



# NATIONAL INDIAN EDUCATION ASSOCIATION

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## BOARD OF DIRECTORS MEETING

Holiday Inn Washington Capitol, Senate Room

Sunday, March 5, 2023

### A G E N D A

Board Members Attendees	Present	Absent Excused	Absent Unexcused
1. Tesia Zientek, President	X		
2. Ka'ano'i Walk, 1 <sup>st</sup> Vice President		X	
3. Dr. Connie Locklear, 2 <sup>nd</sup> Vice President	X		
4. Dr. Jolene Bowman, Treasurer	X		
5. Alison Black, Secretary		X	
6. Jason P. Dropik, Parliamentarian	X		
7. Patricia Whitefoot, West Regional Board Member	X		
8. Sedelta Oosahwee, Northeast Board Member	X		
9. Teresa Sarabia, Alaska General Board Member	X (9:30am)		
10. Dr. Pam Carter, Board Member completing 1-yr term	X		
11. Carrie Whitlow, 1-yr Student Board Member	X		
12. Bernice Gover, 2-yr Student Board Member	X		
13. Dr. Lori Quigley, Ombudsperson	X		
<b>Staff/Guest Time Log In</b>		<b>Time In</b>	<b>Time Out</b>
Kendra Clements, We the People Consulting	X	9:30AM	
Diana Cournoyer, Executive Director	X	8:00AM	
Miriam Davis-Rosenbaum, Events and Partnership Manager	X	8:00AM	
Caitlin Baker, Executive Assistant	X	8:00AM	
Rusty Creed Brown, Deputy Director	X	8:00AM	
Matthew Powell, Development Director	X	8:00AM	
Dr. Casie Wise, Senior Program Director	X	8:00AM	
Melanie Johnson, Whole Child Program Director	X	8:00AM	
Julia Wakeford, Policy Director	X	8:00AM	
Robin Butterfield, General Member & Guest	X	10:15AM	

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:00 am	<p><b>Breakfast, Prayer, Call Meeting to Order &amp; Roll Call:</b></p> <p>President Zientek called the meeting to order at 8:27am; Connie Locklear offered a prayer for blessings and thanksgiving.</p>	Tesia Zientek
8:30am	<p><b>Approval of Agenda for Sunday, March 3, 2023 (Document 1)</b></p> <p><i>Motion by Jolene Bowman, seconded by Sedelta Oosahwee to approve the Board of Directors meeting agenda as amended for Sunday, March 5, 2023.</i></p> <p><i>9 approve, 0 oppose, 0 abstentions, motion carried.</i></p>	Tesia Zientek
8:35am	<p><b>Approval of Meeting Minutes for Friday, December 16, 2022 (Document 2)</b></p> <p><i>Motion by Jolene Bowman and seconded by Sedelta Oosahwee to approve the meeting minutes from Friday, December 16, 2022.</i></p> <p><i>9 approve, 0 oppose, 0 abstentions, motion carried.</i></p>	Tesia Zientek
8:45am – 10:00am	<p><b>Committee Reports</b></p> <ul style="list-style-type: none"> <li>• <b>Executive</b> (Tesia Zientek) Tesia began with an overview of the work of the committees and by expressing her gratitude for the NIEA staff members who serve as liaisons to the Board committees.</li> </ul> <p>The Executive Committee has met to approve general members of committees.</p> <ul style="list-style-type: none"> <li>• <b>Governance</b> (Jason Dropik) Jason provided updates on logistical items for the Governance Committee, in particular whether the Ombudsman and/or Parliamentarian serving as co-chair. This will involve a COB/By-Laws amendment to ensure alignment and consistency.</li> </ul> <p>The process for the Exec Director review also needs to be clarified and delineated by the Committee (process, timeline, etc.).</p> <p>Social media governance documents are being drafted for BOD members to follow.</p> <p>All to be presented to NIEA membership at Convention in October.</p>	Committee Co-Chairs

