

## Peace Corps Tribal Nations Action Plan

### **Background**

On January 26, 2021, President Biden issued a [Presidential Memorandum](#) (PM) on Tribal Consultation and Strengthening Nation-to-Nation Relationships requiring agencies to submit to OMB a detailed plan of action to implement the fundamental principles and policymaking criteria of [Executive Order 13175](#) (see more detail in appendix A). The Peace Corps is committed to honoring Tribal sovereignty and including Tribal voices in agency policy deliberation that affects Tribes and Tribal communities. It looks to these actions as opportunities to understand the respective resources, wisdom, and creativity of both Tribal Nations and the Peace Corps to work toward a shared mission of promoting world peace and friendship.

As directed in the PM, the following Action Plan was developed by Peace Corps, following a formal Consultation with Tribal Leaders and Representatives held on April 14, 2021. The consultation itself was informed by Libby Washburn, Special Assistant to the President for Native Affairs, Domestic Policy Council as well as PaaWee Rivera, Senior Advisor and Director of Tribal Affairs, White House Office of Intergovernmental Affairs.

### **Action Plan Overview**

The Peace Corps Tribal Nations Action Plan establishes a process to ensure regular and meaningful consultation between the Peace Corps and Tribal Nations around agency programming and/or policies that that may have tribal implications.

Guided by the directives of the PM and the guidance of Tribal Leaders, this plan of action centers on four key components, including

- I. **Lead Peace Corps Office:** Designating a lead office and contact within the Peace Corps to respond to inquiries as well as to coordinate and document outreach to Tribal Nations;
  - II. **Regular Dialogue with Tribal Nations:** Establishing ongoing regular dialogue with Tribal Nations through Consultation and other potential engagement activities to better understand and deploy our respective assets to face shared-challenges and find mutually beneficial outcomes;
  - III. **Program Outreach:** Expanding and deepening Peace Corps program outreach to Tribal Nations and their respective networks;
  - IV. **Updates:** Providing updates on the progress and status of Peace Corps' Action Plan to the Office of Management and Budget.
- I. **Lead Peace Corps Office:** Designate the Office of Strategic Partnerships and Intergovernmental Affairs as the lead coordinating office regarding Tribal Nation inquiries and outreach.

While other Peace Corps offices will take a programmatic lead and/or an advisory role on various engagement opportunities, the Office of Strategic Partnerships and Intergovernmental Affairs will serve as the primary coordination office in matters related to fielding external inquiries, facilitating external engagement, and ensuring agency accountability for the commitments made in this Action Plan.

Agency Point of Contact:

Ted Adams

Acting Director, Office of Strategic Partnerships and Intergovernmental Affairs

[tadams2@peacecorps.gov](mailto:tadams2@peacecorps.gov)

202.692.2609

### Actions

- Convene relevant stakeholder offices within Peace Corps to review and consider 4/14/21 Tribal Nations Consultation input. (See summary of topline Tribal Leader input in Appendix B. 4/14/21 Tribal Nations Consultation Summary, including both verbal and written comments.)

- Hold quarterly internal meetings to track stakeholder office engagement with, outreach to, and inquiries received from Tribal Nations, analyze alignment with objectives, and progress to goals.
- Establish and maintain agency contact list with Tribal Nation leaders, representatives, administration liaisons, and Tribal Nation allies and network partners.

## **II. Regular Dialogue with Tribal Nations:**

Recognizing the value of the Consultation process, and the geographic, cultural, and institutional variables to consider when engaging across Tribal Nations and US government agencies, Peace Corps will document the planning, execution, and follow-up of the Consultation to inform and strengthen future Consultations and events with Tribal Nations. Peace Corps will also seek opportunities to further engage with other relevant stakeholders who participated in the 4/14/21 Consultation.

### **Actions:**

- Document the Tribal Nations Consultation process including timing, event logistics, collateral, agenda and program best practices to inform and strengthen future Tribal Nation Consultations.
- Identify and coordinate with federal agencies that may share a common size, mission, or complimentary expertise to more effectively partner with Tribal Nations.
- Initiate follow-up calls with Tribal Leaders and Tribal Representatives who attended the 4/14/21 Consultation to continue and expand dialogue and collaboration.

