

Denver Federal Executive Board
American Indian Program Council
(AIPC)



2002 Annual Report

2002 AIPC Officers

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December 2002

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Executive Summary

The American Indian Program Council (AIPC) is a subcommittee under the Workforce Diversity Council, both of which are under the Denver Federal Executive Board (DFEB). The AIPC is concerned primarily with the recruitment and retention of American Indians in the Federal workforce, and in educating the Federal workforce about Indian issues. Established in 1992, the AIPC addresses American Indian issues in all aspects of Federal employment, with the specific goal of increasing their employability and representation in the Federal Government. Members of the AIPC are employees designated by many of the Denver metropolitan Federal agencies. The AIPC meets quarterly, and more often in subcommittees as necessary to achieve objectives.

Highlights of notable accomplishments achieved during fiscal year 2002 include:

- ☐ Planned for the successful "Native America 2002" training seminar on November 19, 2002 that educated about 200 people in the Federal workforce about important Federal-Indian laws, policies, and issues.
- ☐ Assisted Federal Agencies with recruitment and answering questions about Federal programs at the Denver March Powwow.
- ☐ Provided numerous Federal job announcements to the Indian community through e-mail and during college fairs.
- ☐ Participated in the January Martin Luther King Annual Diversity Awareness Training.
- ☐ Updated AIPC charter, *AIPC Constitution and Bylaws*.
- ☐ Educated Federal AIPC members about some current American Indian activities or programs.

Charter and Operations

The Congress, by Public Law 102-1888, designated 1992 as the “Year of the American Indian.” The proclamation encouraged Federal, State and local government officials to observe the year with appropriate programs, ceremonies, and activities. In the spirit of the proclamation, the DFEB approved the establishment of the AIPC in July 1992 as a subcommittee. The AIPC charter, *AIPC Constitution and Bylaws*, was updated during the first part of the fiscal year, and the mission and goals, the focus of the year’s activities, are as follows:

Mission

To inform American Indians about Federal opportunities, benefits, and services, and to educate the Federal workforce on American Indian Issues by providing training, assisting with recruitment, and serving as an information resource.

Goals

1. Serve as liaison between Federal agencies and American Indian Tribes and Nations, organizations, and individuals, to increase awareness of Federal employment.
2. Assist Federal managers in increasing the recruitment, hiring, promotion, and retention of American Indians, including advising Equal Employment Opportunity (EEO) managers on matters affecting the employment and advancement of American Indians.
3. In specific areas, assist Federal agencies in developing, providing, and encouraging employment and educational opportunities for American Indian youth.
4. Be a resource to Federal agencies for information about American Indians by educating and providing training to Federal employees and managers on American Indian issues and concerns, including government-to-government relations, trust responsibilities, sovereignty, and cultural patrimony.
5. Plan and coordinate activities and program of the AIPC, or that involve the participation of AIPC through regular meetings, and inform Federal agencies of these activities and programs.

American Indian Program Council Fiscal Year 2002 Annual Report of Accomplishments

The five primary AIPC goals (displayed on the previous page) can be consolidated into the following three main goals:

- Increase American Indian Federal employment by providing American Indian tribes, organizations, and individuals with Federal career opportunity and student program information (corresponds to goals 1-3).
- Educate and inform Federal agencies about American Indian issues and activities (corresponds to goal 4).
- Plan and coordinate AIPC programs and activities (corresponds to goal 5).

Examples of the ways in which the AIPC focused on these goals in Fiscal Year 2002 are discussed in the remainder of this report.

A. Increase American Indian Federal Employment

Denver March Powwow

The Denver March Powwow is the largest regional gathering of American Indians each year, which provides a unique outreach opportunity. The AIPC participation in the event enabled the local Indian community and members of regional tribes to learn about, and ask questions about the Federal Government agencies and their Indian programs. Federal job opportunities from various agencies were distributed at the event. Through the process, American Indian people discover that the AIPC can assist them in seeking Federal employment throughout the year.

