LEGISLATIVE SUMMARY SHEET
Tracking No. 0031-23

DATE: February 28, 2023

TITLE OF RESOLUTION: AN ACTION RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'ÍYÁTI' COMMITTEES, AND THE NAVAJO NATION COUNCIL; CONFIRMING THE APPOINTMENT OF THOMAS CODY AS THE EXECUTIVE DIRECTOR OF THE DIVISION OF SOCIAL SERVICES

PURPOSE: The purpose of this proposed resolution is to confirm the Executive Director of the Division of Social Services.

This written summary does not address recommended amendments as may be provided by the standing committees. The Office of Legislative Counsel requests each Council Delegate to review each proposed resolution in detail.

5-DAY BILL HOLD PERIOD: A Johnson
Website Posting Time/Date: 2:58pm; 03/03/23
Posting End Date: 03-08-23
Eligible for Action: 03-09-23

Health Education & Human Services Committee
Thence
Naabik'íyáti' Committee
Thence
Navajo Nation Council

PROPOSED NAVAJO NATION COUNCIL RESOLUTION

25TH NAVAJO NATION COUNCIL – First Year, 2023

INTRODUCED BY

(Prime Sponsor) Amber Kanazbah Crotty

TRACKING NO. 0031-23

AN ACTION

RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'ÍYÁTI' COMMITTEES, AND THE NAVAJO NATION COUNCIL; CONFIRMING THE APPOINTMENT OF THOMAS CODY AS THE EXECUTIVE DIRECTOR OF THE DIVISION OF SOCIAL SERVICES

SECTION ONE. AUTHORITY

A. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102 (A).

B. A proposed resolution requiring final action by the Navajo Nation Council shall be assigned to the Naabik'íyáti' Committee. 2 N.N.C. §164(A)(9).

C. The Health, Education and Human Services Committee has oversight of the Navajo Nation Division of Social Services. 2 N.N.C. § 401(C)(1) and 2 N.N.C. § 1655.

SECTION TWO. FINDINGS

A. The Navajo Nation Code provides, "[t]he Navajo Division of Social Services shall be administered by an Executive Director whose appointment shall be made by the President of the Navajo Nation and confirmed by the Navajo Nation Council upon recommendation of the Health and Social Services Committee of the Navajo Nation Council and who shall serve at the pleasure of the President of the Navajo Nation." 2 N.N.C. § 1655.

B. The Navajo Nation President appointed Mr. Thomas Cody as the Executive Director of the Division of Social Services. Mr. Cody's appointment letter, résumé, and letter of intent are all included in **Exhibit A**.

SECTION THREE. CONFIRMATION OF THE EXECUTIVE DIRECTOR OF THE DIVISION OF SOCIAL SERVICES

The Navajo Nation Council confirms the Navajo Nation President's appointment of Mr. Thomas Cody as the Executive Director of the Division of Social Services.

EXHIBIT A

The Navajo Nation
Yideeskąądi Nitsáhákees

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

January 10, 2023

Thomas Cody

Leupp, AZ 86035

RE: Appointment as Social Services Division Director

Dear Mr. Cody,

We are pleased to offer you an appointment to serve as the Division Director of Social Services of 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.

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'

Dr. Buu Nygren, *President*
THE NAVAJO NATION

Richelle Montoya, *Vice President*
THE NAVAJO NATION

Thomas Cody

[redacted]

Leupp, AZ 86035

Objective

Advance the well-being of American Indian and Alaska Native children and families.

Possess extensive professional experience with the Navajo Nation and other Tribal governments working on diversified issues that impact native children and families. Experienced consensus builder working with various organizations, agencies, and stakeholders to achieve goals. Possess the greatest quality of speaking bilingual: Din4 and English Languages.

