



**Melissa Castiano
National Park Service
Intermountain Region (Region 6,7,8)
Native American Affairs Program Work
Plan**

About Me

- Dine' (Mexican Clan, Salt Clan, Red Running Into Water Clan, Mexican Clan) – Daughter to Susan and David, and sister to Darvin and Daniel, Auntie to nephew, DeAndre.
- From NW New Mexico (Near Farmington)
- Graduated from Farmington High School
- New Mexico State University – Wildlife Science
- SCEP Student at USFWS
- USFWS – Ecological Services
- USFWS – Native Youth Climate Adaptation and Leadership Congress
- USFWS – Native American Liaison
- NPS – Native American Affairs Liaison



Native American Affairs Program:



Intermountain Region 6,7,8

NPS Tribal Leadership



National Park Service finally gains a new leader with first Native director



Dorothy FireCloud, the new NPS Native American Affairs Liaison, Assistant to the Director.

Responsibilities and Vision

- Provide Guidance to NPS on NPS-Tribal government relationships and G2G Consultations
- Building and strengthening relationships with Tribal Nations
 - Meaningful relationships – what does that look like
- Cultural Sensitivity Training for NPS Employees
- Improve consultation payment process for Regional Parks and their Tribal Reps
- Assist the Region and Park level positions for Native people
 - Especially for Native Youth
- Build NPS Regional Tribal programs to maintain consistency, maintain trust and continued relationship building with Tribes,
 - promotional advancement, remote positions,

Provide Guidance to NPS on NPS-Tribal government relationships and G2G Consultations

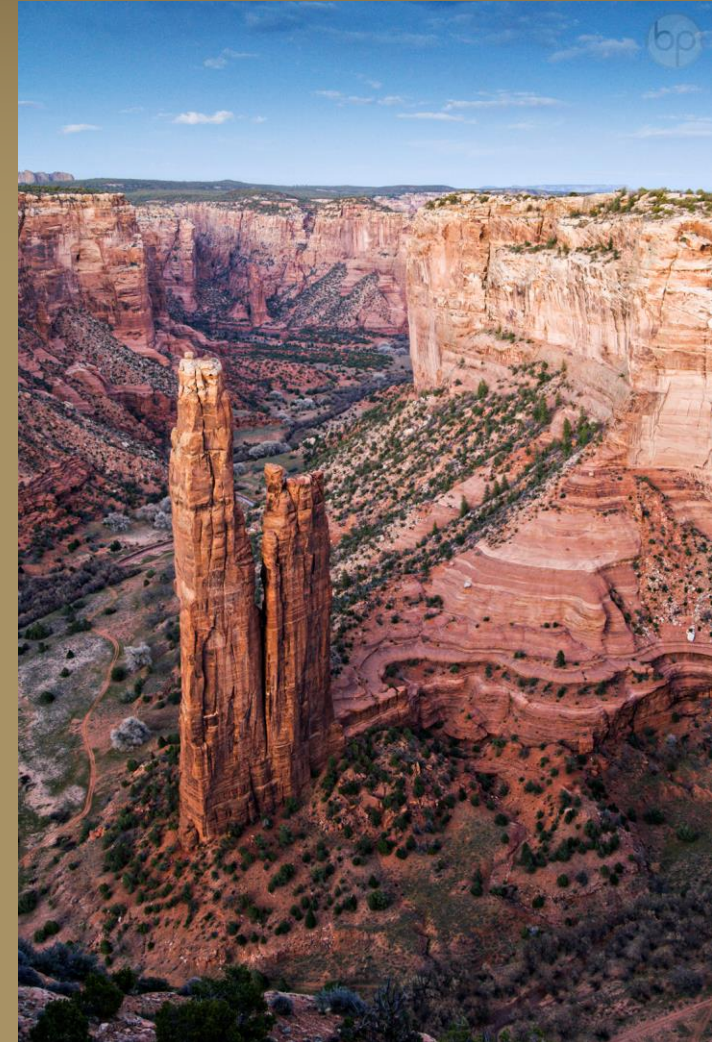
- Tribal-NPS land issues, treaty rights,
- NPS Management Policies
- NPS regulations affecting Tribal governments,
- park-specific regulations affecting relevant Tribal governments,
- NPS- Tribal educational and business opportunities, and other related programs affecting the NPS and Tribal Governments.

Policies

- Executive Order 13175 (2000)
- Memo on Tribal Consultation and Strengthening Nation-to-Nation Relationships (2021)
- Executive Order 13007 (1996)
- S.O. 3342 (2016)
- Secretary Order 3403 NPS Mgt Policies, 1.11 (2006)
- American Indian Religious Freedom Act, 42 U.S.C. § 1996
- Indian Self-Determination and Education Assistance Act, P.L. 93-638 (ISDEAA)
- Memo on Implementation of Guidance for Federal Departments and Agencies on Indigenous Knowledge

PROVIDING PARK MANAGERS DECISION-SUPPORT TO STRENGTHEN AND EXPAND TRIBAL PARTNER CO-STEWARDSHIP PRACTICES

- Building and maintaining trust and relationships,
- Compensating for services rendered,
- Waive Park Fees
- Deepening co-stewardship practices (by leveraging opportunities within commercial partnerships, grants and projects with federal funding, and employment),
- And ultimately, striving towards formal co-management agreements.



