

RESOLUTION OF THE  
NAVAJO NATION COUNCIL  
25<sup>th</sup> NAVAJO NATION COUNCIL - FIRST YEAR, 2023

AN ACTION

RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'ÍYÁTI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING THE APPOINTMENT OF DEBBIE NEZ-MANUEL AS THE EXECUTIVE DIRECTOR OF THE DIVISION OF HUMAN RESOURCES

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Health, Education and Human Services Committee is a standing committee of the Navajo Nation Council. 2 N.N.C. § 400(A). The Health, Education and Human Services Committee exercises oversight authority over the Division of Human Resources. 2 N.N.C. § 401(C) (1).
- B. The Naabik'íyáti' Committee is a standing committee of the Navajo Nation Council. The Committee reviews all legislation requiring final action by the Navajo Nation Council. 2 N.N.C. §§ 164(A) (9), 700(A).
- C. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102(A).

SECTION TWO. FINDINGS

- A. The establishment of the Division of Human Resources and the duties of the Executive Director are outlined at 2 N.N.C. § 1701 *et seq.*
- B. The Executive Director of the Division of Human Resources shall be appointed by and serve at the pleasure of the President of the Navajo Nation and confirmed by the Navajo Nation Council. 2 N.N.C. § 1703(A) (2).
- C. The Navajo Nation President appointed Mrs. Debbie Nez-Manuel as the Executive Director of the Navajo Division of Human Resources. Mrs. Nez-Manuel's letter of interest, appointment letter, and résumé are attached as Exhibit A.

SECTION THREE. CONFIRMING THE APPOINTMENT OF THE EXECUTIVE DIRECTOR OF THE DIVISION OF HUMAN RESOURCES

The Navajo Nation Council hereby confirms the appointment of Mrs. Debbie Nez-Manuel as the Executive Director of the Division of Human Resources.

CERTIFICATION

I, hereby, certify that the foregoing resolution was duly considered by the 25<sup>th</sup> Navajo Nation Council at a duly called meeting in Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 18 in Favor, and 02 Opposed, on this 19<sup>th</sup> day of April 2023.



Honorable Crystalyne Curley, Speaker  
25<sup>th</sup> Navajo Nation Council

4/27/23

DATE

Motion: Honorable Andy Nez

Second: Honorable Cherilyn Yazzie

Speaker Crystalyne Curley not voting



**The Navajo Nation** **DR. BUU NYGREN** *PRESIDENT*  
**Yideeskâądi Nitsáhákees** **RICHELLE MONTOYA** *VICE PRESIDENT*

February 22, 2023

25th Navajo Nation Council  
Window Rock AZ 86515

RE: Letter of Interest - Navajo Nation Division of Human Resources Director

Dear Honorable Navajo Nation Council,

Ya'ateeh, please accept this letter of interest for the position of Navajo Nation Executive Human Resources Director. Shi ei Tsénijikini, Cliff Dweller People of Klágetoh, Arizona born to the Tsénahabilnii, Sleepy Rock People of Nashchitti, New Mexico. Shi cheii ei Tsi'naajinii, Black Streaked Forest People. Shi nalii ei Tábaqáhi, Waters Edge People.

It is a privilege to lead efforts and serve the Navajo Nation with Division of Human Resources in the Executive Administration of President Dr Buu Nygren and Vice President Richelle Montoya.

Together with the Office the President and Vice Presidents are strategies to promote teamwork while increasing workforce opportunities. While the immediate assessment indicated we inherited a number of challenges, the priority during the last month, began a series of concerted meetings among divisions to research, assess and establish several face-to-face collaborations to identify critical challenges while working toward imperative solutions.

The professional approach implemented is to align with the commitments that foster stronger connections among proficient and skilled personnel serving the government, agencies, and the nation. More importantly, to advance cooperation and inclusion so we can rise and meet the overdue needs of the Navajo Nation government and the people.

I look forward to fostering a collaborative environment with the 25th Navajo Nation Council and available to offer clarification and take part in meaningful conversation.

Ado ahxe'hee for your service for our people.

In teamwork,

A handwritten signature in black ink that reads "Debbie Nez-Manuel, MSW". The signature is written in a cursive, flowing style.

