

1 U.S. DEPARTMENT OF THE INTERIOR

2
3 TRIBAL CONSULTATION

4
5 DEPARTMENT OF THE INTERIOR (DOI) REORGANIZATION

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8 TRANSCRIPT OF THE PROCEEDINGS
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12 Jackson Rancheria Casino Resort

13 12222 New York Ranch Road

14 Jackson, California 95642

15 9:00 a.m. to 1:00 p.m.

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24 REPORTED BY: Annette Romero, Office of the Assistant Secretary – Indian Affairs and
25 Elizabeth K. Appel, Acting Chief of Staff, AS-IA

26 DATE OF PROCEEDINGS: June 19, 2018

1 ATTENDEES

2 U.S. DEPARTMENT OF THE INTERIOR

3 OFFICE OF THE ASSISTANT SECRETARY – INDIAN AFFAIRS:

4 John Tahsuda, III, Principal Deputy Assistant Secretary for Indian Affairs

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6 OFFICE OF THE ASSISTANT SECRETARY – INDIAN AFFAIRS, OFFICE OF REGULATORY
7 AFFAIRS AND COLLABORATIVE ACTION:

8 Elizabeth K. Appel, Director

9 Annette Romero

10 **AUDIENCE MEMBERS**11
12 BEAR RIVER BAND OF THE ROHNERVILLE RANCHERIA:

13 David Montoya

14
15 CAHTO RANCHERIA TRIBE:

16 Aimie Lucas, Chairwoman

17 CLOVERDALE RANCHERIA:

18 Maria Elliott

19 Vickey Macias, Tribal Treasurer

20 CONFEDERATED TRIBES OF SILETZ:

21 Delores Pigsley, Chairwoman

22 IOWA TRIBE OF OKLAHOMA:

23 Michael Garcia

24 MECHOOPALA:

25 Cassy Wilson

26 NORTH FORK MONO RANCHERIA:

27 Leora Beihn

28 Elaine Fink, Vice-Chairwoman

29 REDDING RANCHERIA:

30 Jonathan Clifton

31 Jeremy Hayward

32 Michelle Hayward

33 Mike Hollowell, Attorney

34 Hope Wilkes

ATTENDEES (CONTINUED)

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SCOTTS VALLEY BAND OF POMO INDIANS:

Shawn Davis

SUSANVILLE INDIAN RANCHERIA

Deana M. Boveé, Tribal Chairwoman

Rietta M. Amador

SQUAXIN ISLAND TRIBE:

Raymond Peters

TUOLUMNE BAND OF MEWUK INDIANS:

Dore Bietz

TRINIDAD RANCHERIA:

Shirley Laos

ALSO PRESENT:

Amy Dutschke, BIA, Pacific Regional Director

Michelle Deason, DOI, OST

1 **PDAS TAHSUDA:** Good morning, we're going to kick off this consultation. This is a
2 consultation on the Department of the Interior's plan to reorganize the Department's into
3 unified regions and I have a slide show and I'll, bear with me, I think the easiest discussion
4 if I can go through it quickly just get that all out to you. We can go back and use that as a
5 reference for discussion, that's fine or we'll just play it by ear after that. So, but I'd like to do
6 that. We have a relatively small group here but our normal practice is to allow Tribal
7 leaders for those who are representing their tribe formally for this consultation to speak
8 first and then other folks will speak after that. We just want to ensure that we get all the
9 formal Tribal comments on the record first. Having said that, we will have plenty of time
10 after that anyone else after that to speak. We would also like if you can come up to the
11 microphone, we don't have a court reporter here today¹, we have a recording device. So if
12 you speak, please come up to the mic it would help us in recording this consultation. And, if
13 you will speak your name and what tribe you're with before you either give your comments
14 or if you have a question that helps with the record. My staff will also be trying to take
15 notes as we go along as well. Also note, I don't want you to be offended, but I have an iPad
16 which I use to take notes as well during the session so that hopefully I get to all the
17 questions that are raised. My brain capacity is not what is used to be so I find that helpful.
18 So my name is John Tahsuda, I am the Principal Deputy Assistant Secretary for Indian
19 Affairs, for the Department of the Interior. I have with me, Liz Appel who is our acting Chief
20 of Staff and she is also head of our Regulatory Affairs group. So this is part of what she does
21 as well as the pile of duties I have given her as well. We also have with me Amy Dutschke,
22 I'm sure many of you know Amy is the Pacific Regional Director. We have other staff here

¹ This session was recorded and later transcribed by staff.

1 I'm sure you know most of them. If you have questions, you can reach out to them as well.
2 But I want to ensure all of you that you can also reach out to my office directly as well, if
3 you have questions or comments. We have a formal way to get written comments into the
4 record you will see it at the end of the slide show I have. We would like to open up with a
5 prayer to get us off on the right foot. Chairwoman Pigsley has agreed to do a prayer for us.

6 **(A blessing was provided.)**

7 **PDAS TAHSUDA:** Thank you, Chairwoman. So, part of this, I want to start off with as well
8 and one of the questions is, where did this come from? So back in March of last year shortly
9 after the change of office, President Trump issued an executive order that asked for each
10 agency to give their own plan on how to reorganize and to solve the efficiency to the
11 American people. Last year the Department sent out letters to Tribal leaders asking for
12 input and also held listening sessions at six locations in May and June of last year. Since
13 then we have had two listening sessions and this is the fourth of eight consultations that
14 have been scheduled so far on this. Where are we now? So the reorganization plan, the
15 formal plan that the President has asked for is still being worked out and still being drafted.
16 We gave the agencies eighteen months... executive order sometime in October the
17 Secretary will issue a [inaudible] plan to the President and Office of Management and
18 Budget, who will review it. That will be really I anticipate that will be sort of a high-level
19 plan discussion what his view or his vision is for the Department would be. So there is no
20 finalized plan yet, there is still a lot of discussion. All of the bureaus are having with the
21 various stakeholders they interact with. For you the Tribal leaders wanting to get through
22 this initial discussion about the reorganization and your views on whether it is appropriate
23 for the BIA to be a part of this or not, we haven't gotten that far. Then there will be initial

1 consultation and initial discussion as to what the nuts and bolts of that would be
2 [inaudible] for our purposes now, we're just trying to get input from all of our stakeholders
3 into the concept. So who are our stakeholders? For us, it is you guys, for other agencies,
4 they have their own stakeholders. [inaudible] much of this group. We also have Congress
5 who is a stakeholder for us, because much of this reorganization plan requires
6 Congressional approval. So the plan will, ultimately plans for all the agencies will go to the
7 President and to Congress and they will either approve or disapprove them. Hopefully they
8 will approve them but we will have to wait and see. Now for [inaudible] restructuring how
9 the government does work. A really important part, I would say a stakeholder for us is also
10 our employees. This is a really big effort and they obviously have to have input and
11 consensus from our [inaudible] stakeholders but this is also something that we have to
12 have our employees committed to as well. It's a long term effort to change how the
13 Department is restructured internally and for that we have to have consensus. So we are
14 trying to do that as well. We're going around having these discussions with external
15 stakeholders trying to talk to them as well. I've tried to do as much as I can in our regions
16 and brief staff there with questions. We also have representatives from the Secretary's
17 office who are going around to different regions of the country holding mass meetings
18 across all the bureaus/locations trying to get this basic information [inaudible]. So, we're
19 working hard on internal discussion as well. So, why is this important for Interior? One
20 way to put it, is how big the Interior is so, we touch people in more ways in really probably
21 more places than any other federal agency. We have over 2400 operating locations that
22 include DC offices, field offices, bureaus, etcetera, twenty four locations in 12 time zones,
23 that means literally half the globe. From US the Virgin Islands to the [inaudible] Pacific, we

1 have over 70,000 employees, and we have about 600+ thousand volunteers who help us
2 with interaction at wildlands and parks. We also have a lot of folks who have volunteered
3 at parks who work around various parts and has responsibilities. Surface area, 1/5 of the
4 United States is in one way or another under the management and responsibility of the
5 Department of the Interior. 530 billion surface acres, 700 billion sub-surface acres, 4.7
6 billion acres of outer farmland[inaudible]. And, really important in Indian Country as much
7 as it is to the west, 45 billion acres of filled water the Department is responsible for. So, the
8 Secretary's vision for this is, was to say we should reorganize the Department. What does
9 that mean? So really the Department has not been reorganized or [inaudible] and
10 [inaudible] since the beginning, the Department was founded in 1849. Obviously the BIA is
11 older than that. BIA got moved to the Department before to the Interior or Interior's
12 forearms to become civilians [inaudible] defense or war defense over time. Over the years,
13 Interior has been given additional responsibilities. Expanded scope of [inaudible]
14 responsible for as the country spread across the continent, as people thought of new things
15 that the federal government who could take responsibility for. A lot of these things
16 particularly in the West, Interior was handed responsibility for. As new responsibilities
17 were handed a bit of stream of structures to deliver those services or handle those
18 responsibilities for creating ultimately resulting in the spirit of bureaus across the
19 Department. All the different visions have different things that are supposed to be
20 accomplished and all on in service of the American people. What that means is we have a
21 lot of bureaus and we don't always communicate with each other at all. We have a lot of
22 decisions that we actually have to interact with our sister bureaus with and Secretary's
23 goals is for us to improve that communication and coordination within the bureaus so that

1 ultimately we have better problem solving and more effective, faster decision making on
2 your behalf or on behalf of other [inaudible]. So, the basic proposal that the Secretary has
3 is create thirteen unified regions [inaudible]. So right now we have nine bureaus in the
4 Department. 61 different geographic regions that we are operating under the Department.
5 So, the Secretary would like to bring those different bureaus into common regions so that
6 we all have similar agreements to operate in. After those regions, there would be created
7 sort of a super-regional director, who will be able to be swapped before that unified region
8 and be responsible ultimately for this communication and coordination amongst all
9 bureaus who are operating geographically in that region. The Secretary has identified
10 three primary functions that all the bureaus have a role in and that really are the ones that
11 we have the greatest need for better communication between the bureaus and better and
12 more coordinated decisions. These three things are recreation, conservation and
13 permitting. Ultimately for our purposes that means the ultimate mission of the Interior is
14 to respect and serve tribal sovereignty will be better accomplished through these functions.
15 We will be able to ensure this ultimate mission on behalf of Indian Country. What is
16 recreation, conservation? So, we have actions that we need to take whether it's repairing a
17 bridge or an [inaudible] on a river. We need to do for you or that you would like done or
18 another agencies doing but that will impact water, or tribal roads or will impact in some
19 other way the activities of the tribe. Those actions whether they're done by us or by a
20 contractor or even the federal government. They have a permit from us, Interior, right now
21 all bureaus have a role in that permitting process but, they're too isolated so our goal is for
22 these permitting actions for the bureaus to begin communication and coordination
23 [inaudible]. Similarly conservation, conservation includes both our environmental work as

1 well as relating biological opinions, etcetera, that we do for other conservation activities
2 the Department does, those are really big ones for us. Environment and biological opinions,
3 that we interact with the other bureaus, again the same thing, if there is a decision or an
4 accident or a project that the Department has a role in. The Department at large whether
5 it's a small bureau or other, the Department at large ultimately has to make a decision on
6 that or take an action. While one bureau will be the lead bureau that is usually the one with
7 primary responsibilities, but again, all the bureaus in that region will likely have a role in
8 that decision or that action. Right now[inaudible] the same process we tend to [inaudible]
9 our different bureaus we come with our input and towards the end of the process the lead
10 agency goes around asking for the other agencies for their input and nobody has
11 coordinated that decision making, that thought process and added to that, that may be a
12 priority for that bureau and region but that doesn't mean that it's a priority for the other
13 bureau or region. They may have other decisions they're trying to get through that are
14 priorities for them so we have both this sort of this communication but this coordination
15 issue as well on these issues. That would ultimately be a major responsibility as well
16 Interior [inaudible] is to make sure that those bureaus start talking from day one. That the
17 lead agency on this decision or action will have the coordination or that will have help from
18 the other agencies from day one. And that there will ultimately be one decision coming up
19 instead of three or four rather than bureaus to be reconciled. Again there would only be
20 one decision that is reconciled all through the process. Recreation, is another one that, that
21 we tend to be siloed into our bureaus, it's not something you think is [inaudible] for Indian
22 affairs. You think more often of wildlife refuges, park services, etcetera, While Bureau of
23 Rec has a lot more recreation areas but, geographically accurate but is, for those parts of, or

1 for those reservations that abut onto other public land that we administer. The Secretary is
2 very intended Indian Country be included in this cohesive well-coordinated plan amongst
3 the different bureaus that have recreational responsibilities. So, parks, [inaudible] beaches,
4 our recreation areas, all these things right now outside of the park, outside of our bureaus.
5 They still are silent and so a park may get money, put money aside, put a stash [inaudible]
6 system [inaudible] their next wildlife refuge may [inaudible] an RV park. Wouldn't it be
7 great to have those connected? There's, for the Department that manages this so assisting
8 that process recreation process there is also an economic side to it. The recreation industry
9 is also over 800 billion dollars a year in this country and, so the Secretary is intent that one
10 Interior through its parks to facilitate that but for us he thinks this is a great opportunity
11 for tribes to be able to link themselves into this industry and into interior's role in this
12 industry. So this is actually kind of an open door of opportunity that for tribes to be able to
13 have a bigger role in this and they can then in the same way that these decisions are made
14 or plans are made for recreation opportunities, etcetera Tribes will be able to be formally
15 part of that and if they see how our state of need to [inaudible] connect that to themselves
16 for their own needs or their own economic opportunities. They'll have the ability to do that
17 at the very beginning. Where do we get the unified regions? So here are the proposed
18 unified regions in the black lines, we have superimposed over that. The colors are our
19 current BIA regions. So if you look at that you see, you see evidence of first look at this. The
20 Secretary said I want to throw aside history or throw aside politics. You look at the
21 different responsibilities the Department has for fish, and for water ways, for minerals, for
22 people of the tribes, etcetera. You know if you just took this from a scientist's perspective,
23 how would you organize this Department? Geographically to try to meet all these

