



# State-Tribal Collaboration Act Compilation Report



2025



NEW MEXICO  
INDIAN AFFAIRS DEPARTMENT





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# INTRODUCTION

The State-Tribal Collaboration Act (STCA), enacted by the New Mexico Legislature, affirms the State of New Mexico's commitment to fostering meaningful, government-to-government relationships with the sovereign Nations, Pueblos, and Tribes, (NPS) located in or partially within the state. The Act establishes a statutory framework for promoting effective communication, collaboration, and cultural competency between state agencies and Tribal governments, particularly in the development and implementation of policies and programs that directly impact Native American citizens of New Mexico.

The STCA requires each cabinet-level state agency to:

- Develop and implement a Tribal collaboration policy;
- Designate a Tribal Liaison to support implementation and engagement;
- Participate in cultural competency training;
- Engage in ongoing consultation with Tribal leaders and representatives;
- Submit an annual report detailing activities and progress under the Act.

Under Governor Michelle Lujan Grisham's administration, collaboration, communication, and cooperation with NPTs remain a top priority. State agencies continue to work across sectors to address Tribal concerns, deliver equitable services, and strengthen intergovernmental relationships across both rural and urban NPT communities and populations.

In alignment with the STCA, all cabinet-level agencies submit an annual report to the New Mexico Indian Affairs Department (IAD) by July 31 each year, outlining their STCA-related activities and initiatives. These reports capture highlights such as Tribal engagement efforts, culturally relevant service delivery, interagency partnerships, and funding dedicated to American Indian and Alaska Native programs.

This document includes summary highlights from select agency submissions for fiscal year 2025 (July 1, 2024 – June 30, 2025). Full agency reports are publicly available on IAD's website: [www.iad.state.nm.us/annual-reports](http://www.iad.state.nm.us/annual-reports).



# AGING AND LONG-TERM SERVICES DEPARTMENT (ALTSD)

## ALTSD Mission

Providing accessible, integrated services to older adults, adults with disabilities, and caregivers to assist them in maintaining their independence, dignity, autonomy, health, safety & well-being, thereby empowering them to live on their own terms in their own communities as productively as possible.

## Office of Indian Elder Affairs (OIEA) Mission

Coordinate and enhance a system of services that empower American Indian Elders with support and resources to live a healthy lifestyle with joy, respect, and dignity in their tribal communities.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

The following ALTSD divisions collaborate with Tribes, Pueblos, and Nations through a variety of programs and initiatives: Office of the Secretary, Consumer and Elder Rights, Aging Network Division, Long-Term Care Division, Office of Indian Elder Affairs, Adult Protective Services, Administrative Services Division, External Affairs, Office of General Counsel, and Information Technology.

ALTSD divisions serve, through direct services and resources, Tribes, Pueblos & Nations and individual New Mexico Native American elders who may not be residing on reservations and who make contact with ALTSD through publicly available department information. Programs include:

- New MexiCare, which provides financial assistance and training to caregivers.
- New Mexico Grown, which ensures freshly harvested local foods become a staple in the diets of New Mexico's seniors.
- Long-Term Care Ombudsman volunteer program, which protects long-term care facility resident rights.
- Adult Protective Services, which responds to and prevents abuse, neglect and exploitation
- Aging and Disability Resource Center, which offers options counseling, education, and connection to resources.

## 2026 Capital Outlay Highlights

- The capital outlay team created trainings specific to tribal governments, these trainings were available remotely.
- 9 applications from PSA 5-6 (1 PSA 5, 8 PSA 6) scored above 60 points and were added to our ICIP for funding consideration during the 2026 legislative session
- 5 projects will be funded from 2025's House Bill 450's \$10 Million appropriation.
  - PSA 5 – 1 project totaling \$24,000
  - PSA 6 – 4 projects totaling \$623,000



## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

### **Accomplishment 1: Improved Communication & Outreach**

OIEA furthered its communication with Tribal Leadership & Administration, partners & stakeholders.

### **Accomplishment 2: Implemented Department and OIEA Initiatives, Launched Gaps & Needs Analysis**

AmeriCorps VISTA Project: Identifying Tribal eldercare needs for supplemental services

- This project utilizes data collection tools and methodologies for the purpose of establishing a baseline of information that will lead to the formation of a strategic plan for ALTSD and OIEA. This analysis aims to identify operational needs of Tribal Provider facilities and services that are associated with any barriers to successful operations to meet the needs of the tribal elders within their communities.

### **Accomplishment 3: Increased support to Tribes, Pueblos and Nations to improve operational effectiveness and efficiency**

OIEA developed and provided quarterly fiscal summaries outlining current expenditures and intergovernmental agreement reporting responsibilities. This contract management support enabled both the Tribal Provider and OIEA to identify and address challenges year-round with the objective being 100% funded expenditures.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

### **Goal 1: Title III and Title VI Coordination**

ALTSD and its Office of Indian Elder Affairs (OIEA), with respect to tribal sovereignty, will continue building trusting relationships with Tribes, Pueblos and Nations through consistent, meaningful outreach to ensure elders are aware of and can access available senior services.

By fostering partnerships, maintaining open communication, and responding to community needs, ALTSD and OIEA will help expand service access, reduce disparities, and support aging in place for Native elders.

### **Goal 2: Technical Assistance to Improve Senior Services**

OIEA plans to focus on three key initiatives in the following year as part of this goal:

- **Data Analyzation for the OIEA AmeriCorps VISTA Project:** Tribal Provider gaps and needs will be identified in relation to tribal diversity of culture, language, landscape and community, thus illustrating the necessity of unique approaches specific to tribes. In the final analysis, this project strives to improve the quality of life for Tribal Elders. Through tribal representation and participation, accurate data will contribute to the provision and utilization of necessary resources. This project will help foster long-term stability, self-determination, and self-sufficiency for tribal elders and their communities.
- **Training and Training Development.** OIEA will continue to increase training to address chronic understaffing and high staff turnover rates. Training tracks are focused on how to streamline processes and industry data platform updates. By equipping Tribal Provider and fiscal staff with tailored technical assistance, OIEA aims to support effective senior service provision, consumer data collection and successful expending of allocated funding.
- **Develop OIEA 101: An Introduction to ALTSD, OIEA, and the Aging Network.** Informational presentations are beneficial in understanding the Aging industry and intergovernmental agreements. OIEA will develop customized introductory subject matter presentations to be utilized in the following ways: ALTSD department division collaborations presentations, Tribal Provider staff and new hire training, annual appointed, or elected, Tribal Leadership & Administration orientation and stakeholder presentations.

### **Goal 3: Update ALTSD State-Tribal consultation, collaboration and communication policy**

ALTSD STCCP is driven by an understanding of and respect for tribal sovereignty in department communications. Additionally, ALTSD recognizes the value of Tribal input, welcomes and encourages diverse perspectives. In accordance with STCA NMSA 1978, Section 11-18-1 through 11-18-5, ALTSD is committed to proactively updating its STCCC policy.



# CHILDREN, YOUTH & FAMILIES DEPARTMENT (CYFD)

## Mission

CYFD's mission is to nurture the strength and resilience of families; partner with children, families and communities based on trust and transparency; and serve by listening and learning from our unique diverse cultures to keep children, youth and families healthy, safe and thriving.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Office of Tribal Affairs (OTA)
- Children's Behavioral Health Services (CBHS)
- Family Services
- Juvenile Justice Services Division (JJS)
- Protective Services Division (PSD)

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

The Office of Tribal Affairs (OTA) expanded its staffing and continued its leadership in state-tribal consultation, policy development, training, and technical assistance. OTA collaborated with NPTs on updating CYFD procedures, enhancing cultural support, and revising ICWA/IFPA practices.

- CYFD advanced the availability of Title IV-E and State General Funding accessibility for tribal partners through the negotiation of Joint Powers Agreements, aiming to increase tribal sovereignty in foster care services.
- OTA hosted the 5th Annual Indian Child Welfare (ICW) Summit with over 400 participants, featuring cultural leadership, youth voices, legal experts, and state and tribal partnership.
- OTA provided tiered ICWA/IFPA training for over 250 CYFD staff, including supervisors and managers, and piloted a quality assurance case review framework.
- CYFD is addressing the over-representation of Native children in child welfare investigations and placements through data-informed procedural reviews, targeted training, and revised screening and assessment tools.
- Challenges remain in the timely delivery of required legal notifications under IFPA, in meeting relative placement targets for Native children, and in updating STCA compliance policies. Corrective action plans, procedural revisions, and increased tribal input are underway.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

CYFD intends to revise its 2009 State-Tribal Collaboration policy, reduce substantiation and placement disparities, improve IFPA notice compliance, and increase relative placement rates for Native children. These efforts will be led by OTA in partnership with NPTs, supported by improved data systems, targeted training, and interdepartmental coordination. CYFD reaffirms its commitment to tribal sovereignty, culturally responsive services, and equity in outcomes for Native American children, youth, and families across New Mexico.



# DEPARTMENT OF AGRICULTURE (NMDA)

## Mission

NMDA promotes a fair marketplace, food protection, marketing, and economic development; supports the beneficial use and conservation of natural resources; and works cooperatively with the public and private sectors.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

### Agricultural and Environmental Services (AES) Division

- Provide nursery plant inspections, permits, licensing, invasive plant pest surveys, plant pest eradication, and consumer protection services related to pesticides, exports of raw agricultural products, THC compliance in hemp, and plant pests.

### Agricultural Programs and Resources (APR) Division

- Provide analytical services to stakeholders regarding state and federal environmental regulations and natural resource issues.
- Assist soil and water conservation districts. Administer natural resources-related grant programs.

### Agricultural and Production Services (APS) Division

- Provide inspections, licenses, and consumer protection services related to dairy, feed, seed, fertilizer, and produce. Advise and administer programs related to agricultural biosecurity.

### Laboratory Division

- Provide analysis services related to petroleum, metrology, feed, seed, fertilizer, and pesticides.

### Marketing and Development (MD) Division

- Develop national and international marketing programs for state agricultural businesses, the organic certification program, and fruit and vegetable inspections.

### Standards and Consumer Services (SCS) Division

- Provide inspections, licenses, registers, and consumer protection services related to weights and measures, petroleum, and other consumer items.

### Veterinary Diagnostic Services (VDS) Division

- Provide diagnostic services related to livestock, domestic animals, and wildlife.

### Industry and Agency Programs

- Provide liaison services between agricultural industries and state agencies.

### Legislative and Governmental Affairs

- Provide support for agricultural-related legislation.

## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

1. The NMDA's Marketing & Development Division engaged with New Mexico tribes to support agricultural growth and economic development. Key activities included:
  - Facilitating export and trade opportunities through the Western United States Agricultural Trade Association (WUSATA).
  - Supporting local and regional marketing and promotion efforts through the Grown with Tradition® and Taste the Tradition® buy local logo programs.
  - Facilitating access to federal and state grant programs and programs connected to the New Mexico Food Initiative (i.e., Regional Farm to Foodbank).
  - Providing technical services for agricultural commodity grading, focusing on potatoes.
2. AES had no interaction with NPTs in FY24/25
3. APR had no tribal grantees for the Healthy Soil Program in FY 24/25

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

- The AES Division will continue to address tribal members' questions regarding pesticide-related testing, certification, and licensing procedures with the EPA upon request.
- The APR Division will improve outreach and partnerships with tribes, nations and pueblos for NMDA's Land of Enchantment Legacy Fund programs, specifically the Healthy Soil Project and the Noxious Weeds Management Program.
- NMDA's VDS Division will continue to provide veterinary diagnostic services to our tribal partners and participate in Lay Vaccinator Training, if asked.





# DEPARTMENT OF CORRECTIONS (NMDC)

## Mission

The New Mexico Corrections Department (NMCD) is responsible for the care and custody of approximately 5,873 incarcerated persons and 14,561 under community supervision on either probation or parole.

NMCD maintains public safety as the top priority. Through professional internal and community collaborations, NMCD will actively pursue new approaches to improve public safety by better preparing incarcerated persons through appropriate services and programs. Evidence-based planning, aimed at reducing criminal recidivism, offers a sound return on the investment of our resources.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Adult Prisons Division
- Probation and Parole Division
- Reentry Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- The NMCD Reentry Division expanded vocational training programs including HVAC certification, culinary skills, forklift certification, Residential/Commercial Maintenance 1 certification, CDL certification and licensure, and heavy equipment operator certification.
- Collaborating with the IAD, local municipalities and private, community partners, sweat lodges in NMCD facilities continue to be refurbished/rebuilt.
- A record high number of incarcerated persons in the NMCD obtained their HSE/GED, demonstrating the department's commitment to providing educational opportunities.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- Train all NMCD Chaplains in STCA Cultural Competency to better understand and educate all NMCD Facility Staff and increase sensitivity to Indigenous persons and understanding of the STCA and Native American Counseling Act policies.
- Identify and work with tribal partners to sustain and provide for the material needs for tribal ceremonies and the spiritual and cultural needs of incarcerated tribal members.
- Increase awareness among incarcerated Native American persons of the programs available within the NMCD and tribal communities, which will help them be successful upon release.



