discussions with  
20 governors and various Cabinet secretaries.

21 And I recommended that he ask the  
22 governors how much are you involved with your

1 state workforce board and how much are you  
2 involved with your local workforce board, and  
3 who's making the decisions at the local level and  
4 do those track with where you want to take your  
5 state from a workforce perspective. So it's not  
6 ETA's role or the federal role to really get down  
7 into the blocking and tackling, if you will, of  
8 the local workforce board.

9 But it's incentivizing the local  
10 elected officials and the governor to make sure  
11 that the system that they have created or has  
12 been created for them in their state represents  
13 the services and the populations that they want  
14 to serve and really making sure that they  
15 understand what the law requires of them.

16 We have asked our regional  
17 administrators to start doing governance training  
18 for states that are interested and what that  
19 governor's training is is it literally goes  
20 section by section through the law and it  
21 explains where the governor is the lead and where  
22 they are supposed to collaborate and what the

1 state workforce board is to lead and where they  
2 are supposed to collaborate and where the local  
3 elected official is the lead and where they are  
4 supposed to collaborate.

5 So that everybody understands what  
6 their roles are and what's required under the  
7 law, and it's shocking and a little bit scary how  
8 many local workforce boards don't necessarily  
9 understand how many local elected officials don't  
10 necessarily understand what their roles and  
11 responsibilities are as the sub-grant recipient  
12 or as the executive director of the local  
13 workforce board and then what the law requires.

14 So that's something we are trying to  
15 educate folks on to make sure that they  
16 understand because what we don't want is them to  
17 continuing operating the way they've been  
18 operating for a decade or two decades or three  
19 decades, which is the easy thing to do,  
20 especially if the governor or the local elected  
21 officials aren't necessarily paying attention and  
22 the local workforce board is saying, Mr. or Ms.

1 Governor, don't worry.

2 We got this -- we got it handled. You  
3 go -- you go worry about trash and police and  
4 deal with those other things. We got -- we got  
5 workforce handled down here.

6 I want to flip that a little bit and  
7 I want -- I want the governor and the local  
8 elected officials to say, well, explain to me  
9 how. What does that look like?

10 And if we can educate them with what  
11 the law says and what it requires and what their  
12 responsibilities are, now they are on notice that  
13 hey, I am supposed to be doing more. I am  
14 supposed to be approving budgets. I am supposed  
15 to be making sure there's a strategic plan.

16 I am supposed to be looking at your  
17 performance and I am not seeing any of this, so  
18 how do I see all of this, and making sure that  
19 they are empowered with that information to have  
20 those conversations.

21 MS. CAMPBELL: And more than that,  
22 that they are providing the wraparound services

1 and understand that we can provide more quality  
2 service together without duplicating services and  
3 serve more individuals.

4 MR. PALLASCH: Yes. And serve them  
5 more fully and completely rather than just giving  
6 a plus one on a scorecard somewhere for getting  
7 someone a certificate.

8 MS. CAMPBELL: Well, I thank you for  
9 your compassion and commitment. I can -- I can  
10 feel that. You're a little different than other  
11 folks that we have met with.

12 (Laughter.)

13 MR. PALLASCH: I don't know if that's  
14 good or bad.

15 (Laughter.)

16 MR. PALLASCH: Okay. I'll take it as  
17 a positive. It's funny. Deputy Secretary  
18 Pizzella often reminds me that I am the first ETA  
19 assistant secretary in more than 20 years who  
20 worked at the state level.

21 MS. CAMPBELL: It makes a difference  
22 when you're in the trenches. Yeah.

1 MR. PALLASCH: It would be -- I don't  
2 know how people did this job without it. Not  
3 because I am the smartest person and I have  
4 workforce figured out. But I at least understand  
5 the challenges and the dynamics that exist and  
6 the parties and the players and how that actually  
7 works in reality, not what's written down in WIOA  
8 or written down in some regulation somewhere.

9 But when that actually hits the local  
10 level and when that hits the AGC, what really  
11 happens and what are those challenges. So I am  
12 grateful for the experience that I had even  
13 though it was frustrating at times working in  
14 Kentucky. It's definitely made me better at this  
15 job.

16 MR. WALDRON: So just one other  
17 comment on the workforce boards. You know, so I  
18 am in the New York, Rhode Island, Massachusetts.  
19 There's a whole lot of little local boards, which  
20 I can attend tomorrow.

21 But I found part of the kink in the  
22 system was if we all served at the governor's



1 work board level because these smaller boards  
2 just rubber stamped the plan that comes out of  
3 there and the way that the law was written, they  
4 grandfather in their positions, and there was not  
5 an Indian seat at the governor's level. I had a  
6 good relationship with my governor but I am not  
7 on the governor's workforce board.

8 So I think if we could get more access  
9 to that at that plan in time, you know, when they  
10 are setting down that plan the Indians could have  
11 -- be a little bit more effective and I think  
12 that they would work with us. It's just that we  
13 are not at the table so we are on the menu type  
14 of deal, you know.

15 Any other questions from anybody?

16 Great. You're up, Kim.

17 MS. CARROLL: Kim Carroll, Other  
18 Disciplines.

19 Thank you so much for being here. We  
20 really appreciate your words. One thing I would  
21 like to remind, and I am sure you're aware of  
22 this, is when you're looking at Indian programs

1       you have to remember that -- you have to be  
2       careful who you prepare them with.

3               I know our performance measures --  
4       they are comparing us to the states. What needs  
5       to be remembered is that tribes do not have the  
6       same infrastructure as the states do and I know,  
7       certainly, we have run into the issue where we  
8       have been dependent on grants -- Department of  
9       Labor grants with states.

10              Yet, then once they are awarded or  
11       funded or even some of the questions that we get  
12       on our qualifications it's obvious that they are  
13       thinking we are a state -- that they are not  
14       understanding that we are not only the grantee,  
15       we are also the operator. You know, we are not  
16       going to sub-grant this to someone else. So that  
17       report makes no sense for us.

18              There are things like that that we  
19       would hope that the department would keep in mind  
20       when you're -- where they are working with the  
21       tribal governances.

22              MR. PALLASCH: Yeah, and you all face

1 some of the same challenges that our friends in  
2 the Job Corps face because Job Corps is not just  
3 a youth program that should be measured against  
4 other youth corps metrics.

5 So it's kind of back to what I said  
6 earlier about understanding that depending on  
7 where we assess and meet that individual, it's  
8 going to take more or less services and more or  
9 less time and more or less money, based on where  
10 they are on that continuum and not simply trying  
11 to just compare across because that's not always  
12 fair or representative.

13 MR. WALDRON: Well, thank you very  
14 much, Assistant Secretary.

15 MR. PALLASCH: Thank you.

16 MR. WALDRON: Your words have been  
17 uplifting. Someone that can relate to some of  
18 our local problems and I just as Christine said,  
19 we didn't really quite feel that yet this last  
20 couple days. But we do today. Thank you.

21 MR. PALLASCH: Thank you. Thank you  
22 very much. Appreciate it.

1 MS. CAMPBELL: Come visit us again.

2 MR. PALLASCH: Okay.

3 (Laughter.)

4 MR. WALDRON: We will get the  
5 information to you.

6 So we have time for a very short  
7 break. I know we are a little behind here. But  
8 I know folks have probably got to use their  
9 restroom.

10 Yes. I am getting the heads nodding.  
11 So let's just make it quick and then we will roll  
12 on.

13 (Whereupon, the above-entitled matter  
14 went off the record at 10:51 a.m. and resumed at  
15 11:02 a.m.)

16 MR. WALDRON: So we can -- we are a  
17 little off our agenda but not by too much. So  
18 our break has ended and we are coming back on to  
19 our status. And I was just enjoying the  
20 conversation with our next two folks, Miss Kim  
21 and Robin.

22 So Kim is the acting administrator,

1 Office of Investment, and Robin is the acting  
2 deputy administrator of OWI. So we have been  
3 graced with star-studded people and these folks,  
4 I think, are the real workhorses in the family.

5 So without further ado, you guys are  
6 up.

7 MS. VITELLI: Thank you, Chair  
8 Waldron. I've gotten to meet some of you before.  
9 So Kim Vitelli. I know you all got to meet  
10 Amanda Ahlstrand, who was the administrator for  
11 Office of Investment. I was her deputy. Right  
12 now, Robin and I are in acting positions for the  
13 office and just to give you picture of sort of  
14 who we are and what we do, you know, the Office  
15 of Workforce Investment has five divisions.

16 Athena is one of our division chiefs.  
17 A lot of the divisions run a couple different  
18 programs and Athena focuses on the Indian and  
19 Native American program, and one thing that we  
20 have been trying to do across our division chiefs  
21 and in our senior leadership in OWI is make sure  
22 that we are supporting each other.

1                   We have had a lot of staffing  
2 challenges where we haven't been able to bring on  
3 bodies in the pace that we want. I am sure  
4 that's something you've had to deal with also.  
5 And so we have been trying to make sure that we  
6 are supporting each other and so where we can we  
7 have been trying to pull other people in to sort  
8 of help out with things that DINAP needs.

9                   And then we have also learned a lot.  
10 Athena brings a lot of wisdom and experience to  
11 the senior leadership team and so especially as  
12 you saw that our Assistant Secretary Pallasch is  
13 really interested in the 477 program. And so  
14 leaders in OWI but also the agency have really  
15 looked to Athena for how does this work, what is  
16 this -- what is this idea that he's so excited  
17 about and so being able to share that knowledge  
18 across the agency is something we have been  
19 trying to put a lot of time and effort into.

20                   And, you know, the bulk of our work,  
21 of course, is done by the really stalwart DINAP  
22 team of Duane and Guy and Jennifer and Maria with

1 support from Carl. So we have learned a lot from  
2 that team in their grants management skills and  
3 how 477 operates and how the experience of  
4 bringing different resources together to work in  
5 one place which, of course, is what we are trying  
6 to do really at the bottom of it for all of our  
7 programs.

8 We are also responsible for the WIOA  
9 Title 1 formula programs as well as a lot of  
10 different competitive programs, some of them  
11 under WIOA and some of them in other places. So  
12 the Senior Community Service Employment Program,  
13 national farm worker jobs program, the re-entry  
14 employment opportunities programs and disability  
15 employment are also ones that we are responsible  
16 for and we try to put, like, our sort of shared  
17 brainpower together.

18 So one thing that we have been trying  
19 to do to compare notes and sort of make sure that  
20 we are supporting each other is, sharing what we  
21 are learning from the evaluations of different  
22 programs because, of course, something that works

1 for one population could have ramifications and  
2 influence for others as well.

3 So, you know, one strategy that we  
4 have been -- that the department, not just us --  
5 has been testing is how to help people rapidly  
6 re-employ after losing a job. So that's  
7 something, of course, that you've had experience  
8 in seeing the impact on a community when that  
9 happens.

10 Congress actually required DOL and the  
11 states to test a re-employment -- to sort of  
12 build the evidence base for re-employment  
13 services and eligibility assessments. It's this,  
14 like, long title. People call it RESEA or  
15 R-E-S-E-A.

16 And DOL just published an evaluation  
17 yesterday. One of the interim evaluations of the  
18 re-employment services strategies that states  
19 have -- mainly, states have had the money to  
20 implement and one of the things that we learned  
21 it doesn't sound like -- it sounds obvious but,  
22 finally, there's evidence base behind it that job



1 search helps people find jobs, right?

2 So we knew that and that's why we came  
3 to work every day. That's why we do what we do.  
4 But it was nice to see actual evidence in a  
5 random assignment trial that showed truly when  
6 you sit down across the table from somebody and  
7 help them figure out what skills that they have,  
8 what they are interested in, and how they can get  
9 a job and tell them, you're a worker. You're not  
10 somebody who's been left behind. You're a  
11 worker.

12 That that actually is transformative.  
13 It increases their chance of getting a job and it  
14 shortens their duration of unemployment. So it's  
15 sort of gratifying to have the evaluators come  
16 through and say, you know what you've been doing  
17 and putting your faith in for, like, your entire  
18 careers, it really does make a difference. So we  
19 sort of had a lot of little cheers for the  
20 evaluation that came out there.

21 The chief evaluator's office has also  
22 been studying DOL's response to the opioid crisis

1 and is studying how employment services impact  
2 recovery and rehabilitation and, of course,  
3 there's some studies on this and, of course, we  
4 all intuitively know that employment is an  
5 important piece of someone being stable, but they  
6 are also building an evidence base behind it,  
7 which matters.

8 It's a three-year study and they are  
9 going to release the first interim report at the  
10 end of this month. So we will be sort of  
11 watching that and we can share there too what we  
12 are learning.

13 We are evaluating the America's  
14 Promise grants that brought together regional  
15 workforce partnerships and we are evaluating the  
16 Homeless Veterans Reintegration Program, too.  
17 You know that DOL is pretty heavily invested in  
18 and very interested in apprenticeship and lifting  
19 that up as a strategy and -- so we are evaluating  
20 both registered and unregistered apprenticeship  
21 and that first interim report will be published  
22 this spring.

1                   The chief evaluators office has done  
2                   a pretty good job of taking a lot of long reports  
3                   with, like, Greek letters and equations and  
4                   turning them into pretty short easy-to-read,  
5                   like, busy person decision maker relevant, like,  
6                   little just takeaways.

7                   So if you haven't ever checked it out  
8                   before, they have a website called CLEAR, and I  
9                   forget what it stands for but evaluation is the E  
10                  and --

11                  (Laughter.)

12                  MS. VITELLI: -- and it's at  
13                  clear.dol.gov.

14                  MS. FERNKAS: I think the R is for  
15                  reports. So yeah. On research, yes.

16                  MS. VITELLI: Yeah. The R is probably  
17                  research. If Wayne was here -- if Wayne was  
18                  still here he'd, like, know exactly what CLEAR  
19                  stands for.

20                  But so there's a lot of good  
21                  evaluations on there that might have things that  
22                  as you're sort of trying to explain why you do

1       what you do, are looking to see what -- you know,  
2       what can I learn, we can always still learn.  
3       There's evaluations on there about  
4       entrepreneurship training, work-based learning,  
5       career academies, youth, re-entering veterans.  
6       Like, they have really sort of put together a  
7       nice little tool there.

8               And one of the strategies with a lot  
9       of weight of evidence behind it is  
10      apprenticeship. ETA operates the Registered  
11      Apprenticeship Program. That's not in our  
12      office.

13             It's another office that we work  
14      closely with, and we have also funded including  
15      out of our office some competitive grants that  
16      supported apprenticeship. Robin was a leader on  
17      several of those. Do you want to talk a little  
18      bit about --

19             MS. FERNKAS: Sure. And, first of  
20      all, I just want to thank you for letting us come  
21      this morning and inviting us, Athena. It's  
22      really great to sit in and hear from all of you

1 directly. We get to hear from Athena and Duane  
2 and others from DINAP staff. So it's really nice  
3 to be here.

4 But, as Kim said, expanding  
5 apprenticeships is a major priority for this  
6 administration. There was an Executive Order in  
7 2016 about really using this earn and learn model  
8 more expansively to bring in more populations, to  
9 bring in, you know, different types of industries  
10 than the trades, which we have historically used  
11 apprenticeships in.

12 And so I think one thing we'd love to  
13 hear from all of you is like if -- is that a  
14 possibility, you know, in your areas? And if  
15 there are impediments to that, what can we be  
16 doing to explore?

17 But what we've been experimenting  
18 with, as Kim said, the Office of Apprenticeship  
19 has really done a lot to expand registered  
20 apprenticeships, which has a certain rigor and  
21 has a lot of standards around it. What we've  
22 been investing in through our office using our

1 H-1B investments, which are the fees that  
2 employers pay to bring in foreign workers, we can  
3 use a large percentage of those fees to train  
4 individuals here in this country to try to fill,  
5 you know, those gaps of where we need skilled  
6 workers.

7 And so one of the things that we've  
8 done is we've said, "Yes, we'd like to expand  
9 registered, but we'd also be interested in  
10 expanding under the umbrella of work-based  
11 learning, other earn and learn models, and what  
12 could these look like."

13 So what we've said is we still, in  
14 terms of calling it an apprenticeship, we still  
15 want to see some classroom-based or some, you  
16 know, what we call related technical instruction,  
17 some instruction happening, along with some  
18 on-the-job component, and that there be a mentor  
19 on the job, and that there be, you know, some  
20 labor standards that they follow, and that we  
21 think that these hallmarks really do represent  
22 what we consider a quality apprenticeship, and so

1 it mirrors in some respects the same standards or  
2 similar standards that we have for registered.

3 And so we have -- we gave out \$183  
4 million to institutions of higher education that  
5 were working with other institutions through  
6 consortium models. Those are called scaling  
7 apprenticeships. They have partnered with  
8 national industry associations to -- in advanced  
9 manufacturing and health care and information  
10 technology, and we're on the cusp of awarding our  
11 next round of grants which will be close to \$100  
12 million for a grant program called  
13 Apprenticeships: Closing the Skills Gap.

14 And these were even more focused on  
15 trying to expand opportunities in cyber security  
16 and in industries where we're seeing artificial  
17 intelligence really being used, you know, more  
18 predominantly, like in the advanced manufacturing  
19 space, but also in health care and other  
20 industries.

21 So those are the investments we have.  
22 And I know that the tribal community colleges or

1 tribal colleges were very involved with our TAP  
2 grants. We do have another investment that is  
3 going to be coming out to expand our community  
4 college portfolio.

5 It is not necessarily focused on  
6 apprenticeship. These are -- these are more  
7 focused on building the capacity of the colleges  
8 to deliver employment and training services  
9 similar to TAP.

10 And that was just passed in our recent  
11 budget. It is \$40 million that has been  
12 authorized under our dislocated worker  
13 demonstration grants. So be looking for those  
14 because that's definitely something I think that,  
15 you know, the tribal community colleges would be  
16 eligible to apply for those. So --

17 MS. VITELLI: I should probably  
18 mention some other competitive grant  
19 opportunities that will be available that you  
20 might be interested in, in addition to the  
21 community college one that Robin was talking  
22 about.



1 I think the statute -- the  
2 Appropriations Act for FY20 actually required  
3 that we publish it in April; is it? I mean, it's  
4 like 120 days from the date -- you might know the  
5 date specifically. But anyway, look -- keep your  
6 eyes peeled in April on grants.gov, other grant  
7 opportunities there that we will be publishing.

8 One is for reentry employment  
9 opportunities. Those are grants to serve both  
10 adults and youth. We are actually going to do  
11 two separate funding opportunity announcements  
12 there, and that total together, that's about \$85  
13 million. Those will publish in the -- I mean,  
14 one of them is close to publishing. So keep your  
15 eyes peeled in February, but also in March, for  
16 those grants.

17 Another is the work opportunities in  
18 rural communities. Congress appropriated \$30  
19 million for us to award, by intention, smaller  
20 sized grants for rural communities. We are doing  
21 this in partnership with the Appalachian Regional  
22 Commission and the Delta Regional Authority.

1                   So it's a pretty broad swath of the  
2                   country. It's not really like the Pacific  
3                   Northwest, but it's a big chunk of the east coast  
4                   and the south. And so that will also publish in  
5                   the spring. That's to deliver employment and  
6                   training services and build capacity of smaller  
7                   organizations to deliver services.

8                   And then, you know, our Senior  
9                   Community Service Employment Program has a  
10                  competition every four years. This is a  
11                  competition year, and this -- by statute, there  
12                  is grants specifically for Indian-serving  
13                  organizations. Right now, the grantees are NICOA  
14                  and IID. It's two for Indian development. But  
15                  that will be competed. Also, that will publish  
16                  in the spring. That's a \$450 million program.  
17                  It's a big program.

18                 MR. HOBOT: Excuse me. Can you repeat  
19                  that, please?

20                 MS. VITELLI: Yes. Sure. The Senior  
21                  Community Service Employment Program. It's  
22                  authorized under the Older Americans Act. So

1 most of the Older Americans Act programs are run  
2 out of HHS, but we've got -- we call it SCSEP,  
3 Senior Community Service Employment Program, for  
4 low-income seniors to be placed into community  
5 service assignments where they work in community  
6 service for up to 20 hours a week and get paid  
7 the minimum wage or, you know, the higher, the  
8 federal or state minimum wage.

9           So they're earning some money, they  
10 are getting work experience, and they are  
11 delivering a community service. It's -- and then  
12 they've got up to four years, and they can stay  
13 in the program for up to four years to be  
14 prepared to move into unsubsidized employment at  
15 the end.

16           But do keep an eye out for that, I  
17 mean, not just as a good -- as a potential  
18 applicant, but, you know, there's partnership  
19 opportunities there, too, so I wanted to draw  
20 your attention to that.

21           And then the last thing, you know, we  
22 use performance data a lot to learn about our

1 programs, and you heard Assistant Secretary  
2 Pallasch's real passion for having data. And so  
3 I just wanted to sort of, like, address the  
4 elephant in the room because what I was realizing  
5 as he was talking was, yeah, but we haven't given  
6 them the system that they need in order to be  
7 able to accurately report.

8 So we know that, and Assistant  
9 Secretary Pallasch knows it, too. I mean, when  
10 he talked about working directly with the Chief  
11 Information Officer, you probably caught it, but,  
12 I mean, I just wanted to sort of underline, like  
13 it's not fair that you haven't had the system  
14 working for you. It's incredibly frustrating for  
15 us. It's more frustrating for you.

16 Athena's team has worked incredibly  
17 hard on doing everything that, you know, we're  
18 supposed to be doing in terms of requirements,  
19 documentation, and testing, and gathering up the  
20 data, and using the data that we do have, that  
21 you are reporting. Duane and Jennifer worked  
22 really hard at putting that together, so that we

1 can tell a story.

2 And the system that you deserve and  
3 that you should have and that we want to have in  
4 place isn't there, which is like unacceptable.  
5 So we've -- you saw how passionate John is about  
6 data, though, so it's helpful to have him as an  
7 ally, that he is going to try to help us get that  
8 straightened out with the IT guys because it's  
9 not -- it's not fair. It's not fair to you that  
10 you don't have that.

11 So you're not alone, but I think  
12 that's probably cold comfort, like a lot of our  
13 competitive grant programs are in the same  
14 position. The system is meant to actually serve  
15 -- to have multiple modules. There is others  
16 that also are just like writing data on a napkin  
17 and putting it on a carrier pigeon and like  
18 hoping that we can make use of it. So you're not  
19 alone, but --

20 MR. WALDRON: Smoke signals.

21 (Laughter.)

22 MS. VITELLI: You know, it doesn't

1       make -- it doesn't make it right. So please know  
2       that we take that really, really seriously, and  
3       that we haven't forgotten, and that we're not  
4       just trying to pass the buck there. We take  
5       responsibility for it, and we're going to get it  
6       fixed. And I think Assistant Secretary Pallasch  
7       is going to be really helpful, helping us sort of  
8       have a breakthrough there.

9               So I know -- I know we're little bit  
10       behind on the time, so we should probably -- I'm  
11       happy to stay later because Mr. Fish is here, and  
12       we -- and you guys probably want to talk to him.  
13       I can stay afterwards if people have questions,  
14       if you want.

15               MR. WALDRON: That's awesome. I just  
16       would like to -- and I appreciate that. They  
17       need more help with DINAP.

18               MS. VITELLI: Yeah.

19               MR. WALDRON: So you know that, right?

20               MS. VITELLI: Yep. That's --

21               MR. WALDRON: I like you already  
22       because you accepted the responsibility this

1 morning for what -- poor Athena has been marching  
2 up to the podium at every conference and saying,  
3 "Next month, six months, five months," so thank  
4 you.

5 MS. VITELLI: Yeah.

6 MR. WALDRON: So she is going to be  
7 around a little bit. I know we are running a  
8 little bit late. Our other guests are here. So  
9 we have Michael Downing, Deputy Assistant  
10 Secretary.

11 MR. BLAZER: Michael had a family  
12 emergency. He was not able to be here.

13 MR. WALDRON: Okay.

14 MS. BROWN: Can I ask you to come up  
15 to the front of the room?

16 MR. WALDRON: Yeah. I can actually  
17 move --

18 MS. BROWN: No. They can sit where  
19 Robin is.

20 MR. WALDRON: Okay. So Michael is --

21 MS. BROWN: Michael Downing is not --

22 MR. WALDRON: So how about James

1       Blazer?

2                   MR. BLAZER:   That's me.

3                   MR. WALDRON:   Okay.

4                   (Laughter.)

5                   MR. WALDRON:   Great last name.

6       Blazer.

7                   MR. BLAZER:   Thank you.

8                   MR. FISH:    What about Fish?

9                   MR. WALDRON:   Well, I haven't gotten  
10   to Fish.   We are only --

11                   (Simultaneous speaking.)

12                   MR. WALDRON:   There was a Fish  
13   historically in Rhode Island back in the 1700s  
14   that took care of the starving Indian tribe that  
15   was in -- probably 30 miles from Providence and  
16   was responsible for listing part of our first  
17   census, a family by the name of Fish, and, you  
18   know, gave them blankets and food.

19                   MR. FISH:    That's incredible.   I think  
20   that my last name has like gotten me probably  
21   about half of my diplomatic relations in Indian  
22   country.



1 (Laughter.)

2 MR. FISH: The Alaska Natives are  
3 like, "I like your last name" --

4 (Laughter.)

5 MR. FISH: -- since fishing season.

6 MR. WALDRON: So you guys are here to

7 MR. BLAZER: I'll toss it to Tyler.

8 My name is Jim Blazer. I am in the Office of  
9 Congressional and Intergovernmental Affairs, and  
10 part of my portfolio is tribal governments and  
11 tribal lands, and so I'm quite excited about it.

12 Athena and I met a couple months ago,  
13 and we kind of started putting this together to  
14 try to -- to make sure that we could be here to  
15 listen to you all and get feedback from you and  
16 be a resource and helping you with regard to your  
17 mission and what you're doing, and then how we  
18 can help connect the people together, and part of  
19 that was being able to have Tyler here today.

20 I came from Ohio. I've been here in  
21 Washington for about a year. My family is still  
22 in Ohio. So I am maintaining two households at

1 the same time, which is kind of fun and  
2 interesting. But I do get back to Ohio every  
3 once in a while.

4 I worked for state government. I was  
5 the Chief of Strategy and Communications for the  
6 worker's comp system, which is a monopolistic  
7 system. I came to -- I was at the General  
8 Services Administration as a senior policy  
9 advisor for Office of Government-wide Policy, and  
10 then I moved to Labor as Chief of Staff for the  
11 worker's comp system here, and then Deputy  
12 Secretary said, "We need somebody in Office of  
13 Governmental Affairs, and congratulations."

14 (Laughter.)

15 MR. BLAZER: So, and I was happy to  
16 serve, and it's actually really exciting because  
17 it's outward-facing and getting to meet a lot of  
18 people. So I'll leave that, and so Athena has my  
19 numbers and we talk on a regular basis. But I'm  
20 happy to help any of you, and please feel free to  
21 give us a call. And she has my cell phone  
22 numbers and direct lines.

1 MS. BROWN: I just wanted to -- can I  
2 speak?

3 MR. WALDRON: Yep. Go ahead. Sorry.

4 MS. BROWN: I just wanted to mention  
5 that James Blazer is in the office where we  
6 frequently have to confer, because not only does  
7 he deal with tribal consultation, but he also  
8 deals with any congressional correspondence that  
9 comes in related to our program, and, you know,  
10 the Domestic Policy Council for the White House.

11 MR. BLAZER: So it's -- we have a  
12 pretty large department that the Deputy Secretary  
13 has put in place where we have regional people in  
14 the field, and they are available to come and  
15 speak to -- and we actually encourage them and  
16 want them out there in the field and speaking.

17 And so please let us know about events  
18 or places where our regional directors can come  
19 and help convey the message of this  
20 administration and this, you know, great work  
21 that Athena and this Council is doing. So I'm  
22 happy to be here.

1                   So with that, I will turn it over to  
2                   Tyler, if that's okay with you, sir.

3                   MR. WALDRON: Yes.

4                   MR. FISH: Yes. Well, good morning.  
5                   My name is Tyler Fish. I am Muskogee Creek and  
6                   Cherokee. I have been working in Indian country  
7                   for about 12 years now.

8                   A little bit about my background, I'm  
9                   a former Marine. And I was on my last deployment  
10                  and I was like, "What am I going to do after  
11                  this?" And I was like, "Well, you know what?  
12                  I'm going to apply for an internship. Where do I  
13                  want to intern at?" And I had been to D.C. once  
14                  whenever I was 16, and so it's like, "I think  
15                  I'll go back there and try that out again."

16                  And so I was working like, you know,  
17                  midnight shifts and on base in Iraq, and I  
18                  submitted an application for the Udall  
19                  Congressional internship. I think it's just  
20                  hyper-relevant to the work that you guys do  
21                  around here. And I was sitting there thinking, I  
22                  was like, I'm a tribal citizen, I'm on deployment

1 in Iraq. I've mentioned that like six times in  
2 my application.

3 (Laughter.)

4 MR. FISH: I'm like, there is no way  
5 that they can deny me, right? So, and they  
6 couldn't. So I came back from Iraq, and within  
7 three weeks I was out here in D.C. and I was  
8 working in -- working on the Hill on Native  
9 issues and kind of cutting my teeth and learning  
10 about the policy as it impacts our communities at  
11 the ground level.

12 And it just really sort of like lit a  
13 fire in me and inspired me to continue in public  
14 service. So I ended up finding out that my own  
15 tribe at that time had a Legislative Affairs  
16 Office just at the bottom of the Hill right  
17 outside here at 2nd and C, and it was the  
18 Cherokee Nation Washington Office.

19 And the day after my -- after my  
20 internship ended, I just stumbled in there in a  
21 suit and I was like, "Hey, guys, I don't want to  
22 go back to Oklahoma, so you guys are going to

1       have to hire me."

2                   And they said, "Great. Chief is going  
3       to be here in two hours. You're staffing him."

4                   And so it was just trial by fire, as  
5       so many things are in Indian country. But I  
6       ended up working there for a couple of years. I  
7       went back to Oklahoma for law school because, as  
8       many of you are probably aware, we've got a  
9       unique sort of policy perspective, and  
10      jurisdictional issues in Oklahoma when it comes  
11      to Indian country, and I wanted to go to a school  
12      that was very aware and, you know, had a good  
13      education program around that particular aspect  
14      of Indian law.

15                  So I finished up there. I applied for  
16      the Presidential Management fellowship and came  
17      straight back to the federal government. I did a  
18      couple years with the Forest Service on Superior  
19      National Forest doing tribal liaison work with  
20      the Minnesota Chippewa Tribe and the bands there.