1 responsibilities and we have agencies, like the United States Geological Services, Survey.
2 And so they're basically going to [inaudible] the Secretary asked them to review the first
3 draft. So the original, unified region map came out of this concept, animal corridors, water
4 ways, ecosystems, etcetera. And then he turned it loose to the bureaus and he said, ok so
5 how can you work this, to fit more of your needs in the geographic regions and also the
6 people, that are the stakeholders that are important to you that you work with. And so that
7 kind of superimposed and brought us closer back to where the bureau or regions currently
8 are. And so you can see reflected still a lot of the State lines, right? A lot of them. Our
9 bureaus and our regions follow state lines while other bureaus do not. Besides they're sort
10 of reorganized in a way that still tracks major lines, wildlife corridors, etcetera [inaudible]
11 responsibilities. So, the ultimate goal for this, again, to have the thirteen unified regions is
12 to also not just improve this discussion between the bureaus which will allow more
13 decision be made in the field. So in the regions are we coordinating faster? Are we
14 coordinating better than they can hopefully reach a decision in that region without having
15 them come out to Washington, DC. What happens most of the time now, is you have a
16 decision or an action that needs to happen for one bureau, and they're often again waiting
17 'til relatively towards the end of the process, getting input from the bureaus. There's
18 usually some kind of conflict, conflict in how they see facts, etcetera. So instead of having to
19 work that out through the process over the year or two it took to get there, that comes to
20 DC, and I'm sure most of you understand, when things come to DC, they slow down. So, by
21 better coordination, the hope is that one of these decisions will be worked out before they
22 have to be elevated to DC. But this Regional interior director will also have a responsibility
23 of doing everything he can to get those people into one decision, one agreed upon action in

1 that region. So again it doesn't have to be elevated to DC. That ultimately moves forward both
2 the [inaudible] and more resources should be left out in the field instead of coming to DC.
3 We have more action up there. And ultimately, the Secretary's view on this, is this maybe
4 comes from his military background is that if we can get a clear direction and a clear
5 authority to the decision makers in the field, they can take that action and give them the
6 resources and they can take that action.. It doesn't have to back up come up through the
7 chain of command. That's the best way for fast effective decision making and usually the
8 best decisions come out of the field. So this, Interior Regional Director will have a direct
9 line from the Deputy Secretary. So again, if he has a decision making from his region he has
10 the line directly to the Deputy Secretary if it's a sort of a factual dispute the deputy
11 Secretary can solve immediately. If there is a policy question between the bureaus and the
12 Deputy Secretary can immediately tap the assistant secretaries working with those bureaus
13 and resolve that policy question. And again, there should be fast decision making because
14 it's following the Deputy Secretary's level of resolution. Again, the focus of this interior
15 Regional Director would be on those three primary functions, decisions that need to be
16 made coming out of those functions. There's several concepts that have been discussed
17 about who this would be. We had a really good discussion back early in the year. Amy and
18 we had our regional directors and all the bureaus sent their regional directors to come to
19 DC. The Secretary hosted a two-day meeting there. This was a really good discussion. There
20 were several viewpoints on the Secretary's proposal and one or the other but one option
21 would be to have a rotating interior director from the different bureau directors in that
22 region and so, I think that part of what we heard from the different regional directors for
23 us, was that there was good news about that in that each bureau will be able to elevate and

1 sort of instruct the other bureaus of why or what their mission or purpose are and how to
2 resolve those in other bureaus. It gives each bureau a chance to have their person also
3 understand other bureaus and their regional director and get the opportunity to work
4 directly with the, Deputy Secretary. There is another option, that the Secretary is also
5 considering would be the political person is the political appointee in that position to have,
6 that authority that carries with it a different authority than a career as a person does. And
7 they would then fill that role making sure that people know what they are supposed do in
8 that region and elevate decisions only when absolutely necessary to the Secretary. I
9 actually think that the Secretary is kind of leaning towards a rotating regional director
10 every two years at the bureau...um, he really I think, firmly believes that we ultimately have
11 the expertise we need out in the field management-wise. We just give folks the opportunity
12 to exercise this at different bureaus...but again, that's not the finalized decision. The
13 Secretary's Interior Regional Director is primarily intended to focus on those three
14 functions to resolve problems, get decision making out in the region, facilitating
15 interagency conflict if there is any and, one of the options that we hope will be possible
16 [inaudible] as well will be is to share some services in those regions. But I mean, services
17 like back-office services, like HR, IT, cranking out all the bureaus do their own pretty much
18 in their region seems like those would be areas for consolidation and free up resources.
19 The Secretary's vision for this is that if there are, and this is not a budget exercise, this is
20 not an intent to cut services or anything or consolidate, services between bureaus. But, I
21 mean, between services that we deliver to people or to the tribes but if there are resources
22 freed up, those will stay in the regions and to be used in the region. To better facilitate the
23 services that are used in that region. So, here's all the positives things, other [inaudible]

1 ultimately we would approve services equal, remove jurisdiction [inaudible] bureaus, it
2 really, expands our ability in positive decisions between tribal lands, public lands, public
3 water ways, etcetera [inaudible] Indian tribes. Alright, here is, here's where you can submit
4 written comments, obviously you can provide oral comments today. We certainly
5 encourage you to also take the opportunity to submit a larger written comment to this
6 email address, consultation@bia.gov. We have put up as the target date for these first eight
7 consultations, August 15th is the date to get comments in. We are already looking at
8 scheduling additional consultations after these first eight as well. But we're looking at
9 doing additional consultations as well. So I want to tell you not to be worried that much
10 about this August 15th date. Everyone can get your comments in sooner and we will have
11 extend this comment period to accommodate these consultations probably later in August
12 or September. So you can get your comments in. So, here is the current schedule we have,
13 from here we go to Southern Cal, Alaska, Oklahoma and Mississippi. Part of the [inaudible]
14 first initial [inaudible] one of the things we wanted to accomplish was to locate these and in
15 what would be the new proposed unified regions. So, now that obviously means the
16 inconvenience for some folks. The initial consultations that were going to be tacked on will
17 make sure that all the Tribes be given an opportunity to have closer locations to participate
18 in these consultations, so that's it. I want to open it up for comments and I think since this is
19 such a relatively small group, usually all the Tribal leader comments first and at the same
20 time to respond but I think we can be a little more free-flowing. I have a couple of Tribal
21 leaders on our list here and then we will open it up. We will start off with Chairman Lucas.

22 **MS. LUCAS:** Hi, everybody, my name is Aimie Lucas, Cahto Tribe of Laytonville Rancheria
23 Chairwoman. We have, we're located 225 miles northwest of here. Our traditional lands go

1 to the coast, coastal areas. I have 250 members on 200 acres of our tribal land, and excuse
2 the scripted speech, I gotta stay on track. I tend to let my emotions get in the way when it
3 comes to my native rights and my tribal members. So, I appreciate the opportunity to speak
4 with you here in California. I'm here today to voice the Tribe's opposition of the proposed
5 BIA reorganization. Thesorry, the lack of consultation: the Department did not request
6 tribal input in advance to the announcement that was proposing a reorganization of the
7 tribal regional boundaries across the Department, the bureaus including the BIA into
8 thirteen new regions that are designed primarily by the watersheds and ecosystem under
9 the proposed reorganization many of the current twelve BIA regions will be broken up and
10 drastically impacted. California will be cut into two. We are opposed to any proposal that
11 divides California tribes. Or eliminates the Pacific regional office. We understand that this
12 consultation is intended to be about the BIA regions and their functions should be include
13 in the Department of the Interior's reorganization as stated in May 17, 2018 letter to
14 leader's. However, it is narrowly impossible to comment on how to implement the, sorry, to
15 implement the principles of efficiency, effectiveness, and accountability. To improve
16 services to the tribes when there has been a lack of information in a restricted timeframe to
17 comment. This is not an effective tribal consultation. Tribes must be considered before the
18 Interior Department makes changes that directly impact them. So it is our recommendation
19 that a full assessment of the impact of the proposed reorganization and resulting
20 reassignment of the DOI program should be conducted by the Department in order to
21 provide meaningful guidance on the reorganization, a cost estimate and analysis on the
22 financial impact of the BIA and other programs serving Indian nations must be provided.
23 We also oppose any plans that favors states over Tribal nations. In the Department's

1 presentation you stated that the proposed thirteen unified regions are based on the
2 watersheds and just for state lines. Where is the consideration for Tribal territories and
3 governments? We are nations, not ecosystems. It is unclear whether the Department has
4 already determined whether to apply the new regions on the map for the BIA regardless
5 we feel is unnecessary to achieve Department-wide consistency where the structure of the
6 BIA is considered. Regional consistency may be appropriate for the other divisions of the
7 DOI but is not appropriate for the BIA. In conclusion, a recommendation is that the DOI
8 take action on more pressing proposals put forward by Tribes to improve efficiency and
9 effectiveness and accountability of the DOI. Including correcting the current changes that to
10 the land into process. The administration has made it harder for the tribes to restore our
11 homelands. The regional office used to be, make decision on non-gaming land and to land-
12 into-trust applications. Currently the off land, reservation land into trust decisions are
13 made in Washington DC. We, at Cahto tribe, have been waiting since February to get our
14 one acre land into trust so we can build a gas station. And, currently we are still waiting and
15 there is a big developer that is getting ready to break ground across the way and is a big
16 impact on our, on my tribe's economic development. And I would like to thank you for
17 letting me speak today and I'm also intended to write a written comment to the website.
18 Thank you, guys.

19 **PDAS TAHSUDA:** Chairwoman Pigsley.

20 **MS. PIGSLEY:** It was awful hard for me to get here but I'm glad you guys are here having
21 folks. It's 200 miles away for me but I have to raise grandkids and it's hard to get into all
22 this. Thank you, I appreciate your comments and thank you for hosting the meeting here at

1 the Rancheria. I would have never come here in other time cause it's not on your way to
2 anywhere. It's kinda like where I'm from. Siletz is not on your way anywhere, you have to
3 want to go there. I represent, my name is Delores Pigsley, I represent the Confederated
4 Tribes of Siletz Indians in Oregon. We're relatively a small tribe on the Oregon coast. We
5 have, we're a restored tribe. So when the tribe was restored we didn't get a large land base,
6 we actually didn't get any. We had to buy land so we end up with about 10,000 acres of
7 trust land. We have over 5,000 member, tribal member population. So we, have worked
8 diligently to get land into trust and to be able to serve our people, the way other tribes that
9 were not terminated are able to provide services. So whatever happens with the Bureau of
10 Indian Affairs we're very concerned. We lost our agency, it's probably been three years
11 ago. We were able to get services and we're a timber tribe so we had to be able to have a
12 fast process to approve timber sales. Since the agency is gone, the approval authority has
13 gone to the regional director in Portland and that process has worked very well. Under the
14 new reorganization, and we're not opposed to change, we just want to understand what's
15 going to happen and how it is going to happen. And our recommendation is, when change
16 happens, we need to know what it is and how it's going to affect the efficiency of our
17 operations. But what we've come to realize is that the regions need to have more authority
18 than they have now. Everything that goes to DC goes in a big black hole and we spend a lot
19 of money lobbying and trying to figure out where things are and what's happening. One of
20 the tribes in Oregon has been waiting for a decision on a gaming application for I think it's
21 about three years now. It's an unfair process and hopefully this new process will make it
22 more efficient. And it sounds to me like under the Secretary of Interior, he's more
23 concerned about opening up tribal lands for development for, natural resources, coal. I

1 know the agency has talked to tribes that have those kinds of resources. We do not, but we
2 do have MOU's with the [inaudible] National forest, the [inaudible] National Forest, the
3 Willamette National Forest, so we already have a process by which to work with other
4 bureaus and I don't know what that looks like across the nation, if that's true of other
5 tribes. I know it's true in Oregon. We also enjoyed having an area director that served us for
6 many, many years. Probably too long but what I know about rotating people into jobs, it
7 does not work. Every tribe has a different priority, different resources, different problems,
8 there's rural tribes, and there's inter-city tribes, and if we look at the Bureau of Indian
9 Education we know there's big problems because they haven't had a director for I don't
10 know how many director's they've had, many. And so when we try to work with BIE, you
11 have to talk to somebody in Albuquerque, you got to talk to somebody in Washington DC or
12 you got to talk to somebody in Seattle. So rotating is, I think, a bad idea. Anyway, every two
13 years. And like I said we are not opposed to change but we need to know how that change
14 is going to affect us and how it makes the process more efficient. Cause we had processes
15 taken land into trust, took eight years in most cases. We have not had a regional director
16 since December. So that process is not working well. I know John has a big job but I think,
17 his heart is with the tribes we know that. And we know that we need to stay on this and
18 keep the bureau informed and make sure that the Bureau of Indian Affairs isn't overlooked
19 under the Department of Interior. Because I think the Department of Interior has this not
20 prioritized Tribal people as much as a prioritized recreation and conservation and those
21 things that, have been spoken of. And the other question I have is, what is the process for
22 the Department of Interior employees participate? Because I've been told in some areas
23 that, employees' have been told not to talk to anyone about it. It's somethings that will be

1 decided by the tribes and, Department of Interior. So, those are my comments. I hope this
2 process has many more consultations cause we don't really know what's going to happen
3 other than the map that we're looking at has changed since the first iteration of the change.
4 But it's important because of the people that we represent and the fact that every
5 Administration that comes in has proposed changes to how they do business, and it's true
6 none of those changes have occurred or not many of them. So, thank you to the Rancheria
7 for allowing me to be here today. Thank you John and hope you all have lots of comments
8 on this process. Thank you.

