



National Native American Heritage Month

For All Employees

November is National Native American Heritage Month, and it's time to increase your company's awareness of not only the rich culture of Native Americans, but also their talent potential. This Meeting in a Box is designed to make it easy for you to share the entire package or individual components with your employees. Each component is available in a web page that is easily printable.

We are supplying a Timeline of battles, legislation and events impacting American Indians, including their achievements in the United States and areas where opportunity continues to exist; Facts & Figures that demonstrate continued educational inequities while noting progress with income and buying power; and our cultural-competence series "Things NOT to Say" focusing on American Indians in the workplace.

This information should be distributed to your entire workforce and also be used by your resource groups both internally and externally as a year-round educational tool.

1 TIMELINE

We recommend you start your employees' cultural competence lesson on American Indians by using this Timeline, which documents struggles with the U.S. government, restitution and the growth of tribal gambling and its impact, as well as American Indian leaders and success stories.

Discussion Questions for Employees

» **How accurate are your historic perceptions of American Indians? How has popular culture perpetuated stereotypes and misinformation?**

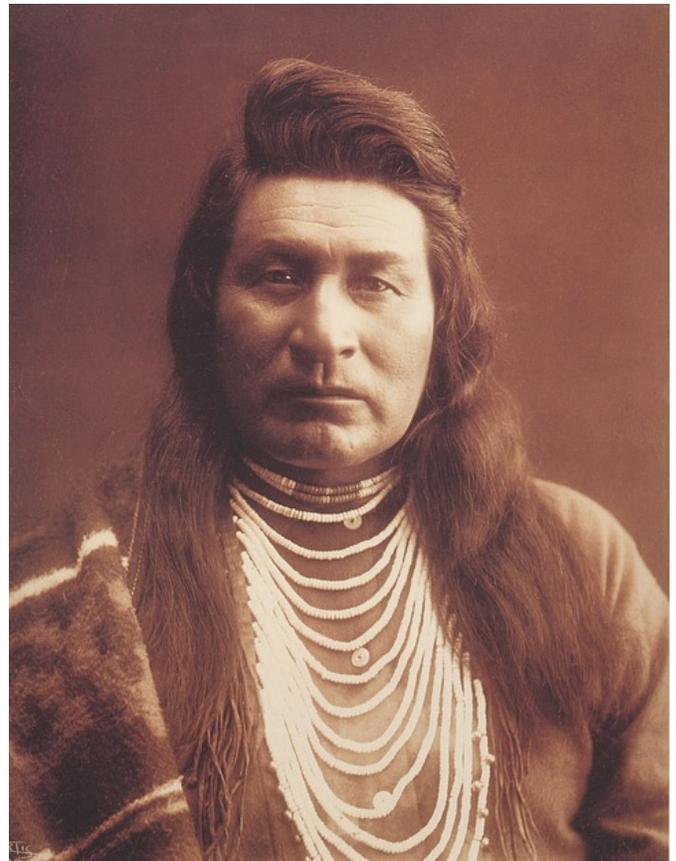
Discuss the dangers of stereotyping people and making assumptions in the workplace about intelligence or ambition based on cultural misperceptions. Reference how stereotypes can force people to devalue their own contributions and bring less than their full selves to work each day.

» **Have the civil rights movement and affirmative action benefited this group?**

Discuss the historic implications of systemic inequities and discrimination on a group. When a demographic is not a large percentage of the population, how can they and their advocates fight for equity?

» **Why are "firsts" important to note? What other barrier breakers have you witnessed in your lifetime?**

This is a personal discussion designed to help the employee note other barrier breakers historically. This discussion can be further explored after the Facts & Figures section below is discussed.



2 FACTS & FIGURES

After discussion of the Timeline, the next step is to review available data and understand why recognizing the important contributions of American Indians and their value to the workplace is essential. The data we have chosen to present here represents information of relevance to corporate America, such as education (available labor pool), percentage of population, income and buying power.