Co-Management

- According to Secretary Order 3342, co-management is, *“a situation where there is a specific legal basis that requires the delegation of some aspect of Federal decision-making or that makes co-management otherwise legally necessary.”* Co-management falls under the umbrella of co-stewardship. Additionally, co-management must be derived from written legislation.



Cultural Sensitivity and Awareness Training for NPS Employees

- ❑ To assist park staff foster a cultural awareness of Tribal Nations that are associated with their parks.
 - ❑ establishing that each Tribe has their own distinct ways of doing things within their culture;
 - ❑ acknowledging that one Tribe or Tribal person cannot speak for all the Tribes;
 - ❑ creating a safe space for park staff that have different cultures.
 - ❑ creating face-to-face relationship-building opportunities:
 - ❑ Connection with Tribal Leaders and Representatives
 - ❑ Bring in the Tribal Historic Preservation Officers (THPOs) from the specific regional area and provides space for the THPOs and park managers to build authentic relationships.

Working with Tribes in NPS ([click HERE for video link](#))



Employment Opportunities and Outreach

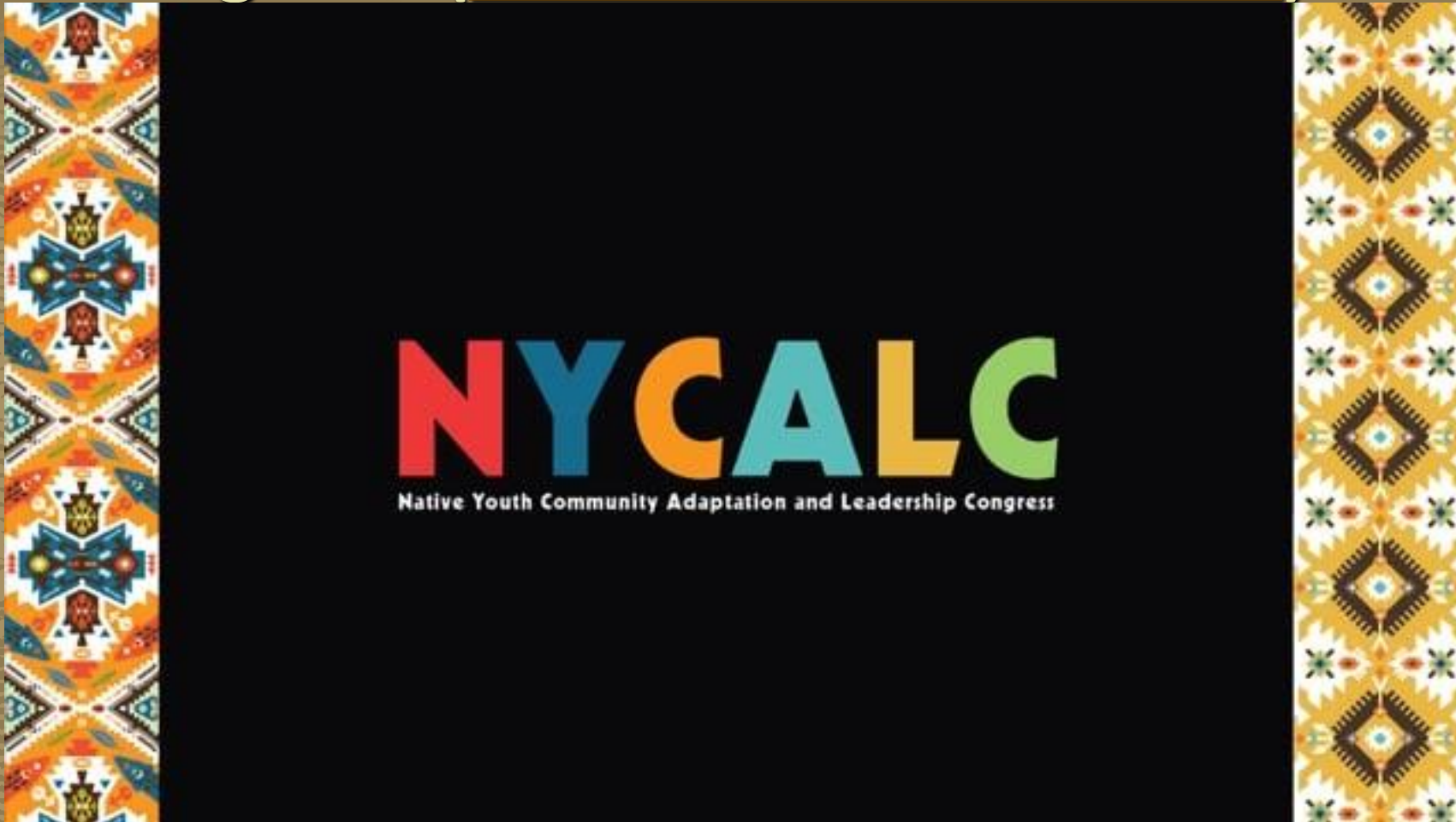


Native Youth Programs

- Conservation Legacy
 - Ancestral Lands
 - Community Volunteer Ambassador program
- Americorps
- Indian Youth Service Corps
- Pathways
- NPS Park Specific Internships
- Direct Hire DOI
 - Directorate Fellows Program
 - National Parks Business Plan Internship
- Native Youth Climate Adaptation and Leadership Congress



Collaborate and Utilize Existing Native Youth Programs ([click HERE for video link](#))



Questions?



Ahé'hee'! (Thank You)

Melissa Castiano (Diné) (She/Her/Hers)

Native American Affairs Liaison

Resource Stewardship and Science

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