9 **PDAS TAHSUDA:** You raise some good points, both of you Chairwomen. Let me try to
10 address a couple of them right off the bat here. So, if I think I hear you correct, you are
11 asking a couple of questions about the Bureaus specifically, and our Bureau employees,
12 how does this impact them and how does this improve our regional process including
13 getting RD's in place, etcetera So, these are again, so let me say first off, this reorganization
14 is not a reorganization of the BIA. This is not intended to reorganize the BIA. This is an
15 intent to reorganize the Department. And we want to [inaudible] Secretary's office. So one,
16 it doesn't impact our employees at all other than someone like at Amy's level. Who will be
17 able to get more direction and get more opportunity to interact with other or fellow
18 regional directors. But our staff, are going to keep their jobs. They are going to be in their
19 agency offices where they are and I know that we have some slight differences on how we
20 place staff in the Department. [inaudible] tribes different means but so there is no part of
21 this plan to pull anybody out of their offices. It's not intended to make people move. This
22 was a really big discussion we had back in January about our RD's not just BIA but all of our
23 needs. The Department on behalf of their staff, you know strongly emphasized this point,

1 which I think is really good is that, you know, any intent to, even to just co-locate regional
2 offices. There's consequences for our staff, we understand that. So that would be
3 something that would be carefully thought out in the future. And how we do that, again
4 none of the bureaus want to pull their staff out of district offices, regional offices, etcetera.
5 We have great people who are doing great jobs there. They have built lives in these
6 communities, kids in schools, so we have no intention to disrupt people's lives in that way.
7 And if that's our employees and it would obviously be a huge disruption for you, for other
8 communities, that other bureaus interact with. And so, that's not the intent of this. This is
9 really an exercise in, poor organizational management, strategic decision making for the
10 organizations, and I will keep emphasizing primary purpose in this is these intra-bureau
11 decisions that have to be made. And so again, this is not reorganizing the BIA other than if
12 we do this, it would be the change in the regional structure. And so what does that mean for
13 us, for regional directors? We have a large [inaudible] because [inaudible] so that 13
14 unified regions, so none of [inaudible] because the 13 regions are actually Hawaii islands. I
15 have not heard any plans to locate regional directors for BIA in Hawaii. If I hear that I'll
16 probably have my name top of the list, so number-wise [inaudible] there may be some
17 change. Probably do that. I guess I would say probably at this point and time would be the
18 best time for us to do that for our regional directors because we have so few. This is this is
19 our problem in particular we don't have, [inaudible] I should say the organization has not
20 done the best job in these past few years of preparing our next generation of senior
21 management to be able to step up. And so we have, have great people who have served for
22 many, many years. Stan, Amy they are not going to be with us that much longer. But, and so
23 we're struggling right now and to be honest to have people who qualify for positions that

1 we can put them in. So, that's the challenge for us. We're working on that, that's obviously a
2 workforce issue. It's not going to get any easier across the Department and this includes
3 our bureaus. One fifth of our workforce is available for retirement in five years. No, I'm
4 sorry. Forty percent of our workforce is eligible for retirement in five years. Forty percent,
5 that's a huge impact on us and that's not just numbers when you think about it. This is forty
6 percent of our staff who have years of experience that we're going to lose. So this is a
7 Department-wide issue and we're working on it. We have to come up with something. We
8 have it for our bureaus, particularly BIA. So, one if you have anybody you know that wants
9 to work for the BIA send us their names. We need people to come in and start building their
10 careers through us. There is now certainly more opportunities with tribes than there were
11 30 years ago. So we end up with competition for Indian people for the jobs. At the end of
12 the day, we need people for the jobs that we perform as well. So that's, our regional
13 directors are, we have the process of rotating people is not intended to be disruptive to
14 their lives to our work. It's just a fact of life that we have to deal with and we I would say
15 the government's HR policies that we have to deal with as well. These are career people so
16 we have the processes that we have to follow in reorganizing positions around. We
17 obviously have responsibilities and try to make sure that we have all our bases covered.
18 This is kind of a juggling act right now to be honest. I probably said enough about that. Are
19 there other Tribes, Tribal leaders that would like to offer oral comments?

20 **MS. LAOS:** Good morning, my name is Shirley Laos. I represent Trinidad Rancheria we're
21 located in Humboldt county. I'm currently the governmental affairs coordinator, but I do
22 have 28 years of experience on Tribal council. A lot of good comments have been made so
23 far and I agree with a lot of those issues and again like change, change isn't necessarily bad

1 but if we had a little not more information on how that change. Because we don't have that
2 yet and it's hard to make definitive comments without having more information on how
3 some of these proposed changes will be implemented. You know as far as efficiencies and
4 effectiveness that was mentioned by the previous two speakers. But also the rotating
5 directors that may or may not be a good thing and again, I think our tribe would have to
6 reserve some of our comments as we get more information. And we plan to submit more
7 robust written comments directly from you know our Tribal council. But we've been
8 following this rather closely and discussing it all along, but it's hard to discuss something
9 when you don't have all the pieces yet. So I'm glad we're having you know, this open
10 conversation today because it sparks a lot more questions and, you know a little bit
11 different way to think about it. One thing that came up, John, in your comments, your
12 opening comments, was that some of these changes might result in more, more decisions
13 being quickly made in the field. Well, I hope that's true regarding fee-to-trust. Because we
14 all know that along that process is and you're right when things get to DC and it's even
15 longer. So regarding fee-to-trust, that would be really helpful if that was one of the
16 efficiencies and effectiveness that was on the positive side for any changes that might, end
17 up in this reorganization. That a lot of times it's just education and people being familiar
18 with the tribe or the fee to trust application, all the particulars. The closer you are to on the
19 ground, the better informed you are to make that end decision, not somebody in
20 Washington, DC that has never been to your area or is not familiar at all. So hopefully that
21 would really prove out if that were true. And I also share concerns like Chairwoman Amie
22 Lucas pointed out that the tribes are nations, not ecosystems. And so this idea of basing the
23 proposed regions on watersheds that's all good and fine if that was your primary focus, but

1 it isn't. Particularly in California, there's over 110 tribes. And historically, California has
2 been in the low end of the funding, not across the board, in transportation and in health
3 care, housing, all of these different fields. California doesn't get near the amount of money
4 in this whole funding process that the tribe's need. And then if it's split, if California is split,
5 how is the parity going to be determined especially in those programs that filter down
6 through the state and the local areas. How are we going to count, our populations when
7 that's a factor in applying for grants or programs that aren't directly federal to the tribes?
8 So that's just a big study in and of itself, how is it going to impact us? Our tribe has all those
9 questions and there could be more, much more here to my comments. I'm just trying to you
10 know give a brief overview of what some our concerns are. So, California is pretty unique
11 and just the make-up and the number of tribes that are here. And the number of out-of-
12 state individual Indian people that live here, that aren't members of California tribes but
13 receive their services here. So you know that's an impact that may or may not be affiliated
14 with this reorganization. And, Delores's comments from Siletz about employee's
15 participation and, you partly answered you know, responded to that. But that brings up a
16 pretty good point that the employees really know what work is being done on their end. So
17 I think that uniformly across the country it sounds like that is what you are doing. Their
18 input can be factored into this. I think that is going to be key. Because they're the ones who
19 know how to deal with Indian tribes. One of the other things if they have rotating directors,
20 we'll just have to start over on our education of people of these positions. On every level
21 education tribally, educating people of tribal just information, your needs, all of that is key
22 from a local level all the way to national. If the more you can education somebody about
23 your specific needs and conditions, the more apt they are to understand why you are

1 applying a certain way or applying for a certain program or need, certain monies. Because
2 everybody's situation is similar, but yet distinct. And so then if we have rotating people,
3 they may not be somebody that's educated tribally. So that's just, yes, that is an ongoing,
4 task that we face this education of people but it'll just add to it. You'll have to be doing this
5 ongoing and that brings up another thought that it's already been happening not just only
6 with the Indian, with the DOI reorganization plan but with the whole Trump
7 administration. This idea about of moving everybody around, we've already seen that and
8 have been affected by that of moving people from one bureau you know. A BLM director
9 might go to BIA and vice-versa, or whatever. And so then they have to you know get up to
10 speed and that directly impacts tribes at the local level. So then, this is just going to be more
11 of that. So that's a concern. I tried to mark as I was taking notes which places, so I'll come
12 back up to the microphone if I think of anything else. But like I said our tribe will be
13 submitting written comments at a later time. Thank you. [Applause]

14 **PDAS TAHSUDA:** Is it Louise? Shirley Laos. So many good points and comments. So one of
15 the questions that I've heard several times you know at the other consultations is about
16 rotating directors. You know what's going to happen if we have to keep educating people,
17 etcetera. So, I guess I think that that won't be very impactful for this reason - that person is
18 not supposed to be a subject matter expert in Indian bureaus necessarily. The rotating will
19 obviously have a lot more familiarity with their original bureau, but the other regional
20 directors will be there. They will still be the management and subject matter experts for
21 their bureaus. Now I caution that as well and will say that the regional directors
22 conceptually in our management system are not expected to be deep subject matter
23 experts. They're supposed to be management experts. They have a staff that are the real

1 subject matter experts. Now, obviously we have folks that have been with us a long time for
2 their entire professional careers. So, they have, some of them have the expertise as well, but
3 that's not lost in this system. So you still have the regional director there, the people, the
4 staff, all whom have those relationships with the tribes within the regions. This Interior
5 Regional Director is really like a traffic cop in a sense. He's going to impose discipline, and
6 again, focus on those three core areas. Decision making, problem solving and resolving
7 conflicts if there are conflicts between the bureaus in that regions. That's what his focus is
8 so, it may mean any particular projects or decision that there is a need for some specialized
9 expertise. Conceptually, that should already be there in the region, if he needs to tap to
10 facilitate what he's doing. Facilitating or resolving a conflict or thought or policy for
11 bureaus in that region.

12 **MAN:** [inaudible]

13 **PDAS TAHSUDA:** Please state your name. Sorry to be so formal, but we don't have a court
14 reporter here today².

15 **MR. HAYWARD:** Alright. My name's Jeremy Hayward, from Redding Rancheria Tribal
16 Council. I just want to know how you can make decisions if you are not an expert in that
17 field. You're director who is running a staff and they're coming to you to help make
18 decisions and but you are not expected to be an expert. How could you make decisions on
19 something that you know nothing about?

20 **PDAS TAHSUDA:** So we have a decision-making process for the Department. We are,
21 whether it's at my level or down, we don't just say I think that's the decision. We can't act

² This session was recorded and later transcribed by staff.

1 arbitrarily. We have to have a rationale, because these are the facts there's something
2 involved, a science, we have to have a scientific basis it.

3 **MR. HAYWARD:** So basically you gotta know something about that, right?

4 **PDAS TAHSUDA:** So we have staff who does this, right? My job falls for these decisions is
5 to make sure that my staff has adequately prepared information in order to make that
6 decision. And if there is ultimately a policy call, that I make or the Secretary makes, I am
7 responsible for getting him the information so that he can look at it and make an educated
8 decision based on the facts and policy choices that are available. So the Secretary of the
9 Interior doesn't necessarily need to be a subject matter expert in everything that the
10 Department does, right? That's why we have senior management. Their job is to fully
11 manage the people and to manage the process.

12 **MR. HAYWARD:** But if you're creating policies and you're making these decisions for the
13 directors of the BIA, you have no knowledge about the decisions or the policies that you're
14 making. You're reading something that somebody written and submitted. If you don't have
15 any knowledge about it, I just don't understand how you just read something and you make
16 a decision. I mean, to me, you should be an expert in Indian country and you should be able
17 to, know something about the decisions that you're making, the policies that you're making.
18 And so, in my position if I have somebody coming to me to change a policy and I know
19 nothing about it, I can't make that decision, because I'm not an expert in that area. If they're
20 bringing me stuff that I know things about, I feel like, yeah, I can make a decision about it. I
21 just don't understand how you cannot be an expert in Indian country and be a director of
22 the BIA and I just don't understand that.

1 **PDAS TAHSUDA:** Again, so our directors will be there. This is an overlay on top to help
2 resolve interagency conflict. [inaudible] It's helpful, I've been around Indian country a lot
3 in years. Sure it's helpful for me, when I'm looking at things [inaudible] that I have a
4 number of years and history. I've worked [inaudible] I have a perspective and I find that
5 helpful to me personally, but the way the government management is supposed to work, it
6 shouldn't depend upon on my level to make a decision. We have a bureau of people who
7 work on this and they can help many of us with policy decisions that get made. And for us
8 they're also legal as well as science considerations and executive orders that apply
9 specifically [inaudible] so I can't just sort of arbitrarily decide what I think is the best
10 policy. I have to have a basis for doing that. So it ultimately, Amy can tell you this, so she's
11 what's called an SES, senior executive service. That's our top career management people.
12 It's great that she has been around for a long time and has a great knowledge. But again
13 that's [inaudible] top senior management. She didn't really know anything about bureaus,
14 specifically, right? She knew how to manage people. She knows how to meet people, to get
15 them motivated to do their jobs well, so that at the end of the day we get the information
16 that we need to get these decisions made. So now it's probably important to be clear, it is
17 not intended that there be major policy decisions to be made by the regional interior
18 directors. Those are still the responsibilities of the bureau leadership, right? Or the bureau
19 director not a regional director, but the bureau director up to through the Assistant
20 Secretary and [inaudible]. Some major policy decisions are still being made there. In the
21 instance of a policy conflict between two bureaus, that happens a lot, right, with bureaus
22 that have issues sometimes their policies in any region are developed differently than our
23 policies [inaudible]. We have to resolve those so if that's the case, it's not really the

1 hierarchy's position unless the policies have already been made or it is clear we just have to
2 instruct another bureau for the actual policies in the Department on the decision. His job is
3 then to say okay, Mr. Deputy Secretary that I directly report to, we have a policy conflict
4 here that I can't resolve. The Deputy Secretary can resolve it, then the Deputy Secretary
5 turns to the two or three, however, many bureaus that policies [inaudible] those Assistant
6 Secretaries and say, ok, what's the conflict, resolve it for us and then we have a
7 Departmental policy, right, that could be applied across the bureaus in that region and
8 probably across the country. But that's where that policy conflict resolution comes in. It
9 goes back down to the regional interior director. Again, this is intended to be a more
10 efficient way and effective way of resolving this. What happens now is that each of the
11 bureaus go through their Assistant Secretaries to complain that the other bureaus are not
12 following or are taking a different policy position than us. The Assistant Secretaries have a
13 discussion and they meet with the Deputy Secretary, they have a discussion, right. So
14 instead of all that happening, this is supposedly a direct line for this regional interior
15 director to the Deputy Secretary. And then let him tap what he needs out of the assistant
16 Secretary's own policy. Again, it's not necessary that this Interior Regional Director have
17 this great in-depth knowledge of all the different policies that the other bureaus in his
18 region have. It's necessary for him to be the traffic cop, right, and say, ok, you stop and
19 clarify for the other guy, or, it is not clear here. I need to get a higher authority to facilitate
20 that in a faster, more feasible way.

21 **UNKNOWN:** Can you just clarify the statement on the options that the bureaus [inaudible]

22 **PDAS TAHSUDA:** That's other options that the bureaus have. Yes sir.

1 **MR. PETERS:** In Washington State, our homelands are the southern inlets of Puget Sound.
2 Thank you to the Jackson Rancheria, for opening up your homelands. And John, I know how
3 much you have put in to this and the opportunity to have consultation with the tribes. And
4 we'll be at other consultations as the progress. Just on that two-year rotations you know
5 that, that continuity of the efficiencies that we are trying to create with this reorganization.
6 I appreciate what you said because in the NW we have had the benefit of having Stan
7 Speaks in that continuity through the years. I would say the he is an expert in all things BIA,
8 but he knows BIA through and through. So I think that the two-year rotation is really
9 comprises what we're trying to do. So find the right person and put that person in there. I
10 agree 100 percent with you, it is that person that knows how to lead, that person that
11 knows the different bureaus, that can bring people together and can be consistent. Because
12 in the Indian country, we have, too often the bureau doesn't give us that consistency and I
13 think after two years of a different director; that would affect that continuity of efficiency.
14 I'm glad that you commented that the savings will stay within those regions that it won't be
15 stripped away as far a budget. But the key is in the implementation I think somebody else
16 talked about it. It's going to cost some money to implement this reorganization. And those
17 budgets and those bureaus that are being consolidated in, it's important that those are held
18 in whole. And those budgets aren't stripped as we are implementing this process. And
19 through those efficiencies then we can go ahead and get some of those revenues or that
20 budget redirected to things that would really matter in the regions and in Indian Country,
21 so just comment on that. In the President's proposal, he proposes to bring the Army Corp of
22 Engineers into the Department of Interior.

