

**CDC/NIOSH's Tribal Consultation on American Indian and Alaska Native Worker Safety and Health
Strategic Plan**

February 3rd 2022

Consultation Transcript (Oral Testimony)

Mitch Morris, CDC/CSTLTS: Welcome everybody again this is Mitch Morris. I will now start the session and I'll turn it over to you Dr. Howard. Thank you.

Dr. Howard, CDC/NIOSH: Thank you very much. I'd like to welcome all of the tribal members and representatives here today and thank you for the time that you're offering us your input and testimony on the American Indian and Alaska Native Worker Safety and Health Strategic Plan, 2022, to 2031.

I'd like to start by providing a brief overview of the National Institute for Occupational Safety and Health or NIOSH for short. And how this plan was developed, NIOSH is a part of the Centers for Disease Control prevention in the US Department of Health and Human Services. The mission of NIOSH is to develop new knowledge in the field of occupational safety and health and then to transfer that knowledge into practice for the betterment of workers. NIOSH is the only US Federal government agency that conducts research and makes recommendations to prevent worker injury and illness. In 2013 NIOSH launched an initiative to partner with American Indian Alaska Native or AI/AN communities, tribal serving organizations and others to improve occupational safety and health for AI/AN workers. The initiative's main goal is to build and strengthen capacity to assure that AI/AN workers returned home from work safely to their families and communities.

NIOSH remains committed to working collaboratively with Federally recognized tribes on a government-to-government basis, and strongly supports and respects tribal sovereignty and self-determination for tribal governments in the United States. According to the Bureau of Labor Statistics in the US Department of Labor AI/AN workers account for 2.7 million or 1.8% of the total US workforce. National data on occupational injuries illness and illnesses and fatalities among AI/AN workers are scares. And there's limited research on worker safety, health and well-being in tribal communities, the strategic plan we are here to review today is one starting point to remedy that deficiency. It is organized into four key focus areas, research, practice, policy, and capacity building. The strategic plan was developed in collaboration with a diverse group of partners including tribes, tribal serving organization, NIOSH researchers, academia partners and state and local government agencies. Two workshops were held in 2015 and 2019, where participants shared information about what is currently known about occupational safety and health in tribal communities, best practices and discuss knowledge gaps and priorities for the future. It is certainly my hope that the implementation of the strategic plan will further help in bringing together those parties interested in addressing the needs of and improving the health, safety, and well-being of AI/AN workers. While NIOSH helped to coordinate the development of the strategic plan. The plan is for the benefit of all AI/AN workers and tribal communities. Partners and collaborators had the opportunity to review drafts of the plan, and their comments were incorporated into the version that you have today. NIOSH will continue to collaborate where appropriate and will serve as a collaborative steward of the plan. This is not a plan that NIOSH owns, it's a plan that we all have our part of together. The plan is flexible to account for the diversity, and the uniqueness of each tribe, and to address emerging issues identified during the lifespan of the plan.

We are asking for and dearly appreciate your input on the draft American Indian Alaska Native Worker Safety and Health Strategic Plan 2022, to 2031. Specific questions on which we invite your recommendation and feedback are one, does the plan address the most pressing occupational safety and health concerns for the AI/AN workforce? If not, what would you suggest being included or removed and why? Two, what recommendations do you have for NIOSH for partnering with tribal nations to conduct the activities described in the plan? Three, what other organizations may have an interest in collaborating with NIOSH to improve occupational safety and health for AI/AN workers? Four, how might NIOSH improve communication with tribal nations regarding worker safety and health issues? Five, what support may be needed to address occupational safety and health concerns for the AI/AN workforce?

I thank you for your participation today and I would now like to turn the program over to Dr Montero. And today's facilitator, Mitch Morris.

Dr. Jose Montero, CDC/CSTLTS: Thank you very much, Dr. Howard quite clear charge. I would like to invite our facilitator, Mitch Morris to guide us to the next couple of things before I go on to the general management of the meeting.

