

NEW MEXICO **TRUE**

New Mexico Tourism Department
Annual Tribal Report
Fiscal Year 2024

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I. EXECUTIVE SUMMARY

Tourism is a vital contributor to economic health of urban, rural and tribal communities across New Mexico. Tourism diversifies our economy, provides entrepreneurial opportunities, attracts and retains talent and creates national brand awareness. Exposure to New Mexico True advertising improves perceptions of New Mexico not only as a place to visit, but also as a place to start a business, start a career, go to college buy a home and live.

In 2023, the New Mexico Tourism Department continued its marketing strategy by making a promise of “Adventure Steeped in Culture” through quality brand impressions, while tourism infrastructure “Delivers Our Promise” through quality amenities, attractions, and access. In FY24 the New Mexico Legislature and the Office of Michelle Lujan Grisham appropriated an additional \$18.5MM to NMTD to support Tourism Partner Programs and advertising efforts benefiting New Mexico’s tourism economy. The \$18.5MM special appropriation for tourism revitalization efforts included \$15 million for National Advertising and \$3.5 million for our partner programs. The New Mexico True brand continues to fully fund local and tribal community programs and a 4-season national advertising campaign by showcasing what is True: that New Mexico is Adventure Steeped in Culture.

Specifically, one of the Department’s notable achievements in FY24 was featuring Native American and Indigenous culture as the central subject in some of NMTD’s national marketing campaigns. As a prominent fixture of the agency’s national advertising campaign NMTD featured the story of champion hoop dancer ShanDien LaRance from Ohkay Owingeh, New Mexico.

Another accomplishment in FY24 involved the increased tribal participation in NMTD programs. Tribal governments and non-profit organizations were awarded \$348,476 through our grant programs and cooperative advertising in FY24. NMTD will continue to engage with tribal communities on opportunities to leverage this program.

Additionally, tribal and indigenous culture were heavily featured in NMTD’s National Earned Media Program. In the agency’s most recent quarterly report, 12 percent of all earned media coverage was tagged as “culture and heritage.” NMTD also has also dedicated a special section on our website to Native American Culture in New Mexico featuring cultural guides, a listing of all Native American Communities, history, art, culture and events.

Section II of this report provides an overview of the New Mexico Tourism Department, its organizational structure and extended network. Section III outlines programs designed to encourage inclusive participation and support tribal tourism economies throughout the state. Section IV provides essential contacts within the Department and final section of this report reviews relevant mandates and statutes.

II. AGENCY OVERVIEW & BACKGROUND

A. Mission Statement

To grow New Mexico's economy through tourism.

B. Agency Overview

Since the launch of the New Mexico True brand, New Mexico has achieved record-breaking visitation levels, driving more visitors who are spending more dollars than ever before. There has been \$7.1 billion in visitor spending on average over the last five years through 2022. In 2022, New Mexico saw \$40.8 million in total trips, representing an increase of 4.7% over the prior year and 9.3% more than 2019. This increase in visitor spending generated over \$782 million in state and local tax revenue and 91,279 total jobs sustained. Total economic impact of tourism in New Mexico in 2022 with \$11.2 billion and a record-breaking \$8.3 billion in direct visitor spending.

C. Agency Organization

There are six divisions in the Department:

- Communications
- Administrative Services
- Research
- Marketing
- Tourism Development
- New Mexico Magazine

There are currently 53 FTE's in the Tourism Department. Key members of the leadership team include:

- Lancing Adams, Acting Cabinet Secretary
- Jennifer Saavedra, Deputy Cabinet Secretary (Acting Administrative Services Director)
- Novela Salazar, General Counsel (Acting Tribal Liaison)
- Holly Kelley, Tourism Development Director
- Cody Johnson, Communications Director
- Victoria Gregg, Research Director
- Erin Ladd, Marketing Director
- Edward Graves, CEO, New Mexico Magazine

The Route 66 Centennial Coordination Group is administratively attached to the Tourism Department, as is the New Mexico State Fair.

Tourism Commission

The Tourism Commission is administratively tied to the Department and exists to advise the Department on planning and policy matters. The Tourism Commission consists of seven members appointed by the Governor who shall be qualified electors of the State of New Mexico, no more than four of whom, at the time of their appointment, shall be members of the same political party and at least one of whom shall be a Native American (**currently one member is Native American from Acoma Pueblo**). Members shall be appointed by the Governor and confirmed by the Senate. Two members shall be appointed from each of the three congressional districts. One member shall be appointed from the state at large. The Tourism Commission also approves members for the Clean and Beautiful Advisory Committee. Meetings are held quarterly and are open to the public.

New Mexico Clean and Beautiful Advisory Committee

The New Mexico Clean and Beautiful Advisory Committee is statutorily tied to the Department for the Department's Clean and Beautiful Grant Program by advising on environmental tourism initiatives and projects that level up to program goals, as identified through the "Litter Control and Beautification Act". The Clean and Beautiful Advisory Committee consist of a body between seven and eleven members appointed by the Tourism Commission representing each tourism region and other application organizations, such as the New Mexico Recycling Coalition. Members serve two-year terms. Meetings are held quarterly and are open to the public.

Industry at Large: New Mexico's tourism industry is as robust and diverse as its tourism assets. Our tourism industry is linked to the idea of people who provide goods and services to those who travel greater than 50 miles for leisure or business purposes. The tourism industry in New Mexico is closely aligned with the hospitality and service industries, including hotels, restaurants, retail and transit, but also includes people and communities who design and offer tourism experiences that contribute to the tourism economy. Experience development sectors can include event production, local governments who manage public spaces, cultural assets and attractions and all of our incredible Destination Marketing Organizations who continuously strive to market New Mexico and their communities as the primary destination for domestic and international travelers.

D. Agency Specific Tribal Collaboration/Consultation Policy:

In addition to STCA (NMSA 1978, § 11-18-4.C(1)) the Tourism Department adopted the State-Tribal Consultation, Collaboration and Communication Policy on May 31, 2012, attached hereto as *Exhibit A*.

Pursuant to NMSA 1978, § 11-18-4.C(4), a certification by the state personnel office is attached hereto as *Exhibit B*.

All employees are required to sign and Acknowledgment of NMTD Policies and further required to take the Building Cultural Equity with Native Nations training as part of their onboarding.

III. CURRENT AND PLANNED PROGRAMS AND SERVICES FOR NATIVE COMMUNITIES

Increased Tribal Participation in NMTD Programs (ALL DIVISIONS)

NMTD has a variety of programs to support the development and promotion of tourism in communities. These programs include a Cooperative Marketing Grant Program, New Mexico True Certified Program, Destination Forward Grant Program, New Mexico Clean & Beautiful Grant Program, Route 66 Centennial Grant Program and Tourism Event Growth & Sustainability Program. Our goal is to increase tribal participation in these programs in FY25 in order to promote marketing, events, and infrastructure in Tribal communities.

Below, you can find a small collection of photos taken through NMTD programming that features some of our tribal partners.