23 **PDAS TAHSUDA:** Some functions.

1 **MR. PETERS:** Some functions, yes. And so, I was wondering how this is going to occur
2 when the Secretary develops his plan. Will he actually suggest that? Any comment on that,
3 in a minute, I just want to know how you propose that going. And then at the end, when the
4 Secretary does take in all these comments and has his draft plan, I really believe it's
5 important that he comes back around and gives us the opportunity to comment on those
6 plans as well. So just a few comments there.

7 **PDAS TAHSUDA:** Thank you, so again, I am still not sure I'm being clear. So there would
8 not be a rotation of the BIA regional director that person will stay. It would just be this
9 Interior Regional Director. Now, we had arguments were all in DC and we had a lot of
10 discussion about this. Those arguments on several different concepts on the rotating
11 director that gives each of the bureaus and regions a chance to help elevate their bureau in
12 that region to reach their decisions. There was a discussion about if could we just put
13 another career person there, and, you know, it didn't seem like there was much support for
14 that. Our career people felt like if there was going to be somebody superimposed above
15 them, that is not already part of the team, that they thought should be a political person.
16 The way government organization leadership works, we have career leadership, and we
17 have political leadership. And sometimes there is a value to that kind of level [inaudible]
18 political leadership, career leadership that we have. So there was some good input from our
19 RDs and maybe that's the kind of person that should be there, one with political authority.
20 The Deputy Secretary is a political position and so maybe it should be somebody that has
21 this close relationship with him. So that's several concepts. Two years, I think there is a
22 feeling like well if you go longer than two years then it's almost like putting a permanent

1 person there. So it's going to be a [inaudible] person that has some reasonable time for
2 location. There has been a lot of thoughts on that.

3 **MR. PETERS:** I appreciate the idea but it's again, that continuity that I worry about. So
4 many projects in each bureau that then comes in to the director may emphasize or change
5 that process that his predecessor used. So, just something to think about.

6 **PDAS TAHSUDA:** Well, so again, these were all things that were discussed. So one
7 argument for the rotating factors, is that one, a career person might favor a bureau over the
8 others and that happens. You might think it doesn't, but it does. The rotation being that the
9 different regional directors who take turns getting elevated particular on long term
10 projects can't favor their bureau over others because pretty quickly in a couple of years
11 there will be another bureau regional director who will be there. So there's an element of
12 fairness to that we have to ensure that everyone gets treated fairly so that my bureau
13 region doesn't suffer. There is a lot of arguments on all sides so I appreciate your thoughts.
14 Chairwoman, let me address a question that you raised there too. From the very beginning
15 we talked about how we came up with the map and using basically the ecosystem,
16 corridors, waterways, etcetera So, I think that, it's not an illogical way to look at
17 restructuring our bureaus as well because traditionally a lot of tribes also followed the
18 ecosystems and settlements, villages, tribes who have been traditionally in certain regions
19 of the country follow the ecosystems as well. So, I think in some ways that's if you purely
20 follow that, it would be a better way to follow than our current system is to follow state
21 lines. Our current system in our regions developed just like all the bureaus did ad hoc is the
22 bureaus standing, as the nation took on more responsibilities in our country, new states

1 were added, and then we ultimately needed a bureau. We originally had just reservations,
2 we had agents on reservations. And it was the Department that did its own reorganization
3 of bureaus and added regions [inaudible] all the work they were doing in the region, we did
4 the same thing. We kind of felt that these certainly some common, we have Oklahoma,
5 eastern Oklahoma, the western Oklahoma regions [inaudible]. There's also a certain
6 amount of ad hoc where we follow State lines because often times Tribes are grouped in a
7 State together, right? That's just kind of how the history so, I mean, there's probably a
8 billion ways you can try to design a common region. But I think the Secretary's thought was
9 mixing all both these other responsibilities along with other responsibilities to the Tribes,
10 ecosystems. In some ways maybe the most logical places to start from. Sorry, Chairwoman.

11 **MS. LUCAS:** All things really said and done, do we really trust what the Administration is
12 saying? Are you afraid for your job? The Administration has not proven to be [inaudible]
13 its word and moving their positions. It's a little scary.

14 **PDSA TAHSUDA:** I'm not sure, I don't think that we have any issues in our bureaus .We
15 have had to move staff around, more than any other reason, is to cover bases in leadership
16 vacancies. We have a couple of regional directors who have expressed interest. They would
17 love to move to a different region. Just like a being a coach where at some point of time,
18 sometimes you lose your effectiveness with the guys because you're all too familiar with
19 each other. That happens a little bit where we have a couple of a good ones who have
20 asked to be moved to different regions. We also had, and some of those were good leaders,
21 and they actually developed some of their deputies who are ready now to move up. So

1 they're being tried out as acting directors in different regions, etcetera. We're trying. We're
2 trying to cover our bases is what we are trying to do.

3 **MS. LUCAS:** [Inaudible]

4 **PDAS TAHSUDA:** So one of the things, I haven't done it, the Secretary has this great, that
5 when he does his discussions, he has this great graphic he does talk about a river. So if a
6 river flows through a region you have a decision, again, it could be a bridge, something that
7 we need from a Tribe, could be an embankment, repair a dam, on the a river so often times
8 we'll have responsibility for water level and temperature above a dam. Interior can be
9 responsible for the dam. The water itself we may or may not be responsible for. Or if we
10 are, we likely have an Indian reservation, often have non-Indian irrigators. We may have a
11 wildlife refuge that borders all that. Forest Service, Department of AG might have trees on
12 there that are affected. All these different bureaus need to have a say in fixing some little
13 bridge over the river, right? That's a fact in life we have to deal with. Some of those
14 agencies we can't but we're doing our best, as best as we can because they're not a part of
15 our Department. The Secretary said within our Department, there is no reason why we
16 can't have better cooperation and coordination amongst ourselves. So that's part of that
17 concept. So, one of those is that and part of it is in draft as well. Just think about how crazy
18 this is, in that stream the trout we manage, the Interior manages, through Fish and Wildlife,
19 but if there's salmon in that stream, it's regulated by the Department of Commerce, NIMS.
20 So if this goes forward, one of the policies that you saw in the president is that we
21 deregulate. So that would be something that seems to be common sense. There's this whole
22 story about why NIMS at Commerce anyway, with Richard Nixon being mad at someone. So

1 there was no scientific reason for it at that time even then. The Army Corp, we have so
2 much interaction on waterways and other things. And that there is civilian functions that
3 they do that just makes common sense for us to do. And again, if those are moved under the
4 Secretary of Interior then he can make sure that those actions are a part of our priorities
5 for the Department. As it stands now, the Department of Defense, they have their own set of
6 priorities [inaudible]. So, that sort of a level of efficiency can achieve that.

7 **MR. PETERS:** So my question, specifically is will the Secretary actually have that in his plan
8 to bring in those other agencies, NIMS, Corps? Will he support that idea?

9 **PDAS TAHSUDA:** Yes that was actually so. At some point early on when an executive order
10 went out, it came through our Department so I'm speculating [inaudible] I think that the
11 different Cabinet secretaries kind of said here's our initial thoughts on some things that will
12 be helpful amongst the Departments. He had put forward you should give me NIMS, right.
13 Because if you put salmon, other fish, Army Corps for our interactive [inaudible] other
14 water responsibilities. And I think he had asked for the Forest Services but it seems
15 ridiculous that we have all these forest responsibilities and parks and stuff. And right next
16 to them is often a national forest but we can't do anything with them. They have again, a full
17 set of priorities that are better theirs.

18 **MR. PETERS:** From that perspective, NW Indian Fishing Commission has done a lot of
19 work and the tribes going back in emphasizing that the different departments need to take
20 in account when they are making these decisions of permitting each agency needs to look
21 at their responsibility as a trustee to the tribes and sometimes they make those decisions in
22 silence as you said. So that could be a positive if it's going to be in the framework of

1 deregulation and not making sure that people are going through the correct process, that's
2 a negative. That's a real problem. Because the tribes, Squaxin, we've used the Army Corps
3 in situations to make sure that groups, businesses, industry are doing things correctly, and
4 so, just another thought.

5 **PDAS TAHSUDA:** And so the Secretary, you know, has repeatedly since I've been there,
6 and I'm sure before I was there, emphasized that one of our Department's priorities is to
7 follow the law and science. Whether we require this by law or the science. Not just any
8 science, but the best science, right. So, with that in mind, I think his belief is however the
9 decision comes out, right, with one of the decisions is time and management. Because
10 whether you support or oppose something, going through and getting that decision if it
11 takes years and years to get there. It's not just time but the immense amounts of money.
12 And for our purposes with the tribes, those are big costs. And the Tribes suffer. We suffer
13 because we have our role in it and, you know, that's ultimately resources in my mind that
14 are kind of squandered. If we can't come to a decision on the environmental impacts within
15 a reasonable period of time there are unique circumstances because of that. For most
16 projects, we are now experimenting those. The Deputy Secretary has issued direction to get
17 for every day decisions. We had environmental reviews in one year in 150 pages. You
18 would be amazed at how hard it is with the simplest things for folks to get those reviews
19 done. Just think, it takes a year to get a simple priority or a project. You've got a couple
20 more years for all the other decisions to be made. So that's why we end up with years long
21 process for simple fee-to-trust or other things [inaudible]. So, along with this sort of
22 strategic decision-making or reorganization, we are, the Department is working on sort of
23 the internal common sense, improving process I guess you call it. So again, we are looking

1 at better coordination. We are working on common categorical exclusions. So believe it or
2 not, even though NEPA says and specifies how do we look at [inaudible] we have different
3 EIS's than BLM has, why is that? We have no idea and [inaudible] so we're doing internal
4 things like that as well. There is a federal government-wide effort on a couple of fronts. One
5 of these is environmental is a good example in which the President has expressed his view
6 that we ought to have one federal decision. And so not only are we only trying to follow the
7 Secretary's vision for us internally but the different Cabinet agencies that have a say in each
8 decision are supposed to be working towards how we can have better coordination so that
9 the same concept will apply to State Department has to work with us on collaborative
10 opinion or simultaneous review. That we're doing this at the beginning and not reaching it
11 at the end. You know the same thing applies in that situation as it does for our Department-
12 only decisions. We get sued on most decisions that we make. And particularly if there is a
13 required Departmental review and often resolve these results in a lawsuit. But it is
14 something dear to my heart, is for Indian country, obviously those slow things down. We
15 often have self-inflicted wounds and results are probably in [inaudible] but how do you
16 resolve these faster? Well, we have two or three different of our own bureaus that have
17 come up with conflicting opinions. We've [inaudible]. So IF we were working together at
18 the beginning on a decision among the bureaus in the Department than we would at least
19 cut down on that. That's kind of a self-inflicted wound in my opinion. Conceptually there is
20 a federal government wide kind of effort on things like this but for my purposes is to really
21 focus on the Secretary trying to envision how that could benefit Indian country. Do you
22 guys want to take a break? Yes, Mam?

1 **FEMALE:** I have a question, would you happen to have a map that shows these waterways
2 and watersheds and what not that they used as a basis for this proposal? Would there
3 happen to be? Or do we have to guess?

4 **PDAS TAHSUDA:** So, I'm probably guessing there is one. So there's early iterations that
5 were sort of ecosystems only. They were never intended to be the ultimate maps. They
6 were just to show where the starting place was so you'll see like the upper Colorado basin,
7 that's following the river, but also beginning of the Rio Grande.

8 **FEMALE:** I know, right, but I just wanted to see if there was a map that we could use as a
9 reference for the waterways.

10 **PDAS TAHSUDA:** So the Department has this unified region map but I'm not sure if they
11 have, it has gone through different iterations, they have put out the different maps.

12 **FEMALE:** I think that they did, I was at NCAI at a workshop on this topic and it showed all
13 3 maps and I think the middle one had the regular waterways overlays. Because it had all
14 the overlays and I think that's on the website. It's the one where that they show the three
15 versions. One of those has the major waterways.

16 **PDAS TAHSUDA:** I know. I didn't go to NCAI.

17 **FEMALE:** I thought, oh no, I think where I found it was. I looked back at the NCAI, they
18 closed everything, and that's where I looked back at. And also if you attended that
19 workshops and got on their email list, they sent it to you also. But the waterways were on
20 there so that was helpful. So if you want you give your email and ask NCAI or I can send you
21 what they sent me.

1 **PDAS TAHSUDA:** I'm sure we still have it somewhere too though, so if you want to contact
2 my office. So, we'll take a quick bathroom break, about ten-fifteen minutes.

3 **FEMALE:** Hey John, you want to put me on?

4 **PDAS TAHSUDA:** What's that? Oh, no. [laughter]

5 **FEMALE:** Can I go before the break? Because, sorry, I've been standing over an hour,
6 waiting patiently. No, just kidding.