Mitch Morris: Oh, sure. Thank you, Dr. Montero. I would like to start, first of all, my name is Mitch Morris, and I am a member of the Chickasaw Nation, and I'm currently acting as the Deputy Director for the Office of Tribal Affairs and Strategic Alliances. It is my pleasure to welcome you to this CDC NIOSH Tribal Consultation on NIOSH's development of this American Indian Alaska Native Worker Safety and Health Strategic Plan. Before we get started though I would like to open this meeting with a prayer and is there anyone who would like to volunteer to lead us in a prayer today?

Deputy Chief Bryan Warner, Cherokee Nation: Yes, Mitch I can do that.

Mitch Morris: Thank you Dr. Warner

Deputy Chief Bryan Warner: If everybody will bow with me please, your heavenly Father, Lord, we thank you for this day Lord and we thank you for this time of fellowship Lord, we just ask that you continue to bless each of us as you bless the nations as you bless the United States and Lord just bless all of us all over the globe, Lord as we as we move forward. Lord, we ask that you protect the meek and mild Lord and help us to understand what we can do for the least of these Lord root of your spirit and help give us a reminder each and every day, the work that we do and the things that we do are your work, and these are your things, Lord, and you provide that path, in Jesus name we pray, Amen.

Mitch Morris: Thank you, sir. And thank you again for the opportunity to co facilitate this meeting. I will now turn the meeting again over to Dr. John Howard, the Director of the National Institute for Occupational Safety and Health, NIOSH and the Centers for Disease and Prevention. Dr. Howard. Howard will review the background and questions for this consultation on their strategic plan.

Dr. Howard: Well thank you very much Mitch, and again, I think what we want to do today is to get input into the plan. We have had that over a number of years and we're very excited about the five issues that I mentioned to you about the plan, addressing the most pressing occupational safety, health concerns for tribes, we really want to make sure that we haven't missed anything. And certainly, we want to know what recommendations you have for NIOSH for partnering with you and to actually make the activities that are described in the plan, real, and that takes collaboration, and we hope that you

have recommendations for us on that. And the third issue I mentioned was organizations that we may have missed that would help us in our collaboration in the successful completion of this plan. And we certainly would like to know how we could improve communication with tribal nations regarding all of these worker safety and health issues communication is paramount to the success of this plan.

And if you have any questions or ideas for us, please make that known to us today, and if we have missed any support that may be needed, both from us as well as other organizations as a part of this plan, please let us know. So, again, we really welcome all of your input. We want the plan to be successful and I think with your collaboration, we can make it so, so thank you very much.

Mitch Morris: Thank you Dr. Howard so much. And with that we want to open it up and share a taped message from our Director of the CDC Dr. Rochelle Walensky. So, if we can cue that up, that would be great. Unfortunately, she couldn't make it in person, but she wanted to share a message with everyone.

Here we go.

Dr. Rochelle Walensky, CDC: I'm honored to open today's session and to reaffirm our government-to-government relationship on behalf of CDC and NIOSH, the National Institute for Occupational Safety and Health, improving American Indian Alaska Native worker safety and health are vital to the well-being of tribal communities, nationally, there is a lack of data on injury, illness, and deaths for American Indian and Alaska Native workers. There's also a lack of information about what is working to improve workplace safety and health in Indian country, and what additional resources and research and prevention activities are needed. With your help we are working to change that, your input today will help us take this next step. NIOSH has been working in collaboration with tribal leaders, tribal occupational safety and health professionals, The National Indian Health Board, and other partners to draft a plan for enhancing the safety, health and well-being of American Indian and Alaska Native workers. We all look forward to the discussion today.

I'm sorry that I cannot be with you in person this afternoon. Please know that the CDC and NIOSH leaders and staff who are participating will share their input and your input with me, and I'm eager to hear their briefing. I look forward to partnering with you to make sure that American Indian and Alaska Native workers return home safely to their families and communities, each and every day. After implementation of the plan, we look forward to continued engagement and evaluation to see if updates are needed, including whether new safety and health priorities should be added. And we look forward to reporting on the progress we make together. I'm looking forward to turning this plan into action. Thank you for your partnership and for your commitment to this critically important work. And now I will turn the floor over to Drs Howard and Montero.