# DEPARTMENT OF CULTURAL AFFAIRS (DCA)

## Mission

The mission of DCA is to build a more vibrant, resilient New Mexico by fostering greater understanding of the diverse people and traditions of our state, supporting culturally and scientifically rich education, strengthening the creative economy, and preserving our cultural resources.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Office of the Cabinet Secretary (OTS), Santa Fe
- Office of General Counsel (GC), Santa Fe
- Office of Information Technology (IT), statewide
- Administrative Services Division (ASD), Santa Fe
- Facilities Management Bureau (FMB), statewide
- Historic Preservation Division (HPD), statewide
- Museum of Indian Arts and Culture (MIAC), Santa Fe
- Museum of Natural History and Science (MNHS), Albuquerque
- Museum of International Folk Art (MOIFA), Santa Fe
- Museum Resources Division (MRD), Santa Fe
- Museum of Space History (MSH), Alamogordo
- National Hispanic Cultural Center (NHCC), Albuquerque
- New Mexico Arts (NMA), statewide
- New Mexico Farm and Ranch Heritage Museum (NMFRHM), Las Cruces
- New Mexico History Museum (NMHM), Santa Fe
- New Mexico Historic Sites (NMHS), statewide
- New Mexico Museum of Art (NMMOA), Santa Fe
- New Mexico State Library (NMSL), statewide
- Office of Archaeological Studies (OAS), statewide

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- The Museum of Indian Arts and Culture has returned ancestors, sacred items, and collections to Nambé Pueblo and Pojoaque Pueblo, and is assisting with the repatriation of more than 500 objects to the Hopi Tribe.
- Wonders on Wheels Mobile Museum visited areas not served in recent years and as a result, provided hands-on, enquiry-based educational programming to an estimated 1,153 Indigenous residents in FY25. Visits were made to Zuni Pueblo, Pojoaque Pueblo, Abiquiu and Ramah Middle and High Schools.
- The New Mexico History Museum hosted a meeting with the New Mexico Indian Advisory Panel to discuss sensitive topics and the museum's approach to telling native stories. Discussions focused on the "Native Communities, c. 1600" map, the History Library and Photo Archives, and a proposed exhibition about Native perspectives on New Mexico history.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

- The Museum of Indians Arts and Culture will continue to consult with Nations, Tribes, and Pueblos regarding the care, stewardship, and return of ancestors, sacred items, and objects of cultural patrimony. Future repatriations are planned with Fort Sill Apache Tribe and the Southern Ute Tribe.
- Extravaganza on the Hill: A Celebration of Mexican and Indigenous Cultural Heritage, a collaboration between the Museum of International Folk Art and the Museum of Indian Arts and Culture will continue to be held on Museum Hill. This community day event provides large-scale programming serving tribal communities.
- In 2024, the Historic Preservation began to incorporate the state's Indigenous communities and voices into the New Mexico Official Scenic Historic Marker program. Consultation with the Mescalero Apache Tribe, the Comanche Nation, the Kiowa Tribe, and the Pueblos of Santo Domingo, Zia, Acoma, Ohkay Owingeh, Laguna, San Felipe, Santa Ana, and Cochiti, will be ongoing for proposed revisions to 15 markers.



New Mexico  
Department of Finance  
and Administration



# DEPARTMENT OF FINANCE AND ADMINISTRATION (DFA)

## Mission

To guide, serve, and support public entities to ensure fiscal accountability and effective government that is responsive to all New Mexicans.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Infrastructure Planning and Development Division (IPDD)
- Local Government Division
- State Budget Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- Accomplishment 1: In FY2025, IPDD provided virtual Infrastructure Capital Improvement Plan (ICIP) training courses, including those specifically for Tribal Infrastructure Projects and Senior Centers. For the FY2026-2031 ICIP submissions, 77 Tribal governments across the state submitted a total of 1,281 projects for a total of over \$4 billion in requests. This is an increase of 104 projects when compared to FY2024.
- Accomplishment 2: For Fiscal Year 2025, the Federal Grants Bureau (FGB) effectively disseminated information on federal funding opportunities and valuable resources through its monthly newsletter. Throughout the year, FGB delivered a series of targeted workshops and training courses focusing on topics such as:
  - Strategies for maximizing State and Local Fiscal Recovery Fund (SLFRF) awards in New Mexico
  - Federal Funding for Tribal Digital Equity Projects
  - Build to Scale
  - Distinctions between subawards and contractor agreements
- Accomplishment 3: (Including General Obligation Bonds) Excluding the Tribal Infrastructure Fund (TIF), for FY2025, there are 187 open capital projects for tribal entities throughout all state agencies totaling about \$110 million. As of July 2025, the unspent balance is \$103.3 million, with \$26.5 million encumbered. (Excluding General Obligation Bonds) Excluding the Tribal Infrastructure Fund (TIF), for FY2025, there are 148 open capital projects for tribal entities throughout all state agencies totaling about \$97.8 million. As of July 2025, the unspent balance is \$91.1 million, with \$26.5 million encumbered.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- Goal 1: Provide technical assistance and ongoing support to IAD as it relates to Tribal Infrastructure Fund and Capital Outlay projects and appropriations.
- Goal 2: Provide quarterly check-ins with IAD staff to address concerns related to Tribal Infrastructure Fund and Capital Outlay projects.
- Goal 3: Have 100% of DFA staff that interact with tribal communities complete the Building Cultural Equity with Native Nations training in FY26



# DEPARTMENT OF GAME & FISH (DGF)

## Mission

The mission of the New Mexico Department of Game and Fish is: “To conserve, regulate, propagate and protect wildlife and fish within the State of New Mexico using a flexible management system that ensures sustainable use for public food supply, recreation and safety; and to provide for off-highway motor vehicle recreation that recognizes cultural, historic and resource values while ensuring public safety.”

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

### Programs and Services Potentially Affecting American Indians or Alaska Natives

Program	Description of Services	FY26 Funding
Field Operations	Provides information and technical guidance to hunters, anglers, appreciative wildlife interests and all people or agencies that manage lands that result in the conservation and enhancement of wildlife. Conservation Services provide for the enhancement of habitat, the recovery of indigenous species, threatened and/or endangered wildlife.	\$12,314,600
Conservation Services	Provides information and technical guidance to hunters, anglers, appreciative wildlife interests and all people or agencies that manage lands that result in the conservation and enhancement of wildlife. Conservation Services provide for the enhancement of habitat, the recovery of indigenous species, threatened and/or endangered wildlife.	\$33,808,400
Wildlife Depredation and Nuisance Abatement	Provides depredation and nuisance complaint administration and intervention services to meet the expectations of private landowners, leaseholders, and other New Mexicans for relief and preclusion from property damage, annoyances, and threats to public safety caused by protected wildlife.	\$1,296,000
Program Support	Provides support for flexible, miscellaneous systems that furnish direction, oversight and accountability. These funds provide support to all divisions that results in the attainment of planned outcomes for all Department programs.	\$9,439,700



## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

The Department has successfully engaged in consultation and collaboration with Tribes, Nations and Pueblos as noted in this report. The Department will continue to work with the Tribes, Nations and Pueblos using a variety of outreach and educational opportunities and will continue to share wildlife data and habitat information for wildlife planning and management throughout the state. The Department will continue to establish and maintain an interactive relationship with individual Nations, Tribal and Pueblo governments at a government-to-government level.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

1. The Department will continue its effort to promote Hunter Education with Pueblos, Tribes and Nations.
2. The Department is committed to working with Tribes, Pueblos and Nations on joint wildlife population concerns throughout the state
3. The Department is committed to working with and responding to all joint wildlife-related concerns for the Nations, Tribal and Pueblo.
4. The Department is committed to working with Nations, Tribal and Pueblo to respond to all joint wildlife-related health concerns for the state.



# DEPARTMENT OF HEALTH (DOH)

## Mission

Promoting health and wellness, improving health outcomes, and assuring safety net services for all people in New Mexico.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

All NMDOH programs may work in collaboration with NM's 24 Tribes, Pueblos, and Nations.

- Center for Health Protection
- Center for Healthy and Safe Communities
- Center for Access and Linkage to HealthCare
- Medical Cannabis
- Office of Community Engagement
- Facilities Management Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

Office of Tribal Liaison (OTL):

- Primary Care Partnership with the Mescalero Apache Tribe: NMDOH partnered with the Mescalero Apache Tribe to open the Ruidoso Primary Care Clinic, delivering a wide range of health services through an integrated model supported by \$1.2 million in state funding. This pilot program, developed with Tribal leadership and local partners, offers extended hours to better serve rural and Tribal communities.
- Data-Sharing Agreement with the Navajo Nation: NMDOH and the Navajo Nation signed a Memorandum of Agreement (MOA) to enable ethical data sharing, enhancing the Tribe's capacity to address critical health issues and support initiatives like Navajos Healing Navajos. The agreement emphasizes transparency, sovereignty, and collaboration in advancing health equity.
- Coordinated Measles Response with Tribal Nations and IHS: In response to the measles outbreak, NMDOH coordinated with Tribal Nations, IHS, and local partners to deliver a culturally respectful, rapid public health response including vaccination, contact tracing, and education. The effort showcased the strength of trusted, interagency emergency collaboration.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

The broad goals of the NMDOH are:

- Expand equitable access to services for all New Mexicans.
- Ensure safety in New Mexico healthcare environments.

- Improve health status for all New Mexicans.
- Support each other by promoting an environment of mutual respect, trust, open communication, and needed resources for staff to serve New Mexicans and to grow and reach their professional goals.

Top priority areas in 2025 that will continue to be addressed in FY 2026 are:

- Continued engagement with the Nations, Pueblos, and Tribes to ensure proper communication, collaboration, and consultation per STCA.
- Access to care
- Primary Care
- Oral Health
- Maternal Health
- Substance Use/Behavioral Health
- Tribal Alcohol Related Mortality workgroup
- Indigenous Social Drivers of Health



# DEPARTMENT OF HOMELAND SECURITY AND EMERGENCY MANAGEMENT (DHSEM)

## Mission

### 1. New Mexico Department of Homeland Security and Emergency Management

- Our department prepares for a wide variety of emergencies, including wildfires, flooding, health crises, and domestic attacks. When necessary, the state assists localities whose capabilities are overwhelmed, and DSHEM serves as the conduit for federal assistance. Our work in emergency management is coordinated around the five mission areas of the National Preparedness Goal: prevention, protection, mitigation, response, and recovery.
- DHSEM also coordinates with state and local law enforcement, as well as federal partners like the FBI and the U.S. Department of Homeland Security, to obtain, analyze, and distribute intelligence on possible threats to public safety. Additionally, our department facilitates and distributes tens of millions of dollars in federal grants to New Mexico communities every year. DHSEM also works closely with customs and border officials to secure our nation's borders.
- The New Mexico State Fire Marshal's Office became a part of DHSEM in 2021. The mission of the State Fire Marshal's Office (SFMO) is to protect the lives and property of New Mexico residents and guests from the devastating effects of fire. This goal is accomplished through promotion of public safety and fire prevention programs, as well as resources distributed to the New Mexico fire departments for fire protection services. The SFMO carries out its mission through four bureaus: Code Enforcement, Fire Investigations, Fire Service Support, and the Fire Training Academy.

### 2. Tribal Liaison Program

- Currently DHSEM is working to rebuild our tribal liaison program. DHSEM's Tribal Liaison Program operated with the goal of developing a sustainable engagement and outreach plan in FY 2025. In FY 2026, we will build on the draft plans and continue our proactive outreach to Tribes and Pueblos across the state.
- We are continuing to support the Mescalero Apache Tribe with recovery efforts following the South Fork Fire, Salt Fire, and flooding that occurred in 2024. We have also provided support in their Emergency Operations as they have responded to additional flooding this monsoon season and the Seven Springs Fire that impacted Tribal land in June 2025.
- Our commitment is to ensure that we are working diligently to better understand Tribal and Pueblo emergency management requirements. Through engagement and partnership, we aim to enhance the well-being and security of all communities across New Mexico through preparedness before, emergency management during, and recovery after disasters occur.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

Preparedness Bureau works with community stakeholders before incidents to build a more resilient New Mexico. Below is a summary of each program and the services that are available to all local and tribal governments within the State of New Mexico.

- Operations Bureau responsible for overseeing state-level response activities. Response activities include coordinating resources during disasters and providing situational expertise to emergency managers.
- Fusion Center Bureau serves as a focal point for information sharing with federal, state, tribal and local public safety partners to assist their efforts to deter, detect and respond to threats, risks, and vulnerabilities in our state.
- Recovery and Mitigation Bureau supports local and tribal entities after a disaster to coordinate with state and federal agencies to aid impacted residents, and to repair and rebuild communities in ways that make them more resilient. Coordinates and administers statewide floodplain management and hazard mitigation programs, including both the planning of natural hazard mitigation projects and project implementation. The goal of the program is to reduce the short- and long-term effects of natural disasters, such as floods, wildfires, droughts, severe storms, and landslides, among others.

## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

1. Provided direct emergency coordination with Mescalero Apache Tribe.
  - Coordinated real-time emergency support during the Seven Springs Fire and post-fire flood threats.
  - Deployed field personnel to the Tribal EOC and submitted timely SITREPs under ESF 17 – Tribal Coordination.
  - Facilitated requests for HESCO barriers, temporary housing, and flood kits, while elevating tribal priorities to state leadership.
  - Developed stronger intergovernmental trust and structured joint recovery planning with BIA and State Forestry.
2. Launch of Tribal Grant and Technical Assistance Program
  - Hosted annual Tribal Grant Workshops to build capacity across New Mexico’s 23 federally recognized tribes and pueblos.
  - Provided hands-on support for Hazard Mitigation Plans, Emergency Operations Plans, and federal grant compliance (e.g., EMPG, SHSGP).
  - Ensured tribes were kept up to date on funding opportunities and compliance deadlines through direct outreach and support mechanisms.
3. Policy-Driven Tribal Liaison Integration
  - Developed and implemented the DHSEM Tribal Liaison Engagement and Support Policy, institutionalizing daily outreach, cultural respect, and intergovernmental equity.
  - The TLO role now includes responsibilities in planning, training, grant guidance, SEOC coordination, and federal consultation processes.
  - This policy ensures a structured, repeatable approach to tribal inclusion across all phases of emergency management.
4. Establishment of Tribal-Specific Coordination Channels
  - Responded to tribal feedback by proposing a recurring, statewide tribal-only emergency management coordination call.
  - Initiated through engagements like the one with Santa Ana Pueblo, where leadership emphasized the value of a dedicated communication platform.
  - These efforts reflect a systemic shift toward more inclusive and responsive intergovernmental emergency communication.



## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

1. Hire experienced and capable Tribal Liaison officer to build a benchmark program.
2. Build and execute a comprehensive engagement plan to better understand requirements, build trust, foster collaboration and improve local preparedness ahead of disasters amongst all the Tribes and Pueblos in New Mexico.
3. Secure policy and where required statute changes that better enable DHSEM to leverage the Interstate Mutual Aid System (IMAS) and Emergency Management Assistance Compact (EMAC) to provide more agile support to Tribes and Pueblos in a manner that meets their requirements and protects sovereignty.
4. Conduct employment outreach to Tribes and Pueblos to ensure career opportunities at DHSEM are more effectively communicated.



# DEPARTMENT OF INFORMATION TECHNOLOGY (DOIT)

## Mission

The New Mexico Department of Information Technology is the enterprise technology partner serving and supporting state agencies with innovative solutions to advance the delivery of their core missions and create progress for all New Mexicans.

Vision: The vision for the Department of Information Technology is to improve efficiency and effectiveness in the delivery of state services and be the trusted leader in delivering enterprise information technology services and solutions that enable the State to better serve the public.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

The Department reports the top accomplishment relating to NPT's for State Fiscal Year (SFY) 2025 the transition of four (4) pueblos to the New Mexico Digital Trunked Radio System (DTRS) for public safety, and the continued support to add one additional Pueblo.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

Because it is imperative to establish lines of communication in advance of cyber emergencies, the OCS will prioritize awareness of all existing emergency communications plans and protocols in use by the Indian Nations, Tribes and Pueblos. The goal will be efficient emergency response and mitigation that involves sharing of sensitive intelligence with tribal entities in real-time by following pre-established protocols and plans.

The Office of Cybersecurity (OCS) will continue to work with the IAD to fill the Nations, Pueblos, and Tribes vacancy on the Cybersecurity Advisory Committee. This Committee has a dedicated role for a tribal member to enhance cybersecurity awareness and posture as a whole-of-state initiative. The IAD Deputy Secretary is currently filling this role on an interim basis.

The Planning Committee will continue its outreach efforts to bring awareness to cybersecurity efforts and resources, and to encourage increased Tribal participation in Federal Fiscal Year (FFY) 2023 SLCGP opportunities.



# DEPARTMENT OF MILITARY AFFAIRS (DMA)

## Mission

1. Department of Military Affairs: To provide administrative, financial, and logistical support to the Office of the Adjutant General, ARNG, ANG, State Defense Force, Civil Air Patrol and the State Armory Board.
2. New Mexico National Guard: The NMNG is a sustainable force that is ready to support the community and execute all Federal and State missions.
3. Department of Military Affairs (DMA)/New Mexico National Guard Tribal Liaison Program The mission of the DMA and NMNG Tribal Liaisons is to foster strong, respectful, and collaborative relationships between the National Guard and the Native American Nations, Pueblos and Tribes of New Mexico. We are dedicated to promoting mutual understanding, cultural awareness and effective communication to support the unique needs and interests of tribal communities. Our commitment is to ensure that the voices of our tribal partners are heard and valued, while facilitating meaningful engagement and cooperation in areas of mutual interest and be

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

1. Memorandum of Understanding (MOU): Military Low-level Overflights of Tribal Lands
2. Innovative Readiness Training (IRT)
3. State Missions
4. Cultural Resources Management
5. New Mexico Youth ChalleNGe Academy (NMYCA)
6. New Mexico National Guard (NMNG)

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- Little Library Dedication at Ojo Encino Chapter (Navajo Nation) – September 20, 2024
- Mescalero Apache Youth Development Day – December 5, 2025
- Remote Area Medical Event in Gallup, NM – March 14 -15, 2025

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

1. DMA Tribal Liaison Program (TLP) aims to further enhance its relationships with Nations, Pueblos and Tribes of NM by proactively seeking avenues to engage and facilitate meaningful discussions regarding knowledge of our capabilities, collaborative activities, and opportunities for membership in the NM Air National Guard, Army National Guard, Civil Air Patrol, and State Defense Force.
2. DMA TLP would like to engage with the Indigenous Youth Council as well as participate in STREAM (science, technology, reading, writing, engineering, arts and mathematics) events for Native American youth.
3. DMA TLP looks forward to working with leadership to formalize our program, develop a charter, create TAG approved objectives as well as a strategic plan. We believe this program is the best in the nation and we would like to press forward with formalizing it is so it can be exported to other communities that really need what our team has built.



# DEPARTMENT OF PUBLIC SAFETY (DPS)

## Mission

The New Mexico Department of Public Safety protects human life and property through the detection and prevention of criminal activity and enforcement of state laws and regulations. Additionally, the NMDPS provides vital leadership, scientific, training, technical, and operational support to the criminal justice community and public at large.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

The NMDPS does support two specific programs that directly support/benefit NM Tribes and Nations. The NMDPS is committed to continuing collaborative efforts in State/Tribal law enforcement generally and specifically, the continued commissioning and education of law enforcement officers:

- The commissioning of Tribal Police officers as New Mexico Peace Officers using NM State Statute 29-1-11. This program enhances a tribal police departments overall police function by allowing officers not only to respond to but handle incidents and provide police services that involve non-Indians within their established Tribal jurisdiction. The tribal officer through his/her New Mexico Law Enforcement Commission can utilize New Mexico State Criminal and Traffic Statutes.
- Through an approved resolution by a specific Pueblo, Nation or Tribe and through a formal request for a “Government to Government” agreement, the NMDPS supports the Special Law Enforcement Commissioning (SLEC) of New Mexico State Police officers as deputies of the Bureau of Indian Affairs (BIA), allowing for NMDPS commissioned Officers to provide law enforcement services when called upon by the sovereign jurisdiction of the Tribe and/or the BIA. This includes specific NMDPS to Tribal entity MOU’s/MOA’s if in place and agreed upon by both parties.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- NMDPS strengthened collaboration with the Indian Affairs Department through regular meetings and relationship-building initiatives.
- NMDPS promoted positive government-to-government relations with Nations, Tribes, and Pueblos.
- NMDPS assisted tribal police departments with the state commission process under NMSA § 29-1-11.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- NMDPS will continue collaborative efforts with the Indian Affairs Department and the MMIP (Missing and Murdered Indigenous Persons) community.
- NMDPS will further develop strategic partnerships with Nations, Tribes, and Pueblos by issuing state commissions in accordance with NMSA § 29-1-11.
- NMDPS will Provide officers with BIA SLEC (Bureau of Indian Affairs Special Law Enforcement Commission) training and Navajo cross-commissioning opportunities.



# DEPARTMENT OF TOURISM (TD)

## Mission

Grow New Mexico's economy through tourism.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Office of the Secretary
  - Tribal Tourism Development Officer
  - Grants Coordinator – Route 66 Centennial Grant Program
- Marketing Division
  - Cooperative Marketing Program
  - National Marketing Campaigns
  - New Mexico True Certified Program
- Tourism Development Division
  - Clean and Beautiful Grant Program
  - Tourism Event Growth & Sustainability Grant Program
  - Destination Forward Grant Program
  - Visitor Information Centers
- Communications Division
- New Mexico Magazine

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

1. National Consumer Marketing - Consumer marketing across strategic domestic target markets frequently features Native and Indigenous living legends that highlight both the adventure, and the culture visitors can find in tribal lands across the state. In FY25, the summer 2024 campaign featured Shandien LaRance's hoop dancing in select placements in airports and in streaming environments through the summer and fall months. Beginning in November 2024, the domestic advertising campaigns featured the food of Justin Pioche — a James Beard award-nominated chef from the Navajo Nation. Together, the Hoop Dancer campaign delivered 245.8 million impressions in summer and fall 2024, while the Pioche Food Group campaign contributed an additional 32.4 million impressions in winter 2024–25, further amplifying the reach and resonance of Native storytelling across channels.
2. National Earned Media Program - Tribal and indigenous culture was strategically featured in NMTD's Earned Media Program. Roughly half of all secured coverage that mentioned native and indigenous culture came in "top tier" publication, highlighting the interest from writers and editors from premier travel publications in covering New Mexico's indigenous culture. In FY25, the Communications Division accomplished the following through the Earned Media Program:
  - 40 secured coverage that mention a Native/Indigenous community, amenity, experience or business.
  - 48% of the secured coverage that mentions a Native/Indigenous community, amenity, experience or business met the department's standard of top-tier media.



- In total, secured coverage that highlighted Native/Indigenous culture resulted in \$16.7 million in advertising value equivalence (AVE).
3. **NMTD Grant Partners** - In FY25, the New Mexico Tourism Department supported a total of 12 Tribal partners through four of its key grant programs. Five Tribal partners participated in the Cooperative Marketing Grant Program, three received funding through the Clean & Beautiful Grant, three were awarded grants through the Tourism Event Growth & Sustainability Program, and one Tribal partner engaged in the Destination Forward initiative. These investments underscore NMTD's continued commitment to uplifting Tribal tourism through strategic support and partnership.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

1. **Original Creators** - Original Creators is a statewide tourism initiative that amplifies the stories, experiences, and enterprises of New Mexico's Nations, Pueblos, and Tribes. Designed to increase visibility for Indigenous-owned businesses and cultural destinations, the campaign drives tourism through authentic storytelling and multi-platform content. By promoting travel tied to Native experiences—guided by Tribal partners themselves—Original Creators strengthens local economies, supports cultural preservation, and ensures that tourism dollars directly benefit Indigenous communities.
2. **Travel Trade** - In addition to elevating the profile of New Mexico's Native and Indigenous culture through the Earned Media Program, the Communications Division also promotes the state – including its Native and Indigenous culture – through travel trade. Revitalized in 2023, the statewide travel trade program is now led by a full-time staff member, with ongoing collaboration planned with the American Indian Alaska Native Tourism Association (AIANTA) on a quarterly basis. In FY25 alone, the Communications Division conducted over 600 meetings and appointments with travel trade professionals, where New Mexico's Native and Indigenous culture and experiences were regularly highlighted as a key factor that sets the state apart.
3. **Grant Programs**: TD will continue to align its outreach efforts to grow the numbers of tribal participants in the Clean and Beautiful Program, Cooperative Marketing Program, NM True Certified Program, Destination Forward, and the Tourism Event Growth & Sustainability Grant Program. Additionally, NMTD's new Route 66 Centennial Grant Program aims to focus outreach efforts on communities along the historic route to allocate funding in support of programs related to consumer experiences, events, destination enhancements, marketing and promotions. NMTD intends to partner with Tribes along Route 66 to inform and to point the way to genuine experiences and appropriate cultural exchange.



# DEPARTMENT OF TRANSPORTATION (DOT)

## Mission

Provide a safe and efficient transportation system for the traveling public, while promoting economic development and preserving the environment of New Mexico.

The Department sets its Core Values as: Safety, Accountability, Customer Service, Integrity, Teamwork and Communication.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

### Native American Tribal Liaison

- The Highway Operations Division provides support services in Administration, Intelligent Transportation Systems (ITS), Construction, Maintenance, Fleet and Materials. The purpose of Native American Tribal Liaison at NMDOT is to maintain the government-to-government relationships outlined in New Mexico's State-Tribal Collaboration Act and to assure compliance with the federal tribal coordination requirements.