- <https://www.dropbox.com/scl/fo/cnhsorj5g6jrnabavagdf/AKUWMW-T6wFqWhPbSHsxY?rlkey=a4fkgx89jjruwl14ljvxz5pek&dl=0>

MARKETING DIVISION

National Marketing:

One of the Department's notable achievements in FY24 was featuring Native American and Indigenous culture as the central subject in some of NMTD's national marketing campaigns. As a prominent fixtures of the agency's national campaign, NMTD advertisements featured Kenny Bowekaty and Zuni Pueblo, and ShanDien LaRance from Ohkay Owingeh.

Cooperative Marketing Program:

Through the Cooperative Marketing Grant Program, one of the New Mexico Tourism Department's longest running and most popular programs, we partner with eligible entities who believe in our mission, align with our philosophies, and strive to improve the quality of life in their communities. Through Tourism Marketing, NMTD makes a promise of "Adventure Steeped in Culture" with quality brand impressions.

In FY24 NMTD continued the 2:1 cooperative match with 3.4 million in funding and a 16% increase in active partners from FY23. In the program, NMTD worked with tribal entities such as the Navajo Nation and the Indian Pueblo Cultural Center, the Acoma Haak'u Foundation, Inc. and Poeh Cultural Center. These campaigns included digital advertising, custom-created digital content, and print advertising.

New Mexico True Certified:

New Mexico True Certified brings national attention to the care, quality and craftsmanship of products that are authentically New Mexican. The program has approved 480 partners, which include everything from Native arts to green chile, home décor and personal care items. Select New Mexico business partners leverage the power of New Mexico True and integrate the brand logo to amplify their own marketing messages and increase product recognition and sales. “Buy Local” is our rallying cry. New Mexico True Certified gives locals a constructive way to support their neighbors while visitors benefit by gaining access to local products. This special section of our website, which can be found [here](#), features partner stories through written word and videos, spotlights visitor experience offerings, promotes seasonal iterations of an online catalog, and directs people to physical retail locations where they can purchase merchandise. Six percent of business partners are either owned by, represent, or sell the work of Native artists and artisans — including Flux Tufa Works, Koo-Weh Cookies, Larry Sisneros Jewelry, Bow and Arrow Brewing and many more. We welcome greater Native representation and encourage interested parties to [apply here](#).

COMMUNICATIONS DIVISION

NMTD Communications Division is a trusted service for tourism-related earned media strategy and execution in New Mexico. With a focused effort on building, maintaining, and growing visibility of NM as a primary destination, TD’s Communication Division supports not only NMTD announcements, but also features captivating stories and unforgettable articles about New Mexico’s vibrant culture, stunning landscapes and enchanting beauty from across the state and around the nation. In FY24 TD’s National Earned Media Program accomplished the following:

- 28 featured articles that mention a Native/Indigenous community, amenity, experience, or business.
- In total, secured coverage that highlighted Native/Indigenous culture resulted in \$2.77 million in advertising value equivalence (AVE).
- In total, secured coverage that highlighted Native/Indigenous culture resulted in 311 million impressions.

Some featured highlights include:

- This feature [article](#) in Vogue highlights a road trip through New Mexico, which brought attention to New Mexico’s Native American heritage, communities and specific businesses, such as Taos Pueblo, Indian Pueblo Cultural Center, Indian Pueblo Kitchen, Bow and Arrow Brewing, 4Kinship and ArrowSoul Trading Post.
- This [article](#) in Forbes takes an exclusive look at Jemez Pueblo, including mentions of local Native-owned businesses and community events. The article also includes mentions of Zia Pueblo, Santa Ana Pueblo, Santo Domingo Pueblo, San Felipe Pueblo and Cochiti Pueblo.

- This [article](#) in Huffpost centers on the story of Carpio Joseph Bernal, a member of Taos Pueblo who opened the first full-service espresso and juice bar within the walls of Taos Pueblo.

Our Communications Division also participated in a guided tour of the Indian Pueblo Cultural Center and a training on Tribal and Indigenous etiquette for travel media as part of the onboarding requirements for TD's outside PR firm. It is our goal to increase awareness of New Mexico Tribes and further develop and support tribal tourism programs, cultural awareness, and elevate the appreciation of authentic Native destinations by offering the best information to not only visitors, but our industry partners as well.

TOURISM DEVELOPMENT DIVISION

Visitor Information Centers:

New Mexico's four highway Visitor Information Centers serve more than half a million travelers annually. Maintained and operated by the New Mexico Tourism Department, they provide New Mexico True travel and tourism information. Visitor Information Center staff are knowledgeable members of the hospitality industry who assist travelers and work with the state's tourism industry to promote destinations, events and activities in New Mexico. Our Visitor Information Center Staff participated in over 60 hours of calls and visits related to tribal visitor information, events and programs in FY24.

Destination Forward Grant (DFG):

The purpose of the Destination Forward Grant Program is to support the development and implementation of tourism infrastructure projects throughout New Mexico. The Destination Forward Grant (DFG) is a competitive grant that supports the long-term destination development and rejuvenation of community-based, sustainable tourism infrastructure projects across New Mexico. It is critical that the state focus on improving tourism-related assets by investing infrastructure that our visitors and residents enjoy. The DFG helps to empower New Mexican communities to become viable, welcoming, and high-quality destinations, as well as to enhance existing destinations, for tourism.

In FY24 Destination Forward funded \$100,000 to the Northwest Council of Governments in support of their Trail of the Ancients Scenic Byway Corridor Management Plan. The nationally designated Trail of the Ancients Byway was funded to update the Corridor Management Plan based on 15 years since it was originally approved; re-construct new Byway Council, with municipal, tribal, and county representatives including tourism, government leaders, Chamber of Commerce, National Park - Monument - Forest leaders, and recreation leaders; expand the list of tourist attractions with many more opportunities in all six categories for visitors to enjoy within the three county region, including municipal, county and tribal events and attractions, hiking, fishing, camping and recreation.

After a successful implementation of the Destination Forward Grant Program in FY24, TD is continuing to dedicate support to tourism infrastructure projects throughout the state of New Mexico. There is \$2.3 million of funding available for Destination Forward projects in FY25.

New Mexico Clean and Beautiful:

The purpose of the New Mexico “Litter Control and Beautification Act, “NMSA 1978, § 67-16-1 et seq., is to accomplish litter control by granting authority to the Department to eliminate litter from the state of the maximum practical extent. The Department’s Clean and Beautiful Grant Program funds throughout the state to fulfill program goals and objectives that promote citizen engagement, further beautification and waste diversion efforts keeping New Mexico a clean and beautiful place to live, work and play.

The Clean and Beautiful grant program funds projects and initiatives that contribute to the below established goals:

- Litter Eradication
- Improve Recycling
- Beautify Communities
- Empower Youth

In FY24, \$907,457.91 in grant funds awarded to 59 New Mexico communities including Acoma Pueblo and Pueblo of Pojoaque. There are a record 68 Clean and Beautiful applicants with \$1 million in grant funding for FY25.

Tourism Event Growth & Sustainability (TEGS)

The TEGS program provides technical assistance, marketing, and sponsorship to qualified tourism events within New Mexico to support their growth and sustainability. We aim to help events drive out-of-state visitation, drive in-state travel resulting in overnight stays, and provide an experience aligned with the New Mexico True brand promise.