## **Component III: Program Outreach:**

Based upon feedback provided by Tribal Leaders during the 4/14/21 Consultation, as well as consideration of past and current Peace Corps outreach programming with Tribal Nations, the agency will explore opportunities for further outreach to Tribal Nations, to better inform members about the opportunity to serve in the Peace Corps.

### **Actions:**

- Conduct analysis of Native Identifying potential applicants, applicants, Peace Corps Volunteers, and Returned Peace Corps Volunteers to better understand interest, needs, and potential barriers
- Establish dedicated funds and personnel to support the Action Plan.
- Host a follow up listening session with Tribal Leaders, with a special focus on Tribal Colleges and Universities (TCUs) and Native Serving Institutions, to identify potential opportunities for collaboration, and listen to their recommendations for strengthening outreach and awareness amongst potential Native Identifying Peace Corps Volunteers.
- Complete internal landscape analysis of potential policy / programmatic intersections with Tribal nations to share with Tribal Nations; set goals in partnership with Tribal nations; identify strategies to make progress towards goals.
- Develop an intentional Peace Corps agency outreach strategy, with clear goals and metrics, which will result in increased participation of Native Identifying applicants and Native Identifying Peace Corps Volunteers. This may include increased recruitment activity at TCUs and Native Serving Institutions, informal or formal strategic partnerships with those same institutions, and/or senior leadership meetings with Tribal Governments, and/or Senior Leadership attending Native Events.
- Ensure the perspectives of Indigenous and Native American persons are included in the proposed agency equity assessments related to Peace Corps as a prospective, current or post- service opportunity and/or employer.
- In partnership with Tribal Nations and Tribal serving institutions, conduct an “Understanding Indian Country” session for all relevant Peace Corps Staff.

**Component IV: Updates**

As directed by the Presidential Memorandum, Peace Corps will deliver an update on the status of the agency's Action Plan to the Office of Management and Budget on 10/25/21. Peace Corps' Office of Strategic Partnerships and Intergovernmental Affairs will update the Action Plan input quarterly. This internal reporting will correspond with quarterly internal meetings as well as ongoing input from, and interaction with, Tribal Nations. Peace Corps will set a 2022 Tribal Nations Consult date before the end of the 2021 calendar year.

**Actions:**

- Complete internal updates to this Action Plan quarterly.
- Submit Peace Corps Action Plan to OMB (deadline: 4/26/21)
- Deliver Status Report to Office of Management and Budget (deadline: 10/25/21)
- Set date for 2022 Tribal Nations Consultation (date to be set by end of 2021 calendar year)

**Appendix:**

- A. Fundamental principles and policymaking Criteria. Excerpt from [Executive Order 13175](#)
- B. 4/14/21 Tribal Nations Consultation Summary
- C. Principals Attendee List
- D. Consultation Invite
- E. Consultation Proxy Letter Template
- F. Consultation Agenda

**Appendix A: Fundamental Principles fundamental principles and policymaking criteria. Excerpts from Executive Order 13175**

In formulating or implementing policies that have tribal implications, agencies shall be guided by the following fundamental principles:

(a) The United States has a unique legal relationship with Indian tribal governments as set forth in the Constitution of the United States, treaties, statutes, Executive Orders, and court decisions. Since the formation of the Union, the United States has recognized Indian tribes as domestic dependent nations under its protection. The Federal Government has enacted numerous statutes and promulgated numerous regulations that establish and define a trust relationship with Indian tribes.

(b) Our Nation, under the law of the United States, in accordance with treaties, statutes, Executive Orders, and judicial decisions, has recognized the right of Indian tribes to self-government. As domestic dependent nations, Indian tribes exercise inherent sovereign powers over their members and territory. The United States continues to work with Indian tribes on a government-to-government basis to address issues concerning Indian tribal self-government, tribal trust resources, and Indian tribal treaty and other rights.

(c) The United States recognizes the right of Indian tribes to self-government and supports tribal sovereignty and self-determination.

**Sec. 3. Policymaking Criteria.**

In addition to adhering to the fundamental principles set forth in section 2, agencies shall adhere, to the extent permitted by law, to the following criteria when formulating and implementing policies that have tribal implications:

(a) Agencies shall respect Indian tribal self-government and sovereignty, honor tribal treaty and other rights, and strive to meet the responsibilities that arise from the unique legal relationship between the Federal Government and Indian tribal governments.

