



AMERICAN INDIAN PROGRAM COUNCIL (AIPC)

New Members Information Packet



AMERICAN INDIAN PROGRAM COUNCIL (AIPC)

Welcome to the AIPC, a subcommittee of the EEO/Workforce Diversity the Denver Federal Executive Board.

The AIPC was formed in 1992 to address issues that impact the employability of American Indians. In 2002 the following mission was established:

The mission of the AIPC is to inform American Indians about Federal opportunities and to educate the Federal workforce on American Indian issues by providing training, assisting with recruitment, and serving as an information resource.

Its membership includes Federal agency designated representatives from throughout the Denver/Boulder area. The representatives include individuals, regardless of color, race, national origin, sex, age or religious affiliation, who actively support the objectives and goals of the AIPC.

As the designated agency representative, your ideas, participation and assistance is needed in furthering the goals of the AIPC. You are encouraged to take part in one of the AIPC standing committees where you feel you can best provide assistance. The standing committees are Constitution and Bylaws, Public Relations and Information, Training, Special Functions, Recruitment/Outreach and Website. Ad Hoc committees may also be formed and your participation will be requested.

We thank you for your willingness to serve and contribute to the common goals of the AIPC.

For your use, attached is an informational packet that describes your role as the AIPC designated representative and frequently asked questions about the AIPC. You can also visit the AIPC website for more information such as our constitution and bylaws, meetings and other activities at:

<http://www.aipc.osmre.gov>

ROLE OF THE DESIGNATED REPRESENTATIVE

The primary role of the AIPC designated representative is to serve as the agency focal point for implementation of the AIPC goals.

AIPC MAJOR FUNCTIONS

- ▶ Educate Federal Workforce on American Indian Issues (Tribal Sovereignty, American Indian resources, Employment Issues, Cultural Awareness)
- ▶ Inform American Indian Community of Federal Career Opportunities (Career Fair participation, Youth conference and school presentations, Employment opportunities on AIPC website)
- ▶ Support American Indian Community Activities and Projects (National and local conferences, March Pow-Wow)
- ▶ Unite Agency American Indian Representatives (Share job and training opportunities, Address issues that have impact upon its members, Keep American Indian issues in the forefront)

AS THE AIPC REPRESENTATIVE

- ▶ Attend AIPC quarterly meetings and provide input into various committees and share information on your agency American Indian initiatives and agency recruitment needs.
- ▶ Share AIPC information with your agency and encourage participation in AIPC activities such as one-day training seminars, career fair projects and American Indian community activities.
- ▶ Distribute AIPC minutes to your agency managers and American Indian employees.
- ▶ Share job information and American Indian Heritage Month activities with the AIPC and ensure timely posting on the AIPC website.
- ▶ Coordinate and communicate with other AIPC representatives when recruiting and referring American Indian candidates for jobs and when planning for agency American Indian Heritage Month.

AS THE AGENCY DESIGNATED REPRESENTATIVE

- ▶ Meet regularly with your agency management official to discuss the AIPC work plan, issues, concerns and accomplishments. The cooperation and support of management are crucial to the accomplishments of the AIPC goals.
- ▶ Meet with your agency American Indian employees to inform them that you have been assigned responsibility as the AIPC representative. Establishing communication with your co-workers facilitates the sharing and receiving of information and ideas.
- ▶ Learn how the EEO program is implemented in your agency, since the AIPC is under the EEO/Workforce Diversity Council.
- ▶ Check with your agency to take formal training such as the Basic Course for Special Emphasis Program Managers, offered by the Office of Personnel Management.

When your term expires, meet with the new agency designated representative and provide them with the AIPC information packet and ensure that they contact the AIPC chairperson.

AMERICAN INDIAN PROGRAM COUNCIL

MOST FREQUENTLY ASKED QUESTIONS

What is the American Indian Program Council (AIPC)?

The AIPC is a subcommittee of the EEO/Diversity Workforce Council of the Denver Federal Executive Board. It was established in 1992 to address American Indian issues in all aspects of Federal employment.

Why was the AIPC created?

In 1992, The Congress, by Public Law 102-1888 designated 1992 as the “Year of the American Indian.” As a result of this proclamation, American Indian representatives from the Dept. of Health & Human Services, NOAA, Dept. of Labor, EPA and Social Security Administration saw the need to create a council from all Federal agencies in the Denver/Boulder area to address American Indian issues and assist American Indians with employment issues.

What is the American Indian Program Council’s objective?

The overall objective is to ensure that American Indians have an equal opportunity to compete fairly in all aspects of Federal employment such as recruitment, training and promotions.

Who are the AIPC members?

AIPC members are Federal agency employees (regardless of race, national origin) who are designated by their Federal agency and who serve as the focal point within the agency for promoting AIPC activities such as AIPC training seminars.

The AIPC also encourages participation by non-designated employees if approved by their supervisor. Community representatives may also participate as members of the council.

How many American Indians reside in Colorado?

According to data taken from the 1999 Census Bureau Population Estimates by Race and Hispanic origin for states, there are 226,542 American Indian in Region VIII, of which 37,548 reside in Colorado. Region VIII includes the following states: Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming.

There are approximately forty federally recognized American Indian Tribes in Region VIII. Denver is a converging place for American Indians from throughout the neighboring states.

What are the employment problems faced by American Indians?

Some issues include:

- ▶ Trust related issues between the Federal government and American Indian people.
- ▶ Lack of outreach to and recruitment efforts for American Indians by Federal agencies. This is especially crucial for those agencies that work with Tribes.
- ▶ Lack of knowledge of Federal hiring procedures and employment opportunities.
- ▶ Inadequate accessible and available resources to respond to the diverse needs of the American Indian community.
- ▶ Insufficient support systems to assist American Indians with information concerning Federal exams, applications and other related issues.
- ▶ Lack of promotion opportunities within agencies.
- ▶ Lack of education and experience by American Indian applicants in competing for employment and promotions.
- ▶ Limited cultural awareness of American Indians by Federal agencies.
- ▶ Cultural versus technology conflicts.
- ▶ Transportation and housing issues.