

NEW MEXICO
STATE PERSONNEL OFFICE

Michelle Lujan Grisham
Governor

August 7, 2023

L. Teresa Padilla
Director

Secretary James A. Mountain
New Mexico Department of Indian Affairs
1220 S. St. Francis Drive
Santa Fe, NM 87505

State Personnel Board

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Dear Secretary Mountain,

Attached you will find the New Mexico State Personnel Office Fiscal Year 2023 Annual Report for the State Tribal Collaboration Act.

We look forward to continuing our work together.

Sincerely,

A handwritten signature in blue ink that reads "L. Teresa Padilla".

L. Teresa Padilla
Director, State Personnel Office

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STATE-TRIBAL COLLABORATION ACT
FY23 AGENCY REPORT
STATE PERSONNEL OFFICE (37800)

I. EXECUTIVE SUMMARY

State Personnel Office Efforts to Implement State-Tribal Collaboration Act Policy Pursuant to the State-Tribal Collaboration Act (STCA):

State Personnel, in collaboration with the Indian Affairs Department (IAD), is to provide a Cultural Equity training that is consistent with the needs of tribal and state governments. The Cultural Equity training program is offered to all state employees who have ongoing communication with Indian nations, tribes, or pueblos. The State Personnel Training Team maintains oversight, guidance, and compliance with STCA.

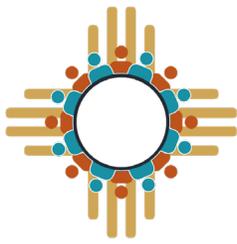
In FY23, 678 state employees and contractors received this training, a 63% increase over the FY22 participant number of 415. Given that the FY21 attendance was 227 participants, in a matter of two years, significant strides have been made in increasing the reach of the course to state employees. The increase was accomplished through a variety of strategies including the addition of four classes (16 classes held as compared to 12 in FY22), a collaboration with IAD and the contracted instructor for a combination of more strategic class scheduling, increased enrollment caps, and enhanced efforts at outreach and promotion of the availability of classes. These efforts were planned and included in the FY23 contract with the instructor, implemented during FY23, and resulted in the above measurable outcomes.

II. AGENCY OVERVIEW/ BACKGROUND

The Personnel Act [NMSA 1978, Sections 10-9-1 to 10-9-25) provides the statutory direction and authority for the State Personnel Office. The four pillars of the Personnel Act are compensation, classification, recruitment, and adjudication.

State Personnel's vision is to motivate a creative and inclusive workforce supporting innovation and achievement while serving the state of New Mexico. Its mission is to serve as a trusted partner expertly leading the way in human resources practices and services that enhance the employee experience.

III. AGENCY EFFORTS TO IMPLEMENT POLICY



NEW MEXICO

STATE PERSONNEL OFFICE

State Personnel's efforts in FY23 to communicate, collaborate and consult with tribes as described in the Tribal Collaboration and Communication Policy consisted primarily of ensuring that the training developed in collaboration with IAD remains aligned with the needs of tribal and state governments and to provide all needed support to schedule and carry out training sessions, and that outreach is conducted regarding the availability of training.

State agency employees are notified of the provisions of the State-Tribal Collaboration Act through the State Personnel Office and IAD websites. State Personnel maintains certification of the number of state employees from each state agency who have completed the Cultural Equity training. State Personnel responds to agency inquiries for agency-wide course completion numbers. In addition, State Personnel administers registrations and tracking of course enrollments and completions through the Enterprise Learning Management (ELM) system, advertises and promotes course availability through its Training Calendar, email outreach, and other communications to support carrying out relevant portions of the State-Tribal Collaboration Act.

V. CURRENT AND PLANNED PROGRAMS AND SERVICES FOR AMERICAN INDIANS / ALASKA NATIVES

Current programs and services include the continued deployment of trainings to enable all state agency managers and employees who have ongoing communication with Indian nations, tribes or pueblos to complete the Cultural Equity training. The State Personnel advertises these trainings, including through a Diversity and Inclusion section on the State Personnel Office website that specifically references the Cultural Equity training and provides a link to the Indian Affairs Department.

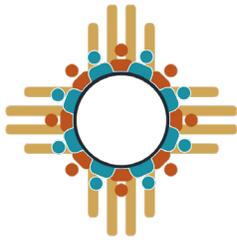
Additional efforts undertaken in FY23 included:

- The addition of four class dates for “Building Cultural Equity with Native Nations” to accommodate demand.
- Collaboration with the contracted instructor to work toward creating an on-demand version of the “Building Cultural Equity with Native Nations” training to enhance access and sustainability of training provision.

In addition, during the 2022 Legislative Session, the State Personnel Office received funding for Diversity and Inclusion initiatives to be used to hire a Diversity and Inclusion Officer position. That position, filled during FY23, is also engaged in work to expand efforts that will create benefit for collaborations with the Indian Affairs Department and American Indian populations.

SUMMARY

The State of New Mexico is a national leader in State-Tribal government to government relations with the enactment and implementation of the State-Tribal Collaboration Act. State



NEW MEXICO

STATE PERSONNEL OFFICE

Personnel works with IAD to deliver a one of a kind Cultural Equity training to address the unique needs of state agencies working with tribal governments and communities.

VI. KEY NAMES AND CONTACT INFORMATION

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APPENDICES

- A. Copy of the Agency Tribal Collaboration and Communication Policy
- B. State-Tribal Collaboration Act (SB196)