21                  And then I started using the program  
22      to my advantage to simply migrate around as many

1 different offices within the federal government  
2 that have any sort of overlay with Indian country  
3 as I possibly could, to try and get a very broad,  
4 you know, base level of knowledge on how all of  
5 these policies affect our communities because, as  
6 you see, like our policy -- or like Indian  
7 country, we are two percent of the population,  
8 but our policy is as vast and wide as everything  
9 else there is in the federal government. And so  
10 I wanted to get perspectives across the board.

11 So I ended up skipping from Forest  
12 Service, I went to the U.S. Attorney's Office in  
13 Tulsa for a short period supporting -- well, he  
14 is now the U.S. Attorney there, but Trent Shore  
15 is a Choctaw citizen there and worked with him  
16 for a little bit.

17 Then I went to the Office of the  
18 Special Trustee for American Indians back out  
19 here in D.C., worked in the Solicitor's Office at  
20 Interior for about a year, year and a half, and  
21 then I went over to the Small Business  
22 Administration and I worked on a strategic

1 initiatives team there.

2 And I worked on sort of incorporating  
3 their business development platform of program  
4 and making it more applicable to Indian country.  
5 And it was all tied around like, you know, work  
6 chain -- work streams and supply chains and how  
7 do we incorporate and build economies around  
8 those natural sort of environments there and  
9 create, you know, sort of like a natural business  
10 development ecosystem within itself. It's like  
11 the entire area, things like, you know, the wine  
12 industry in Napa Valley.

13 Well, it's not just the wineries that  
14 benefit from that. You've got cooperages, you've  
15 got -- you know, you've got timber industry,  
16 you've got metal workers, you've got bottling,  
17 you've got labeling, you've got marketing, all of  
18 those things in there.

19 And so the idea was that if we can  
20 identify hubs on these industries, and, you know,  
21 you can support business development with those  
22 other little -- you know, it could be just small



1 entrepreneur shops, say like, "I'm going to be a  
2 labeling business, and I want to tie into this  
3 work stream in order to create more viability for  
4 our business there."

5 And so I left SBA, went to the Bureau  
6 of Indian Affairs, worked in the Director's  
7 Office for a short period. I was senior  
8 counselor to the Assistant Secretary for Indian  
9 Affairs for about a year and a half before I  
10 started this detail over to the White House about  
11 -- I guess it's about seven, eight months now,  
12 but it feels like two years.

13 (Laughter.)

14 MR. FISH: So I -- getting into sort  
15 of my job now and how I get to work with, Jim, on  
16 your issues and how we elevate those to the White  
17 House. I started back in July of last year, and,  
18 you know, it was hit the ground running. We  
19 started out just within like a few weeks of  
20 coming on board, we went down -- back to Oklahoma  
21 for a Fish and Wildlife Service policy  
22 announcement that says in Potawatomi Nation.

1 Chairman Barrett hosted us there, and  
2 we revised Fish and Wildlife Service's policy to  
3 allow tribes to obtain permits to determine what  
4 happens to eagle remains when they are found  
5 within their territory. So now tribes can get a  
6 permit, and then they can administer what happens  
7 to those remains instead of turning them over to  
8 the National Eagle Repository, which can take  
9 several years in some instances.

10 September, we hosted an energy  
11 development or energy infrastructure as well as a  
12 broadband infrastructure summit, kind of -- they  
13 were duly hosted, but one was at Department of  
14 Energy, the other one is Department of Interior,  
15 and a few other agencies. And we just kind of  
16 bundled them up together, got some White House  
17 exposure there, had some meetings with tribal  
18 leaders and Vice President Pence.

19 October, one of -- I think one of the  
20 big ones that we've had over the last six months  
21 was President Trump negotiated the return of over  
22 600 ancestral remains to 20 -- an assembly of 26

1 different pueblos and tribes from the Mesa Verde  
2 region. So we're in October now.

3 November, we rolled into November  
4 planning the first White House Conference on  
5 Contemporary Native American Veterans. And so  
6 that was one that was particularly near and dear  
7 to me, because being a veteran myself,  
8 understanding sort of like the transitional  
9 services and support that is necessary for this  
10 population, and kind of particularly focusing on  
11 the post-9/11 vets, because I think that probably  
12 right now we have a larger population of Native  
13 veterans than we have ever had in Indian country.

14 But my concern is that their issues  
15 are not being addressed because we're not aware  
16 of them just yet. We have conversations about  
17 mental health, about, you know -- you know, sort  
18 of -- you know, we are focusing on employment.  
19 We are focusing on housing, which are kind of the  
20 two top key issues.

21 But, you know, whenever we think about  
22 our -- what I call our "legacy veterans," our

1 Vietnam era veterans, World War II era veterans,  
2 Korea veterans, their issues are very prevalent  
3 to us right now because we see -- because they  
4 manifest themselves in our health, and they  
5 manifest themselves in poverty.

6 Well, those individuals were in the  
7 same position that our post-9/11 vets are in  
8 right now at one point in time, and my view is  
9 that if we would have addressed, you know, those  
10 kind of support services and issues like housing  
11 and employment at that time, we wouldn't be faced  
12 with the amount of health care and issues that  
13 manifest themselves physically in those legacy  
14 veterans, you know, if we would have addressed  
15 those back whenever they were transitioning out.

16 So I am sort of trying to champion, as  
17 best as I can, to address, you know, the issues  
18 and the support services that our post-9/11 vets  
19 need now because it's going to create better help  
20 for them in the future, and they will -- I  
21 honestly think that these are our future tribal  
22 leaders.

1                   You know, the military places like  
2                   such a level of responsibility on you whenever  
3                   you're 18, 19, 20 years old. You know, I think I  
4                   was 22 and I was responsible for something like  
5                   \$200 million worth of equipment. I was -- I was  
6                   a motor pool operator, motor key chief there, and  
7                   so we had all kinds of high-tech, you know,  
8                   artillery systems, you know, and even down to  
9                   just your Humvees.

10                  And I had a job of managing 13 guys to  
11                  make sure that all of those -- all of those  
12                  pieces of equipment are operational, they're  
13                  ready to go, they're ready to fire, and that all  
14                  of those maintenance things are done, and that's  
15                  a huge responsibility to place on somebody that  
16                  is only 20 years old.

17                  Well, I think that all of that  
18                  experience, that is not unique in the military.  
19                  That transitions directly into the tribal  
20                  leadership, and I think you're already starting  
21                  to see it. Some of our elected tribal leaders  
22                  around the country, they are -- they are part --

1 they are members of this sort of younger veteran  
2 generation.

3 So we're at November. We held the  
4 veterans event on the 17th, and one week later it  
5 was -- we decided that it was the opportune  
6 moment to execute the executive order on missing  
7 and murdered American Indians and Alaska Natives.  
8 So we had the opportunity to get eight tribal  
9 leaders and representatives into the Oval Office  
10 with President Trump, sign the executive order on  
11 such a critical issue.

12 That is -- you know, I think that  
13 we're using "endemic" a little bit too much  
14 because it's pandemic, like it's, you know,  
15 endemic is something that happens very quickly,  
16 the coronavirus. But pandemic is -- this is an  
17 issue that has been going on for way too long.  
18 It's not new, but it's just getting attention,  
19 you know, within the last year or so, even though  
20 I know that we've had advocates that have been  
21 working on it for a long time.

22 But, so we're spinning up the

1       Operation Lady Justice Task Force to work at the  
2       community level, have some meaningful engagements  
3       in Indian country to find out what are the  
4       experiences that tribal citizens are having at  
5       the ground level with this issue.

6               And I think that that's just  
7       imperative because we can sit here in an office  
8       in D.C. and sort of, you know, throw ideas at the  
9       wall and say, "This is how we're going to address  
10      this or that," but it's your citizens at the  
11      community level that are really experiencing it.  
12      And I think that that's where the solutions are  
13      ultimately going to be derived to this.

14             So December/January, we didn't slow  
15      down, so we have been working on, you know, a  
16      task force issue with IHS, revising to ensure  
17      child safety within the IHS system, and, you  
18      know, developing some recommendations and  
19      policies to improve sort of their operations  
20      within our IHS facilities.

21             And then just within this past --  
22      well, I guess it was at the end of December, you

1 know, President Trump was able to sign three  
2 meaningful bills and legislation to promote  
3 education, Native language and education in  
4 Indian country, and also, you know, Spokane Tribe  
5 of Indians has been striving for a long time to  
6 get compensation for the Grand Coulee Dam, which  
7 was built upon their lands and territories.

8 So we signed a bill that compensates  
9 them for those interests, and then we recognized  
10 the Little Shell Chippewa Tribe of Montana, which  
11 both of those efforts, between Spokane and Little  
12 Shell, is just pretty monumental because both of  
13 those communities have been striving for a really  
14 long time on both of those interests.

15 So that's a little bit of background  
16 on what we've been doing for the last six months.  
17 I know it's not all entirely, you know,  
18 employment-related, but -- so let me maybe talk a  
19 little bit about what we do that is workforce  
20 development and education-related.

21 It is -- you know, whenever I came  
22 into the office, we developed sort of policy



1 priority categories. And the idea around this  
2 was that we wanted to identify categories that  
3 aligned with the administration's priorities in  
4 general, but we didn't want to prescribe the  
5 outcome or the result for Indian country. We  
6 wanted those to happen sort of naturally and  
7 organically in our engagements with tribal  
8 leaders such as yourselves.

9 So workforce development and education  
10 is one of our core tenets. It is one of the main  
11 areas that we focus on and that we want to have a  
12 positive impact on. So, in that effort, we have  
13 done a lot of work to coordinate with the  
14 Department of Education, ensure that their  
15 administration of things like the Perkins Loan  
16 appropriations and authorizations get distributed  
17 efficiently.

18 We work with the Department of  
19 Education in their collaboration with the Bureau  
20 of Indian Education to ensure that both of those  
21 departments' policies and actions are aligning,  
22 so that way we have better and more efficient

1 administration of education at the ground level.

2 The Bureau of Indian Education has  
3 made I think some really significant strides in  
4 the last couple of years in achieving budget  
5 independence from the Bureau of Indian Affairs.

6 A lot of people don't -- didn't  
7 understand this about, why do we need to separate  
8 the budget out between these two entities here,  
9 but the problem was is that, you know, for  
10 education, you know, you've got a specific  
11 timeline on an annual basis. You know, school  
12 starts in the fall, right?

13 Well, budgets also come out in the  
14 fall, but the Bureau of Indian Affairs, they're  
15 on a separate timeline. They don't have like  
16 sort of those imperative trigger points where  
17 they need funding to flow in the fall the way the  
18 Bureau of Indian Education does. But because BIA  
19 was administering a lot of funds to go to the  
20 BIE, we saw that we had this weird serpentine  
21 where you had to go through all of these BIA  
22 processes in order to get BIE the funds that they

1       need to maintain their facilities and get books  
2       and even food, you know, in the schools for the  
3       children.

4               But so BIE is working independently  
5       now in regards to their budget. They are working  
6       on a lot of apprenticeship-style focuses. The  
7       Bureau of Indian Education leadership there has  
8       come out with a new strategic direction to sort  
9       of incorporate tribal perspectives into how they  
10      are administering their programs there.

11             I know that they worked for a really  
12      long time on that. They took comments and they  
13      made a specific reply to every single one of the  
14      comments that came in from tribal leaders on that  
15      issue or on -- basically revising how they  
16      performed their operations there.

17             With the VA, once again, you know,  
18      we're working with them to -- you know, not only  
19      to address sort of like employment issues,  
20      occupational training, occupational licensing,  
21      that are important to both the members --  
22      military service members as well as their spouses

1       because, you know, oftentimes they're -- you  
2       know, they're on a revolving schedule where they  
3       have to switch states and, you know, getting a  
4       new license for whatever it may -- whatever the  
5       trade may be is -- it's difficult whenever you  
6       change locations, change states every few years.

7               So we're working on solutions for  
8       that. We're also sort of foraying into business  
9       development entrepreneurship whenever it comes to  
10      veterans. I think that sort of, you know a  
11      little bit of the experience that we receive in  
12      the military, not only does it support tribal  
13      leadership as I said earlier, but also it sort of  
14      ignites like a little -- some of those attributes  
15      that are meaningful and helpful for individuals  
16      who want to start their own business.

17              And the VA offers a lot of business  
18      resource loans to help entrepreneurs, and I just  
19      pull from my experience at the Small Business  
20      Administration. We work closely with the  
21      Minority Business Development Agency, as well as  
22      the EDA at Commerce. It's just like everything

1 else in Indian country, we've got a ton of  
2 business development resources that are available  
3 for Indian country, but they're spread out across  
4 five or six different agencies.

5 And so if I'm a tribal business or if  
6 I'm a tribal citizen who wants to start a  
7 business, you know, the way I envision it,  
8 there's, you know, essentially a process chart, a  
9 flow chart, from idea to implementation. I might  
10 be anywhere within that. I might have an idea  
11 and I need to develop a business plan. Or maybe  
12 I've got my business plan. I'm ready to go out  
13 for capital investment.

14 But how do I know which agency to go  
15 to? You know, Bureau of Indian Affairs has  
16 Indian energy and economic development that has  
17 some loan support services. Small Business  
18 Administration operates the 8(a) program, you  
19 know, and then minority business development  
20 agency has those business plan resources to help  
21 you like develop and curate your idea.

22 Well, you know, if I am a tribal

1 citizen on a reservation where, you know, maybe  
2 IT access is limited or it's unavailable, how do  
3 I know where to go to to access these resources?

4 So one thing that we've done at IGA is  
5 sort of assemble a lot of those different  
6 agencies, and we're starting to kind of  
7 strategize, how can we present these resources in  
8 a way that makes them more accessible to tribal  
9 citizens?

10 And we've got a couple of unique ideas  
11 about how we might go about doing that, but I  
12 don't think that we're going to get a -- like a  
13 solution for success unless it comes from folks  
14 like you who work in your communities and know  
15 exactly what your citizens are facing.

16 So that's a little bit about what  
17 we're doing at IGA. I get to work with Jim in  
18 many regards to elevate your issues as they come  
19 in through Jim. We work through him at IGA. I  
20 get to work closely with the Domestic Policy  
21 Council, the National Economic Council, as well  
22 as a few other of the components there that have

1 equities in Indian country.

2 But maybe if I could just close out,  
3 and I'm really more interested in hearing what  
4 you guys are experiencing at the ground level,  
5 what are the barriers that you're seeing, and  
6 what are the solutions that you see that I can  
7 help with. That's really my focus.

8 But maybe some of my kind of final  
9 thoughts is that in the realm of workforce  
10 education, employment, and business development  
11 in Indian country, I draw a lot of my philosophy  
12 on the concept of choice. Whenever I think about  
13 prosperity in Indian country, it really means, do  
14 I have a choice?

15 And if you've never read the book Why  
16 Nations Fail, I highly recommend it. It's really  
17 one of my favorite books that I go to whenever  
18 I'm looking for inspiration. But they examine  
19 this concept of choice and how it relates to  
20 prosperity globally. So they look at all of  
21 these different countries, and I look at it and I  
22 say, "I see this in Indian country."

1                   If I'm a tribal citizen, I'll know  
2                   that my community has achieved prosperity if I  
3                   have a choice on where I work. Do I have a  
4                   choice on where I go to school? Do I have a  
5                   choice on where I bank? Do I get a choice on who  
6                   I hire? All of those things tie into the  
7                   robustness of our local tribal communities as  
8                   well as our economies there.

9                   So I would just say that I commend  
10                  each one of you for the work that you're doing  
11                  because I think that you guys are all striving  
12                  for that same concept of choice in your own way,  
13                  and that's just really motivating to me. So I  
14                  appreciate it, and I'm happy to take any  
15                  questions, or let me know what I can do to help  
16                  you because I'm here. Please consider me a  
17                  resource that is available to you.

18                 MR. WALDRON: We have a question over  
19                 here. Kay Seven?

20                 MS. SEVEN: Yes. My name is Kay  
21                 Seven. I represent the other discipline, 477, on  
22                 the NAETC.



1                   So with the new legislation under  
2                   Public Law 115-93, I'm sure you're very aware of  
3                   the obstacle in place that I think is the -- that  
4                   allows the flexibility for 12 federal agencies to  
5                   navigate a global roadmap working with tribal  
6                   nations on creating jobs for small business,  
7                   working with small business.

8                   And we're at a point where, you know,  
9                   we've made all of the recommendations to the  
10                  federal agencies using the MOA process that we  
11                  have disagreement with. And right now there's a  
12                  feeling that processes are put in place to delay  
13                  any meaningful renegotiation or bringing the  
14                  federal agencies back together to -- let's sit  
15                  down and talk about this. Let's use the  
16                  leadership from agencies that really want to work  
17                  with the tribal nations and build that roadmap.

18                  We just listened to John Pallasch, the  
19                  Assistant Secretary for the Employment and  
20                  Training Administration I think, who shares our  
21                  vision to see collaboration-building.

22                  We see Ian Record coming in this

1 afternoon with the National Congress of American  
2 Indians who has his publication, Tribal Workforce  
3 Development.

4 So, you know, you're in the White  
5 House, and I think you're assigned to working  
6 with our groups, but we're at a point, why is one  
7 federal agency using processes to delay any  
8 progress. We see an MOA that's not working for  
9 tribes right now. We need the federal agencies  
10 to sit back down together, readdress, and look  
11 maybe outside the box.

12 How is it that we can rethink this and  
13 really do what one legislation or two pieces of  
14 legislation intend to do, is to bring the subject  
15 matter experts with the various entities that are  
16 currently fragmented you know, speaking about  
17 fragmentation of small business development,  
18 well, there is fragmentation with employment and  
19 training programs in the wraparound services to  
20 build cohesion amongst all of us.

21 And so I think you're in the seat --  
22 or the White House is in the seat -- to be one of

1 the drivers in the seat leadership team to bring  
2 meaningful dialogue and outcomes happen soon -- I  
3 would say within the year -- because this MOA was  
4 published in December of 2018, and we're like  
5 going on to our second year without any  
6 meaningful approach to tribal nations having  
7 their plans work.

8 So that's my comment.

9 MR. FISH: Well, thank you. Very  
10 familiar with your comments, and the entire  
11 working group's, you know, concerns about the  
12 MOA. I've been through the -- you know, the  
13 recommendations that you guys submitted over to  
14 us many times.

15 You know, we've had some conversations  
16 within the White House, and I briefed it up to my  
17 leadership there. And I think that what you're  
18 seeing right now is Interior is trying to reach  
19 back out, and, you know, we support them in doing  
20 that, both with the tribal working group -- you  
21 know, we had a listening session on 477 as a  
22 program on Monday. Interior hosted that at NCAI.

1                   We support them in doing that, and,  
2                   you know, I think that they are looking to have a  
3                   greater dialogue on exactly the specific issues  
4                   that the working group has as well as, you know,  
5                   everybody that is working in this space with the  
6                   MOA, both with the working group as well as the  
7                   rest of the federal agencies who are partners to  
8                   that MOA.

9                   So, you know, I'm monitoring it, and  
10                  we're giving Interior sort of the latitude to  
11                  sort of proceed as they deem appropriate with  
12                  that. So, you know, happy to correspond with you  
13                  on that continuously.

14                  You know, I visit with Margaret, you  
15                  know, frequently, as well as Katie and those guys  
16                  over at HOBS, though, like -- you know, I'm  
17                  keeping my eye on it, and please feel free to  
18                  reach out to me directly any time you would like.

19                  MR. WALDRON: Any other questions?  
20                  Jacob?

21                  MR. BERNAL: Jacob Bernal, Region 6.  
22                  Thank you for being here today and for sharing

1 your thoughts on workforce education and business  
2 development and how choice plays into that tribal  
3 prosperity. That's very encouraging and  
4 beneficial.

5 We often use the terms "tribal  
6 sovereignty," "trust responsibility," "tribal  
7 consultation." And as a lawyer, you hear those  
8 terms a lot.

9 My question is: how do those things  
10 play into shaping policy at the White House?

11 MR. FISH: Sure. So I spoke at NCAI  
12 yesterday, and I kind of made this point that  
13 whenever I came on board, it has just been a  
14 really sort of humbling experience as well as  
15 like I'm feeling really honored to be in the  
16 space where I'm at right now because whenever I  
17 came on board, my leadership -- Doug Hoelscher at  
18 the Office of Intergovernmental Affairs as well  
19 as Joe Grogan and -- he's the Director for the  
20 Domestic Policy Council.

21 They didn't say, "This is what we want  
22 out of Indian country." They didn't say, "We

1 want you to go and achieve this with Indian  
2 country." They said, "How can we help?" That  
3 was all they did. "How can we help? Let us  
4 know, and we'll find out where we can align our  
5 priorities to move the needle in Indian country."

6 For me, that's where tribal  
7 consultation -- and, you know, there's the formal  
8 concept of consultation that ties into the  
9 executive order that -- you know, all the  
10 agencies. But essentially what I'm -- my job is  
11 consultation. I'm only one Indian in the White  
12 House, right? And so I always make the point, I  
13 only pretend to know everything, but I honestly  
14 -- I don't assume that I know anything, right?

15 So the expertise for issues and policy  
16 in Indian country as it applies to community  
17 level are folks like you. They are the tribal  
18 leaders who experience at the ground level. So  
19 my job is to elevate your voices and amplify your  
20 voices within the White House.

21 So whenever I hear concerns from  
22 tribal leaders, tribal representatives, even

1 tribal citizens, like if they bring something to  
2 me, it's my job to package that in a way that  
3 communicates with the leadership in the White  
4 House that has decision-making ability.

5 So whenever you mention the concept of  
6 tribal consultation, tribal sovereignty -- well,  
7 let me digress on tribal sovereignty just a  
8 minute. But tribal consultation, that is what it  
9 is, like I'm not trying to add an additional  
10 layer of my perspective necessarily onto tribal  
11 leaders' views.

12 But I want to package your views in a  
13 way that makes them effective for me to advocate  
14 on Indian issues within the White House. So  
15 that's how I view sort of my role whenever it  
16 comes to being a liaison.

17 For tribal sovereignty, I make this  
18 point to all the tribal leaders that I meet with.  
19 It's like you are an elected official, and you  
20 are empowered by the citizens who elected you,  
21 which means from a tribal relations standpoint I  
22 don't get to choose what we talk about. You

1 know, you are the tribal leader. You are the  
2 elected official. So I'm here to build  
3 relationships.

4 So whatever your concerns or issues  
5 may be, if, you know, the administration's policy  
6 stance is going this way, but the tribe's policy  
7 stance is going that way, I owe it to you as an  
8 elected official who sacrificed to perform that  
9 public service on behalf of your people to know  
10 and understand your issue from a clean slate, not  
11 bringing any of my prior experiences or any prior  
12 impressions, like I want to know what your issue  
13 is as it's affecting your nation, because I am at  
14 the focal point essentially of the federal-tribal  
15 relationship.

16 So I respect your sovereignty in the  
17 sense that I want to know what you are  
18 experiencing, and I want to take that message,  
19 package it, and carry it forward. I hope that  
20 gets to your point.

21 MR. BERNAL: Thank you. Thank you for  
22 being a champion. Sometimes we need a



1 translator, and, you know, work together on --

2 MR. FISH: Yeah. Well, I mean, that's  
3 what a lot of my elders told me, you know, so I'm  
4 Muskogee Creek Cherokee. I'm also Irish, German,  
5 and Dutch, you know, right? So they were like,  
6 you are -- you are designed to carry my voice  
7 forward, because I don't communicate well within  
8 this environment.

9 We certainly have tribal leaders that  
10 are very -- come out here in D.C. and are very  
11 effective. But whenever it comes to sort of  
12 communicating our issues in a way that can be  
13 effective, I think that there is some value in  
14 having somebody that can fill that sort of  
15 liaison role and be sort of a diplomat of sorts.

16 And so I try my best to meet that  
17 standard, you know, whenever -- I just -- I carry  
18 the words of my great uncle, who is sort of like  
19 the spiritual leader of our family and said, you  
20 know, you're going -- he mentioned this whenever  
21 we went to the military, but he mentioned to me  
22 once again whenever I came to D.C., it's like

1       you're going to a place where all people are  
2       going to know is that you're Indian. And they  
3       aren't going to know that you're East Creek. He  
4       refuses to acknowledge that I'm Cherokee, but --

5                       (Laughter.)

6                       MR. FISH: But you're going to a place  
7       where you're now an Indian, and you're not Creek,  
8       you're not Cherokee. And what people don't know  
9       is that we have sort of the -- you know, even  
10      within our tribal communities, you know, there is  
11      a difference in culture whenever you go from one  
12      community to the next, even within the same  
13      tribe. He says, "You now have the responsibility  
14      of representing all Indian people, because  
15      whatever people's impressions of you are, it's  
16      going to reflect on all of us." And so, you  
17      know, I carry that with me every single day, and  
18      that's sort of, you know, my -- the full  
19      underlying ethos of how I try to perform in this  
20      position.

21                      MR. WALDRON: Athena had a question.

22                      MS. BROWN: Well, actually, I have a

1 comment. I appreciate your remarks, and I  
2 definitely think we all can relate to that.

3 But I wanted to say something about  
4 our Council. Our Council is a broad mix of  
5 representatives across the country, and so we --  
6 they represent the urban programs. As you know,  
7 many -- many of the Indians do not live on  
8 reservations anymore. There is just a very small  
9 percentage.

10 But many do, so they also -- we also  
11 have representatives that actually live on the  
12 reservations, but there is also a huge number of  
13 populations in L.A., and we have representatives  
14 from Minneapolis, and so all of those areas, in  
15 addition to Native Hawaiians, because we also --  
16 this Council serves Native Hawaiians.

17 And I just wanted to let you know that  
18 because I feel like this Council is really  
19 unique. We -- I guess everybody is always  
20 saying, "We're unique." But we are, and so we  
21 reach across all federal agencies and collaborate  
22 very closely with the Department of the Interior,

1 but also with other federal agencies that deal  
2 with workforce employment and training issues in  
3 a broad, broad sense.

4 And so I just wanted to bring that to  
5 your attention because I don't want people to  
6 feel like they're excluded. And not to speak for  
7 everybody at this table, but I just wanted to let  
8 you know that we do represent both on- and  
9 off-reservation Indians.

10 MR. FISH: Absolutely. And I  
11 certainly appreciate that. I know we've got  
12 massive urban Indian populations, and there's  
13 hotbeds in Denver. You know, we've got them in  
14 San Francisco of course. I mean, all over the  
15 place, and so I'm here to work on behalf of the  
16 entire community, not just reservations.

17 MS. BROWN: It might be helpful if --

18 MR. WALDRON: If we just kind of did  
19 a quick name and introduction. We'll start with  
20

21 MS. WHITMAN: Aloha. My name is  
22 Winona Whitman, and I -- I come from a military

1 family. My dad was -- retired from the Army. My  
2 brother was an officer in the Army. My son is a  
3 100 percent disabled Air Force veteran. So I  
4 appreciate your being here.

5 MR. FISH: Thank you for your service.  
6 Military service is a family affair, so, you  
7 know, spouses and other family members are  
8 absolutely -- you know, we consider them part of  
9 the military family.

10 MS. WHITMAN: Thank you.

11 MR. PAHMAHMIE: Good morning, Mr.  
12 Fish. My name is Erwin Pahmahmie. I represent  
13 Region 4. I'm a member of the Cheyenne and  
14 Arapaho Tribes of Oklahoma. My department, I  
15 oversee our Office of Veterans Affairs Program.  
16 We have VSO and -- our tribal VSO that addresses,  
17 you know, issues related to benefits, you know,  
18 for our veterans on the various levels of  
19 whatever -- you know, whatever -- or whatever  
20 they have earned.

21 And I appreciate you and your service,  
22 and thank you for being here.

1 MR. FISH: Thank you. We're meeting  
2 with Governor Ross on that a little bit later.

3 MR. PAHMAHMIE: Are you?

4 MR. FISH: Yes.

5 MS. CHAISSON: Hi. My name is Lora  
6 Ann Chaisson. I'm Tribal Council for the United  
7 Houma Nation in Louisiana. I know a lot of you  
8 folks. And so -- but I appreciate you,  
9 everything you've done as, you know, military,  
10 and also being in the position to be able to  
11 carry us in Indian country. So thank you.

12 MR. FISH: It's minor.

13 MR. QUINTANA: Good afternoon. My  
14 name is Joseph Quintana. I represent Region 6.  
15 I also represent the largest human health service  
16 provider in Southern California.

17 MS. LOWRY: Good afternoon. I'm  
18 Candace Lowry. I'm from Region 3, and I'm from  
19 the North Carolina Commission of Indian Affairs,  
20 and I represent eight tribes in North Carolina.

21 MR. TUCKER: Nice to meet you, Tyler  
22 Fish.

1 MR. FISH: Nice to meet you.

2 MR. TUCKER: I'm from Alaska. I'd  
3 like to invite you up to go fishing.

4 (Laughter.)

5 MR. FISH: When do we go? I haven't  
6 had a chance to go fishing since I started this  
7 position.

8 (Laughter.)

9 MR. FISH: And I've been dying to go.  
10 So, you know, I made it up for --

11 MR. TUCKER: We have a few fish  
12 around.

13 MR. FISH: Yeah, I know, right? Love  
14 to.

15 MR. HOBOT: Good afternoon. Dr. Joe  
16 Hobot, Hunkpapa Lakota. My family are citizens  
17 of the Standing Rock Nation. I represent Region  
18 5. I'm based in Minneapolis, Minnesota. I'm  
19 President and CEO of the American Indian OIC.

20 MS. SEVEN: My name is Kay Seven. I  
21 represent the other discipline, 477. I serve as  
22 the at-large member of our tribal workgroup for

1 the lower 48, and I'm with the Nez Perce Tribe.

2 MR. LAMONT: Matt Lamont. I represent  
3 the other discipline, Reentry Program, Manager  
4 for Cherokee Nation. And Tony Fish, Muskogee  
5 Creek Nation --

6 MR. FISH: I cannot figure out how  
7 Tony and I are related. We -- I think we are  
8 somehow.

9 MR. LAMONT: I'm a big fan of his.  
10 He's a great help, and he's a good guy. Nice to  
11 meet you, sir.

12 MR. FISH: Nice to meet you.

13 MS. CARROLL: Hello. My name is Kim  
14 Carroll. I work with Cherokee Nation in  
15 Tahlequah, Oklahoma. We are very happy to have  
16 you here. We are also a 477 tribe, so we have  
17 been both, 166 and 477, and we appreciate your  
18 work on our behalf.

19 MR. FISH: Good to see you. We saw  
20 the work -- we met the working group last fall.

21 MS. CARROLL: Right. We did, yes.

22 MS. CAMPBELL: Deo.



1 MR. FISH: Deo.

2 MS. CAMPBELL: Christine Campbell,  
3 citizen, Cherokee Nation. Thank you for your  
4 service, sir. And you hit the ground running,  
5 and you've gotten a lot accomplished in a few  
6 months, especially with the signature of --  
7 signing off some important bills for Indian  
8 country. So I really appreciate the work you are  
9 doing.

