

# Surface Water Ambient Monitoring Program Bioaccumulation Monitoring Program Realignment - Tribal Engagement Plan

March 2022

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## Introduction

The preservation, enhancement, and restoration of California's water resources is vital to the health and well-being of all Californians, Native American Tribes, the economy, and natural lands for present and future generations. The original mission of the State Water Resources Control Board and Regional Water Quality Control Boards (Water Boards) [Bioaccumulation Monitoring Program](#) (Program) was to provide statewide monitoring data and information that could be used to:

- Assess and contribute to the protection and restoration of fishing and aquatic life beneficial uses that are impacted by the bioaccumulation of pollutants in California's waterbodies, and
- Assess the human health risks associated with the consumption of contaminated fish and shellfish in California's freshwater and coastal ecosystems, and use that information to support the development of advisories that would inform consumers of significant health risks associated with the consumption of particular species.

The Program has realized several successes, such as forming the [Safe to Eat Workgroup](#) (STEW; formerly Bioaccumulation Oversight Group [BOG]) and establishing comprehensive, statewide bioaccumulation monitoring methodologies and assessments that began to answer the question: "Is it safe to eat fish and shellfish from our waters?"

Since 2007, data from the Program have been the primary basis for the placement of 131 California lakes and reservoirs on the Clean Water Act Section 303(d) list of impaired waterbodies for mercury. These listings led to the [Statewide Mercury Provisions](#) (consisting of mercury water quality objectives and new beneficial use definitions) and a Statewide Mercury Control Program for Reservoirs. Since 2009, the Office of Environmental Health Hazard Assessment (OEHHA) has released over 80 fish consumption advisories based wholly, or in part, on data collected through the Program, including a statewide advisory for eating fish from California's lakes and reservoirs without site-specific advice, and a statewide advisory in 2016 for eating fish from California coastal locations without site-specific advice (updated in 2021). Many updates of pre-existing advisories have also been made using Program data.

## Need for Program Realignment & Tribal Representation

Program staff and STEW members recognize that the original Program plans were ambitious given their limited resources, and that there are some discrepancies between the Program vision and its current design. The vision of the Program Realignment (Realignment) is to remedy these discrepancies through the intentional and systematic incorporation and inclusion of Tribal and community perspectives into the Program and STEW processes. More specifically, while data have been generated and used to inform health advisories for fish throughout the state,

significant data and information gaps remain regarding the question: “*Is it safe to eat fish and shellfish from our waters?*” An important information gap exists for waterbodies or species that are important for subsistence by traditionally underrepresented communities, especially Californian Native American Tribes (tribes) who rely on waterbodies for traditional, cultural, and subsistence uses. For example, while we know shellfish have been and continue to be vital to many of these communities, limited resources have resulted in the Program focusing its monitoring on fish only.

To address these gaps, the Program is planning on undergoing a Realignment process within each [Water Board Region](#). An [Advisory Committee](#) will be formed in each Region and will be an essential part of accomplishing the goals of the [Realignment Plan](#), including to “focus on incorporating community perspectives and needs into Program efforts with the aim of improving the Program’s monitoring efforts and ensuring those data and information are useful and used by the Water Boards, the California Office of Environmental Health Hazard Assessment, the public, subsistence-dependent communities, and tribes.”

The purpose of each Advisory Committee is to provide region-specific advice about which species, pollutants, and locations should be monitored in the future, how to best produce and share open and accessible data and information gained from monitoring efforts, and how to best use and communicate the findings of the monitoring.

***The inclusion of representatives from Tribal governments and/or Tribal advocacy groups in each Region’s Advisory Committee is central to the Program’s mission and indispensable to the success of the Realignment Process.***

## Tribal Engagement Plan Purpose

In 2021, the Program began the Realignment process in the San Diego Region. Although we are in the middle of the Region’s three-year Realignment process, key learnings from the process have already emerged, including:

1. It is critical for each Regional Advisory Committee’s discussions to center around the perspectives, needs, and recommendations of Tribal and community-based organization representatives.
2. Significantly more time needs to be dedicated to holistic statewide outreach and engagement - particularly with tribes - before the start of a Region’s Realignment process.

