

BUILDING THE NEXT GENERATION OF TRIBAL LEADERS

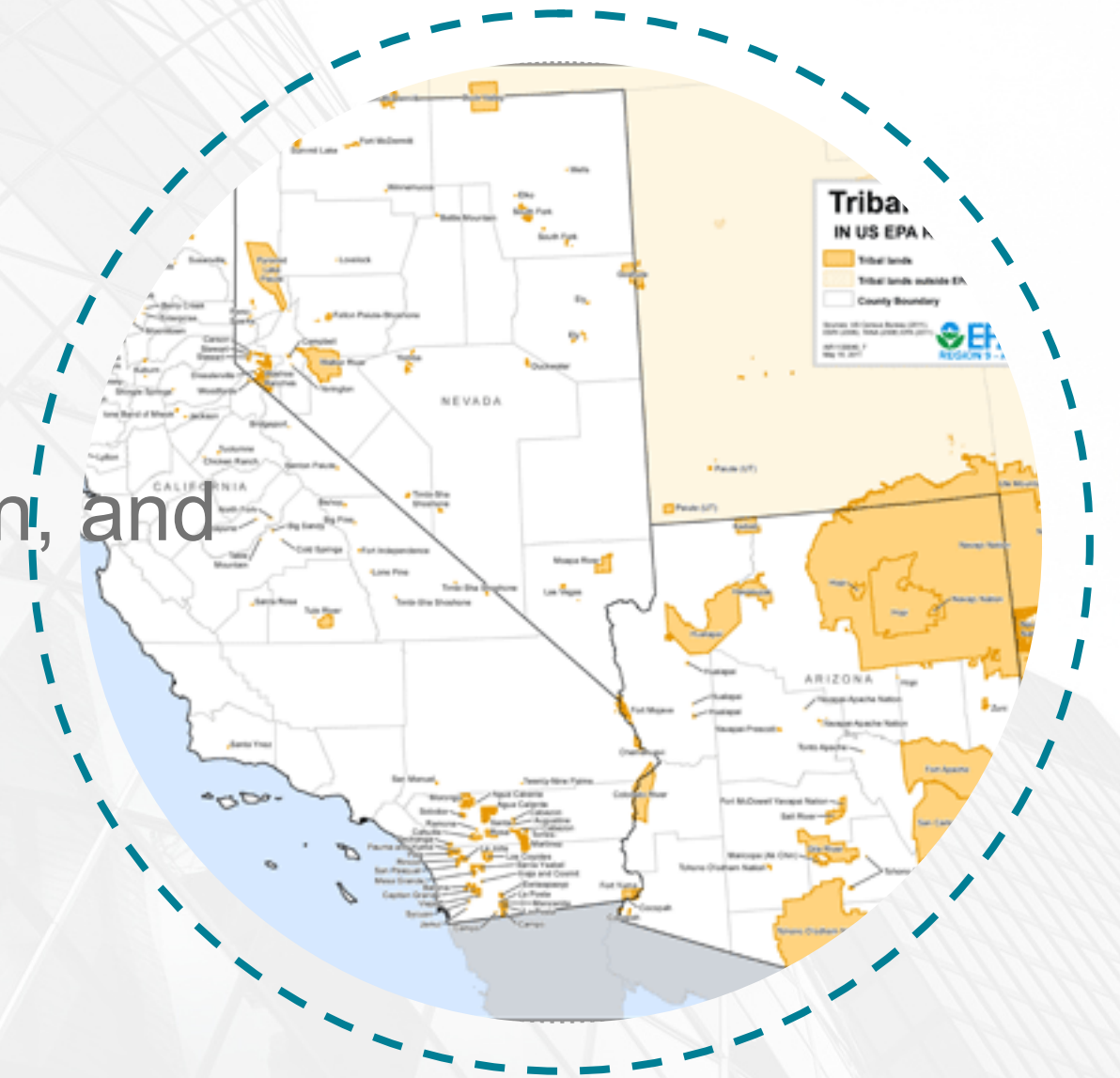
LINING UP THE RTOC FOR THE FUTURE

STRENGTHENING TRIBAL PROGRAMS
DEVELOPING LEADERS
PROTECTING SOVEREIGNTY



THE RTOC: OUR COLLECTIVE VOICE

- Primary regional forum for capacity building, coordination, and communication between Region 9 Tribes and EPA
- Arizona California • Nevada • Tribal lands in the Pacific Southwest
- Provides a collective Tribal perspective on environmental and human- health priorities
- Strengthens Tribal sovereignty and government- to- government relationships
- The RTOC is not one Tribe. It is a collective Tribal Voice.



WHY THE RTOC MATTERS

- **LEARN**—programs, funding, regulations, and emerging issues
- **SHARE**—expertise, challenges, solutions, and success stories
- **INFLUENCE**—regional policies and program implementation
- **CONNECT**—Tribal leaders, professionals, EPA, and federal partners
- **ADVOCATE**—elevate issues that are difficult to address alone
- **BUILD CAPACITY**—strengthen Tribal programs through collaboration
- One Tribe can raise an issue. The RTOC can elevate a regional priority.

WHAT WE ARE BUILDING

Strong enough to
address today's
challenges

Flexible enough to
respond to tomorrow's
challenges

Structured enough to
maintain institutional
knowledge

Inclusive enough to
bring in new voices

Prepared enough to
transition leadership
without losing momentum

The goal isn't simply to
maintain the RTOC it is to
make it stronger for those
who come after us



FROM “I GO” TO “WE GO”

- What can I accomplish? → What can WE accomplish together?
- Create a team environment where everyone is part of the team
- Share knowledge instead of holding onto it
- Build consensus while respecting individual Tribal priorities
- Celebrate collective accomplishments
- Our greatest success should be measured by what continues after we leave the table.



GROWING THE NEXT GENERATION