7 **DORE BIETZ:** Good morning, John. [Speaking in Native language] Dore Bietz for those
8 that don't know me. My name is Dore Bietz and on behalf of my Chairman, Kevin Day, from
9 the Tuolumne Band of Me-Wuk who apologizes he could not be here, but asked me to say a
10 few words. I want to thank the Tribal leaders and the Tribal elders in the room. I know
11 while we are small in number, we are here all in heart because it is a concern. First and
12 foremost, on behalf of the Tribe, currently we are not in favor of the reorganization. There
13 are many things that we would like to know more. Devil's in the details and I think that's
14 been raised by multiple Tribal leaders and speakers before me. We have a lot of concerns
15 and questions. Kevin Day, our Chairman is also the Chairman of the Central California
16 Tribal Chairman's Association which comprises of over half of the federally recognized
17 Tribes in the State. Many of the Tribal leaders and Tribes here present are part of that
18 organization. Tuolumne will be submitting written comments and I do believe that the
19 Central California Tribal Chairman's Association as well as Northern California and
20 Southern California will be submitting comments as well, as this was discussed at a recent
21 meeting that they all had together. A couple of quick comments and John is no, he's not a
22 newbie so I won't sit here and talk about California and Indian history but some questions

1 for you John about the map and maybe this already exists. could be shared specifically for
2 California, if you look at this map and understanding really where that lower line sits is
3 Tuolumne on the upper side, is Tuolumne on the lower side. It would be really nice for us
4 as Tribes in California to know exactly what that map means and what I say is where are
5 the tribal lands on this map? If that could be uploaded and overlaid because it's important
6 to understand not just where our land sits on either side. But also to as a Tribe where our
7 cultural lands were, our traditional lands may sit and reflect in, with concern to some of
8 where these new boundaries might be. We have been so fortunate in California, you know
9 that we are the second largest right next to Alaska as far as the number of federally
10 recognized tribes in one state. It is a very large state if you have ever driven from the
11 northern border down to the southern. It's not something that can be done necessarily in a
12 day and see all of Indian Country and look at the BIA employees in the room and they know
13 it's a several day, you know, trip to be able to sometimes get over to Old Man's [inaudible]
14 Valley or to get to southern California and some of our tribal communities, we can't just
15 hop on a plane. We physically have to drive to get to the regional offices. So the question
16 for California and the question we have at Tuolumne is would this new California great
17 basin regional office still be in Sacramento? Or is it going to be somewhere else? Where
18 would then the agency offices sit? Will they still exist or would there be, changes to that? It
19 is important to us as we develop our Tribal Communities, it's already hard to get to as it is.
20 So if you increase that, that geographic and I look at California great basin, it would now
21 include Nevada. I think about funding and I am glad to hear that there wouldn't be a
22 decrease in the funding, but are you going to combine that? So Nevada Tribes have such a
23 different demographic, geographic need than California Tribes do. I look at fire funding, I

1 look at natural resource. I look at this year land base issues. So are we going to have to then
2 compete with a larger land-based tribes that sit in Nevada now because of those resources?
3 So, all of these questions I think, need to be detailed out so the tribes can sit there and
4 really analyze them and either support or not support as it was stated by several already.
5 Change is good, we get that. As Tribal communities, we understand change is good and we
6 understand the idea behind business efficiency. But let's be realistic. Tribal communities
7 still have to deal with the Bureau of Indian Affairs face-to-face. That's how we get business
8 done. That's how it's been done traditionally. That's how we ensure that our concerns and
9 our needs are met, is when we have the ability to sit down with Amy or any of her staff and
10 say, "hey, this is a priority". So while it may look good on paper and it may look good in a
11 business analysis to make these changes, is it truly good for Indian Country? And that's one
12 of the concerns and the comments that we have. So, having that detailed map would be
13 awesome knowing exactly where, how the Tribes would be affected. You know, we have
14 different demographics. It would be great also to know, what does that mean then?
15 California, 109 federally recognized Tribe but would California Great Basin mean? What
16 number is that then? How many Tribes in California, how many in Nevada and then are
17 there any Tribes and what Tribes would be coming from Oregon? So I think that that's
18 important for Tribes to know. Again, the details are needed. And if those services, I think
19 that's the biggest concern. We don't want the services to be decreased. If truly the
20 Department wants to increase or become much more efficient, then we got to guarantee
21 that there will not be a decrease in services, existing to those Tribes. California, historically
22 has been underfunded in every aspect. We are just now kind of getting our feet, we were
23 running and we're doing some great things. To just turn around and just change it all over

1 again. Really, sends a pretty negative message or could have a negative impact to our Tribal
2 communities. And I think that's it. So you will get written comments from Tuolumne and
3 again, on behalf of our Tribal Chairman, Kevin Day, he apologizes for not being here in
4 person. Thank you.

5 **PDAS TAHSUDA:** Those are some good points and I think I some responses to your
6 questions for you, after we take a short break.

7 [Took a break at 11:10 a.m. Reconvened at 11:35 a.m.]

8 **PDAS TAHSUDA:** Alright, shall we get started again? So, Dorie had a couple of good
9 questions. So I want to repeat and clear what I said earlier. One of the questions she raised
10 is that we don't want to decrease the level of services by I would say both regional and at
11 the agency level. So the Secretary's commitment to Indian country is that the Tribes will be
12 held harmless. Again this is not a budget exercise, this is a hold harmless of Interior budget
13 and it's not intended to pull resources out of the region. His preference is to see go the
14 other direction. [inaudible] So at worst it would be the commitment will be that the Tribes
15 will be held harmless. I know there will be some budget discussions to be had as this moves
16 with BIA about regional budgets and how we are going to divvy up into regions, etcetera.
17 Making sure that the Tribes, that input is [inaudible] etcetera. So that will be a good
18 discussion later on about how to accomplish that. The, question about regional offices,
19 etcetera So, there is no intention to move agency offices. The regional offices, that's a good
20 question. So, I suspect that, there even long term, that there would be a desire to keep the
21 Sacramento office here as a regional office. [inaudible] It would seem to make sense that it
22 stay here. Again, there would be a discussion about Southern California and how it fits in

1 with Arizona. For that regional office, located possibly in Phoenix or have a regional office
2 [inaudible] several of the other bureaus have regional offices here as well. And so, there's I
3 guess that would be something that would have to be fleshed out later down the road
4 would be a discussion among the bureaus and amongst also our different stakeholders. So
5 some bureaus have to deal with governors, even counties. [inaudible] For us, the Tribes, it
6 would have to be like I guess a consensus among the stakeholders and our bureaus on
7 whether it's worth all the move and co-locating regional offices. It may be that because the
8 different bureaus will still have their responsibilities in that region and their current
9 regional office has facilities that it doesn't seem logical that we would want to move that.
10 [inaudible] in that office or another bureaus regional office. So, again, that would be a
11 second-stage discussion. The question about where Tribal lands fall out on the new maps.
12 So let's take a look at the [inaudible] haven't really gotten really that granular to see
13 [inaudible] I will say this, so the Secretary said that we want to retain some flexibility in the
14 new region and the new map, and so if at the end of the day a line needs to move three
15 miles, it can if that doesn't impact the others negatively. Certainly that is easy enough to
16 do. There may be situations in which a bureau has a lot of responsibilities, I'll use California
17 as an example. They may have a lot of responsibilities in northern Cali. This northern
18 California region, not so much in the southern California region but still have some. So, it
19 may be worthwhile and the Secretary is open to this. That the Northern California region
20 would continue to service that Southern California region. So, conceptually within this will
21 remain some flexibility to make sure that the bureaus are still able to meet all their
22 responsibilities in these new regions and if they can facilitate another region in
23 responsibilities in that the current operation that's located [inaudible]. So again, that's

1 something that has to be fleshed out later on, I think. So, which brings me to this sort of
2 overarching point that I want to make and I'll repeat it again before we close. The Secretary
3 has made it very clear publicly with traveling around Indian country with him on a number
4 of trips. And so his commitment to Indian country is not just that we keep your budgets
5 safe. We would work to keep things right, but ultimately, he wants this decision to be
6 Indian country's leadership decision. So, whether the Bureau of Indian Affairs reorganize
7 its regions to mask the other unified regions will be up to Indian country to Tribal
8 leadership. If you don't want to do that in your region, because there are some other
9 regions of the country that are interested potentially and will end up with. And he, again
10 wants to his [inaudible] own and retain the flexibility to tribes. If the regions in the Great
11 Plains region wants to reorganize around this unified regional concept, then we will work
12 with those tribes to make that happen, while we are working with the rest of Indian
13 country to keep BIA regions intact for them where they are. So, there's sort of the option to
14 be all in, there's an option to be partially in, and there's the option to not be in at all in
15 Indian country. So, that would be ultimately your decision for the Tribes. But I do have to
16 stress as well, that this reorganization will go forward for the other bureaus. And so at the
17 end of the day in Indian country does not want its bureaus to be part of the Departmental
18 reorganization, we will have to have a discussion at that point about how our bureaus for
19 these inter-bureau decisions [inaudible] can considerably happen. How our bureaus can
20 continue to be effective in working with other unified regions. So that will just kind of be a
21 discussion that will be happening down the road, if that's the decision of Indian country. So
22 I think that, so, on one level, that leaves the range of options completely open for Indian
23 country, it leaves open also the possibility. Which is the issue we deal with now is that the

1 BIA's priorities are not the priorities of other regions and of other bureaus. And that's
2 something that all the bureaus struggle with, we struggle with as much or more than the
3 others. Because at the end of the day, our priorities are people priorities and Indian people.
4 And the other bureaus have responsibilities for rocks, trees, and fish and stuff. So maybe I
5 am biased by thinking that our priorities should be the greatest priorities for the
6 Department but that is not necessarily the case. The other bureaus have their own issues
7 along with responsibilities. For them, those are their greatest priorities. Without greater
8 unification of cross-bureau decision within the Department, the BIA will still remain
9 separated out for this unified decision. So, that's where we are now I think. I would suggest
10 that Tribal leadership think about that. If you think that, there is, positive benefits to be had
11 for these inter-bureau decisions that get things held up for Indian country. Then let's talk
12 more about how we could make this work for Indian country. If you think it's not worth, I
13 understand the question of risk and change, always the status quo always brings change
14 and risk. I understand that Indian country ultimately doesn't want...but we will have to
15 deal with that at that point. And, I'll be clear, I understand hesitation because most of the
16 time in the past, I don't know, in the past 45 years, there's probably four times that BIA has
17 been reorganized. Interior has been reorganized and those have often been budget
18 exercises in trying to shrink the budget. So I understand, hesitation, weariness, that maybe
19 that's the way it's supposed end. I will tell you that's the Secretary's commitment to my
20 bureaus and my commitment to you is that that's not a budget exercise, this is not an
21 attempt to shrink the BIA's budget. So, I understand the long term history here and in the
22 past is [inaudible]. Chairwoman?

1 **CHAIRWOMAN PIGSLEY:** I just have a question. When you have the discussion with the
2 Secretary of the Interior, does he listen and does he recognize that the Bureau of Indian
3 Affairs is different than these other bureaus that you're working with sovereign
4 governments while the other bureaus work with animals, and land and natural resources.
5 [Inaudible]

6 **PDAS TAHSUDA:** That's a really good question. So Chairwoman Pigsley from Siletz is
7 asking whether the Secretary, I understand really you're asking if the Secretary
8 understands the unique nature of Tribes, and I would say absolutely. So if you don't know
9 this, he grew in Glacier Park in Western Montana. He played football and basketball against
10 the Blackfeet Crows up around the Salish. So he's familiar with Indian Country, he's
11 comfortable with it and he grew up around it. He understands Tribal sovereignty.
12 [inaudible] He sees Tribal leaders [inaudible] doesn't understand their level, but he
13 understands the importance to Tribes. One of the foundational planks of his administration
14 is that we will make sovereignty mean something. He's a straightforward guy. He's a career
15 military man so he's a very sort of think about things in a very straightforward manner. I've
16 traveled around a number of places in Indian country in the Southwest. We've been to
17 Montana, Washington State and more. He loves visiting Indian country. Despite the fact that
18 he has the coolest office in DC, I think the old fashioned cooler in the oval office. But
19 despite the fact that he would rather be out in the country. He's kind of a country boy. He
20 loves visiting Indian country. He loves visiting all of the national parks we have. He loves to
21 be out. So having traveled with him I've had the opportunity to both talk with him
22 individually and observe and interact with Tribal leadership. I didn't have to prep him to
23 talk to Tribal leaders. He from his own history and intuitively, he understands, the

1 relationship that he has as the Secretary of the Interior, the relationship that the nation has
2 with Tribal nations, government-to-government relationship. So he always gets this great
3 response and I think in part of it is because of the his level of respect he gives so, I would
4 say that one piece of evidence that I think that he also does hear when we have
5 conversations about things. I had from early on in this discussion pointed out that as I said
6 earlier, BIA and BIE are really unique because we do everything that the other bureaus do
7 in this Department, We also do fish, rocks and trees. And then we have layered over on top
8 of that, people and Tribal nations. He started using that actually in his discussions with the
9 Tribes. So, one I think he does listen and he gets through [inaudible] and two, he
10 understands the importance of Tribes that's why he ultimately is going to leave the
11 sovereignty to Tribal leadership. This is your decision. Now there is a practical side to this
12 as well. He also understands that there are a number of stakeholders that are very
13 important to us. And, you as an outside stakeholder are very, very important to us. But you
14 have your own relationships including your relationship with Congress. Congress is a very
15 important stakeholder in this as well and so they will play a large role in the ultimate
16 effectiveness and limitations. So one of the reasons that we need this level of consensus,
17 internal and external, is to achieve that because governors could derail this. They have a lot
18 of influence with Congress, obviously. You guys, Tribal leaders have a lot of influence on
19 Congress. If we're going sideways with you on this it doesn't help our overall effort to
20 ultimately accomplish this. So there's kind of a practical side to this as well. He
21 understands, you know, to respect the sovereignty of the Tribes and needs to be your
22 decision, but also needs to be your decision as well so we can have your consensus in this.

1 **MICHELLE HAYWARD:** Hi my name is Michelle Hayward, I am Winnemem Wintu, and
2 [inaudible] Wintu and Karuk from Northern California and I am the Vice Chair with
3 Redding Rancheria. So the Redding Rancheria is pleased to accept Secretary Zinke's to
4 consider the proposed model of an Interior Department reorganization. In Secretary
5 Zinke's statement before a budget committee on April 11, 2018, he confirmed that the
6 Tribes are a sovereign, are sovereign and that it is up to the Tribes to accept or reject this
7 proposed model. The Redding Rancheria rejects the proposed model. The United States
8 through the Department of Interior and Bureau of Indian Affairs owes a trust responsibility
9 to federal recognized Indian Tribes. The proposed model would be a breach of that
10 responsibility. The model would interrupt the direct relationship between the regional
11 directors of the Bureau of Indian Affairs and BIA's Central Office. For our Rancheria and
12 others in California this model would break up California Tribe's Fee-to-Trust Consortium.
13 But the latest map we have seen, some Tribes would go east to the lower Colorado Basin
14 region breaking up a well-functioning system is not a desired result of a reorganization. As
15 our Tribal council reviewed the reorganization PowerPoint we noticed many pages without
16 references to Tribes or Indians. This reorganization is obviously designed to address
17 efficiencies related to basins, rivers, and land areas. The reorganization is equally obviously
18 not designed to deal with Tribes. The relations to others to each other, I'm sorry I don't
19 have my glasses and I'm squinting to try to read them. The reorganization to equally
20 obvious not designed to deal with Tribes. Their relationships to each other and their
21 government-to-government relationships with States is that regard or in that regard, the
22 addition to Nevada Tribes and the subtraction of the Southern California Tribes from the
23 Pacific region would have a detrimental effect on government-to-government relationships

1 with the State of California. We thank Secretary Zinke for his kind offer but we strongly
2 oppose this proposed model. Thank you and my other Tribal council member does have a
3 question so I would like to call him up. Thank you.