TEGS offers three options for support:

- **ACCELERATOR** – Builds and improves events to prepare them for sponsorship. Technical assistance offering recommendations for improvement may include an Online Discoverability audit assessing the event's web and social presence, as well as an onsite audit assessing on-the-ground operations. Upon successful completion of the audit process, the event may receive up to \$5,000 in reimbursement-based funding to execute approved deliverables.
- **TEGS COOPERATIVE MARKETING** - Secures marketing and advertising for events through a 2:1 matching investment marketing program. Awarded events select from a media menu up to an award amount of \$10,000.

- SPONSORSHIP – Provides up to \$50,000 in sponsorship from NMTD, based on event size, and provides the opportunity to co-brand event with New Mexico True.

Through the TEGS Program, NMTD worked with tribal partners such as the Lightning Boy Foundation, Museum of Indian Arts and Culture, Southwestern Association of Indian Arts, Gathering of Nations, and Indigenous Ways. Part of the program’s success includes Bernalillo Indian Arts Festival as a former FY23 TEGS Accelerator Grant Award Recipient, who was awarded a 2:1 match grant for FY24 as a TEGS CoOp Award Recipient.

NEW MEXICO MAGAZINE

The award-winning magazine, in partnership with the New Mexico Tourism Department and founded in 1923, *New Mexico Magazine* reigns as the longest-tenured state magazine in the United States, while ranking as the third-largest state-owned publication in circulation. At *New Mexico Magazine*, we work diligently to bring respectful attention to New Mexico’s cultural heritage. We do not devote an issue to Native culture but strive to integrate it into every issue. Part of that coverage included a special 8 page pull-out featuring the Gallup Inter-Tribal Indian Ceremonial in our August issue. We have also found numerous other ways to cover we found numerous ways to cover Indigenous people and communities over the past fiscal year:

Monthly Features:

July 2023

- Zahn McClarnon Previews Dark Winds Season – <https://www.newmexicomagazine.org/blog/post/zahn-mcclarnon-dark-winds-season-2-preview>
- Why We Love NM: Our Waters Have Healing Powers – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-our-hot-springs-have-powers>
- Why We Love NM: We Are Made of Stories Prayers and Songs – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-we-are-made-of-native-stories-prayers-and-songs>
- Why We Love NM: Here, Native People Tell Their Own Stories – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-native-people-tell-their-own-stories>
- Why We Love NM: Our Turquoise Shimmers With Meaning – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-our-turquoise-shimmers-with-meaning>
- Why We Love NM: Our Cuisine Nourishes the Soul – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-our-cuisine-nourishes-the-soul/>

- Why We Love NM: Our Adobe Homes are Timeless – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-our-adobe-homes-are-timeless>
- Why We Love NM: We Celebrate What Sustained Us – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-we-celebrate-wagon-mound-bean-day>
- Why We Love NM: Our Art Tells Sacred Stories – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-our-art-tells-sacred-stories>
- Five Things To Do This Weekend: Weave Art and Culture – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-july-14-16>
- Why We Love NM: The Past Is Present – <https://www.newmexicomagazine.org/blog/post/100th-anniversary-why-we-love-new-mexico-the-past-is-present>

August 2023

- Don't Miss These Indian Market First Timers – <https://www.newmexicomagazine.org/blog/post/first-time-artists-you-must-see-at-santa-fe-indian-market/>
- Native Stories Written in the Stars – <https://www.newmexicomagazine.org/blog/post/indigenous-stories-written-in-the-stars-new-mexico-skies>
- Living the Hoop Dream – <https://www.newmexicomagazine.org/blog/post/new-mexico-lightning-boy-dance-group>
- Five Things To Do This Weekend: Watch Indigenous Culture Shine – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-4-6>
- Five Things To Do This Weekend: Dive into the Native Network – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: SWIAIA's Santa Fe Indian Market – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: Indigenous Present Book Release Party – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: Dine Jewelry Pop-Up – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>

- Five Things To Do This Weekend: Preston Singletary, Dreams from the Spirit World – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: The Art of Jean LaMarr – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: Redefining Native Avant-Garde Fashion, "Bishops Lodge" – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Five Things To Do This Weekend: The Art of Jean LaMarr – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-august-18-20>
- Datebook August 2023: Indigenous Arts Extravaganza – <https://www.newmexicomagazine.org/blog/post/new-mexico-magazine-datebook-august-2023>

September/October 2023

- Kymon Greyhorse Returns to His Roots – <https://www.newmexicomagazine.org/blog/post/dine-filmmaker-kymon-greyhorse-returns-to-his-roots/>
- True Heroes – <https://www.newmexicomagazine.org/blog/post/2023-new-mexico-magazine-true-heroes>
- Catch the Santa Fe Plaza's first powwow – <https://www.newmexicomagazine.org/blog/post/dine-filmmaker-kymon-greyhorse-returns-to-his-roots>
- Grab a Slice at Victoria's Pizza – <https://www.newmexicomagazine.org/blog/post/crownpoint-victorias-pizza-navajo-nation>
- Five Things To Do This Weekend: Support indigenous student's art – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-september-29-october-1>
- Five Things To Do This Weekend: Celebrate Native Art Culture – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-september-1-4>
- Datebook September 2023: Totah Festival & Indian Market, Farmington – [Totah Festival & Indian Market, Farmington](#)

November 2023

- Win Big at These Casino Spas – <https://www.newmexicomagazine.org/blog/post/new-mexico-casino-spas/>

- A Dine Chef Shares Food for Thought – <https://www.newmexicomagazine.org/blog/post/dine-navajo-chef-walter-whitewater-shares-culinary-wisdom-through-stories>
- Datebook December 2023: Native American Art Show – <https://www.newmexicomagazine.org/blog/post/datebook-november-2023>
- Calm, Cool, and Collected – <https://www.newmexicomagazine.org/blog/post/new-mexico-spa-getaways-for-wellness-and-relaxation>
- Five Things To Do This Weekend: Indian Markets – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-november-24-26>

December 2023

- True Heroes: Dr. Shawn Secatero – <https://www.newmexicomagazine.org/blog/post/true-heroes-2023-dr-shawn-secatero/>
- An Acoma Pueblo Christmas – <https://www.newmexicomagazine.org/blog/post/acoma-artisan-prudy-correa-storyteller-nativity-sets>
- True Heroes: Mattee Jim – <https://www.newmexicomagazine.org/blog/post/true-heroes-2023-mattee-jim>
- Protecting Caja del Rio – <https://www.newmexicomagazine.org/blog/post/protecting-northern-new-mexico-caja-del-rio>
- 22 Giftworthy Page-Turners: Speaking the Light, Contemporary Indigenous Photography – <https://www.newmexicomagazine.org/blog/post/new-mexico-giftworthy-books-guide>
- Five Things to do This Weekend: IAIA Holiday Market – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-december-8-10>
- Native American Portal Artisans' Winter Youth Show – <https://www.newmexicomagazine.org/blog/post/datebook-december-2023>

January/February 2024

- IAIA Offers Double Vision in New Exhibits – <https://www.newmexicomagazine.org/blog/post/santa-fe-iaia-offers-double-vision-in-new-exhibits/>
- Santa Fe's New Museum on the Block – <https://www.newmexicomagazine.org/blog/post/santa-fe-new-museum-vladem-contemporary>
- The Story Behind the Magic Mural – <https://www.newmexicomagazine.org/blog/post/gallup-ellis-tanner-trading-co-magic-mural>
- Five Things To Do This Weekend: Visit new shows at the Wheelright Museum – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-february-9-11>