The Program wants to begin acting on these key learnings now, particularly learning 2, and intends on conducting a statewide Tribal engagement effort between March and November 2022.

The purpose of this Tribal Engagement Plan is to document our goals for this work, as well as to articulate our planned approach, engagement methods, timelines, and plans to address potential challenges we may encounter throughout the process.

This Tribal Engagement Plan has been developed with the intention of being a living document that will be actively used, updated, and adjusted as we conduct and learn from the engagement and outreach process. Moreover, this Tribal Engagement Plan is meant to be shared with others to communicate our engagement and outreach vision, and inform discussions, collaborations, partnerships, and actions during and after the 2022 Tribal engagement process.

## Target Audience

The target audience for this engagement effort includes all California Native American Tribal governments or Tribal advocacy groups that have an interest in California bioaccumulation monitoring, assessment, and information as it relates to Tribal traditions, culture, and subsistence.

Both federally and non-federally recognized tribes are welcome and encouraged to participate in this engagement process to:

1. learn about the Program and Realignment processes, and
2. determine if participating in a future Realignment cycle aligns with their mission and current and/or future priorities and activities.

## Engagement Approach

The approach we will take throughout this Tribal engagement effort will consist of six steps that we expect will be cyclical and iterative:

1. **Build** relationships by getting to know tribes and their people
2. **Share** information and resources related to the Program, Realignment, and related Tribal interests



3. **Listen** to tribes when they share their perspectives, needs, and recommendations
4. **Learn** from conversations and use learnings to inform future planning and decision making
5. **Respect** Tribal interests, priorities, and decisions that are shared during the engagement process
6. **Continue** communicating and engaging with tribes according to their preferences, during and long after this specific engagement effort

Throughout this process tribes will be able to decide and direct the level of engagement they would like to have with the Program and Realignment staff.

The level of engagement and amount of associated impact that engagement will have on our decision making can be represented by the [International Association for Public Participation \(IAP2\) Spectrum of Public Participation](#). The IAP2 Spectrum was designed for public or stakeholder participation processes. **It is important to note that this Tribal engagement effort is a government-to-government engagement process – not a public participation process – and we intend to approach each step of this process accordingly.** With this in mind, we have modified the IAP2 Spectrum to better reflect the intentions and goals of this Tribal engagement process (Table 1).

Although the term “Consult” is used in Table 1 below, this Tribal engagement effort is not a [formal consultation process](#) that is required by statute (e.g. Assembly Bill 52 and Section 106 National Historic Preservation Act). However, we have developed this Tribal Engagement Plan in the spirit of the principles and recommendations outlined in the [California Water Boards Tribal Consultation Policy](#).

We anticipate the roles tribes will have during the engagement process outlined in this Tribal Engagement Plan (i.e. from March – November 2022) will vary between “Inform”, “Consult”, and “Involve” as describes in Table 1 and depending on Tribal interest and availability. The only reason we did not include “Collaborate” and “Empower” in that list is because that level of decision making will not occur during this Tribal engagement process (i.e. we are mostly focused on information sharing and relationship building). If and when Tribes decide to commit to participating and contributing to a three-year Realignment cycle in their region(s) of interest, those roles (i.e. “Collaborate” and “Empower”) will be included since we will be working together throughout the Realignment Process to make decisions about how to improve and modify Program priorities and activities moving forward.

Table 1: Spectrum of Tribal Engagement and Participation. Modified from the International Association for Public Participation (IAP2) Spectrum of Public Participation.



ENGAGEMENT TYPE	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
ENGAGEMENT GOAL	To provide balanced and objective information to assist tribes in understanding problems, alternatives, opportunities and/or solutions.	To obtain feedback on analysis, alternatives and/or decisions.	To work directly with tribes throughout the process to ensure that their concerns and aspirations are consistently understood and considered.	To partner with tribes each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the tribe(s).
OUR PLEDGE TO TRIBES	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how Tribal input influenced decisions.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how Tribal input influenced decisions.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

## Engagement Methods

The specific methods of engagement will vary depending on how tribes would like to engage with Program and Realignment staff as described in the above Spectrum of Tribal Engagement and Participation (Table 1). We anticipate the following methods to be used for each type of engagement (Table 2). However, we intend on selecting, subsetting, or adding to these methods based on conversations, feedback, and preferences tribes choose to share with us throughout this Tribal engagement process.