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	<ul style="list-style-type: none"> <li> <p>• <b>Advocacy</b> (Dr. Connie Locklear)            Connie began by thanking Julia Wakeford, NIEA Policy Director, for her assistance and knowledge that she’s contributed to the Committee. Julia assisted the committee with legislative updates in preparation for Hill Week.</p> <p>One member suggested draft sample letters be developed by the committee for use across Indian country.</p> <p>The Committee is interested in crafting a letter regarding the status of NACIE and to advocate for individuals to be nominated for service on NACIE by NIEA membership. One of the challenges for NACIE is working with DOE staff because of the lack of continuity among staff members.</p> <p>Julia added that letters for NACIE would be addressed to the White House; then additional letters could be addressed to representatives. She added that Matthew Powell, Policy Director, will also be assisting her with disseminating letters for members.</p> <p>Lori Quigley noted that she would share a sample letter being used in New York State presently.</p> </li> <li> <p>• <b>Fiscal</b> (Dr. Jolene Bowman)            Jolene noted how well the Committee functions with regard to the flow of reporting and year-end fiscal reports—all prepared in advance by O’Connor and Associates accounting firm. Jolene expressed gratitude for the professional work they continue to provide.</p> <p>The Committee voted to approve a motion to allow payments over \$10K to be executed without committee approval.</p> <p>Committee goals have been established; to be confirmed at the March 15<sup>th</sup> meeting (one being the Membership resolution, procedures for approvals; one being the gift acceptance policy; investment policy; refining the fiscal policies manual and resolution for vote by membership).</p> </li> <li> <p>• <b>Membership</b> (Alison Black, absent)            Tesia noted that the committee welcomed new NIEA Development Director, Mathew Powell, to the committee. The committee meets bi-monthly. They discussed the convention (recap), the committee’s major role to review annual awards and deadlines (April 3 open,</p> </li> </ul>	

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	<p>August 4 deadline) and the need to obtain more nominations for all awards,</p> <p>Jolene noted that drafting the nominee’s story makes it challenging for submitting the nomination and wondered if the form could be changed, clarified or simplified.</p> <p>Pam suggested a session at NIEA on the awards, the committee functions, etc. at Convention.</p> <p>Tesia suggested that state chapters align their annual awards to the NIEA awards as a means to solicit more nominations for the NIEA awards.</p> <p>Executive Director, Diana Cournoyer, provided historical context in that awardees did not have to be NIEA members until about 7 or 8 years ago that the award winners had to be members. Patsy Whitefoot noted that the By-Laws do not state that awardees have to be enrolled tribal members (<i>referred to the Governance Committee</i>). Jolene suggested that the Membership Committee revisit this section of the by-laws.</p> <p>Tesia added that the Membership Committee also discussed the idea of establishing a new membership level—Group Rates. Mathew added that this could encompass organizational memberships (e.g., NMAI, USET), and what the fee might be, for how many members, etc. Technical assistance was also discussed as a member benefit for groups, for example. A menu of member benefit items will be developed. Diana indicated that there does not currently offer a “Tribal Membership” and has asked if any community would like to establish one.</p> <p>Carrie Whitlow offered that Oklahoma tribes would be interested in a group membership. Jolene added that many tribal nations have extended education department structures; Lori Quigley added that Seneca Nation also has an extended department structure and that she would assist with asking Seneca Nation to be a group member on a trial basis.</p> <p>Julia discussed the importance of having tribal leaders as the sovereigns in the room, part of the discussions, especially as related to legislative efforts. Connie added that Diana’s letter to tribal leaders was excellent and suggested sending it out much earlier.</p>	

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	<p>NCAI works with NIEA as the subject matter experts on education; other organization follow suit. Collaboration with ICWA and USET are also critical, as are the regional native associations—especially in getting tribal leaders’ support and involvement.</p> <p>Other ideas were shared around the table with regards to membership, increasing tribal leadership participation and engagement, and more. This year’s convention will include a tribal leader reception.</p> <p>Tribal leaders are the main focus of tribal consultations, Julia noted. NIEA staff will start planning all of this relatively soon.</p> <ul style="list-style-type: none"> <li>• <b>Native Education Systems (Sedelta Oosahwee)</b> Sedelta noted that the committee has met to establish priorities: increasing student engagement and understand “COVID loss.”</li> <li>• <b>Native Educator Education Development (Jason Dropik)</b> Jason noted that NEED is continuing its work around the Education Pathway Act; this Wednesday will be a hybrid meeting on the proposed legislation, challenges around the issues, etc.</li> </ul> <p>Casie Wise noted that the legislation is nearly 95% ready to go.</p> <p>Discussion also focused on membership of the committee and its relation to NIEA historically as a whole.</p> <p>Diana noted that she attended an education foundation event for fundraisers, specifically as related to addressing education shortages (i.e., administrators) for BIPOC. Diana added that a group should be established for Native superintendents. (There are presently only about a dozen.) Chief State School Officers Association is one group that has been contacted. The Better Leaders Better Schools podcast is creating a space for BIPOC representatives and communities of color, as noted by Jason Dropik who is assisting with this endeavor.</p> <ul style="list-style-type: none"> <li>• <b>Native Research, Assessment, and Evaluation (Dr. Pam Carter)</b> Pam noted the NRAE has met twice; survey results from last year was discussed with regards to identified needs. NRAE discussed options for establishing a hub of information, where it should be housed, legalities, dissemination (to whom, for whom).</li> </ul>	