10 And I hope that you can take good  
11 information to the White House about this  
12 program, that we should not be eliminated. This  
13 is a very successful program. Thank you.

14 MS. HIBBELER: Mr. Fish and Mr.  
15 Blazer, thank you for coming to meet with us this  
16 morning. My name is Patricia Hibbeler. I'm the  
17 CEO at the Phoenix Indian Center in Phoenix,  
18 Arizona, and I am a member of the Confederated  
19 Salish and Kootenai Tribes of Montana.

20 MR. FISH: Thank you.

21 MS. BROWN: Thank you both for being  
22 here. Thanks, James, for getting in touch with

1 our program. I'm Athena Brown. I'm the Division  
2 Chief here in the Department of Labor, but I'm  
3 also the Designated Federal Official that works  
4 specifically with this Council.

5 So we'd love to have you back to our  
6 meetings. We're required to have two meetings a  
7 year, and we also have periodic training and  
8 technical assistance conferences out in the  
9 various regions. Our upcoming conference is  
10 going to be in Las Vegas, a regional, at the end  
11 of this month, and then again in June we'll have  
12 a national meeting convening of both 477 and all  
13 of the Section 166 employment and training  
14 programs. And we'd love to have an invitation  
15 extended to both of you, I'm sure, Darrell.

16 MR. WALDRON: Yes, absolutely.

17 MS. HIBBELER: We'll be meeting again.

18 MR. WALDRON: Yes. So I'm Darrell  
19 Waldron. I'm in Region 1 and 2. I run a large  
20 urban Indian center, new grantee with Indian  
21 health in New York City, which is a perplexing  
22 place, though I live very close to it. But we're

1 happy to have you here.

2 And I guess, you know, exactly what is  
3 it we can do with you to get our issues up there,  
4 because a lot of times we feel it doesn't get too  
5 much farther out of DOL. And although it has  
6 touched all of those Indian leaders that you have  
7 met and are proud of, has been in this program,  
8 and so that's sort of -- maybe before you leave  
9 today we can get a method of communication, how  
10 we can get it into the White House.

11 MR. FISH: You got your pen?

12 MR. WALDRON: Yes. We've got our --

13 MR. FISH: 202 --

14 MR. WALDRON: You're being recorded,  
15 but go ahead.

16 MR. FISH: So I --

17 MR. WALDRON: 202, yep.

18 MR. FISH: 881-9014. I've got cards  
19 here, too. I'll --

20 MR. WALDRON: Beautiful. Love to have  
21 one.

22 MR. FISH: But what you can do to help

1 me is --

2 MR. WALDRON: Okay.

3 MR. FISH: -- I can't do my job  
4 without the knowledge that you guys have.

5 MR. WALDRON: So do you like beef or  
6 chicken?

7 (Laughter.)

8 MR. FISH: Venison.

9 MR. WALDRON: Okay. So the conference  
10 Athena is talking about is going to be in Rhode  
11 Island, in Warwick, in the middle of the state,  
12 small state, but there's several -- there's about  
13 four federally-recognized tribes.

14 MR. FISH: Great.

15 MR. WALDRON: And about 10  
16 state-recognized, and it's 400 years of European  
17 contact, so it should be a very special event  
18 there this year. And so we'll make sure  
19 invitations get out to you guys. Love to have  
20 you come, and it's absolutely loaded with Marines  
21 --

22 MR. FISH: Excellent.

1 MR. WALDRON: -- in that area, so --  
2 and most of them are Indian.

3 MR. FISH: I'd love to be there. To  
4 your point, what you can do to help me is give me  
5 information. We have achieved a lot of this just  
6 in the last six or eight months, but that  
7 requires two key elements. It requires support  
8 from my leadership, which they have given me.

9 But I don't presume to know the  
10 solution to all the problems we face. So I need  
11 that solution to be derived from people who are  
12 experiencing it directly, because you guys know  
13 it best. So you feed me; I will carry your voice  
14 forward. That's what I'll do.

15 MR. WALDRON: We'll get something out  
16 to you.

17 MR. FISH: And I'll tell you, like my  
18 leadership, you know, I don't have to necessarily  
19 frame it. What I found is that when you get a  
20 lot of folks who are supportive, or that want to  
21 be supportive in Indian country, I don't have to  
22 try and persuade them one way or the other and

1 say, "This is the situation. We're looking for a  
2 solution to this."

3 He didn't get it, but you've just got  
4 to communicate to them, you know, in a way that  
5 makes sense. So I appreciate that, so --

6 MR. WALDRON: We'll get that  
7 information to you.

8 MR. BLAZER: I can also, -- if I may  
9 chime in on that, is that Athena and I have met.  
10 When I came on board, the Deputy Secretary had,  
11 you know -- they made sure and wanted us to make  
12 sure that we represented you all, and that you  
13 had a voice in the Office of Congressional and  
14 Intergovernmental Affairs.

15 And so please, Athena, copy me on it  
16 all. You can't give us too much. We want -- we  
17 want to know what's going on. And I think like  
18 Tyler had said, is there so many different issues  
19 and so many things that are going on, we can't be  
20 experts, but we know that you all are. And so if  
21 you will help us, give us that information and  
22 tell us what you need and what where those

1 pinch points are, we'll make sure that we get  
2 those elevated to the right people and get you  
3 some attention in that way. So we're happy to do  
4 that.

5 So, and I have business cards, too, as  
6 well. So I'll leave them with Athena.

7 MS. BROWN: Or you can pass them out  
8 now.

9 MR. WALDRON: Jacob, introduce  
10 yourself. Jacob?

11 MR. BERNAL: Jacob Bernal. I serve as  
12 the Executive Director of the Tucson Indian  
13 Center, represent Region 6. I'm an enrolled  
14 member of the Colorado River Indian Tribes.

15 MR. FISH: If I could kind of close  
16 out my portion with one point. I always try to  
17 say it's Indian country -- working in Indian  
18 country requires stamina, endurance. It's really  
19 a practice of stamina and endurance. But as my  
20 great former principal, Chief Wilma Mankiller  
21 said, "Every day is a good day, and it's even  
22 better whenever you're among friends."

1                   So I consider you all my friends and  
2                   I really appreciate your support in this  
3                   position. Please feed me, and I will do  
4                   everything I can to carry your voices forward.

5                   MR. WALDRON: We have a question over  
6                   here from Joseph.

7                   MR. QUINTANA: Joseph Quintana, Region  
8                   6. I think one of the things when we think about  
9                   changing cycles of poverty and making sure that  
10                  we have advancements within career positions, and  
11                  increased incomes, and of course quality of life,  
12                  is making sure that we have access to power  
13                  structures.

14                  And you don't have to comment right  
15                  now, maybe at the end, but I have three things to  
16                  share. But how would you best describe working  
17                  to insert our own folks into the administration,  
18                  into the White House, making sure that we have  
19                  direct contact to officials in those positions  
20                  who can best relay that information to those  
21                  folks? Or to one day even to see one of our own  
22                  ascend to that position if we wanted to. I think



1       it's not a lofty goal, especially in the work  
2       that we're doing now.

3               The other thing, too, I do share the  
4       same sentiment that my colleagues have expressed,  
5       is thank you for your service. I think we share  
6       that for all of our veterans who have committed  
7       themselves to this -- to our country.

8               But one of the things, as an urban  
9       program, is looking at how we can best continue  
10      to work alongside Veterans Affairs and being able  
11      to provide our veterans with continued service.  
12      And then making sure that we are getting those  
13      reimbursements back to our own organization, not  
14      feeling like we have to continually push folks  
15      off to the VA.

16              If they want to get centralized care  
17      that's culturally relevant, that they can come  
18      within our offices and receive the services that  
19      they need -- behavioral health, mental health,  
20      substance abuse counseling, or whatever else it  
21      might be.

22              And then the last thing I would share

1 is in regards to renewable energy, making sure  
2 that we're not continuously exploiting our  
3 current resources, whether or not you're living  
4 in the urbans or in a reservation community, but  
5 looking at economic expansion, to include  
6 renewable energy development across the nation,  
7 and making sure that we just don't have somebody  
8 -- an outside entity come in and oversee that  
9 development, but making sure our folks are on the  
10 ground and we're a part of that and that our own  
11 folks are the ones who are working it, manning  
12 it, and have the sophistication to maintain it  
13 long term.

14 So those are just the -- some initial  
15 responses to our conversation.

16 MR. FISH: Sure. Absolutely. If you  
17 have tribal citizens who want to come work in the  
18 White House or in the administration within the  
19 federal government, let me know.

20 I have done my best to sort of mentor  
21 a number of native students and try and bring  
22 them into the fold because we need more people

1       who are tribal citizens who understand these  
2       policies within the federal government because it  
3       affects your decision-making. It really does.

4               You understand a little bit of the  
5       nuance and the layers that kind of go into how  
6       policy actually hits whenever it gets to the  
7       ground level. After it runs through the sausage  
8       machine and makes its way through all of the  
9       different regional representatives and it gets  
10      down to the ground, are we really having -- is it  
11      really having the intended effect? And I think  
12      that the more that you can insert tribal citizens  
13      along that work flow, the better it gets.

14             Or better yet, to your second point,  
15      just give the resources to the tribe and let them  
16      do it, because they know how to do it best.

17             MR. WALDRON: Well, our agenda is  
18      running tight, and I know we have a 1:00. I am

19             MS. HIBBELER: I just want to make a  
20      comment. You're a Udall Scholar, correct?

21             MR. FISH: Yeah. Well, so there's the  
22      scholars, and then there's the -- I guess you

1 call them the congressional interns or the -- but  
2 I'm alumni for --

3 MS. HIBBELER: Correct. Which is a  
4 great kind of trajectory for individuals to  
5 really get into the federal government, so --

6 MR. FISH: It is. It is incredible.  
7 Like the --

8 MS. HIBBELER: Certainly recommend  
9 that you get people to apply for that process.

10 MR. FISH: Absolutely. If you need  
11 somebody to go and talk to one of your tribal  
12 youth who might be in school, I am -- give them  
13 my card. I will talk to them. It has been an  
14 incredible experience. The people that I was in  
15 -- it's a cohort, you know, so you have like  
16 about a dozen of us on a year. I'm still working  
17 with those people today, like it's amazing to see  
18 what they've accomplished.

19 And then there is all of these other  
20 connections, like, oh my goodness, you were a  
21 Udall, too, you know? And so it's just this  
22 really cool --

1 MS. HIBBELER: You can create your own  
2 club.

3 MR. FISH: -- but it breeds  
4 leadership. It creates leadership within the  
5 federal government, and it inspires people to go  
6 into public service. And that's why I love it.

7 MS. HIBBELER: Thank you.

8 MR. WALDRON: So it's -- our lunch  
9 will be --

10 MR. FISH: Sorry, guys.

11 MR. WALDRON: That's okay. No, it was  
12 this morning, got done about 45 minutes --

13 MS. BROWN: Darrell, do you want a  
14 picture with Mr. Fish and --

15 MR. WALDRON: Yes. We'll get a  
16 picture. And also I'd like to invite you, in the  
17 opening of our conference in Rhode Island, to  
18 carry the Marine flag.

19 MR. FISH: Oh, I would love to.

20 MR. WALDRON: June 1st.

21 MR. FISH: June 1st?

22 MR. WALDRON: In Rhode Island, yeah.

1 I'll give you all of the appropriate information.  
2 We'd love to see you.

3 (Whereupon, the above entitled matter  
4 went off the record at 12:10 p.m. and resumed at  
5 1:07 p.m.)

6 MR. WALDRON: So if we could all get  
7 settled in, folks, so we can stay on our agenda.  
8 We're a little bit off.

9 So let's see, it is -- we are at the  
10 1:00. So I know this next gentleman, you all  
11 know, who -- have been working within his  
12 programs for a while. But he has been  
13 instrumental in bringing 477 forward and working  
14 with 166.

15 And we are all kind of excited to hear  
16 you today, sir. So without further do, Ian  
17 Record, Ph.D., Vice President of Tribal  
18 Government and Special Projects.

19 MR. RECORD: Thank you, Darrell. I  
20 believe -- can I get a show of hands. Anyone  
21 here work for the federal government other than  
22 Athena and her staff?

1 MS. BROWN: Well, Darrell, might -- it  
2 might be helpful if everyone just quickly went  
3 around the table and --

4 MR. RECORD: I know some of you guys.

5 MR. WALDRON: I keep forgetting to do  
6 that. So go ahead. I guess, Winona, we'll start  
7 with you.

8 MS. WHITMAN: Winona Whitman from  
9 Region 6.

10 MS. CHAISSON: Hi. Lora Ann Chaisson,  
11 and I am Region -- represent Region 4 Tribal  
12 Council.

13 MR. QUINTANA: Joseph Quintana, Region  
14 6.

15 MS. LOWRY: Candace Lowry, Region 3.

16 MR. TUCKER: Michael Tucker, Alaska.

17 MR. HOBOT: Joe Hobot, Region 5,  
18 Minneapolis.

19 MR. LAMONT: Matt Lamont for other  
20 discipline, Reentry, Cherokee Nation.

21 MS. CAMPBELL: Christine Campbell,  
22 Region 5. Nice to see you again.

1 MR. RECORD: Yeah.

2 MS. CAMPBELL: Thank you for your hard  
3 work.

4 MR. RECORD: Thank you.

5 MS. HIBBELER: Good to see you again.  
6 Patricia Hibbeler with the Phoenix Indian Center,  
7 Region 6.

8 MS. BROWN: Maybe a show of hands of  
9 those are in 477? Okay.

10 MR. RECORD: Well, it's helpful to  
11 know. And I know Jacob very well.

12 Well, thank you for having me. This  
13 is not the first time I have had the opportunity  
14 to address this entity, and unfortunately it has  
15 been quite a while since I've had that  
16 opportunity. But I'm glad to see that this very  
17 important body has been resurrected.

18 Yes?

19 MS. BROWN: We have -- half of the  
20 Council are new members.

21 MR. RECORD: Oh, yeah. I can tell.  
22 Yeah. I was like, I knew -- walking in here and



1 doing the survey of the placards, I knew that  
2 there were some new folks here. So --

3 MR. WALDRON: Smart man. You read the  
4 room.

5 MR. RECORD: Yeah. Yeah. So the  
6 reason I asked like, you know, are there any  
7 federal folks other than Athena's staff is  
8 because, you know, my audience will dictate how I  
9 talk about certain things.

10 So I can -- I can talk a little bit  
11 more -- frame my remarks a little bit more of the  
12 call to action than a sort of dressing down, if  
13 you will, about certain things. But I did want  
14 to share briefly about some of the work that NCAI  
15 has been doing on this very important issue of  
16 tribal workforce development, talk about some of  
17 our resources, and in particular our latest  
18 resource, which is this Empowering Tribal  
19 Workforce Development federal policy brief, which  
20 we first released in late 2016, right before the  
21 2016 election.

22 And as you well know, a lot has

1 changed in this arena since then, and we felt it  
2 necessary, both because of passage of time, the  
3 passage of legislation, and also the emergence of  
4 some really troubling dynamics, that we felt it  
5 necessary to update and release this brief again.

6 And it was -- it was released in sort  
7 of soft launch form at our executive council  
8 winter session conference, which just wrapped up  
9 about an hour ago, and also sharing it with you  
10 here today, and then we'll be releasing this out  
11 digitally either late this week or early next  
12 week.

13 So just a quick background, how many  
14 of you guys have heard of Native Nation Building  
15 and that line of research, right? So that's a  
16 line of research that has been underway for about  
17 three decades now. Largely at the forefront of  
18 that is the Harvard Project on American Indian  
19 Economic Development, and the Native Nations  
20 Institute for Leadership, Management, and Policy  
21 at the University of Arizona.

22 Before coming to NCAI five and a half

1 years ago, I worked for the Native Nations  
2 Institute for 13 years, engaged in a lot of that  
3 research, and, you know, that line of research  
4 has a lot of findings. You know, you often hear  
5 the five keys to successful tribal governance,  
6 and I'm not going to spend any time on that  
7 today, but fundamentally what that line of  
8 research shows time and again in a vast array of  
9 different areas of governance, comparatively  
10 speaking, when you look at tribal governance  
11 versus when other governments are making  
12 decisions and running programs that impact tribal  
13 communities and tribal life, this is -- this is  
14 the clear-cut research finding.

15 The tribal self-determination and  
16 self-governance is the only policy that has ever  
17 worked, right? That's not a newsflash to you  
18 guys, but it's a newsflash to a lot of other  
19 folks that I talked to, particularly in the  
20 federal government.

21 I remember when Athena invited me to  
22 talk to a lot of DOL staff during Native American

1 Heritage Month, and that was -- you know, I spent  
2 quite a bit of time on this research finding,  
3 because that's news to a lot of people that, you  
4 know, federal control from afar is not the  
5 panacea for all that ails Indian country. It's  
6 tribal self-determination now, as it always has  
7 been.

8 And so that's really the lens through  
9 which we engage our work in this area of tribal  
10 workforce development. I always love to share  
11 this quote. This is by Justin Guillory, who I  
12 was on a panel with very early on in my  
13 involvement with this project, with NCAI, back in  
14 2015.

15 And he made it simple. He said we  
16 were rebuilding tribal nations by building  
17 people. We can't rebuild our nations if we're  
18 not building our human capacity to do that in all  
19 of the ways that we see fit.

20 So what does nation-building look like  
21 for workforce development? It's really  
22 rebuilding, as Chief Oren Lyons on the Onondaga

1 and so many others are quick to remind folks that  
2 talk about this line of research. But it's  
3 really fundamentally how a tribal nation grows  
4 the capacity of its people to lead productive,  
5 satisfying lives, and contribute meaningfully to  
6 the cultural, social, and economic life of the  
7 nation, right?

8 So, fundamentally, workforce  
9 development in Indian country has an extra layer  
10 of consideration that workforce development  
11 elsewhere does not have, right? Workforce  
12 development elsewhere is -- starts with the  
13 individual and stops with the individual, right?

14 And in Indian country it starts with  
15 the individual, but there is that larger social  
16 consideration, that cultural consideration,  
17 right? It can be everything from, you know, how  
18 do we strengthen our communities, get more of our  
19 local people off of welfare, whatever form that  
20 welfare might take, and put them in a stabilized  
21 place where they can -- they can have a job, keep  
22 a job, stay local, stay out of prison, all that

1 kind of stuff, and contribute to the community,  
2 contribute to the culture, participate in  
3 ceremony, all of those things that are so vitally  
4 important to the sustainability of tribal nations  
5 over the long haul.

6 And a lot of these -- wrestling with  
7 the legacies of colonialism and all of the  
8 manifestations that takes, colonial trauma and  
9 those sorts of things -- again, not really a  
10 consideration outside of Indian country, a huge  
11 consideration inside of it. So another sort of  
12 aspect of the lens through which we engage this  
13 work.

14 And our Policy Research Center at NCI  
15 has done some research on this over the years,  
16 and this is one of the conclusions from their  
17 research. They say self-governed tribal  
18 investments in higher education and workforce  
19 development have multiple and far-reaching  
20 benefits that extend far beyond individuals,  
21 right?

22 And so where we see innovation take

1 place is where tribes are wrestling away control  
2 of tribal workforce development programs from the  
3 federal government and others and really looking  
4 hard at that consideration, right? Because how  
5 do we -- how do we not only strengthen the  
6 individual, but how do we strengthen community?

7 So, quickly, our toolkit -- you guys  
8 all have a copy. We released this back in the  
9 summer of 2018. It's designed to be a decision  
10 framing guide for, not just folks like you, but  
11 tribal leaders, and your citizens for that  
12 matter, to have an inclusive, comprehensive,  
13 conversation about, if we're serious about being  
14 self-governed and how we develop our own human  
15 capacity, what do we need to be thinking about?  
16 What do we need to be thinking about?

17 You know, it's not enough just to take  
18 over a federal program and run it yourself,  
19 right? Because, was that program designed with  
20 your priorities in mind, right? Was it designed  
21 with your particular local circumstances in mind?  
22

1                   Typically, the answer to those  
2                   questions is no, right? So how do you truly make  
3                   that program self-governed? And then,  
4                   comprehensively, how do you integrate all of your  
5                   workforce development and related activities, so  
6                   that you can provide holistic, person-centered  
7                   workforce development as opposed to  
8                   program-driven workforce development, right?

9                   So just briefly, how does this -- how  
10                  is this thing structured? Well, it really looks  
11                  at 15 key strategic considerations. When I came  
12                  on at NCAI and inherited this work, we spent  
13                  several months engaging with folks like you, just  
14                  having conversations about, you know, what have  
15                  you done that has worked? What have you done  
16                  that has moved you from simply administering what  
17                  the federal government has always done and  
18                  transforming that into a self-determined,  
19                  tribally-driven approach?

20                 And we just did a lot of sort of --  
21                 that sort of anecdotal surveys -- surveying if  
22                 you will, and we kept coming down to these 15 key



1 strategic considerations that, at some level,  
2 everything that you guys wrestle with, all the  
3 challenges you face in this arena, all the  
4 solutions that you have come up with, they all  
5 fall under one of these 15 considerations, right?

6 And as one tribal leader who we shared  
7 this with said, really, what you're looking at  
8 with this guide is it's a nation-building  
9 checklist for workforce development. It takes  
10 that fundamental research finding of  
11 self-determination is the only policy that has  
12 ever worked, and it says, let's boil this down to  
13 the workforce development arena specifically and  
14 figure out what does that really mean in  
15 practice, right?

16 So these are the 15 strategic  
17 considerations. I'm not going to spend much time  
18 on them. But, you know, for instance, where  
19 we've been focusing a lot of our work with  
20 tribes, both through a formal pilot project we  
21 have with two tribes -- the Meskwaki Nation in  
22 Iowa and the Bois Forte Band of Chippewa in

1 Minnesota.

2 We're about halfway through a two-year  
3 strategic planning project with them, focusing a  
4 lot on this issue of integration, right?

5 I'm sure most of you guys wrestled  
6 with this issue of the silo effect, right, where  
7 you have all of these various programs and  
8 services within your tribe, and often not just  
9 within your tribe but other -- that are being  
10 provided by other entities, either in or around  
11 your community, that can be run by the tribal  
12 college, it can be run by, you know, a local  
13 state entity that -- or a state entity that has  
14 local offices, those sorts of things.

15 How do you integrate all of that  
16 together so they're all on the same page, they're  
17 finding efficiencies with the limited resources  
18 you having -- you have, and they're all pulling  
19 their oars in the same direction, the direction  
20 that you set, right? Not the direction that the  
21 federal government thinks is the most expedient,  
22 but the direction that you set.

1                   And so that's really what these are  
2                   focused on, so this is a couple of pictures from  
3                   the site visits we did for our strategic planning  
4                   process with the two tribes that we're working  
5                   with. And what's interesting about this is what  
6                   we're doing here is we're trying to figure out,  
7                   is there a template approach that we can offer  
8                   tribes for how do you actually implement all of  
9                   the questions that are posed in here? How do you  
10                  actually have deep, meaningful, productive,  
11                  binding conversations about the answers that you  
12                  develop to the questions that are posed in this  
13                  resource?

14                 And so we'll have a lot more to come  
15                 on this project and its outcomes and what it  
16                 means for other tribes at the end of this year.  
17                 We have our workforce development online resource  
18                 center, which has a lot more information in  
19                 there.

20                 In this toolkit are featured 26  
21                 different tribal success stories and how we feel  
22                 that the various approaches that these success

1 stories are taking are emblematic of the -- of  
2 each of the considerations that are featured in  
3 the toolkit. And this online resource center  
4 goes in a lot more detail about that.

5 We have also done four in-depth case  
6 studies with different tribes, working in full  
7 partnership with them. We take a very -- I guess  
8 a partnership-based approach to learning about  
9 what tribes are doing. So, for example, these  
10 case studies, we propose a partnership to do a  
11 case study. They are fully engaged every step of  
12 the way. They review the case study before  
13 it's published, their Tribal Council formally  
14 approves it before we release it and that sort of  
15 thing.

16 So these have been very, very helpful  
17 to tribes. And a lot of what we've been doing  
18 is, as tribes reach out to us and say, hey, we  
19 need help with this, or we need help with that,  
20 we can say, well, you need to talk to Coeur  
21 d'Alene.

22 If you're having problems with your --

1 with your young people dropping out of high  
2 school or even checking out mentally from the  
3 academic environment, even before they get to  
4 high school and then not dropping out until high  
5 school, well, you need to go to talk to Coeur  
6 d'Alene, and say, figure out a solution for that,  
7 or you need to go talk -- because this is how  
8 they saw that challenge of integration, create  
9 that one-stop concept where they have a holistic  
10 approach that is capable of dealing with things  
11 like disconnection from culture, for example.

12 Last, but not least, our workforce  
13 development federal policy brief, as I mentioned,  
14 this is our version 2.0 of this brief. The main  
15 point that we make in this -- and, again, it's in  
16 furtherance of what the research has clearly  
17 shown in the last three decades, is that tribal  
18 self-determination -- and, really, what that  
19 means in this area of governance, as well as many  
20 others, is innovation because tribes are usually  
21 innovating away from the uniform approach that  
22 has been imposed upon them, right?

1                   They are innovating away to something  
2                   that is self-determined. So the main point of  
3                   this resource is that innovation is the key to  
4                   workforce development success, and the federal  
5                   government's job then is not to dictate to tribes  
6                   what that ought to look like, or make tribes all  
7                   do the same thing, but it's to support their  
8                   ability to innovate, to take risks, to try new  
9                   things, to really put the resources in the hands  
10                  and in the control of tribal decision-makers and  
11                  not federal bureaucrats.

12                 This is arranged a little bit  
13                 differently than the original version. We  
14                 arrange it urgent recommendations, so stuff that  
15                 we feel needs to be addressed right this moment,  
16                 or it's overdue and the federal government needs  
17                 to get with the program. And then there is some  
18                 long-term stuff, long-term recommendations that  
19                 we feel that, yes, this stuff needs to be  
20                 integrated or initiated now, but it's going to  
21                 take quite a while to do it right. And it's  
22                 arranged also then by recommendation for the

1 administration and recommendation for Congress.

2 And I want to do -- I wanted to wrap  
3 up just briefly by highlighting a few things that  
4 I view as a call to action, both through the  
5 federal government and for those of you in the  
6 room that are in a position to advocate with the  
7 federal government.

8 The first is the 477 law, and the  
9 interagency MOA that was implemented just over a  
10 year ago to implement the law. It is a travesty,  
11 to put it bluntly, the 477 MOA. The interagency  
12 MOA prevents -- it actually formally prevents the  
13 12 mandated federal agencies from fully and  
14 properly implementing and complying with Public  
15 Law 115-93.

16 And given the amount of input that  
17 folks like you in the room and so many others  
18 from Indian country provided to DOI and the other  
19 agencies leading up to the creation of that MOA,  
20 there is only one conclusion to draw, is that MOA  
21 was constructed the way it is on purpose. It was  
22 no accident.

1                   It was designed to create enough  
2                   loopholes for any single federal agency to  
3                   essentially exercise veto authority over any  
4                   individual program that a tribe chooses to put in  
5                   the plan, which is directly contrary to the  
6                   spirit, letter, and intent of the law.

7                   And, unfortunately, even though NCAI,  
8                   tribal nations, the 477 tribal workgroup, have  
9                   made that fact plainly evident since the moment  
10                  it was -- the MOA was released, and in fact even  
11                  before the MOA was released, we have made that  
12                  point clear for the last 15 months. There has  
13                  been very little movement or mobilization on the  
14                  part of DOI or the other agencies to fix what is  
15                  so clearly wrong with the legislation.

16                  DOI has, due to pressure from the  
17                  Senate Committee on Indian Affairs, decided to  
18                  hold a listening session, which was actually held  
19                  on Monday at our conference, and then they are  
20                  doing a couple of formal consultations coming up  
21                  in the next couple of months.

22                  I hold out little hope that that is



1 going to move the needle too much, but it's  
2 imperative that everyone here and your leadership  
3 participate in that process to remind folks that  
4 any country's position on this MOA is absolutely,  
5 patently clear. It's time for DOI and the other  
6 agencies to act, plain and simple.

7 I think the most telling indication  
8 that the MOA is unlawful came actually from DOL,  
9 Department of Labor representatives at the  
10 September 2019 meeting between the tribal  
11 workgroup and the federal agencies, at which one  
12 DOL rep said, we wanted to follow the 477 law,  
13 but the MOA prevented us from doing so.

14 And because of that, they rejected a  
15 program that the tribe in question had every  
16 single right to include in their plan, as  
17 specified by law. And so that's where we're at  
18 on that, so there's a lot of advocacy that needs  
19 to happen there.

20 Secondly, when it comes to WIOA  
21 Section 166, which I know you guys -- that's why  
22 you're here -- there is a number of -- there is a

1 number of recommendations dealing with 166 in  
2 this brief.

3           There is -- there is, first and  
4 foremost, elevating the role of this body within  
5 the Department of Labor. The Secretary of Labor  
6 should be at these meetings, right? Should be  
7 listening directly to Indian country. And so --  
8 and heeding your voice, so that the decisions can  
9 come from the top down about what changes need to  
10 be made that are in accordance with how you think  
11 that WIOA Section 166 should be administered.

12           Secondly, fully empowering this body.  
13 And what do I mean by that? Recommitting to  
14 holding regular meetings of this group. It has  
15 been, what, almost two years I believe? Two  
16 years. And why has it been two years? One of  
17 the reasons for that is that when members of this  
18 body term out, they are not -- they leave the  
19 position long before their replacements are  
20 seated.

21           And so one of the things we advocate  
22 for in this -- in this brief is that sitting

1 members, when they term out, they should be  
2 allowed to stay in their positions until their  
3 replacements are seated, so there is continuity  
4 there. And there is always a full body present  
5 that can engage with the Department of Labor and  
6 make sure that 166 is administered correctly on  
7 an ongoing basis.

8 We also advocate in here for a strong  
9 technical assistance program for 166. There was  
10 a strong two-year program at one point. For a  
11 variety of reasons that we get into here, that's  
12 not necessarily the case now. So we advocate for  
13 change there.

14 Some technical amendments to 166 that  
15 are really under the purview of Congress but is  
16 something that Department of Labor should be  
17 advocating for, working in direct consultation  
18 with this body, and a few other things as well.

19 Last, but not least, one -- the  
20 recommendation I wanted to pull out and highlight  
21 here is the Indian Country Labor Force Report.  
22 As you know, the 2017 477 law transfers the

1 authority to produce that report from DOI to DOL,  
2 and we are greatly concerned about how that is  
3 going to-date.