4 **MALE:** So I was wondering California...

5 **PDAS TAHSUDA:** Please state your name again.

6 **MR. HAYWARD:** Oh, Jeremy Hayward, Redding Rancheria, Tribal Council. California is
7 already set up. I feel like the way that you guys are trying to get the rest of United States set
8 up. All of our bureaus are already in the same office. And from my understanding and
9 correct me if I'm wrong, the only thing that would be different if you left California, the
10 Pacific Region the way that it is, is that you just need to appoint a new position. Somebody
11 who is basically a conflict resolution over all the bureaus, right? But right now, aren't all the
12 bureaus in California in the same office?

13 **PDAS TAHSUDA:** Sorry, so in Sacramento, we have a number of regional offices.

14 **MS. DUTSCHKE:** The only one that's not there is the Park Service.

15 **PDAS TAHSUDA:** OK, but they are in San Francisco.

16 **MS. DUTSCHKE:** Right and then they're actually moving out of San Francisco. But the Park
17 Service is, because USGS right now is [inaudible] state but they're actually coming back to
18 this area.

19 **PDAS TAHSUDA:** But the different bureaus don't have the exactly same regions.

20 **MS. DUTSCHKE:** They don't, but I guess he's correct in their headquarters offices are all
21 currently housed in the federal building on Cottage. We don't all have the same drawn
22 boundaries. [Inaudible]

1 **MR. HAYWARD:** You could accomplish what you're trying to accomplish without breaking
2 Northern and Southern California apart. And I feel like the Tribes in California, we didn't
3 make the State boundaries but we have dealt with them for a long time, right. And we've all
4 fought together to accomplish the things that we have accomplished today. And by
5 breaking up Northern and Southern California, you're putting us with Nevada tribes, and
6 northern California Tribes and Nevada Tribes have completely different interests. So when
7 California gets together and we go to the BIA with an issue that we need addressed. We
8 have a little over 100 Tribes to go to this one BIA office to put pressure on them that we
9 need this changed. And if you are going to break up northern and southern California, and
10 now we have to get with the Nevada tribes and get the Nevada Tribes to agree with our
11 issues to go to our new BIA regional office to fight these issues or get our issues dealt with.
12 Same with Southern CA, so southern CA now they're gonna have to get, and they don't have
13 to, but it would help to get Arizona's Tribes to agree with their issues. So that they can take
14 their issues as a whole to their regional BIA office and get it dealt with. And so to me,
15 California we've fought together for many, many years and I feel like breaking up California,
16 having us have to go, making new relationships, isn't a bad thing, but our interests are
17 different. California as a whole, we've fought this fight for a long time. We have very similar
18 interests and, reasons to go to the BIA. And I just feel like, you know, when you put Arizona
19 in and you put Nevada in it, the issues they're going to be dealing with are completely
20 different from the issues we've fought for, for a long time for. So our Tribe is completely
21 opposed to breaking up the Pacific region. We've dealt with things the way that we've dealt
22 with for a long time and you know, we've fought a lot of fights and we've a lot of success.
23 And I feel like now that we're finally learning how to navigate around the BIA and, come

1 together that now you're trying to separate us. I feel like this might be, and please do
2 correct me if I am wrong but this is more of a map that is favorable for the other bureaus
3 that you guys are trying to get together, not favorable for Indian Country. So that's Redding
4 Rancheria's stance.

5 **PDAS TAHSUDA:** I understand those are good points. There's a lot of concerns and a lot of
6 questions raised by Tribes, they've had a history of working with one region, and how that
7 would be impacted. Again I guess Tribes [inaudible]. The flipside is, for us if for your
8 consideration, is would we be able to do our job for you better and so at the end of day, is
9 that worth switching a region and switching people around. I guess that's a decision you
10 have to make. I would like to think that if we're doing our jobs, and managing the
11 organization then it shouldn't matter that much that you might have to work with
12 somebody different. In Southern CA have to work with the regional director but,
13 conceptually that shouldn't matter. I know, some people do matter, and sometimes
14 relationships with all things some people are more effective leaders than others. But I
15 guess, I do find this kind of curious because I've heard some Tribes complain about they're
16 going to be moved, their region will be split, so they'll no longer be working closely with
17 Tribes which will now be in another state or a different region. At the same time these
18 Tribes have four sister Tribes, they all come from a common tribal ancestral groups that
19 got moved around country in different times, they still maintain those close relationships
20 even though these four other sister Tribes of theirs are in four other regions. And so, I
21 guess I'm not sure how the intertribal relationship will negatively impact that. What comes
22 to my mind is [inaudible] what kind of benefits we can bring to our service to you through
23 this system. So, I know it's in one particular area but so use the example of C-NIGA. C-NIGA,

1 the reason it's called C-NIGA is it was originally in California and in Nevada, so there is a
2 history of Tribes in Nevada working with Tribes in California and I think there's some other
3 organizations that manage a close relationship on particular issues and certain matters. So
4 I also, again, this is something for you and your leadership to consider. In my mind I guess
5 too, so, if you look at it, you have a California-specific issue that needs resolution out of the
6 region you actually have two bureau Directors arguing for you instead of one. That
7 potentially brings more attention to that issue for you, for the Tribes in the state. Again I
8 would like to think that that doesn't matter in what organization [inaudible]. There is an
9 issue that is sufficient weight that it impacts multiple regions, sometimes it becomes a
10 higher priority for Central Office. I appreciate the questions as well about interrupting the
11 relationship with our regional director, our central office. Again, I think to my mind that is
12 not the case we would still be working closely. Our Regional offices will still have the line of
13 authority reporting to our director and to the Assistant Secretary. Again, this IRD is really
14 focused on interagency resolution and the three primary functions. And really you have
15 once common project manager rather than a full time boss, if you want to call him that. He
16 or she will be ultimately responsible for decisions and projects, etcetera that come out of
17 that unified region making sure that the bureaus will work together so that the timeline
18 will be assigned. Timelines, etcetera for the sub-decisions that have to be made to get to the
19 final agency decision. So he or she will be the one cracking the whip to make sure the
20 bureaus are meeting these timelines, etcetera, working together to things done. That's their
21 primary function and it's not to have day-to-day management over all the bureaus in that
22 region. That's what the regional director is there for. They have more knowledge of their
23 bureau and their bureaus leading that region and their Bureau director has more

1 understanding of what their day-to-day responsibilities and needs are and their mission.
2 So, I don't think that should be an interruption to that relationship. Again this is to facilitate
3 decision-making and again, if you think about on a project basis than there will continuous
4 decisions to the actions that need to happen out in the region that will require either joint
5 decisions or input from all the bureaus in that region or multiple bureaus in that region.
6 This IRD is to facilitate that to make sure that happens more quickly and more efficiently.
7 Is there a comment?

8 **MS. BOVEÉ:** Good afternoon, my name is Deana Boveé, I'm the Chairwoman for the
9 Susanville Indian Rancheria. First of all I would like to say thank you for being here today,
10 and providing us the Tribes with the time and opportunity to actually have a consultation. I
11 think for me part of the reason why I feel our Tribal people are having such a problem with
12 this is that this realistically is the first opportunity that we've had to sit and ask questions
13 and have that information provided to us. I was at the meeting in Sacramento where that
14 was pretty much a listening session. There wasn't any conversation really back to us. I was
15 at NCAI where I listened to Secretary Zinke give us his proposed changes. And so today is
16 the first time that I think really we're able to start to obtain a better understanding of what
17 it is that is being proposed. And how that might affect us, and/or not affect us and you
18 know, so I agree. You know we look at California Indians, there are over 100 CA tribes in
19 the state. We're all Indian people but we're all as different as we are, we're the same. So we
20 can't say I come from Lassen County where it is so rural, and yet, you know, I have people
21 here from Redding that now that you're more urban. And but we're so extremely rural, that
22 yes we are a little more like Nevada. You know because we're right there on the border. I
23 think in my mind, what would help me as a Tribal leader, is to have the ability to have the

1 conversation with the Secretary to have more conversations with yourself, for us to really
2 be able to get down to the nuts and bolts of it and understand what this is going to do for us
3 or what it really is going to do against us. And that really is where it's at. If we understand,
4 we're intelligent people and we should have the respect paid to us to be able to sit down
5 and have those conversations. So that we do feel comfortable because if we do feel
6 comfortable, we can get on board with something. But if we don't, we certainly will stand
7 up against it and we are all very well adept at going to Washington DC and having those
8 conversations with all of our Congressional leaders and senators, it happens all the time. I
9 don't know that we want to do that but we want to be able to work together to try and find
10 a solution to this. Thank you.

11 **PDAS TAHSUDA:** This will be a good segue to this. I get asked these questions why haven't
12 we come out and consulted sooner and provided more information sooner. The basic
13 explanation why we haven't consulted sooner is that we had to get to a point where I had
14 sufficient information so I could give you a high level description of what's being proposed
15 and you know consultations always a big of tricky thing for us, right? You kind of walk a
16 tight rope because if I came to you to reorganize the Department. And you just said well, I
17 need more information [inaudible]. Well I'm kind of wasting your time, right? Wasting my
18 time. But if I came out here and said, hey here is the plan this is how it's going to work. Lot
19 of Tribal response would be, well, you've already made your decision to consult with us. So
20 we're actually opposed to [inaudible]. So trying to find that sweet spot where I have
21 enough information to start that conversation but to ensure that we have plenty of time for
22 your input to effect that decision and this is ultimately making decision is important to us.
23 So that's why we're kind of coming to you now with this and, I think that so, let me repeat,

1 the Secretary's commitment is that ultimately this is Indian country leadership, your
2 decision. I was going to get a round of consultation in about just the basic concept, which
3 would be do you think there is enough interest and value of the tribes to take this
4 conversation to the next level. So, do we want to say that Indian country is interested in
5 participating in this. If the answer is an absolute no than there's really no need for me to
6 waste my resources. These consultations are expensive for us and it's certainly no need for
7 me go wasting your time and resources but if there is interest in continuing discussion then
8 we will have more consultation. And by that point, I expect that I will have a little more
9 detail on how this would work for us as well from the Secretary's level and we can get into
10 more detail into how this could actually you know be handled, how this will work, we'll
11 have the discussions again. How can we exercise the flexibility the Secretary has said he
12 will give us to try to accommodate [inaudible] one of the things that he's done is he's
13 traveled around in Indian country. He likes to tell Tribes this, part of the reason he enjoys
14 meeting with tribes across the country is he grew up in Western MT, he grew up with the
15 Blackfeet in particular and Salish and until he became a Congressman, those are really the
16 only two tribes he interacted with. When he became a Congressman from Montana, he got
17 to know the other Tribes in Montana. There's a varying degree of variety in [inaudible]
18 Now that he's the Secretary of the Interior, he's got 573 Tribes. One, he finds it kind of cool I
19 think to meet more Tribes and learn a little of their history. But the other thing that he has
20 vetted in his meetings, he's talked about reorg with them. He says I understand that your
21 history is unique so we try to reel into this greater flexibility in your region, and the Tribes
22 in your region, your unique history and the needs that you have. So I think California is a
23 great example of that. California has an incredibly unique history. The Greater Plains folks

1 they have, in some ways, they this huge reservations and really big populations, and they're
2 in the greater plains with all their unique geography and weather and everything that
3 goes with that. What we would like to do as well in a second-level discussion is to say not
4 only we talked more about how we would work this [inaudible] but how do you see that we
5 could have the bureau or better for you, given the unique history with the services
6 [inaudible] of the tribes in your region. So, I think that I would love to get to a second-level
7 conversation about that, but again, that's ultimately up to you guys. And again, that can
8 happen region-to-region. I think that I've been to several, meetings with the Secretary and
9 the Great Plains Tribal leaders. We've done some consultations with them and I think that
10 there is an interest there in continuing to learn more about this and so that's one region.
11 Again, it's a unique region and if you look at the map as well you'll see what is currently our
12 Greater Plains Region would add in Montana, which is currently in our Rocky Mountain
13 Region. Our current Rocky Mountain region includes Wyoming so again the discussion of
14 flexibility, the Secretary has said that if you build into this growth, practical as well as
15 historical. There's only two Tribes in Wyoming and they're on one reservation. There are at
16 least three that are closely related to the Great Plains and the Rocky Mountain Tribes so
17 why wouldn't we basically let them continue to work with the Greater Plains Region and
18 continue the relationships that they have with those offices. There's no need for them to get
19 swept into, for the day-to-day purposes, for the bureaus, for our purposes. That's not a
20 good reason for them to be swept into another whole region that has very little in common
21 with them. I think we can build in some flexibility and common sense. You know, ways to
22 deal with some of these issues and, you know, I would be happy to do that as we get further
23 down the road. Yes, mam?

1 **MS. MACIAS:** My name is Vickey Macias, I'm the Tribal Treasurer for the Cloverdale
2 Rancheria Pomo Indians of California. You know we agree with a lot of Tribal leaders and
3 with what they have said. A lot of the problems that we have is splitting the state of
4 California, that's a big issue for us. Tribal consultation has always been a negative word for
5 us. Everything you're bringing forward is still so empty and I understand your position of
6 coming in and trying to bring us something. But it doesn't really bring the effects of Tribal
7 nations. We're hearing a lot about the watersheds and the ecosystems, and that's what this
8 is about. The Tribes should not even be included in this. You know and it's hard for us
9 because like you're saying the tribes can opt out but what happens to us if we opt out and
10 that's where we come in to the unknown. What is best for us? You talked about the 100
11 years. Interior not being changed for a 100 years. Indian country, we've been changed how
12 many times over? So this is coming and we're trying to making a decision whether this is a
13 best interest of our people for the next 1,000 years, but it's hard to say yes or no when we
14 really don't know how this is going to affect Tribal nations. And that's what I feel is missing.
15 It's not about the Tribes and what's going to happen. Great to hear it's not going to hurt our
16 budgets but if we don't opt are you guys going to hurt our budgets? What's going to happen
17 to us then if we don't opt to be a part of this reorganization? There's so many unanswered
18 questions for us today that we still think we don't know yes or no. And so you know and
19 I'm not really making sense because I want to say a lot of bad things and I'm trying not to.
20 [Laughter] You know because the rotating we've heard the Tribes say their opinion. We've
21 heard you say bring in the definition of what the intent is. We're going just say "no" – we
22 don't want any rotating. It's just not going to happen for us, it won't work. We don't see it
23 working. We heard your decisions on why you think it will work and why the best interest.