### Planning Division

- The Planning Division is responsible for the planning activities of the NMDOT and ensuring that NMDOT complies with federal planning requirements

### Multimodal Planning and Programs Bureau

- The Planning Division's Multimodal Planning and Programs Bureau monitors state and federal legislation pertaining to transportation appropriations and policies

### MPO and RTPO Liaisons

- Planning staff also serve as liaisons to New Mexico's Metropolitan Planning Organizations (MPOs) and Regional Transportation Planning Organizations (RTPOs).

### RTPOs

- Regional Transportation Planning Organizations are state-designated entities that orchestrate rural transportation planning, covering regions outside of MPO boundaries.

### Bicycle, Pedestrian and Equestrian Coordinator

- The Bicycle, Pedestrian and Equestrian (BPE) Coordinator serves as a resource for NMDOT staff on BPE-related issues.

### Active Transportation and Recreational Programs

- The Transportation Alternatives Program (TAP) is a federal reimbursement program authorized through the FAST Act as part of the new Surface Transportation Block Grant (STBG) Program.

### Highway Safety Improvement Program

- The goal of the federally funded Highway Safety Improvement Program (HSIP) as authorized in the FAST Act is to

achieve a significant reduction in traffic fatalities and serious injuries on all public roads, including non-State-owned public roads and roads on tribal lands.

#### Technical and Freight Planning

- The Technical and Freight Planning (T&FP) Unit manages freight planning efforts, including maintaining and guiding implementation of the New Mexico State Freight Plan
  - Local Technical Assistance Program
  - NMLTAP — a Program that solves problems
- The New Mexico Local Technical Assistance Program (LTAP) Center provides local and tribal agencies with a variety of adaptable tools—training events, technology transfer resources, and personalized on-site heavy equipment training—to improve their transportation operations. NM LTAP does not provide engineering services but does offer proven solutions to many transportation problems.

### **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

The following section outlines FY 2025 activities and projects the NMDOT Native American Tribal Liaison was involved in, including those NMDOT, FHWA, and other State/Federal agency planning initiatives affecting tribes.

1. NMDOT D-1/Alamo Navajo School Board – Parking lot improvements of School District Parking lots and Access Roads, \$48,765.00.
2. NMDOT D-2/Mescalero Apache Tribe, FY-2024, Transportation Project Fund (TPF), \$1,400,000.00, Construction/ CMS & Testing, Carrizo Trail Route 97 (0.8 miles), Construction anticipated to begin in August 2025.
3. NMDOT D-2/Mescalero Apache Tribe, FY-2021, Transportation Project Fund (TPF), \$400,000.00, Construction/ CMS – A'dildi' ni' Kuwaa Drainage, Roadway Reconstruction & Safety Improvements, Work in Progress
4. NMDOT D-3/CRD/Pueblo of Isleta, NM 314/NM 45/NM 317 Intersection Improvement & Realignment Project: Pueblo lead project with NMDOT D-3 Oversight to realign and reconstruct the intersection of three roadways, drainage infrastructure and pedestrian/bicycle facilities. FFY23/24 construction funds totaling \$12,166,799 (\$8,477,945 being HSIP and state match, the remainder being TTP and Capital Outlay). Design completed in summer of 2023. Construction is anticipated to be complete by September 2025.
5. NMDOT D-5 / Newcomb Navajo, FY-2024 Capital Outlay, \$200,000.00 To plan, design, construct fencing and cattle guard on Navajo Route 19 in the Newcomb Chapter in San Juan County- Work in progress.
6. NMDOT D-5 / Tse Alnaozti'i' Navajo, FY-2024 Capital Outlay, \$400,000.00 To plan, design and construct Navajo Route 5010/N342 Tse Alnaozti'i' Chapter in San Juan County – Work in progress.
7. NMDOT D-5 / Burnham Navajo, FY 2024 Transportation Project Fund (TPF) \$500,000.00 The existing paved roadway N5/NM371 intersection has no signage, street lighting or turn lanes. A Road Safety Audit (RSA) provided recommendations to improve this intersection; will provide safety for citizens and school buses - enhancing quality of life and multi-modal safety. Burnham Chapter – Work in progress
8. NMDOT D-6/Mexican Springs Chapter, FY-2025 Capital Outlay, \$350,000.00 Plan, Design, Construct Lighting at the Junction of Navajo Route 30 and US 491 in the Mexican Springs Chapter of Navajo Nation in McKinley County. The project is currently in progress.
9. NMDOT D-6/Acoma Pueblo, FY-2025, Local Government Road Fund (LGRF) \$34,650.00. Full Construction, Construction Management, Misc. for SP-33, SP-27, SP-36, SP-130, SP-30 and SP-22. The project is currently in progress.

10. NMDOT D-6/Rock Springs Chapter, FY-2025 Capital Outlay, \$200,000.00 Acquire easements and right of way and to Plan, Design and Construct Road Improvements in the Rock Springs Chapter of the Navajo Nation in Mckinley County. The project is currently in progress.
11. NMDOT D-6/Tse'Lichee Chapter, FY-2025, Capital Outlay \$50,000.00 Plan, Design, and Construct Uprooted Tree Road Improvements in the Tse'Lichee Chapter of the Navajo Nation in Mckinley County. The project is currently in progress.
12. NMDOT D-6 – HB2, Laws of 2021, \$8,871,257.04, – Pavement Preservation Project, US 491, MP 55 to 62 within Navajo Nation.
13. NMDOT D-6 - State Funded \$1,343,942.97, – Maintenance Project on NM 53, MP 23 to 30 within the Zuni Pueblo.
14. NMDOT D-6 - State Funded \$985,949.25, – Maintenance Project on NM 4, MP 0 to 4.7 within the Pueblo of Jemez.
15. NMDOT D-6 - State Funded \$2,399,094.61, – Maintenance Project on US 491, MP 17 to 25 within the Navajo Nation.
16. NMDOT D-6 - State Funded \$2,759,800.65, – Maintenance Project on US 491, MP 37 to 42 within the Navajo Nation.
17. NMDOT D-6 - State Funded \$1,731,517.01, – Maintenance Project on NM 371, MP 28 to 33 within the Navajo Nation.
18. NMDOT D-6/CRD/Pueblo of Laguna, NM 124 Road Diet Project: Pueblo lead with NMDOT D-6 Oversight to reduce NM124 to 2 lanes in order to add bicycle lanes. FFY21/22/24 construction funds totaling \$3,830,689 (\$3,272,940 being TAP fund, the remainder being local match). Design was completed in summer 2021. The contractor was awarded this spring and awaiting Notice to Proceed to begin construction. Anticipated start-August 2025.
19. NMDOT General Office- FY 2025, Que Linda Grant \$200,000-To build a local beautification program within the Pueblo of Isleta.
20. NMDOT Environmental Bureau, Cultural Section- Through the Tribal Consultation Program, 189 STIP projects were distributed to 33 tribes affiliated with New Mexico. Request for consultation invitations were expanded to include 25 state funded projects of potential interest to tribes in accordance with the stipulations set forth by STCA. 67 comprehensive tribal consultation project summaries were generated, detailing the history of contact and tribal responses indicating the consultation status. Tribal input was requested for 12 additional state funded/STIP projects.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

1. Develop a new online training course for incoming NMDOT employees to inform on NM affiliated tribes, tribal cooperation, etiquette and cultural differences awareness.
2. Coordinate technical assistance for long-term Tribal planning efforts and ensure alignment with Tribal Transportation Program (TTP) and NMDOT goals.
3. Increase engagement through more frequent and consistent meetings with the Nations, Pueblos, and Tribes located within District 6.
4. Strengthen internal expertise by providing targeted training workshops on funding programs such as TPF, LGRF, Capital Outlay, and other applicable financial sources so staff can share information and effectively answer questions that NPTs may have.
5. Foster collaboration by proactively coordinating with the Nations, Pueblos, and Tribes on any construction activities occurring within their boundaries.

6. Support future Tribal applications and projects by collaborating with the Mescalero Apache Tribe on priority project identification and scope development, including efforts such as the U.S. 70 wildlife corridor design.
7. Work with Alamo Navajo Chapter to assist with project funding opportunities.
8. Seek participation from Alamo Navajo chapter in yearly coordination meetings.
9. Future sign replacement project on NM 169 through Alamo Chapter.
10. Future drainage work along NM 169.
11. More frequent and improved communications with the Nations, Pueblos and Tribes located within District 5.
12. Develop further the NMDOT Tribal Consultation Portal with Tribal Input since tribes have been extremely positive in their receipt of this portal.
13. Seek additional tribal input on future enhancements that will further customize the Tribal Consultation Portal to accommodate tribal Section 106 consultation requests.
14. Coordinate visits from Environmental Bureau staff to tribal museums, share discussions with tribal members.





# DEPARTMENT OF VETERANS SERVICES (DVS)

## Mission

Build healthier communities by connecting all Veterans and their families to the highest quality care, services, and eligible benefits through advocacy and collaboration.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Tribal Liaison
- Field Services Division
- Benefits Division: State Benefits, Cemetery, and Memorial Programs
- Women Veteran Program (WVP)
- State Approving Agency (SAA)
- Veterans Business Outreach Center (VBOC)
- Healthcare Coordination Division
- Administrative Services Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

- **Strengthening Relationships Through Ongoing Engagement.** In FY 2025, the Department deepened its commitment to Tribal engagement through a series of strategic partnerships and initiatives aimed at fostering stronger relationships with Native communities statewide. A cornerstone of this effort was the establishment of the Quarterly Tribal Liaison Meeting, providing a consistent platform for dialogue, collaboration, and shared problem-solving with Tribal representatives. The Department also partnered with the Native American Training Institute (NATI) to co-host the inaugural NATI Veterans Symposium, a convening that elevated veteran-related issues within Tribal contexts. Additional collaborative efforts included joining the Veterans Affairs Healthcare Department at the two-day Gathering of Nations Pow Wow, amplifying outreach to Tribal Veterans, and co-hosting the San Juan County Homeless Stand Down with San Juan College. This event featured participation from Navajo Nation Chapter Houses across Shiprock, Kirtland, Fruitland, Bloomfield, Farmington, and Aztec, expanding services and visibility to communities across the Four Corners region.
- **Mobile Outreach Vehicle Acquisition.** To expand access to services in underserved communities, the Department acquired a Mobile Outreach Vehicle staffed by two National Association of County Veterans Service Officers (NACVSO)-certified Veteran Service Officers. This initiative enhances outreach capabilities and delivers essential support directly to Tribal and rural areas throughout the state.
- **Dedicated Tribal Track at the New Mexico Department of Veterans' Services Annual Conference.** The Department proudly hosted an annual Veterans' conference with a dedicated Tribal Veterans track, elevating the voices and needs of Native communities. This track facilitated direct engagement, education, and advocacy on issues unique to Tribal Veterans, encouraging deeper understanding and collaborative problem-solving among service providers, Tribal Veterans and tribal leadership.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- **Expanded NACVSO** - Certified Tribal Veteran Service Officer Training To enhance services for Tribal Veterans and their families, the Department will support the expansion of specialized training for Tribal Veteran Service Officers (TVSOs). In collaboration with NACVSO national trainers, the Department will coordinate and facilitate the delivery of certification training to 27 Tribal VSOs representing various Nations, Pueblos, and Tribes across New Mexico. As a dedicated support agency, the Department's role centers on logistical coordination, advocacy, and sustained partnership to ensure the long-term success of Tribal VSOs in delivering culturally informed, community-based veteran services.
- **Data-Informed Outreach and Service Planning** - Informed outreach and service planning to better understand and serve the unique needs of Tribal Veterans, the Department will launch a comprehensive survey initiative. In tandem, it will work to establish Memorandums of Understanding (MOUs) with New Mexico Indian Affairs Department to support each Nation, Pueblo, and Tribe to formalize outreach efforts on Tribal Lands. This MOUs will support VSO training and service coordination, enabling more accurate assessments of Veteran populations across Native communities statewide.
- **Strengthening Tribal Engagement Through Targeted Relationship-Building** - As part of its ongoing commitment to Tribal collaboration, the Department will broaden its presence at Tribal events and gatherings, with a particular emphasis on engaging Nations, Pueblos, and Tribes that have historically received limited attention from the Department's Tribal Liaison. This effort aims to foster new and meaningful connections, increase trust, and ensure that all Tribal entities have direct access to Departmental resources and representation. By attending more events and initiating proactive outreach, the Department will work toward a more inclusive and equitable approach to Tribal engagement, helping to inform policies and improve service delivery statewide.



# DEPARTMENT OF WORKFORCE SOLUTIONS (DWS)

## Mission

Educate, Empower, Employ, and Enforce

## Divisions that Collaborate with Tribes:

All NMDWS Divisions may work in collaboration with Nations, Pueblos, and Tribes.

