



Office of the Governor
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FISCAL YEAR 2023 STRATEGIC PLAN



STATE OF NEW MEXICO

AGENCY

New Mexico Indian Affairs Department

Leadership



Note from IAD Cabinet Secretary Lynn Trujillo

I am pleased to share the fiscal year 2023 strategic plan for the New Mexico Indian Affairs Department (IAD). IAD leads the intergovernmental and interagency coordination of programs and matters that concern tribal governments and the State of New Mexico.

Under the leadership of Governor Lujan Grisham, the role of the IAD has been elevated and enhanced. This administration recognizes the crucial role the Department plays in advocating for tribes and Native American citizens, facilitating substantive dialogue on policy and legislation and convening all cabinet-level agencies to resolve issues of importance to New Mexico's Native American communities and people.

I am proud to say that in nearly three and a half years, this administration has not only rebuilt state government but has delivered on its promises to New Mexico's Nations, Tribes, and Pueblos and Native American citizens. Despite the ongoing challenges of the COVID-19 pandemic, our dedicated staff continues addressing some of the most pressing issues that face tribal communities and Native American citizens in New Mexico.

Our priorities for FY 23:

- Continue building capacity by creating and filling six new positions secured during the 2022 legislative session.
- Update the Department's policies and procedures to standardize best practices.
- Publish a consultation guidebook to enhance state-tribal consultation across state agencies.
- Create a program to support Nations, Tribes, and Pueblos to address suicide in tribal communities.

We will continue to implement efficient processes, secure additional funding and build capacity to ensure the Department's longevity and carry out mission critical services.

I welcome feedback from our stakeholders and look forward to serving all New Mexicans as we move our state forward.

Respectfully,

Lynn Trujillo



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Vision, Mission and Values

OUR VISION

Our vision is that tribal nations, tribal communities and Indigenous people are happy, healthy and prosperous and that traditional ways of life are honored, valued and respected.

OUR MISSION

The NM Indian Affairs Department is committed to be a resource by:

- Advocating for tribal interests at state and federal levels through policy and legislative work;
- Supporting tribes with access to resources, technical assistance and funding opportunities; and
- Building relationships between tribes, the executive branch, state departments, and the legislature.

OUR GUIDING VALUES

Service
Respect
Community

Organizational Structure

IAD Org Chart FY 23



New Mexico Indian Affairs Department
Organizational Chart

Cab Secretary
00006327
Lynn Trujillo
GOVEX

General Counsel
00006328
Stephanie Salazar
GOVEX

Dep. Cab Secretary
00006329
Vacant
GOVEX

A/O II CFO
00038234
Monica Maestas
85

PR Director
10113085
Sherrie Catanach
70

**MMIWR Coord./
Constituent
Services**
10113841
Melody Delmar
GOVEX

Spec Proj Coord I
00006334
Kalee Salazar
GOVEX

Spec Proj Coord II
00052909
Vacant
GOVEX

**A/O I—Programs
Manager**
New Position
80

**Capital Outlay
Manager**
New Position
80

**Financial
Supervisor**
New Position
70

PR Coord-O
10105630
Aaron Lopez
60

Data Analyst II
New Position
75

Policy Analyst
00073584
Geneva Becenti
65

**BH/Suicide
Specialist**
10102905
Vacant
70

**Tribal Consultation
Specialist**
New Position
70

CO/TIF Adm
00035351
Lawrence John
75

Acct & Audit
00006333
Ellia Lopez
65

**Bus. Ops.
Specialist**
00006330
Aurora Martinez
60

**Tribal Environmental
Specialist**
New Position
70

CO/TIF Adm
10100394
Elroy Keetso
75

Grant Specialist
10113084
Christopher Jiron
65

Acct & Audit
00071111
Virginia Archuleta
65



Indian Affairs Department (P696)

Purpose of the Department

The purpose of the Indian Affairs Department is to coordinate intergovernmental and interagency programs concerning tribal governments and the state. The department does this by:

- Advocating for tribal interests at state and federal level through policy and legislative work;
- Supporting tribes with access to resources, technical assistance and funding opportunities;
- Connecting tribes with the executive branch, state departments, and the legislature; and
- Providing access to the tools and resources tribal governments need to be self-governing and self-sufficient consistent with the government-government relationship.