Debbie Nez-Manuel, MSW  
Executive Division Director



**DR. BUU NYGREN** *PRESIDENT*  
**RICHELLE MONTOYA** *VICE PRESIDENT*

**The Navajo Nation | Yideeskąądi Nitsáhákees**

January 10, 2023

Debbie Nez-Manuel

Scottsdale, AZ

**RE: Appointment as Human Resources Division Director**

Dear Mrs. Nez-Manuel,

We are pleased to offer you an appointment to serve as the Division Director of Human Resources for the Navajo Nation. This appointment takes affect at 12:00 p.m. on January 10, 2023. We are so pleased you verbally accepted this position and have started your new role. Your salary is [REDACTED]

Thank you for agreeing to serve the Nygren-Montoya Administration, the youngest Navajo Nation President elected, and the first woman to be Vice President. Together we will work hard for the Navajo people at the hogan level.

Ahéhee'

A handwritten signature in black ink, appearing to read "B. V. Nygren", with a stylized flourish at the end.

Dr. Buu Nygren, *President*  
THE NAVAJO NATION

A handwritten signature in black ink, appearing to read "Richelle Montoya", with a stylized flourish at the end.

Richelle Montoya, *Vice President*  
THE NAVAJO NATION

## **DEBBIE NEZ-MANUEL, MSW**

  
d.nez-manuel@navajo-nsn.gov

### **PROFILE**

- Highly experienced administrator and manager with long record in community outreach and engagement
- Demonstrated success in leading, motivating and developing team members
- Committed to collaboration and to working with diverse constituencies
- Adept at working in public and nonprofit arenas and at the tribal, local, county and state level

### **PROFESSIONAL EXPERIENCE**

#### **POLITICAL CAMPAIGN MANAGER**

**2022**

- Strategically secured Navajo Nation Primary election campaign from among 15 eligible candidates during a regular election period.
- Strategically secured Navajo Nation General election campaign against great odds against 24-year political incumbent.
- Worked as a team lead to define strategy from among fourteen experts, advocacy, engagement, marketing, and outreach for Navajo Nation's five major regional areas in Arizona, New Mexico, Utah, Colorado, and four major metropolitan urban areas.
- Coordinated, planned, launched political events, messaging, fundraising, and engagement with more than 100 volunteers spanning over the Navajo Nation, including organizing agendas, scheduling speakers, and event evaluation.
- Organized training for over 100 plus volunteers in overall campaign efforts for community engagement on issues, platform, and best practice for cultural resiliency models.

#### **CONSULTANT & CONTRACTOR**

**2016 - 2023**

- Engage in work with a particular focus on Arizona's tribal and Indigenous communities in urban, rural, remote areas of the state.
- Engage in all levels of organization leadership as an administrator, manager, and team member
- Demonstrated success in leading, motivating and developing partnerships and collaboration
- Foster strong collaboration while working with diverse constituencies
- Adept at working in public and nonprofit arenas and at the tribal, local, county and state level

**FOUNDING EXECUTIVE DIRECTOR**

*Morning Star Leaders, 2015- Present*

- Founded a nonprofit that dramatically increased graduation rates among Native youth and obtained 501(c)(3) status for the organization
- Developed and implemented all necessary organizational structures, goals, processes, and financial systems, with input from a 7-member Board
- Maximized funds and moved toward a social enterprise model by establishing long-term partnerships with schools, local nonprofits, and other organizations
- Managed the day-to-day operations while maintaining fiscal compliance
- Retained 87% of cohort retention which exceed our retention annual goals over three years
- Developed programs that reduced the suicide and suicide attempts to zero among participants

**COMMUNITY HEALTH EDUCATOR**

*Salt River Tribal Government, Health & Human Service, 2009-2015*

- Collaborated with a wide variety of local programs and various sectors to ensure program met the outlined objectives of three federal prevention grants.
- Worked as a team member that identified best practices in victim services and advocacy.
- Coordinated and planning for prevention events with more than 100 participants including organizing agendas, scheduling speakers, and event evaluation.
- Organized department wide training programs resulting in meeting 85% of training goals for employees on safety, reporting requirements, and best practice for cultural resiliency models.

**MANAGER**

*Salt River Tribal Government, Office of Congressional & Legislative Affairs, 2008-2009*

- Functioned in both administrative and programmatic capacity. Supervised and evaluated staff, organized and met annual staff training requirements.
- Met annual review goals for updating policy and procedures while working closely with the senior director to prepare and present annual budget for senior level management.
- Researched, prepared, and presented updates to the Salt River Tribal Council and Senior Government Administration regarding program updates.
- Supervised the process of grievance and complaints while working efficiently toward resolution.
- Contributed ideas for program redesign, the results improved scheduling for staff and increased service delivery for local tribal programs and the community.
- Budgeted and planned annual trainings in half day to weeklong conferences, including special events.