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Discussion Questions for Employees

» **How can your organization work to ensure equal educational opportunities for people from underrepresented groups exist in your community? Why is this important to the future of your business?**

Discuss what types of skills are most needed now and in the future at your company and how you can help reach, mentor and educate young people to fill those needs.

» **Does your workplace have an employee resource group for American Indians?**

If so, how does the group work to educate the workforce on the cultural heritage of American Indians? If not, do you see the need for such a group at your organization? If you don't have a large enough population of American Indians, how can other groups increase cultural awareness of this important demographic?

» **Is it critical to have role models in an organization?**

And if you agree it is, how do you encourage people from underrepresented groups to be proud of their heritage?

» **Many American Indians have mixed racial heritage. Why should they particularly identify as American Indians?**

Identify the benefits of a corporate culture where people can be free to bring their whole selves to work.



3 THINGS NOT TO SAY TO AMERICAN INDIANS

Stephanie Duckworth took the opportunity to contribute to our “Things NOT to Say” series. As an American Indian, Duckworth shares her personal story and experiences of offensive phrases that she heard in the workplace.

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Discussion Questions for Employees

» **What other condescending or offensive phrases have you heard addressed to American Indians?**

Discuss how these phrases and stereotypes impact office morale and productivity.

» **How do you feel about the use of American Indian names for sports teams? How should this be handled in the workplace?**

When do discussions of “political correctness” offend some in the majority culture? How can we accommodate the sensibilities of all groups without allowing bias in our workplaces?

» **After today’s lesson, what would you do if you overheard a colleague make such a comment?**

Continue the discussion with each employee and develop a plan of action on how to address offensive language.



Timeline

- 1614** Pocahontas (Algonquian Indian) marries English Jamestown colonist John Rolfe in Virginia

- 1626** Dutch colonist Peter Minuit buys Manhattan from Indians for \$24 worth of goods

- 1758** First North American Indian reservation is established in New Jersey

- 1776** Continental Congress fails in attempt to recruit 2,000 Indians to fight Revolutionary War

- 1778** U.S. signs first Indian treaty, with Delaware Indians

- 1804–1806** Sacagawea (Shoshone) accompanies Lewis and Clark on their expedition

- 1812** Tecumseh (Shawnee) fights alongside British in the War of 1812



1886

- 1817** Indian Country Crimes Act provides federal jurisdiction for crimes committed by or against an Indian on Indian land

- 1824** Office of Indian Affairs (now Bureau of Indian Affairs) is established

- 1828** The Cherokee Phoenix becomes first U.S. newspaper printed in an Indian language

- 1830** Indian Removal Act leads to the forced relocation of thousands of Indians from the Southeastern U.S. to west of the Mississippi River. An estimated 4,000 die during the migration

- 1834** Indian Trade and Intercourse Act of 1834 bans sale of alcohol in "Indian Territory"

- 1851** Indian Appropriations Act of 1851 allocates funds to move tribes onto reservations

- 1862** Homestead Act allows Americans to settle on Indian land

- 1864** During the Long Walk of the Navajo, 8,000 Indians are forced to walk 450 miles from Arizona to a reservation in New Mexico

- 1871** Indian Appropriations Act of 1871 dissolves the status of tribes as sovereign nations

- 1876** Sitting Bull and Crazy Horse (Lakota) defeat George Custer at Battle of Little Bighorn

- 1885** Major Crimes Act provides federal jurisdiction for seven crimes (including murder, rape and arson) if committed by an Indian on Indian land

- 1886** Legendary warrior Geronimo (Apache) surrenders to U.S. troops

- 1887** Dawes Act allows government to divide Indian land into individually owned parcels

- 1890** About 300 Sioux are killed at Wounded Knee in last battle between U.S. troops and Indians

- 1912** Jim Thorpe (Sac and Fox) wins Olympic gold medals in the pentathlon and decathlon

- 1916** New York becomes first state to celebrate American Indian Day

- 1924** Indian Citizenship Act grants citizenship to all Indians born in the U.S.

