

National Native American Heritage Month



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SPECIAL POINTS OF IN- TEREST:

- **Diversity:
History of
Native
American
Heritage
Month**
- **History
of EEO
in the
Federal
Govern-
ment**

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Recognition in CA

California is known as one of the most progressive states out of the Union, if not the progressive leader. With over 100 federally recognized tribes within California, each bringing culture, heritage and boundless attributes. NA/AN population in California represents the largest concentration within the United States (2010 US Census).

California was the third state to recognize a need for a call to action on Native American issues and barriers, in 1968 Governor Ronald Reagan signed a resolution calling for the fourth Friday of each September to be proclaimed

American Indian Day.

To acknowledge and inform the general public about Native American heritage and the barriers experienced by all tribes and tribal members within California. This later became “California Native American Day,” an official day of education established by California Legislature in 1998.

Other important dates include recognition of the Federal Government :

- 1976 President Gerald Ford proclaims October 10-16 as “Native American Awareness week”

- 1983 President Ronald Reagan designates May 13th as “American Indian Day”
- 1990 President George H.W. Bush designates November as “National American Indian Heritage Month”
- 1992 President George H.W. Bush designates 1992 as “Year of the American Indian”
- 2009 President Barack Obama designates November as “National Native American Heritage Month”

Equal Employment Opportunity-SEPM

In 1969 by Executive Order 11478 established Equal Employment Opportunity within the Federal Government. The primary role of a Equal Employment Opportunity Special Emphasis Program Manager (EEO SEPM) is to work with management, as part of the management team, to address barriers to Equal Employment Opportunity such as personnel/ employment policies, procedures and practices that may have a negative or discriminatory impact on the demographic group they correspond to.

Within The San Francisco VA

Health Care System there was a recognized need to establish 9 SEPM’s due to the vast diversity of the Veteran Population within the SFVAHCS area. A charter was established and the Minority Veterans’ Program Coordinator, Veterans who are Employee’s SEPM, African-American SEPM, Asian-Pacific Islander SEPM, People with Disabilities SEPM, Federally Employed Women SEPM, Latin SEPM, LGBTQ SEPM, Transgender SEPM and the Native American SEPM were created.

As part of program manager duties, a SEPM is tasked to:

- > Assist managers to identify potential discriminatory practices for the purpose of elimination
 - > Monitor workforce for area of under-representation or underutilization
 - > Evaluate employment practices for potential unequal/ adverse impact or treatment
 - > Recommend changes to managers and eliminate barriers
 - >Market programs
- If you are experiencing any issues due to discriminatory factors within the SFVAHCS please contact the EEO Program Manager at (415) 221-4810, ext. 2-4215.

Power of the Drum



Veteran Drum Circle

“Drumming provides a platform for a Therapeutic Element Mechanism for Change”

Indigenous people of all cultures around the world and as notable Native American/Alaskan Natives have a commonality. Utilization of a drum as part of their culture.

Drumming is spiritual, to celebrate, and used as part of ceremonies in their everyday life. In this instance it was also known to, “help bring the physical and mental side of a person back in touch with his or her spiritual or heart side. As with many things in the Native American culture, the drum is used to bring balance and rejuvenation to a person through their participation in dancing, singing or listening to the heartbeat.”

Drumming has been noted to be efficacious for treatment of mental health related issues, benefitting:

- Creativity
- Enhancing communication
- Has cognitive implications for focusing the mind in the present and aiding memory, concentration

and other mental processes

- Benefits of exercise, psychomotor coordination and positive immune system responses
- It is social, creating group cohesion
- Fosters emotional processing
- Produces physiological, psychological, and social stimulation that enhances recovery process
- It induces relaxation and produces natural pleasurable experiences, enhanced awareness of preconscious dynamics, a release of emotional trauma, and reintegration of self
- Drumming addresses self-centeredness, isolation and alienation, creating a sense of connectedness with self and others
- Provides a secular approach to accessing a higher power and applying spiritual

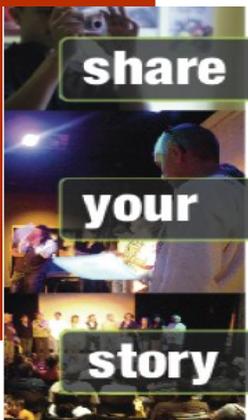
perspectives to the psychological and emotional dynamics of addiction

Overall, Drumming provides a platform for a Therapeutic Element Mechanism for Change Such a group exists within The San Francisco VA Health Care System (SFVAHCS) and has recognized the value being offered to all the Veterans who could benefit from Drumming. SFVAMC and Veterans Commons present: Veterans Drum Circle. The Circle meets every second Wednesday of the month or as scheduled, except holidays.

@ Veterans War Memorial Building, 401 Van Ness, San Francisco, CA. from 1:30 PM—2:30 PM.

The group is FREE and is designed to help learn the basics of being in a drum circle!!! All Veterans are Welcome to attend!!or Further info @ (415) 221-4810, ext. 2-2839 or 650-615-6019

Story Telling Workshop



Bay Area Video Coalition Workshop

As in many cultures around the world, storytelling is the oldest oral tradition utilized to pass down customs, history, heritage, and life lessons. Native Americans have utilized this important tool to pass down local traditions, customs, how to live off the

land, and orally keeping their traditional languages alive.