Department Users

Governor, Lieutenant Governor, State agencies, Legislature, Judiciary, Nations, Tribes, Pueblos, Media, Grassroots organizations, National organizations, Indian serving organizations, and Native American citizens

Benefits to New Mexicans

All New Mexicans benefit when our state's Nations, Tribes and Pueblos and all Indigenous Peoples are supported and have access to state resources. The department empowers all state agencies and state citizens by:

- Advocating for needed policy that will benefit tribal and state interests
- Mediating issues involving tribes and state and local governments
- Providing support and guidance to state agencies conducting tribal consultations
- Advocating for needed infrastructure and increased accessibility to grant funding
- Informing the general public about important issues involving tribal governments and Indigenous Peoples
- Providing technical assistance and training to tribal governments related to infrastructure projects and grant funding
- Coordinating the annual state tribal leaders' summit to discuss issues of mutual concern
- Training state employees on cultural competency to promote best practices when working with tribal populations



Departmental Goals & Objectives

Department Goals and Objectives Strategic Actions

- Strengthen the State-Tribal Collaboration Act and support meaningful collaboration and coordination between state and tribal governments by publishing a consultation guidebook.
- Continue supporting Nations, Tribes, Pueblos and Native American organizations to access state resources, such as capital outlay, Tribal Infrastructure Funding, and other grants.
- Support state agencies to implement the State Tribal Collaboration Act by advising and assisting as needed.
- Expand the Indigenous Youth Council and seek new opportunities to elevate Indigenous youth voices, and to reach youth across the state.
- Support the Missing Murdered Indigenous Women and Relatives Task Force to implement the State Response Plan and identify ways to support all Indigenous Relatives through outreach and education.
- Maintain and enhance communication channels with Nations, Tribes, and Pueblos and state agencies.
- Continue supporting the Native American population through consultation and collaboration on critical policy areas such as suicide prevention, economic development and environmental justice.
- Incorporate tribal perspectives into the state's environmental initiatives, including 30 by 30, the 50 Year Water Plan, Produced Water, and Hydrogen development.
- Continue to recruit and retain highly qualified staff to build capacity.
- Improve collaboration and communication between the Office of the Secretary and the Administrative Services staff to ensure the work of the Department is aligned.
- Develop internal guidance on Department procedures and programming, focusing on the processing of special appropriations and special projects, and contracts.
- Improve budget and performance reporting with the department's added positions.
- Improve management of capital outlay and tribal infrastructure fund projects to reduce reversions and inefficiencies.
- Increase the number of trainings and technical assistance provided to Nations, Tribes and Pueblos.
- Increase outreach to Nations, Tribes, Pueblos and stakeholders on initiatives of the Department and other state agencies.
- Require staff to attend trainings on Records Retention, Open Meetings Act, Inspection of Public Records Act, and others, to ensure compliance and accountability.

Indian Affairs Department (P696)

Budget and FTE

Program	FTE	Budget
Indian Affairs Department	23.0	\$ 4,511.8

Performance Measures

Measure	FY21 Actual	FY22 Actual	FY23 Target
Number of capital outlay, tribal infrastructure fund, and IAD grant trainings and/or technical assistance sessions conducted	5	15	10
Number of outreach meetings held in tribal communities	5	17	20
Number of tribal consultation meetings conducted or facilitated by IAD	2	10	5
Number of IAD grant awards successfully awarded to tribal governments and/or tribal serving organizations	23	5	15
Number of state employees attending cultural competency trainings provided by IAD and the state personnel office throughout the fiscal year	230	415	450
Percent of capital projects completed and closed on schedule	100%	70%	100%
Percent of tribal infrastructure fund projects completed and closed on schedule	100%	86%	100%
Number of infrastructure capital improvement plans top five capital outlay projects funded by the Legislature	NEW	NEW effective in FY24	No Target Explanatory Measure

Appendix

Relevant Statutes and Mandates

The Department either leads or serves on thirty-one (31) different boards, commissions, committees and task forces. This participation is in addition to the Department's primary initiatives and programs. The Department's role on these boards, commissions, committees and task forces is to advocate for tribal interests and bring perspectives of tribal experts to the forefront.