- Five Things To Do This Weekend: Sing the praises of Raven Chacon – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-february-23-25>
- The Cult of Allsup's – <https://www.newmexicomagazine.org/blog/post/roswell-allsup-world-famous-burrito>
- NMM Photo of the Year: People – <https://www.newmexicomagazine.org/blog/post/winners-23rd-annual-new-mexico-magazine-photos-contest-people>
 - Honorable Mention: Wedding Feast

March 2024

- Datebook: April 2024/Gathering Together-The Gathering of Nations – <https://www.newmexicomagazine.org/blog/post/datebook-april-2024>
- Find Southern Comfort in Mesilla (Native American History) – <https://www.newmexicomagazine.org/blog/post/experience-southern-comfort-in-mesilla-new-mexico/>
- Weaving Ancestral Threads – <https://www.newmexicomagazine.org/blog/post/new-mexico-weaver-rhiannon-griego>
- Dissonance in the Desert (Raven Chacon) – <https://www.newmexicomagazine.org/blog/post/raven-chacon-explores-dissonance-indigenous-identity-through-music/>
- The Story Behind the Magic Mural (Navajo community, Gallup) – <https://www.newmexicomagazine.org/blog/post/gallup-ellis-tanner-trading-co-magic-mural/>
- Experience NM Giveaway: Chaco Canyon Day Tour – <https://www.newmexicomagazine.org/blog/post/experience-new-mexico-giveaway>
- Five Things To Do This Weekend: Swing into pueblo baseball – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-march-8->
- Datebook: April 2024/Gathering Together-The Gathering of Nations – <https://www.newmexicomagazine.org/blog/post/datebook-april-2024>

April 2024

- Good Things Come in Threes (Three sisters kitchen) – <https://www.newmexicomagazine.org/blog/post/three-sisters-kitchen-supports-community-through-food>
- Joe Saenz Makes Connections with the Land (Joe Saenz, Chiricahua Apache) – <https://www.newmexicomagazine.org/blog/post/joe-saenz-guides-trips-through-gila-wilderness-history>
- Putting Culture on the Catwalk (Native Fashion Week) – <https://www.newmexicomagazine.org/blog/post/santa-fe-swaia-native-fashion-week>

- Whiskey Tender' Reveals Bold Truths (Indigenous Author) – <https://www.newmexicomagazine.org/blog/post/author-deborah-jackson-taffa-new-memoir>
- History of the Gila Cliff Dwellings – <https://www.newmexicomagazine.org/blog/post/gila-cliff-dwellings-history>
- Labors of Love (Navajo Bidii Baby Foods) – <https://www.newmexicomagazine.org/blog/post/navajo-owned-bidii-baby-foods>
- Five Things To Do This Weekend: Celebrate American Indian Week (Indian Week at Indian Pueblo Cultural Center) – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-april-19-21>
- Five Things To Do This Weekend: Eat Indigenous Foods – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-april-26-28>
- Five Things To Do This Weekend: Count the Reinvention – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-april-5-7>
- Five Things To Do This Weekend: Celebrate a Renowned Cultural Center (Indigenous Artist) – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-march-29-31>

May 2024

- Five Things To Do This Weekend/Enjoy art in the garden – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-memorial-day-weekend-may-31-june-2>
- Take Art to the Street/First Fridays, Santa Fe – <https://www.newmexicomagazine.org/blog/post/new-mexico-weekend-art-events>
- Your Guide to Santa Fe's Summer Markets – <https://www.newmexicomagazine.org/blog/post/santa-fe-summer-art-markets>
- Five Things to do this Memorial Weekend/Shop Indigenous Art – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-memorial-day-weekend-may-24-27>
- New Ways to Eat Local (Ancestral Foods in Zuni) – <https://www.newmexicomagazine.org/blog/post/new-mexico-local-food-initiatives>
- 19 Must-Try Taco Spots in New Mexic (Yapopup – Tewa Owner) – <https://www.newmexicomagazine.org/blog/post/new-mexico-taco-spots-to-try>
- The Indigenous Taco's Origin Story – <https://www.newmexicomagazine.org/blog/post/indigenous-taco-origin-story>
- Josh Fournier is a Stand Up Dude – <https://www.newmexicomagazine.org/blog/post/josh-fournier-is-a-stand-up-dude>
- Five Things to do this Weekend/Weave Art and History (Dine history) – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>

- Five Things to do this Weekend/Hear from a Hopi cultural practitioner – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things to do this Weekend/Indigenous Ways Festival – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things to do this Weekend/Native Fashion Week – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things to do this Weekend/See indigenous art – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-march-15-17>
- Planting Seeds, Honoring Generations – <https://www.newmexicomagazine.org/blog/post/new-mexico-magazine-centennial-cookbook-spring>
- Datebook: May 2024 – <https://www.newmexicomagazine.org/blog/post/datebook-may-2024>
- Native Treasure Art Market – <https://www.newmexicomagazine.org/blog/post/datebook-may-2024>
- Taco's of Enchantment (Native cultural integration) – <https://www.newmexicomagazine.org/blog/post/history-of-new-mexico-tacos>
- Five Things To Do This Weekend/Attend a cultural gathering – www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-april-26-28
- Five Things To Do This Weekend/Eat Indigenous Food (Gathering of Nations) – www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-april-26-28
- Written on the Landscape (Petroglyphs history) – <https://www.newmexicomagazine.org/blog/post/american-southwest-rock-art-symbols-and-cosmology/>
- 19 Taco Spots to Try (Yapopup) – <https://www.newmexicomagazine.org/blog/post/new-mexico-taco-spots-to-try/>
- The Indigenous Taco's Origin Story (Indigenous Food History) – <https://www.newmexicomagazine.org/blog/post/indigenous-taco-origin-story/>
- Josh Fournier Is a Stand Up Dude (Navajo Comedian) – <https://www.newmexicomagazine.org/blog/post/josh-fournier-is-a-stand-up-dude>
- Planting Seeds, Honoring Traditions (Native American food history) – <https://www.newmexicomagazine.org/blog/post/new-mexico-magazine-centennial-cookbook-spring/>
- Editor's Letter: Wild Times – <https://www.newmexicomagazine.org/blog/post/editors-letter-wild-times>
- What We're Reading: Wondering Stars – <https://www.newmexicomagazine.org/blog/post/books-wandering-stars-tommy-orange>

- Five Things To Do This Weekend: Strut your stuff at the inaugural Native Fashion Week – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things To Do This Weekend: Weave art and history – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things To Do This Weekend: Third Annual Indigenous Way Festival – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>
- Five Things To Do This Weekend: Hear from a Hopi cultural practitioner – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-may-3-5>