- 1929** Charles Curtis, whose mother is three-fourths Indian and who grew up on a Kaw reservation, becomes Vice President. Curtis was the first Indian to serve in the House (1893–1907) and the Senate (1906–1929)

- 1934** Indian Reorganization Act decreases federal control of Indian affairs and re-establishes tribal governance

- 1944** National Congress of American Indians is founded

- 1946** Indian Claims Commission is established. Over the next 32 years, it awards more than \$800 million in judgments, largely for land claims

- 1956** Indian Relocation Act establishes vocational training to encourage Indians to move off reservations

- 1968** Indian Civil Rights Act grants Indians most of the protections of the Bill of Rights and the 14th Amendment

- 1968** The first tribal college, Navajo Community College (now Diné College), is founded in Arizona

- 1972** The American Indian Movement seizes the Bureau of Indian Affairs national headquarters and presents a 20-point list of demands

1973 Indians occupy Wounded Knee, S.D., during a 71-day armed standoff

1975 Indian Self-Determination and Education Assistance Act simplifies Indian access to federal funds and gives tribes help in meeting the educational needs of children

1978 Indian Child Welfare Act gives tribes exclusive or concurrent jurisdiction over custody proceedings involving Indian children

1978 American Indian Religious Freedom Act protects Indians' right to "believe, express, and exercise" traditional religions

1979 Seminole Tribe of Florida opens first casino on Indian land



1988 Indian Gaming Regulatory Act affirms right of tribes to open casinos on Indian land

1990 Native American Languages Act protects right of Indians to "use, practice and develop" their native languages

1990 Native American Graves Protection and Repatriation Act requires institutions that receive federal funds to return Indian remains and artifacts to tribes upon request

1992 Foxwoods Casino opens on Pequot Reservation in Connecticut

2000 U.S. Mint issues a dollar coin with the image of Sacagawea

2002 John Bennett Herrington (Chickasaw) becomes the first Indian in space

2004 National Museum of the American Indian opens in Washington, D.C.

2005 National Collegiate Athletic Association bans use of "hostile and abusive" American Indian mascots in postseason tournaments

2009 Federal government agrees to \$3.4 billion settlement with Indians who say they were swindled out of royalties overseen by the Department of the Interior since 1887

2009 President Obama signs Native American Apology Resolution

2011 New York State begins to collect sales tax on tobacco products sold on Indian reservations

2012 HEARTH Act allows tribal governments to approve leasing of tribal lands

2013 Indian Health Service's budget is cut \$220 million (5 percent) by the sequester

2014 Keith Harper is confirmed as U.S. Ambassador to United Nations Human Rights Council, becoming first American Indian ambassador

2015 Judge rules to cancel the Washington Redskins' trademark registration. However, the ruling does not stop the NFL franchise from using the name

2016 The Standing Rock Sioux Tribe, along with over 300 other Indian Nations, protest the construction of the Dakota Access Tribe, calling it a threat to their sacred land should an oil spill occur

2017 Malia Obama, eldest daughter of former President Barack Obama and Michelle Obama, attends an event in support of the Standing Rock Sioux Tribe's protest of the Dakota Access Pipeline



1982 Indian Mineral Development Act allows tribes to develop and sell resources mined on their land

1984 U.S. Senate Committee on Indian Affairs, reestablished in 1976, is made a permanent committee

1985 Wilma Mankiller becomes first female Chief of the Cherokee Nation

Facts & Figures

POPULATION

American Indian/Alaska Native Population (Alone or in Combination with Two Other Races)

2016	2060 (projected)
6.7 million	10.2 million
2% of total population	2.4% of total population

States with the Greatest American Indian/Alaska Native Population

As of 2016 there are **21 states** that have an American Indian/Alaska Native population of **100,000 or greater**.

