



March 17, 2023

Dear Tribal Leader:

Upon taking office, President Biden directed each Federal agency to prepare a detailed plan of action the agency will take to implement the policies and directives of Executive Order 13175 (Consultation and Coordination with Indian Tribal Governments) (Nov. 6, 2000). Federal agencies consulted with Tribal leaders on the development and implementation of these consultation action plans. Out of these consultations, the President heard loud and clear that there was a need to set uniform, baseline consultation standards across the Federal Government, and that Federal employees should receive annual training when working with Tribal Nations.

On November 30, 2022, President Biden issued a new [Presidential Memorandum on Uniform Standards for Tribal Consultation](#), providing more consistency in how agencies initiate, provide notice for, conduct, record, and report on Tribal consultations. In addition, the new Presidential Memorandum directs the head of each agency to require annual Tribal consultation training for all employees who work with Tribal Nations or on policies with Tribal implications. The standards and training requirements are based on the direct input provided by Tribal leaders during the agency consultation process.

The new Presidential Memorandum also directs the Secretary of the Interior and the Director of the Office of Personnel Management, in consultation with Tribal Nations, to establish training modules regarding Tribal consultation. These modules will be available to all government employees who work with Tribal Nations including any policies or programs with Tribal implications. The Presidential Memorandum further directs that the training modules should explain the concepts of Tribal consultation, the Nation-to-Nation relationship, and Tribal sovereignty. We are excited to take this opportunity to hear your suggestions and receive your input on the initial design of consultation training modules. To help facilitate our discussions, enclosed are a series of framing questions for the consultation discussion.

The Department of the Interior and the Office of Personnel Management will conduct consultations during the following dates and times:

Date	Time	Location
April 17, 2023	2:00-4:00 ET	Zoom Link: https://www.zoomgov.com/meeting/register/vJlscOurrD0qGkZS5UTTpD58uoh8FpnXTu4

If you would like to provide written input, please email written comments to Consultation@bia.gov by midnight Eastern Time on May 17, 2023.

We look forward to speaking with you. If you have any questions regarding this effort, please feel free to contact Ernesto Rodriguez, Senior Advisor for Operations, Office of the Director, U.S. Office of Personnel Management, Ernesto.Rodriguez@opm.gov or Tracy Goodluck, Senior Advisor, Office of the Assistant Secretary Indian Affairs, Tracy_Goodluck@ios.doi.gov.

Sincerely,



Bryan Newland
Assistant Secretary – Indian Affairs
U.S. Department of the Interior



Rob Shriver
Deputy Director
U.S. Office of Personnel Management

Enclosure

TRIBAL CONSULTATION TRAINING FOR FEDERAL EMPLOYEES

- What are the key elements that should be included in the consultation training modules?
- What areas should the consultation training modules cover to prepare agency staff to meet the standards outlined in the Presidential Memorandum?
- What aspects of Tribal consultation should the federal government fix/address most urgently?
- Do you have an example of a consultation that went very well? What made that consultation stand out as being successful?
- Do you have examples of training materials that you have used successfully when working with federal officials?
- What role can Tribal governments and other Tribal organizations play in helping to ensure that federal officials are adequately educated on Tribal consultation?