Dr. Montero: Thank you very much. It's great to hear from the director, and the clear charge that Dr. Howard, just issued to us, and we'll get back to that in a minute. Dr. Howard, touched, earlier the consultation has been held to honor executive order, 13 175, and to be consistent with the presidential memorandum on tribal consultation on strengthening the nation-to-nation relationships. As I stated previously CDC and NIOSH are committed to working in partnership with tribal nations, and with the tribal advisory committee or TAC. I will now provide with you the logistics for today's consultations.

This consultation session, according to the current CDC ATSDR tribal consultation policy will be held between Indian tribes, represented by the tribal presidents, tribal chairs, tribal governors or their

elected or appointed tribal leaders or their authorized representatives and the CDC director and he is the administrator designee that designee is Dr. John Howard and me, we are prepared to listen and hear from tribal leaders are Federally recognized tribal nations who have joined us for this meeting.

The order of feedback will run as follows. First, we'll hear from tribal presidents, chairpersons, and governors. After that, we'll move to tribal vice president, vice chairperson, or lieutenant governors after them will go to other elected or appointed tribal officials. And finally, will go to designated tribal officials.

For the record, when you begin to speak, please announce your name, title, and tribal nation you are representing.

For those who would also like to send in written remarks. Please send us your initial comments and recommendations, no later than 5pm. Eastern Standard Time. On February 24th, 2022, I repeat that, no later than 5pm Eastern Standard Time on February 24 of this year.

You may send your comments by email to niocindocket@cdc.gov. I will put that we will put that on the chat, because I know that it's hard to keep track of that.

This meeting is being recorded for record keeping purposes only. If you do not wish to be recorded. You can disconnect now.

Now, this meeting is not meant to be for the media, you are from the media please disconnect now. finally, if you call in, please email tribalsupport@cdc.gov with your name and phone number. Again, that's tribal support the tribalsupport@cdc.gov. It is important for us, for record keeping, to have your name, tied to that number.

So, now I will turn it back to Mitch to start this and if we can maybe cue the questions again, so everybody has them fresh.

Mitch Morris: Thank you, thank you Dr. Howard and Dr. Montero for that overview and information about the strategic plan, as you see on the slide. NIOSH is asking for specific input on four guiding questions, boy, these are the five on my hand on one second. I think I'm ahead of it, no there's five I'm sorry there for guiding questions regarding the proposed NIOSH AIAN worker and safety strategic plan my script says for but there's five pardon me on that. These are the five does the plan I'll just read them very quickly does the plan address the most pressing occupational safety and health concerns for the workforce. If not, what would you suggest be included or removed, and why? What recommendations do you have for NIOSH for partnering with tribal nations to conduct the activities described in the plan? What other organizations may have an interest in collaborating with NIOSH to improve the safety and health for AIAN workers. How might NIOSH improve communication with tribal nations regarding worker safety and health issues. And lastly what support may be needed to address occupational safety and health concerns for AIAN workers. We will take comments on it. I'm sorry, Okay, we will take comments on each question.

I would like to now invite each elected tribal leader in the audience to share their comments or provide recommendations on the first question. And I'll read that question again does the plan address the most pressing occupational safety and health concerns for the AIAN workforce. If not, what would you suggest be included or renewed and why? And we will take questions once you are unmuted, you will,

we will also invite you to turn your camera on. We would like to see you and so that you can ask your question or give your comment, and to assist those joining us over the phone, I will read the question aloud like I just the first question I just read. And now I think we're ready to open the floor. So, here we go. I think was if anybody can raise their hand, I will take the question.

Dr. Montero: So, we started with tribal presidents, chairperson, or the governors comments for this first question.

Mitch Morris: Right. Are there any tribal presidents with us? Now ask other CDC staff to help me up I'm missing anybody that's, if I'm missing a hand raised or something.

Dr. Montero: You know I don't see any hands raised. So, any tribal vice presidents, vice chairpersons or lieutenant governors. Any elected or appointed tribal official.

Councilman Nate Tyler: Dr. Montero. Nate Tyler, Makah Tribe Portland Area.

Dr. Montero: Councilman Tyler, how are you this afternoon.

Councilman Nate Tyler: I'm doing good. How are you.