Qualifications:

- Accountable management approach
- Visionary, transparent, strategic planning, and systems approach for long term planning
- Strong executive leadership

Areas of Expertise

- Program planning, implementation, and evaluation.
- Health care and child welfare systems administration.
- Grant/contract/proposal development and management.
- Public, interagency, and community-based relation development.
- Lobbying at local, State, and Federal levels.
- Review, edit, and finalize resolutions, talking points, and other high level documents.
- Extensive professional experience with legislative affairs and planning, legislative analysis techniques, and business systems and procedures analysis.
- Worked with representatives of Alaska villages and Corporations to improve relations with the State on the well-being of children and families.
- Skilled in managing complex internal relationships and providing advice to leadership, including tribal council and other governmental officials.
- Skilled in maintaining open communication and effective professional working relationships.
- Knowledgeable of child fatality review process development.
- Skilled in facilitating business process mapping.
- Possess the greatest quality of speaking fluent Din4 Language.

Professional Work Experience:

Director, Indian Child Welfare Office, Casey Family Programs, 1755 Blake Street, Suite 275
Denver, CO 80202, May 2015 to January 10, 2023. Contact- Anita Fineday, Managing Director

- Worked with Tribes on improving their communities.
- Assisted with expanding the work of indigenous communities by fostering partnership with other organizations and tribal agencies.
- Worked with tribes in developing strategies that improve the Indian Child Welfare Program initiatives.
- Guided and planned with tribal agencies to revise tribal-state agreements.
- Gather information from Tribes on barriers, challenges, and help developed recommendations regarding well-being of Native American children.
- Provide technical assistance to Title IV-E grantee Tribes who are developing their IV-E programs and other federal funding streams.
- Worked with Tribes to improve relationships with their local, state, and federal agencies.
- Assisted tribes with researching and improving their child welfare systems.

- Coordinated work group and other meetings to improve operations, policies, practices, and coordinated peer to peer learning.
- Assist tribes with development of Codes, policies and procedures, and data system development.
- Coordinated the development of child fatality review processes in Indian country.
- Worked under an Interpersonal Agreement (IPA) with two Federal Departments-

1. **Policy Advisor,** Administration for Native Americans, 330 C. St. SW, Washington, DC. July 2021 to January 2022. Contact: Hope MacDonald-Lonetree, Deputy Commissioner
    - Serve as a Public Health Advisor in the Office of the Commissioner.
    - Foster the development of stable diversified local economies and economic activities to provide jobs, promote community and economic well-being, encourage community partnerships, and reduce dependency on public funds and social services.
    - Support local access to, control of and coordination of services and programs that safeguard the health and well-being of native children and families.
    - Increase the number of projects involving youth and intergenerational activities in Native American communities.
    - Coordinate public service announcements broadcasted throughout Indian country.

2. **Policy Advisor,** Indian Health Service, 5600 Fishers Lane, Rockville, MD 20857. January 2020-June 2021. Contact: Roselyn Tso, Director, Indian Health Service
    - Served as a Public Health Advisor in the Office of Clinical and Prevention Services.
    - Worked with the Indian Health Service to improve partnership with Casey Family Programs and other National child abuse programs.
    - Worked on highlighting 3 tribal communities that are working on Building Community of Hope initiative.
    - Assisted with the development of culturally appropriate educational materials on child sexual abuse, health pregnancies, deliveries and postpartum, and to assist with continuity of care.
    - Develop continuing education webinars with the IHS Tele-Behavioral Health Center of Excellence for the health care team (social workers, counselors, psychologists, nurses, and physicians).
    - Promoted the IHS-Tele-Education website/listserv and education activities to IHS/Tribal/Urban partners.
    - Participate in the planning, implementation, and evaluation of high-level agency conferences or symposiums, i.e. IHS National Combined Councils.

Legislative Analyst, Navajo Division of Social Services, PO Box 4590, Window Rock, AZ 86515, December 2009-May 2015.