**Domestic Violence Sexual Assault Specialist Coordinator**

*Salt River Tribal Government, Health & Human Service, 2003-2008*

- Coordinated in multisystemic community resources for shelter, safety, and family services through community outreach and community engagement.
- Participated in multidisciplinary review teams to ensure the safety of women, children, and discussion regarding reunification.
- Stabilized the immediate safety for women while working with law enforcement, judicial services, and shelter services.

- Gathered and tracked data to support department findings for grant applications.
- Participated in task force discussions with tribal, city, state, and private agencies focused on safety standards for victim services.

#### **CASE ASSISTANT II**

*Casey Family Programs, 2001-2003*

- Worked closely with teams to develop and implement a culturally recommended curriculum for parent supportive services, resulting in a stronger family framework for new and existing programs.
- Participated with concentrated multisystemic interventions with families and children, which resulted in 60% of family and child reunification.
- Coordinated community and in-home support services with a clinical team to assess and document individual planning and treatment services.
- Worked collaboratively among local, tribal, state, and federal resources to assess wrap around services for clients and family systems.

#### **AWARDS**

- Arizona Foundation for Women, Voices of Women Award, 2022
- Arizona State University, Social Work Community Impact Award, 2022
- Arizona Humanities, Founders Award, 2019
- Arizona Governor's Office Volunteer Service Award, 2016
- Salt River Tribal Government, Health & Human Service Employee of the Year, 2005

#### **COMMUNITY LEADERSHIP**

- Arizona State Ad Hoc Committee for Missing & Murdered Indigenous People, 2022
- Arizona Governor's Task Force for Missing & Murdered Indigenous Women, 2019
- Board Member, Save Our Schools, 2020-2023
- Board Member, First Things First Regional Maricopa County, 2020-2021
- Board Member, Arizona Humanities, 2020-2021
- Board Member, Morning Star Leaders, 2020 – Current
- Co-Chair, Arizona Governor's Study Commission on Missing and Murdered Indigenous Women and Girls, 2019
- Chair, Mesa Public Schools Native American Education, 2015 - 2018
- Board Member, Arizona Foundation for Women, Prog & Marketing Comm. 2014 - 2017
- Executive Board Member, Hopi Endowment Education Foundation, 2014 – 2017
- ASU Social Work Field Instructor, 2003 – 2021

#### **POLITICAL LEADERSHIP**

- AZ DNC Western Regional Caucus Vice-Chair, 2022 - 2024
- AZ DNC Executive Representative Women's Caucus, 2022-2024
- AZ DNC Native American Caucus Member, 2022 - 2024
- AZ Democratic National Committee Woman, 2020 - 2024
- AZ State House Candidate, 2020
- AZ State Senate Candidate, 2018
- AZ Democratic State Committee Member 2018, 2020
- AZ Democratic Precinct Committee Member 2018, 2020

## **COMMUNITY LEADERSHIP TRAINING**

- Arizona State University, Indigenous Leadership Training, 2022
- AZ Leadership Academy, 2019
- Emerge Arizona, 2017
- Leading for Change, 2017
- Flinn Brown Fellowship, 2017
- ASU Generation Next Nonprofit Leadership Academy, 2014

## **EDUCATION**

### **MASTER OF SOCIAL WORK**

*Arizona State University, 2003*

### **BACHELOR OF SOCIAL WORK**

*Northern Arizona University, 2001*

### **AZ PUBLIC HIGH SCHOOL**

*Ganado High School, 1989 / Valedictorian*



# NAVAJO NATION

98

4/19/2023

Navajo Nation Council Spring Session

05:03:11 PM

Amd# to Amd#

Legislation 0042-23: Confirming  
the Appointment of Debbie  
Nez-Manuel as the Executive  
Director of the Division....

PASSED

MOT Nez, A

SEC Yazzie, C

**Yeas : 18**

**Nays : 2**

**Excused : 3**

**Not Voting : 0**

## **Yea : 18**

Arviso, S  
Aseret, L  
Begay, H  
Claw, S  
Damon, S

James, V  
Jesus, B  
Johnson, C  
Nez, A  
Nez, R

Notah, N  
Simonson, G  
Simpson, D  
Slater, C

Tolth, G  
Tso, O  
Yanito, C  
Yazzie, C

## **Nay : 2**

Parrish, S

Charles-Newton, E

## **Excused : 3**

Daniels, H

Crotty, A

Begay, N

## **Not Voting : 0**

**Presiding Speaker: Curley, C**