4 I know you guys heard from the person  
5 who is in charge of the production of that report  
6 this morning. I was not able to be here to hear  
7 the comments, but we are concerned that Indian  
8 country is not being adequately consulted about  
9 that report, about how it's being designed, how  
10 it's being carried out, what questions it needs  
11 to be asking, how the data is going to be  
12 generated, how it's going to be used, that sort  
13 of thing.

14 And we have been down this road  
15 before. In 2005, after BIA had spent several  
16 years failing to produce this legally-required  
17 report, they produced a report in -- so it's 2005  
18 to 2013 there was no report. And so for the 2013  
19 report, BIA did not consult with tribes. And the  
20 2013 is not worth the paper it is printed on. It  
21 is not used by anybody.

22 And so -- certainly not anybody in

1 Indian country, and so that's where we want to  
2 get back to is, at one point in time, Indian  
3 country was directly consulted about how this  
4 report should be done, what it should be looking  
5 at, how the data should be shared out, et cetera.  
6 And it was of use to tribes, and now it is now.

7           You know, tribes are doing a lot to  
8 strengthen their data capacity, but they also  
9 need the federal -- their federal partners to do  
10 their part and to provide them with robust,  
11 accurate, locally useful data that they can use  
12 to inform strategic decision-making at the tribal  
13 level. And we see some bad omens with how this  
14 thing is being carried out.

15           And, really, until we see, you know,  
16 a concerted effort by Department of Labor and  
17 their data people to reach directly out and  
18 consult with Indian country and those data  
19 experts about how to do this right, we're going  
20 to remain concerned about it.

21           So that's my spiel. I know I've  
22 covered a lot of ground. I don't know if we have

1 a few minutes for questions or discussion.

2 MR. WALDRON: Yes, we do. Actually,  
3 Athena has one for you.

4 MS. BROWN: In my capacity as a  
5 division chief, does the -- does changing, or  
6 advocating to change from -- for the production  
7 of the labor force report, would that require an  
8 amendment to Public Law 102-477, as amended? Or,  
9 I'm not sure what the new law --

10 MR. RECORD: 115-93?

11 MS. BROWN: Yeah. Would that require  
12 a formal congressional amendment?

13 MR. RECORD: To do what exactly?

14 MS. BROWN: To take the responsibility  
15 for production of the labor force report and  
16 reassign it back to the Bureau, or to --

17 MR. RECORD: Well, that's not  
18 necessarily what we're advocating, that it go  
19 back to BIA. You know, the -- I think there were  
20 a lot of -- a lot of folks across Indian country  
21 who wanted it moved from BIA to DOL, to give DOL  
22 a shot at the apple, if you will, because BIA had

1 not done it right for over a decade. And so --  
2 and not done it for several years, and then not  
3 done it right the last time they had an attempt  
4 to.

5 So I think it -- I think where we're  
6 at now is we want to -- we want to be continually  
7 engaging Department of Labor, along with tribes  
8 and those folks that understand Indian country  
9 data needs the best, to make sure that it's being  
10 done right, and that the folks that are leading  
11 the work are fully keyed-in to the particular  
12 challenges and intricacies of doing data  
13 collection in and about Indian country.

14 MS. BROWN: Okay. Thank you.

15 MS. HIBBELER: So can you elaborate on  
16 what you see would be a process for that?

17 MR. RECORD: Well, I think -- I think,  
18 first and foremost, engaging with practitioners,  
19 right, the folks that do workforce development in  
20 Indian country, and that is this body, 477 tribal  
21 workgroup, it's the subcommittees and committees  
22 within our governing body, NCAI. We have an

1 Economic Development, Finance, and Employment  
2 Subcommittee that meets twice a year.

3 And we bring together tribal leaders  
4 and other key decision-makers who are heavily  
5 invested in this issue of tribal workforce  
6 development to say, you know, to engage those  
7 groups and others to get a handle on just what  
8 does -- what does a relevant report look like for  
9 Indian country? Not for the federal government,  
10 but what does it -- what does a useful report  
11 look like for Indian country?

12 So that you guys have data; you need  
13 to make informed decisions, right? Because if  
14 it's not useful to Indian country, then what's  
15 the purpose, right? Because it's about Indian  
16 country.

17 And not just about funding, right?  
18 It's not just about, you know, make sure the data  
19 is right so you can get the money that you think  
20 you deserve. It's so that you can make informed  
21 decisions about the limited resources that you do  
22 have, about how to best employ this, you know?



1                   How many people do we have locally  
2                   that are either unemployed or underemployed,  
3                   right? What about a strong economy, how do we  
4                   make that comparison? And all those sorts of  
5                   things.

6                   MS. BROWN: Could you repeat the name  
7                   of the NCAI's committee that handles that?

8                   MR. RECORD: The Economic Development,  
9                   Finance, and Employment Subcommittee. And then  
10                  anything that is considered in terms of  
11                  resolutions, we typically are a resolution-making  
12                  and reviewing body, but we do talk about various  
13                  issues.

14                  Anything that is liberated there then  
15                  goes up to the economic development full  
16                  committee.

17                  MS. BROWN: Okay.

18                  MR. WALDRON: Kay?

19                  MS. SEVEN: What I heard this morning  
20                  from the presentation by Wayne Gordon was that,  
21                  you know, he said that for sure there was going  
22                  to be a procurement process to you, the

1 contractor, to do three to four stakeholder  
2 meetings in the next 12 to 18 months, is what I  
3 heard this morning.

4 But as I've been here the last two  
5 days, I believe there is an opportunity to -- for  
6 leadership to continually evolve, I think, a  
7 sense of what's right. I heard that from the  
8 Deputy Assistant for Employment and Training  
9 Administration. I heard that from Tara Sweeney  
10 this morning.

11 And I think we can find key leaders in  
12 the federal agency network to continue the work  
13 and work with the other federal agencies. Let's  
14 all -- let's build cohesion together.

15 We have an opportunity to work with  
16 tribal nations because they have been doing these  
17 things for almost three decades. But we can't do  
18 it at the federal level. The states want to do  
19 it, but can't do because it's a federal policy.

20 So I see opportunity and I'm glad  
21 that, you know, we have NCAI at the helm helping  
22 us move in that direction. And so I would say

1 for our workforce, our NAETC, as we look at being  
2 elevated, that we also -- we heard the term used  
3 this morning, one heart, one voice, that we're in  
4 this together, doing this together.

5 MR. WALDRON: Any other questions?  
6 Comments? Kim?

7 MS. CARROLL: Kim Carroll, other  
8 disciplines. Thank you for bringing us this  
9 update. I also am very happy to see that there  
10 are several of the recommendations that this body  
11 had made included in here. And this, of course,  
12 only strengthens our voice I think as we -- as we  
13 go forward.

14 So I know the Advisory Committee  
15 really -- the Advisory Council really appreciates  
16 the partnership that we have with NCAI.

17 MR. WALDRON: Joe?

18 MR. HOBOT: Joe Hobot, Region 5. I'd  
19 just like to echo Ms. Carroll's remarks, and I  
20 feel that we've had some discussions over the  
21 past two days about some concerns about budget  
22 proposals coming from the White House and what

1       they are suggesting.

2                   I would recommend that the partnership  
3       between NCAI and this body would be an effective  
4       tool of engage our elected officials in the  
5       Congress to protect the resources that are, you  
6       know, in preferential documents here going  
7       forward.

8                   MR. RECORD:   Yeah.   The second urgent  
9       policy recommendation is for the abolishment of  
10      Section 166 programs or the transfer stated --  
11      forming a grant program, because we all -- we all  
12      know what that means, right?

13                  The administration looks at that as a  
14      cost-saving measure, and, yeah, we have been --  
15      that's -- that one -- that particular  
16      recommendation, that's in all of our policy  
17      updates that we do, because we know that this --  
18      I think -- I haven't looked at the President's  
19      budget that was released yesterday -- I think it  
20      was yesterday -- or Monday, but I would imagine  
21      that that same recommendation is in there, for  
22      the third year in a row, if not the fourth.   Same

1 justification.

2 MR. WALDRON: Which is unjustified.

3 MR. RECORD: Right. I would say it's  
4 baseless, but yeah.

5 MR. WALDRON: Pat?

6 MS. HIBBELER: So Patricia Hibbeler,  
7 Region 6. So, yeah, regarding the budget that  
8 Joe brought up, the recommendation is 13 million  
9 for these programs as a set-aside.

10 So I'm assuming NCAI is beginning to  
11 operationalize around those issues.

12 MR. RECORD: Yeah. We have -- we have  
13 a sort of quick-hitting sneak peek review. It's  
14 coming, I believe, today, and then we have -- you  
15 know, we'll be doing a deep-dive analysis of the  
16 President's budget, that's coming out in the next  
17 week or two.

18 You know, I would be remiss if I  
19 didn't mention the name of Norm DeWeaver, who  
20 many of you know we kind of view him as the Yoda  
21 of tribal workforce.

22 (Laughter.)

1 MR. RECORD: Every time I talk to him  
2 we have this debate about whether or not he is  
3 actually retired.

4 (Laughter.)

5 MR. RECORD: The amount of times I  
6 bother him, probably full time, but, you know, so  
7 what you have in here is a square that shows, you  
8 know, federal funding at over -- over the last,  
9 you know, 40 years or so, and that's a sobering  
10 enough one and we said, you know, we really need  
11 a second chart in here that shows the real  
12 number. I mean, you know, just for inflation  
13 and, you know, any growing client pool that you  
14 guys are trying to serve, because, you know,  
15 Native people are one of the fastest-growing  
16 groups in the country, right? So you're trying  
17 to -- you're trying to serve more people with  
18 less money, and the cost of everything goes up,  
19 right?

20 And so -- and yet the federal  
21 government wants to take more and more away, in  
22 gross violation of its treaty and trust

1 responsibilities. And so, you know, we have made  
2 this the centerpiece of our advocacy.

3 We actually have -- I must admit, I'm  
4 not normally a part of our policy shop, but on  
5 this issue I am because in the process of  
6 learning about innovation, you learn so much  
7 about what's holding tribes back, right? And  
8 it's really -- it's fundamentally about the  
9 federal government not living up to its  
10 responsibilities to tribes, both legally and  
11 morally.

12 You know, there is a trust  
13 responsibility that on many levels is a moral  
14 obligation, and then you have things like 477  
15 which is an explicit legal obligation, and this  
16 current administration is just categorically  
17 ignoring the responsibility to uphold the rule of  
18 Congress.

19 So, and, you know, I had a role in  
20 crafting our president's speech, the State of the  
21 New Nations, on Monday. And for those of you who  
22 don't know, she spent a couple of minutes talking

1       about 477 and was pretty blunt in her outrage  
2       about the fact that it's time the administration  
3       follows the rule of Congress and actually upholds  
4       and implements laws that folks like you have  
5       spent years, if not decades, fighting to get  
6       passed, you know, with the expectation that the  
7       administration is going to do its job, and it's  
8       time for them to do their job.

9               MR. WALDRON:   So kind of like since  
10       the -- I guess the second Bush administration,  
11       the government has been acting like a hammer, and  
12       with a nail that they drive in, and it's just  
13       like, well, we're going to do this anyway, and  
14       what are you going to do about it?

15               And in today's social I guess  
16       environment, the way we communicate so much  
17       better with one another, particularly our young  
18       populations -- and I know there was some  
19       discussion at the last, you know, large NCAI  
20       meeting about the urban Indian community and  
21       their role at NCAI, can you see how that is going  
22       to kind of shape out in the future in projects



1     like this, that just -- there are just so many of  
2     them everywhere, and the very well educated now  
3     could play an important role.

4             I really think we've got to come  
5     together as a people. We were deemed  
6     unimpactable I think in the Bush administration.  
7     It just seems some of the juice fell out after  
8     that. So let me take on --

9             MR. RECORD: So a couple of things.  
10    One is we have a new -- he is not that new  
11    anymore, but about eight months ago we brought in  
12    a new CEO, Kevin Ellis, and he has really made  
13    engagement with urban Indian populations a  
14    priority, and at least starting to have  
15    conversations with folks, and I'll definitely  
16    want to be putting him in touch with folks like  
17    you two, and the others in the room that serve  
18    urban Native populations, you know, because we  
19    realize so much of, you know, everything from  
20    budget to, you know, other -- you know, just  
21    federal grant programs and things like that,  
22    impact and are driven by, you know, the

1 priorities and the needs of urban Native folks.  
2 So that's one thing.

3 The other thing, too, is civic  
4 engagement, and it's about getting -- engaging  
5 those people and getting them out to vote and  
6 make them understand what is at stake here for  
7 any country specifically. And by any country, I  
8 don't just mean tribal land, but any country in  
9 terms of all Native people.

10 We have vastly expanded our civic  
11 engagement team over the past year, both for the  
12 Census and then for the 2020 presidential  
13 elections, and we are also doing concentrated  
14 cross-racial civic engagement work with eight  
15 other national civil rights organizations like  
16 NAACP, Natives US, and other -- a lot of the  
17 other usual suspects in the national space, to do  
18 civic -- do joint civic engagement, primarily in  
19 urban areas where there is heavy representation  
20 across communities of color, including Native  
21 people. Nationally, but also we're doing sort of  
22 additional work in three states -- Michigan,

1 Florida, and for this election Arizona. And so  
2 you'll see a lot coming out from that group in  
3 the next two months.

4 MR. WALDRON: So do we have any other  
5 pressing questions? I know we're moving into our  
6 next agenda item. Pat?

7 MS. HIBBELER: I have a question. So  
8 I see the recommendation regarding this Council,  
9 and then I heard Kay say, you know, to elevate  
10 this Council as part of your language. So  
11 correct me if I'm wrong, and maybe this is an  
12 Athena question, but we report directly to the  
13 Secretary; is that correct? He is not here, but  
14 technically that's where our comments actually  
15 go.

16 MR. WALDRON: In theory.

17 MS. HIBBELER: Right, right, right.  
18 But we just want to clarify.

19 MS. BROWN: Yes. Under the Federal  
20 Advisory Committee Act, under which this Council  
21 was formed, you are a council that reports to the  
22 Secretary of Labor. And I am probably -- you

1 know, to Ian's comments, what happens more often  
2 than not is that, unlike what we saw today, where  
3 we had a lot of the major decision-makers at this  
4 table -- we had our Assistant Secretary,  
5 yesterday we had our Deputy Secretary, and we had  
6 Tyler Fish from the White House -- so we've been  
7 able to have them at the table and talk to the  
8 Council about the recommendations.

9 We haven't always had that  
10 relationship, and sometimes through governmental  
11 processes, which are required under FACA rules,  
12 you know, it does take a long time oftentimes for  
13 those recommendations to work their way through  
14 the various departmental channels to get to the  
15 Secretary of Labor. That might be --

16 MR. RECORD: And I think one way --  
17 one way you short-circuit that approach is you  
18 get the Secretary here in the room to hear  
19 directly from you guys, where you guys can tell  
20 your stories.

21 One of the other pieces of this  
22 elevation recommendation here is that we call on

1 the Secretary to convene a summit with you guys  
2 and also with an assortment of 166 grantees to  
3 really talk about the state of the program, how  
4 it can be strengthened. So, again, that the  
5 edict can come from the Mount, if you will, for  
6 -- down rather than trying to go up. Do you see  
7 what I'm saying?

8 Because I worry, not just here but  
9 across the federal government, when you don't  
10 have the Secretary-level involvement, the power  
11 and potency of your stories and the successes  
12 that you achieve and the lives that you change  
13 get lost, right? It becomes words on a page. It  
14 becomes maybe a data point that might hit, might  
15 not, you know.

16 And so, you know, it's important.  
17 I've seen it -- I've seen federal folks show up  
18 to, you know, a breakout session we had in one of  
19 our congresses, and which are -- the ones I run  
20 are always about tribal folks sharing success  
21 stories, right?

22 And you just see people become

1 instantly your biggest advocates, because they  
2 see the value of that, because most federal  
3 folks, they want to get involved in service to  
4 help people, to transform lives in a good way,  
5 and just to remind them that this is why you got  
6 into this line of work. And if you just support  
7 us, you can -- you can help make that happen.

8 MS. HIBBELER: I appreciate both your  
9 comments. Moving that way gets our messages not  
10 going through, you know, a third party. It's  
11 going direct. The message gets translated every  
12 time.

13 MR. WALDRON: Which we knew it would  
14 happen today when we asked that question.

15 MS. BROWN: Darrell, can I ask one  
16 quick question? Many sitting around the table  
17 here, and others out there that we serve through  
18 the Section 166 program, our large -- our  
19 consortiums that serve multiple tribes, multiple  
20 small tribes that can't apply for funding as  
21 standalone, at some point, is NCAI going to look  
22 at like consortiums of multiple tribes that

1 operate employment and training programs?

2 MR. RECORD: I mean, we do. The  
3 toolkit here features some of those examples.  
4 You know, the one that jumps to mind immediately  
5 is Owens Valley in California, and highlighting  
6 their -- the successes they have done with their  
7 strategic plan framework that they've developed  
8 again to try to figure out an approach that's  
9 integrated, that's comprehensive, and that can  
10 provide a holistic approach to serving their  
11 people.

12 And, you know, we're -- we don't just  
13 serve and support and document what tribal  
14 governments are doing. We are very heavily  
15 involved in looking at intertribal consortium,  
16 Native CDFIs, for instance. We work directly  
17 with the Native CDFI Network to document, you  
18 know, the work that they do in a number of areas.

19 But a lot of what they do is workforce  
20 development-related services, right? It's soft  
21 skills development, it's financial literacy, it's  
22 all those kinds of things that are so incredibly

1 helpful in -- with the work that you guys do in  
2 getting people, you know, trained up and employed  
3 and staying employed, right? And growing a  
4 career, not just, you know, getting an  
5 entry-level job but growing a career. So --

6 MR. WALDRON: So we're sort of getting  
7 into the Census, next speaker, Duane Hall. Are  
8 there any other very pressing questions before we  
9 move on? Nope.

10 Good. Thank you very much, Ian, and  
11 we look forward to --

12 MR. RECORD: I'll stick around all  
13 afternoon, so --

14 MR. WALDRON: Great.

15 MR. RECORD: -- if you have any  
16 questions.

17 MR. WALDRON: Awesome.

18 Mr. Duane Hall, you're up, sir.  
19 Census.

20 MR. HALL: Good afternoon, everyone.

21 MR. WALDRON: Good afternoon, Duane.

22 MR. HALL: I've asked to give an



1 update on the Census. So as most of you know,  
2 this is a formula-funded program. We get our  
3 funding based on a funding formula, and it's  
4 based on the U.S. Census data. And it's -- for  
5 the adult program, it's the number of unemployed  
6 Native Americans in a certain geographic area  
7 compared to Native Americans throughout the  
8 country.

9 And we also use -- so we use Native  
10 Americans in poverty and Native Americans that  
11 are unemployed, and we look at those numbers in  
12 your geographic areas that you serve, and a  
13 percentage of your funds are based on that. So  
14 it's very important because this is your funding.

15 The U.S. Census formula -- the formula  
16 funding we use is based on 2000 Census data and  
17 has not been updated since then. And there are  
18 some reasons for that, and one mainly is that the  
19 Census has changed since 2000. So we cannot get  
20 the number of unemployed and number of  
21 individuals in poverty from the decennial census  
22 any longer. Starting in 2010, they stopped

1 providing that data in the decennial census.

2 So they've created a new way of  
3 collecting certain data from the Census called  
4 the American Communities Survey, and they do  
5 one-year American Communities Surveys, they do  
6 five-year American Communities Surveys. And so  
7 we have to use this American Communities Survey  
8 to find out how many unemployed and low-income  
9 individuals are in our geographic areas.

10 Well, some of the concerns with using  
11 the ACS data is that of the sample size. The  
12 sample size is not as big as what we got from the  
13 decennial census, so the variation, the margin of  
14 error of the number of people in your geographic  
15 area could vary widely. It could have a very  
16 large margin of error.

17 So we here at the Department, we react  
18 to the Council's concerns, the committee  
19 concerns, and we react to the people above us.  
20 No one has really pushed to have these numbers  
21 updated. So it is just -- we kind of sat there  
22 because we've got -- we are concerned about the

1 data. No one is really pushing us to do it, so  
2 here we are in 2019 still using the 2000 Census.

3 So I think the question to the  
4 Advisory Council is that we maybe consider, you  
5 know, updating that data, or should we update it?  
6 I think that's a valid question, to say, do we  
7 want to update this data? Knowing that maybe the  
8 data has a lot -- a large margin of error.

9 MS. BROWN: Duane, I just also want to  
10 mention that the Council also has some options  
11 that I think in the past made recommendations if,  
12 as Duane explained, it may cause a significant  
13 change to some of your funding based on the new  
14 census.

15 So what we did in the past was we  
16 implemented a hold harmless procedure, and maybe  
17 you can talk a little bit about that and how that  
18 helps sometimes.

19 MR. HALL: Yeah. Sure. So maybe just  
20 to give you an example. So we didn't actually  
21 implement the 2000 Census data numbers until  
22 2004. But when we switched over from the 1990

1 decennial census to the 2000 decennial census, we  
2 saw some grantees gain a lot of funding, and we  
3 had grantees lose a lot of funding.

4 For example, American Indian OIC,  
5 which is a relatively small grant, maybe 300,000,  
6 lost about \$84,000. But we had grantees increase  
7 their grant size by a couple hundred thousand  
8 dollars. So there's going to be -- there's  
9 winners and losers in this.

10 And so going back to Athena's point on  
11 the hold harmless, all the -- all the hold  
12 harmless does is kind of ease the pain, so we  
13 don't give you this drastic drop in -- so if you  
14 lose, say, \$100,000 from -- in the census because  
15 of the change in the census numbers, we gradually  
16 bring you down to what you're supposed to have  
17 over a five-year period.

18 So eventually you get down to the  
19 amount you're supposed to get, but we just  
20 gradually take you down. So it's a little less  
21 painless, but that's the hold harmless process.

22 So we've been gauging the Census

1 Bureau on this. We are just in the initial  
2 stages. One of the things that we have -- was  
3 very helpful during the 2000 Census is the team  
4 that we had in working on this. First, we -- the  
5 Advisory Council assigned a census workgroup --  
6 very helpful, very knowledgeable folks, wanted to  
7 hear from them how this impacts them, get their  
8 input.

9 We also had -- of course we had Norm  
10 DeWeaver on that workgroup as well. We had  
11 Census, and then we had social policy research  
12 associates looking at this data. And so I think  
13 if we -- at some point, if we decide to go  
14 forward with this, I think we should assemble  
15 that same team, reenact -- I would recommend  
16 reenacting a census workgroup, so you're fully  
17 informed on how this -- how we're doing this.

18 But where we're at right now is just  
19 our initial discussions with the Census, and I'd  
20 like to talk about that a little bit.

21 So I was on the phone just about an  
22 hour ago with the Census just to get the latest

1       update. So we've given the specifications to the  
2       Census Bureau. We let them know we have to know  
3       the number of Native Americans in each county.  
4       We need to know the number of Native Americans on  
5       a reservation. We need to know Native Americans  
6       outside a reservation, within a county, and it  
7       gets very complicated.

8               And Oklahoma is really complicated  
9       because we actually fund the tribes in Oklahoma  
10      by tribal members, which we don't do anywhere  
11      else in the United States.

12             So, you know, I've had some folks ask  
13      me like, okay, I serve the Oglala Sioux Tribe, so  
14      we need to know how many Oglala Sioux tribal  
15      members there are. That's our funding. That's  
16      not quite how it works.

17             We look at the Pine Ridge Indian  
18      Reservation in South Dakota. We see -- it  
19      doesn't matter if they are Oglala Sioux Tribe or  
20      Navajo or whatever. That's how we use those  
21      numbers.

22             So we've -- I'm sorry. Yes.

1 MS. CARROLL: First I've heard of  
2 that. I thought that in Oklahoma our funding  
3 allocations were for our service area, for all  
4 Native Americans within our service area.

5 MR. HALL: No. In fact, so the -- for  
6 example, the -- let's say the Tonkawa Tribe.  
7 There are counties in Oklahoma where we said for  
8 this county, this -- the Tonkawa Tribe only gets  
9 the Tonkawas in this county, and all other Native  
10 Americans. And then the Poncas will get the  
11 Ponca members within that county.

12 MS. CARROLL: Okay. Okay.

13 MR. HALL: And that's very  
14 complicated. It's the only state we do that.

15 MS. CARROLL: So you're talking about  
16 just in the shared counties?

17 MR. HALL: Yeah. So there's counties,  
18 and this was before my time, but there was some  
19 concern about Oklahoma and the tribes, how  
20 they're so closely together, and in Oklahoma you  
21 don't have reservations, you have Oklahoma tribal  
22 statistical areas.

1                   And I don't know how this came about,  
2                   but I think Caddo County is probably the best  
3                   example. You've got the Kiowa Tribe. You've got  
4                   the Kiowa Tribe -- I'm sorry, Caddo, Kiowas, Fort  
5                   Sill Apache. You've got like five tribes right  
6                   there around Caddo County.

7                   So that tribe -- that county will say,  
8                   Caddo County, the Caddo Tribe gets all Caddos.  
9                   The Kiowas get all Kiowas. We don't do that in  
10                  any other -- any other state. It's just based on  
11                  geographic area.

12                 MS. CARROLL: Let me just try and  
13                 clarify.

14                 MR. HALL: Sure.

15                 MS. CARROLL: So if a tribe serves a  
16                 county, and no other tribe serves that county, do  
17                 they then serve all Native Americans in that  
18                 county?

19                 MR. HALL: Yes, that's correct. Yeah.

20                 MS. CARROLL: Okay.

21                 MR. HALL: Not every county is that  
22                 way in Oklahoma.



1 MS. CARROLL: Right.

2 MR. HALL: But there are counties  
3 where we say this grantee gets funding just for  
4 this tribe.

5 MS. CARROLL: Okay. I understand  
6 that. That makes sense. Thank you.

7 MR. HALL: Yeah. Sure. So when we  
8 provided the specifications to the Census Bureau,  
9 they notified us that they have to bring our  
10 request to their Disclosure Review Board, the  
11 DRB.

12 So they want to make sure that there's  
13 no confidentiality issues with the data that  
14 we're asking for. They had a disclosure review  
15 back in 2000, but their policies have changed,  
16 technology has changed where you can use  
17 technology and really drill down and identify  
18 individuals, so they are very -- so the  
19 Disclosure Review Board has to look at our  
20 specifications, even though they looked at it in  
21 2000 and said, can we still provide you this data  
22 the way you want it?

1                   And so we haven't -- just talked to  
2                   the Census today. They haven't presented it to  
3                   the Disclosure Review Board. And what I had  
4                   asked is that, could we have people on a call,  
5                   can we present to the Disclosure Review Board,  
6                   and would that be helpful? And I was told we  
7                   can, so that might be helpful.

8                   So there are challenges with updating  
9                   this census data. Note one, there is -- because  
10                  of the American Communities Survey, we're not  
11                  using -- getting the data from the decennial  
12                  census, there is margin of error issues. You  
13                  know, how good is the data? So that's number  
14                  one.

15                  Two, the Disclosure Review Board --  
16                  they don't know if they can give us the data the  
17                  way we asked for it back in 2000.

18                  And then we should also talk about  
19                  cost. So the costs in this would come out of the  
20                  technical assistance and training, or TAT,  
21                  dollars. Our estimate from the Census is about  
22                  \$90,000. And so they are -- they don't want to

1 do this work unless they can give us what we  
2 want. Certainly, you don't want to pay a large  
3 sum of money and then get data that you can't  
4 use. So we're still trying to figure out what  
5 data can we get from them, and that's the first  
6 step.

7 And then I think the question before  
8 the Council is, knowing the margin of error, and  
9 maybe at some point -- I know Norm has presented  
10 here, and he can articulate it much better than I  
11 can. He is -- he is an expert on it. All I can  
12 tell you is that there are margins of error at  
13 this stage, but the 2000 data was not like  
14 error-free. All data has a margin of error.

15 If we all look at our census data --  
16 in fact, this is -- this -- you can go to our  
17 website -- and I'll see if I can bring it up here  
18 -- so this is our website. And if you go down to  
19 Census Data, you'll see we break it out by Adult  
20 Census, and then you'll see Alaska Census.

21 Alaska has some unique situations as  
22 well, so we had to separate them from the rest of

1 the United States. They have Alaska -- they have  
2 Alaska Native regional corporations, they have  
3 boroughs, they have -- it was too different that  
4 we had to create a separate tabulation for  
5 Alaska.

6 Oklahoma -- again, the uniqueness with  
7 Oklahoma, and then we have Youth Census. But if  
8 we just use the Adult Census, you can go to a  
9 grantee and you can look at your census data, and  
10 so I'll just bring one up. And I'll also kind of  
11 show you Oklahoma as well, what we were talking  
12 about there.

13 But if we went to -- this is the Nez  
14 Perce Tribe, and maybe I need to blow that up a  
15 little bit. But these are the -- these are the  
16 counties that the Nez Perce Tribe -- these are  
17 the numbers for the -- number of unemployed and  
18 in poverty for the Nez Perce Tribe.

19 Now, I think you show some of these  
20 numbers to a lot of different tribes they will  
21 say, those numbers are not accurate. We have  
22 we have much higher unemployment, much higher --

1 we have more people who are low income than that,  
2 higher unemployment.

3 This is the best numbers that we can  
4 -- we can have, because it has to be uniform.  
5 And I know -- I think -- we don't disagree that  
6 tribes may have better numbers, as far as number  
7 of unemployed and low income, but we have to have  
8 some data that is consistent across the United  
9 States, and the only data that we know of is the  
10 Census data.

11 So we feel we have -- it has to come  
12 from the Census, and we have to get -- feel  
13 pretty confident in the data that we get.

14 Norm has mentioned this, I have  
15 mentioned it, when folks say we need to update  
16 the data, we say, careful what you ask for. You  
17 may not like it. Some folks are going to lose --  
18 lose funding from this. Some are going to gain  
19 funding.

20 I know there are -- I understand there  
21 are some other federal agencies and tribal  
22 programs where they freeze the numbers at a

1 certain level. That might be an option here to  
2 say we're -- in perpetuity, we're going to be  
3 using 2000 Census data.

4 There is a downside to that. Some  
5 grantees' areas have done very well, and they may  
6 not have the numbers of low-income, unemployed  
7 individuals, whereas some areas, the numbers are  
8 -- have gone down.

9 So when you don't change this census  
10 data, you are really not -- you may not be  
11 allocating the monies where they should go.  
12 Maybe this tribe, because of gaming or tribal  
13 enterprises, are being successful. Maybe their  
14 unemployment has gone down, they're low income.  
15 Maybe we shouldn't be giving them the amount of  
16 money we should be. Maybe that money should be  
17 going somewhere else. And the only way we would  
18 know that is getting updated data from the  
19 Census.

