






DEC 16 2024

Memorandum for Heads of Executive Departments and Agencies

From: Deb Haaland 
Secretary of the Interior

Shalanda Young 
Director of the Office of Management and Budget

Robert H. Shriver, III 
Acting Director of the Office of Personnel Management

Subject: New Training on Tribal Treaties, Reserved Rights, and Consultations

We are pleased to announce the development of two new training courses, titled “Understanding Tribal Treaties and Reserved Rights” and “Introduction to Tribal Consultations.” Access to the two trainings will be made available to agencies later this week. Both courses fulfill the training requirement for agency employees who work with Tribal Nations or on policies with Tribal implications as stated in section 8(a) of the [Presidential Memorandum of November 30, 2022, titled “Memorandum on Uniform Standards for Tribal Consultation.”](#)

The November 2022 Presidential Memorandum emphasizes the significance of Tribal consultation, recognizing the nation-to-nation relationship between federally recognized Tribes and the United States, as well as the U.S. treaty and trust responsibilities to Tribes. The Presidential Memorandum requires an annual training for agency employees who work with Tribal Nations or on policies with Tribal implications and that covers, at a minimum, review of Executive Order No. 13175, titled “[Consultation and Coordination with Indian Tribal Governments](#).” The Presidential Memorandum also directs the Secretary of the Interior and the Director of the Office of Personnel Management, in consultation with Tribal Nations, to establish training modules regarding Tribal consultation to be available to agency employees who work with Tribal Nations or on policies with Tribal implications. The Presidential Memorandum specifies that those training modules should explain the concepts of Tribal consultation, the nation-to-nation relationship, and Tribal sovereignty, and that agencies may use those training modules to satisfy the Presidential Memorandum’s annual training requirement. In addition, the White House Council on Native American Affairs developed an additional training for agencies on understanding treaties and reserved rights in Federal decision making.

The “Understanding Tribal Treaties and Reserved Rights” course should be taken by Federal employees first. It covers fundamental concepts such as Tribal sovereignty, the nation-to-nation relationship, Tribal treaties, and reserved rights. The “Introduction to Tribal Consultations” course should be taken second and explains the concepts of and best practices for Tribal consultations. Agencies can use these courses to fulfill the annual training requirement outlined in section 8(a) of the Presidential Memorandum.

How to Access the Courses

1. “Understanding Tribal Treaties and Reserved Rights” Course

Agencies may upload the “Understanding Tribal Treaties and Reserved Rights” course to their learning management systems at no cost. The target audience for this course are all Federal employees, regardless of agency or role. We will distribute the course files to each agency or organizational training point of contact that was provided to the White House Council on Native American Affairs. If you have questions or would like additional information about this course, please contact IA_Training@bia.gov.

2. “Introduction to Tribal Consultations” Course

The “Introduction to Tribal Consultations” course will be hosted on USALearning and will be available to all Federal employees who work with Tribal Nations or on policies with Tribal implications at no cost for a 12-month period. Agencies may also upload the course to their learning management systems at no cost. We will distribute a link to the USALearning course and the course files to each agency or organizational training point of contact that was provided to the White House Council on Native American Affairs. If you have questions or would like additional information about this course, please contact usalearning-info@opm.gov.

cc: Chief Human Capital Officers (CHCO)
Deputy CHCOs
Human Resource Directors
Chief Learning Officers