(b) With respect to Federal statutes and regulations administered by Indian tribal governments, the Federal Government shall grant Indian tribal governments the maximum administrative discretion possible.

(c) When undertaking to formulate and implement policies that have tribal implications, agencies shall:

(1) encourage Indian tribes to develop their own policies to achieve program objectives;

(2) where possible, defer to Indian tribes to establish standards; and

(3) in determining whether to establish Federal standards, consult with tribal officials as to the need for Federal standards and any alternatives that would limit the scope of Federal standards or otherwise preserve the prerogatives and authority of Indian tribes

## **Appendix B: 4/14/21 Consultation Top-Line Summary**

- On April 14<sup>th</sup> Peace Corps joined eight other Federal agencies to host our first ever Tribal Nations Consultation pursuant to the January 26, 2021 Presidential Memorandum on Tribal Consultation and Strengthening Nation-To-Nation Relationships.
- The Consultation was attended by 61 participants representing 10 Tribal Nations and included leaders and representatives from Alaska, New Mexico, Maine, Massachusetts, Oregon, and Michigan.
- Common themes included: listening and building relationships; treating consultation not as a “check box”, but as a step in ongoing dialogue; respecting tribal sovereignty; recognizing tribal relations with the US government are grounded in historical and legal precedent; engaging with Tribal Nations as equals; approaching Tribal Nations individually as they vary greatly in their size, demographics, needs, capacities and resources; recognizing sovereign Tribal Nations as internal geographically but facing many of the challenges facing developing nations overseas; remembering that engagement takes time, practice and commitment.
- Ideas for collaboration included; diplomatic (international and domestic) leadership exchanges; “buy-Indian” procurement policies; utilizing Tribal Nation assets/capacities (firefighting, forest management, etc.) to preserve and protect natural resources and address environmental challenges; building local capacity building efforts through micro-loan programs; supporting Tribal Nations to leverage their unique sovereign relationship with other nations around the world to expand markets, build cross-cultural understanding, protect Tribal Nation cultural identity, and serve as brokers of peace and understanding in conflict areas.

Transcript of 4/14/21 Consult available upon request to the Office of Strategic Partnerships and Intergovernmental Affairs.

## **Appendix C: Principals Attendee list**

### **Tribal Leaders and Representatives**

- CM Aaron Payment
- CW Cheryl Andrews-Maltais
- Pres. Julie Kitka
- Gov. Brian Vallo
- Sec. Michelle Beaudin
- Chief Benjamin Barnes
- Rep. Geoffrey Roth
- Rep. Joe Valandra
- Rep. Russell Attebery
- Rep. Dawn Houle
- Mr. Bryce in the Woods

### **US Government Participants**

- Brandon McBride, Executive Director, Appalachian Regional Commission
- Justin Pidot, General Counsel, Council on Environmental Quality
- Christopher Van Es, Senior Vice President of Communications and External Engagement  
Export-Import Bank of the United States
- Alexander Frances, Special Assistant to the CEO, International Development Finance Corporation
- Julia Koster, Secretary of the Commission and Director of the Office of Public Engagement,  
National Capital Planning Commission
- Mary Bruce, Associate Director of Volunteer Recruitment and Selection, Peace Corps
- Paul Alvaro Marin, Director for Public Affairs (Acting), U.S. Trade and Development Agency
- Rachel Wallace, General Counsel and COO, White House Office of Science and Technology Policy
- Daniel Friedman, Office Director, Office of External Government Affairs, Inter-American Foundation

## **Appendix D: Consultation invite**

April 2<sup>nd</sup> 2021

The Honorable [TRIBAL LEADER'S FIRST AND LAST NAME]  
[TRIBAL LEADER'S TITLE]  
[TRIBE]  
[ADDRESS]  
[CITY, STATE ZIP]

Dear [Tribal Leader Title and Last Name]:

On behalf of the following U.S. Federal Government agencies:

- Appalachian Regional Commission
- Council on Environmental Quality
- Export-Import Bank of the United States
- Inter-American Foundation
- International Development Finance Corporation
- National Capital Planning Commission
- Peace Corps
- U.S. Trade and Development Agency
- White House Office of Science and Technology Policy

I am writing to invite you to an upcoming Tribal consultation to discuss future collaboration, outreach strategies, and potential impacts of our agencies' work to your Nations. The purpose of this meeting is to better our understanding of your communities' needs and how we might incorporate your input into future policy decisions.