20 So there is a downside to not updating  
21 this data. We are really not getting -- putting  
22 the -- allocating the funds where they should go.

1                   So with that, Mr. Chairman, I'm going  
2                   to stop. If there's any questions --

3                   MR. WALDRON: Yes, I'm sure there is.  
4                   I have a question, two actually. So what was the  
5                   profile of census data that we would be  
6                   potentially asking for based on what we did last  
7                   time?

8                   I was on the Census Committee. I kind  
9                   of remember what happened. And if the numbers  
10                  increase far beyond where we are 20 years ago,  
11                  and we survived the \$42 million cut that is  
12                  coming to our program, would that increase the  
13                  budget or will we still work with the same amount  
14                  and allocate it differently based on population.  
15                  And American surveys are about 40 percent off,  
16                  because we're dealing with it in New York City at  
17                  a fairly aggressive rate. They gave us a grant  
18                  for it and we tried to get it down. So those are  
19                  my questions.

20                  MR. HALL: Yes, you know funding is  
21                  political. It really is. Earlier this week, or  
22                  was it yesterday, I believe, we were talking

1 about the budget cuts and what it said in the FY  
2 2021 budget. This is all political. I don't know  
3 if anybody looked at this and said we need to  
4 eliminate this program because of performance or  
5 cost of participants. It's political, a lot of  
6 it is. And I think everybody kind of knows that.

7 But to your point, Darrell, because  
8 the number of Native Americans increased since  
9 2000 that does not mean our funding increases  
10 because that's all political. The Democrats in  
11 the House feel we should get an increase. And  
12 the Republicans feel maybe we should get a  
13 decrease or vice versa. But that has no bearing  
14 on the number of Native Americans -- the increase  
15 in the population or performance. It's mainly a  
16 political process.

17 MR. WALDRON: So I guess that kind of  
18 goes down two lines. One, it doesn't really  
19 matter what the census says.

20 MR. HALL: For funding.

21 MR. WALDRON: Right. We're going to  
22 continue to be where we are and move along, but



1 our profile of how we fund different groups may  
2 change.

3 MR. HALL: Exactly.

4 MR. WALDRON: Okay, Kay?

5 MS. SEVEN: Kay Seven, other  
6 disciplines. So I was wondering, using the word  
7 uniformity, so we want to use uniformity no  
8 matter what for all American Indian and Alaska  
9 Native data, but looking at universities  
10 department-wide, what's the decision they made  
11 for the state grants and other related programs  
12 that need to have a formula? What's going to  
13 happen in the next five years with those  
14 decisions and those programs? What's the  
15 uniformity definition going to be for those  
16 programs?

17 MR. HALL: So, good question. So what  
18 Kay is referring to is the states also use a  
19 formula very similar to ours. Theirs are formula  
20 funded. But a state gives money on the number of  
21 -- and I don't know, it's got something similar,  
22 unemployed or low income people in the whole

1 state. That's a large number. So the numbers --  
2 the accuracy, the bigger the sample size  
3 obviously, the more accurate the numbers are,  
4 right? So the states don't have this issue  
5 because they're only -- the states are very  
6 simple. They do in 50 states and then, of  
7 course, you have outlying areas, America Samoa --

8 MS. SEVEN: Are they still using 2000  
9 Census data or are they now using the ACS?

10 MR. HALL: They're using the ACS and  
11 I think they're talking about updating it every  
12 two years. But the states never change. Idaho  
13 will always be Idaho. Oklahoma will always be  
14 Oklahoma. Because of competition, our service  
15 areas change. Our formula is very complicated.  
16 As you can see, you have these counties in Idaho.  
17 But it's possible that we've had changes like  
18 when you listed your tribe, but the geographic  
19 service areas, they'll change.

20 Some of these counties have very low  
21 numbers of American Indians in them and so they  
22 suppress the data. You don't have those issues

1 in the states because they just use Oklahoma,  
2 Nebraska, Kansas, and they say what's the -- it's  
3 very easy to calculate the formula for the  
4 states, whereas ours is very complicated and the  
5 most complicated part of it is Oklahoma.

6 Oklahoma probably takes as much time and  
7 resources to do Oklahoma as it does the rest of  
8 the United States. And according to Census, they  
9 don't know if they can -- they're really  
10 concerned about Oklahoma, whether they can give  
11 us the data that we've been getting in the past.

12 So I think for the Council to make an  
13 informed decision, I really feel we need to know  
14 from Census exactly, you know, what data we can  
15 get from them. So we're working on that.

16 MR. WALDRON: Kay?

17 MS. SEVEN: So to follow up, it sounds  
18 like we probably need to make a motion today to  
19 decide what we want to do with the Census data in  
20 terms of -- maybe forming that work group and  
21 then having our subject matter experts do --  
22 gather facts, data, and research information so

1 we have it. Maybe there's a variety of options  
2 or solutions that we have and that we're not  
3 really looking for any changes right soon. I  
4 mean we waited six years after the 2000 Census  
5 was released, the whole time. It became  
6 effective 2006. So there's a six-year gap right  
7 there. We're going on how many years now. And  
8 the states have been using the ACS for how many  
9 years, so there's a huge impact to us right now  
10 because we don't know what the impact is. That  
11 will allow us some time to get some facts  
12 together in our work groups.

13 MR. WALDRON: Okay, so Ben and I wrote  
14 on the agenda to say we can grab the time to  
15 really talk all the work groups that we handed  
16 out yesterday. If you would take a look at them  
17 and you know, kind of think it over and see who  
18 wants to serve on it, but the Census is  
19 definitely on that topic.

20 Any other questions on the Census?

21 MS. CHAISSON: Lora Chaisson. We're  
22 the only program that's funded by checking off

1 the box Indian only? Isn't that how we are  
2 funded? By Indian only? And prior to that, it  
3 wasn't that way. Down in Louisiana, we lost over  
4 \$200,000 and so we advocated to make sure that  
5 every tribe since then, I make sure that I  
6 personally go to all the tribes to make sure that  
7 they check off Indian only even though they're  
8 this, this, and this because it affected our  
9 program so much and we felt it.

10 MR. HALL: So what Lora Ann is  
11 referring is the Census provides numbers just  
12 Indian only and those are individuals who say I'm  
13 Indian and no other race. And then they can also  
14 give you data by people who say they're Indian in  
15 combination with some other race, they're Native  
16 American and Caucasian. And as you pointed out,  
17 our Census data back when this decision was made  
18 back in 2000, we used the Indian alone data  
19 versus the in combination.

20 And so there were a lot of tough  
21 decisions made during that time. We gave the  
22 data of what people's numbers looked like for

1 alone and in combination. We gave that to the  
2 Census Work Group and we gave it to the Advisory  
3 Council. And their Advisory Council members  
4 looking at this number and their numbers and  
5 going I'm going to lose a lot of money if I  
6 recommend this way.

7 But I must say it was impressive that  
8 a decision was made. It was made by the Council  
9 in consultation with their work groups and the  
10 Department did not change that. The Department  
11 supported what was approved.

12 So we felt like this was in 2000 was  
13 -- I'm sure not everyone was happy with it, but  
14 it wasn't a departmental decision. It really was  
15 made by -- from the recommendation of the  
16 Advisory Council.

17 MR. WALDRON: To support the tribes  
18 over the urbans.

19 Joe?

20 MR. HOBOT: Yes, Joe Hobot, Region 5.  
21 And I know the work that we're doing within  
22 Census activities, we communicate openly with our

1 people to mark one box only, to keep it the way.  
2 And we throughout Minnesota were daunted by the  
3 effects of the past two census areas, so I cannot  
4 strongly urge enough that this Council be aware  
5 of that where that this is a hands on the chicken  
6 switch for funding that is integral to Indian  
7 Country and it was devastating to a lot of our  
8 people as a result of that decision.

9 So I think going forward, we may  
10 advocate to secure as many resources as possible  
11 for our people. We advocate they do the one box  
12 only approach for our Census work. This is  
13 active, an effort in the field right now,  
14 throughout Indian Country, particularly in urban  
15 centers.

16 MR. WALDRON: One of the things that  
17 we are doing with our Census education is  
18 reminding Native Indians that they are not a  
19 race, but they're a political entity of  
20 government and they are not ignoring one of their  
21 parents in the circumstances of putting Indian  
22 only, but they're re-supporting the fact that

1 they're a government and they are a political  
2 entity and that we don't want to get caught up in  
3 the race issue because then the Constitution gets  
4 involved. So that's one way we've been  
5 communicating a lot with the young. You're a  
6 political entity, you're a government. You're  
7 not a race. You're not classified as a race, so  
8 don't fall into that trap. So mark Indian only  
9 is what we've been saying.

10                   Whoever gave me a great tip, too -- so  
11 I'm on the two Census groups. They did a little  
12 data collection in that the Asian -- 75 percent  
13 of the Asians submit electronically. And there's  
14 a percentage to the whites. And then looking at  
15 the African-Americans, the Indians as well, are  
16 filling it out by hand and so Lorinda was telling  
17 me that she did this thing with tablets. So we  
18 got a bunch of tablets donated and she brings in  
19 the older and the younger and they work with them  
20 on how to use the tablets to record in. And  
21 they've been getting a lot more -- quicker access  
22 and they're bringing them together for that



1       reason. We can talk more about the Indian only.  
2       We're going to try to do that back home.

3                   Joe and then Kay.

4                   MS. SEVEN: I wouldn't be surprised if  
5       we went to every Section 166 grantee. How many  
6       are involved in the Census and on your  
7       organizations from the committee or the state,  
8       you know? They're heavily involved, and you  
9       know, it's so interesting to learn. We just  
10      connected with some funding to the Native  
11      American Rights Fund. So I asked James Tucker,  
12      he's a pro bono attorney for NARF. He's at UNLV  
13      and thankfully, he's going to be in Las Vegas to  
14      speak with us for a little bit about the Census.

15                   What I learned is that the Culture  
16      Foundation, that is was providing money to three  
17      national organizations, NCAI, NARF, and then also  
18      the Urban Indian Centers to get their -- do their  
19      civic engagement, get people to vote, and to do  
20      your Census form. So we're recipients of help,  
21      that, you know, in 2010 it's like the Census  
22      provided all that under the Obama administration,

1 but it's not being provided in this  
2 administration, and so thankfully for foundations  
3 that came out and are helping us and really  
4 watching the campaign and we have really good  
5 resources available, so we have each other to go  
6 to and how we get those numbers right this time.

7 MR. WALDRON: So I have a question  
8 texted me here. I've been getting texted  
9 questions. People from the audience can ask  
10 questions if they're recognized, right?

11 MS. BROWN: If they're recognized, but  
12 make sure we have them state who they are and  
13 include their affiliated with. I think Dr. Hobot  
14 had a question there also.

15 MR. HOBOT: Joe Hobot, Region 5. You  
16 know, this is an action item for this body to  
17 codify this strategy that we've been talking  
18 about with Census work. And then share this  
19 codified strategy with our friends and allies  
20 within the Department of Labor and at NCAI, that  
21 this is the work that's being undertaken in  
22 Indian Country, particularly at urban centers,

1       one box only for that area. I think it would be  
2       powerful to have the codified and shared with  
3       these avenues and that will reinforce the efforts  
4       that are in the field right now.

5               Is there an appetite to do that? Do  
6       we need a motion?

7               MR. WALDRON: We're going to actually  
8       create, we're going to reestablish the committee.  
9       So there are six of them I think we put on the  
10      table yesterday for everybody to think about.  
11      Census was definitely one of them. And Norm has  
12      been pushing it since two years ago. We had a  
13      meeting with them on it, so yes. We're going to  
14      get heavily involved.

15              MR. HOBOT: April 1st is barreling  
16      down the trail.

17              MR. WALDRON: Yes, it is, quickly.

18              MS. SEVEN: We're in the game now.  
19      And April 1st is coming around. The first ones  
20      are going out on March 15th to invite the public  
21      to participate in the Census. March 12th is the  
22      day the online survey goes on live. So there's

1 really no time. I think we just need to go back  
2 and look at the resources that are on the NCAI  
3 website. Look at their webcasts that they've  
4 had.

5 Our tribal census partnership  
6 specialist are showing really good information  
7 about what other tribes are doing. The Coquille  
8 Tribe in Oregon is using their own tribal  
9 publication. When they ask for the section on  
10 race, just put Coquille. So we're guiding the  
11 public on how to fill out that one certain  
12 section of the nine, ten question survey. I'm  
13 looking at my survey right now, but yes.

14 MR. HOBOT: My question for Dr. Record  
15 would NCAI be able or willing, do you have any  
16 sense of support for this complication of the  
17 strategy.

18 MR. RECORD: Support, I can't speak  
19 for our Census leads on this because she was just  
20 asking me about getting involved and I said there  
21 are other colleagues, other experts on the data  
22 piece of this. I've already written down a to do

1 list, I need to connect, Dr. Yvette Roubideaux is  
2 head of our Policy Research Center. She's  
3 leading up our work on Census data and the issues  
4 around the questionnaire and the multiple boxes  
5 and then also the issue of differential privacy.  
6 It's going to have a huge impact on the ability  
7 of tribes to actually access the data that comes  
8 out of the Census. The access for funding is  
9 again for informed decision making. You know if  
10 you can't get access to data because the  
11 parameters you set around differential privacy  
12 preclude you from doing so, that's going to be a  
13 huge issue as well.

14 But yes, we can definitely engage with  
15 you guys. If there's a reviewing of a draft  
16 position so we can provide feedback, that's  
17 definitely something we're prepared to do.

18 I did want to just briefly mention,  
19 there have been several references to NCAI  
20 website on the Census. It's  
21 IndianCountryCounts.org. And then another site  
22 that's helpful is -- and this is more around

1       civic engagement generally, but it's  
2       wevotewecount.org which is a website that we,  
3       along with our civil rights partners, are  
4       collaboratively engaged in and sharing out some.

5               MS. SEVEN: Can I mention one more  
6       comment? When we were working with the state  
7       committee and your Census employees are involved  
8       and this is a little awkward because they're  
9       saying we can't do this and we can't do that as a  
10      partner, want to get people to be counted. So  
11      listen to someone like Jim Tucker who says you're  
12      getting your resources from a nonprofit. You can  
13      do what your tribal community says is right to be  
14      counted. So it's like even if I wanted to sit  
15      with my laptop and data enter information, my  
16      neighbor, my relatives should be counted? It's  
17      okay as a volunteer to do that. But a Census  
18      worker will tell you no, you can't do that.  
19      There are confidentiality issues, so don't do  
20      that.

21              So people get mixed messages on what  
22      you can and can't do. You do what's right for

1 your community. Go as far as even handwriting  
2 for grandma her Census forms, do it, you know?

3 MR. WALDRON: So that's what Lorinda  
4 was saying.

5 Margaret?

6 MS. ZIENTEK: Margaret Zientek,  
7 Citizen Potawatomi Nation and co-chair for Public  
8 Law 102-477. My question is for Duane. What is  
9 DOL doing for the tribes that have achieved  
10 federal recognition after the 2000 Census?  
11 They're not in that count. And in the last  
12 competition, they had no numbers. What are we  
13 doing about those two things?

14 MR. HALL: So federally, we have to  
15 remember the Census is based on geographic areas.  
16 So unfortunately, we've have instances where we  
17 have like I guess maybe determined landless  
18 tribes and so they're tribes and they're  
19 federally recognized and we can't run Census data  
20 on them. And so that's a challenge. So if a  
21 tribe is newly federally recognized, they would  
22 have to provide us with a land base. We have to

1 have a geographic area. And if we have that, we  
2 can run the numbers for them, as long as we have  
3 a geographic area.

4 I'll give you an example in Nebraska.  
5 The Ponca Tribe of Nebraska has a federal law  
6 that says this is kind of their service area.  
7 But we couldn't -- they didn't call it a  
8 reservation in the law, recognize this area. It  
9 didn't -- we could not give them like -- they got  
10 a grant from us but it was based on counties, not  
11 on their service area. So we can do that. We  
12 just -- all we need is a geographic area and it  
13 has to be something from the federal government,  
14 a federal agency that recognized this geographic  
15 area as their area. We've run into that on a few  
16 occasions where we didn't have a -- they couldn't  
17 provide us with a geographic area for their  
18 tribe, even though they were federally  
19 recognized.

20 MR. WALDRON: We're quite a bit over  
21 our agenda.

22 MS. HIBBELER: So I'm going to go back



1 to what Joe said because I think it's like super  
2 important. The Census is knocking down our back  
3 door and we really should come together on how we  
4 think we're moving forward with it. I actually  
5 think it's a great idea to put forward a motion,  
6 have some dialogue about it and see where this  
7 comes or goes.

8 If we wait, our next meeting is not  
9 until National, it's too late.

10 MR. WALDRON: Duane wants to make a  
11 clarification.

12 MR. HALL: I'm sorry. I want to make  
13 sure we're clear on this. It used to be -- we  
14 used to get our numbers from the Decennial Census  
15 and we can't get it any more. And so I think  
16 maybe it would be helpful to this Council to give  
17 somebody a presentation on the American Community  
18 Survey. So while you'll get your --- for our  
19 formula, we won't be using the Decennial Census  
20 because it does not have the unemployed and  
21 low-income information in there. That comes from  
22 the American Community Survey. I don't know how

1 many people get that. I don't understand that  
2 process at all.

3 I would say I think our role in this  
4 is that we're kind of the liaison. We're trying  
5 to bring this Council, the Census, and all the  
6 experts together to make a decision on what we  
7 should use, should we update it. We would rather  
8 not make that decision.

9 I would say the only thing that I hear  
10 from the Department, the only concern I hear is  
11 that, you know, we are concerned because the data  
12 is so old that maybe we're not allocating our  
13 resources to those communities that they should  
14 be. But whether you use common, in combination,  
15 or how reliable that the data is, you know, we're  
16 just here to bring the experts together and we're  
17 the bureaucrats that then try to get this out and  
18 do the allocation.

19 MR. HOBOT: I think that's a fair  
20 point about how we're going to suss out the data,  
21 disaggregate it in areas. But I think we need to  
22 have strong preventative measures to make sure

1 we're not under counted. And I think that by a  
2 signal of hands for a motion that's discussed and  
3 we build through consensus in this body sends off  
4 a signal throughout Indian Country that this is  
5 the modus operandi for our teams of people that  
6 are out there working in the field right now.

7 As that data is then collected, we can  
8 then enter into those secondary discussions about  
9 how it's going to be disaggregated and analyzed  
10 going forward. But in the meantime, we need to  
11 be prepared now. That would be my sense. I  
12 defer to the body if this is something that you  
13 want to do? I think it would be a powerful  
14 signal myself.

15 MR. WALDRON: So we can make that  
16 motion. Let me see are there questions?

17 MS. FARRENKOPF: Tina Farrenkopf,  
18 Region 4. When the Department takes the ACS  
19 figures, do they use the ratios that may presents  
20 a smaller sample size in the ACS, do they use  
21 those ratios of Native Americans to the general  
22 population, unemployed, under -- not ---

1 employed, do they then extrapolate those, apply  
2 those ratios to the larger Census figures, since  
3 the larger ones are there? Because isn't the ACS  
4 supposed to be a sample that sort of measures the  
5 larger -- it's applied to the larger or assumed?

6 MR. HALL: Again, I am by no means an  
7 expert on this data. I just assume that my basic  
8 knowledge of statistics is the sample size, the  
9 sampling, and then they extrapolate and say this  
10 is what we've determined, what the Census numbers  
11 are for this geographic area.

12 But the formula is very -- it's really  
13 a simple formula and it's just really, the number  
14 of low income and unemployed individuals in your  
15 service area whether that's a tribe, a county, or  
16 whatever. You divide it by the total number of  
17 unemployed and low income Native Americans  
18 throughout the United States. It's not a hard  
19 formula.

20 MR. WALDRON: Kay.

21 MS. SEVEN: So I second Joe's motion.

22 MR. WALDRON: So you want to put that

1 in the form of a motion?

2 MR. HOBOT: Joe Hobot, Region 5. I  
3 put forward the motion that to -- just give me a  
4 minute. To codify the approach for Census work  
5 in Census 2020 with full recognition of the  
6 unique political status of indigenous peoples in  
7 the United States of America that this body  
8 advocates the selection of one box only, with the  
9 delineation of one identifiable marker as  
10 American Indian only for our community members  
11 throughout Indian Country when completing the  
12 Census.

13 MR. WALDRON: Could I just make a  
14 point to your motion? So in New York which has  
15 got 8 million people, the word indigenous has  
16 been sending us Tainos in massive numbers. We've  
17 pulled away from the word indigenous and using  
18 treaty tribe, American Indian, or Native  
19 American.

20 MR. HOBOT: That is such a great  
21 point. So thank you for that. So let me modify  
22 that and strike the word indigenous to American

1 Indian.

2 MR. WALDRON: Are we going to second  
3 that?

4 MS. SEVEN: I'll second it and then  
5 also recommend that in this -- I like this term,  
6 modus operandi, that we also utilize Indian  
7 resources, the NCAI, NARF, and the Urban Indian  
8 Centers.

9 MR. WALDRON: So are you asking to  
10 amend his motion?

11 MR. HOBOT: How about we amend it to  
12 broadly disseminate this codification of this  
13 process to all allies, including NARF and other  
14 -- these other bodies.

15 MR. WALDRON: So that amendment, are  
16 you going to second that?

17 MS. SEVEN: Second.

18 MR. WALDRON: Any questions?

19 Discussion.

20 MR. HOBOT: No point in doing it, if  
21 we're not going to have --

22 MR. WALDRON: Do we have a question?

1 MR. TUCKER: Usually it's and Alaska  
2 Natives and Native Hawaiians.

3 MR. WALDRON: Yes, true.

4 MR. TUCKER: Because they're not all  
5 Indians in Alaska.

6 MR. WALDRON: Right. And 240 of the  
7 tribes in this country are from Alaska.

8 MR. TUCKER: Two hundred twenty some.

9 MR. WALDRON: Two hundred twenty some.  
10 I've seen that data recently.

11 MR. HOBOT: Sounds like amending the  
12 amendment.

13 (Laughter.)

14 MR. WALDRON: Do you want to strike  
15 and re-do it?

16 MR. HOBOT: I don't know if I can  
17 remember all that.

18 American Indians and Alaska Natives  
19 and Native Hawaiians.

20 MS. WHITMAN: I can't speak for Native  
21 Hawaiians or Native Hawaiian only. And the  
22 reason for that is I'm like the American Indians

1       who they have a tribal recognition. You have  
2       treaties that have quantifiable affiliation. Our  
3       Native Hawaiians do not have that, so therefore  
4       we are -- our census includes Native Hawaiians  
5       and others.

6                 We probably have maybe 5500 purity  
7       Hawaiians.

8                 MR. HOBOT: In your estimation, would  
9       you be more comfortable with just having American  
10      Indian and Alaska Native?

11                MS. WHITMAN: Yes.

12                MR. WALDRON: You're still considered  
13      an occupied territory, right?

14                MS. WHITMAN: Pardon?

15                MR. WALDRON: Hawaii is considered an  
16      occupied territory, right?

17                MS. WHITMAN: Many folks say Hawaii is  
18      considered that.

19                MR. WALDRON: So American Indian and  
20      Alaska Native. And for the stenographer, do you  
21      have that clear?

22                Okay, and you second that motion?



1 MS. SEVEN: I'm looking at the Census  
2 form. It says American Indian and Alaska Native  
3 and Native Hawaiian can also -- are included in  
4 that section of question --

5 MS. WHITMAN: They can deny ---

6 MR. HOBOT: I think the concern is if  
7 they are both and they check American Indian and  
8 Native Hawaiian, they then are put in that  
9 dilution pool and they're not counted because  
10 they have more than one box. I think that would  
11 be a concern. So if they have American Indian  
12 presence in their family as a political status,  
13 then check that box.

14 MR. WALDRON: I think we've clarified  
15 the motion. It's been seconded. Any other  
16 questions?

17 MS. SEVEN: Question.

18 MR. WALDRON: Yes. Call the question?  
19 Okay, all those in favor signify by saying aye  
20 and raise your hand.

21 (Chorus of ayes.)

22 Opposed?

1 (No response.)

2 Abstentions?

3 (No response.)

4 Let the record show it carried  
5 unanimously. Thank you.

6 Any other --

7 (Laughter.)

8 Keep in mind, the caution that he  
9 mentioned. We have a budget and we have a  
10 formula that they changed, just to let you know.  
11 But it's not going to be increased.

12 MR. HOBOT: No, I think it has when we  
13 share the record, NCAI says here what we came up  
14 with. This is where we're moving. We'd like to  
15 carry this message.

16 MR. WALDRON: Next question, the  
17 agenda can be fairly short, and give us time to  
18 discuss these committees.

19 MS. BROWN: Can I make a suggestion?

20 MR. WALDRON: Yes.

21 MS. BROWN: Combining the next two  
22 items, the report of the Planning Committee and

1 the next steps.

2 MR. WALDRON: So we were going to do  
3 that. So just a quick update on the conference.  
4 There are rooms available. Kay --

5 MS. BROWN: There are?

6 MR. WALDRON: Yes. They have to give  
7 the code and the code is N-A-E. They have to use  
8 the code N-A-E. It's on the flyer and there are  
9 a hundred rooms left. All right? And there's  
10 still rooms left for Sunday and for Saturday.  
11 Sunday is closing up. So I think that might have  
12 been part of the confusion. But there's 105  
13 rooms left so they should call and ask; N-A-E is  
14 the code, and it's also the code for, I believe,  
15 for the overflow.

16 MS. SEVEN: Yes. They had two  
17 different codes. One for if you call that  
18 telephone and one if you do it online.

19 MR. WALDRON: I was just reacting to  
20 your question at lunch.

21 MS. SEVEN: Yes.

22 MR. WALDRON: So that's what I got,

1 N-A-E. So I would just recommend that we move,  
2 people who want the room quickly because now  
3 they're talking about an advisory board meeting  
4 there. I had blocked out 20 rooms for emergency  
5 purposes, but it sounds like we're going to be  
6 consuming that up by our Advisory Board. I would  
7 just say that.

8 The overflow hotels are owned by the  
9 same hotel and they're very close, five minutes,  
10 and we're providing transportation back and  
11 forth. But it is starting to book up very  
12 quickly. There's about, I guess, at this present  
13 time, 35 to 40. I haven't checked with Lorinda  
14 today. Registered. We do want to get people to  
15 register on the rooms. There are two and three  
16 of them, sometimes they're sharing the rooms. We  
17 had talked to Burt from Margaret's area about  
18 doing a sweat lodge I think on Tuesday at sunrise  
19 and that's approved by the hotel and I've got a  
20 group of young men to help. It's just I got to  
21 take a walk through there and check it out. We  
22 did have a meeting with the Pequot Nation who is

1 going to be supporting financially and  
2 transporting. They're going to get back to me,  
3 but we wrote them out a plan. They're going to  
4 be transporting, hopefully, people back and forth  
5 to the casino who want to go and play with the  
6 big buses. There's probably, depending on the  
7 traffic and the time, 45 to 50 minute ride there.  
8 And then I have not asked Mohegan yet. They're  
9 next on the list. That's probably 10 to 15  
10 minutes out from there, is much bigger and we  
11 work a lot closely with them. Mohegan is kind of  
12 a tight-knit group.

13 We did make contact with the  
14 professor, I think it's Jeffrey something, who is  
15 an Indian law professor. I didn't get any answer  
16 on the proposal that we wrote to have him come in  
17 on Monday. Oh, great, thanks. Have him come in  
18 on Monday, trying to get a banquet financed by  
19 Gilbane Construction, Rhode Island Foundation,  
20 another company for Monday night to host, a very  
21 formal banquet with many senators, U.S. senators  
22 and congressmen that we can get there

1 encompassing our states and have a really legal  
2 discussion with the District Attorney Matthew  
3 Fletcher on the present law, the old law, and  
4 what we can do to help with the new law and we  
5 hope to get a lot of bang out of that. That has  
6 to be on a Monday. I apologize for that because  
7 all of the federal people flying out back to D.C.  
8 and they're not available.

9           So that is on there. So we talked to  
10 Brown. Brown has a group called NAB, Native  
11 Americans at Brown and help us with the  
12 evaluation and sending some young people there.  
13 We have some folks at Yale, 87 Indians at Yale.  
14 They've got their own little house, pretty  
15 tight-knit group. So they're going to be  
16 participating, too. So we're kind of putting  
17 both pieces together. We'll be in vans. Hotels  
18 are making all their vans available to our guests  
19 every night to go into town if they want to go  
20 out and visit some of the local restaurants or  
21 local drinking establishments.

22           There's going to be a lot of

1 activities within the hotel every night which  
2 we're working on. We're trying to make this a  
3 very spiritual gathering and my people in that  
4 area, we pray in the morning and then people --  
5 of the first light, so we try to start every  
6 morning with spirituality and then leading into  
7 our business.

8 Our tribal folks, they're very  
9 protective of their areas. There are a lot of  
10 formalities that I have to go through with the  
11 Tribal Councils, writing them in the proper order  
12 or I'm going to hear it. The tribal members of  
13 Newport, I heard a little bit of it in Newport  
14 and so I'm kind of working on that now. I'm  
15 going to try to get over there and talk to them.  
16 But I'm feeling really confident about where we  
17 are. I just wish people would register more. We  
18 have legal commitments. It looks like the rooms  
19 are going to be okay. The 477 group have been  
20 working extremely hard. I know that they've got  
21 a lot of complexities but they're banging them  
22 up.

1                   The 166 participation is a little low  
2                   and I really want to talk to this group about  
3                   creating a committee. I think that we are an old  
4                   format and an old structure. And I think that  
5                   our young people, me and Winona were talking  
6                   about it at dinner. Their brains are just so  
7                   fast and they're just so dynamic and quick and  
8                   they really get disengaged quickly and I think we  
9                   need to engage them because this is all about  
10                  them coming to the future. I think that they  
11                  have an awful lot to offer, but a couple of them,  
12                  I think, will come on the calls and then left,  
13                  but we've been having some difficulty getting our  
14                  younger population in.