- Reviews and studies federal and state legislated actions affecting the Navajo Nation; advises and recommends policy changes where legislated actions deviate from past legislative support; monitors and provides reports on federal and state funding activities relating to Indian programs; assists with the drafting and presentation of legislation in support of increasing domestic funding; maintains regular communication and liaison with the Navajo Nation Washington D.C. Office.
- Attends Navajo Nation executive and legislative meetings to report on legislative activities; prepares, assembles and reviews material for use by policy makers and the general public; plans and directs research projects; provides recommendations for the development of policies, procedures, legislative and budget strategies; supports policy makers with appropriate data, statistics, and research to obtain funding and service initiatives.
- Reviews legislations. Advises and assists with policy recommendations to Navajo Nation, state, and federal elected and appointed officials; conducts and provides research, analysis, and reports to Navajo Nation officials as requested; prepares reports on legislative matters on a regular basis.
- Coordinates the Navajo Nation Title IV-E development planning grant and implementation of the program.
- Headed the Division of Social Services restructuring to improve service delivery to consumers.
- Coordinates the development of Nation-wide data system for the CPS, ICWA, and treatment programs.
- Works with IHS to set up a child fatality review team for the Navajo Nation.
- Serves on National child welfare work groups coordinated by Casey Family Programs, BIA, and ACF.

Senior Planner, Navajo Division of Health, Window Rock, AZ. April 2003 to July- 2003
- Researched and developed report on the establishment of the Navajo Nation Trauma center.
- Assist the Executive Director in presenting the Trauma Center concept to oversight committee.
- Researched the feasibility of establishing 5 nursing homes on the Navajo Nation.

Council Delegate, Navajo Nation Council, Window Rock, AZ., January 1999 to January 2003
- Served as a liaison between the Leupp Chapter and the Navajo Nation Central government.
- Successfully secured $2.3 million for construction of the Leupp Child Care Center.
- Provided legislative oversight for the Navajo Division of Health and the Navajo Division of Social Services.
- Reviewed and approved multi-million-dollar contracts and purchases.
- Advocated at the local, state, and federal levels for improved services for the Navajo people and other tribes.

Director, Navajo Nation AIDS Office, Window Rock, AZ., February 1998 to January 1999.
- Administered a $1.5 million HIV prevention program under the auspice of the Navajo Division of Health.
- Supervised employees: Clinical and administrative staff.
- Developed a multi-disciplinary case management program for affected individuals.
- Developed and implemented a comprehensive AIDS prevention education and training program.
- Created a Disciplinary Team which served as the advisory group to the program.

Local Community Leader

President at Leupp Chapter House. During my tenure, I assisted the Leupp Chapter in getting Local Government Act Certification and completed several projects. My responsibilities included the following: conducted local chapter meetings; assisted with preparing operating budget for the chapter; supervised staff, address water issues and successfully maintained effective governmental relations; worked with the local community people on various issues including housing repairs, firewood and water shortage issues, and wrote proposal/grants for community projects.

Education
Northern Arizona University, Flagstaff, AZ
Major- Sociology and minor- Social Work

Professional References:

Anita Fineday
Managing Director
Indian Child Welfare Programs
1755 Blake St., Denver, CO 80212
[redacted]
afineday@casey.org

Sheldon Spotted Elk
Senior Director
Judicial & National Engagement
[redacted]
sspottedelk@casey.org

Sharon Begay-McCabe, PhD, MSW, MLS
[redacted]
Window Rock, AZ 86515

Hope MacDonald Lonetree
Deputy Commissioner, Administration for Native Americans
Mary E. Switzer Memorial Building, 330 C Street, SW, Mail Stop 4126
Washington, DC 20024
[redacted]
(202) 205-5606 office
(202) 205-9688 fax
Hope.Macdonaldlonetree@acf.hhs.gov

Thomas Cody
[redacted]
Leupp, AZ 86035

February 03, 2023

Yá'át'ééh Shi Naat'áaniis,

I am writing to request your support to be confirmed as the Executive Director for the Navajo Division of Social Services.

As a formal introduction my clans are; Hashk'ąąn Hadzohí nish łii, Ta'neeszahnii baa shi chin, Naakaii Dine'é daa shil chei doo Ma'ii Deeshgiizhiniil daa shi nali.

I am a veteran of the United States Navy and had the pleasure of serving on the Navajo Nation Council.

I worked with the Navajo Department of health and Navajo Division of Social Services for over 20 years. During this time, I occupied key positions and championed improving service delivery to positively impact the lives and well-being of many Navajo children and their families. The ones I'm most proud of is coordinating the enactment of the Ałchíní Bi Beehaz ánnii Act of 2011, Vulnerable Adult Protection Act of 2011 and the Violence Against Family Act of 2011.