We hope that you will be able to join us for this important discussion, hopefully the first of many. We deeply value your participation and time, and we hope that this will be the beginning of a fruitful and cooperative relationship between our agencies and the Nations.

The meeting will be held via Zoom on Wednesday, April 14<sup>th</sup> from 12:00 pm – 2:30 pm EST. Registration can be found [HERE](#). Please register by Monday, April 12<sup>th</sup>, 5 pm EST. A draft agenda is included below. We welcome any input or amendments you have. You will also find information about the attending agencies, contacts, and what they hope to learn in this session.

In the event you wish to send a proxy, please notify me by Monday, April 12<sup>th</sup>, 9 pm EST. To designate a proxy for this meeting, please copy the attached delegation form onto Tribal letterhead. This designation will authorize your designee, in writing, to attend in your place through the estimated time of your absence. Tribal Leader positions may not be delegated in perpetuity.

You are welcome to bring leadership and staff from your Nation to the Tribal consultation as observers. They should use the link above to register and gain access to the session.



If you are unable to attend, we invite you to provide written comments or schedule a phone call with Maria Goodfellow to document your comments. Please do so by 5 pm EST on April 16<sup>th</sup>. Please let me know if you or a designee will attend, if you have any items or amendments for the agenda, or if I can be helpful in any way as we embark on this important endeavor.

**Maria Goodfellow**

Special Assistant to the Associate Director of Volunteer Recruitment and Selection

1 (505) 440 – 2513 [mgoodfellow@peacecorps.gov](mailto:mgoodfellow@peacecorps.gov)

Returned Volunteer, Paraguay 2016-2018, Pronouns: she/her/hers



**Attending Agencies**

- **Appalachian Regional Commission** (*Represented by: Karen Fabiano, Local Development District Program Manager and Brandon McBride, Executive Director*)
  - Agency Information: The Appalachian Regional Commission (ARC) is an economic development partnership agency of the federal government and 13 state governments focusing on 420 counties across the Appalachian Region. ARC's mission is to innovate, partner, and invest to build community capacity and strengthen economic growth in Appalachia.
  - Desired Outcomes: ARC sees this as an opportunity to share our mission and programs that we provide for the Appalachian region. ARC looks forward to listening to the Tribes and how we can better engage as partners for our region.
  
- **Export-Import Bank of the United States** (*Represented by: Tamara Maxwell, Vice President of Minority and Women Owned Business Outreach Division & Christopher Van Es, SVP Communication and External Engagement*)
  - Agency Information: The Export-Import Bank of the United States (EXIM) is the nation's official export credit agency with the mission of supporting American jobs by facilitating U.S. exports. To advance American competitiveness and assist U.S. businesses as they compete for global sales, EXIM offers financing including [export credit insurance](#), [working capital guarantees](#), [loan guarantees](#), and [direct loans](#). As an independent federal agency, EXIM contributes to U.S. economic growth by supporting tens of thousands of jobs in exporting businesses and their supply chains across the United States.
  - Desired Outcomes: EXIM would like to know how the Tribal leaders would prefer communication from EXIM. We look forward to any suggestions on how EXIM can get more Tribes in the global market.
  
- **Inter-American Foundation** (*Represented by: Mr. Daniel Friedman, Office Director for External Government Affairs Edward Gracia, Marko Dolan*)
  - Agency Information: The Inter-American Foundation (IAF) is a US government foreign assistance agency that works with communities to create a more prosperous, peaceful, and democratic Latin America and Caribbean region. The IAF currently works across 26 countries, supporting grassroots organizations and innovative projects in underserved communities.