Dr. Montero: Good, good. Go ahead.

Councilman Nate Tyler: Okay, so I just now joined and I'm not sure how you're doing it but you're asking for comments on just question one, is that correct

Dr. Montero: correct right now, we're asking comments on question one.

Mitch Morris: Can you see the question Councilman Tyler?

Councilman Nate Tyler: Okay, hold on one minute.

Mitch Morris: I can read it for you if you need me to.

Councilman Nate Tyler: Okay. I just changed my view. Sorry, I can't. I don't have the internet capabilities or the internet speed to have my camera on.

Mitch Morris: Oh no worries, no worries, that's fine. Please go ahead. if you have a comment or a question.

Councilman Nate Tyler: Okay, so as far as addressing the most pressing occupational safety and health concerns. Let me see in the strategic plan there's four areas of focus: research, practice policy, capacity building. There's a lack of tribal workforce data that truly accounts for the comprehensive accounting of the workforce across the nation. Workers are represented across the diversity of occupations and at various capacities within the diversity of sectors. Much of the representation is dependent on population, location, land-based resources and proximity to urban centers, truly a unique set of factors for each tribal community.

So we understand there's disparities and labor statistics that represent both American Indians and Alaska Native, workers and tribal workforce on tribal lands, we encourage current data reporting systems such as WISQARS, FARS and, as well as state and regional health authorities to develop and maintain data relationships that are led by and reflect tribal workforce and safety needs. Tribes have

varying capacities to address the occupational safety and health concerns and needs support and capacity building for tracking their own data and development of occupations specific strategic plans. We ask that you partner directly with IHS areas and tribal epidemiology centers to develop data, data collection and evaluation methods that properly reflects the nature of high-risk occupations.

Mitch Morris: Okay. Thank you so much. Councilman Tyler. Other comments or questions on this first question. Oh, Okay. I think we will move on to the next question. The next question, what recommendations do you have for NIOSH for partnering with tribal nations to conduct the activities described in this plan. This is about partnering with tribal nations to conduct the activities in the plan to received.

Dr. Montero: Let's open to the members of the tribes in the order that we went. I don't want to be calling them every time.

Mitch Morris: Any recommendations. This is the time to give to NIOSH for partnering with tribal nations.

Dr. Montero: Mitch do you have Deputy Chief Warner?

Mitch Morris: I'm sorry, I do have Deputy Chief Warner.

Deputy Chief Warner: Yes, sir. Thank you, Mitch. Well, it just kind of looking at recommendations and this may be way off out in the weeds. You know with partnering with tribal nations I think it's key to figure out kind of, when I look at what we have at the Cherokee Nation, this is the Deputy Chief Brian Warner for the Cherokee Nation. When I look at what we have and I think about our workforce it gosh it's, you know, we have the individuals that work for the tribe and we have our business arm but then we have a group within our, our system, which is our TERO group our Tribal Employment Rights Office, and basically our TERO group it's a group of all of, have to be 51% tribally owned to be a part of this group, and this is a multi-functional group and basically what you got you got native workers all across the gamut. You know, whether it be construction or whether it, whether it be manufacturing I mean there's just a wide variety. And, you know, as far as your data collection goes and different things, I think that groups like this now we're not the only ones that have a TERO office many other tribal nations call it something else and it gives tribally owned businesses an equitable approach it at procuring bids and procuring jobs and different things and a lot of people will look to give TERO preference to non-tribal bid packages or job but I think these groups would be instrumental. Those people that work that organize and direct this, these offices that it would be instrumental in getting some of that data to conduct that research to fill in some of those gaps that you guys may be seeing. I don't know if that's helpful or not but I know when we look at so many other things that tribal data, it's hard to, it's hard to come by. But I think as you grow that trust and we, we build on and I'll talk more about it when we build on communication. But that's all I have for now. Thank you.

Mitch Morris: Thank you, Deputy Principal Chief Warner. Other comments for recommendations for NIOSH for partnering with tribal nations.

