

August 13, 2018

Jacqueline Pata
Executive Director
National Congress of American Indians
1516 P Street NW
Washington, D.C. 20005

RE: LETTER OF RESIGNATION

Jackie:

I hereby submit my resignation as Director of Operations at the National Congress of American Indians, effective **Friday, August 24, 2018**. My last day in the NCAI office will be Monday, August 20 with the days of August 21-24 taken as vacation leave.

My remaining time at NCAI will be spent on completing a Transition Memo and the smooth hand-off of open work items, particularly the 2018 Annual Report. This time will be essential to provide information in processes I manage and to reduce stress on other staff.

It had been my sincere hope to support NCAI in filling the many administrative, policy, and process refinement gaps that existed upon my arrival in June 2015. I have since recognized that no amount of operational efficiency will overcome the most grievous deficiency of NCAI - that of executive leadership.

My ongoing priorities with NCAI have been to achieve fair and equitable treatment of staff, create a work environment that is safe from sexual and psychological harassment, and secure accountability. It is clear to me that these priorities are not achievable under your executive directorship.

I have tried to talk with you many times about the authentic changes that need to occur at NCAI for the organization to recruit and retain the talented professionals it needs to grow and excel. I regret I could not make more headway on these fronts. The staggering rate of staff departures from NCAI is an undeniable indicator of the need for the priorities identified above.

These three years have been an important exercise for my professional development. I am grateful for the key people at NCAI who have contributed to my growth during my time here, most of whom have similarly departed NCAI.



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