15                 And as you know, there's a very large  
16                 turnover with our staff, not too much with  
17                 grantees, but the staff which we saw at the last  
18                 conference. And in my conversations with them,  
19                 they seem separated from us because there's a  
20                 group of people there whom they respect and have  
21                 known and they kind of feel funny coming up  
22                 making their suggestions. So that's what they



1 tell me. I met with a group of them in Florida.  
2 But I do really want to impress that based on  
3 some of the knowledge that we have seen at this  
4 meeting here from DINAP that our grantees need a  
5 lot more direct training and involvement in the  
6 programs and operating the programs. And the  
7 benefits to the program because I think some of  
8 the errors that are going on fairly easily  
9 corrected. I have attended some of the workshops  
10 and I've got to say do leave a little confused  
11 sometimes as to where we are. We're expanding  
12 our program, our clients. I think the lack of  
13 involvement sometimes with our locals that they  
14 put us in, what they don't pay for versus what we  
15 do I think may cause some of that, but I do think  
16 that we need to take a lead on our workshops in  
17 DOL and help press that responsibility to our  
18 grantees so that they run very good, strong  
19 programs.

20 It was helpful to hear the budget  
21 differences yesterday between the two and  
22 ultimately, I think we're all going to be working

1 in the same direction towards very strong  
2 programs. And then there was so much money  
3 available, so much opportunity out there that we  
4 don't know about because we're not doing  
5 presentations on it. Some of the money is very  
6 easy to get, especially in the construction  
7 training fields. It's a boom everywhere. Rhode  
8 Island has got \$25 billion. I got \$200,000  
9 unsolicited grant just handed to me out of the  
10 state for training construction workers. We  
11 trained 65. They went right into employment less  
12 than two weeks out. And so that was easy money.  
13 It was one report and it had unlimited times on  
14 it really. It was when they were training and  
15 ready to go, get in place.

16 So we've invited some of those folks  
17 at the table. Of course, the NBE programs now  
18 that are national, there's 20 percent set-aside  
19 for minority businesses, small construction,  
20 women owned, disadvantaged. And in some states,  
21 it's actually set aside. So if there's a million  
22 dollars' worth of funding, you know, they take 20

1 percent of that, \$20 million of that and set that  
2 aside and it has a time frame on it and it's only  
3 for Indian, minority, women, disadvantaged. And  
4 that is sweeping the country pretty aggressively.  
5 And it is very easy to get registered. So those  
6 were some of the things that we're looking at.

7 Again, my suggestions on changes, this  
8 is in no way of disrespect to all of the very  
9 hardworking people on the phone. We are now in  
10 almost weekly calls with one another in Texas.  
11 It's just that it's 20 something years old, the  
12 format, and a lot of our new grantees are in  
13 their 20s or mid-20s, and it's time to really get  
14 them up at the table.

15 I attended a very powerful workshop in  
16 New York City with the Bronx Chamber which we're  
17 members of. They've got like 60,000 businesses,  
18 an immense number. And a young woman that did  
19 the presentation for Indian Health Services  
20 probably 22, 23 years old, absolutely powerful,  
21 very impressive. She met everybody once. She  
22 knew all their names. Talked to them directly.

1 I went up to the president of this  
2 place and said I thought you were going to do it  
3 and very interested what she said. The younger  
4 souls, creative, they're so smart and they're so  
5 able, I had them do it all. They don't carry the  
6 hang ups that I have of 30 to 40 years of being  
7 in business. So it was impressive to see so it  
8 kind of stuck in my head.

9 That kind of wraps up my report. We  
10 can spend time deciding what we're going to do  
11 with these committees. If there are any  
12 questions, I'd be more than happy to answer them  
13 the best that I could. I know it was fast.

14 MS. HIBBELER: Darrell, how can we  
15 help you?

16 MR. WALDRON: Well, I think we  
17 probably should take a look at a committee here  
18 and really take a look at some design and  
19 bringing labor heavily into it and I think  
20 bringing in our young. Again, I mentioned this  
21 the other day. For me, I'm going on 61, so 40  
22 years and down is really kind of young for me

1 now. But I'm looking more in the mid-20s and  
2 mid-30s.

3 I think we have been a very successful  
4 program and we have created some very well  
5 educated young Indian people. We've been so busy  
6 fighting all of the time that I don't think that  
7 we see the good that we're providing. And I hear  
8 it when I get an opportunity to speak with them.

9 I went to this Yale College. There was  
10 a doctorate woman there. She looked like she was  
11 maybe 28 years old, had a Ph.D. and was just like  
12 on fire at running a huge program there. I think  
13 that they need to be involved with a committee or  
14 be on the board.

15 Dana, so that's how we can help.

16 MS. BROWN: Just a suggestion. We do  
17 have the Effective Management Committee.

18 MR. WALDRON: That would be a good  
19 place to put them.

20 MS. CARROLL: Kim Carroll of the  
21 disciplines. But we're not limited to the  
22 committees that we currently have. We can change

1       those if we need to, correct?

2               MR. WALDRON:  You can add them, get  
3       rid of them, yes.

4               MS. CARROLL:  Okay.

5               MS. BROWN:  Can I clarify something?

6               MR. WALDRON:  Yes.

7               MS. BROWN:  Okay, so any newly-formed  
8       committees through this Advisory Council, work  
9       groups or committees, whatever they're called,  
10      they have to be formally recommended by this  
11      Advisory Council because those committees have a  
12      purpose, a mission.  And you lay out the steps.  
13      You decide when you're going to meet and usually  
14      it's in concert with the regional or national  
15      training and technical assistance conference to  
16      save on costs and to allow other people outside  
17      of this group to participate.

18              And those recommendations are  
19      submitted formally to the Advisory Council and  
20      only the Advisory Council can either recommend  
21      those -- make those recommendations through a  
22      formal process.

1                   MR. WALDRON: Okay, and maybe the best  
2 way would be through the Effective Management.  
3 We're coming up to a conference, the Western  
4 Conference, and I was kind of really paying  
5 attention to Kay earlier about some of the people  
6 going away for training and coming back. There  
7 may be some opportunities to work with the  
8 committee that can take a look at that. If they  
9 came into the area for training with Gilbane  
10 which is a world-wide company. They go in to  
11 some of the battle zones and rebuild. I mean  
12 they're a pretty massive company and they are  
13 looking for young people. I mean 80 percent of  
14 their working construction workers are over 50.  
15 They're like in their 60s. Eighty percent, and  
16 they're looking for just young people with two  
17 arms, two legs, and the ability to work. So I  
18 think you could add them to that committee.

19                  MS. HIBBELER: I'm kind of jumping to  
20 the next one, but I heard Lorina -- Lorina, I'm  
21 sorry. You suggest we attack them both, right,  
22 for the National Conference and next steps.

1                   So I'm kind of thinking about this  
2 group. We're going to be around for two years  
3 together, right?

4                   MR. WALDRON: Which is maybe only four  
5 meetings.

6                   MS. HIBBELER: Right, right. But I  
7 think it's important, at least for me, that we  
8 really begin to outline what our priorities are  
9 and to create a strategy around that. With that  
10 said, I would recommend that we would do  
11 probably an all-day strategy session somewhere,  
12 so we can all get on the same page. We really  
13 outline what it is is our priorities, what are we  
14 going to work on for the next two years, and our  
15 committees would center around those priorities.  
16 I'm not saying committees are the wrong ones, but  
17 we ought to really reflect on where we're at,  
18 what the data says, what we want to try to impact  
19 over the next two years and create a strategy and  
20 process to get there.

21                   MR. WALDRON: So Jacob and I were  
22 having just that conversation last night and we



1       also talked about leaving time in our agendas  
2       when we meet for half an hour, 45 minutes, for us  
3       to reflect and think about our speakers coming in  
4       so that we can better organize questions and get  
5       the best bang out of our buck. I know there's a  
6       lot of processing here over the last couple of  
7       days, so you're really on point with that. And  
8       I'm assuming we can have an effective management  
9       meeting. We're all going to be at the conference  
10      anyway in Las Vegas and really kind of put  
11      together a brainstorming package and create a day  
12      or half day for strategic planning there and then  
13      make recommendations for the Advisory Council  
14      meeting in Rhode Island in June and implement  
15      them at the same time. Sorry, I'm going too  
16      fast.

17                   MS. BROWN: The planning committees  
18      are not as restricted as the Council and that's  
19      the benefit of forming work groups because we  
20      basically can have teleconferences, you can have  
21      video conferencing to periodically get together,  
22      so they're not as restrictive because you're

1 basically doing the work of the Council and then  
2 you're reporting to the Council.

3 MR. WALDRON: So that's something we  
4 can do and plan, put together, providing you can  
5 find us some space.

6 MS. SEVEN: A one day strategy session  
7 with all members invited and involved.

8 MS. HIBBELER: An outside facilitator  
9 coming in to move us through a strategic planning  
10 process and maybe it's Tribal Tech. Maybe they  
11 have that expertise as our technical assistance  
12 provider.

13 MS. SEVEN: That would be a good thing  
14 to decide on today because then Athena needs to  
15 modify the budget. That would be cost of travel.

16 MR. WALDRON: I think they said  
17 yesterday that committees are not fundable.

18 MS. SEVEN: Oh, because it's not a  
19 Council meeting, it's not Council, right?

20 MS. BROWN: Let me get verification  
21 from our Committee Management Officer on the work  
22 groups. Normally, we don't pay for reimbursement

1 of the work groups, only the formal Advisory  
2 Council. And I think it would also require  
3 modification to our technical assistance  
4 contract. I mean not to throw a lot of bugs in  
5 the air but we plan out at least two meetings,  
6 two formal Council meetings a year and then  
7 anything else I would have to look at the budget.

8 MR. WALDRON: Let me ask a question.  
9 How many are going?

10 MR. HOBOT: Joe Hobot, Region 5. I'm  
11 a little wet behind the ears, so pardon me if I  
12 should know this, but could we just kind of go  
13 over the future dates of when these gatherings  
14 are? I've heard about Vegas. We have the Rhode  
15 Island one. What are the date expectations of  
16 what's here and there?

17 MR. WALDRON: Right. So I'll let Kay  
18 tell you the dates for the Western Conference.  
19 That's just for all of our community that we talk  
20 about to go over these things.

21 MR. HOBOT: Okay.

22 MS. SEVEN: It's for the grantee

1 community. The website would be ninaetc.net.

2 MR. HOBOT: That's way too fast.

3 MS. SEVEN: Ninaetc.net. California  
4 Indian Manpower manages this website for all of  
5 us, 166 and 477. This is where we announce our  
6 training events. The West is having -- we  
7 represent ten states, is having our training  
8 event coming up in two weeks in Las Vegas. So  
9 that would be February 24 through 28. We have  
10 lots of people coming from across the country,  
11 nationwide, coming in. They have really good  
12 attendance, like 280. We did really well with  
13 our recruitment this year.

14 We've got the National coming up.

15 MR. WALDRON: That's June 1 of this  
16 year, 2020, that whole week. So the feds or level  
17 one people stay, groups are coming in early.  
18 That's a national conference and all of them get  
19 together, all of the regions and that is what we  
20 proposed yesterday and the resolution to have the  
21 next Advisory Council meeting. Normally, we  
22 always met at the National Conference with this

1       Advisory Board. It was during the public period  
2       which is coming up. People have an opportunity  
3       to add input.

4               So we have not been together for two  
5       years and we're operating off of old stuff and so  
6       Pat is suggesting a strategy so that we can make  
7       better effects of the meetings that we do have  
8       and Jacob and I were talking about it last night.

9               So really the only meeting we've got  
10      right now is the National. We're going to try to  
11      put together an effective one. But you guys have  
12      got to get on that. But that's what we're going  
13      to call it, yes.

14              MS. SEVEN: So going back to Patty's  
15      idea for a strategic session, it was her idea to  
16      do a strategic session in Session 2 would might  
17      be something we'll need to consider that's on our  
18      dime that we're coming together for. So unless  
19      we find out from Tina that I can know within,  
20      what, two weeks?

21              MR. WALDRON: Let's just ask how many  
22      on this board are going to the conference?

1 MS. HIBBELER: Who is not going?

2 MR. WALDRON: Who is not going to  
3 Vegas? That was for the one for the planning  
4 session. So how many are going to the National?

5 MS. SEVEN: Are not going.

6 MR. WALDRON: People who are not  
7 going, put up your hands to the National, right.  
8 So everybody is going. So the ones that are  
9 going to yours, we're fine with and it would just  
10 be the two who are not and whether they can or  
11 not, but you can call in if we're going to try to  
12 do a planning session there.

13 MS. SEVEN: Strategic planning.

14 MR. WALDRON: Strategic planning  
15 session.

16 MS. SEVEN: Strategic planning is  
17 going to be more than just an hour.

18 MR. WALDRON: It will probably be a  
19 good half day, three quarters' day. We've got to  
20 find the space. We've got to get the space. Do  
21 you think you have the space?

22 MS. SEVEN: Are we going to do it in

1 Vegas?

2 MR. WALDRON: Can we?

3 MS. SEVEN: It doesn't have to be  
4 Vegas.

5 MR. WALDRON: No, it doesn't have to  
6 be.

7 MS. CARROLL: Two things, yes, two  
8 weeks is pretty quick.

9 MR. WALDRON: It is.

10 MS. CARROLL: To get someone, to get  
11 a facilitator to do this, as well as making  
12 travel arrangements and all of that sort of  
13 thing. If we're going to do a strategy session, I  
14 would hope that we would all be there. I think  
15 that would be important.

16 MR. WALDRON: So we can set a  
17 different date and maybe make it kind of in  
18 middle for everybody wherever that will be.

19 MS. CARROLL: Come to Tulsa.

20 MR. WALDRON: Tulsa is a good place  
21 for that, is it? So why don't we get back to  
22 everybody on that because it is a minute past

1 public comment period and I have to legally,  
2 officially open that because if I don't, I get in  
3 trouble with the Federal Register. We can  
4 continue to talk, so.

5 At this point, the chair will accept  
6 a motion to open the public comment period?

7 MS. CARROLL: So moved.

8 MR. WALDRON: Okay, motion has been  
9 made. Do I have a second?

10 MS. CAMPBELL: Second.

11 MR. WALDRON: Motion has been made and  
12 seconded for the public comment period to be  
13 officially open.

14 Is there anybody in the audience that  
15 would like to make any comment?

16 MS. CARROLL: Kim Carroll. I'm Kim  
17 Carroll, I made the motion.

18 MS. CAMPBELL: Christine Campbell,  
19 second.

20 MR. WALDRON: So we're officially in  
21 the public comment period, but we can continue  
22 our discussion.



1                   Do we have anybody here that's here  
2                   for public comment right now? You are? Okay.  
3                   You're up.

4                   Please take a microphone so that we  
5                   can hear you. State your name and where you're  
6                   from, nice and clear. Oh, they're in the  
7                   ceiling. That's why we need the young people.

8                   MS. RUPERT: Good afternoon, everyone.

9                   MS. SEVEN: Is there a phone dial in  
10                  for this session?

11                  MR. WALDRON: I don't know.

12                  MS. SEVEN: No. Okay.

13                  MS. RUPERT: My name is Sherry Rupert  
14                  and I am the CEO for the American Indian Alaska  
15                  Native Tourism Association. We are one of your  
16                  national nonprofits across the country. We work  
17                  with all 574 tribes and Native Hawaiians to help  
18                  them develop tourism in their states and in their  
19                  communities. We provide technical assistance and  
20                  training in that regard.

21                  Ms. Lora Ann is also on our board of  
22                  directors as is Mr. Waldron. And Athena, I know,

1 from the great state of Nevada, we are both  
2 native Nevadans and so it's really great to be  
3 here today to be with all of you.

4 I just wanted to bring awareness to  
5 our work at AIANTA. I'm not sure if you're aware  
6 of the NATIVE Act. It's the Native American  
7 Tourism and Improving Visitor Experience Act.  
8 And it was enacted in 2016 by President Obama.  
9 It was an unfunded mandate and since then, we've  
10 been working really hard to secure appropriations  
11 for implementation of the act.

12 I just wanted to read just a few items  
13 in regard to the purposes of the act because I  
14 think that you'll find it very interesting.

15 The purposes of the act are to enhance  
16 and integrate Native American tourism, to empower  
17 Native American communities, and to advance the  
18 national travel and tourism strategy, to increase  
19 coordination and collaboration between federal  
20 tourism assets, to support Native American  
21 tourism and bolster recreational travel in  
22 tourism, to expand heritage and cultural tourism

1 opportunities in the United States, to support  
2 economic development, create jobs, and increase  
3 tourism revenues, to enhance and improve  
4 self-determination and self-governance  
5 capabilities in the Native American community and  
6 to promote greater self-sufficiency, to encourage  
7 Indian tribes, tribal organizations, and Native  
8 Hawaiian organizations to engage more fully in  
9 Native American tourism activities, to increase  
10 visitation to rural and remote areas in the  
11 United States that are too difficult to access or  
12 are unknown to domestic travelers and  
13 international tourists, to provide grants, loans,  
14 and technical assistance to Indian tribes, tribal  
15 organizations, and Native Hawaiian organizations  
16 that will spur important infrastructure  
17 development, increase tourism capacity, and  
18 elevate living standards in Native American  
19 communities, and to support the development of  
20 technological, innovative projects that will  
21 incorporate recreational travel and tourism  
22 information and data from federal assets to

1 improve the visitor experience.

2 So I think that's very important for  
3 tribes and I'm not -- in fact, I know, that all  
4 tribes are not aware of what this act says and  
5 what the opportunities are. The AIANTA is  
6 responsible for implementation of just one  
7 section of that act and that is with the goals of  
8 getting out into Indian Country and identifying  
9 the needs of the tribes for tourism development.  
10 And then our second part is delivery of technical  
11 assistance and training.

12 And if we look at the data for tourism  
13 and tribal tourism specifically, it's really  
14 staggering to see the growth in tourism across  
15 Indian Country and the jobs that are created by  
16 tourism.

17 If we look at overseas travelers to  
18 American Indian communities, 1.986 million  
19 travelers came in 2018 and that's an all-time  
20 high for Indian Country and I'm proud to say that  
21 AIANTA has been working really hard in Indian  
22 Country and our international tourism program to

1 take our tribes to other countries and introduce  
2 them to other markets and bring those travelers  
3 here. And those travelers are looking for  
4 authentic experiences in the United States.  
5 They're tired of going to Disney World. They're  
6 tired of going -- well -- are you tired of going  
7 to New York?

8 (Laughter.)

9 They're tired of going to the same  
10 places, right? And so they want to experience  
11 something authentic, something new, something  
12 different. We hear that all the time. And  
13 they're very excited about visiting Indian  
14 Country, experiencing our places, experiencing  
15 our people, experiencing our culture. And so our  
16 job is to help tribes to be ready for that, you  
17 know, to look at what is your story? What story  
18 are you going to tell? What are you willing to  
19 share? How are you going to share that? How are  
20 you going to prepare your communities for that?  
21 Is your community on board with that? Do they  
22 want to make that investment? Do they want other

1 people in their communities?

2 So that's what we're trying to help do  
3 is to have our tribes really take a close look at  
4 tourism. Is it for them, and if it's for them,  
5 let us help you be successful in that industry.  
6 Did you all know that?

7 MR. WALDRON: I think you had done a  
8 presentation with us in Duran, Oklahoma and I  
9 think you had reported, if I can remember, 15  
10 million jobs were created in the tourism industry  
11 in the United States.

12 MS. RUPERT: So here I have, according  
13 to the U.S. Travel Association, 8.9 million  
14 American jobs are directly supported by domestic  
15 and international travelers in the United States  
16 with an additional 6.8 million indirect jobs  
17 created by tourism annually.

18 MR. WALDRON: That is incredible.  
19 We're not allowed to respond. I'll call it a  
20 listening session, I guess. Well, maybe we'll  
21 get back to you with the report that comes out of  
22 these notes.

1 MS. RUPERT: Thank you very much and  
2 thank you for the invitation.

3 MR. WALDRON: So I guess they can ask  
4 you questions and for clarification on what you  
5 were saying. Is there any of that here? Anybody  
6 have a question?

7 Christine, I'm sure will ask --  
8 Christine?

9 MS. CAMPBELL: Christine Campbell,  
10 Region 5. Thank you for your presentation. It's  
11 very informative. Do you have more brochures  
12 with you or can we go online and get them?

13 MS. RUPERT: I believe -- are these  
14 online? So what we can do is we can forward them  
15 to Darrell or to Lora Ann or Athena. And we have  
16 it digitally. That could be forwarded as well.

17 MS. CAMPBELL: Thank you.

18 MR. WALDRON: And Michael?

19 MR. TUCKER: We've talked about that  
20 in our tribe and I'm interested, too. We're a  
21 Knik tribe and we're in the Mat-Su Valley of  
22 Alaska. We think we have some interesting things

1       that people might like to see. And I personally  
2       have been kind of hey, this is something we  
3       should do. So this is my card. This is the  
4       office number on the bottom. Call that office.

5               MS. RUPERT: Great. And if I could  
6       respond to that. We are -- you may know that the  
7       Sitka Tribe of Alaska, along with other partners  
8       is putting on the Heritage and Cultural Tourism  
9       Conference in early April in Sitka and so AIANTA  
10      will be there as speakers providing information  
11      and training to the Alaska Native tribes, so  
12      hopefully, you'll be there.

13             MR. TUCKER: Do you have a date?

14             MS. RUPERT: I believe it's April 4th  
15      to the 7th.

16             MR. WALDRON: Lora Ann.

17             MS. CHAISSON: Hi, Sherry. So maybe  
18      you can talk about the website as a tribe?

19             MS. RUPERT: Sure. So I believe the  
20      website that Lora Ann is referring to is  
21      nativeamerican.travel is a destination website  
22      that AIANTA has developed and there is the



1 opportunity for each tribe to have their own page  
2 on the website. All of the content is derived  
3 from the tribes themselves. We don't create  
4 anything. You use your own narrative, you tell  
5 the world what you want to about yourselves, your  
6 own stories in your own words which is really the  
7 heart of AIANTA is educating elders about who we  
8 are from our own perspective and not having  
9 others tell our story for us.

10 So again, the opportunity to provide  
11 narrative, to provide photos, videos, all  
12 information about your attractions, your contacts  
13 there. We want to get to the point where we will  
14 actually be able to sell tours to Indian Country  
15 on that website as well. That's the next phase  
16 of that particular website.

17 MR. WALDRON: It's a pleasure to  
18 actually to see you. I've been a voice on the  
19 phone. I know all about it from calls and on the  
20 phone basically.

21 MS. RUPERT: Yes, Nice to see you,  
22 too. And just to -- a formal or personal

1 invitation to all of you to attend our  
2 conference. This year, it's going to be at Fort  
3 McDowell in Arizona in September, I believe, it's  
4 the 14th through the 17th.

5 MR. WALDRON: I'll write that down.

6 We're having our National Conference --

7 MS. RUPERT: I want to see you there,  
8 Darrell.

9 MR. WALDRON: Yes, September is good.  
10 We're having our National Conference in June in  
11 Rhode Island which I think I had mentioned to you  
12 guys on the phone.

13 MS. RUPERT: Right.

14 MR. WALDRON: And visitors and Tourism  
15 Council has been involved in what we're doing, so  
16 it may be an opportunity to engage and talk to  
17 them about how you can access local funds for the  
18 tribal groups and supporting them for tourism.  
19 So -- but I'll send you that stuff.

20 MS. RUPERT: Thank you. Thanks for  
21 your time.

22 MR. WALDRON: Any other questions? I

1 don't think you can, Margaret, I'm sorry.

2 MS. ZIENTEK: Not a question. Next  
3 public comment.

4 MR. WALDRON: Are you in the next  
5 public comment, okay. So please state your name  
6 and region and all that good stuff for the  
7 record, organization.

8 MS. ZIENTEK: Margaret Zientek,  
9 Citizen, Potowabi Nation, co-chair of the Public  
10 Law 102477, Midwest Region. I think I got all of  
11 that.

12 A couple of things. First, I want to  
13 commend everybody here on the Council that has  
14 been seated. Congratulations. And thinking  
15 ahead to when you won't be seated for Department  
16 of Labor, Secretary, will you please take the  
17 message don't let that happen that these seats go  
18 unfilled again. Strongly suggest that they take  
19 the move that these currently seated people will  
20 remain in their seats until the next filling so  
21 there is not a gap. It's unacceptable that we  
22 have had a non-functioning Council that tribes

1 have no access to carry their voices forward to  
2 the Secretary of Labor and I strongly encourage  
3 Secretary of Labor to take that into  
4 consideration and keep these positions filled,  
5 not unfilled.

6 Second point. Census. I asked a  
7 question about the newly recognized tribes. I  
8 asked this for a reason. As they're recognized,  
9 some of them may have a land base or they're  
10 working with Congress to get the funds and secure  
11 a land base. It isn't just the tribes, the  
12 federally-recognized tribe that's hurting, it's  
13 also the rest of us across the country because  
14 those people are now in our area and now  
15 accessing services and we don't have the count  
16 either. So obviously, it affects that tribe the  
17 most, but they live everywhere.

18 So Nation Potawatomi or whatever tribe  
19 they might be, they live across the U.S. as well  
20 and we as grantees are affected if that count is  
21 not updated. So we'll look at the Census. I  
22 hope you take that into consideration.

1 I also have a letter that I wanted to  
2 make sure it came to your attention if I can get  
3 this to open up. There we go. This letter was  
4 actually generated to the Council members and I  
5 want to make sure that it is a matter of record  
6 and if not, I'd like to make sure you get a copy.  
7 This is from California Indian Manpower. Do you  
8 have that?

9 MR. WALDRON: Yes. Actually, we're  
10 going to have this read as a statement for public  
11 comment.

12 MS. ZIENTEK: Okay. You don't need me  
13 to read that?

14 MR. WALDRON: No. I think we have it  
15 covered. Am I correct, Tina?

16 MS. FARRENKOPF: Yes.

17 MR. WALDRON: Okay.

18 MS. ZIENTEK: Perfect. Because that  
19 is critical that we pay attention to each of  
20 those points. It affects all of our tribes, all  
21 of our service area, whether we are a federally  
22 recognized or an urban program or an association,

1 we are here to serve our people and we need help.  
2 Please, help us out here.

3 One last thing, we are talking, I hear  
4 about having a meeting at our National  
5 Conference, ninaetc.net, also known as the  
6 National Indian and Native American Employment  
7 and Training Council/Public Law 102477. It's a  
8 double conference. It is the 30th of May through  
9 the 4th of June in Rhode Island and we welcome  
10 you to join us there. We encourage you to be  
11 there. And we also will have a federal partner  
12 meeting with 477 that encompasses 12 federal  
13 agencies, not just the Department of Labor, but  
14 11 more. I strongly encourage you to take  
15 advantage while we have decision-making,  
16 authority-level people present at this  
17 conference. Please spread the word and come.

18 And I thank you to the Division of  
19 Workforce Development. A letter has gone out to  
20 all 477 grantees. They are sponsoring grantee  
21 travel, \$3,000 per tribal -- per grantee for the  
22 477 tribe. So, Athena, that should help you

1 spread the money a little better for the other  
2 166 grantees. There are 72, most of which are  
3 also WIOA grantees. I believe there's a couple  
4 that are not. Three or four are not WIOA  
5 grantees such as the Mashpee Wampanoag for  
6 example. So there's my comment. Thank you.

7 MR. BERNAL: Any comments or  
8 questions? Other public comment presenters? And  
9 if you could for the record state your name and  
10 organization.

11 MS. McCUSKER: Thank you. I'm  
12 Courtney McCusker with Tribal Tech. I'm reading  
13 the written comments submitted by Lorinda Sanchez  
14 of the Executive Committee for the National  
15 Conference and attached with this is a statement  
16 of urgency briefing paper submitted for the  
17 record and it's in the meeting packets that you  
18 have here.

19 So this is action needed to  
20 reinvigorate Indian and Native American  
21 employment and training programs.

22 Dear Council Members, I am a member of

1 the Executive Committee for the National Indian  
2 and Native American Employment and Training  
3 Conference and a former chair of the Native  
4 American Employment and Training Council. I  
5 congratulate you on your appointment to the  
6 NAETC. I write to share my perspective on the  
7 current issues confronting the Native American  
8 employment and training programs carried out  
9 under Section 166 of WIOA and propose questions  
10 of action to reinvigorate and improve the  
11 operation and administration of these programs.

12 In addition, I enclose a briefing  
13 paper endorsed by the NAETC, the National  
14 Congress of American Indians, and the 477 Travel  
15 Work Group and submitted to representatives at  
16 the Department of Labor last year which  
17 highlights issues relating to the Native American  
18 employment and training programs and steps needed  
19 to bring these programs up to their full  
20 potential.

21 As the primary consultation vehicle  
22 for the DOL on Native American employment and



1 training programs, NAETC plays a critical role in  
2 advising the Secretary of Labor on the effective  
3 operations and administration of employment and  
4 training programs established for the benefit of  
5 Indian, Alaska Natives and Native Hawaiian  
6 people. The WIOA recognizes the unique status of  
7 the Native American population and the need to  
8 administer Native American employment and  
9 training programs at the national level with  
10 special regard to the government to government  
11 relationship.

12 The WIOA specifically provides  
13 employment and training activities to promote the  
14 economic and social development of Indian, Alaska  
15 Native, and Native Hawaiian communities in  
16 accordance with the goals and values of such  
17 communities among other purposes.

18 Accordingly, it is important for NAETC  
19 to leverage its position to ensure that the  
20 Secretary of Labor engages in meaningful  
21 consultation with tribal representatives and  
22 takes appropriate action to improve WIOA Section

1 166 program operation and administration.

2           The briefing paper highlights several  
3 priorities for the Native American employment  
4 programs in detail which include number one,  
5 increasing funding for WIOA Section 166 programs;  
6 two, amending the regulations governing NAETC to  
7 including members who turn out of their positions  
8 to remain on the Council until their replacements  
9 are seated in order to ensure that  
10 fully-functioning Council is in place at all  
11 times; three, increasing the staff of the  
12 Department of Labor's Division of Indian and  
13 Native American Programs; four, designing and  
14 instituting a strong technical assistance program  
15 for WIOA Section 166 grantees, that its staff has  
16 had experience with the Native workforce; five,  
17 fostering innovation similar to Section 166  
18 programs by working closely with NAETC, tribal  
19 leaders, and program practitioners; and six,  
20 ensuring Native performance indicators are  
21 established for Native American programs  
22 including data collection and reporting.

1 Collectively accomplishing these priorities would  
2 help significantly reduce the unemployment rates  
3 among Native people and yield a strong return on  
4 investment of our human capital.

5 The current administration has shown  
6 a commitment to adopt policies to enhance  
7 economic well-being of Native American  
8 communities as demonstrated by the enactment of  
9 legislation to permanently authorize the 477  
10 program in December 2017.

11 It is essential for tribes and tribal  
12 organizations to tailor and expand economic  
13 development and job creation activities for the  
14 benefit of tribal members. NAETC should seek to  
15 work with the DOL to adopt a similar path forward  
16 to advance Native American workforce development  
17 and promote self-sufficiency through the WIOA  
18 Section 166 programs.