Alaska: 147,356
Arizona: 439,243
California: 1,081,543
Colorado: 151,095
Florida: 207,337
Georgia: 114,564
Illinois: 140,280
Michigan: 154,673
Minnesota: 119,049
New Jersey: 100,561
New Mexico: 247,395
New York: 320,466
North Carolina: 233,407
Ohio: 103,498
Oklahoma: 538,794
Oregon: 139,393
Pennsylvania: 109,798
Texas: 460,328
Virginia: 104,649
Washington: 249,764
Wisconsin: 101,583



10 Most Populous Tribes

(including people of two or more races)

Cherokee:	1,135,770
Navajo:	390,606
Choctaw:	240,019
Sioux:	202,109
Chippewa:	201,486
Mexican American Indian:	200,167
Blackfeet:	158,584
Apache:	141,134
Iroquois:	106,211
Creek:	100,793

Number of Federally Recognized Indian Reservations: **326**

The largest reservation is the Navajo Nation Reservation, spanning 16 million acres across three states: Arizona, New Mexico and Utah.

Number of Federally Recognized Indian Tribes: **567**

What does that mean? According to the U.S. Department of the Interior, Indian Affairs:

*“The relationship between federally recognized tribes and the United States is one between sovereigns, i.e., **between a government and a government**. This ‘government-to-government’ principle, which is grounded in the United States Constitution, has helped to shape the long history of relations between the federal government and these tribal nations.”*

FINANCES

Median Income for Households (2016)

American Indian: \$39,719
White: \$63,155
Black: \$38,555
Hispanic: \$46,882
Asian: \$80,720
U.S. Median Household Income: \$57,617

Percent Below Poverty (2016)

American Indian: 21.7%
White: 10%
Black: 23.9%
Hispanic: 21%
Asian: 11.8%
All People: 14%

BUSINESS

Number of Employer Firm Owners (2015)

American Indian: 24,821
White: 4,215,639
Black: 108,007
Hispanic: 312,738
Asian: 526,863
All Firms: 5,531,169

Annual Payroll (\$1,000)

American Indian: \$6,798,221
White: \$1,992,264,011
Black: \$27,512,649
Hispanic: \$82,473,483
Asian: \$129,064,336
All Firms: \$5,930,504,233

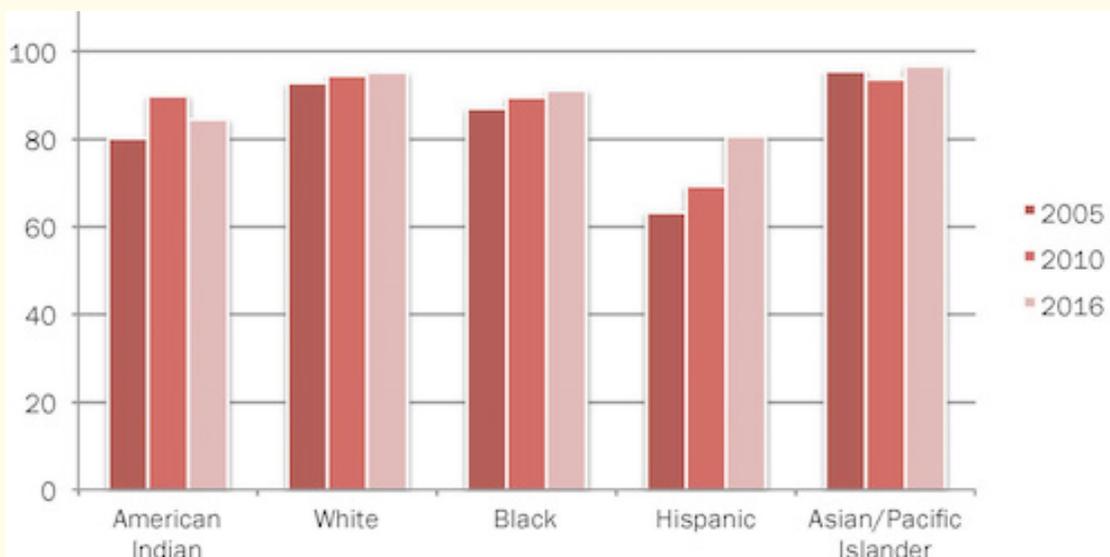
Occupation (Civilian Employed Population, 16 Years and Over)

