



OFFICE OF THE DEPUTY SECRETARY OF AGRICULTURE
WASHINGTON, D.C.

September 12, 2025

Subject: Tribal Consultations on the USDA Department Reorganization Plan

Dear Tribal Leaders:

On behalf of the U.S. Department of Agriculture (USDA), you are cordially invited to participate in a **Tribal Consultation series on the Department of Agriculture Reorganization Plan**. This consultation series will be held on the following dates, times, and locations:

Date: October 14, 2025

Time: 2:00 – 5:00 P.M. Eastern Time

Location: Washington, D.C. (exact address to be announced)

Registration Link:

- VIRTUAL: [Click to register](#) for the consultation virtually.
- IN PERSON: [Click to register](#) for the consultation in-person.

Date: October 16, 2025

Time: 12:00 – 3:00 P.M. Mountain Time

Location: Denver, CO (exact address to be announced)

Registration Link:

- VIRTUAL: [Click to register](#) for the consultation virtually.
- IN PERSON: [Click to register](#) for the consultation in-person.

Background. Agriculture Secretary Rollins published [Secretarial Memorandum \(SM\) 1078-015](#) on the *Department of Agriculture Reorganization Plan*, dated July 24, 2025. This plan announced bold steps necessary to achieve improved effectiveness and accountability, enhanced services, reduced bureaucracy, and cost savings for the American people.

The USDA Reorganization Plan is guided by four key pillars:

- Principle 1: Ensure the Size of USDA's Workforce Aligns with Financial Resources and Priorities
- Principle 2: Bring USDA Closer to Its Customers by Relocating Resources Outside of the National Capital Region
- Principle 3: Eliminating Management Layers and Bureaucracy
- Principle 4: Consolidate Support Functions

Among the elements discussed in SM 1078-015 are bringing the federal workforce closer to the people it serves and continuing to uphold the Department's statutory Tribal Relations functions. In support of this effort, USDA is committed to honoring its trust relationship and upholding its treaty obligations across Indian Country and to receive formal consultation feedback from Tribal Nations. USDA also recognizes the unique obligation to consult with Alaska Native Corporations (ANCs). This consultation series will provide an opportunity for Tribal and ANC leaders to engage directly on SM 1078-015. The USDA remains committed to fulfilling our legal responsibilities to Tribal Nations and ANCs efficiently and effectively.

Participation by Elected Tribal Leaders of Proxies Only. Only duly elected Tribal government officials or their officially delegated proxies may provide comment during this consultation series. Only official ANC representatives may provide comments on behalf of the corporation. USDA will not accept comments from other parties. *The public comment period on the reorganization plan for other interested parties and stakeholders closes September 30, 2025.*

A template for Tribal leaders to use when delegating proxies to represent their federally recognized Tribe is available on the [Office of Tribal Relations Consultation website](#). Tribal delegations should be emailed to Tribal.Relations@usda.gov at least 24 hours in advance of the consultation event to ensure USDA can appropriately recognize designated proxies to speak.

More Information. USDA will publish more information, including **Framing Papers** for this consultation series, at a later date on the [Office of Tribal Relations Consultation website](#). These documents are intended to guide and not limit discussion on areas where USDA requests input.

Written Consultation Comment. USDA will accept written consultation comments from Tribal leaders and ANCs up to 30 days after the latter consultation. Such comments are due by November 15, 2025. Consultation comments should be submitted to reorganization@usda.gov with a courtesy copy to Tribal.Relations@usda.gov. Written consultation comments will be included in the official consultation record, and USDA will summarize these comments in corresponding consultation report.

Media. In respect of the government-to-government nature of consultation, this event is closed to press. USDA will publish a consultation report on the [Office of Tribal Relations Consultation website](#). Media requests may be submitted to press@usda.gov.

Questions. Please refer any questions you may have to Tribal.Relations@usda.gov.

Thank you for your time and consideration. We look forward to this discussion.

Sincerely,

A handwritten signature in blue ink, reading "Stephen Alexander Vaden". The signature is fluid and cursive, with the first name "Stephen" being the most prominent.

Stephen Alexander Vaden
Deputy Secretary

Attachment (1):
Proxy Letter Template