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	<p>Perhaps “research” could be added back to conventions, such as the “power of story.” Funding for native researchers/students is also being considered.</p> <p>Conversation also entailed an ethics board (such as an IRB, institutional research board), whereby NIEA could be the organization to vet research projects—as an idea.</p> <p>Connie suggested adding a link to the survey following the link for voting at Convention.</p> <p>Lori inquired about the potential for establishing an arm of NIEA to serve as an IRB for indigenous communities and/or researchers that do not have one.</p> <p>Diana noted that perhaps during the Presidential Plenary each board committee chair could summarize the work of the committee with the purpose of educating members about all of the opportunities provided by committee work.</p> <p>Lori volunteered to assist Pam and NRAE with their convention presentation on IRBs and indigenous research ideas and opportunities.</p> <p><i>No action required.</i></p>	
10:00 – 10:15 pm	<b>Break and Stretch</b>	
10:15 – 10:30am	<b>Staff and BOD Introductions</b> (now that everyone is here!)	Staff and BOD
10:30 – 11:00 a.m.	<p><b>Regional Meeting Updates</b></p> <ul style="list-style-type: none"> <li>• <b>West</b> Patsy Whitefoot, serves as the West Regional Board Member. Patsy commented on the vastness of the West region, which also includes the southwest region as well as the northwest region. Affiliated Tribes of the Northwest Region</li> <li>• <b>Alaska</b> Teresa Sarabia, serves as the Alaska General Board Member. Teresa noted meetings over the past week to discuss and plan a regional meeting with sponsors. The regional meeting will be held in fall 2023</li> </ul>	Board

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	<p>in Juneau, Alaska. Invitees will represent education and associated services. Teresa also intends to collaborate with Alaskan attendees at Hill Week in planning the regional meeting. Miriam Rosenbaum-Davis, NIEA Events and Partnership Manager, also recommended that regional groups consider meeting briefly during Hill week as well. Caitlin Baker, NIEA Executive Assistant, will provide contact info.</p> <ul style="list-style-type: none"> <li>• <b>Great Plains/Midwest</b> Jason Dropik noted that WIEA will be meeting this April 19-21; with that, he will try to do a presentation on NIEA as a whole and what initiatives are currently being offered. Jason discussed some fundraising ideas. <p>Jolene noted that Jason did a great job at the regional meeting held during Convention in Oklahoma.</p> <p>Additionally, during summer 2023, Milwaukee is considering an indigenous language summit. Diana noted that there is a dedicated staff member (Christina Goodson) who works on indigenous language initiatives.</p> <li>• <b>Hawaii</b> No report.</li> <li>• <b>Southeast</b> Connie Locklear reported on initiatives in South Carolina, North Carolina and Virginia. She has inquired with Chief Harris from the Catawba tribal nation (NC). Connie has also attempted to connect with the Seminoles from Florida to no avail. Connie is also collaborating with USET for assistance.</li> <li>• <b>Great Plains</b> Establishing the southeast as a separate geographical region is being considered. Tesia noted that she is working with the Oklahoma Council on Indian Education and with Carrie Whitlow, student member, to plan a meeting for the southeast region. Themes in higher ed and K-12 are being explored, in addition to early childhood. Carrie noted more resources are needed beyond K-12. <p>Diana noted that NIEA is working on an early childhood collaborative project and that NIEA is branching out in this area through several partnerships.</p> </li></li></ul>	