Dr. Montero: You have Councilman Tyler

Councilman Nate Tyler: Nate Tyler, Makah Tribe, Washington State, Portland Area Indian Health Board. So, I guess, towards question two to reiterate, tribal communities are unique as to occupational injuries

illnesses and fatalities and the proper response to address issues, gaps and safety and health needs will need to reflect direct outreach and engagement and listen to tribes. Partnering with tribes will require that NIOSH consider safety cultural and traditional practices that properly reflect the following as follows: resource and time capacity of high-risk occupation workers and leaders within Indian Country, inventory of high-risk needs may not be reflected due to the nature of some activities and communities such as those related to tribal subsistence. These ways of serving community may not be reflected in a traditional workforce model as defined by labor or data statistics that currently collect data on worker safety injury or fatality data repositories. Honor the cultural practices of a community as it relates to collection of injury or death data. Consider the role of legal, environment or environmental factors that are unique to tribal communities. Understand that translational data cannot be overlaid to all communities. As noted in research objectives RE7 encourage a community participatory and traditional approach to designing, implementing, and evaluating safety, health and well-being, initiatives that are led and directed by tribal communities. This would be critical to any surveillance, or translational research that would occur. Appreciate that.

Mitch Morris: Thank you, Councilman Tyler. And our next comment comes from President Jonathan Nez, President Nez anytime you're ready.

President Jonathan Nez, Navajo Nation: Good, afternoon everyone. Jonathan Nez from the Navajo Nation. I also have some of our professionals from the various programs of the Navajo Nation on the call. Cabinet members of our administration. Dr. Jill Jim from the Department of Health. Oh, by the way, Mitch, we have our own Mitch Morris here as well.

Mitch Morris: There's another one?

President Jonathan Nez: Yes, sir. And then we have our cabinet member for the Navajo Division of Human Resources, Dr Fowler on the call. So, for the record, I just want to let everybody know that the Navajo Nation is on the call. And we will submit written comments and you know, we, I did do a proxy to Dr. Jill Jim she's probably going to be way at the bottom of the list because tribal chairman's vice chairpersons you know all the way down. But, I don't know if the proxy would elevate her to take my place but if we're going through these questions one at a time. It will take a long time and you know, as a large land-based tribe 27,000 square miles, 403,000 Navajo enrolled citizens. We have to continue to run a nation here. Sorry I cannot be on the call for every question but question two. Let me just say that we recommend that you all collaborate with our Navajo OSHA to assess and understand the tribal worker health and safety and conduct a thorough risk assessment that is tribally data driven, evidence and practice space methods that combines right Western medicine and traditional holistic approaches. The pandemic has you know further impaired the life expectancy and quality of life among Navajos and I'm sure it's like that for American Indian and Alaska Natives. So therefore, further assessment of socio economic, environmental infrastructure, and cultural influence should be thoroughly understood when advancing federal policies and services to American Indians Alaska Native populations. So thank you.

Mitch Morris: Thank you President, Nez. And I will make the well, he may need to go I was going to offer President Nez the chance to respond to any other questions he may want right now. But he may have to take just fine.

President Jonathan Nez: Because the time and you know other tribal leaders on the call. Just like I mentioned, at the forefront, what will develop a written comment and submitted to you, Dr Jim. And Dr

Fowler are also on the call. Maybe they will add to the discussion as well, so I can delegate them to do that. Thank you.

Mitch Morris: Thank you so much, President Nez. Other comments or questions for this, for the second question. Okay, I'm going to read the third question what other organizations may have an interest in collaborating with NIOSH to improve occupational safety and health for American Indian Alaska Native workers? Any comments on other organizations that may have interest in collaborating we heard something before I thought that, and I'll ask others to help me if I miss somebody with their hand up,

Dr. Montero: Councilman Tyler.

Mitch Morris: Thank you, Councilman Tyler anytime you're ready.

Councilman Nate Tyler: We encourage NIOSH to continue its engagement with other related entities, groups and organizations that work with supporting tribes on their safety and wellness recommendations. May include tribally owned business or related organizations on tribal lands, tribal health providers and medical professionals who serve on or near tribal communities, tribal Injury Prevention Resource Center, Injury Prevention Services as coordinated via the Indian Health Service Injury Prevention Programs such as within the Alaska Native Tribal Health Consortium, Injury Prevention Program with the Tribal Epidemiology Centers and successful projects like the native cars or motor vehicle safety programs, tribal safety centers for example based in eastern Washington University, the small urban and rural center. And that is it for my comment. Appreciate it.