*Table 2: Anticipated engagement methods for each engagement type outlined in the Spectrum of Tribal Engagement and Participation (Table 1)*

ENGAGEMENT TYPE	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
ENGAGEMENT METHODS	<ul style="list-style-type: none"> <li>- Emails or letters via broad email lists (e.g. <a href="#">Tribal Matters email list</a>)</li> <li>- Web pages (e.g. <a href="#">Program Realignment Webpage</a>)</li> <li>- Fact sheets or other educational materials</li> <li>- Webinars</li> </ul>	<p><u>INFORM Methods +</u></p> <ul style="list-style-type: none"> <li>- 1-on-1, or small group meetings or phone conversations</li> <li>- Surveys or polls</li> </ul>	<p><u>CONSULT Methods +</u></p> <ul style="list-style-type: none"> <li>- Direct communication via email or phone</li> <li>- Public meetings</li> <li>- Tribal meetings (upon invitation only)</li> </ul>	<p><u>INVOLVE Methods +</u></p> <ul style="list-style-type: none"> <li>- Regional Advisory Committee Meetings</li> <li>- Document development, review, and feedback</li> <li>- Consensus or participatory decision making</li> </ul>	All methods may apply

## Engagement Goals, Objectives & Outcomes

We define goals, objectives, and outcomes as:

- **Goals** are broad, general statements about what we wish to accomplish in the long-term. Goals provide the framework for defining more specific objectives and outcomes.
- **Objectives** define the steps we will take to achieve our Tribal engagement goals. Objectives should be SMART (**S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-bound).
- **Outcomes** define the specific results we wish to accomplish for each objective.



The overarching goal of this Tribal engagement effort is to initiate conversations with tribes about the Program and the long-term Realignment process.

There are 3 main objectives of this Tribal engagement effort:

1. Initiate introductions between Realignment staff and tribes.
2. Explain the Program and Realignment process, and gauge Tribal interest and readiness to participate in future Realignment cycles.
3. Execute the engagement well in advance of the beginning of the next Regional Realignment cycle so that tribes have an adequate amount of time to make an informed decision regarding their interest and readiness to engage with the Program and participate in future Realignment cycles.

## **Objective 1: Initiate introductions between Realignment staff and Tribes**

### ***REASONING***

*(Describe the reason or justification behind the objective)*

We want to utilize the engagement and Realignment processes to build long-term, positive relationships with tribes. Therefore, it is important for this engagement effort to dedicate time to more general introductions between the Program and Realignment staff and tribes.

### ***SPECIFIC***

*(Describe the “who”, “what” and “where” of the objective)*

The Realignment staff will send an invitation to set up a time to meet and introduce ourselves to all tribes on the California Native American Heritage Commission (NAHC) contact list and the California Water Boards Tribal Affairs contact list.

Introductory meetings can be short (~30 min) and separate from other Realignment discussions or combined into a single, longer meeting (one or more hours).

Ideally, these meetings would be held in-person. However, it is vitally important to the Realignment staff to do our part to ensure the safety and health of all meeting attendees. Due to evolving concerns around the COVID-19 pandemic, it is highly likely that these introductory meetings will be held virtually over Zoom or by phone.

### ***MEASURABLE***

*(How much action is desired?)*

Realignment staff will send one outreach email every other month between March and September 2022 (four emails in total). Realignment staff will also mail two letters to all Tribes that have mailing addresses on the NAHC and California Water Boards Tribal Affairs contact lists. One letter will be mailed in March/April 2022 and another will be mailed in July/August 2022. All emails and letters will include information about the engagement effort and an invitation for tribes to schedule meetings with Realignment staff.

Once tribes respond to the email(s) or letter(s) with their interest in setting up an introductory meeting, Realignment staff will schedule meetings and send out calendar invitations accordingly and based on the tribe’s indicated preferences and availability.

Realignment staff will also develop a general (but flexible) meeting agenda for each meeting, host and facilitate each meeting, and share summarized notes and agreed upon next steps from each conversation with all meeting attendees within three days following each meeting.