- Desired Outcomes: While the IAF does not currently work with US Tribes, the agency has a long history of engaging with Indigenous communities in Latin America and the Caribbean. If appropriate, we would welcome hearing from US Tribal Leaders about their experiences and relations with Indigenous groups in other countries in the Western Hemisphere.
- **International Development Finance Corporation** (*Represented by: Alexander Francés, Special Assistant to the CEO*)
  - Agency Information: U.S. International Development Finance Corporation (DFC) is the U.S. Government's developing finance institution. DFC partners with the private sector to finance solutions to the most critical challenges facing the developing world today. We invest across sectors including energy, healthcare, critical infrastructure, and technology. DFC also provides financing for small businesses and women entrepreneurs in order to create jobs in emerging markets. DFC investments adhere to high standards and respect the environment, human rights, worker rights and indigenous rights. The agency monitors all projects from their inception to the conclusion of DFC financial support. DFC's investments span Latin America, Sub-Saharan Africa, the Indo-Pacific, and emerging markets around the world with a focus on low- and lower middle-income countries.
  - Desired Outcomes: With agencies that are bent toward international development/foreign affairs, in what matters or policy areas do Tribal Leaders have a special interest in being consulted on? Is there an established best-practices process for consultation with small federal agencies that is preferred by Tribal Leaders? Are there any issues with regards to recruitment or procurement practices that Tribal Leaders would like to bring to our attention?
- **National Capital Planning Commission** (*Represented by: Julia Koster, Secretary to the Commission and Director of the Office of Public Engagement, [julia.koster@ncpc.gov](mailto:julia.koster@ncpc.gov) & Bsrat Mezghebe, Communications and Research Support Specialist, [bsrat.mezghebe@ncpc.gov](mailto:bsrat.mezghebe@ncpc.gov)*)
  - Agency Information: The National Capital Planning Commission (NCPC) is the federal government's central planning agency for the National Capital Region, which includes Washington, DC and adjoining jurisdictions in Virginia and Maryland. Through planning, policymaking, and project review, NCPC protects and advances the federal government's interest in the region's development. The Commission provides overall planning guidance for federal land and buildings in the region by reviewing the design of federal and certain local projects and federal master plans, overseeing long-range planning for future federal development, and monitoring capital investment by federal agencies. More information can be found at [www.ncpc.gov](http://www.ncpc.gov).
  - Desired Outcomes: NCPC would like to strengthen Nation-to-Nation partnership on matters related to the planning of federal land and buildings in the National Capital Region. NCPC hopes to better understand the following: 1) What are the successes and barriers Tribal Nations have experienced with NCPC's work? 2) How can NCPC improve its outreach and communication with Tribal Nations? 3) What are the best ways to have future consultations?
- **Peace Corps** (*Represented by Ted Adams, Acting Director of the Office of Strategic Partnerships & Intergovernmental Affairs and Mary Bruce, Associate Director of Volunteer Recruitment and Selection*)
  - Agency Information: Founded by President Kennedy in 1961 by Executive Order, the Peace Corps is a service opportunity for motivated change makers to immerse themselves in a

community abroad, working side by side with local leaders to tackle the most pressing challenges of our generation. The Peace Corps Mission is to promote world peace and friendship by fulfilling three goals:

1. To help the people of interested countries in meeting their need for trained men and women.
  2. To help promote a better understanding of Americans on the part of the peoples served.
  3. To help promote a better understanding of other peoples on the part of Americans.
- Desired Outcomes: Peace Corps hopes to learn more about how they can effectively partner with Tribal Nations and how that outreach may look – especially as it pertains to Tribal Colleges and Universities, as well as Native serving institutions of higher education – which Peace Corps already has many informal relationships with.

### **Agenda**

April 14<sup>th</sup> from 12:00 pm – 2:30 pm EST, by Zoom ([HERE](#))

The session may include the following components:

- **Welcome - Senior U.S. Federal Government Agency Official**
- **Logistical Announcements – U.S. Federal Government Agency Official**
  - The session is not open to press
- **Optional: Opening Remarks/Blessing – Tribal Leader** (We invite Tribal Leaders to introduce themselves, offer opening remarks, and share a Blessing on our work)
- **Introductions of U.S. Federal Officials – All Agency Officials Present**
- **Introduction of Tribal Leaders** – Please state your name and Tribal affiliation so it can be accurately reflected in the transcript
- **Overview of the Purpose of the Session – U.S. Federal Government Agency Official**
  - Our agencies do not have much direct contact with Tribal Nations. Some of us primarily work internationally, others in small areas that do not have a Tribal Nation in the vicinity. What recommendations do you have for us to strengthen relationships with Tribal Nations?
  - How would you like to receive information/invitations for future consultations? What best practices should we keep in mind? What practices might be harmful and/or should we avoid?
  - Could you offer any specific examples or stories about what strong partnerships could look like, or what partnership practices to avoid?
- **Open to Tribal Comment – Tribal Leaders**
- **Summarize Main Themes Heard and Next Steps – U.S. Federal Government Agency Official and Tribal Leader**
- **Close Session – U.S. Federal Government Senior Agency Official**