1 Maybe for DOI yes, for Tribal governments – no. So you know, for us, it's the same thing, it's
2 about those three: the permitting, the conservation, the recreation, that's what's this is for,
3 it's not for the people, the people, the Indian people, and that's being missing in the
4 presentation.

5 **PDAS TAHSUDA:** So, I guess, I don't see it that way. So, what I, how I see it is decision-
6 making on behalf of people. What we're talking about is getting better decisions on how the
7 Department [inaudible] three primary missions at the end of the day if we don't get good
8 decisions, I think that's a failure of trust responsibility and it's not because we provide
9 services to Indians . So I think too often because we, the BIA, Indian Affairs, are sort of the
10 front line for you between the federal government. People assume that we have the trust
11 responsibility but it's not true. The Federal Government has trust responsibility and the
12 Department of the Interior is the primary focus other than health care and they have the
13 largest load on behalf of the federal government and we need that trust of responsibility. So
14 if the Department reaches a decision that hasn't had Tribal input from the beginning and I
15 don't know that we've really met our trust responsibility. How we achieve that, so each of
16 the bureaus has a mission that they have to go on and ours is Tribes. We have functions
17 that we use that are part of the decision making to deliver our service, etcetera and to meet
18 our mission. So that's what we're talking about is where the functions are similar even
19 though the bureaus in that region have a different mission. They have to come to a decision,
20 that's the ultimate goal, right? So if we are working the functions together then it allows the
21 bureaus to each still reach their mission but they reach the same ultimate goal. Which if it's
22 a tribal decision that needs to be made we've made a good decision that will help out the
23 other bureaus. If it's a decision that could impact a tribe in that region, then they have had

1 their interests represented from the beginning of this decision. So, I look at as this is a way
2 for us to represent Indian Country better in all decisions that the Department makes that
3 impacts the Tribes and that's what ultimately I think this would be a good thing for Indian
4 country. So, again, it's not leaving people out, it's serving people better. So what happens if
5 the Tribes opt out. Our budget is what it is and if Indian Country doesn't want BIA and BIE,
6 well BIE is a little different so the impact of – well, BIE has already been reorganized on a
7 non-geographic basis. BIE schools and tribally-owned schools are [inaudible] so that
8 reorganization is still happening, but it's being implemented now. So, we're really talking
9 about the impact on BIA. Our budget wouldn't change, if we stayed out of this
10 reorganization. I think what the ultimate impact is on our ability to effectively participate in
11 decision-making that is not entirely in our hands. Decisions that are made by other bureaus
12 or decisions that we really need and have to happen and get the input from the other
13 bureaus into those solutions. That's where we will have the challenge, going forward if BIA
14 is not part of the Department-wide reorganization. We will have a challenge. The BIA will
15 be on the outside, understand, the rest of the Department is going to be reorganized. So
16 how the bureau interacts with that we'll have to have a discussion internally. We'll
17 certainly want your input. Now there are some Tribes in some of the regions that have
18 done a great job themselves at developing relationships with other bureaus and they get a
19 lot of mileage out of that. So I think it's great that actually happens and so lots of the
20 regional directors involved with those bureaus were interacting with each other on behalf
21 of Indian country. If Indian country isn't joining the reorganization, BIA is not a part of it,
22 then we'll have to figure that out. How we can still try to deliver the best services we can

1 for these multi-bureau decisions. That's ultimately where we'll have to go if Indian country
2 opts out.

3 **MR. PETERS:** So John, can you talk a little bit when you say Tribes, is it all or nothing in
4 regards to this idea of opting out? Or is it by regions, you know? Again, who makes that
5 decision? I mean is it affiliated Tribes of Washington State, you know that will get together
6 and decide if we're gonna opt in or opt or is it individually? If it's individually, it just seems
7 like it would be chaotic for those agencies in current regions. Can you talk a little bit about
8 that opt in?

9 **PDAS TAHSUDA:** So, this is intended to be a regional reorganization or creation of unified
10 regions for the bureaus. So we really couldn't have a piece of a Tribe in a region that
11 wanted to opt out.

12 **MR. PETERS:** So, it's all or nothing?

13 **PDAS TAHSUDA:** So, it could be all or nothing for Indian country at large and the entire
14 bureau or again, if the tribes in a region have a consensus that they want their region to
15 participate. Then the Secretary has to write us to see what we can do. Any other questions?

16 **MALE:** I have a question. [Inaudible]

17 **PDAS TAHSUDA:** Only if, I guess, conceptually that decision required input from the other
18 bureaus. Otherwise it's our bureau's decision to come through our process so if it's
19 continuous or on-reservations it stays in the region. If it's off reservation it goes to the State
20 office.

1 **MR. HOLLOWELL:** Mike Hollowell, Attorney, Redding Rancheria: Continuous any
2 oversight on that IRD.

3 **PDAS TAHSUDA:** Just a second ... So conceptually so, if that that fee-to-trust decision
4 required an environmental review decision that impacted another bureau's
5 responsibilities, then possibly be triggered.

6 **MS. DUTSCHKE:** How about Lummi, a need for the same discussion? A need for a
7 biological opinion.

8 **MALE:** So if there's a conflict there for instance,, that the Interior Regional Director might
9 not be able [inaudible] with the BIA. [Inaudible]

10 **PDAS TAHSUDA:** Again, he's not making a policy call, right? What he's doing is requiring,
11 let's say in this case, Fish and Wildlife to work with the BIA from day one. So as soon Amy
12 can say send her Regional Director, as soon as she sees it and identifies or Fish and Wildlife
13 says hey, hey, hey, you know we got the same issue too. Then he or she can go to this
14 Interior Regional Director and say OK this is triggered, he will give a timeline for Fish and
15 Wildlife to work with her to come to this opinion. The work from the beginning will be
16 important meetings instead of us having lunch, blah, blah, blah and then that part would be
17 done. If there was, I guess, conceptually so if that interaction revealed a difference in policy
18 between BIA and Fish and Wildlife, then you would say okay I'm going to elevate this to DC.
19 Which happens now anyways, right? The Deputy Secretary will get the resolution of the
20 policy issue come back to Amy, he's not making a policy decision. He's getting direction
21 from the Deputy Secretary on the policy, and we would tell Amy and Fish and Wildlife, OK,
22 here's the policy answer that will be implemented in the decision. Then Amy would

1 continue on with her fee-to-trust application.

2 **Male:** Just curious. Have you gotten input from all the BIA regional directors?

3 **PDAS TAHSUDA:** In January, the Secretary brought in all of the regional directors and all
4 bureau leadership. We had a really big discussion and to be fair, the Secretary introduced
5 this and said, we want your opinion. But I don't want to just hear what you like about it. I
6 really want to hear what you don't like about it. As we got to resolve this and tell us what
7 doesn't work. It's just or more important than what you think works. So with an exercise I
8 think there's been several more rounds that has asked for input from the RD's, etcetera. I
9 have tried, we've had a session to talk with our RDs to talk about it, but my schedule is the
10 problem. So this is an ongoing discussion with the RD's. I think the general consensus is
11 this could work well. Obviously, there are some details that would have to be worked out.
12 There are things about Amy's job that only she knows. I don't know, so I would have to
13 have her input. At some point, as we have discussions with our counterparts, again the
14 Assistant Secretaries and their bureaus that they oversee. And so Amy's got to tell me, "well
15 this is something that I really need from that bureau" and I could advocate that to the other
16 Assistant Secretary. And that's partly ongoing, I think though, right now the Secretary
17 himself, from his office has been trying to really get, we've had this sort of regional director
18 input, but he's had his staff going around trying to get the next level of input. Whether the
19 rest of the staff what you think wants is to tell him that I don't think you did a good job, you
20 know, to be honest. Tell him during when the staff holds this meeting, I think people in
21 your reorganization, their first thought is "oh my God, I'm going to lose my job", or "I'm
22 being moved somewhere". To be honest, I don't think we did a great job because everyone
23 is getting so concerned. It's such a big thought process that people didn't really, we didn't

1 focus enough on making sure that our staff understood that you on the ground, this doesn't
2 mean, you know, any change, right? Changing a job or losing your job, changing where your
3 kids go to school, right. So, the last about two months, the Secretary's has had his staff try
4 to go out around the country and meet with more of the grass roots level staff to get that
5 information across, very basic, solicit the comments, but really, as much as anything get
6 across the point that what we're talking about is structural decision making. We're not
7 talking about moving bureaus around, moving agency offices around. So we've been
8 engaging in that. I don't know if that answers your question.

9 **MALE:** I mean, it still sounds like there isn't really a consensus among the BIA RD's.

10 [Inaudible]

11 **MS. DUTSCHKE:** Again, just for a comment. I guess that's one of those instances I think
12 we're like a lot of people in this room. We don't have a lot of information because it's being
13 developed. I personally heard something, I'm not sure where I heard it from. There are a
14 couple of options. In Indian Country I think it might be an easier sell. But there are things
15 that we do in California specific that may not happen across the rest of Indian Country and
16 that is partially facilitated due to the fact that all of us are located in one building. So I
17 without question, interact with the Fish and Wildlife director or the Bureau of Reclamation
18 director, or the BLM director, as needed. You know, I can call them up or go down there or
19 they would come to my office. The BLM director is literally down on the 1st floor from me.
20 Fish and Wildlife is 100 feet from me. Reclamation, I mean, listen, we do that because of the
21 fact that we're physically located and we do a lot of things in a consolidated fashion within
22 that building already. Just because it scales upon what John talked about earlier, you know.

1 So there are things that I believe definitely can benefit, there are things that, of course, are
2 still very much [inaudible]. So, you know, that's kind of where I'm at.

3 **FEMALE:** And I think that's what we just said here. How this was going to be good for
4 Indian Country by having all these relationships. So that's why we don't understand why it
5 has to be the way it's going. I guess that's where I'm coming from. So thank you for
6 pointing that out Amy. You kind of heard me talk about your agency today. But we already
7 do this in California. So I'll shut up sorry.

8 **MS. DUTSCHKE:** Maybe if you look at the IRD as a facilitator. They're a facilitator to the
9 other Regional Directors within any given region, or any given area. So, while I would still
10 work with Tribes, depending on how the regions fall out, ok. With a specific group or
11 whatever of Tribes, the Interior Regional Director would facilitate activities amongst the
12 organizations and bureaus within that different area. And I think that some people think
13 that person will be in charge or whatever but really they are a facilitator. And whether
14 they are political or career employee when they talk about moving that person, I don't
15 think they're talking about moving has kind of been in the news lately. But they're talking
16 about within let's say, CA was the same, so we have the same group, that one of those six or
17 seven regional directions within Interior would be the one that would facilitate the
18 activities for the rest. Or the other option might be that they would bring another person in.
19 That would be that facilitator. So I think all of those other people would still be there then
20 they would be separated out. I just want it to be a little easier for some discussion.

21 **MS. BIETZ:** I know my Tribal chairman will ask, maybe the other Tribal leaders might ask
22 as well, if August is the deadline for Tribes to comment whether or not we support the idea,

1 and then we get details and we don't like the details and the idea, will we be able to pull out
2 then or if the majority of tribes in California say yes we want to see where this organization
3 with BIA should go with the Department of the Interior in the reorganization plan. Will
4 there be an option to pull back out or will this be the obvious deadline be pretty much, hey
5 you know the majority of the Tribes are in support of this and we actually [inaudible] ...

6 **PDAS TAHSUDA:** So, that August is a comment deadline and that will get moved. So we
7 will add a few more consultations on, so the comment period will, I would say probably the
8 real deadline would fall back, would be in October, when the Secretary wants to send this
9 plan to the President. So it would be helpful for us to say it that Indian Country is interested
10 in having a discussion about how BIA can participate in this or Indian Country generally is
11 not a part of it.

12 **MR. HAYWARD:** It would be helpful for us to know what exactly it is you are wanting to do
13 or talking [inaudible], because there's not enough information.

14 **PDAS TAHSUDA:** So it would be helpful for me is to know what kind of information you
15 need to be helpful for you because right now, I don't have a lot more information than I
16 have provided to you. It is sort of structurally this overlay or facilitation on inter-bureau
17 decisions by the IRD, a map showing how the unified regions for this hierarchy plan.

18 **MR. HAYWARD:** How the map was created and why. It's negotiable.

19 **PDAS TAHUSDA:** Well, so I think, I mean at this point, we could make some changes, if it
20 could facilitate making it work, the Secretary, the other question would be if what you're
21 asking it be facilitated by just some flexibility in the system, would that do it as well. I'll use
22 the Wyoming tribes as an example, so potentially having their direct services running

1 through Great Plains, what will be the new Missouri Basin region instead of the upper
2 Colorado. That would be more efficient for us probably. I think they would appreciate it
3 more, and so, we could look at options like that.

4 **MR. HAYWARD:** Have you met with Great Lakes yet?

5 **PDAS TAHSUDA:** We did one with Michigan which is Pokagon, which is the far southwest
6 corner of Michigan. So, that includes what would be the Great Plains now. And we had
7 several Tribes from Wisconsin come over as well come over and comment. Every tribe that
8 commented said they were opposed to it but you know, I guess I'm not sure because a lot
9 questions they raised or the statements they gave were opposed to it seemed based on
10 misinformation. So, somewhere down the line someone told them do we move the
11 Michigan agency office to Ohio, which I have no idea who would come up that idea. That is
12 the most ridiculous I have ever heard. There are no Tribes in Ohio. Our Michigan Agency
13 has been used by the Tribes for over 100 years. It seems to be pretty well located there. So
14 I'm not sure and I hope that you maybe will clear up some of that misinformation.

15 **MS. BOVEÉ:** So, I would like to know, so where did the second steps look like to you. So
16 that the reasons you just stated you know, we've all stated that we don't have enough
17 information right now. And a lot of the information that we received is missing information.
18 And it sounded like this was being put upon us period. And so the second steps for us I
19 think is very important. I mean I my comments that the Susanville Rancheria will submit
20 will probably be more questions, because I think that instead of just saying I oppose or I'm
21 in favor, I really need more information in order to bring this back to my Tribal council and
22 for us to really have a well-educated decision made upon what/we really are.