Mitch Morris: Thank you, Councilman Tyler. other comments or questions on this. The third question. Okay, I will move to the next question. How might NIOSH improve communication with tribal nations regarding worker safety and health issues, improve communication.

Dr. Montero: It's just one sec I saw, Dr Jim's hand up I don't know if it was for this question, or the previous question.

Mitch Morris: Oh, sure. Dr. Jim anytime you're ready

Dr. Jill Jim, Navajo Nation: Proxy for the Navajo Nation. For the other recommendations for partnering. I believe Indian Health Service has their own environmental occupational health so because the tribes work with this particular, I guess program with Indian Health Service, some are personally operated by the Navajo Nation and some are with Indian Health Service and there's also overlap with tribal programs so I think there's different programs as when did I mentioned would be probably be with just one recommendation that will add as a written comment as well. Thanks.

Mitch Morris: Thank you Dr. Jim. Other comments or questions, and I will just offer that if we have others that have comments or questions for the previous questions I read, please feel free to offer to share those. Any comments on the fourth question there. How might NIOSH improve communication with tribal nations? I know communication came up a lot on our previous TAC meeting. So, any thoughts on this for NIOSH worker safety and health issues. Deputy Chief Warner.

Deputy Chief Warner: Deputy Chief Warner Cherokee Nation. I would, like, Dr. Howard said it's paramount on the communication I would say multiple lines I mean for us a Cherokee Nation. We have a really robust Government Relations Department that handles the majority of our government-to-government relationships within each different department, if you will, and then I think it would be key

to identify as always you we say they work with the administration, with the executive branch in particular. I would think any of those any of that communication that needs to go then that way we can, we can help you roll that out and get it to the appropriate individuals within our own group, and then that we can maintain to see that you guys are getting the, the accountability on the other side are your questions being answered. Do we have, do we have things to add, that way we can kind of help safeguard that information and also make sure that it gets out of that department and back over to you in the proper way and the proper protocols that are attached to that, that would be my, my suggestion. Thank you.

Mitch Morris: Thank you, Deputy Chief Warner. Other comments on communication to try it on with tribal nations. Councilman Tyler please go ahead.

Councilman Nate Tyler: Okay so yes I'll share that so as far as communication is just like today, you know, we encourage NIOSH to always refer to the CDC Tribal Consultation Policy and all partnerships that take with tribal nations for the activities in the drafted plan. We also encourage early and often notification on partnership, collaboration, on any of the four areas of the current draft strategic plan. There must be flexibility and understanding the diversity and uniqueness if each tribe. There's a need for consistent and actionable follow up to any session with tribal nations for reciprocal and respectful communication and a government-to-government relationship, especially as this plans develops for the 10 years for 2022 to 2031. And that is it. Appreciate it.

Mitch Morris: Thank you Councilman Tyler. I thought I saw another question.

Dr. Montero: I think it was Dr Fowler had his hand up, now it's down.

Mitch Morris: So, I'll open it again, if you had a question and you dropped maybe it's the technology or something, but we'll give it a minute, if you had another question on communication. How NIOSH might improve communication with tribal nations please raise your hand or let us know or unmute.

Dr. Montero: You have Dr. Fowler there.

Mitch Morris: Dr. Fowler, anytime you're ready.

Dr. Perphelia Fowler, Navajo Nation: Yes, thank you for giving me the time, and I also concur with our president our proxy will go ahead and provide written comments. But as far as how NIOSH can improve some of the communication with our tribal nation is to enhance our collaboration amongst our federal agencies and tribal nations to be better prepared. We all weren't ready for this pandemic but if they were every to be another one, and to ensure full funding support for all the Indian countries to better protect the health and personal safety of all our tribal members working during a worldwide pandemic. Due to the pandemic as there continues to be significant increases in substance use disorders, which also causes family violence, domestic abuse, child protection cases. Mortality reports, count records, police arrest, and repeated offenses involving substance use. Many factors contribute to the issue and are often multilayer layer, creating barriers for people to seek assistance they need. We recommend increases and funding for prevention programs to help fill our workforce capacity in Federal agencies can continue to provide technical assistant and training for our Navajo Nation as well. Thank you and appreciate the response.