### **ACHIEVABLE**

*(Is achieving the objective realistic given available resources?)*

Achieving this objective as described above is realistic. Realignment staff have the resources to develop and send emails and letters, and schedule, develop resources for, and attend meetings as described above.

### **RELEVANT**

*(Is the objective related to the engagement goal?)*

Achieving this objective is the critical first step to building relationships and laying the foundation for information sharing and ultimately achieving Objective 2.

### **TIME-BOUND**

*(When should the objective be achieved?)*

Letters and emails about scheduling introductory meetings will be developed in March 2022. Distribution of letters and emails will occur between March and September 2022, however meetings can be scheduled between March and November 2022.

Meeting agendas will be sent two to five business days before each meeting, and meeting notes will be sent to all meeting attendees within three days following each meeting.

### **OUTCOME(S)**

*(What specific results or products are associated with the objective?)*

The following products are associated with this objective:

- Letters and emails with invitations to schedule a time to meet and connect with Realignment staff.
- A link to a form that enables tribes to indicate the following will be included in all letters and emails:
  - their interest in and preference for meeting topics and format (introduction meeting only, introduction and information sharing in a single meeting, or introduction and information sharing in multiple meetings)
  - a couple of preferred meeting days/times, and preferred meeting length
  - contact information for anyone who should be included in the meeting invitation(s)
  - a space to submit any additional questions or information they would like to share before the meeting(s)

- Calendar invitations for meetings, which will include: Zoom login information (if virtual) or meeting location address (if in-person), and a general (but flexible) meeting agenda
- Meeting notes that include meeting attendees, summary of discussion topics and learnings, list of agreed upon next steps and/or action items

As a result of this objective, we hope to establish contacts and pave the way for future conversations and long-term, positive relationships and partnerships with tribes.

**Objective 2: Explain the Program and Realignment process and gauge Tribal interest and readiness to participate in future Realignment cycles**

***REASONING***

*(Describe the reason or justification behind the objective)*

The Water Boards consist of 10 separate agencies: The State Water Resources Control Board, and nine Regional Water Quality Control Boards. There are over 50 major regulatory and funding programs in these 10 agencies, each with different staff, scope, and priorities. Keeping track of all of that for anyone is a challenge. Therefore, it is important for this engagement effort to dedicate time to a general orientation of how the Program fits within the larger Water Boards organization, what the priorities and scope of the Program and Realignment process are, and discussion of how all those things may align with Tribal priorities, interests, and needs.

***SPECIFIC***

*(Describe the “who”, “what” and “where” of the objective)*

Depending on Tribal scheduling preferences indicated in response to Objective 1 activities, Realignment staff will either:

1. schedule a longer (1 or more hours) introductory meeting and include topics specific to this objective in the meeting agenda, or
2. send a second meeting invitation (in addition to a shorter introductory meeting) for a longer (1 or more hours) information sharing meeting specific to topics of this objective

Meeting invitations will be sent to all tribes that respond to Objective 1 activities described above (i.e. complete form to indicate availability). Additionally, Realignment staff will be available to attend and/or present about the Program or Realignment efforts at broader Tribal meetings, upon request.

Ideally, some or all of these meetings and conversations would be held in-person. However, due to evolving concerns around the COVID-19 pandemic, it is highly likely that these introductory meetings will be held virtually over Zoom or by phone.

The learnings from meetings and conversations that occur between March and November 2022 will be used by Realignment staff to decide which Region(s) will be selected for the next Realignment cycle, which will likely begin in 2024.

**MEASURABLE**

*(How much action is desired?)*

Once tribes respond to the email(s) or letter(s) with their interest in setting up an introductory and/or informational meeting(s) (i.e. complete the form linked in those emails and letters), Realignment staff will schedule meetings and send out calendar invitations accordingly and based on the tribe's indicated preferences and availability.

Realignment staff will also develop a general (but flexible) meeting agenda for each meeting, host and facilitate each meeting, and share summarized notes and agreed upon next steps from each conversation with all meeting attendees within three days following each meeting.

**ACHIEVABLE**

*(Is achieving the objective realistic given available resources?)*

Achieving this objective as described above is realistic. Realignment staff have the resources to schedule, develop resources for, and attend meetings as described above.