- Create opportunities for emerging Tribal leaders to attend RTOC meetings and Tribal caucuses
- Participate in workgroups and subcommittees
- Shadow experienced representatives
- Present Tribal issues and success stories
- Participate in consultation and policy discussions
- Build relationships with Tribal professionals and federal partners
- Don't wait until someone leaves to start training their/our replacement.



LEADERS VERTICALLY AND HO

VERTICAL LEADERSHIP

Staff → Program Leadership →
RTOC Representative → RTOC
Leadership

HORIZONTAL LEADERSHIP

Leaders who can lead wherever
they are sitting at the table

Leadership is not always about a title.

- Speak up
- Listen
- Bring solutions
- Support colleagues
- Share knowledge
- Build relationships

We need leaders at every level not just at the top.

ALLOWING ROOM TO LEARN

- Failure is part of leadership
- Ask questions , Take on difficult assignments, Make mistakes , Learn, Try again
- Provide constructive feedback and mentorship
- We cannot ask young leaders to lead if we never give them the opportunity to practice leadership.
- Our role is not to prevent every mistake it is to make sure the lesson becomes institutional knowledge.



LINING UP TRIBAL PROGRAMS & THE RTOC

- Tribal Leadership
- ↓ Environmental & Natural Resource Programs
- ↓ Emerging Tribal Professionals
- ↓ RTOC Representatives
- ↓ Regional Tribal Priorities
- ↓ EPA Leadership & Decision-Making
- Develop People ◦ Develop Programs ◦ Develop Leaders
 - Develop Relationships ◦ Protect Tribal Sovereignty



LEAVE THE RTOC BETTER THAN WE FOUND IT

- Our responsibility is bigger than our term of service.
- We inherited an RTOC built by Tribal leaders before us.
- Now it is our turn to strengthen it.
- Build the team. Share the knowledge. Create the leaders.
Strengthen the Tribes. Protect the future.
- The future of the RTOC is not something we wait for. It is something we build today.