- Employment Services Division (ESD)
  - ESD connects businesses with New Mexico's workforce system, offering policy support, best practices, and technical assistance. Key initiatives include workforce forums and a statewide conference.
  - Programs include: WIOA, Apprenticeship, Be Pro Be Proud, Energy Transition Act, Economic Development, RESEA, AmeriCorps, STEP Up, TANF/NM Works, TAA, WOTC, Foreign Labor Certification, Migrant/Seasonal Farmworker Services, H-2A/H-2B Visas, Housing Stability, Pre-Apprenticeship, Rapid Response, and Veteran Services.
- Unemployment Insurance (UI) Division
  - The Unemployment Insurance (UI) Division administers the employer-financed program that provides temporary, partial income replacement to qualified individuals who are unemployed through no fault of their own. UI benefits are financed through employer payroll taxes; they are not deducted from employee paychecks.

## Programs that collaborate with Tribes:

- AmeriCorps (Serve NM Commission): NMDWS administers AmeriCorps programs funded through formula and competitive grants. Native-focused initiatives include:
  - NACA Inspired Schools Network: \$400K grant; 25 placements at tribal schools in Santa Clara, Navajo Nation, Acoma, and Las Cruces.
  - Ancestral Lands (Conservation Legacy): \$1.027M grant (shared with Conservation Corps NM); 31 placements across Four Corners, Acoma, Isleta, and Albuquerque.
- Pre-Apprenticeship Program: Offers up to 400 hours (or 6 months) of paid work-based learning for youth. NMDWS serves as employer, handling payroll and insurance. Each participant is paired with a career consultant. As of April 8, 2025, 55 Native American youth are enrolled.
- Be Pro Be Proud New Mexico
  - Led by NMDWS in partnership with the NM Center for Economic Opportunity, Be Pro Be Proud is a national initiative that promotes technical careers to youth through hands-on simulation experiences. The mobile workshop unit highlights in-demand professions in New Mexico, including robotics, construction, trucking, healthcare, HVAC, plumbing, welding, and more.

- Registered Apprenticeship
  - A structured, employer-driven program offering paid employment, on-the-job training, mentorship, technical instruction, wage progression, and a nationally recognized certificate.
- Energy Transition Act (ETA) Passed in 2019, the ETA established the Displaced Worker Assistance Fund to support workers affected by the closure of the San Juan Generating Station in Waterflow, NM.
  - Affected Counties: San Juan, McKinley, Rio Arriba, Sandoval.
  - Tribal Lands Impacted: Navajo Nation, Jicarilla Apache.
- Support Efforts by NMDWS:
  - Developed eligibility criteria, online application, and fund distribution.
  - Enrolled 30 participants in post-secondary programs with financial, employment, and case management support.
  - Partnered with San Juan College to enroll 10 participants in 2-year training programs.
  - As of March 31, 2025, 49% of ETA participants self-identified as American Indian/Alaska Native.
- Jobs for Veterans State Grant (JVSG) JVSG collaborates with federal, state, tribal, and nonprofit partners to connect veterans with workforce and support resources.
  - DVOP Specialists: Support veterans with employment barriers (e.g., disability, homelessness, incarceration, low income, no diploma, age 18–24, Vietnam-era, recent separation, VA referrals). Includes outreach to Native American communities.
  - LVER Staff: Help businesses recruit and hire veterans; engage in job fairs and business events.
- Economic Development Collaboration NMDWS partners with NM Economic Development Department (EDD) and its Tribal Liaison to support:
  - All 19 Pueblos, Navajo Nation, and Apache Nations
  - Tribal economic development projects and creative entrepreneurship
  - Creative Industries Division promotes tribal artisans in metal, wood, glass, ceramics, and textiles
- Navigator Program: Designed to expand UI and Employment Services access in tribal and rural areas. NMDWS trains local health workers and community partners. The first event (April 15, 2025) at the Indian Pueblo Cultural Center included seven pueblos and two tribal councils. Follow-up outreach has continued with several pueblos and councils.
- Workforce Innovation and Opportunity Act (WIOA)
- Title I – Adult, Youth, Dislocated Worker Funds passed to four Local Workforce Development Boards (LWDBs) for:
  - Case management
  - Training and employment services
  - Business engagement tailored to employer needs
- Title III – Wagner-Peyser Supports state workforce staff and infrastructure at New Mexico Workforce Connection Centers (NMWCCs). Focus: Connecting employers with career-ready talent to boost economic vitality.

## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

Tribal Liaison Appointment: A dedicated liaison maintains communication with tribal governments and ensures tribal needs are reflected in NMDWS programs.

### **Workforce Summit Participation**

- February 2025: Hosted a two-day WIOA Youth, Adult & Dislocated Worker Summit in Albuquerque with ~25 NAWP attendees.

Tribal Library Access Points: NMDWS installed service access links on desktops in 20 Tribal Libraries, offering videos and resources on UI, training, and job seeker services. The link also connects users to direct assistance if needed.

Registered Apprenticeship FY25 Data:

- New American Indian/Alaska Native apprentices: 93
- Total active American Indian/Alaska Native apprentices: 304

Be Pro Be Proud: During Summer 2024, Fall 2024, and Spring 2025 semesters, the Be Pro Be Proud mobile workshop unit attended the following events targeting American Indian and Alaska Natives:

- Summer 2024
- Government-to-Government Indian Education Summit, Farmington, NM
- State Tribal Leaders Summit, Navajo Preparatory School, Farmington, NM
- Santo Domingo School Career Day – Santo Domingo Pueblo
- Southwestern Indian Polytechnic Institute (SIPI) Career Day in Albuquerque, NM
- San Felipe Pueblo Career Day – Pueblo of San Felipe
- Fall 2024
- Laguna Acoma High School – Casa Blanca, NM
- Dulce High School – Jicarilla Apache Nation
- Shiprock High School – Navajo Nation
- Kirtland Central High School – Navajo Nation
- Thoreau High School – Navajo Nation
- Pojoaque Valley High School – Pueblo of Pojoaque
- Mescalero Apache School – Mescalero Apache Tribe
- Spring 2025
- Bond Wilson Technical Center – Navajo Nation

JVSG 2025 Enrollments:

- 297 American Indian/Alaska Native veterans and spouses enrolled.
- 85 veterans received individualized case management and career services.

Number of Participants served under WIOA Title I and III who self-identified as American Indian/Alaska Native in FY25:

	WP Served	Title I Served	Total Served
<b>Central Area Workforce Development Board</b>	935	21	956
<b>Southwestern Area Workforce Development Board</b>	157	48	205
<b>Northern Area Workforce Development Board</b>	1,593	67	1,660
<b>Eastern Area Workforce Development Board</b>	195	—	195
<b>Grand Total</b>	2,880	136	3,016

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

NMDWS remains committed to effective communication, collaboration, and consultation in alignment with the State-Tribal Collaboration Act (STCA) through the following efforts:

**Cultural Competency & Staff Training** Expanding training for staff and partners to improve cultural awareness and service delivery:

- STCA Cultural Competency
- Trauma-Informed & Emotional Intelligence
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Communication Strategies for ESL Populations

**Interagency Coordination** Continued collaboration with tribal workforce programs through the Native American Workforce Partner (NAWP) coalition:

- Quarterly meetings with NAWP
- Monthly check-ins with NAWP co-founders

**Referrals and co-enrollment**

- Designate a point of contact for referrals between DWS local office for referrals to and from tribal workforce programs
- Designate a point of contact for TANF referrals to and from tribal workforce programs
- Tribal workforce program participation in DWS aligned case management project
- Participation of tribal workforce program participants in DWS pre-apprenticeship programs

**Training**

- Invitations to participate in each organization's respective statewide trainings.

**Planning and Systems**

- Invitations to participate in periodic plans for WIOA and any other DWS programs
- Preparing a future summit with NAWP, grantees, and Local Workforce Development Boards to strengthen communication and partnerships.
- Invitations to participate in planning of and presentations at the Statewide Workforce Conference
- Invitations to attend and present at Statewide Workforce Development Board meetings
- Information exchange on state and federal legislative priorities
- Participation in federal, state, local and private funding opportunities, including providing support letters





# EARLY CHILDHOOD EDUCATION & CARE DEPARTMENT (ECECD)

## Mission

**VISION:** All New Mexico families and young children are thriving

**MISSION:** Optimize the health, development, education, and well-being of babies, toddlers, and preschoolers through a family-driven, equitable, community-based system of high-quality prenatal and early childhood programs and services.

**OAS MISSION / VISION:** Specific to the Office of the Assistant Secretary for Native American Early Education and Care (OAS): OAS- ECECD is committed to building respectful, equitable, government-to-government relationships with the 23 Nations, Pueblos, and Tribes of New Mexico ensuring that the unique language, cultural, and educational goals of each community inform and guide all early childhood programs and services. (SEE GOAL 3 OF THE FLORECER REPORT – Page 12)

ECECD's mission includes embedding language and cultural considerations into curricula, strengthening Tribal sovereignty, and supporting Indigenous workforce development through consultation and collaboration.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

ECECD engages the NPT's and Urban Indian communities through multiple avenues, including:

- Assistant Secretary for Native American Early Education and Care oversees coordination, Tribal consultation, and culturally responsive program development.
- New Mexico Early Childhood Tribal Advisory Coalition (NMECTAC)—established in 2022—includes members appointed by Tribal leadership, urban Native representatives, and partner organizations.
- Monthly Tribal Education Director Calls hosted by the Assistant Secretary's office facilitate regular dialogue and resource updates to Tribal education leadership.
- FSEI has continued to support Tribal Home Visiting through a collaboration with LANL, utilizing Tribal funding. Currently, LANL provides TA to 5 Pueblos, each implementing and expanding year after year. There are 4 of 5 identified pueblos that have established programs: Pueblo of Jemez, Pueblo of Nambe, Pueblo of Pojoaque, Pueblo de San Ildefonso, with the Pueblo of Tesuque actively working on implementation.
- The Office of the Assistant Secretary has established partnerships with Tribal Colleges and Universities to create culturally grounded, affordable pathways for early childhood educators—supporting degree attainment while centering Native language and culture in curriculum development.
- Monthly Tribal Head Start Directors Meetings; Assistant Secretary for Native American Early Education and Care contributes to regular dialogue and resource updates and to engage with the Assistant Secretary, meeting may include an internal or external presenter.
- Monthly Tribal Child Care (CCDF) Director and staff members meet with Assistant Secretary for Native American Early Education and Care contributes to regular dialogue and resource updates and to engage with the Assistant Secretary, meeting may include an internal or external presenter.

- SEED: Monthly meetings have been established with Dr. Tsosie, Michelle, Deputy Assistant Secretary for Native American Early Education and Care, to support the ethical evaluation and implementation of IECMH Consultation practices within tribal communities. SEED is in the process of initiating services in early childhood centers in Acoma Pueblo and Zuni Pueblo.

## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

### **Tribal Consultations**

1. August 14, 2024: Pueblo de Cochiti Learning Tour
2. August 29, 2024: Jicarilla Apache Nation Learning Tour/Consultation
3. October 29, 2024: Pueblo of Sandia Consultation
4. November 5, 2024: Kewa (Santo Domingo Pueblo) Consultation
5. Feb 5, 2025: Meeting with Pueblo of San Felipe Governor's Office
6. Feb 6, 2025: Navajo Nation Briefing, Jicarilla Apache Nation Briefing, Meet with Mescalero Apache Nation

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

- FY 2026 objectives can be drawn from ECECD's ongoing Floreecer Strategic Goals and FY 25 STCA initiatives:
  - Deepen government-to-government relationships and formalize agreements via IGAs with Tribes across a broader scope, building on the dozen-plus executed in FY 2025.
  - Sacred Beginnings: A Learning Tour of Native American Early Education & Care in New Mexico
    - Sacred Beginnings is a statewide learning tour led by the Office of the Assistant Secretary for Native American Early Education and Care (OAS) at the New Mexico Early Childhood Education and Care Department (ECECD). Its purpose is to strengthen government-to-government relationships with Nations, Pueblos, and Tribes (NPTs) of New Mexico while gaining on-the-ground insight into early childhood programs, challenges, and priorities.
    - Through the tour, OAS will visit with Tribal Leaders, early childhood education (ECE) directors, family home visiting staff, and community members in collaborative discussions.
    - The goal is to continue to support culturally grounded practices, assess resource gaps, and gather stories that inform policy, technical assistance, and funding strategies for FY26–FY27.
- Elevate NMECTAC's role by implementing its year-three work plan: facility improvements, legislative and public testimony training, enhanced coalition operations, and coordination with the broader Early Childhood Advisory Council.
- Strengthen cultural and linguistic competencies across all ECECD programs through continued liaison training and policy development guided by NMECTAC feedback.
- Enhance consultation and funding strategies, ensuring culturally responsive curriculum design and support for tribal early childhood workforce development.