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	<ul style="list-style-type: none"> <li> <b>Northeast</b>            Sedelta Oosahwee, serves as the Northeast Board Member (from Oklahoma but resides in Washington, DC). The regional meeting held at the October convention went well with many ideas shared. A virtual option is being considered for late spring/early summer. NEA membership will also be reached out to for collaboration.         </li> </ul> <p>Miriam also noted that USET is very interested in assisting with both the North and Southeast regional meetings.</p> <p><i>No action required.</i></p>	
11am – noon	<p><b>Lunch-Working: Executive Director and Staff Updates</b></p> <p>Diana Cournoyer, NIEA Executive Director, shared organizational updates. Her main focus has been planning for Hill Week first, then Convention. Diana provided some “high-level” updates that NIEA is currently involved in planning.</p> <p><u>Convention Planning:</u>          2023: Albuquerque, NM          2024: Palm Springs, CA, on Agua Caliente tribal nation          2025: Spokane, WA          2026: Buffalo, NY is one option; Memphis, TN is the other option. A video produced explicitly for NIEA was developed by the Buffalo-Niagara Convention Center staff with support from the Seneca Gaming Corporation and the Native American Indian Education Association of NY.  <b>BUFFALO, NY, CHOSEN as the site!!!</b></p> <p><u>2<sup>nd</sup> Annual Charity Golf Classic:</u>          Miami Community, Buffalo Run, OK—this year’s host at the Peoria Ridge Golf Course, Friday, May 19<sup>th</sup>          There are many sponsorship opportunities available.</p> <p><u>Doctoral Scholarship Fund:</u>          Recently established through the Imagine Learning and David Beaulieu. Fellowship and internship established. The process is being developed.</p> <p><u>NIEA Staff Updates:</u></p> <ol style="list-style-type: none"> <li>Melanie Johnson, Whole Child Program Director, discussed the Whole Child initiative, as well as NIEA Listening Sessions. Association for Supervision and Curriculum Development (ASCD) website was pointed out for its themes on Whole Child. The NIEA strategic directions model created in 2016 actually parallels the Whole Child model. The importance of family in a child’s education was stressed, time</li> </ol>	Diana Cournoyer



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	<p>immemorial curriculum was stressed, the importance of including urban Indian populations was stressed, and so on. Each state has mandates; whether or not they are working with tribes needs to be researched. Barriers shared included developing educators who work in communities beyond the classroom, family engagement, recognition of traditional practitioners. Funding is required to implement the Whole Child initiative nationally. Diana added that the NIEA policy team is working towards the same goals (such as the Broken Promises initiative out of Sen. Elizabeth Warren’s office). Melanie also noted that they are working on basic prevention training (e.g., to address substance abuse, be able to look for and see signs of abuse, adding cultural components).</p> <p>2. Casie Wise, Senior Program Director, spoke about the work of the NIEA program team. The team has been doubled due to funding. She spoke about differences in grant-funding and foundation funding and how that impacts goals and objectives. They are connecting tribal programs to colleges/universities, for example. The program team consists of various “experts” in language, advocacy, tribal education capacity, and other areas. Proposals have been developed across a number of areas. For example, NIEA became a licensed partner with Community in Schools (!) and will provide tribal-specific trainings. Focus is on a business model (beyond grant funding) for sustainability of the organization, which includes programming and staffing, cradle to career. Philanthropy will be presented tomorrow.</p> <p>Convention Theme: Education Sovereignty. <i>Sovereignty Begins with Us (2023)</i>. Diana stressed how this theme must be carried BEYOND convention more than ever.</p> <p><i>No action required.</i></p>	
12:30-12:50pm	<b>BREAK</b>	
12:50	<p><b>Executive Session</b></p> <p>Motion Sedelta Oosahwee by seconded by Jason Dropik at 12:50pm to go into executive session for the Board Tactical Planning component of today’s meeting. All in favor; motion approved.</p>	
	<p><b>Board Tactical Planning</b></p> <ul style="list-style-type: none"> <li>• Opening (20 minutes)</li> <li>• Dream Big/High Level Review (10 minutes)</li> <li>• Action <ul style="list-style-type: none"> <li>- Sprints Development—2 Breakouts (2.5 hours)</li> </ul> </li> </ul>	Kendra Wilson-Clements

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<p>- Share out, considerations, and discussion (1 hour)</p> <p><b>Hill Week Agenda Review</b>            Julia Wakeford, NIEA Policy Director, reviewed both the daily agendas and Hill Week legislative materials with the Board. (Materials are all located on the niea.org website.)</p> <p><i>No action required.</i></p>	
5:00 PM	<p><b>Executive Session Ends</b>            Motion by Jason Dropik seconded by Pamela Carter to go out of executive session for the Board Tactical Planning component of today's meeting. All in favor; motion approved; 4:19pm.</p> <p><b>Blessing/Adjournment</b></p> <p><b>Adjournment</b>  <i>Motion by Pamela Carter and seconded by Jolene Bowman to adjourn the meeting; all in favor; motion approved; 4:20pm.</i></p>	Tesia Zientek