



**Denver Federal Executive Board
American Indian Program Council (AIPC)**



2003/4 Annual Reports

American Indian Program Council Annual Report

Executive Summary

The American Indian Program Council (AIPC) is a subcommittee of 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 calendar year 2004 include:

- Doubled the booth space and number of participating Federal Agencies at the Denver March Powwow. Focus on health issues for American Indian populations was a clear winner. Booth volunteers also assisted with job recruitment and answering questions about several Federal programs
- Developed a Federal Agency Resource Book for American Indians
- Provided numerous Federal job announcements to the Indian community through extensive e-mail outreach
- Participated in the January Martin Luther King Annual Diversity Awareness Training.
- Amended AIPC bylaws
- Educated Federal AIPC members about current American Indian activities or programs.
- Formed first-ever partnership with an out-of-state federal agency, serving as local partner for the FAA AINA Regional Training Conference
- Participated with the City of Denver's Spring Buffalo Feast (Museum of Nature & Science)
- Participated with the Native Peoples Political Alliance for non-partisan voter registration
- Developed a Resource Library for American Indian books, videos, and other materials available for check out to membership
- Members represented at the opening of the National Museum of the American Indian
- Agencies offered computer donations to several Indian tribes
- Updated the AIPC Speaker's Bureau list, making referrals both locally and out of state.
- Increased visibility of AIPC website
- Served as a model for other special emphasis programs in the production of the group's brochure, website and PowerPoint briefing
- Secured financial support for AIPC activities by soliciting individual agencies

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 programs of the AIPC that involve the participation of AIPC through regular meetings, and inform Federal agencies of these activities and programs.

American Indian Program Council Calendar Years 2003/4 Annual Report of Accomplishments

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

Recruitment was accomplished through sharing of agency job announcements at meetings as well as via email throughout the reporting period. Job information and agency links were also on the AIPC website. Personal referrals and assistance with filling out federal job applications and KSAs were done as requested. Job information was provided at the Denver March POW WOW as well. Unfortunately, we were unable to track the success rate of American Indians applying for federal positions.

Partnering with the Community

AIPC members represented the organization with the visual display, brochure, and Federal job information at the Bureau of Reclamation's job fair. Members also attended the Denver Museum of Nature and Science's Spring Buffalo Feast and the Denver Public Library's Friendship POW WOW. Partners with the non-partisan voter registration event included the National Congress of American Indians, Native Voice, the Colorado Indian Education Association and the Society of American Indian Government Employees as well as other multicultural groups around the metro. Members also interacted with the Rocky Mountain Indian Chamber. By actively attending and/or participating, the AIPC considerably raised the visibility of federal American Indian employees in the metro area. Our group also made every effort to garner support for CFC charities that support American Indian issues.

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)

Two AIPC members participated in recruitment and the career fair portion of the AISES regional conference at the U.S. Air Force Academy. 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

The “Soaring in Two Worlds” NAAN Conference held in Denver, May 19-22, 2003 was co-sponsored by the AIPC and served as a national training conference for the Federal Aviation Administration’s American Indian/Alaskan Native employees. The training reached about 75 Federal employees, and based on verbal and written comments, it was considered a high quality, informative conference.

Major topics included:

- Resource Development on Indian Lands
- Disadvantaged Business Enterprises
- Federal Indian Law and How it Affects Indian Tribes
- Watchers of the Ancient Skies
- Elder Panel “They Speak, We Listen”
- Rural Economic and Resource Development
- Conference banquet featured Commander John Herrington, NASA Astronaut and member of the Chickasaw Nation

Martin Luther King, Jr. Diversity Training Seminar

The AIPC assisted with the conference by participating in planning, media relations and program design and attending the events in both 2003 and 2004.

Quarterly Meetings

All quarterly meetings were held as scheduled. At AIPC quarterly meetings, normal business was discussed. In addition, invited speakers addressed current American Indian programs and issues of which Federal employees should be aware. Topics included American Indian Health concerns by Grace Sage, and Marilyn Youngbird on Diabetes and Wholeness. Subcommittees for the Denver March POW WOW met separately, as well as the planning committee for the FAA Training event.

Native American Heritage Month Celebrations

Members of the AIPC supported the Native American Heritage Month celebrations by planning and implementing activities in individual agencies. In addition, each agency's Native American Heritage month events were publicized on the AIPC web site and in various outside agencies. Our Speaker's Bureau list was also actively provided to agencies to satisfy their speaking engagement requests.

C. Plan and Coordinate AIPC Programs and Activities

AIPC Updated Bylaws

The AIPC Bylaws were updated and will be sent to the DFEB Executive Director for final approval. Changes include elimination of the position of Treasurer, as we no longer have any control over fiscal responsibilities; all money is handled at the discretion of the Executive Director of the DFEB. Our terms of office for officers will now be January through December. The vice-chair will now be vice-chair/chair elect and will succeed the chair following the normal two-year term of office.

Resource Library

The Resource Library was developed to enable members to have access to a variety of materials, including books, videos and other items. The Library is stored at the EEO Office of NOAA.

Samples of titles include:

In the Light of Reverence – A stunning portrait of land-use conflicts over Native American sacred sites on public and private land around the West.

The Mystery of Chaco Canyon - Unveiling the ancient astronomy of southwestern Pueblo Indians.

Cross Cultural Communication – Dan Wildcat presentation at NOAA

Office of American Indian Trust – Honor Between Nations

Office of American Indian Trust – Federal Indian Trust Responsibility

Sacred Domain: Tribal Perspectives in Land Management

AIPC 2002 Training Seminar – Native America 2002 (November 02)

- o Raymond Cross – “Federal Agencies and American Indian Trust Responsibility”
- o Tex Hall – State of Federal and Tribal Relations -Native America 2002

2003-4 AIPC Officers

Helen Littlejohn, Chair
Department of Education

Dan Archuleta, Vice Chair
Department of Agriculture, FNS

Jane Wilson, Secretary/Treasurer
Department of Health and Human Services

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