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- Five Things To Do This Weekend/Learn from the ancients – https://nmmagazine.simpleviewcms.com/nav/modules/public_relations/magazine/post_s
- Road Trip on these Scenic Byways – [Explore New Mexico Through These Scenic Byways \(newmexicomagazine.org\)](#)
 - Take a Cultural Tour (Salinas Pueblo people)
 - Ride Back into History (Native history/culture)
 - Get in tune with nature (Gila Cliff Dwellings)
- What We're Reading: Lost Birds – <https://www.newmexicomagazine.org/blog/post/what-were-reading-lost-birds-anne-hillerman>
- Delbert Anderson's Musical Journey Home – <https://www.newmexicomagazine.org/blog/post/delbert-anderson-jazz-trumpeter>
- The Face of Historic Indigenous Art – <https://www.newmexicomagazine.org/blog/post/faces-chipeta-trading-company>
- Five Women Artists to Watch – <https://www.newmexicomagazine.org/blog/post/new-mexico-women-artists>
- Five Summer Activities for the Kids: For the Old Soul (Native history/culture) – <https://www.newmexicomagazine.org/blog/post/new-mexico-summer-kids-activities>
- Road Trip on These Scenic Byways - Take A Cultural Tour – <https://www.newmexicomagazine.org/blog/post/new-mexico-scenic-roads>
- Explore San Juan County – <https://www.newmexicomagazine.org/blog/post/explore-san-juan-county>
- Discover San Juan County's Farmers' Markets (Indigenous Food - Shiprock Farmer's Market) – <https://www.newmexicomagazine.org/blog/post/san-juan-county-farmers-markets>
- Five Women Artists to Watch (Eliza Nranjo Morse, Rose B. Simpson) – <https://www.newmexicomagazine.org/blog/post/new-mexico-women-artists/>

- Ultimate Summer Adventure Guide (Three Rivers Petroglyph Site) – <https://www.newmexicomagazine.org/blog/post/new-mexico-outdoor-adventures/>
- Roadtrip on These Scenic Byways (Gila Cliff Dwellings) – <https://www.newmexicomagazine.org/blog/post/new-mexico-scenic-roads/>
- A Look Into Pueblo Baseball – <https://www.newmexicomagazine.org/blog/post/new-mexico-pueblo-baseball/>
- Editor's Letter: Field Guide (Pueblo Baseball) – <https://www.newmexicomagazine.org/blog/post/editors-letter-field-guide/>
- Your Guide to Santa Fe's Summer Markets (Indian Market) – <https://www.newmexicomagazine.org/blog/post/santa-fe-summer-art-markets/>
- Five Things To Do This Weekend/Remember an important treaty – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-june-21-23>
- Five Things To Do This Weekend/See life through artist's eyes – <https://www.newmexicomagazine.org/blog/post/five-things-to-do-this-weekend-june-14-16>
- Hit These Family Friendly Summer Festivals- Nakotah LaRance Youth Hoop Dance Championship – <https://www.newmexicomagazine.org/blog/post/family-friendly-summer-festivals-events>
- San Juan County Calendar of Events: Totah Festival & Indian Market, Farmington – <https://www.newmexicomagazine.org/blog/post/san-juan-county-events>



STATE OF NEW MEXICO
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Susana Martinez
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Cabinet Secretary

John Sanchez
Lt. Governor

State-Tribal Consultation, Collaboration and Communication Policy

Section I. Background

- A.** In 2003, the Governor of the State of New Mexico and 21 of the 22 Indian Tribes, Nations and Pueblos of New Mexico adopted the 2003 Statement of Policy and Process (Statement), to "establish and promote a relationship of cooperation, coordination, open communication and good will, and [to] work in good faith to amicably and fairly resolve issues and differences." The Statement directs State agencies to interact with the Tribal governments and provides that such interaction "shall be based on a government-to-government relationship" aimed at furthering the purposes of meaningful government-to-government consultation.
- B.** In 2005, Governor Bill Richardson issued Executive Order 2005-004 mandating that the Executive State agencies adopt pilot tribal consultation plans with the input of the 22 New Mexico Tribes.
- C.** In 2007, Governor Bill Richardson issued the Goals of the "Promoting and Growing New Mexico, Performance and Accountability Contract". This document identified the process New Mexico is taking toward competitiveness in the regional, national and global economies. This process includes attracting high-skill wage industries, cutting taxes, investing in innovation, providing access to capital and investing infrastructure. The four goals for promoting and growing New Mexico include:
- **Goal 1.** Improve New Mexico's Economic Base and Expand Targeted Industries
 - **Goal 2.** Strategically Invest in the Workforce and Infrastructure to Support Economic Growth
 - **Goal 3.** Expand Domestic and International Tourism
 - **Goal 4.** Develop and Promote Media Arts and Cultural Assets

- D. Several Executive Agencies were identified as the lead agencies to accomplish the Promoting and Growing New Mexico initiative. These agencies are: Department of Cultural Affairs, Department of Transportation, Tourism Department, Department of Workforce Solutions, Economic Development Department, and the State Investment Council.
- E. On March 19, 2009, Governor Bill Richardson signed SB 196, the State Tribal Collaboration Act (hereinafter "STCA") into law. The STCA reflects a statutory commitment of the state to work with Tribes on a government-to-government basis. The STCA establishes in state statute the intergovernmental relationship through several interdependent components and provides a consistent approach through which the State and Tribes can work to better collaborate and communicate on issues of mutual concern.
- F. In Fall 2009, the Agencies charged with the Promote and Grow New Mexico initiative met with representatives from the Tribes to develop an overarching Policy that, pursuant to the STCA:
 - a. Promotes effective collaboration and communication between the Agency and Tribes;
 - b. Promotes positive government-to-government relations between the State and Tribes;
 - c. Promotes cultural competence in providing effective services to American Indians/Alaska Natives; and
 - d. Establishes a method for notifying employees of the Agency of the provisions of the STCA and the Policy that the Agency adopts.
 - e. The Policy meets the intent of the STCA and defines the Agency's commitment to collaborate and communicate with Tribes.

Section II. Purpose

Through this Policy, the Agency will seek to foster and facilitate positive government-to-government relations between the Agency and the federally recognized Indian Nations, Tribes or Pueblos located wholly or partially within the boundaries of New Mexico, hereinafter referred to as "Tribes". The purpose of the Policy is to develop, improve, or maintain partnerships with Tribes by using agreed-upon processes when the Agency develops, changes or implements policies, programs or services that directly affect Tribes.

Section III. Principles

- A. Confidentiality - The Agency will protect and exhibit a high degree of respect and sensitivity regarding confidential information provided by Tribal Governments and staff, and shall ensure confidentiality to the extent provided by State and Federal law.