Agency Specific Statutes:

NMSA § 9-21-1 et seq.	Indian Affairs Department
NMSA § 6-29-1 et seq.	Tribal Infrastructure Act
NMSA § 11-18-1 et seq.	State-Tribal Collaboration Act

Indian Affairs Department – Boards, Commissions, Committees and Executive Orders:

NMSA § 9-3-13	Sex Offender Management Board; NMSA § 9-3-13 (2007)
NMSA § 9-5C-1	Rio Grande Trail Commission; NMSA § 9-5C-1 (2015)
NMSA § 24-1-28	Behavioral Health Collaborative (HB 271 2004)
NMSA § 9-7-6.4	Behavioral Health Purchasing Collaborative; NMSA § 9-7-6.4. (2004)
NMSA § 9-21-13	Indian Affairs Commission; NMSA § 9-21-13 (2004)
NMSA § 18-6-24	NM Reburial Grounds Act; NMSA § 18-6-24 (2007)
NMSA § 22-23A-6	NM Indian Education Advisory Council; NMSA § 22-23A-6 (2007)
NMSA § 24-1-28C	Native American Subcommittee; NMSA § 24-1-28 (2004)
NMSA § 24-11-1	Office of Medical Investigator Board; NMSA § 24-11-1 (2003)
NMSA § 28-16A-4	Developmental Disabilities Planning Council; NMSA § 28-16A-4 (1993)
NMSA §28-19-1	Martin Luther King Jr. Commission; NMSA §28-19-1 (2004)
NMSA § 32A-22-2	Children's Cabinet; NMSA § 32A-22-2 (2005)
NMSA § 72-4A-4	Water Trust Board; NMSA § 72-4A-4 (2007)
NMSA § 9-15-14.2	Outdoor Recreation Advisory Committee
NMSA § 9-25-10	Higher Education Advisory Board
NMSA § 70-13-1	Produced Water Government Advisory Board
SB 173	Interoperability Planning Commission (2009)
SB 447	Native American Suicide Prevention Advisory Committee (NASPAC) (2013)

Appendix

Relevant Statutes and Mandates

HSD	Native American Technical Advisory Committee (NATAC) (2016)
SB 112	Sustainable Economy Task Force (2021)
SB 32	Wildlife Conservation and Public Safety Act (2021)
HSD	Native American Technical Advisory Committee (NATAC) (2016)
SB 377	Food, Farm, and Hunger Steering Committee (2021)
OSE-ISC	Water Policy & Infrastructure Task Force Workgroup (2022)/ 50-year Water Plan/Tribal Water Work Group (2021)
SB 447	Native American Suicide Prevention Advisory Council (2013)
IAD	Indigenous Youth Council (2021)
EO 2018-031	Drought Economic Impact Assessment for 2017-2019
EO 2019-003	Addressing Climate Change and Energy Waste Prevention
EO 2019-007	Establishing the New Mexico 2020 Complete Count Commission
EO 2021-013	Missing and Murdered Indigenous Women and Relative Taskforce

Appendix



Activities (By Unit)

Office of the Secretary

- Track and provide policy and legislative analysis on legislation impacting Nations, Tribes, Pueblos and Native American citizens.
- Implement the mandates of the State Tribal Collaboration Act to strengthen state-tribal relationships.
- Lead the Missing and Murdered Indigenous Women & Relatives Task Force and Indigenous Youth Council.
- Support tribal communities with access to behavioral health/mental health resources, specifically focusing on suicide prevention, healing and wellness.
- Ensure that tribal perspectives are represented in the implementation of state environmental initiatives that impact tribal communities and Native American citizens.
- Support Nations, Tribes, Pueblos and Native American entrepreneurs to build and expand economic capacity.
- Serve as a clearinghouse of information pertaining to NM's tribal nations and provide communication and outreach.
- Manage the agency's public relations, communications and social media.
- Serve on various boards, commissions, committees and taskforces to advocate for tribal interests and represent tribal perspectives.
- Manage the agency's fleet and inventory.
- Assist in providing information technology services and human resources support.

Administrative Services Division

- Manage the Department's operating budget.
- Manage all procurement and contracts for the Department.
- Manage infrastructure projects in tribal communities funded by capital outlay and tribal infrastructure funds.
- Manage IAD's Tobacco Cessation & Prevention Grant Program and Special Projects Grant Program.
- Manage the Department's special appropriations and other legislative mandates with funding attached.
- Provide fiscal oversight and controls.
- Improve budget and performance reporting.
- Provide technical assistance and training to tribal communities related to infrastructure and grant programs.
- Conduct the annual financial audit to include preparing financial statements to ensure the agency is following model accounting practices and is compliant with the state procurement code.
- Support the Department's programmatic initiatives by processing reimbursements, such as per-diem and mileage, and overseeing the allocation of funding.