# ECONOMIC DEVELOPMENT DEPARTMENT (EDD)

## Mission

The mission of the New Mexico Economic Development Department is to improve the lives of New Mexico families by increasing economic opportunities and providing a place for businesses to thrive.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- EDD Creates Economic Opportunities through its programs:
- Local Economic Development Act (LEDA)
- Job Training Incentive Program (JTIP)
- New Mexico MainStreet (NMMS)
- Technology and Innovation Office (formerly Office of Science & Technology)
- Community, Business, & Rural Development (CBRD)
- Outdoor Recreation Division (ORD)
- New Mexico Film Office (NMFO)
- JEDI Office (Justice, Equity, Diversity, and Inclusion)
- Creative Industries Office

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

The New Mexico EDD partnered with the Pueblos, Tribes and Nations across New Mexico. A small sampling of the Economic Development Department's accomplishments in FY 25:

- The New Mexico Mainstreet (NMMS) partnered with the Zuni Pueblo Mainstreet, providing both financial and technical assistance, creating the first Mainstreet on tribal land in the country.
- The Food, Hunger and Agricultural Program is working with BeeSezi, a Navajo owned and operated company focused on processing corn in the traditional Navajo way, symbolizing the commitment to cultural values and indigenous agriculture.
- Our JEDI Office has continued its relationship with SWNAC in support of the Financial Empowerment Workshop.
- \$500,000 in LEDA Funding was utilized by the Nambe Pueblo/Spiritus Technologies for job creation and facility expansion on Pueblo Land.
- As part of the EDD's commitment to building stronger relationships with the Pueblos, Nations and Tribes was the All-Staff JEDI Workshop on Centering Tribal Relations. This mandatory department wide training brought together Tribal Leaders, Entrepreneurs and EDD Staff to focus on supporting tribal economies and entrepreneurs.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

1. Enhancing Access to Capital: Create more funding programs specifically designed to support Indigenous entrepreneurs, including grants and low-interest loans.
2. Strengthen Relationships with Tribal Leadership: Actively engage with tribal leaders to understand their perspectives and gain their support for economic initiatives. This can include regular meetings and collaborative planning sessions.
3. Intentional Marketing: Develop targeted marketing strategies that communicate the EDD's resources and initiatives to Indigenous populations, ensuring that messaging is culturally relevant and accessible.



# ENERGY, MINERALS, AND NATURAL RESOURCES DEPARTMENT (EMNRD)

## Mission

The Energy, Minerals and Natural Resources Department strives to become a national model for an energy and natural resource agency with deep policy expertise, transparent processes, and a cohesive mission that balances conservation and development. The five divisions housed in EMNRD - Energy Conservation and Management, Forestry, State Parks, Oil Conservation, and Mining and Minerals - all play a crucial role in managing natural resources for future generations, ensuring responsible development, and expanding renewable energy.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

A common challenge across all EMNRD divisions is inconsistent response rates from tribal governments, often due to limited internal capacity to manage the volume of government outreach material.

### Program Support (PS)

- While proposed Rio Grande Trail segments do not cross sovereign tribal land, the trail passes near reservation boundaries and culturally sensitive sites. Tribal leaders have expressed concerns regarding trespassing on sovereign land, desecration of cultural sites located outside jurisdictional boundaries, and insufficient consultation and transparency in past and current engagement efforts.

### Mining and Minerals Division (MMD)

- MMD continues to face challenges related to the La Jara Mesa uranium mining project, the first permit inside the Mount Taylor traditional cultural property since its designation. Unified pueblo opposition has emerged, with added complications due to the federal administration's prioritization of the project which is located on U.S. Forest Service land.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- Energy Conservation and Management Division (ECAM)
- Forestry Division (FD)
- Mining and Minerals Division (MMD)
- Oil Conservation Division (OCD)

### Forestry Division (FD)

1. Expand projects through existing MOAs with Jemez Pueblo and Cochiti Pueblo, and develop a new MOA with Kewa Pueblo to support with the a tri-pueblo reforestation project on and off tribal lands.
2. Expand current project efforts with Sandia Pueblo, Jemez Pueblo, Santa Ana Pueblo, Santa Clara Pueblo, Mescalero Apache, Taos Pueblo, and assist the Ramah-Navajo Chapter and Alamo-Navajo Chapter in developing forestry and fire hand crews.

3. Transitions the Tribal Forestry and Fire Working Group to tribal leadership, with FD providing programmatic and financial support for tribally driven, multi-partner projects. This includes expanding opportunities for wildland fire training, response and prescribed/cultural burning on tribal lands.

#### State Parks Division (SPD)

1. Land and Related Resources: Continue coordinating, collaborating, and consulting with tribal governments to ensure cultural and resource protection.
2. Interpretative Programming: Consult with tribal governments on interpretation of tribal prehistory, history, and contemporary traditions for inclusion in interpretative programs, exhibits, brochures, or publications.
3. State Park Management Plans: Involve tribal governments in the development of state park management plans in consultation with tribal governments by making management plans open to review, especially those plans that involve traditional use or occupancy of the affected park areas.
4. Land and Water Conservation Fund: Collaborate with tribal governments to facilitate access to this fund for outdoor recreation development.

#### Mining and Minerals Division (MMD)

- The Coal Program will continue to ensure that tribal communities remain engaged during the final bond release process at the McKinley Mine.
- AML will implement a recently signed MOA with the New Mexico Environment Department to coordinate reclamation, remediation, and restoration of abandoned uranium mine lands, including tribal collaboration.
- MARP will continue tribal consultations regarding the La Jara Mesa uranium mine permit.

#### Energy Conservation and Management Division (ECAM)

1. The Climate Policy Bureau will continue meetings with tribal environmental officials as part of the Climate Action Plan outreach, to understand tribal climate emissions priorities.
2. The Hazardous Waste Transportation Planning team will continue collaborating with the Navajo Nation to ensure any new tribal law enforcement staff receive appropriate training.
3. ECAM will continue to share geothermal development information with tribes and pueblos upon request and may issue geothermal grants or loans.





# ENVIRONMENT DEPARTMENT (NMED)

## Mission

NMED's mission is to protect and restore the environment and to foster a healthy and prosperous New Mexico for present and future generations. NMED's mission is guided by Secretary James C. Kenney's leadership through four values:

- Science: Using the best available science to inform our decision-making.
- Innovation: Employing creative engineering and technological solutions to address environmental problems.
- Collaboration: Engaging communities and interested stakeholders in decision-making.
- Compliance: Ensuring meaningful compliance with state regulations and permits.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

In FY 2025, the New Mexico Environment Department (NMED) engaged in significant collaboration with Nations, Pueblos, and Tribes across its major divisions, including:

- Resource Management Division:
  - Office of Strategic Initiatives (OSI)
- Environmental Protection Division:
  - Air Quality Bureau (AQB), including the Regional Haze Program and Four Corners Air Quality Group
  - Climate Change Bureau (CCB)
  - Radiation Control Bureau (RCB)
- Resource Protection Division:
  - Department of Energy Oversight Bureau (DOEOB)
  - Hazardous Waste Bureau (HWB)
  - Petroleum Storage Tank Bureau (PSTB)
  - Solid Waste Bureau (SWB), including the Outreach Section
- Water Protection Division:
  - Drinking Water Bureau (DWB)
  - Ground Water Quality Bureau (GWQB), including Brownfields, Superfund Oversight, Remediation, Mining Environmental Compliance, and Pollution Prevention Sections
  - Surface Water Quality Bureau (SWQB), including the Wetlands Program, River Stewardship Program, and the NM HABs Workgroup
  - Construction Programs Bureau (CPB)

Each of these divisions worked on initiatives involving technical assistance, community outreach, permitting, environmental restoration, and grant funding across New Mexico's tribal communities, as detailed in the next section.

## **FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives**

In Fiscal Year 2025, the NMED achieved significant milestones in its efforts to collaborate with Tribes, Nations, and Pueblos across the state. Through consistent communication and outreach, the Office of Strategic Initiatives (OSI) established a weekly partnership with the Tribal Environmental Justice Specialist at the New Mexico Indian Affairs Department. This partnership served as a critical conduit for sharing funding opportunities and program updates with tribal governments. NMED also deepened its collaboration with the Mescalero Apache Tribe by expanding watershed planning efforts to address post-wildfire restoration following the South Fork and Salt Fires. Engagement with tribal communities continued through a series of virtual Wetlands Roundtables, which brought together hundreds of participants, including tribal representatives, to share knowledge and discuss restoration, conservation, and funding opportunities. Tribes were routinely included in the National Pollutant Discharge Elimination System (NPDES) permitting process, receiving timely updates and participating in consultations. Additionally, NMED provided water quality data and inspection findings to numerous tribal governments, ensuring transparency and informed decision-making.

In the realm of technical and financial assistance, NMED made substantial investments to support tribal environmental projects. The Ground Water Quality Bureau's Brownfields Program funded environmental site assessments for the Pueblos of San Ildefonso, Tesuque, and Pojoaque, enabling future land reuse and redevelopment. River and watershed restoration efforts were supported through the River Stewardship Program in partnership with Taos Pueblo, Santa Clara Pueblo, and the Navajo Nation. Meanwhile, the Solid Waste Bureau awarded Recycling and Illegal Dumping (RAID) grants to the Pueblos of Isleta, Pojoaque, and San Felipe to support local recycling initiatives and cleanup of illegal dump sites. NMED also delivered training sessions tailored for tribal wastewater operators, strengthening local technical capacity. The Drinking Water Bureau played a key role in the continued implementation of the Navajo-Gallup Water Supply Project, a critical infrastructure initiative serving thousands of residents in tribal and non-tribal communities.

NMED's commitment to collaboration was demonstrated through a wide range of joint efforts with tribal partners. The Construction Programs Bureau expanded outreach on Clean Water State Revolving Fund (CWSRF) opportunities and facilitated funding discussions with multiple tribal entities. Ongoing partnerships in watershed and stormwater monitoring included shared projects with tribal agencies, particularly within the San Juan and Animas watersheds. At the Pueblo de San Ildefonso, NMED maintained groundwater and stormwater monitoring programs that help assess legacy contamination and support community health. The department also continued its participation in regional forums, such as the Four Corners Air Quality Group, which includes multiple tribal stakeholders in New Mexico and southern Colorado. Across several programs, NMED worked directly with tribal governments on solid and hazardous waste inspections and remediation efforts, ensuring compliance while honoring tribal sovereignty. Collectively, these accomplishments reflect NMED's strong and evolving partnerships with New Mexico's tribal communities in pursuit of shared environmental and public health goals.

## **FY 2026 Goals/Objectives Related to Tribes**

Looking ahead to Fiscal Year 2026, NMED remains committed to building upon the strong foundation of engagement established in previous years. The department will continue all collaborative activities outlined in the FY 2025 report, with a renewed focus on strengthening its government-to-government relationships with all 23 Nations, Tribes, and Pueblos across the state. Central to NMED's approach is a dedication to inclusive and respectful consultation, recognizing the sovereign authority of tribal governments and the importance of shared environmental stewardship.

NMED will advance its efforts in environmental justice, climate action planning, and ecological restoration by ensuring that tribal voices are included in every step of the process, from early consultation through implementation. The department will continue to provide both technical expertise and financial assistance to support sustainable development and regulatory compliance within tribal communities, helping to safeguard natural resources and public health.

A key objective for FY 2026 is to increase tribal participation in state-administered programs, including permitting processes, grant funding opportunities, environmental monitoring, and rulemaking initiatives. In parallel, NMED

aims to enhance data transparency and accessibility, particularly for environmental activities at Los Alamos National Laboratory and in shared watershed areas, enabling tribal governments to make well-informed decisions about their lands and communities.

Recognizing the critical role of education and workforce development, NMED will also expand its training and technical assistance programs for tribal environmental and utility staff. Finally, the department will continue to support essential infrastructure development, particularly in water and solid waste management, by offering sustained funding, engineering review, and project support.

Through these continued and evolving efforts, NMED reaffirms its mission to protect New Mexico's environment and public health in partnership with tribal nations while honoring sovereignty, fostering trust, and working toward shared goals for a healthier, more resilient future for all New Mexicans.