**RELEVANT**

*(Is the objective related to the engagement goal?)*

Achieving this objective is critical for having conversations about the Realignment process and gauging Tribal interest and readiness to participate in future Realignment cycles.

**TIME-BOUND**

*(When should the objective be achieved?)*

Realignment staff will begin to schedule meetings as soon as tribes begin to provide their preferences and availability by completing the form linked in the emails and letters, which will be initiated in March 2022. Meetings and conversations will continue as long there is Tribal interest.

Meeting agendas will be sent a couple of days to one week before each meeting, and meeting notes will be sent to all meeting attendees within three days following each meeting.

## **OUTCOME(S)**

*(What specific results or products are associated with the objective?)*

The following products are associated with this objective:

- Calendar invitations for meetings, which will include: Zoom login information (if virtual) or meeting location address (if in-person), and a general (but flexible) meeting agenda
- Meeting agenda(s) which will include time for:
  - Welcome and introductions,
  - Orientation and overview of the Bioaccumulation Monitoring Program & Realignment (i.e. how the Program fits within the larger Water Boards organization, the priorities, timelines, and scope of the Program and Realignment process)
  - Discussion of how topics may align with Tribal priorities, interests, and needs
  - Discussion of Tribal interest and readiness to participate and engage in a future Realignment process
  - Asking and answering questions
  - Review of agreed upon next steps and/or action items
- Meeting notes that include meeting attendees, summary of discussion topics and learnings, list of agreed upon next steps and/or action items

As a result of this objective, we hope to gain understanding of Tribal interest and readiness to participate in this process, answer any questions or address concerns tribes may have about committing to a Realignment process in the future, and build on conversations and relationships established during Objective 1 activities (i.e. Introductory meetings and conversations), and continue to establish, build upon, and nurture long-term, positive relationships and partnerships with tribes.

## **Objective 3: Execute the engagement well in advance of the beginning of the next Regional Realignment cycle**

### **REASONING**

*(Describe the reason or justification behind the objective)*

It is critical that tribes have the time they need to make an informed decision regarding their interest and readiness to participate in future Realignment cycle(s). Specifically, we would like tribes to be able to review materials, ask questions, share information with their leadership and membership (as appropriate), get approval from their leadership to participate in the

Realignment process (if interested in participating), and incorporate their participation into their workplans and strategic planning processes (as appropriate and desired by tribes).

**SPECIFIC**

*(Describe the “who”, “what” and “where” of the objective)*

Realignment staff will initiate the Tribal engagement process as described in this Tribal Engagement Plan in March 2022 and continue the engagement process, with specific focus on achieving Objectives 1 and 2 above until November 2022.

Ideally, some or all of these meetings and conversations would be held in-person. However, due to evolving concerns around the COVID-19 pandemic, it is highly likely that many will be held virtually over Zoom or by phone.

**MEASURABLE**

*(How much action is desired?)*

The next Realignment cycle will likely begin in 2024. The specific Region of focus will be decided in December 2022. This gives tribes *a minimum* of one year to review materials, ask questions, etc. before needing to decide and inform Realignment staff of their intention to commit to a three-year Realignment process in their region(s). Assuming Objectives 1 and 2 are achieved on the timelines outlined in this Tribal Engagement Plan, no additional action will be required to achieve this objective.

**ACHIEVABLE**

*(Is achieving the objective realistic given available resources?)*

Achieving this objective as described above is realistic given our existing available resources.

**RELEVANT**

*(Is the objective related to the engagement goal?)*

Achieving this objective is the critical to enabling tribes to make an informed decision regarding their interest and readiness to participate in future Realignment cycles.

**TIME-BOUND**

*(When should the objective be achieved?)*

This objective will be achieved throughout 2022.