19 Thank you for the opportunity to share  
20 comments on the current status of Native American  
21 employment and training programs.

22 MR. WALDRON: Thank you. That was a

1 lot and you did a good job. You didn't miss one  
2 word.

3 MS. McCUSKER: I tried.

4 MR. WALDRON: Thank you very much.

5 MS. McCUSKER: Thank you.

6 MR. WALDRON: Any other public  
7 comment? Yes. Ian.

8 MR. RECORD: Hello, Ian Record. Vice  
9 President of Tribal Governments and Special  
10 Projects with the National Congress of American  
11 Indians.

12 I wanted to take this opportunity to  
13 read into the record several recommendations that  
14 are contained in NCAI's Human Power and Tribal  
15 Workforce Development Federal Policy brief that's  
16 being released this week in February 2020 and I  
17 ask that you all take further action on that as  
18 expediently as possible.

19 The first recommendation is to fully  
20 empower the Department of Labor's Native American  
21 Employment and Training Council. The NAETC is  
22 the WIOA authorized vehicle to guide the

1 operation and administration of WIOA Section 166  
2 programs. Under past administrations, the NAETC  
3 has actively advised the Secretary of Labor on  
4 how these programs can be managed and supported  
5 most effectively.

6 The current administration, however,  
7 has failed to ensure the NAETC's ongoing  
8 functioning or heed its advice. To fully empower  
9 the NAETC, Department of Labor must first  
10 recommit to holding regular NAETC meetings, at  
11 least twice per year, as required by law, so the  
12 Council can carry out its important work in a  
13 sustained fashion.

14 Second, actively consult with the  
15 NAETC on an on-going basis and heed its advice  
16 regarding the consensus priorities of Section 166  
17 grantees for appropriate program administration.

18 And third, ensure the NAETC includes  
19 tribal leaders to provide critical perspectives  
20 on the integral relationship between tribal  
21 workforce development programs and other key  
22 components of tribal governance.

1                   The second recommendation,  
2           significantly increase the staff of the  
3           Department of Labor's Division of Indian and  
4           Native American Programs. Over the past few  
5           years, DINAP staff has been drastically reduced  
6           from 17 positions to just 6 with no  
7           administrative support staff making it virtually  
8           impossible for DINAP to adequately support the  
9           Indian and Native American programs it is  
10          obligated to serve. DOL's Employment and  
11          Training Administration should immediately  
12          increase DINAP's staff size to no less than 15  
13          positions including 13 professional positions,  
14          and 2 administrative support staff positions to  
15          ensure adequate technical assistance and support  
16          for WIOA Section 166 grantees including many  
17          smaller grantees of limited capacity that need  
18          targeted assistance navigated DINAP's rules and  
19          extensive reporting requirements. It also should  
20          ensure that all DINAP professional positions are  
21          held by persons of special competence in Native  
22          workforce programs.

1                   The third recommendation. Set WIOA's  
2                   Section 166 performance standards in accordance  
3                   with grantees' needs and priorities. WIOA  
4                   specifies performance metrics designed to hold  
5                   grantees accountable for the federal funding they  
6                   receive. For grantees under Section 166, WIOA  
7                   states that performance metrics must be  
8                   negotiated with the assistance of the NAETC and  
9                   each grantee and I quote taking into account  
10                  economic conditions, characteristics of the  
11                  individuals served, and other appropriate  
12                  factors, unquote. And that's in Section  
13                  166(h)(2).

14                  But DOL has strayed from Congress'  
15                  intent in WIOA in various ways. With one  
16                  exception, DOL has never established a  
17                  performance standard that speaks to the third of  
18                  the three purposes of Section 166 programs  
19                  explicitly provided in the law, promoting the  
20                  economic and social development of tribal  
21                  communities in accordance with the distinct goals  
22                  and values of those communities. DOL must work

1 with each individual grantee reporting directly  
2 to DINAP using the waiver authority in WIOA  
3 Section 166(i)(3) as appropriate to ensure that  
4 the performance metrics for each grantee are  
5 appropriate for the economic and human  
6 environments in which the grantee implements its  
7 programs.

8 If you just give me a second, I have  
9 a couple of others I wanted to read into the  
10 record here. And these deal more with long-term  
11 recommendations although the first one has both  
12 near and long term action steps that need to be  
13 taken.

14 Release the American Indian Population  
15 of Labor Force report. The 2017 Indian  
16 Employment, Training, and Related Services  
17 Consolidation Act transferred the responsibility  
18 for producing the American Indian Population and  
19 Labor Force Report from DOI, Department of the  
20 Interior, to DOL, Department of Labor. DOL staff  
21 and the Bureau of Labor Statistics, DINAP, and  
22 other federal units reportedly had a meeting to



1 discuss how to carry out DOL's new  
2 responsibility. However, to date, they have not  
3 taken any action to involve tribal leaders, WIOA  
4 Section 166 grantees, practitioners, or  
5 researchers in this effort.

6 DOL, and specifically, ETA officials  
7 must immediately inform NAETC Section 166 grantee  
8 communities, tribal leaders, and other key tribal  
9 stakeholders about the internal discussions to  
10 date on this report. Accordingly, they should  
11 develop and implement a plan that fully involves  
12 NAETC and tribal leaders in the design,  
13 implementation, and publication of this report.

14 The second recommendation are  
15 long-term recommendations. Establish a strong  
16 technical assistance program for WIOA Section 166  
17 grantees. WIOA specifically authorizes a  
18 technical assistance program for tribal and  
19 off-reservation grantees funded by and reporting  
20 directly to DINAP. The statutory purpose of this  
21 program is established as enabling grantees to  
22 improve the activities authorized under Section

1 166.

2 For several years, a Section 166  
3 grantee provided that technical assistance,  
4 enlisting the support of experienced program  
5 directors that travel to individual grantee sites  
6 and offered suggestions as to how grantees could  
7 improve their program services and meet ETA  
8 requirements. However, the ETA terminated that  
9 technical assistance agreement, replacing it with  
10 a contracting arrangement that does not provide  
11 grantees with adequate technical expertise, an  
12 issue compounded by the wholesale reduction in  
13 DINAP staff support.

14 Through close consultation with the  
15 NAETC, the ETA should replace the current  
16 arrangement with a strong technical assistance  
17 program for WIOA Section 166 grantees, staffed by  
18 experienced native workforce, education, economic  
19 development, and social services professionals  
20 capable of addressing a wide range of assistance  
21 needs of both tribal and off-reservation  
22 grantees. This new program should, among other

1 things, help grantees understand and navigate the  
2 federal requirements for Section 166 grants,  
3 educate grantees about the full range of services  
4 that tribal grantees can rightfully support using  
5 Section 166 funding, as permitted by the law and  
6 program regulations, support grantees in  
7 utilizing the law's waiver authority to implement  
8 approaches that promote the economic and social  
9 development of their communities, quote, in  
10 accordance with the goals and values of those  
11 communities, unquote.

12 Another recommendation. Elevate the  
13 Native American Employment and Training Council  
14 within the Department of Labor. This should  
15 feature the direct involvement of the Office of  
16 the Secretary and the Assistant Secretary for  
17 Employment and Training in NAETC meetings and a  
18 facilitation of an on-going, open dialogue with  
19 staff in these offices to swiftly rectify issues  
20 that inhibit DOL's ability to support tribal  
21 innovation in planning and delivery of DOL funded  
22 workforce development services. The Secretary of

1 Labor also should convene a summit with NAETC and  
2 DOL's Section 166 grantees to collaboratively  
3 develop strategies for bringing these programs up  
4 to their full potential in the 21st century.

5 The last one I wanted to point out is  
6 really dealing with the Section 102477 program as  
7 expanded under the 2017 workforce development  
8 law. NCAI supports and recommends the Department  
9 of Labor that it engage with the Department of  
10 the Interior as a full partner in enlisting the  
11 other federal agencies to bring them back to the  
12 table to immediately fix the great flaws in the  
13 inter-agency MOA that governs the implementation  
14 of Public Law 115-93.

15 Specifically, NCAI supports and  
16 recommends that DOL and DOI lead this effort in  
17 bringing these other agencies back to the table  
18 to fix the MOA in the following ways: to strike  
19 language in Section 3 of the MOA that  
20 impermissibly limits the scope of the act. NCAI  
21 requests the MOA be amended to strike any  
22 language suggesting that DOI look to whether

1       there is a clear and stated purpose in the  
2       programs authorizing legislation and replace with  
3       language that makes clear that DOI and other  
4       agencies must look to the program itself and  
5       whether it falls within one of the programs  
6       listed at 25 U.S.C. 3404(A)(1)(a)(i) through (x).

7               Second, to amend Sections 3 and 4 of  
8       the MOA which unlawfully cedes secretarial  
9       decision making authority to other agencies.

10       Third, to amend MOA's provision unlawfully  
11       limiting its applicability to only certain  
12       competitive grant programs. Fourth, to amend  
13       provisions in the MOA that encourage delays in  
14       reviewing 477 plans, and we're already seeing  
15       this dynamic take effect to the detriment of  
16       tribes who have 477 plans. And finally, amend  
17       the MOA to be clear that waiver requests may only  
18       be denied if they are inconsistent with either  
19       the act or the authorizing statute of the  
20       specific program. That is all. Thank you.

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

1 MS. WALDRON: Brooke Waldron,  
2 Connecticut Indian Council Region 1.

3 MR. WALDRON: You've got to step up,  
4 so they can get you under the recording.

5 MS. WALDRON: Brooke Waldron,  
6 Connecticut Indian Council Region 1. My first  
7 question is for the chair. You mentioned earlier  
8 about implementing more programs for the younger  
9 people under 40. What is your -- what does that  
10 look like? Do you have a detailed plan for that?

11 MR. WALDRON: I'm not allowed to  
12 engage in the conversation. This is basically a  
13 listening --

14 MS. WALDRON: Okay, comments on that.  
15 Again, implemented plans through this strategic  
16 follow up that you guys are going to do that are  
17 -- there is a lot of information, the wealth of  
18 knowledge that's sitting at this table. It's  
19 going to take years for any of us to really fully  
20 grasp what's going on here. So I would really try  
21 to advance that portion of that. If that's of  
22 assistance to you guys for the positions that you

1 hold so the future, the next generation will have  
2 an opportunity to lead.

3 MR. WALDRON: So you recommend an  
4 assistant to each one of the members here, is  
5 that what you are --

6 MS. WALDRON: Yes. And I'm sorry, I  
7 was in the ladies room, Ian, so was that a  
8 response to NCAI's involvement with urban centers  
9 as far as what NCAI is doing for urban centers or  
10 were you just reading? I came in and you were  
11 reading the --

12 MR. WALDRON: I don't know that he's  
13 allowed to engage you, but --

14 MS. WALDRON: He was just reading off  
15 of that. Okay.

16 MR. WALDRON: Thank you.

17 MS. WALDRON: Thank you.

18 MR. WALDRON: So I just would like to  
19 make a public comment based on some of the  
20 information we received. Darrell Waldron,  
21 Executive Director of the Rhode Island Indian  
22 Council.

1                   During this session here we have been  
2 handed some data collection on comments about the  
3 DINAP program. And one particular section of it  
4 talks about the program has never been vigorously  
5 evaluated. I do not believe that's a fault of  
6 our program or this body to do that as well as  
7 its references, they don't know if that the same  
8 employment outcomes would have been as great  
9 without the program existing, which is a total  
10 disregard for Indian sovereignty,  
11 self-determination, and the law that put it into  
12 place.

13                   I just want to set the record straight  
14 for the public comment period that 37 years of my  
15 life have been in the Indian programs and I have  
16 seen the growth of this program through Indian  
17 leadership in this country at NCAI and abroad and  
18 directly in my community. I am now with the  
19 grandchildren and serving them and I have seen  
20 their standard of living going up significantly  
21 since the CETA, JTPA and Reagan to this now  
22 present WIOA program.



1                   We have produced over a 35-year period  
2                   in my organization 15,000 baccalaureate degrees  
3                   from these programs in our community and the  
4                   local tribe there now is enjoying the benefits of  
5                   Indians with master's degrees and bachelor's  
6                   degrees, operating directly in their tribes and  
7                   bringing them forward, as well as the surrounding  
8                   tribes in that area. And I just think that it is  
9                   a total disconnect from the federal government  
10                  who would look and state something like this  
11                  without first clearing it under our  
12                  self-evaluations. We've put forth incredible  
13                  data, so the cost for a participant is at \$3,927  
14                  and in this cost, we've put Indians into careers,  
15                  generationally, and we continue to foster growth.

16                  Under goals and evaluations for  
17                  performance, I'm reading here that the employment  
18                  rate, the national goal was 66.5 percent, is  
19                  programmed to do 64.3 percent. Under the  
20                  retention which came up several times in some of  
21                  the leaders within the Department of Labor on  
22                  retention, it's hard to measure, we've measured

1 retention. Employment retention rate at 78.3  
2 percent, the national goal. Our results was 79.2  
3 percent. Six months average earning, national  
4 goal was \$10,638. We have produced \$10,943. So  
5 I don't know what happens to our reports that we  
6 all do every 45 days and quarterly for the 166.  
7 And prior to the 477, why they don't get up to a  
8 higher level, I just don't understand it. And we  
9 are enjoying the benefits of a really good, well  
10 run program in Indian Country that has produced a  
11 good portion of the NCAI that we see today. We're  
12 always advocating the success of their  
13 communities. And this Advisory Board in the  
14 early years with key individuals that are still  
15 here, set very solid foundations for growth. And  
16 it is an insult and it almost borderlines on  
17 racism that the Indian programs and our voice is  
18 constantly stifled and we need to defend  
19 ourselves and that this is an Advisory Board to  
20 the Secretary of Labor. And I don't think we've  
21 had much engagement with the Secretary since  
22 Elaine Chao. And I think we did meet Perez once.

1 I just want to put for the record I strengthened  
2 this program in the comments of Ian from NCAI and  
3 those are my public comments. Thank you.

4 Any other public comments? Margaret?

5 MS. ZIENTEK: Margaret Zientek,  
6 citizen, Potawatomi Nation Workforce and Social  
7 Services, Co-chair for Public Law 102-477.

8 For the record, I will read some of  
9 the 477 stats which are published using Fiscal  
10 Year '18 which would be the complete year, the  
11 last complete year. For adults, total number  
12 served were 11,839, for youth, 10,515, cash  
13 assistance, \$13,677 for a total of 36,031.

14 For those with employment as a goal,  
15 adults, 3,762, and non-achieving was 314. You  
16 can figure the percent. With education as a goal  
17 for adults, 2,754, with 420 across the Nation --  
18 only 420 not achieving that goal -- with an  
19 average earning gain across the board, of \$8.25.

20 For youth, that 10,515 number, with  
21 employment as a goal, 3,240, only 221 did not  
22 achieve their goal. With education as a goal,

1       2,148, only 165 did not achieve.

2               For the cash assistance, which might  
3       be an adult or a youth, cash assistance means  
4       they were on a subsistence program, be that TEN  
5       or general assistance, 13,677 were the number  
6       served. These are only those that were -- their  
7       files were closed in that measurement period.  
8       2,926 had employment as a goal. Only 579 youth  
9       did not achieve employment.

10              Total with education as a goal, 1,409,  
11       only 399 did not achieve that goal. These are  
12       the stats for all of the grantees, which at that  
13       time would have been, I believe the number is 70,  
14       or close to it, 70 grantees representing over 250  
15       federal recognized tribes across the Nation.

16       Thank you.

17              MR. WALDRON: Thank you very much. I  
18       have a 6:00 plane out. And I'm sorry, I have to  
19       leave shortly. And Jacob, our vice chair, will  
20       continue public comment if anybody else wants to  
21       do public comment period, I've got about 10  
22       minutes.

1                   I know we were talking about a date  
2                   for a strategic planning session and a place. We  
3                   kind of determined that we were not going to be  
4                   able to do it Las Vegas, and so is it something  
5                   we want to do by email, try to get it figured  
6                   out?

7                   MS. BROWN: Teleconference?

8                   MR. WALDRON: Teleconferences are  
9                   great. Again, it's a product of young, gifted  
10                  people. They set up one in my office, so I see  
11                  all you guys on TV. And this is it for the  
12                  public record, including the ones that just put  
13                  their phone on and leave the office.

14                  (Laughter.)

15                  MR. WALDRON: So we can do that if you  
16                  want to get a date put up. But I think it's well  
17                  overdue, Pat. And also, I think we had a  
18                  question earlier about the length of our agenda.  
19                  So maybe we can get together the night before and  
20                  formally, I don't think that's allowed though, is  
21                  it, Athena, to get together the night before to  
22                  discuss your agenda items for the next day?

1 MS. BROWN: Oh. No, you can.

2 MR. WALDRON: You can, great.

3 MS. BROWN: No, there's nothing that  
4 prevents -- you know, I send out the agendas in a  
5 fax to the extent I can. But there's nothing  
6 that prevents the Council from having discussions  
7 about the points that they want to bring up.

8 MR. WALDRON: That may be of benefit  
9 so that we have more pointed questions where, you  
10 know, we can make best use of the time with the  
11 guests that come to us. It's just something to  
12 think about. Pat?

13 MS. HIBBELER: I just wanted to throw  
14 out another kind of thought and idea about how we  
15 get together. We could look at Rhode Island  
16 actually being our strategy session and then  
17 this, so our effective workgroup strategy session  
18 would be in Rhode Island.

19 And then we would come together to  
20 meet later on in the year. And I would recommend  
21 if we chose that plan that we would wrap it  
22 around another kind of national convening event,

1       whether NCAI is having something in the fall,  
2       then we would be there, and there would be  
3       ability for people then to give testimony or open  
4       public comment.

5               MR. WALDRON:   So if I'm hearing you  
6       correctly, you're saying not to have an advisory  
7       Board meeting in the actual conference, you just  
8       do a strategy?

9               MS. HIBBELER:   Yes, and the National  
10      ---

11              MR. WALDRON:   Do both.

12              MS. HIBBELER:   -- later on in the  
13      year.

14              MR. WALDRON:   So I'm hearing both.   I  
15      think both could be achieved.   But hold your  
16      thought.   Kim?

17              MS. CARROLL:   Actually NCAI does have  
18      a fall, isn't it in Alaska?

19              MR. WALDRON:   October, it's in  
20      Portland.

21              MS. CARROLL:   Portland.

22              MS. HIBBELER:   I think we also have to

1 be attuned about how long it takes for us to get  
2 our agenda in place with speakers, et cetera.  
3 They all have to be approved by DOL. There's a  
4 process that -- Athena, I always want to call you  
5 Lorinda -- Athena has to go through to put that  
6 in place for us.

7 And I don't know what the lead time is  
8 on that. Maybe if you could let us know so at  
9 least we know what that looks like.

10 MS. BROWN: Sure, we have to ---

11 MS. WHITMAN: At that strategic  
12 meeting, if we were only going to have the  
13 strategic meeting, could we still allow some time  
14 at the end of the meeting for the grantees to  
15 come in and address whatever they want?

16 MS. HIBBELER: I think it depends on  
17 if it meets your --

18 (Simultaneous speaking.)

19 MS. HIBBELER: -- timeline for when  
20 you want to publish it.

21 MS. BROWN: Oh, you mean for a formal  
22 --



1 MS. HIBBELER: No, a public comment.

2 MS. WHITMAN: If we're just having  
3 just a strategic team meeting because, you know,  
4 the time factor in getting the former CASA  
5 meeting approved, could we still allow grantees  
6 to come in at any time during the strategic team  
7 meeting?

8 MR. WALDRON: I don't know if they can  
9 come in at any time, because you would want to  
10 mention --

11 (Simultaneous speaking.)

12 MS. WHITMAN: -- or maybe at the end  
13 or something.

14 MR. WALDRON: Yes.

15 MS. WHITMAN: I mean but still give  
16 them the opportunity because, you know, many of  
17 them are going to be there.

18 MS. BROWN: Okay. So clarification,  
19 we don't have public comments at the workgroup  
20 meetings, the committee meetings. They're  
21 formulated by the designated workgroups, and we  
22 can have that discussion maybe, you know, before

1       this convenes.

2               Because I don't think we have anyone  
3       here for public comment. So we can carry on the  
4       business of this Council and establish maybe some  
5       ideas for the various workgroups.

6               So the various workgroups are, their  
7       agenda, and their task and objectives are  
8       determined by those workgroups in concert with  
9       this Advisory Council. Because ultimately, they  
10      report back to the Council. So if you wanted to  
11      have a workgroup meeting at a forum such as our  
12      regional session, you could invite anybody to  
13      come into those meetings.

14              MS. WHITMAN: Yes, that's --

15              MS. BROWN: Yes, but it they're just  
16      public meetings.

17              MS. WHITMAN: Well that's how it could  
18      be handled. I guess at the separate regional  
19      meetings, comments could be generated there.

20              MR. WALDRON: Yes. And so then  
21      there's just some priority of scheduling, but ---

22              MR. HOBOT: Joe Hobot, Region 5. With

1 the strategic retreat at the National meeting,  
2 could we just create space at the back end of  
3 that day to have a meet and greet with grantees  
4 to come in, that may be unfamiliar with this  
5 body, and familiarize themselves with our work  
6 and field questions if they arise?

7 MR. WALDRON: So I think that we need  
8 an official meeting. I don't know, I mean  
9 there's a lot of things going on. So I think  
10 we've got to evaluate what can we get handled  
11 between now and then and do we need to meet. If  
12 we don't need to meet, that's fine.

13 I know this census issue is very  
14 serious for us. And the time is very short. I  
15 mean I think the grants shut down in April and  
16 May, a lot of them. So there's some stagger in  
17 those dates. So Kay, and then Athena.

18 MS. SEVEN: Okay, so realistically is  
19 having a Council meeting during the National  
20 Conference realistic? But you're the chairman of  
21 the National Conference. We have Erwin who is  
22 also on the Executive Committee. The rest of us

1       aren't, but we need to be a part of that  
2       conference. Are we having a two-day meeting like  
3       what, a Thursday, Friday of that week?

4               MR. WALDRON: Oh, I don't think we  
5       determined yet, Kay. I think that's what we're  
6       questioning, whether we're going to do the  
7       meeting or not, or just have a training, or a  
8       strategic training session, and then set another  
9       date for the actual Advisory Board meeting, make  
10      it like a committee meeting. I mean that's sort  
11      of like the discussion that's on the floor.

12               (Simultaneous speaking.)

13              MS. BROWN: It might help for me to  
14      explain what goes into -- how much of that notice  
15      we have to plan meetings like this that are  
16      considered official Advisory Council meetings.

17                      So we have to publish a Federal  
18      Register, and that Federal Register has to go  
19      through Department for clearance. And the senior  
20      executives, such as John Pallasch, and the  
21      Secretary of Labor signs off on those Federal  
22      Register notices.

1                   And they require that they get at  
2                   least 30 days advance notice. So I would have to  
3                   work on this as soon, you know, like within this  
4                   month. Because we're already looking at March.  
5                   And so the Federal Register notice would probably  
6                   have to be published at least by the first week  
7                   in April in order for you to have a meeting by  
8                   the end of May because you have to have about 30  
9                   days advance notice. So that's formulating an  
10                  agenda, that's inviting whoever you want to be on  
11                  that formal agenda. It is going to be easier for  
12                  me, because now I'm working with a chairman.  
13                  This agenda was formulated by me in consultation  
14                  with everybody.

15                 MR. WALDRON: So I figure we haven't  
16                 met in two years. And I know it's a lot of stuff  
17                 the last two days. I think some of the  
18                 information was very fruitful for us.

19                 I still echo some concern about the  
20                 fact that we have not met for so long, and then  
21                 we end up meeting, and then we may not meet. And  
22                 then there's items of action that we can get

1 accomplished at our next meeting. But it's, you  
2 know, I think that we are a little  
3 discombobulated, because there is so much  
4 information, and we have so many new members.

5 I agree with a strategic planning  
6 session, but I also think it's, you know, we only  
7 did a couple of meetings, and they have to be  
8 approved. And right now, it's a little friendly,  
9 but we don't know what's going to happen as we  
10 move closer to this budget where we may not get  
11 permission to meet. I sure hope so, I know in  
12 the past some games have been played with our  
13 ability. So --

14 MS. BROWN: Your funding is already  
15 set in place to -- We're just now coming to the  
16 end of the program year, 2018, so the 2019 fund  
17 was put into the mixed contract. So this  
18 Advisory Council is required by law, so whether  
19 or not, you're still going to have your  
20 requirement to meet twice a year.

21 MR. WALDRON: Okay. Because I do  
22 remember them not allowing us to meet, all our

1 committees, for a period of time. We actually  
2 were told not to confer with one another. But I  
3 don't know if that's going to happen again. But  
4 anyway, those are just my concerns. Erwin?

5 MR. PAHMAHMIE: Thank you, Mr.  
6 Chairman, Erwin Pahmahmie, Region 4, I know we  
7 were discussing about when to meet, and I  
8 understand the process now that you've explained  
9 it, Athena. And I appreciate that.

10 However, you know, we only do meet  
11 twice officially, but the workgroups would give  
12 us more flexibility for us to meet, and I believe  
13 teleconference really should be our avenue for  
14 that right now. And I advocate strongly that we  
15 meet before the National, you know, to address  
16 these issues related to the census as well as  
17 other things, you know, that we've been  
18 discussing today. So that was --

19 MR. WALDRON: So how about a  
20 recommendation that we set a date to meet --

21 MR. PAHMAHMIE: Yes.

22 MS. CAMPBELL: -- with the Advisory

1 Board at the National Conference. And we set a  
2 date to have an electronic meeting between now  
3 and then. I just sense sometimes when we were  
4 talking that there's slightly different opinions  
5 of our agenda moving forward, and I'd just like  
6 to get it homed in so that we are all of one mind  
7 moving in the right direction and that there are  
8 not splinters, so that when we meet we have the  
9 best opportunity to get the most meat out of the  
10 meeting that we can, especially with our  
11 questions that are pointed around our topics.

12 MS. SEVEN: So did I hear you say that  
13 I -- to meet one day during the National?

14 MR. WALDRON: Yes. So I'm suggesting  
15 that we hold our official Advisory Board meeting  
16 in Rhode Island and that we have a meeting, a  
17 committee meeting between now and then  
18 electronically on the phone with everybody to  
19 discuss strategies, or discuss what it is that we  
20 kind of want to bring ourselves in together so  
21 that when we have that meeting in Rhode Island  
22 it's very focused.



1 MS. SEVEN: Can we decide today what  
2 day of the week this ---

3 MR. WALDRON: Oh, yes. That's fine.

4 MS. SEVEN: I mean this can happen --  
5 -

6 MR. WALDRON: You can even pick a date  
7 if you want.

8 (Simultaneous speaking.)

9 MS. SEVEN: -- my flying reservations.  
10 If I need to stay until Friday and fly out  
11 Saturday, then I need to know now. But my  
12 granddaughter graduates from high school that  
13 Friday night. So ---

14 MR. WALDRON: So are you talking the  
15 electronic meeting or the actual conference?

16 MS. SEVEN: Actual conference, or when  
17 we are having our next Council meeting? Is this  
18 during National, yes or no?

19 MR. WALDRON: Yes. So that's what  
20 we're suggesting, to have it at the National  
21 Conference in Providence, Rhode Island.

22 MS. BROWN: I would ---

1 MR. WALDRON: And we have a meeting in  
2 between.

3 MS. BROWN: I would throw that out  
4 there, because it's a recommendation from you as  
5 one Council member, but what does the rest of the  
6 Council --

7 MR. WALDRON: Right.

8 MR. HOBOT: So would there be  
9 advantages to deferring the two-day National  
10 meeting to the fall? And of course, with the  
11 NCAI, it could be in Portland. It could be in  
12 alignment with that meeting, and whatever  
13 advantages that come with that, to afford Athena  
14 and her team adequate time to plan and prepare  
15 with all peer credit red tape through fall, in  
16 the internal, to have the strategic one-day  
17 session at the National Conference. Is there any  
18 appetite for that schedule?

19 MR. WALDRON: Next?

20 MS. HIBBELER: If I could respond, if  
21 we went forward with that particular scenario, it  
22 really allows us to do our strategy planning

1 first before we have our next formal meeting. It  
2 also allows us to be at NCAI to better align this  
3 committee with tribal support.

4 Because they would be present and be  
5 able to come in and provide public comment at an  
6 official meeting which I think is important for  
7 this Council as we move forward. We kind of lose  
8 that ability if we hold it at our National  
9 meeting.

10 We could, as Athena said, unofficially  
11 have an open session for people at the National  
12 Conference to come in and visit with us. But it  
13 would be unofficial business and not, you know,  
14 an official Council meeting.

15 MR. WALDRON: So we have Joseph and  
16 then Lora.

17 MR. QUINTANA: Joseph, Region 6. I  
18 would concur as far as looking at providing  
19 strategy overall is what this body is looking to  
20 do over this next year and then projecting out  
21 these next few years.

22 I think this will give us an

1 opportunity to decide on continued advocacy  
2 efforts, and then talk about other working groups  
3 I think where we could come together and do this  
4 added effort without us all having to come  
5 together.

6 I think to what you were describing  
7 before, at that particular point, we could create  
8 that cohesion as far as us deciding long term  
9 what we need to be speaking to, having the right  
10 people come before us, as opposed to us just  
11 running the gamut and getting as many folks in  
12 here as much as possible.

13 I think that it doesn't allow us to be  
14 as impactful as we should going forward. So I  
15 would, in my perspective, I feel like we should  
16 look at overall strategy, or just coming back and  
17 then working in those workgroups later on this  
18 year.

19 MR. WALDRON: So you're advocating for  
20 strategy meetings and not having a National  
21 Conference in June?

22 MR. QUINTANA: Only coming back and

1       doing National Conference in June.

2               MR. WALDRON: Oh, coming back and  
3       doing it in June, yes.

4               MR. QUINTANA: Oh no, I'm sorry. Say  
5       that again, now I'm confused.

6               (Laughter.)

7               MR. QUINTANA: June, prior to June  
8       developing a strategy session, I mean even if we  
9       had Tribal Tech, I think we could do it  
10      ourselves. We have smart enough folks who could  
11      come in here and decide for our strengths, our  
12      weaknesses, opportunities, and all that SWOT  
13      analysis going forward and decide where we want  
14      to put our efforts going into this next year.

15              But I think coming back, and the  
16      National Congress of American Indians is a good  
17      opportunity. I think there's other opportunities  
18      for us to do it. The only reason why I say that  
19      is because we have other opportunities like urban  
20      out programs out in Bowie, who is going to do  
21      their National Conference coming up. How can we  
22      piggy back on potential things such as working

1 here in Congress, or working at the state level  
2 to ensure that we're relaying what our concerns  
3 are with the Board?