# HEALTH CARE AUTHORITY (HCA)

## Mission

We ensure New Mexicans attain their highest level of health by providing whole person, cost effective, accessible, and high-quality health care and safety net services.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Behavioral Health Services Division
- Medical Assistance Division
- Income Support Division
- Developmental Disabilities Supports Division
- Child Support Services Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

HCA received federal approval for new Medicaid programs aimed at addressing individual health-related social needs. These programs will allow New Mexico to offer services that have not traditionally been covered by Medicaid, including:

- Nutrition and Food Is Medicine
- Medical Respite
- JUST Health Plus (re-entry services for adults and youth)
- Traditional Health Care Practices for Native American Members
- New Beneficiary Advisory Council
- The Rural Health Care Delivery Fund (RHCDF)
- Income Support Division Tribal Charter
- Continuous Medicaid coverage for New Mexico children up to age 6
- NM Medicaid home visiting program expanded statewide to support parents and children up to age 5
- Medical Coverage for Justice Involved individuals up to 90 days prior to release
- Launch YESNMConnect closed loop referral platform
- Engage with tribes, nations, and pueblos on new behavioral health (SB3) funding
- Submitted Rural Health Transformation grant application to CMS to strengthen rural health delivery

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

- Maintain Medicaid coverage for Native Americans that are eligible for Medicaid by making enrollment/renewing Medicaid more accessible
- Keep Nations/Pueblos/Tribes informed in a timely manner of HCA changes that have an impact on them
- Build strong State/Tribal relationships and continue to build membership to NATAC to include all 23 Tribes
- Engage with Tribes to develop traditional health care practices reimbursement in the Medicaid plan



# HIGHER EDUCATION DEPARTMENT (HED)

## Mission

To provide financial, academic, and policy oversight, and support New Mexico's public higher education institutions and community partners for the purpose of promoting efficiency, accountability, and student success.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

In 2005, NMHED was established as a cabinet agency in the Executive Branch as a single, unified department to administer laws and exercise functions formerly administered and exercised by the New Mexico Commission on Higher Education. The agency includes the following public-facing divisions: Academic Affairs and Policy, Adult Education, Capital Projects, Financial Aid, Gaining Early Awareness for Readiness and Undergraduate Programs (GEAR UP), Indian Education, Private Postsecondary Schools, and Planning and Research. In coordination with our divisions, the agency works in tandem with our public higher education institutions and community partners to prioritize accessibility and ensure college and career readiness are at the forefront of our services

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

During FY 2025, the New Mexico Higher Education Department (NMHED) continued its outreach to students and Tribal communities. One major accomplishment was the increased participation in community events. The Indian Education Division (IED) attended college and career fairs hosted by the Pueblos of Kewa and San Felipe. NMHED also attended graduation events and engaged with Tribal Education Departments to further strengthen relationships and partnerships with Tribes, Pueblos and Nations.

Another accomplishment of NMHED's work relating to Tribes is its increased collaboration and engagement with higher education institutions and Tribal Colleges and Universities (TCUs) to support Native American students from the Tribes, Nations, and Pueblos of New Mexico. IED participated in a variety of institutional events to foster engagement and strengthen partnerships. For example, NMHED participated in working sessions with TCUs regarding early childhood educator pathways and providing supports for students. IED also met with programs at institutions that serve Native American students such as Northern New Mexico College's Native American Student Center and the University of New Mexico's Center for Native American Health (CNAH). NMHED also held discussions with institutions on funding opportunities aimed at improving support for Native American Students.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

Looking ahead to FY 2026, NMHED aims to continue expanding its outreach to Tribes, Nations and Pueblos across New Mexico with a focus on increasing engagement and meetings with Tribal leadership. These efforts are intended to strengthen and build upon the relationships that have been established to continue collaboration and support.

Additionally, NMHED is committed to supporting TCUs and other Native American programs at higher education institutions through providing resources for available funding opportunities. NMHED aims to increase opportunities to provide resources and assistance in attaining funding. These goals are a part of NMHED's continued commitment to advancing equity, access, and success for Native American students.





# INDIAN AFFAIRS DEPARTMENT (IAD)

## 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;
- Connecting tribes with the executive branch, other tribes and with the tools and resources they need to be self-governing and self-sufficient.

IAD serves as the lead agency in coordinating intergovernmental and interagency programs between the State of New Mexico and the sovereign Nations, Pueblos, and Tribes. IAD is uniquely positioned to strengthen state-tribal relations, facilitate meaningful communication and promote collaboration between the Governor's Office, state agencies, and NPT leadership, and tribal citizens. Through its role, IAD works to ensure that Native American perspectives are integrated into the development and implementation of state policies, programs, and initiatives that impact Native American citizens and NPT communities across New Mexico.

## Divisions and Programs that Communicate and Collaborate with Nations, Pueblos, Tribes and Native American Citizens in New Mexico

Both IAD Divisions (Program Services Division (PSD) and Administrative Services Division (ASD)) actively engage with NPTs, tribal serving entities (TSE), and Native American citizens in New Mexico.

## FY 2025 Top Accomplishments Related to Nations, Pueblos, Tribes and Native American Citizens in New Mexico

- Awarded \$167K to 7 NPTs to support Indigenous Youth Councils.
- Funded \$50K Indigenous Youth Conference with UNM Honoring Native Life.
- Delivered \$50K culturally relevant entrepreneurship training to 12 Native-owned businesses.
- Awarded \$1.15M to 11 Tribal and community partners from the \$25M behavioral health fund.
- 117 new and 24 reauthorized Capital Outlay projects awarded in FY25.
- TIF awarded 17 projects totaling \$63.3M in FY25.
- Awarded \$9.8M of \$12.5M infrastructure matching funds to 12 NPTs.
- IAD staff attended: 86 community events, 36 NPT meetings, 15 legislator meetings, and 8 media interviews.
- Awarded 9 entities Energy Transition Act funds.
- Funded 17 infrastructure projects totaling \$63.31 million.
- Awarded \$88.13 million to 117 Capital Outlay projects benefiting Tribal communities.
- Successfully sponsored legislation signed into law, including the Tribal Regalia Bill and the Turquoise Alert System.
- Administered Recurring Funds.

- Awarded \$1.27M in GRO funds to 7 Tribal-serving projects.
- In collaboration with the State Personnel Office, updated the state employee cultural competency training to better reflect Tribal perspectives and promote respectful engagement.

### **FY 2026 Goals/Objective Related to Nations, Pueblos, Tribes and Native American Citizens in New Mexico**

1. Continue to serve as a resource and provide resources for NPTs, Native American citizens and state agencies to ensure communication, collaboration and awareness between all parties.
2. Internal organization through standard operating procedures and ensuring consistency throughout the Agency.
3. Ensuring that funding is not only encumbered or obligated, but that we are working with Grantees to ensure that funding is expended. IAD will serve as technical assistance, if needed.
4. IAD will continue to be more visible in the community through various outreach and communication methods. IAD will attend community ribbon cuttings and/or events as they relate to state funded projects.
5. IAD is committed to working with other Agencies to help bring awareness to suicides and suicide prevention for Native Americans in New Mexico.



# OFFICE OF BROADBAND ACCESS AND EXPANSION (OBAE)

## Mission

Passionate leadership to drive bold, equitable, equitable and inclusive broadband solutions.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Connect New Mexico Council (CNMC or “the Council”)
- NM Tribal Broadband Working Group (TWG)
- Tribal Broadband Resource Library
- OBAE’s Tribal Broadband Newsletter
- Statewide Education Network (SEN)
- Connect New Mexico Pilot Program (“Pilot Program”)
- Connect New Mexico Fund (CNMF)
- Connect New Mexico Program
- Grant Writing, Engineering & Planning (GWEP) program
- Student Connect Grant Assistance Program
- Broadband Equity, Access and Deployment (BEAD) program
- Promoting Internet Needs of New Mexicans (PINON) Grant

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

1. Led and co-hosted a hands-on grant writing workshop with the University of New Mexico, the NM Department of Finance and Administration and the NM Indian Affairs Department. This capacity building collaboration equipped Tribal broadband representatives with the necessary tools to apply for state and federal digital equity grants.
2. During FY25, eleven (11) Tribes were awarded more than \$35 million by state and federal governments to build broadband infrastructure.
3. Eleven (11) Nations, Pueblos and Tribes (NPTs) successfully completed the prequalification phase, positioning them to apply for the \$675 million Broadband Equity, Access & Deployment (BEAD) program. OBAE ensured continued communication and engagement with Tribal leadership and their broadband teams, through high-touch outreach, including personalized emails, follow-up calls and text messages, and a dedicated presentation during an All Pueblo Council of Governors meeting. In addition, hand-delivered letters were provided to reinforce awareness, access and opportunity for participation.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

The Office proposes the top three goals/objectives for FY26:

1. Plan and host a New Mexico Tribal Broadband Convening to provide valuable opportunity for stakeholders to meet and receive updates on pertinent technical, legislative, and funding information on broadband.
2. Continue to engage the Urban Native Population.
3. Continue collaboration with other state agencies - in particular Indian Affairs, Finance & Administration, Workforce Solutions, and the Office of Community Health Workers.



# OFFICE OF STATE ENGINEER (OSE)

## Mission

To actively protect and manage New Mexico's water resources for the beneficial use of its people, in accordance with the law.

- **Efficient Water Management:** Investigate, measure, and distribute water efficiently in compliance with state laws, court adjudications, and State Engineer regulations.
- **Water Rights Administration:** Administer a water rights system that lawfully allocates and reallocates water through permits, licenses, and court adjudications to meet the needs of New Mexico's growing population.
- **Sustainable Water Use:** Maximize the use of New Mexico's renewable interstate stream apportionments to ensure the sustainability of the state's water supplies.
- **Future Planning:** Plan for the future water needs of New Mexico's people and environment, considering both current and anticipated demands.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- **Litigation & Adjudication Program:** Bureau for Pueblo, Tribe, & Nations; Administrative Litigation Unit; Northern NM & Pecos Bureau; Hydrosurvey Bureau.
- **Water Resource Allocation Program:** Hydrology Bureau; Water Rights Division & District Offices (specifically Districts 1, 6, and 5); Water Use & Conservation Bureau.
- **Interstate Stream Commission:** Colorado River Basin Bureau; Rio Grande Bureau; Water Planning Program; Indian Water Resources Team.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

1. Six Indian Water Rights Settlement bills were reintroduced into Congress;
2. Water Security Tribal Advisory Council was created as part of the implementation of the Water Security Planning Act;
3. Two federal negotiations teams were appointed to further negotiations of water rights claims for the Ute Mountain Ute Tribe and the Six Middle Rio Grande Pueblos;
4. Groundbreaking construction began on the San Juan Lateral for the Navajo-Gallup Water Supply Project; and
5. Reconstituted the Tribal Water Institute.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

1. Supporting Ongoing Federal Legislation:

- Obtaining Congressional approval of pending bills regarding the Tribal water settlements in the Rio San José (Pueblos of Acoma and Laguna, and Navajo Nation), Rio Jemez (Pueblos of Jemez and Zia), Zuni Tribe's Zuni River Basin, and Ohkay Owingeh's Rio Chama.
  - Obtaining Congressional approval for the federal legislation to correct an indexing issue regarding the Abeyta/Taos settlement, Aamodt settlement, and the Navajo Nation & Jicarilla settlement in the San Juan River Basin.
  - Obtaining Congressional approval for the amendment to the federal legislation for the Navajo-Gallup Water Supply Project.
  - Supporting introduction of the Amendment to the Taos Pueblo Indian Water Rights Settlement Act.
2. Securing Funding for State Obligation under Pending Tribal Water Settlements.
  3. Negotiating and Implementing Tribal Water Settlements.
  4. Collaborating with Water Security Tribal Council to develop Tribal-specific guidance documents for regional water planning.





# PUBLIC EDUCATION DEPARTMENT (PED)

## Mission

Equity, Excellence and Relevance

PED partners with educators, communities, and families to ensure that ALL students are healthy, secure in their identity, and holistically prepared for college, career, and life.

The 80-day student count for the 2024–2025 school year indicates that 36,498 students enrolled in public schools, as well as state and local charter schools in grades PreK–12, self-identified as members of at least one of the Pueblos, Tribes, or Nations located in New Mexico. The Public Education Department's (PED's) Indian Education Division (IED), along with other bureaus and divisions, collaborates closely with Local Education Agencies (LEAs) serving these students to ensure coordinated and culturally responsive services for Native American students across the state.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Indian Education Division
- Student Support Services Division - At Risk Intervention Response (AIR)
- Curriculum & Instruction Division
- College and Career Readiness Bureau
- Literacy & Humanities Bureau
- Black Education Act Bureau
- Student, School, and Family Support (SSFS) Bureau
- Community Schools Bureau
- Student Success and Wellness Bureau
- Language and Culture Division
- Office of Special Education
- Policy and Legislative Affairs Division
- Math and Science Bureau
- Safe and Healthy Schools Bureau
- Charter Schools Division (CSD)
- Constituent Services
- Educator Quality Division – Educator Growth & Development Bureau
- Educator Pathways Bureau
- Information Technology (IT)
- School Budget Bureau
- Education Finance Bureau

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

1. Student Achievement and Attendance – Student outcomes among Native American students show encouraging improvements across key academic indicators. Reading proficiency has increased by 2%, with 25% of students now meeting grade-level expectations. Science proficiency also improved, rising by 3.7% to 24%. The four-

year graduation rate for Native students reached 75%, a 3% increase from the previous year and approaching the statewide average of 76.7%. While chronic absenteeism continues to pose a challenge, the percentage of Native students attending school regularly has risen by 9%, reaching 60%, compared to 66.1% of all students. These gains suggest positive momentum while highlighting the continued need for targeted support.

