



**NATIVE AMERICAN HERITAGE COMMISSION
M E M O R A N D U M**

May 3, 2024

To: Native American Heritage Commission
From: Raymond Hitchcock, Executive Secretary
Re: Draft 2024-2029 Strategic Plan Update

Introduction

On January 19, 2023, the Native American Heritage Commissioners voted to direct staff to send out the existing [2018-2022 Strategic Plan](#) and update the 2018-2022 Strategic Plan as a current 2023 Strategic Plan and send it to all tribal governments inviting them to comment over the next 9 months, including at least 3 Native American Heritage Commission (NAHC) meetings throughout the State. Commissioners voted to include an updated tribal consultation policy and an appendix of all statutes that the NAHC is beholden to, including every statute that references the Tribal Contact List. Commissioners also directed staff to prepare a comprehensive proposed budget that addresses all staffing and fiscal needs surrounding the duties and responsibilities of the Commission and to research restarting the Special Interest License Plate Program. Lastly, NAHC staff were directed to send out a priority questionnaire (Strategic Plan Survey) to all tribes and implement the Executive Secretary's Short Term Strategic Plan until a current Strategic Plan is approved by Commissioners.

In 2023 the NAHC circulated a Strategic Plan Survey to all tribes on the contact list. The NAHC requested tribal comment on the importance of 12 items that were being considered in the Strategic Plan Survey. The Strategic Plan Survey concluded on October 16, 2023, and the NAHC tallied the results. The NAHC received 32 responses and the items were ranked as follows:

1. MLD Process Regulations
2. Contact List Regulations

3. Sacred Lands File Regulations
4. CalNAGPRA Enforcement Regulations
5. CalNAGPRA Process Regulations
6. Digitizing all Tribal Records
7. GIS Mapping for All Tribes
8. CalNAGPRA Mediation Regulations
9. CalNAGPRA Training
10. CalNAGPRA Tracking System
11. Career Path / Workforce Plan
12. Special Interest License Plate

In addition to the identified items above, the NAHC received comments on “other” items including:

- “Equity for state recognized tribes to be respected like fed recognized tribes”
- “California Recognition”
- “Contact List” / “Contact”
- “State Tribal Advocate to assist with NAGPRA, Land Return, Grant Writing, Understanding Policy, this MUST be a trusted position that has California’s Tribal best-interests at the FRONT.”
- “All of these are important. You need to find the time and funding.”
- “AB 52 Enforcement Regulations”

Once the NAHC received the results from the Strategic Plan Survey, the NAHC began editing the 2018-2022 Strategic Plan to draft the 2024-2029 Strategic Plan. The edits included revising the layout of the Strategic Plan, revising the Mission/Vision Statements, and revising the overview and outcomes of the 2018-2022 Strategic Plan. Below is the proposed layout of the 2024-2029 Strategic Plan:

Strategic Plan Layout

Sections

1. Executive Summary
2. Vision Statement / Mission Statement / Guiding Principles
3. 2018-2022 Strategic Plan Overview and Outcomes
4. Strengths, Weaknesses, Opportunities, and Threats (SWOT)

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5. 2024-2029 Goals, Priorities, and Strategies
 6. Budget Funding and Commission Resource Needs

Appendices

Appendix A – 2018 Organization Chart

Appendix B – 2024 Organization Chart

Appendix C – 2016 Tribal Consultation Policy

Appendix D – 2024 Tribal Consultation Policy (Draft)

Appendix E – AB 923 Government-to-Government Consultation Act

Appendix F – State Statutes Referencing the NAHC Contact List

The NAHC Commissioners and staff are currently working on drafting the 2024-2029 Strategic Plan and reviewing priority items. Once information and updates to the draft Strategic Plan are available, the NAHC will bring forward the information and provide an update at a future NAHC public meeting.