## OUTCOME(S)

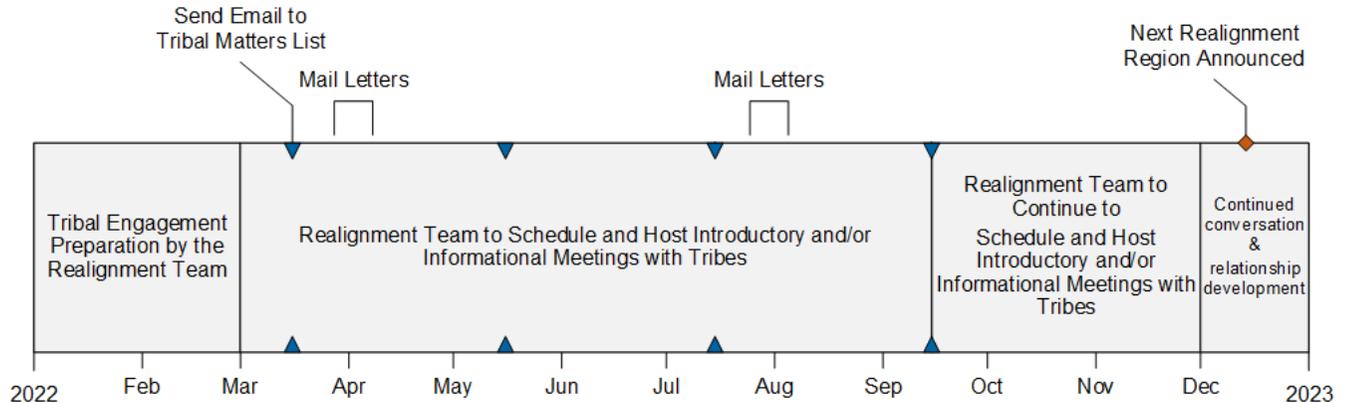
*(What specific results or products are associated with the objective?)*

While no specific products are required to achieve this objective, we hope that a result will be increased understanding and trust in the intentions of the Program and Realignment process, as well as the development of long-term, positive relationships and partnerships with tribes.

## Expected Timeline

The implementation of this Tribal Engagement Plan will occur between March and November 2022. If tribes are interested and available to continue meeting after November 2022, Realignment staff would be happy to continue those conversations and schedule additional times to meet. However, any conversations that occur after November 2022 will be for the purpose of continued conversation and relationship building, and they will not be used by Realignment staff to decide which Region(s) will be selected for the next Realignment cycle, which will likely begin in 2024.

A more detailed timeline with general milestones as described in the [Engagement Goals, Objectives & Outcomes Section](#) is provided below.



## Potential Challenges

Any large-scale engagement effort is bound to experience some challenges. Here we describe some potential or anticipated challenges that we may face throughout this engagement process as well as strategies we intend to use to prevent or address them.

1. **COVID-19 impacts on in-person or virtual meetings:** the evolving concerns around the COVID-19 pandemic, and the implementation of safety precautions such as social distancing and shelter-in-place may make it difficult to safely host or attend in-person meetings. Additionally, some tribes may decide to postpone hosting larger Tribal meetings (e.g. Tribal Council meetings).
  - a. Ideally, our meetings would be held in-person. However, it is vitally important to the Realignment staff to do our part to ensure the safety and health of all meeting attendees. In preparation for this, we will plan to host introductory and informational meetings (i.e. Objectives 1 and 2) virtually over Zoom or by phone until it is safe to meet in-person.
  - b. Because we are beginning this outreach effort over one year in advance of when any decisions need to be made by tribes, we are confident that – if tribes would like to invite Program or Realignment staff to attend and/or present at a large Tribal meeting – we will be able to accommodate those requests by presenting virtually or by waiting until it is safe to meet in-person and then coordinating with tribes to be added to the agendas of those safe, in-person meetings.
2. **Tribal staff capacity and communication:** Some tribes are understaffed and managing many competing priorities with limited resources, which may make it difficult for them to notice, prioritize and/or respond to a single communication method or attempt.
  - a. We completely understand and empathize with Tribal staff that may find themselves in this situation. This is why we intend on sending multiple emails and letters so that there are multiple opportunities for tribes to notice, prioritize and/or respond to our communications.
  - b. Additionally, Realignment staff are working with the [Water Boards Tribal Affairs Team and each Region's Tribal Coordinator](#), as well as the tribes and Tribal Advocacy Groups that are members of the San Diego Region's Realignment Advisory Committee to identify additional opportunities and avenues to spread the word about this Tribal engagement effort. Hopefully by leaning on and utilizing all of these different partnerships, tribes will receive information about this effort many different times and through a variety of sources and therefore increase the likelihood of them noticing the communications and prioritizing their response if they feel it is something that aligns with their mission and current and/or future priorities and activities.