2. **Increased Funding for Indian Education** – Indian Education in New Mexico is now funded at an unprecedented \$30 million—the highest level in the state’s history, marking a significant milestone in our commitment to Native students. Of the total funds, \$750,000.00 is designated for Indian Education Division operations to effectively oversee and implement initiatives. A substantial \$23.4 million is allocated directly to New Mexico’s Pueblos, Tribes, and Nations to advance Native American student outcomes. An additional \$5.85 million is distributed to eligible districts and charter schools for the same purposes.
3. **Senate Bill 163 Tribal Regalia at Public School Events** – Senate Bill 163 was officially signed into law on March 19, 2025, marking a historic step forward in honoring and protecting the cultural rights of Native students. This landmark legislation ensures that students can proudly wear tribal regalia and culturally significant items at school ceremonies and events. Under Senate Bill 163, the New Mexico Public Education Department (PED) is tasked with implementing the legislation. The PED will consult with Pueblos, Tribes, and Nations across the state to facilitate the law’s execution and will collaborate with districts and charters to provide guidance and support to uphold students’ rights to express their cultural heritage. We extend our thanks to the Indian Affairs Department for their support throughout the legislative session, as well as to the bill sponsors for their leadership.
4. **Amendments to Rule 6.35.2 NMAC Implementing the Indian Education Act** – In 2025, the PED recommended amendments to 6.35.2 NMAC in response to years of feedback and requests from tribal leaders. Three notable outcomes of the amendments that honor tribal sovereignty and increased funding directly to pueblos, tribes, and nations include, 1) no reversions of unspent funding, 2) direct, upfront payment rather than reimbursement based, and 3) tribes are no longer required to apply for allocation-based awards from the Indian Education Division.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

The PED is committed to delivering outcomes through Big 5 Goals which serve as the foundation of our strategic plan:

1. **Accelerate Literacy Achievement** – Improving reading proficiency across all grade levels, ensuring that every student is proficient in reading at grade level and graduates with the literacy foundation essential for lifelong learning and success in college and career.
2. **Accelerate Mathematics Achievement** – Improve mathematics proficiency across all grade levels by fostering critical thinking, problem-solving skills, and mathematical reasoning. This goal ensures that all students graduate with a strong mathematical foundation essential for success in higher education or modern workforce in New Mexico.
3. **Improve Student Attendance** – Improve student attendance across all grade levels by fostering a culture of engagement and accountability, ensuring that every student in New Mexico has the opportunity to fully participate in their education and achieve their academic potential.
4. **Increase Graduation Rates** – Increase graduation rates by providing comprehensive support and resources to ensure that every student is equipped to complete their educational journey and graduate ready for success in higher education, careers, and civic life in New Mexico.
5. **Foster Shared Accountability** – All stakeholders—students, educators, families, school administrators, communities and the PED—share responsibility for educational outcomes, working collaboratively to support each other’s growth and success, ultimately strengthening the educational system across New Mexico.

For a deeper look at the strategic plan, visit <https://web.ped.nm.gov/>. Although outcomes for Native American students are embedded in all outcomes of the plan, specific outcomes for Native American students are identified in Goal 5.



# REGULATION AND LICENSING DEPARTMENT (RLD)

## Mission

To ensure qualified professionals provide quality care and services to all people from New Mexico.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Boards and Commissions Division
- Board of Pharmacy
- Cannabis Control Division
- Construction Industries and Manufactured Housing Division
- Financial Institutions Division
- Securities Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

### Board of Pharmacy

The Board of Pharmacy continues to provide access to its Prescription Monitoring Program to the Indian Health Services (IHS) health care practitioners in a joint effort to reduce controlled substance abuse. IHS is not required to provide information to the Pharmacy Board.

### Boards and Commissions Division

The New Mexico Regulation and Licensing Department recognizes that many Native Americans serve in the armed forces of the United States as an active-duty military, or in an active reserve component of the armed forces of the United States, including the National Guard or are veterans of military service. The Boards and Commissions Division offers expedited licensure for military service members, spouses, dependents, and veterans. A military service member or veteran who is issued an expedited license is not charged a licensing fee for the first three years of licensure.

To be eligible, the applicant must submit a completed application, provide proof of a current and valid license issued by another jurisdiction, and successfully complete any required background check.

### Cannabis Control Division

NMRLD has assembled the Cannabis Regulation Advisory Committee (C-RAC) comprised of various members representing different populations affected by the implementation of cannabis legalization. One of the seats in the Advisory Committee is reserved for a representative of an Indian Nation, Tribe, or Pueblo. The committee will advise the CCD in its rule promulgation process to ensure concerns by Indigenous communities are considered in the rulemaking process. The CCD is currently seeking a representative of the Tribal community to serve on the C-RAC.

The Cannabis Control Division maintains and honors individual intergovernmental agreements on cannabis regulation with the Pueblo of Picuris and the Pueblo of Pojoaque. The CCD looks forward to future work with any other Pueblo, Tribe, or Nation in New Mexico interested in becoming involved in the cannabis marketplace.

## **Construction Industries Division (CID)**

Following a request by Governor Quanchello, the Construction Industries Division assisted the Pueblo of Picuris with critical electrical inspections on several public buildings. While CID has no jurisdiction on Pueblo lands, the inspections were done to help provide insight into the electrical systems and determine if code violations would have occurred if the buildings were under CID's regulatory authority. The inspections and identification of code violations gave Pueblo leadership guidance on what repairs needed to be made to ensure the buildings were safe for the community.

## **Financial Institutions Division**

The Financial Institutions Division (FID), in collaboration with an outside consultant, continues to provide financial education outreach to Native communities and organizations. The major components of the financial literacy program center around budgeting, credit development, financial decision-making, and understanding different types of financing options. The initial launch of the program was intended to include tangible workbook materials along with online courses and podcasts. Virtual courses and podcasts continue to be deployed.

In FY25, FID conducted 12 workshops aimed at enhancing financial empowerment for New Mexico's Native and Tribal communities. The Native-led workshops provide participants with tools and strategies to support their financial future while fostering a supportive and interactive environment for questions and discussions.

## **Securities Division**

In collaboration with the Financial Institutions Division, the Securities Division continues to offer consumer protection and investor education to prepare Native investors so they can protect themselves from financial fraud and learn about strategies to grow their assets through sound investments. This is accomplished through seminars, media outreach, and presentations done at the request of Tribal members.

## **FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives**

### **Boards and Commissions Division**

#### **RECOMMENDATION 1: EXPAND COLLABORATIVE PARTNERSHIPS**

NMRLD, through the Boards and Commissions Division's Athletic Commission, currently maintains Memorandums of Understanding (MOUs) with four Tribal entities: Pueblo of Isleta, Mescalero Apache Tribe, Pueblo of Laguna, and Pueblo of Tesuque. Moving forward, NMRLD aims to broaden collaboration by establishing MOUs with additional Native Nations, Tribes, and Pueblos. The goal is to ensure that an MOU is in place for any event held on Tribal land that would otherwise fall under regulatory oversight of the Athletic Commission.

### **Cannabis Control Division**

#### **RECOMMENDATION 1: CREATE TASK FORCE FOR CANNABIS-RELATED ISSUES**

In addition to the seat on the Cannabis Regulatory Advisory Committee reserved for a member of an Indian Nation, Tribe, or Pueblo, the division seeks to engage Indian Country by creating an additional task force made up of Tribal members. This task force will look closely into cannabis-related issues that may affect Indian Nations. The findings of this task force will be used in rule promulgation, similar in function to the Cannabis Regulatory Advisory Committee.

### **Construction Industries Division and Manufactured Housing Division**

#### **RECOMMENDATION 1: TRIBAL BUILDING PROGRAMS**

Tribal governments wanting to form building programs are encouraged to collaborate with the Construction Industries Division and Manufactured Housing Division. Programs could be designed to include components to help administer various types of buildings, including federal HUD residential construction done through the Tribal Housing Authority, traditional construction that is tailored to the area's cultural preferences, modern commercial and non-HUD residential construction, and manufactured housing.

To ensure effective administration and oversight, these programs should be managed by Tribal personnel, including qualified inspectors. These inspectors will have the opportunity to participate in specialized training sponsored by CID

and MHD, enhancing their skills and knowledge to better serve their Tribal communities. This collaborative approach will not only strengthen the capacity for building and maintaining quality structures but also promote cultural integrity and sustainability within the Tribal community.

### **Financial Institutions Division**

#### **RECOMMENDATION 1: FULL-SERVICE BANKING CENTERS**

In the event a Tribal government decides to increase the availability of banking services within the boundaries of an Indian Nation, Tribe, or Pueblo, the Financial Institutions Division is available to advise or assist with regulatory issues such as the availability of deposit insurance. If a Tribal governing authority expresses interest in opening a branch of a state bank on Tribal lands or opening a bank, the Financial Institutions Division is ready and willing to offer guidance on State compliance matters.

#### **RECOMMENDATION 2: REDUCE PREDATORY LENDING**

Statistics reflect that Native Americans are frequent victims of predatory lending in the form of payday, car title, tax refund, and installment loans. In part, this is due to the scarcity of traditional lending institutions on and around Tribal land. FID has supported numerous efforts to enhance the statutory prohibitions on predatory lending practices and will continue to do so in the future.

### **Securities Division**

#### **RECOMMENDATION 1: CONSUMER PROTECTION AND INVESTOR EDUCATION BUREAU**

If Tribal governments are interested and willing to continue having the Securities Division offer investor awareness and education, the division is always pleased to do so.



# STATE PERSONNEL OFFICE (SPO)

## Mission

The State Personnel Office (SPO) in New Mexico has a mission to provide human resource leadership and direction to the state, maximizing service to citizens while protecting employee rights.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

SPO is an oversight agency whose mission and vision serves state agencies. This unique role doesn't allow for the level of direct service to constituents that most state agencies have but allows for SPO to serve as a facilitator and collaborator with all state agencies by offering best practices, as well as learning and development opportunities for state employees.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

SPO's efforts in FY25 to communicate, collaborate, and consult with NTP's as described in the Tribal Collaboration and Communication Policy consisted of ensuring that the training developed in collaboration with IAD remains aligned with the needs of tribal and state governments. SPO's L&D Division provides all the necessary support to schedule and carry out training sessions, and that outreach is conducted regarding the availability of training.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

Continued deployment of training to enable all state agency managers and employees who have ongoing communication with NTP's to complete the "State Tribal Collaboration Act Cultural Competency" training.



# TAXATION AND REVENUE DEPARTMENT (TRD)

## Mission

The mission of the New Mexico Taxation and Revenue Department is to proudly serve New Mexico with fair and efficient tax administration, revenue distribution, and motor vehicle services.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

- Office of the Secretary
- Legal Services Bureau
- Tax Information & Policy Office
- Audit and Compliance Division
- Revenue Processing Division
- Motor Vehicle Division

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

Record setting Gross Receipts Tax Distributions that continue to grow and surpassed \$38.3 million.

Displaying the New Mexico-Tribal collaboration on tax matters with continued participation in the New Mexico Pueblo Tax Administrators Coalition and presenting the New Mexico example to the Multistate Tax Commission.

Resolved 21 tax related issues for tribes and pueblos or taxpayers doing business on tribal land.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

- Increase the number of Gross Receipts Tax Tribal-State Cooperative Agreements.
- Establish an MVD partner on tribal land.
- Publish guidance to taxpayers doing business with tribes and update GenTax Reports to meet requests by tribes.





# WORKER'S COMPENSATION ADMINISTRATION (WCA)

## Mission

To assure the quick and efficient delivery of indemnity and medical benefits to injured workers at a reasonable cost to employers. As tribal liaison our role is to assist in the overlap in jurisdiction between sovereign nations and the State regulatory matters. The WCA is willing to assist with any questions regarding benefits or compliance with the New Mexico Workers' Compensation Act.

## Divisions and Programs that provide programs and services to or directly affecting American Indians or Alaska Natives

At this time, the Workers' Compensation Administration (WCA) does not provide specific programs or services targeted solely to American Indian or Alaska Native populations due to jurisdictional limitations. However, the agency remains committed to identifying opportunities for collaboration and service when jurisdiction allows.

## FY 2025 Top Accomplishments related to programs and services provided to or directly affecting American Indians or Alaska Natives

The WCA continues to prioritize clarity around jurisdictional boundaries and claims resolution involving tribal and non-tribal employers. A key challenge remains navigating sovereignty assertions by tribal entities in cases brought before the WCA Court. Despite this complexity, the agency works diligently to respect tribal sovereignty while promoting access to workers' compensation benefits for all eligible workers.

## FY 2026 Goals/Objective related to programs and services to or directly affecting American Indians or Alaska Natives

In the coming year, the WCA aims to build meaningful communication pathways with tribal governments and enterprises. The agency's primary goal is to collaboratively address jurisdictional questions and explore solutions that help ensure tribal and non-tribal employees of tribal enterprises are appropriately covered by workers' compensation insurance. WCA welcomes dialogue with any interested tribe to support the protection and well-being of all workers.



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