I'm currently coming back to the Navajo Nation after 8 years with Casey Family Programs in Denver, CO. In this capacity, I worked with tribes across the country assisting them in improving their child well-being and governmental systems. I've worked with tribes to setting up their Title IV-E programs, developed or revised tribal codes, policies, and procedures. Worked on their electronic case management and financial systems.

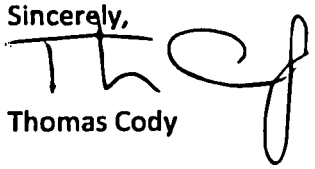
I was also imbedded in the Indian Health Services Headquarters in Rockville, Maryland and the Administration for Native Americans in Washington, DC. It is also from these positions I assisted in improving services and programs for tribes across the country.

I believe that my extensive management, administrative and teamwork experience, demonstrated capability to manage sensitive matters diplomatically with my astuteness and interpersonal communication skills, and my proven ability to establish and maintain solid professional working relationships with and gain support of internal and external organizations, leaders, and community people makes me an ideal candidate for the Executive Director for the Navajo Division of Social Services.

My strongest qualities are my effective communication skills to articulate in written form and verbally in the Diné and English languages, and I am reliable and honest.

I have attached my resume and letter of references. Thank you for taking the time to read my letter, resume and reference letter. Ahéhee'

Sincerely,



Thomas Cody

Office of Legislative Counsel
Telephone: (928) 871-7166
Fax # (928) 871-7576

Honorable Crystalyne Curley
Speaker
25h Navajo Nation Council

MEMORANDUM

TO: Honorable Casey Allen Johnson
25th Navajo Nation Council

FROM: K A Lowell
Kristen A. Lowell, Principal Attorney
Office of Legislative Counsel

DATE: February 28, 2023

SUBJECT: AN ACTION RELATING TO THE HEALTH, EDUCATION AND HUMAN SERVICES AND NAABIK'ÍYÁTI' COMMITTEES, AND THE NAVAJO NATION COUNCIL; CONFIRMING THE APPOINTMENT OF THOMAS CODY AS THE EXECUTIVE DIRECTOR OF THE DIVISION OF SOCIAL SERVICES

As requested, I have prepared the above-referenced proposed resolution and associated legislative summary sheet pursuant to your request for legislative drafting. Based on existing law and review of documents submitted, the resolution as drafted is legally sufficient. As with any action of government however, it can be subject to review by the courts in the event of proper challenge.

Please ensure that this particular resolution request is precisely what you want. You are encouraged to review the proposed resolution to ensure that it is drafted to your satisfaction.

The Office of Legislative Counsel confirms the appropriate standing committee(s) based on the standing committees' powers outlined in 2 N.N.C. §§301, 401, 501, 601 and 701. Nevertheless, "the Speaker of the Navajo Nation Council shall introduce [the proposed resolution] into the legislative process by assigning it to the respective oversight committee(s) of the Navajo Nation Council having authority over the matters for proper consideration." 2 N.N.C. §164(A)(5).

If the proposed resolution is unacceptable to you, please contact me at the Office of Legislative Counsel and advise me of the changes you would like made to the proposed resolution.

THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW PUBLICATION

LEGISLATION NO: _0031-23__ SPONSOR: Casey Allen Johnson

TITLE: An Action Relating to the Health, Education and Human Services and Naabik'íyáti' Committees, and the Navajo Nation Council; Confirming the Appointment of Thomas Cody as the Executive Director of the Division of Social Services

Date posted: March 3, 2023 2:58 PM

Digital comments may be e-mailed to comments@navajo-nsn.gov

Written comments may be mailed to:

Executive Director
Office of Legislative Services
P.O. Box 3390
Window Rock, AZ 86515
(928) 871-7586

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

Please note: This digital copy is being provided for the benefit of the Navajo Nation chapters and public use. Any political use is prohibited. All written comments received become the property of the Navajo Nation and will be forwarded to the assigned Navajo Nation Council standing committee(s) and/or the Navajo Nation Council for review. Any tampering with public records are punishable by Navajo Nation law pursuant to 17 N.N.C. *§374 et. seq.*