3. **Tribal staff turnover:** For some tribes, elections are followed by a turnover in staff, which may make it difficult for Realignment staff to ensure we continue to identify and reach out to the correct contact for that Tribe.
  - a. The Water Boards Tribal Affairs team plans on updating their internal Tribal contact list with updated NAHC contacts approximately quarterly, and Tribal Coordinators engaged with tribes in their region are more likely to stay informed of when Tribal elections occur, gather updated information, and update the Tribal Affairs contact list accordingly.
  - b. Realignment staff will continue to consistently coordinate and work with the Water Boards Tribal Affairs Team and each Region's Tribal Coordinator to make sure we use the most up to date contact information for tribes.
4. **Lack of understanding of or interest in the Program or Realignment Process:** some tribes may not be familiar with the Program or Realignment process, or they may not have interest in topics that are aligned with those efforts.
  - a. We expect that many tribes will not be familiar with the Program or Realignment process. That is the impetus for developing this Tribal Engagement Plan and why we are beginning this effort in 2022. This will give tribes a *minimum* of one year to review materials, ask questions, etc. before needing to decide and inform Realignment staff of their intention to commit to a three-year Realignment process in their region(s). We look forward to many introductory and informational calls and meetings in 2022 so that we can introduce ourselves, familiarize tribes with our work, and answer any questions they may have.
  - b. If some tribes simply do not have the interest or capacity to connect with us during this engagement process, we completely understand and respect that decision.
5. **Negative historic or current interactions with the Water Boards:** There are instances where tribes have historic or current unpleasant, unproductive, or negative relationship(s) or experience(s) with the Water Boards organization. This may result in hesitancy to engage with Realignment staff and this Tribal engagement process now, or result in individuals or tribes coming into this engagement process with tension and/or distrust of us and this process.
  - a. The Program and Realignment staff support the State Water Boards condemnation of Racism, Xenophobia, Bigotry, and Racial Injustice and commitment to strengthening Racial Equity, Diversity, Inclusion, Access, and Anti-Racism in all of the work that we do. See the [Water Boards Racial Equity Resolution](#) (Resolution No. 2021-0050).
  - b. Additionally, we acknowledge and understand that, unfortunately, many tribes have had unpleasant, unproductive, or negative interactions or experiences

with the Water Boards in the past, or they may currently be in the middle of tense discussions regarding other water-related issues.

- c. Over the past decade the Water Boards and California Native American Tribes have strengthened our relationships, held meaningful government-to-government consultations, and deepened our discourse to great success.
- d. By closely partnering with the Water Boards' Tribal Affairs Team, current Tribal partners, and keeping our view focused both on near-term progress and long-term relationship building, we are able to learn from past experiences and adjust our plans accordingly so that we can apply lessons-learned to our processes and continue to build and foster positive interactions and relationships with tribes.

## Additional Resources

- [Bioaccumulation Monitoring Program Realignment Fact Sheet](#)
- [Bioaccumulation Monitoring Program Realignment Plan \(Executive Summary\)](#)
- [Bioaccumulation Monitoring Program Realignment Webpage](#)
- [Bioaccumulation Monitoring Program Fact Sheet](#)
- [Bioaccumulation Monitoring Program Webpage](#)
- [Safe to Eat Workgroup Webpage](#)
- [California Water Boards' Tribal Water Data Initiatives Webpage](#)
- [California Water Boards' Tribal Affairs Webpage](#)

## Contact Information

For questions about any topic discussed in this Tribal Engagement Plan, please reach out to the Bioaccumulation Monitoring Program Coordinator and Program Realignment Lead, Anna Holder at: [anna.holder@waterboards.ca.gov](mailto:anna.holder@waterboards.ca.gov) or (916) 341-5096.

Please note that due to the evolving concerns around the COVID-19 pandemic, Anna is working remotely, and the most efficient method of contact is via the email listed above.