- B. Recognize and Respect Sovereignty –** The State and Tribes are sovereign governments. The recognition and respect of sovereignty is the basis for government-to-government relations and this Policy. Sovereignty must be respected and recognized in government-to-government consultation and collaboration between the Agency and Tribes. The Agency recognizes and acknowledges the trust responsibility of the Federal Government to federally-recognized Tribes.
- C. Government-to-Government Relations –** The Agency recognizes the importance of collaboration, communication and cooperation with Tribes. The Agency further recognizes that Agency policies, programs and/or services may directly or indirectly affect Tribes. Accordingly, the Agency recognizes the value of dialogue between Tribes and the Agency with specific regard to those policies, programs and/or services.
- D. Efficiently Addressing Tribal Issues and Concerns –** The Agency recognizes the value of Tribes' input regarding Agency policies, programs and/or services. Thus, it is important that Tribes' interests are reviewed and considered by the Agency in its policy, program and/or service development process.
- E. Collaboration and Mutual Resolution –** The Agency recognizes that good faith, mutual respect, and trust are fundamental to meaningful collaboration and communication policies. As they arise, the Agency shall strive to address and mutually resolve concerns with impacted Tribes.
- F. Communication and Positive Relations –** The Agency shall strive to promote positive government-to-government relations with Tribes by: (1) interacting with Tribes in a spirit of mutual respect; (2) seeking to understand the varying Tribes' perspectives; (3) facilitating communication, understanding and appropriate dispute resolution with Tribes; and (4) working through the government-to-government process towards a shared vision in areas of mutual interest.
- G. Informal Communication –** The Agency recognizes that formal consultation may not be required in all situations or interactions. The Agency may seek to communicate with and/or respond to Tribes outside the consultation process. These communications do not negate the authority of the Agency and Tribes to pursue formal consultation.
- H. Economic Development Access –** Providing the opportunity for economic development is a real need in the Native American communities and these communities often do not have the capacity to address this unmet need. Therefore, the Agency will inform the tribes of opportunities related to Economic Development and will provide resources and assistance to enhance the development of the tribal communities. For example, Infrastructure related to Transportation, Water and Waste Water, Solid Waste Systems, etc.

Section IV. Protocol

When working with tribal governments it is important to understand the unique relationship between American Indians and the United States government. It is a political relationship – not race based. Under both federal and common law, Native American tribes are sovereign governments with recognized powers of self-government. The status of tribes as governments means that tribes possess the inherent right to develop their own forms of government, to determine their own citizenship and to make their own laws, civil and criminal, and to be governed by them in their own judicial systems. New Mexico is home to 22 federally recognized Indian Nations, Tribes and Pueblos—each with its own history, culture, and language. Thus it is important not to assume that one tribe or one leader speaks for all.

The Agency recognizes the unique sovereign status of the 22 Indian Nations, Tribes and Pueblos within the state. To promote effective communication and collaboration between the Agency and Tribes relating to this Policy, the Agency shall endeavor to understand the protocols for interacting with each Indian Nation, Tribe or Pueblo. As protocol relationships are developed they will be incorporated herein as attachments.

Section V. Definitions

A. The following definitions shall apply to this Policy:

1. American Indian/Alaska Native – Pursuant the STCA, this means:
 - a) Individuals who are members of any federally recognized Indian tribe, nation or pueblo;
 - b) Individuals who would meet the definition of "Indian" pursuant to 18 USC 1153; or
 - c) Individuals who have been deemed eligible for services and programs provided to American Indians and Alaska Natives by the United States public health service, the bureau of Indian affairs or other federal programs.
2. Collaboration – Collaboration is a recursive process in which two or more parties work together to achieve a common set of goals. Collaboration may occur between the Agency and Tribes, their respective agencies or departments, and may involve Indian organizations, if needed. Collaboration is the timely communication and joint effort that lays the groundwork for mutually beneficial relations, including identifying issues and problems, generating improvements and solutions, and providing follow-up as needed.
3. Communication – Verbal, electronic or written exchange of information between the Agency and Tribes.
4. Consensus – Consensus serves as a decision making method for reaching agreement through a participatory process that:

- (a) involves the Agency and Tribes through their official representatives; (b) actively solicits input and participation by the Agency and Tribes; and (c) encourages cooperation in reaching agreement on the best possible decision for those affected.

The Agency shall endeavor to conduct deliberations with Tribes in good faith and in accordance with the processes outlined in this Policy. Within this process it is understood that consensus, while a goal, may not always be achieved.

5. Consultation – Consultation operates as an enhanced form of communication that emphasizes trust and respect. It is a shared responsibility that allows an open and free exchange of information and opinion among parties that, in turn, may lead to mutual understanding and comprehension. Consultation with Tribes is uniquely a government-to-government process with two main goals: (a) to reach consensus in decision-making; and (b) whether or not consensus is reached, to afford any party the opportunity to issue a dissenting opinion for the record, and more importantly to have honored each other's sovereignty.
6. Cultural Competence – Refers to an ability to interact effectively with people of different cultures. Cultural competence comprises four components:
 - (a) awareness of one's own cultural worldview, (b) appreciation of cultural differences, (c) knowledge of different cultural practices and worldviews, and (d) honing cross-cultural skills. Developing cultural competence improves one's ability to understand, communicate with, and effectively interact with people across cultures.
7. Culturally Relevant – Describes a condition where programs or services are provided according to the clients' cultural backgrounds.
8. Environmental resources - Environmental media listed in the Environment Improvement Act, NMSA, 1978, sec. 74-1-7A
9. Government-to-Government – Describes the relationship between the State, Tribes and the Federal government.
10. Indian Organizations –Organizations, predominantly operated by American Indians/Alaska Natives, that represent or provide services to American Indians and/or Alaska Natives living on and/or off tribal lands and/or in urban areas.
11. Internal Agency Operation Exemption – Refers to certain internal agency operations and processes not subject to this Policy. The Agency has the authority and discretion to determine what internal operations and processes are exempt from this Policy.
12. Internal Tribal Government Operations Exemption – Refers to certain internal tribal government operations not subject to this Policy. Each Tribe has the authority and discretion to determine what internal operations and processes are exempt from this Policy.

13. Linguistic Competency – Refers to one's capacity to communicate effectively and convey information in a manner that is easily understood by culturally diverse audiences.
14. Participation – Describes an ongoing activity that allows interested parties to engage one another through negotiation, compromise and problem solving to reach a desired outcome.
15. Tribal Advisory Body – A duly appointed group of individuals established and organized to provide advice and recommendations on matters relative to Agency policies, programs and services.
16. Tribal Government - The governing structure of a sovereign, federally recognized government of an Indian Nation, Tribe, or Pueblo, within the United States.
17. Tribal Implications – Refers to State legislation, regulations and other policy statements or actions that have substantial direct effects on American Indians/Alaska Natives, Tribes, or on the relationship between the State and Tribes.
18. State Agency Tribal Liaison – Refers to an individual designated by the Agency, who reports directly to the Office of the Secretary or to the Head of the Agency, to:
 - a) Assist with developing and ensuring the implementation of this Policy;
 - b) Serve as a contact person responsible for maintaining ongoing communication between the Agency and affected Tribes; and
 - c) Ensure that training is provided to staff of the Agency as set forth in Subsection B of Section 4 of the STCA.
19. Tribal Officials – Elected or duly appointed officials of Tribes or authorized intertribal organizations.
20. Tribes – Means any federally recognized Indian Nation, Tribe or Pueblo located wholly or partially within the boundaries of the State of New Mexico.
21. Work Groups – Formal advisory bodies and task forces established through joint effort by the Agency and Tribes. Work Groups can be established to address or develop more technical aspects of policies or programs separate or in conjunction with the formal consultation process. Work groups shall, to the extent possible, consist of members from the Agency and participating Tribes.

Section VI. General Provisions

A. Collaboration and Communication

To promote effective collaboration and communication between the Agency and Tribes relating to this Policy, and to promote cultural competence, the Agency will utilize, as appropriate: Tribal Liaisons, Tribal Advisory Bodies, Work Groups and Informal Communication.