Management, Business, Science & Arts Occupations: 27.2%
Service Occupations: 24.9%
Sales & Office Occupations: 22%
Natural Resources, Construction & Maintenance Occupations: 11.4%
Production, Transportation & Material Moving Occupations: 14.5%

Number of People Employed: 1,035,604

EDUCATION

Percentage of persons 25 to 29 Years Old who Have Completed at Least High School





Things NOT to Say to American Indians

I have always said that the majority of the world's problems are issues of communication. Let's hope this brings a bit of clarity. It's wrong to stereotype any group of people. Stereotyping perpetuates myths and ignorance. It also prohibits getting to really know people as individuals.

For American Indians, stereotyping prevents people from understanding that our history, culture, beliefs, looks, living conditions, language, etc., vary from tribe to tribe and even clan to clan. There is no real standard for who the American Indian is.

Native Americans have been featured in many different forms of pop culture. Unfortunately, since most people only know of them through what they see in mainstream media, the worldwide perception of them includes an incredible amount of errors and misconceptions.

Because there are so few of us in numbers, our voice does not always get heard, and the general population has a difficult time communicating with us both collectively and on an individual basis.

When asked to share my thoughts about some of the common insulting questions and comments I hear on a daily basis that are geared toward my Native American identity rather than my gender, I came up with the following, which are also “Things NOT to say to American Indians”:

- **“I learned all your people’s ways in the Boy Scouts.”**
- **“My great-great-grandmother was a full-blooded American Indian Princess.”**
- **“Funny, you don’t look Indian.”**
- **“I’m not racist; my best friend is Native American!”**
- **“Can I touch your hair?”**
- **“Hey, can I take your picture?”**

In addition, there are several terms and acronyms that American Indians have adopted as “American Slang” that speak to our collective oppression. The issue of “authenticity” is one that the American government has pushed onto Native

Americans, as we have to prove that we are “real” Indians.

FBI: Full Blooded Indian. Because of the European concept of “Divide and Conquer,” we Native Americans have adopted the character trait to discriminate among our own community and put a “higher” status on people who are “FBI.” Taking a DNA or blood quantum is not a part of American Indian culture, but rather a Eurocentric tool to separate and discriminate against American Indians.

OSI: Out of State Indian. This refers to American Indians who relocated from another area.

Plastic: Fake, as in a fake medicine man or woman. Usage: “Don’t waste your money on that plastic shaman.”

Pretendian: Also known as a “Box Checker,” this is someone who knowingly (or subconsciously) believes they are Native American when in reality they are not Indian at all. The impostors use this to their advantage when they are applying for jobs, college, scholarships, internships, etc.



Stephanie Duckworth grew up on Chappaquiddick, a small island off of Martha’s Vineyard. Set apart from the mainland and the mainstream, Duckworth grew up as a member of the Wampanoag Tribe of Gay Head (Aquinnah). When her school counselor told her that “Wampanoag’s don’t go to college,” Duckworth realized she would have to make it on her own. She declared herself an emancipated minor and graduated high school with honors.

Duckworth attended Douglass College-Rutgers University and graduated as a Mabel Smith scholar. She went on to continue her education at the New School for Social Research-Graduate Faculty, where she received a master’s degree in sociology and later earned her masters in non-profit management from Rutgers University-Newark.

While in school, Duckworth maintained her roots to her Tribal community, serving as a youth director during summer breaks and eventually becoming the assistant education director. She has performed hundreds of lectures on Native American education, culture, social and political issues.

Duckworth currently provides both fundraising and business strategic planning services through her own company, Wampum Books. In 2009, Duckworth released her debut novel, “Goddess of the Waters – Poneasequa,” which won the Mom’s Choice Award in 2010.