Mitch Morris: Thank you so much Dr Fowler. Other comments or questions on question number four the improved communication with tribal nations. I have another hand. Mr. Blackshear anytime you are ready.

Shawn Blackshear, Northwest Portland Area Health Board: Thank you, my name is Shawn Blackshear I'm the senior environmental health specialist for the Northwest Portland Area Indian Health Board. And unfortunately, I like to go back to question number three. What other organizations may be interested in collaboration with NIOSH, I would make a suggestion that there are many tribal clinics that are not accredited with AAAHC or Joint Commission, and I think tribal would greatly benefit from a relationship with NIOSH to help them with their occupational safety and health. you.

Mitch Morris: Any other additional Mr. Blackshear or was that it.

Shawn Blackshear: No, that's it.

Mitch Morris: Oh, that's okay. Thank you, sir. Other comments again on this question or will take comments on previous questions if you're just identify which one. That's fine. So, any comments, any additional comments. Okay, let's move to the last question. Mr. Blackshear, you have you hand up. I am not if that's from before? I just want to make sure. Okay.

Shawn Blackshear: Sorry about that.

Mitch Morris: Oh no worries. Didn't want to overlook. Let's move to the last question. What support may be needed to address occupational safety and health concerns for the AIAN workforce? That's a pretty big, broad question what support may be needed? Any comments or questions on that, on this question. Dr Jim. Anytime you're ready.

Dr. Jill Jim: Thank you for the time, I just wanted to just reiterate this updated guidance on occupational safety and health. Especially during COVID. I think it was difficult. Sometimes we had different recommendations from different agencies and I believe the workforce for American Indians, even span across like the Bureau of Indian Affairs. So, there's a different agency overseeing workforce and even Indian Health Service. So, but for Tribal Employees I think for occupational safety I believe that kind of aligning or providing guidance. So, there isn't a lot of confusion is probably one way to do that. I don't know if that sort of information was cleared, as, I recall, we do work with our NIOSH program here in addressing workplace safety and a lot of those now includes. It wasn't just workforce that we are dealing with it was the public health emergency related to the workforce and a lot of those included like policy development, including leave policies, or even how to handle exposures. And I think that cross between CDC and other OSHA standards as well. I think there needs to be sort of an effort around on understanding the workplace dynamics but, as we're continuing to respond to COVID I believe a lot of those resources are still necessary going forward as far as support. This materials that are seem to be clear to us but not confusing. Let me just put it that way, thanks.

Mitch Morris: Thank you Dr. Jim. Other comments or questions on this last and final question what support may be needed to address occupational safety and health concerns? Oh, I'm sorry Councilman Tyler.

Councilman Nate Tyler: Okay. Appreciate it. Nate Tyler, Makah Tribe Portland area. So on question five, brings up a number of questions. What funding or resources would be available to develop tribal

capacity for collection of data or leadership and research that will need to be completed in the four focus areas? Will any further resources or centers be developed that will continue to evolve and as a response to the plan? Given the lack of data on American Indians Alaska Native worker injuries, illnesses and fatalities, there is a research capacity and data sharing need that will need to be developed in a collaborative approach. Tribes will need to determine what this approach will look like that will directly benefit our community and affect safety practices for its people. And as noted in the capacity objective CA1-CA8 training development and reporting will directly reflect how tribal communities are able to track and develop objectives that reflect American Indian Alaska Native workforce needs. And how will Tribes be supported in their own evaluation, especially with respect to the evaluation and reporting plan for 2026 and 2031? We need to start early to develop baseline data across all tribal communities, and the Portland area is going to submit written comments soon. So once again, appreciate the opportunity to take part in the consultation. Thanks.