1. The Agency will make a good-faith effort to review all proposed plans, policies, rulemakings, permitting actions, or other aspects of Programmatic Actions that may have impacts on Tribal resources, and determine whether Tribal consultation or collaboration may assist in Programmatic Actions. If a proposed Programmatic Action may impact Tribal resources, the Agency will notify Tribal Governments and inquire whether Tribal consultation should occur. Tribal Officials have the discretion whether to engage in the consultation process. Consultation will be initiated by formal request
2. The Role of Tribal Liaisons. To promote State-Tribe interactions, enhance communication and resolve potential issues concerning the delivery of Agency services to Americans Indians/Alaska Natives, Tribal Liaisons will work with Tribal Officials and Agency staff and their programs to develop policies or implement program changes. Tribal Liaisons communicate with Tribal Officials through both formal and informal methods of communication to assess:
 - a) Issues or areas of tribal interest relating to the Agency's policies, programs and/or services; and
 - b) Tribal interest in pursuing collaborative or cooperative opportunities with the Agency; and
 - c) The Agency's promotion of cultural competence in its development or maintenance of policies, programs and/or services.
3. The Role of Tribal Advisory Bodies. The Agency may solicit advice and recommendations from duly appointed advisory organizations or committees to collaborate with Tribes in matters of policy development prior to engaging in consultation, as contained in this Policy. The Agency may convene such advisory organizations/committees to provide advice and recommendations on departmental policies, programs and/or service matters that have tribal impacts. Input derived from such activities is not defined as this Policy's consultation process.
4. The Role of Work Groups. The Agency Head, in consultation with recognized Tribal officials, may appoint an agency-tribal work group to develop recommendations and provide input on Agency policies, programs and/or services as they might impact Tribes and American Indians/Alaska Natives. The Agency or the Work Group may develop procedures for the organization and implementation of work group functions. (e.g., the sample set of procedures at Attachment A.)

5. Informal Communication.

- a) **Informal Communication with Tribes.** The Agency recognizes that consultation meetings may not be required in all situations or interactions involving State-Tribal relations. The Agency recognizes that Tribal Officials may communicate with appropriate Agency employees outside the consultation process, including with Tribal Liaisons and Program Managers, in order to ensure programs and services are delivered to their constituents. While less formal mechanisms of communication may be more effective at times, this does not negate the Agency's or the Tribe's ability to pursue formal consultation on a particular issue or policy.
- b) **Informal Communication with Indian Organizations.** The State-Tribal relationship is based on a government-to-government relationship. However, Indian organizations, such as those representing or providing services to urban and/or off-reservation American Indians/Alaska Natives, serve to benefit and assist the State, as well. Through this Policy, the Agency recognizes that it may solicit recommendations, or otherwise collaborate and communicate with these organizations.

B. Consultation

Consultation shall be between the Cabinet Secretary/Agency Head and Tribal Officials or their delegated representatives who possess authority to negotiate on their behalf.

1. **Applicability** – Tribal consultation is most effective and meaningful when conducted before taking action that impacts Tribes and American Indians/Alaska Natives. The Agency acknowledges that a best case scenario may not always exist, and that the Agency and Tribes may not have sufficient time or resources to fully consult on a relevant issue. If a process appropriate for consultation has not already begun,
2. Through this Policy, the Agency seeks to initiate consultation as soon as possible thereafter. (Refer to applicable "Protocol" agreement)
3. **Focus** – The principle focus for government-to-government consultation is with Tribes through their Tribal Officials. Nothing herein shall restrict or prohibit the ability or willingness of Tribal Officials and the Agency Head to meet directly on matters that require direct consultation. The Agency recognizes that the principle of intergovernmental collaboration, communication and cooperation is a first step in government-to-government consultation, and is in accordance with the STCA.

4. Areas of Consultation – The Agency, through reviewing proposed plans, policies, rules, or other pending and proposed programmatic actions, recognizes the need to assess whether such actions may impact American Indians/Alaska Natives and/or Tribes, as well as whether consultation should be implemented prior to making its decision or implementing its action. To such ends, the Agency strives to notify relevant Tribal Officials and pursue government-to-government consultation, provided that Tribal Officials also have the discretion to decide whether to pursue and/or engage in the consultation process.
5. Initiation – Written notification requesting consultation by an Agency or Tribe shall serve to initiate the consultation process. Written notification, at the very least, should:
 - a) Identify the proposed action to be consulted upon.
 - b) Identify personnel who are authorized to consult on behalf of the Agency or Tribe.
6. Process – The Agency, in order to engage in consultation, may utilize duly-appointed work groups, as set forth in the previous section, or otherwise the Agency Head or a duly-appointed representative may meet directly with Tribal Officials, or set forth other means of consulting with impacted Tribes as the situation warrants.
 - a) Consultation will be between the Agency Head and Tribal Officials or their delegated representatives with authority to negotiate on their behalf.
 - b) The Agency will make a good faith effort to invite for consultation all perceived impacted Tribes.
7. Limitations on Consultation –
 - a) This Policy will not diminish any administrative or legal remedies otherwise available by law to the Agency or Tribe.
 - b) The Policy does not prevent the Agency and Tribes from entering into Memoranda of Understanding, Intergovernmental Agreements, Joint Powers Agreements, professional service contracts, or other established administrative procedures and practices mandated by Federal, State or Tribal laws or regulations.
 - c) The Agency retains the final decision making authority with respect to actions undertaken by the Agency and within Agency jurisdiction. In no way should this Policy impede the Agency's ability to manage its operations.
 - d) Consultation with the Tribes is uniquely a government-to-government process with two main goals: (a) to reach consensus in decision-making; and (b) whether or not consensus is reached, to afford any party the opportunity to issue a dissenting opinion for the record, and more importantly to have honored each other's sovereignty.

Section VI. Dissemination of Policy

Upon adoption of this Policy, the Agency shall determine the appropriate method to distribute the Policy to all its employees.

Section VII. Amendments and Review of Policy

The Agency will meet periodically with Tribes to evaluate the effectiveness of this Policy, including the Agency's promotion of cultural competence. **This Policy is a working document and may be revised as needed**

Section VIII. Effective Date

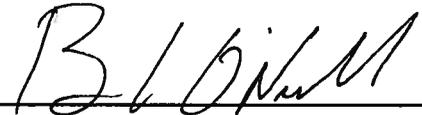
This Policy shall become effective upon the date signed by the Department Secretary or the Agency Head.

Section IX. Sovereign Immunity

The Policy shall not be construed to waive the sovereign immunity of the State of New Mexico or any Tribe, or to create a right of action by or against the State of New Mexico or a Tribe, or any State or Tribal official, for failing to comply with this Policy

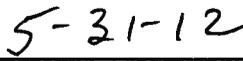
Section XI. Closing Statement/ Signatures

The Tourism Department hereby adopts the State-Tribal Consultation, Collaboration and Communication Policy



Monique Jacobson, Cabinet Secretary

Tourism Department



Date

ATTACHMENT A

Sample Procedures for State-Tribal Work Groups

DISCLAIMER: The following illustration serves only as sample procedures for State-Tribal Work Groups. The inclusion of this Attachment does not mandate the adoption of these procedures by a work group. Whether these, or alternative procedures, are adopted remains the sole discretion of the Agency Head and/or as duly-delegated to the Work Group.