Storytelling workshops have become a useful tool in treatment and therapy. To provide a platform for a narrative process, allowing or inviting people to tell their story, giving meaning and understanding.

A partnership between the Bay Area Video Coalition (BAVC) and the SF VAMC

PRRC program, a storytelling project and workshop is available for participation.

Workshop includes a free 1 year membership to BAVC, participation and earn a certificate, and a \$200 stipend

Andy Kawanami at 415-558-2111 or andy@bavc.org for further information.

DQ University Veterans Pow Wow



A former US Army Communications Relay Station, in 1971 Deganawidah-Questzalcoatl University or "DQ U" became one of 6 first Tribal Colleges and Universities established in the US. Found by

DQ U and for Native Americans. In 2003 DQ U lost funding from both its sole providers, Bureau of Indian Affairs and the Department of Education, due to insufficient Native American enrollment. Losing its accreditation in 2005, the University closed its doors. In 2010, DQ University was dedicated as the site for a Veterans Day Pow Wow. This gathering began as a week long

celebration and now has become a two day event as well as a Veterans resource fair. This year, the Veterans Resource Fair and Pow Wow is being held on Saturday & Sunday November 7th and 8th. All Veterans and people alike are welcome to attend, with respect and value of Native American tradition and culture.

DQ University
33250 County Road 31
Davis, CA 95617

"Native American Heritage, who are in the role of employee's, Veterans, and citizens of our great nation."

Films @ Ft. Miley

This year as part of the month long celebration of National Native American Heritage Month. San Francisco VA Medical Center; Ft Miley hospital will be hosting viewings of short films, as well as educational postings throughout the month of November. This is how SFVAHCS show's its appreciation, to honor and

educate staff as well as Veteran's of Native American heritage who are in the role of employee's, Veterans, and citizens of our great nation. The short films will be scheduled in order to be viewed at Ft. Miley in the Teak Room. Such as:

- Contrary Warrior: the Life and Times of Adam Fortunate Eagle

- Sitting Bull—A Stone in my Heart
- Healing a Warrior's Heart
- Wounded Spirits, Ailing Hearts: PTSD in Native American War Veterans.

Dates and times TBD!
Please attend and learn about the most diverse culture that resides here in Northern California.

Celebrations for November

To celebrate and educate about Native American culture here are some events, Gatherings, Pow Wow's, and celebrations in our area for the month of November; National Native American Heritage Month:

- * November 7&8, DQ University Veterans Day Pow Wow and Veterans resource fair. Native American Art / Food / Dancing
Free entrance

- * November 7 Suscol Intertribal Council 19th Annual Native American Art Auction Dinner Fundraiser / \$50 per person
Contact: 770-256-3561
- * November 11 @6 p.m. Cahto Tribe Veterans Day Dinner at the Cultural Center Laytonville Rancheria Laytonville, CA
- * November 14; 34th Annual Northwest Intertribal Gathering & Elders Dinner

Honoring all Elders and Veterans; Native singers, dancers, drum groups, incl: Brush, Hoop, Tolowa, Aztec, Shake Head, Pow Wow dancers; Arts and Crafts
Free Admissions; Dinner \$8 adult / \$4 kids 12 & under / 55+ Free; 11 a.m. to 7 p.m.
Redwood Acres Fairgrounds 707-445-8451 Eureka, CA

Special Note:
President Obama is hosting the 7th White House Tribal Nations Conference November 5, 2015. To build upon the President's commitment to strengthen the government-to-government relationship within Indian Country and improve the lives of American Indians and Alaskan Natives.

Celebrations for November - Con't.

* November 6 - 13,
The 40th Annual American
Indian Film Festival and
Awards show.

>Film viewings
located @ AMC

Metreon 16 Theaters,
135 Fourth St, San
Francisco
>Dinner & Awards
Show Gala November
14 @ 6 p.m. Located at

the Hotel Nikko, 222
Mason St., San
Francisco

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**SFVAHCS EEO Native American
Special Emphasis Program Manager**

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tive or discriminatory impact on the demo-
graphic group they correspond to.**

<http://www.va.gov/ORM/index.asp>

Native American SEPM - Future

If I could see the future, there would be no discrimination and there would be no need for this position. Unfortunately that is not the case, at the moment.

AS I take over the role of the EEO Native American SEPM for the San Francisco VA Health Care System. As Jim McDermott our previous SEPM steps down, he successfully navigated issues addressing and enhancing existing hiring policies and practices for a more inclusive workforce. Please show your appreciation to Jim next time you see him.

My plan as the EEO Native American SEPM, is to continue

Jim McDermott's good work and to enhance the position. To increase involvement from a diverse representation, aggregating Tribal Veteran representatives and concerned advocates across the San Francisco VA Medical Center's service area. Targeting Native American/Alaskan Native barriers and issues within the SFVAHCS.

If you would like to join an advisory group to meet once a month. Please contact me, so we can start working together!



**Honoring all those who
have Served!**