Recruitment and Education Programs

When possible, an AIPC representative attended monthly meetings of the Title IX Indian Education Committee of Denver and brought back information and partnership opportunities to the AIPC membership. As a result, the AIPC was represented in the N.A.T.V.E and Denver Public School's Native American College Fair on April 4, 2002, held at the Career Education Center (2650 Eliot Street in Denver). Many Indian high school students and their parents attended and were interested in the Federal student programs and job information available.

Partnering with the Community

The AIPC Chair and Vice Chair represented the organization with the visual display, brochure, and Federal job information at the "Denver Indian Center Youth Opportunity Program Career

Day,” on May 1, 2002. By actively attending, the AIPC supported the Denver Indian Center (4407 Morrison Road in Denver), which is a central Indian establishment in the Denver Metro area.

Circulate Job Announcements

Federal job announcements are often not accessible to the Denver Indian community and tribes because reservations are far from Denver and many American Indians do not have access to computers. The AIPC provided many job announcements to the Indian community and Indian colleges through our web site and membership network.

American Indian Science and Engineering Society (AISES)

Several AIPC members participated in recruitment and the career fair portion of the AISES national conference, held November 7 - 10, 2002 in Tulsa, Oklahoma. The AISES is a national, nonprofit organization that provides opportunities for American Indians and Native Alaskans to pursue studies in science, engineering, and technology arenas through its educational programs.

B. Educate and Inform Federal Agencies about American Indian Issues

Training Conferences and Culture

AIPC Training Conference

Although the training event, held on November 19, 2002, was in fiscal year 2003, most of the planning and implementation efforts occurred in fiscal year 2002, and for this reason, it is discussed in this annual report. The training reached about 200 Federal employees, and based on verbal and written comments, it was considered a high quality, informative conference.

Major topics included:

- Native American 2002, the state of Federal and tribal relations (Chairman Tex G. Hall),
- Federal agencies and American Indian Trust Responsibility (Professor Raymond Cross),
- Highlights of the American Indian Program Council’s past decade (Jane Wilson),
- Being Indian: The challenges and opportunities in today’s society (Richard Williams),
- Panel 1: Education - Vision quest for the new millennium - tribal colleges and universities (TCUs) (3 panelists and a moderator),
- Panel 2: Using native traditional knowledge to complement science and sustain native economies (2 panelists and a moderator).

Martin Luther King Training Conference

The AIPC assisted with the conference by participating in planning, registration, locating a Native American color guard and drum group, and, by some members, attending the January 11,

2002 training conference held in Denver.

Quarterly Meetings

At AIPC quarterly meetings, invited speakers addressed current American Indian programs and issues of which Federal employees should be aware. Topics included a cultural resources protection film, *In Light of Reverence*, and a presentation on American Indian history and current policies as they relate to the Federal Government by David Lester, Executive Director, Council of Energy Resources Tribes (CERT).

Native American Heritage Month Celebrations

Members of the AIPC supported the Native American Heritage Month celebrations by planning and implementing activities in individual agencies. By ‘partnering’ with other agencies, many agencies shared speakers which was a cost-effective method of conducting the Celebrations. Partnering promoted understanding of agency programs. In addition, each agency’s Native American Heritage month events were publicized on the AIPC web site and in various outside agencies.

C. Plan and Coordinate AIPC Programs and Activities

AIPC Updated Charter

The AIPC Charter, *AIPC Constitution and Bylaws*, was revised to focus the mission and goals more clearly, and to clarify some of the guidelines for officers and voting. The revised charter was submitted to the DFEB Executive Director, and was subsequently approved.

Quarterly and Subcommittee Meetings

Much of the Fiscal Year 2002 work accomplished by the AIPC occurred during quarterly meetings held on the following dates:

- ☐ January 9, 2002,
- ☐ April 3, 2002
- ☐ July 10, 2002
- ☐ October 1, 2002

In addition, numerous subcommittee meetings were held to accomplish tasks for the Denver March Powwow, and especially the “Native America 2002” training event.