**Appendix E: Consultation Proxy Letter Template**

**CONSULTATION PROXY LETTER TEMPLATE**

Designation Form to be copied onto Tribal Letterhead

[NAME]

Maria Goodfellow

Special Assistant to the Associate Director of Volunteer Recruitment and Selection

[mgoodfellow@peacecorps.gov](mailto:mgoodfellow@peacecorps.gov)

Peace Corps

1275 First Street NE

Washington, DC, 20526

Dear Maria Goodfellow,

Under Executive Order 13175, Consultation and Coordination with Indian Tribal Governments, and USDA Departmental Regulation 1350-002, Tribal Consultation, Coordination, and Collaboration, USDA aims to respect Indian tribal self-government and sovereignty, honor tribal treaty and other rights, and meet the responsibilities that arise from the unique legal relationship between the Federal Government and Tribal governments. Because duly-elected tribal leaders, or their designee, trigger the government-to-government relationship with the United States, formal administrative requirements under the Federal Advisory Committee Act do not apply (FACA; 5 U.S.C. Appendix – Federal Advisory Committee Act; 86 Stat. 770, as amended.).

I am unable to attend the meeting to discuss the [TOPIC] on [DATE], in [CITY] I hereby designate

who holds the position of \_\_\_\_\_ within  
the Tribe to act as my proxy for this meeting. The proxy designation will expire on [DATE – 3 MONTHS  
AFTER CONSULTATION].

Sincerely,

## Appendix F: 4/14 Consultation Agenda

### **Tribal Consultation Agenda April 14<sup>th</sup> 2021 12 pm – 2:30 pm EST**

- **12 pm – 12:10 pm EDT - Welcome** – Libby Washburn, Special Assistant to the President for Native Affairs
- **12: 10 pm - 12:15 pm EDT – Opening Remarks and Blessing** - Chairman Aaron A. Payment of the Sault Ste. Marie Tribe of Chippewa Indians
- **12:15 – 12:20 pm EDT - Logistical Announcements** – Mary Bruce, Associate Director of Volunteer Recruitment and Selection, Peace Corps
  - The session is not open to press and is not being recorded.
  - Edward Gracia of the Inter-American Foundation will be taking notes that will be sent to all attendees after today’s event.
- **12:20 pm – 12:45 pm EDT - Introductions of U.S. Federal Officials – All Agency Officials Present**
  - Order:
    1. Appalachian Regional Commission
    2. Council on Environmental Quality
    3. Export-Import Bank of the United States
    4. Inter-American Foundation
    5. International Development Finance Corporation
    6. National Capital Planning Commission
    7. Peace Corps
    8. U.S. Trade and Development Agency
    9. White House Office of Science and Technology Policy
- **12:45 – 2 pm EDT – Discussion with Tribal Leaders** – Please state your name and Tribal affiliation so it can be accurately reflected in the transcript
  - Questions (displayed on PPT)
    1. Most of our agencies do not have much direct contact with Tribal Nations. What recommendations do you have for us to strengthen relationships with Tribal Nations?
    2. How would you like to receive information/invitations for future consultations? What best practices should we keep in mind? What practices might be harmful and/or should we avoid?
    3. Could you offer any specific examples or stories about what strong partnerships could look like, or what partnership practices to avoid?
    4. Is there anything else you’d like to share or think we should know about building meaningful and lasting partnerships?
      - Open to Tribal Comment – Tribal Leaders

***10m break***

- **2:10 pm – 2:25 pm EDT - Summarize Main Themes Heard and Next Steps** - Mary Bruce, Associate Director of Volunteer Recruitment and Selection, Peace Corps
- **2:25 pm - 2:30 pm EDT Close Session** – Mary Bruce, Associate Director of Volunteer Recruitment and Selection, Peace Corps