1 **PDAS TAHSUDA:** So, second-level decisions I guess, in my mind would require us to talk
2 about issues like splitting California up, how does that impact the tribes? What could
3 southern California tribes currently get out of our Pacific Region Office? How would we
4 make sure that this new lower Colorado Basin office which is probably going to be in
5 Phoenix I would guess. Or we already have a regional office. But there's some similarities
6 with the southern California and some of the western Arizona Tribes. There's a lot of
7 differences. How can we make sure that their needs are fully taken care of by this new
8 regional office that they would be moved to that they would be a part of. At the end of the
9 day, we have I think we would have these sort of top-level goals. We don't want to impact
10 the Tribal budget. We want to make sure that decisions and how you need them made for
11 your tribes in your region, are facilitated and they're working properly. If you think that
12 they could be changed, how could we change them some to make them work better. So, so
13 what would that look like to you I guess is part of the question. To be honest, the budget
14 question could be a really big one. We have a very unique budget. Indian Affairs, we have
15 like 250 budget line items, BLM, other big bureaus have like 30 budget line items. Part of it
16 is because of people. We have very different budget lines than most or all of the bureaus.
17 But we also have some of these things developed over time. Some of these are specified by
18 Congress, they demanded we do a program and have a budget line for them. So, we have
19 that many nature of a budget and we also now have developed over a number of years sort
20 of an incentive [inaudible]. California, because of your history, has got to be dealt with
21 equitably budget-wise by BIA or IHS [inaudible]. But we have Tribal shares now that fall
22 through regions we would have to work through that. Again the Secretary's commitment
23 would be to hold tribes harmless at worst, right. So, we'd have to work through that. I think

1 we can have the goal of doing it, it would just be a pretty intense technical discussion on
2 how we accomplish that. So but we would have a goal, right? At the end of the day, it
3 would be no harm, it's just we have to get there. So I think that would be a big part of the
4 Secretary's discussion. If there are regional differences that we don't adequately reflect
5 through our regions now. We give a fair amount of flexibility to our regions to meet the
6 needs of Tribes in that regions. But is there a way we can do that and in particular, how in
7 your region we would need input from our regional folks and your input from the Tribes.
8 What is it that you need from the other bureaus and how we can make sure that that's
9 structure can get you what you need from those other bureaus in a timely and efficient
10 fashion. So, those are sort of the top line Secretary discussions. Again I just, I don't know
11 that would be a really big discussion. I know until there's a decision whether to keep
12 moving forward with the discussion. You know, it's hard to spend the time and energy
13 [inaudible].

14 **MR. PETERS:** In one sense, I applaud the BIA and the Secretary in not developing
15 something and just throwing it out and say this is what we're doing and comment. Because
16 you hear time and time again or maybe we've got to be part of the process. It's got to be
17 true consultation. So I appreciate that it's not fully developed but at the break, we talked
18 about the Secretary communicating with Indian Country on what he's going to propose in
19 that October plan and, so for this to be meaningful, I hope that you send back to the
20 Secretary, John, that as he is developing, because I'm sure he's not going to wait until the
21 end of this process to hopefully incorporate some of these concerns. But as he develops it
22 that he communicates back to you so you can share it with Indian Country. So as this
23 process rolls out, we get to comment on what he's developed or what he is proposing. And I

1 think another important piece is that the Secretary comes back to Indian Country even if
2 we got to go to one place to hear or be able to give feedback on his final draft. That would
3 be true consultation in Squaxin Island Tribe's mind.

4 **PDAS TAHSUDA:** Alright, anybody else? We are formally still 20 minutes away from
5 ending the session. Although we can stay here longer if you wanted to talk yourselves out.

6 **MS. MACIAS:** Well, I just have a question. Can you just erase that little line between and
7 Colorado, so we can think about it? [Laughter] Maybe we'll think about it.

8 **PDAS TAHSUDA:** I hear you. And just so you know, you're not alone, in that some of the
9 other bureaus have had questions from their stakeholders and it's the same questions they
10 have. So a lot of the other bureaus do follow state lines for things. So they're having to have
11 their own discussions and deal with as well. You see too there's on top of California, jutting
12 into Oregon[inaudible]. I would say one of the other impacts the scientists who by large,
13 the scientists kind of came up with this ecosystems map. That was one thing and I'm not
14 entirely sure, it has to do with the Klamath River. But the scientist absolutely insisted, so
15 they won that one argument, they won, right there, that line. And I think other than the one
16 bureau the only other bureaus were not happy about it. And so scientists won that one.
17 You asked about the consultation we had in Michigan, interestingly enough, I was kind of
18 surprised there wasn't more interest from the folks that would be in the Eastern Region.
19 We have a huge Eastern Region as you know, and a couple of Tribal leaders came also from
20 the Eastern region from Massachusetts and, anyways. I thought they would be interested
21 in getting more attention instead of having this region that stretches from Texas to Maine

1 down to Florida. They would actually have a smaller region but instead of splitting would
2 be more focused on Maine.

3 **MR. DAVIS:** My name is Shawn Davis. I'm from Scotts Valley Band of Pomo Indians. IS this
4 Zinke's plan? I just Googled his name and I mean you're not supposed to really, you know,
5 believe everything on Google but there's a lot of negative stuff about him going on. From
6 Halliburton, to fracking, to I mean, how can we trust a man to deal with Indian Country
7 when he's got his little hands in other people's, I mean, assuming he's got his hands
8 [inaudible], everything's an assumption. I'm not judging the man but you know.

9 **PDAS TAHSUDA:** Well, if you get the chance, at some point probably [inaudible], there's a
10 lot in the media about everything as there always is. This time period seems really crazy
11 but so one is he's a decision-maker. Again like I said, follow the law and the science in
12 making decisions. That's sort of his thing. There are people that don't want the Department
13 to make decisions. They want to part of [inaudible].

14 **MR. DAVIS:** I think that the Administration is pretty chaotic right now. It does affect Indian
15 Country, you know. I would hate your job.

16 **PDAS TAHSUDA:** I work for him. I think we have the best Department in the government,
17 and part of this is his leadership. He a career military man so he has a definite
18 organizational mindset that he was trained in. And part of that is there's several things and
19 he talks about this constantly is this huge philosophy. One is the best decisions come from
20 the front line if you give them direction and resources and then in decisions. That's the
21 best. Part of this comes from a soldier's perspective, right? If the guys in the front line know
22 the situation there is, have the resources and the authority to make the decision. They will

1 make the right decision 99% of the time as opposed to someone in DC. So that's a part of it,
2 part of it again is one of the reasons and I feel like we have a lot of open field running in the
3 present. Part of it is because the President is also comfortable with his leadership and his
4 willingness to make decisions. Whatever you think of the President, he's a man that likes
5 decisions just to be made and move forward. So that's the Secretary's, that's kind of his
6 motto too. So we have a great esprit de corps in the Department. Our leadership amongst
7 the bureaus is great. When I'm talking to people that preceded me about coming into Indian
8 Affairs. I have some pride because I have a great relationship with the other Assistant
9 Secretaries down the hallways and they talk about how they couldn't get the attention from
10 them before. And that's one of the reasons personally that interested me as well. That the
11 fact that I can get things done across bureaus now shouldn't depend on my relationships or
12 even my personnel. It should be an organizational structure that facilitates that. But again,
13 that's a part of the Secretary's leadership. He is insistent that we all work as a team. He's
14 constantly both talking about and when it's brought to his attention, trying to tear down
15 these silos between the bureaus, between leadership. He's you know, a military guys also
16 love ceremony and he gets it's obviously part of his conscious team building. It's also part
17 of how he thinks, right. When he does a lot of little things to recognize folks in his
18 organization, he does all these, every so often he has leadership meetings. The leadership in
19 the Department he has little ceremonial things he does to recognize them. So I think that
20 leads to us having a very busy and effective Department. To be honest, I look at some of the
21 other Departments, they don't seem to be operating [inaudible].

22 **MR. DAVIS:** Is he going to read this transcript? [Laughter from audience.] Thank you.

23 **PDAS TAHSUDA:** I'm sure he is.

1 **MS. DEASON:** Hi, my name is Michelle Deason, I'm with the Department of the Interior, I
2 work with the Office of the Special Trustee. For Tribal leaders here, I would like to
3 introduce myself as your Fiduciary Trust Officer for Central California. Just out of respect of
4 all the Tribal leaders speak, I held my comments until the end. I just want to, I hope the
5 Bureau does its homework in this scenarios of how impactful this will be at the regional
6 offices because I think that information would be very helpful to the Tribes in providing
7 more details for instance you know how would the Pacific Regional Director, all the
8 decisions that are coming across her desk now as a regional director for making regional
9 decisions. Hypothetically, how is that going to change if it's from a Nevada Tribe? What
10 information is she going to need to know making a regional decision for a Nevada Tribe and
11 the Nevada laws, that may play into that. Same thing for Phoenix, you know what's their
12 Regional Director in Phoenix up for the bureau going to have to consider about the
13 decisions that are coming from their agencies in California that need to be a regional
14 decision. What laws in California and what Tribal information do they need to know that
15 would be very helpful I think for the Tribes and how impactful it might be to change things
16 up. Thank you.

17 **MR. HOLLOWELL:** What about pending processes that are currently only cleared through a
18 region? So for instance, a Southern California currently has a fee-to-trust application for a
19 continuous on-reservation that's pending when this shakeup happens, what's going to
20 happen to those pending applications, are they going to move to the new Regional
21 Director?

1 **PDAS TAHSUDA:** That's a really good question. I guess I would add that to the list of what
2 we would want to talk about in the second-stage level. I presume we would have some kind
3 of transition period and at the end of the day, I would want to make sure that an impact to
4 the Tribes in the short term with those kinds of things would be minimal. That this will
5 continue and we have to talk about how we would facilitate on our end. Hopefully for your
6 end it would be very little.

7 **MR. DAVIS:** Just following up on his question. Would that include landless tribes that have
8 applications?

9 **PDAS TAHSUDA:** Conceptually, it shouldn't impact that at all but we would have to have
10 some discussion about both the transition and some kind of period probably Amy will
11 continue to still be responsible for everything in California until we get some transition
12 underway and down the road.

13 **MS. FINK:** I have a question as far as how is it going to be determined whether California is
14 for this or against it? We have two consultation sessions will it be from, because not all
15 tribes respond and yet we've got over 100 Tribes in California. How is that going to be
16 determined as far as we're for this or if we are not?

17 **PDAS TAHSUDA:** That's a really good question. [Laughter from audience.]

18 **MS. FINK:** You know by majority. By just the ones that represents the Tribes.

19 **PDAS TAHSUDA:** Well, I, so, I think it's it would be difficult for us to move forward without
20 a general consensus from the Tribes in that Region.

21 **MS. FINK:** Right, so if they don't respond, is that an automatic yes?

1 **PDAS TAHSUDA:** Well, I, before a final decision is made I guess, it's a good point. We would
2 either make an additional outreach to make sure they do have a comment to something. A
3 nonresponse means you don't care or that you're willing to...

4 **FEMALE:** If they don't care, they don't participate so why is it an automatic no, why not a
5 yes. [Laughter from audience.]

6 **PDAS TAHSUDA:** Because other Tribes in the region may want to reorganize and if they
7 don't care or are not as passionate to respond then my preference would be to listen to
8 Tribal leaders.

9 **MS. FINK:** I'm thinking maybe we have a Northern California Chairman's Association. I'm
10 saying maybe as a group, join that response. Would that take care of it?

11 **PDAS TAHSUDA:** I'm happy to talk you guys. Maybe we can meet again and just talk
12 through that.

13 **MR. HAYWARD:** So you're talking about a second round, right? And is that after the
14 comment period is over?

15 **PDAS TAHSUDA:** We will have more and if you think of these as introductory. As of right
16 now, we have conceptually at least have three more. The second round would be if Tribes
17 across the country or Tribes in a region have a consensus that they would like to move
18 forward and discuss further how they would like to accomplish this. And that would be a
19 second round of consultations about how we can do that. That's a good question to ask on
20 how do we accomplish this.

1 **MR. HAYWARD:** In that second round, is it going to come back as this is more information
2 or is it going to come back with options? To me, you're telling us what you're going to do,
3 and then with very little information behind it, we have to say yes or no in these
4 consultations. If we say no, because we don't like the way the map is made or some things
5 that we've heard [inaudible]. The second round of consultations would it be where you
6 would address the issues at these consultations and you come back with options to answer
7 our concerns about [inaudible]. I would like to see you come back with timelines and tell us
8 when these consultations are going to take place, when the comment periods are going to
9 be [inaudible], and if [inaudible] options that allow us to truly have input on those kinds of
10 [inaudible] either in or you're out.

11 **PDAS TAHSUDA:** Good questions. I think that, so part of what I have to do is an initial, sort
12 of a wrap-up conversation with Secretary. I guess it would be probably important for us to
13 say that we need to have a safety valve for the Tribes. If there's interest in having this
14 second discussion Tribal leadership, can we still pull out. At the end of the day, if we can't
15 work out all these details, than we will have a second round of discussions. So I guess at the
16 end of the day, that's his call, cause it's his plan. I'll explain to him how important that is for
17 Indian Country. There's a lot of additional discussion that.

18 **MR. HAYWARD:** You understand, I'm sure when I say don't trust the US Government,
19 right? We need some input in this. We need to have options, we need to have input on how
20 this thing is going to be done.

21 **PDAS TAHSUDA:** Of course.

22 **MS. MACIAS:** I just want to clarify it's October 2018. In that timeframe [inaudible].

23 **PDAS TAHSUDA:** I hope so. Yes, it's eighteen months from March executive order. I hope

1 so. Again, we will add three more on in early September. Time starts getting crunched. I
2 think, so that's why, I would say it seems to me it would be helpful to have a safety valve
3 there. I think it's fair to say we have a lot more detailed decisions to be worked out that
4 some of the other bureaus do with their stakeholders.

5 **MR. HOLLOWELL:** [Inaudible] Executive doesn't have delegated authority. It has to be
6 approved by Congress.

7 **PDAS TAHSUDA:** Right, so restructuring requires Congress as there's budget
8 appropriations, to allocate. So following to restructuring the Department into allocating
9 new responsibilities [inaudible]. There's some minor reorganization that the Secretary and
10 the President has authority to do, and this type of, particularly moving something from
11 other cabinet agency to us, requires Congress.

12 **MR. PETERS:** As you said in your opening remarks, you know, Governors have a lot of
13 influence on this reorganization. Congress has a lot of influence on it, if this goes forward so
14 I hate to keep being repetitive but if the Secretary wants his plan to go through, all the
15 comments that you're hearing from the Tribes about coming back to us after these
16 consultations to get further input, is critical for him to be able accomplish the goal. So, I
17 thought you pointed out the process pretty good for us. Governors have big influence in
18 Congress and you know the Tribes in the northwest have a good relationship with the
19 Governor and we'll be in his ear.

20 **PDAS TAHSUDA:** Thank you. So shall we wrap up? It is one o'clock on the dot. We'll close
21 this consultation. Alright, thank you guys, we'll close this consultation and thank you guys
22 for being patient with me too. I appreciate it.

- 1 The session closed at 1:00 p.m.