Mitch Morris: Thank you, Councilman Tyler. Other comments or questions for this fifth and final question or any of the previous questions that you see on the screen. Okay. In addition to these five questions were there any comments that aren't included in these questions. Just overall about the plan that anybody would like to share. I guess anything not covered on these questions on the screen. If you had anything else in addition to these questions this would be the time to make a comment or share that. Around the strategic plan I should have clarified around this plan. Councilman Herminia Frias anytime you're ready. Ma'am, I think you're on mute.

Councilwomen Herminia Frias, Pascua Yaqui Tribe: Councilwomen from Pascua Yaqui Tribe. I have a general question about the plan and once you gather information after the deadline. How will NIOSH gather this information and create the draft, well, after the draft, the final plan? How will this be communication back to the tribes and monitored? And what will be the ongoing communication, the monitoring of the plan? What would be the next steps?

Mitch Morris: Okay, thank you. Thank you, Councilwoman Frias, Dr. Howard, or others.

Dr. Howard: Thanks, thanks for that question. It's really a great question, and it's part of our dissemination plan. I'm going to turn to David Caruso to see whether within the program, there is a specific answer to that question.

David Caruso, CDC/NIOSH: Sure. Thank you, Dr. Howard, to answer your question, this will go into a process where we take all of the feedback from this consultation and in following the Tribal Consultation procedure, we will return feedback to all those that participated. Feedback will be taken into account as the plan is currently in its draft stage. Once those comments are incorporated that draft, then proceeds along NIOSH's publication process which also includes opening it up for public comment also through the Federal Register for anyone to comment, once those comments are received the draft is again revised. And once it's published, you'll find it on NIOSH's AIAN web page and I can include a link to that in the chat and a Dear Tribal Leader letter will go out and the link to that website will be included on that as well. I hope that answers your question.

Mitch Morris: Thank you, David.

Councilman Herminia Frias: Thank you.

Mitch Morris: Other questions, comments on any other guiding questions guided questions you see on the screen or just in general about the strategic plan. Okay, seeing none, I believe now, Dr Howard I will turn it back to you to summarize some of the testimony and things we've heard today.

Dr. Howard: Well, thank you very much Mitch and thank you everybody for commenting. We got some great comments, all of them great comments and just want to remind you the written comments that you may want to submit also to our docket are due as Dr Montero said by 5pm Eastern on the 24th of February, and the URL for that is in the chat, David, put that in the chat it's NIOCINDocket, all one word at cdc.gov. But not to worry. However, you get it to us, we'll, we'll get it in the docket for you if that's an issue not to worry because we want to collect all of these comments and make them part of our record. So again, thank you everybody who joined us today. We look forward to looking at your written comments and thank you for all your great oral comments today. Thank you.

Mitch Morris: Thank you, Dr. Howard Dr. Montero any remarks, before we close.

Dr. Montero: No, I do agree with Dr. Howard thank you very much to everybody who participated, attended to listen. All of this in position clearly valuable for the organization. So, thank you for your time. And back to you.

Mitch Morris: Okay, thank you thank you, everybody. And I would like to thank everybody all our speakers, and everybody that shared with us shared your comments and concerns we really appreciate it. At this time, I would like to see if there's a volunteer to provide a closing prayer,

Deputy Chief Warner: Thank you so much for everybody with your with your gracious Heavenly Father, Lord we come to you so humble. Lord, we just ask that you continue to bless each of us Lord and as we go through these, these plans and as we go through consultations Lord put on our hearts those things that you need that are that are best for our tribe that are best for our government-to-government relationship, Lord, I ask that you protect these families, and these are the folks that are on this call Lord and help them with safe travel and grace as they go home to their families Lord, we ask that you do all of these things in your sons name, in Jesus name we pray amen.

Mitch Morris: Amen. Thank you sir. That concludes this meeting. And we thank everyone and have a great day. Thank you for joining us.

Testimony provided by:

Deputy Chief Bryan Warner - Cherokee Nation

Councilman Nate Tyler – Makah Tribe

President Jonathan Nez – Navajo Nation

Dr. Jill Jim – Navajo Nation

Dr. Perphelia Fowler – Navajo Nation

Shawn Blackshear – Northwest Portland Area Indian Health Board

Councilwomen Herminia Frias – Pascua Yaqui Tribe