4 MS. CHAISSON: Lora Chaisson, Region  
5 4. Can I get clarification? I thought we had  
6 already made a motion.

7 MR. WALDRON: Yes, we made a motion  
8 yesterday. So that's why I was advocating to  
9 move ahead with our meeting. Because we would  
10 have to rescind the motion which ---

11 PARTICIPANT: I'm not sure we can  
12 rescind it.

13 MR. WALDRON: Yes. It's not always a  
14 good thing to rescind motions. It was  
15 unanimously passed, Christine.

16 MS. CAMPBELL: Yes.

17 MR. WALDRON: It was unanimously  
18 passed.

19 MR. RECORD: I just wondered, for the  
20 record, our conference this year, Annual  
21 Convention's a little later than usual. It's  
22 November 8th through the 13th in Portland,

1 Oregon. So --

2 MS. BROWN: I was just going to say  
3 that would work okay for the budget purposes,  
4 because the fiscal year budgets. Federal travel  
5 is oftentimes restrictive in October. It's the  
6 beginning of October before they really start  
7 travel budgets.

8 MR. QUINTANA: All right, so where are  
9 we?

10 MR. HOBOT: I would propose rescinding  
11 the motion from yesterday, putting forward a new  
12 proposal to have a one-day strategic retreat in  
13 Rhode Island with an opportunity to do some meet  
14 and greet with grantees to get our overall vision  
15 and strategy in alignment so we can hit the  
16 ground running in Portland in November.

17 MR. WALDRON: Right, so --

18 MS. CAMPBELL: I would second that.

19 MR. WALDRON: So everybody's in  
20 agreement with that? If you're not, okay. So  
21 we've got rescind the first and second, so the  
22 motion maker has to rescind and the second has to

1 agree.

2 MS. CAMPBELL: Christine Campbell,  
3 Region 5, rescind the motion yesterday to have an  
4 Advisory Council at our Rhode Island May 31st  
5 through June 5th, rescind that motion to not have  
6 the Advisory Council at that time.

7 MR. WALDRON: And does the second  
8 agree with the recession, rescinding of the  
9 motion, recession?

10 MS. CARROLL: Seconding.

11 (Laughter.)

12 MR. WALDRON: Recession?

13 MS. CARROLL: I agree.

14 MR. WALDRON: Great. So you all heard  
15 the motion. Is there a question?

16 MR. BERNAL: Yes. Our charter, Jacob  
17 Bernal, Region 6, our charter dictates we meet  
18 twice a year. Is that twice per fiscal year or  
19 calendar year?

20 MS. BROWN: Calendar year.

21 MR. BERNAL: Calendar year. So we ---

22 (Simultaneous speaking.)



1 MR. BERNAL: So it would be allocated  
2 to ---

3 MS. BROWN: It's okay. It's the whole  
4 year from January to December.

5 MR. WALDRON: Well December 31st.

6 MR. BERNAL: It doesn't say that in the  
7 chart. It just says twice a year. It didn't say  
8 calendar year or fiscal year.

9 MS. BROWN: Yes.

10 MR. BERNAL: It's been interpreted or  
11 practiced ---

12 MS. BROWN: The only thing that  
13 influences the ability of travel is the funding.  
14 So we have the adequate funding dedicated in our  
15 training and technical assistance funds. The  
16 only other consideration is for the DFO travel,  
17 which I'm required to be at all the meetings.  
18 And it's difficult oftentimes for federal staff  
19 to travel, especially if you're at the end of a  
20 fiscal year.

21 MR. BERNAL: Okay. So what's --

22 MS. BROWN: So that's the only

1 challenge.

2 MR. BERNAL: Okay. So what I was  
3 getting at, if the funds were already allocated  
4 the current fiscal year, then we'd say have the  
5 meeting. But if they were not allocated this  
6 current fiscal year, then it's a moot point to  
7 have the conference, not conference, have the  
8 meeting at the conference, because there are no  
9 funds allocated. So I'm confused.

10 MR. HOBOT: I think the funds are  
11 allocated per calendar, regarding the calendar  
12 year. So as long as your expensed down before  
13 December 31st, that's my interpretation.

14 MR. BERNAL: Is that true?

15 MS. BROWN: Well the charter is a  
16 calendar, you have to meet twice a year. And  
17 that's between January and December. That's the  
18 charter.

19 MR. WALDRON: Right.

20 MS. BROWN: But the funding is issued  
21 a little differently, because we get our fiscal  
22 year at the beginning of September.

1 MR. WALDRON: Right.

2 MS. BROWN: So by the end of  
3 September, federal staff are oftentimes  
4 restricted from traveling because they give you  
5 about a week before the budgets are released, and  
6 that we know when our travel budget - - how much  
7 money we have in our travel budgets.

8 So don't worry about my travel budget,  
9 only worry about what your ability to do, to meet  
10 as this Council. And what I'm telling you is  
11 that this Council is okay in meeting from January  
12 to December.

13 MR. WALDRON: Okay, go ahead.

14 MR. HOBOT: The last point, not to  
15 muddy the waters, but because we're taking the  
16 show on the road, limitations on federal  
17 employees traveling out to Portland, would we be  
18 losing opportunities to engage with key  
19 stakeholders by going to Portland to host?

20 MR. WALDRON: Well you wouldn't have  
21 your national grantee community there. Yes, you  
22 would be. And I think, if I'm correct, I think

1 funding has a three year life before it has to go  
2 back to --

3 MS. BROWN: Because you're new on the  
4 Council, so for our Council meetings, our  
5 Advisory Council meetings, we usually -- I mean  
6 we're not bound by any of that, but we usually  
7 try to schedule at least one meeting in  
8 Washington, D.C. so that you can have access to  
9 the key policy makers, like all of the people  
10 that came from the Department of Labor, the  
11 Deputy, the Assistant Secretary, et cetera, so  
12 that they can attend, and then also one meeting  
13 out in the field where it allows ample  
14 opportunity to meet with tribal leaders and other  
15 stakeholders.

16 MR. HOBOT: Thank you.

17 MR. WALDRON: Kay?

18 MS. SEVEN: I think that might be  
19 good, we're only here two years, that for this  
20 year we've met here in D.C. and that our -- well  
21 out in the field at Portland in November for this  
22 year, for next year, to come back to D.C. in

1 February during this same week during NCAI winter  
2 session, and then next year take it to the NAIC,  
3 the National Conference.

4 Because our regional, I think our  
5 regional or our mid-year with our own group, you  
6 still have Council members attending that could  
7 be the voice and have those meet and greet with  
8 our community.

9 MR. WALDRON: So we have a motion on  
10 the floor that we meet in Rhode Island. Is there  
11 any more discussion?

12 MS. SEVEN: No.

13 MR. WALDRON: Okay. All those in  
14 favor signify by saying aye.

15 (Chorus of aye.)

16 MR. WALDRON: Nays?

17 Abstentions?

18 Motion passes. I have to go. So  
19 whatever happens is Jacob's -- my plane is  
20 leaving.

21 PARTICIPANT: Thank you very much.

22 MR. WALDRON: It's great to see

1 everybody.

2 MR. BERNAL: Can I have your  
3 attention, please? I want to take a 15 minute  
4 break. We'll be back at 4:20. Thank you.

5 (Whereupon, the above-entitled matter  
6 went off the record at 4:05 p.m. and resumed at  
7 4:19 p.m.)

8 MR. BERNAL: Okay. I'd like to call  
9 the session back in order. I'd like to remind  
10 the Council we are in the public comment session.  
11 So we'll continue our discussion, however if  
12 somebody comes and requests to make a  
13 presentation, we'll yield the floor to them.

14 So with that said, turning to the  
15 Council members, what is your pleasure to  
16 continue the discussion? I recognize Joe.

17 MR. HOBOT: Yes, Mr. Vice Chair, thank  
18 you. Joe out of Region 5, just to recap the vote  
19 that we just exercised was to rescind the motion,  
20 and that was rescinding the motion that we voted  
21 on. So we still haven't yet set the calendar.  
22 So I just wanted to add some clarity for that.

1                   So we've got the first step done. Now  
2 we need to move on to the next step, which is  
3 establish the calendar.

4                   MR. BERNAL: Correct. Does everybody  
5 have the same understanding, we rescinded the  
6 previous motion, approved motion.

7                   MR. HOBOT: Okay, and I'd like to put  
8 forward a motion for a proposed calendar for a  
9 one-day strategic session at the National  
10 Conference occurring May 30th through June 4th in  
11 Providence, Rhode Island, followed by the formal  
12 reconvening of this Council in November, in  
13 accordance with the dates of the NCAI convening,  
14 with the intent to develop a cohesive strategy  
15 that will be deployed at the formal meeting in  
16 November.

17                   MS. SEVEN: Motion to approve?

18                   MR. BERNAL: That's a second.

19                   MS. SEVEN: Oh, second.

20                   MR. BERNAL: We have a motion on the  
21 floor and a second by Kay. If I could take  
22 liberty to paraphrase the motion, that the

1 Council desires to have a one-day strategic  
2 planning session at the next National Conference  
3 and follow it up with an official Native American  
4 Employment Training Council meeting at the NCAI  
5 annual convention in November.

6 MR. HOBOT: In Portland, Oregon.

7 MR. BERNAL: In Portland, Oregon. Is  
8 that correct on the motion?

9 MR. HOBOT: That's correct.

10 MR. BERNAL: Okay, and that's correct  
11 on the second?

12 MS. SEVEN: Discussion?

13 MR. BERNAL: Discussion, Patty?

14 MS. HIBBELER: Yes. So if I can  
15 clarify, so in Rhode Island would be an effective  
16 workgroup meeting, so not an official meeting of  
17 the Council.

18 MR. HOBOT: Correct, under the  
19 auspices of ---

20 MS. HIBBELER: So we'd use that  
21 language in ---

22 MR. HOBOT: Correct, under the



1       auspices of creating a unified strategic  
2       provision within the workgroup.

3               MS. HIBBELER: Thank you.

4               MR. BERNAL: Okay. So we have the  
5       motion, the second, further discussion? Kay?

6               MS. SEVEN: Discussion, so in this  
7       process, if we could, this action also includes  
8       working with our contractor, Tribal Tech, to lead  
9       us up with activity prior to Rhode Island.

10              I don't know if there's a preliminary  
11       focus group, survey questionnaire that we can  
12       begin starting thinking about that's gathered and  
13       presented to us in Rhode Island so preliminary  
14       work completes, or would that help. I mean --

15              MR. HOBOT: Are you addressing that  
16       question to me? Okay, otherwise, I would direct  
17       that to Athena to comment on.

18              MS. BROWN: Why don't we move forward  
19       with a motion and then separately discuss the  
20       logistics.

21              MS. SEVEN: Okay. Okay, so ---

22              (Simultaneous speaking.)

1                   MR. BERNAL: Any further discussion on  
2 the motion? Not hearing any, call the question.  
3 All those in favor of the motion, signify by  
4 saying aye and raising your right hand.

5                   (Chorus of aye.)

6                   MR. BERNAL: Any opposed to the  
7 motion, signify by saying aye or nay and raise  
8 your right hand.

9                   Okay. The motion carries unanimously.  
10 I didn't see abstentions, so thank you for the  
11 motion.

12                   You had mentioned that further  
13 discussion on the logistics. But recapping,  
14 before we move forward my understanding of what  
15 you voted is a two-part motion. The first part,  
16 again, is the strategic planning session that's  
17 going to be held at the National Conference in  
18 Rhode Island.

19                   And the second part is an official  
20 Council meeting to be held at NCAI Annual  
21 Meeting, okay? So with that in mind, we can  
22 continue discussion on logistics of the two

1       separate events. And I'd suggest we take one at  
2       a time. It may be easier to provide more  
3       clarity. So the first one, strategic planning  
4       session, Patty?

5               MS. HIBBELER: Patricia Hibbeler,  
6       Region 6. I would like to volunteer as Chair of  
7       the Effective Workgroup Committee to help  
8       organize that strategy session for us in Rhode  
9       Island.

10              MS. WHITMAN: I second that motion.

11              MR. BERNAL: Is that in the form of a  
12       motion or an offer to volunteer or --

13              MS. WHITMAN: It's a motion.

14              MR. BERNAL: Okay, a motion.

15              MS. WHITMAN: I second it.

16              MR. BERNAL: So the motion and a  
17       second, the motion specially that Patty Hibbeler  
18       has generously offered to serve as Chair of the  
19       Effective Workgroup to handle and oversee the  
20       strategic planning process. So the motion and  
21       second, any discussion? Discussion first?

22              MS. CARROLL: Kim Carroll. Have we

1 assigned workshops yet?

2 PARTICIPANT: Not yet.

3 MS. CARROLL: Okay.

4 (Simultaneous speaking.)

5 MS. HIBBELER: I recommend we do that  
6 in the strategy session.

7 MR. BERNAL: There were previous  
8 comments that the workgroups would follow, and  
9 there would be a strategic planning process, and  
10 also an implementation plan. And it naturally  
11 followed what workgroups would need to be formed  
12 to carry out that function.

13 MS. CARROLL: Okay. All right. I  
14 guess I was -- that's okay, I'll yield.

15 MR. BERNAL: You okay?

16 MS. CARROLL: Yes, I'm fine. Yes.

17 (Laughter.)

18 MR. BERNAL: Make sure you heard.

19 Thank you Kim. Joseph?

20 MR. QUINTANA: Joseph Quintana, Region  
21 6, in regards to preparation to the strategy  
22 session, is it possible to do some drafting of

1 documentation that we might be able to share, and  
2 are we able to share documents either through  
3 something like Google Share or something like  
4 that?

5 MR. BERNAL: I think, well --

6 MS. BROWN: Yes.

7 MR. BERNAL: If I could first --

8 MS. BROWN: Yes, because I'm the  
9 designated federal official, it would help if  
10 either myself or an assigned staff of DINAP could  
11 be the point of contact for all of the  
12 information that you want to share with the  
13 members of this Council, and the workgroup, and  
14 other people who sign up to work on that  
15 workgroup. And I will make sure that I establish  
16 a group list and send out the information.

17 MR. BERNAL: Did she answer your  
18 question?

19 MR. QUINTANA: Yes.

20 MR. BERNAL: So we're still on the  
21 discussion portion of the motion that our  
22 designated federal officer has graciously agreed

1 to serve as the point of contact on  
2 accountability so information can be shared prior  
3 to that discussion.

4 MS. SEVEN: Question, I'm ready for  
5 the question if that's what we need to decide on  
6 so we can move on to other questions.

7 MR. BERNAL: We're still in the  
8 discussion portion. Is there anything else,  
9 anything pertinent or critical before we call the  
10 question?

11 Not seeing any, all those in favor of  
12 the motion to accept Patty's generous offer to  
13 serve as Chair of the Effective Workgroup to  
14 oversee the strategic planning process, I keep  
15 repeating, at the National Conference --

16 (Laughter.)

17 MR. BERNAL: -- signify by raising  
18 your right hand and saying aye.

19 (Chorus of aye.)

20 MR. BERNAL: Any opposed, right hand,  
21 say nay?

22 Abstentions?

1                   The motion unanimously passes. Thank  
2                   you so much. Further discussion on this topic  
3                   before we move on? Kay?

4                   MS. CARROLL: So I guess the question  
5                   would be, Patty, if maybe you can give us a  
6                   preliminary idea of what we've planned for. I  
7                   know I haven't made my airline reservations yet  
8                   for Rhode Island. So it'd be important to know  
9                   what day of the week are we thinking about  
10                  hosting this one-day session?

11                  MR. BERNAL: She's only been in the  
12                  position one minute.

13                  (Laughter.)

14                  MS. HIBBELER: So I can talk a little  
15                  bit about how I see, you know, just a quick brush  
16                  of what I see the strategy session looking like.  
17                  I mean I think it really begins with a real  
18                  strong review of data, looking at the charter,  
19                  right, so the charter's in here. But we're not  
20                  sure everybody's really read it. And sometimes  
21                  it lends itself to interpretation and really more  
22                  information.

1                   So we want a dialogue about what the  
2                   data says about employment in Indian country.  
3                   What have been some of the recommendations that  
4                   have come from this committee? So kind of look  
5                   at the past, right, so that we're all kind of  
6                   brought up to date, we're on the same page, and  
7                   then begin to look at what we think the future  
8                   issues are.

9                   And then center around those, and then  
10                  what are the buckets that they align into. And  
11                  as we figure what that is, those buckets really  
12                  would drive the committees that would drive this  
13                  work moving forward.

14                 And then we would then get into our  
15                 committees, and we would begin creating some sort  
16                 of a timeframe about what's going to happen over  
17                 the next two years, so we have a roadmap that we  
18                 would be working for the two years that this  
19                 committee's in place.

20                 So that's kind of how I see strategy  
21                 session going in a real broad brush. We'd  
22                 outline more details as we begin to kind of



1 center around making that happen in Rhode Island.

2 I think from those of you that are on  
3 the National Planning Committee, Erwin, you're  
4 heading it up, you might, or certainly you're  
5 significant on it. You might have some  
6 recommendations as to what day might be best to  
7 do this strategy session so we can get that on  
8 the calendar, begin to look at a place to meet,  
9 and then also allow everybody to get their  
10 appropriate travel arrangements.

11 MR. PAHMAHMIE: Yes. I can bring that  
12 up on the 20th. We're meeting again for a  
13 planning session here soon, so next week.

14 MR. BERNAL: Okay, thank you.

15 MS. BROWN: Permission to speak,  
16 Athena. Also, I'll make a commitment to get the  
17 meeting summary of this two-day meeting, and all  
18 the recommendations that were put forward by some  
19 of the senior leadership, as well as the -- or  
20 the comments by the senior leadership, and then  
21 the recommendations that came from NCAI and  
22 others who testified here or submitted written

1 recommendations to this Council. So I'll make a  
2 commitment to get those to you so that you could  
3 share with everyone.

4 MS. HIBBELER: Thank you.

5 MR. BERNAL: Lora?

6 MS. CHAISSON: Lora Chaisson, Region  
7 4. Ms. Patty, I was just wondering how the  
8 strategic planning, will you contract that out,  
9 or that's going to be in-house?

10 MS. HIBBELER: So I think that will be  
11 conversation with Athena. We were really -- I do  
12 think it's best, we could do it internally with  
13 us, we're all very smart people. I'm sure many  
14 of us do strategic planning with our own  
15 organizations. But I think it's important for us  
16 to be participants and to bring in someone to  
17 facilitate.

18 So I would recommend we ask Athena to  
19 look at Tribal Tech to see if that's part of  
20 their expertise. And then we'd organize with  
21 them to facilitate us through the day. We're  
22 still the experts. We're coming up with the

1 thoughts and ideas. But they would be our  
2 facilitators through the process.

3 MS. CHAISSON: And just to, you know,  
4 I think that we should also compare prices, you  
5 know, if they are going to be that person, that  
6 organization. There are so many native, tribal,  
7 strategic planners out there that do excellent  
8 work that we just want to make sure that they're  
9 in line with the same, you know, pricing as our  
10 tribal strategic planners.

11 MS. HIBBELER: You bet, and that they  
12 can get us a good outcome, right, that's the key  
13 --

14 MS. CHAISSON: Right.

15 MS. HIBBELER: -- with a good  
16 facilitator.

17 MS. BROWN: I can answer to a little  
18 of that. Tribal Tech is a training and technical  
19 assistance contract that we have in place  
20 already. To use any other outside sources  
21 involves proposals and all of that other stuff.

22 So I just -- Tribal Tech is in place,

1 they've been approved by the Department of Labor,  
2 they're part of our training and technical  
3 assistance contract, and they have that  
4 expertise. So that's one of the considerations,  
5 Lora.

6 MS. HIBBELER: And they also have a  
7 number of people on contract, right, so they just  
8 come in and do particular projects. So I think  
9 we can dialogue and see who they have on contract  
10 that has strategic planning as their expertise.

11 MR. BERNAL: Okay. Just as a quick  
12 review, if I may, the question was posed what is  
13 your strategy for the strategy, to Patty. And  
14 basically she shared she wants to maybe begin by  
15 looking at data, look at and review the charter  
16 for this Council.

17 She also added look at the past, or  
18 the history, and the Council performance. Look  
19 at the priorities and organize them into what she  
20 called buckets. And with that information, once  
21 we had the buckets, it naturally will flow from  
22 there. That'll drive the committee, committee

1 assignments, composition, and so forth.

2 Athena offered to provide the minutes  
3 and recommendations received during the last two  
4 days, so a very informative packet that would go  
5 to Patty for her distribution to all Council  
6 members. Then Erwin would provide the preferred  
7 date within the Council to Patty on when to hold  
8 the planning session.

9 We want to be mindful and considerate  
10 that Patty's recommendation is for an outside  
11 facilitator, so be mindful and considerate what  
12 the pricing schedule will be for that.

13 And the last thing, Athena added, to  
14 expedite the process, it would be very beneficial  
15 to use our current vendor that's already secured,  
16 and most likely the contracting process through  
17 DOL would not permit us to get an outside  
18 facilitator outside the current arrangement. Is  
19 that a fair summary?

20 PARTICIPANT: Yes.

21 MR. BERNAL: Okay. Kay?

22 MS. SEVEN: Just one more comment on

1 the day of the week though, because I know our  
2 week includes General Assemblies in the morning.  
3 So the Executive Committee would need to remove  
4 themselves from the table to attend an Executive  
5 Session if it was Monday, Tuesday, Wednesday,  
6 Thursday.

7 So what I'm thinking to get a pulse of  
8 the group, you know, is Friday going to be the  
9 best day of the week in summary, because of the  
10 duties of some of our Council members that are  
11 serving on the Executive Committee?

12 MR. BERNAL: Good point. I guess full  
13 consideration will be the best date to do that.

14 MR. PAHMAHMIE: Yes. When we meet,  
15 I'll express that.

16 MR. BERNAL: Further discussion on the  
17 strategic planning session?

18 MS. SEVEN: Well I think we need to  
19 get the pulse of how ---

20 MR. BERNAL: Yes, I think we need ---

21 (Simultaneous speaking.)

22 MS. SEVEN: -- because, I mean if we

1       were doing a Doodle poll right now, what day  
2       would you select, the middle of week, up front?  
3       And then how does that interact with the whole  
4       event itself for the whole week?

5                   MR. BERNAL:   Kim?

6                   MS. CARROLL:   Kim Carroll, that was my  
7       concern too because, you know, we want to attend  
8       the conference, many of us want the training  
9       that's presented there.

10                   And, you know, this is going to have  
11       to be at least a full day.   We have done  
12       strategic planning before, and it's a long  
13       process.   So we need to be able to concentrate on  
14       it.   I would suggest that we do one of the travel  
15       days, that we either come in a day early or we  
16       leave a day late.   I think that's generally going  
17       to be the best, to be honest.

18                   (Simultaneous speaking.)

19                   MS. HIBBELER:   --- and we have to do  
20       Sunday or Friday, those are our choices.

21                   MS. SEVEN:   Well for me, who is on the  
22       planning committee, I plan on traveling on

1 Saturday, because our work starts on Sunday to  
2 get ready for Monday. So if it was going to be  
3 up front, at the beginning of the week, I would  
4 want to fly in Friday and then have all day  
5 Saturday for the strategic planning session, or  
6 Friday at the tail end.

7 MR. BERNAL: Joe?

8 MR. HOBOT: My same feeling is like  
9 it's Friday at the end seems to be what we're  
10 kind of coalescing around. So we would want to  
11 just save the date on that Friday, and then have  
12 it be tentative in case something comes up in  
13 your discussions?

14 MR. BERNAL: And what is the actual  
15 date, Friday the ---

16 MR. PAHMAHMIE: It looks like it'd be  
17 the fifth.

18 MR. BERNAL: Fifth of June, right?

19 MS. CARROLL: June 5th.

20 MR. BERNAL: Would that negatively  
21 affect anybody's travel? Have they already  
22 booked their travel, air travel, hotel?



1 MS. CARROLL: That would be a  
2 consideration whether or not you actually have a  
3 room still on Friday and whether or not we still  
4 actually would have access to the conference  
5 room, you know, and that sort of thing too.

6 PARTICIPANT: There's multiple  
7 contracts.

8 MS. CARROLL: Yes. It depends on what  
9 the contract they have said.

10 MR. BERNAL: You want to do a  
11 preferred date which you already have a June 5th  
12 on Friday? You want to do a second choice, just  
13 in case the hotel could not accommodate us?

14 MR. QUINTANA: Right after the start  
15 of the conference? But I don't what that date  
16 is, May 31st or May 30th. Only reason is because  
17 I feel like folks would be fresh.

18 I'm not too sure how much the  
19 Executive Committee would be running around, but  
20 I think a lot of folks necessarily wouldn't have  
21 that week's time where they'd be caught, you  
22 know, with all this stuff they're trying to take

1 in. We would just be focused in on just the  
2 strategic planning event.

3 MS. HIBBELER: Joseph, what day did  
4 you say?

5 MR. HOBOT: I said the start, prior to  
6 the start of the conference. I don't know if  
7 that's May 30th, do I have the right ---

8 (Simultaneous speaking.)

9 MS. SEVEN: Yes, it's Saturday or  
10 Sunday.

11 MR. BERNAL: Do you have a preferred  
12 date, Saturday or Sunday?

13 MR. QUINTANA: I think the Executive  
14 Committee said they would have to be there on  
15 Sunday.

16 MR. PAHMAHMIE: Saturday.

17 MR. QUINTANA: So probably Saturday?

18 PARTICIPANT: The 30th.

19 MR. PAHMAHMIE: Sunday is a training  
20 or workshops, so we'll be there for new directors  
21 for 477 and 166, so anybody that is a new  
22 director would not be able to attend. And I know

1 that on Monday there's a workgroup meeting for  
2 477 that's all afternoon, meeting with the  
3 federal partners, I believe.

4 (Simultaneous speaking.)

5 MR. BERNAL: Lora?

6 MS. CHAISSON: Lora Chaisson, Region  
7 4. I also want you all to be mindful that also  
8 NCAI starts June 7th. Actually, you know, that's  
9 where -- but this June 6th, that Sunday, they  
10 have all these meetings that, you know, so just  
11 keep that in mind as well. Because June 6th is  
12 -- most of the time June 5th is travel days to  
13 go to NCAI for mid-year.

14 MR. RECORD: Well it starts, Sunday is  
15 the 7th, so a lot of people would be traveling  
16 the 6th. But a lot of people travel the 7th.  
17 Unless you're attending pre-meetings, the  
18 official start of the conference is Monday the  
19 8th.

20 MS. CHAISSON: Right. But a lot of  
21 them will not be attending the meeting.

22 MR. BERNAL: So if I can quickly

1 review this point too. Thank you, Lora. Is it  
2 still the pleasure of the Council to have Friday,  
3 June 5th, as the first choice and Saturday, May  
4 30th, as the second choice?

5 MS. SEVEN: It's my preference.

6 MR. BERNAL: It's your preference?

7 Anybody opposed to that?

8 MS. CHAISSON: I won't be there.

9 MR. BERNAL: You won't be there?

10 MS. CHAISSON: Not at June 5th, that's  
11 after Rhode Island to Alaska, no.

12 (Laughter.)

13 MR. HOBOT: So would the Saturday, the  
14 May 30th, be the better preference?

15 MS. CHAISSON: That would be my  
16 preference just due to NCAI.

17 MS. SEVEN: But I'm thinking of my  
18 granddaughter's graduation is actually on that  
19 Friday night.

20 MR. HOBOT: Which Friday, the 29th?

21 MS. SEVEN: Yes, the 29th. Oh, the  
22 29th, May 29th. So it might be hard for me to

1 even get their on a Saturday.

2 (Simultaneous speaking.)

3 MS. BROWN: So I have to make a  
4 general announcement. They're getting ready to  
5 close these rooms.

6 (Simultaneous speaking.)

7 MS. BROWN: So let me quickly remind  
8 everybody that if you can't make it physically to  
9 a meeting -- I know it's difficult sometimes when  
10 you're not physically there face to face and  
11 strategizing stuff -- but we do have the ability  
12 to teleconference in.

13 The other thing is that volunteering  
14 on the committees, it's basically a volunteer  
15 thing. So if you can't make one committee  
16 meeting, you might be able to make the next or  
17 --

18 MS. HIBBELER: And I would also say,  
19 as part of the process, there is still  
20 opportunity to contribute to the process if  
21 you're not able to make the strategy session. So  
22 it isn't like everything's set in stone there.

1       There will be a draft that will be rolled out to  
2       the committee, and it'll have input so that  
3       everybody has a stamp on it before it gets  
4       finalized.

5                   MR. BERNAL: Thank you, Patty. Time  
6       is of the essence, and I'll close with June 5th  
7       will be our priority number one date, and May  
8       30th will be our priority number two date, or  
9       second choice, okay? We do have to leave though  
10      I guess in a few minutes.

11                   (Simultaneous speaking.)

12                   MR. BERNAL: Before we adjourn,  
13      please, before we adjourn --

14                   PARTICIPANT: Well we have to make a  
15      motion --

16                   MR. BERNAL: We need a motion. Are  
17      there any other critical points to make before we  
18      leave? Christine?

19                   MS. CAMPBELL: Christine Campbell,  
20      Region 5. I just want to thank Athena for this  
21      wonderful agenda. It was very fruitful, very  
22      informative. We got to meet with an official.

1 And again, thank Ian Record for being here and  
2 his commitment to 166, 477.

3 I know it's difficult to get all these  
4 people here, and it took a lot of work and  
5 effort. And we appreciate you.

6 MR. BERNAL: Okay. Thank you,  
7 Department of Labor staff, Tribal Tech, all the  
8 Council members for being here. The new members,  
9 you'll have an orientation, I talked to Darryl  
10 about that, to bring everybody up to speed.

11 And so safe travels back. We  
12 appreciate all your service to make Indian  
13 Country as strong as it can be. Your efforts are  
14 appreciated, they do make a difference. So with  
15 that said, I'd entertain a motion to adjourn.

16 MS. CAMPBELL: So moved.

17 PARTICIPANT: So moved.

18 MR. BERNAL: Okay ---

19 (Laughter.)

20 MR. BERNAL: Do I have a second?

21 MS. HIBBELER: Second.

22 MR. BERNAL: I have a second. All in

1 favor raise your right hand?

2 (Chorus of aye.)

3 MR. BERNAL: Any opposed?

4 We're adjourned. Thank you so much.

5 (Whereupon, the above-entitled matter

6 went off the record at 4:44 p.m.)

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This is to certify that the foregoing transcript

In the matter of: Native American Employment  
and Training Council Meeting

Before: US DOL

Date: 02-12-20

Place: Washington, DC

was duly recorded and accurately transcribed under  
my direction; further, that said transcript is a  
true and accurate record of the proceedings.

  
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Court Reporter

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