- A. **Membership** – The Work Group should be composed of members duly appointed by the Agency and as appropriate, participating Tribes, for specified purpose(s) set forth upon the Work Group’s conception. Continued membership and replacements to Work Group participants may be subject to protocol developed by the Work Group, or otherwise by the designating authority or authorities.
- B. **Operating Responsibility** – The Work Group should determine lines of authority, responsibilities, definition of issues, delineation of negotiable and non-negotiable points, and the scope of recommendations it is to disseminate to the Agency and Tribes to review, if such matters have not been established by the delegating authority or authorities.
- C. **Meeting Notices** – Written notices announcing meetings should identify the purpose or agenda, the Work Group, operating responsibility, time frame and other relevant tasks. All meetings should be open and publicized by the respective Agency and Tribal offices.
- D. **Work Group Procedures** – The Work Group may establish procedures to govern meetings. Such procedures can include, but are not limited to:
 - 1. Selecting Tribal and Agency co-chairs to serve as representatives and lead coordinators, and to monitor whether the State-Tribal Consultation, Collaboration and Communication Policy is followed;
 - 2. Defining roles and responsibilities of individual Work Group members;
 - 3. Defining the process for decision-making,
 - 4. Drafting and dissemination of final Work Group products;
 - 5. Defining appropriate timelines; and
 - 6. Attending and calling to order Work Group meetings.
- E. **Work Group Products** – Once the Work Group has created its final draft recommendations, the Work Group should establish a process that serves to facilitate implementation or justify additional consultation. Included in its process, the Work Group should recognize the following:
 - 1. **Distribution** – The draft recommendation is subjected for review and comment by the Agency, through its Agency Head, Tribal Liaison, and/or other delegated representatives, and participating Tribes, through their Tribal Officials.

2. Comment – The Agency and participating Tribes are encouraged to return comments in a timely fashion to the Work Group, which will then meet to discuss the comments and determine the next course of action. For example:
 - a) If the Work Group considers the policy to be substantially complete as written, the Work Group can forward the proposed policy to the Agency and participating Tribes for finalization.
 - b) If based on the comments, the Work Group determines that the policy should be rewritten, it can reinitiate the consultation process to redraft the policy.
 - c) If the Agency and participating Tribes accept the policy as is, the Work Group can accomplish the final processing of the policy.
- F. Implementation – Once the collaboration or consultation process is complete and the Agency and Tribes have participated in, or have been provided the opportunity to participate in, the review of the Work Group's draft recommendations, the Work Group may finalize its recommendations. The Work Group co-chairs should distribute the Work Group's final recommendations to the Agency, through its delegated representatives, and participating Tribal Officials. The Work Group should record with its final recommendation any contrary comments, disagreements and/or dissention, and whether its final recommendation be to facilitate implementation or pursue additional consultation.
- G. Evaluation – At the conclusion of the Work Group collaboration or consultation process, Work Group participants should evaluate the work group collaboration or consultation process. This evaluation should be intended to demonstrate and assess cultural competence of the Agency, the Work Group, and/or the process itself. The evaluation should aid in measuring outcomes and making recommendations for improving future work group collaboration or consultation processes. The results should be shared with the Agency, through its delegated representatives, and participating Tribal Officials.

Exhibit B

ALL CLASS C		37
Emplid	Last Name	First Name
109181	Arguello	Alice
364142	Barker	Nicole
112971	Barnes	Billie
362621	Bates	Emily
119680	Billy	Andrea
369499	Gonzales	Anna Maria
347247	Gregg	Victoria
368253	Harriger	Erik
373887	Hopper	Francine
370227	Kannel	Joseph
351658	Ladd	Erin
117524	Larry	Garry
355273	Lawrence	Taylor
110502	Lopez	Isabel
321617	Manuelito	Calvin
373389	Marquez	Holly
125436	Martinez	Tammy
334446	Martinez	Nichole
109367	Martinez	Toby
103305	McCoy	Deanna
368988	McGinnis	Gabrielle
371832	Mitchell	Erin
307011	Montoya	Andria
302534	Pedroni	Bernadette
302534	Pedroni	Bernadette
358251	Rivera	Sonya
125459	Saavedra	Jennifer
356051	Salazar	Novela
365576	Sandoval	Chantal
366538	Sebay	Rayline
355425	Sedillo	Angelique
372689	Sena	Latonya
110422	Sherwood	Katharine
371693	Slaby	Jill

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Agency Name	Job Title
Tourism Department	CUST SRV REP-A
Tourism Department	PROGRAM COORDINATOR II
Tourism Department	CUST SRV REP-A
Tourism Department	PROGRAM COORDINATOR I
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	A/O I
Tourism Department	A/O I
Tourism Department	ECONOMIST-B
Tourism Department	Special Projects Coord. II
Tourism Department	EDITOR-A
Tourism Department	A/O II
Tourism Department	CUST SRV REP-A
Tourism Department	STAFF
Tourism Department	A/O II
Tourism Department	CUST SRV REP-A
Tourism Department	PROGRAM COORDINATOR I
Tourism Department	HUMAN RESOURCE MANAGER III
Tourism Department	ACCTNT & AUDITOR-A
Tourism Department	LINE II
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	PROGRAM COORDINATOR I
Tourism Department	PR COORD-A
Tourism Department	FINANCIAL COORD-A
Tourism Department	CUST SRV REP-A
Tourism Department	CUST SRV REP-A
Tourism Department	Executive Assistant
Tourism Department	Deputy Cabinet Secretary
Tourism Department	General Counsel
Tourism Department	PROGRAM COORDINATOR II
Tourism Department	STAFF
Tourism Department	EXEC SEC& ADM ASST-A
Tourism Department	CUST SRV REP-A
Tourism Department	CUSTOMER SERVICE REP SUPV
Tourism Department	PROGRAM COORDINATOR I

Class Code	Completion Date	Status	Long Name
SoNM-1653-75	6/27/24	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-31	1/25/22	COMP	Completed
SoNM-1653-33	2/15/22	COMP	Completed
SoNM-1653-15	5/27/20	COMP	Completed
SoNM-1653-66	2/20/24	COMP	Completed
SoNM-1653-52	2/21/23	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-71	3/21/24	COMP	Completed
SoNM-1653-75	6/27/24	COMP	Completed
SoNM-1653-63	10/31/23	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-66	2/20/24	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-65	12/8/23	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-11	4/1/20	COMP	Completed
SoNM-1653-73	5/21/24	COMP	Completed
SoNM-1653-33	2/15/22	COMP	Completed
SoNM-1653-33	2/15/22	COMP	Completed
SoNM-1653-60	6/23/23	COMP	Completed
SoNM-1653-66	2/20/24	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-66	2/20/24	COMP	Completed
SoNM-1653-36	4/6/22	COMP	Completed
SoNM-1653-64	11/16/23	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed
SoNM-1653-65	12/8/23	COMP	Completed
SoNM-1653-65	12/8/23	COMP	Completed
SoNM-1653-64	11/16/23	COMP	Completed
SoNM-1653-72	4/23/24	COMP	Completed
SoNM-1653-73	5/21/24	COMP	Completed
SoNM-1653-67	2/26/24	COMP	Completed