

# Employee Resource Group Playbook



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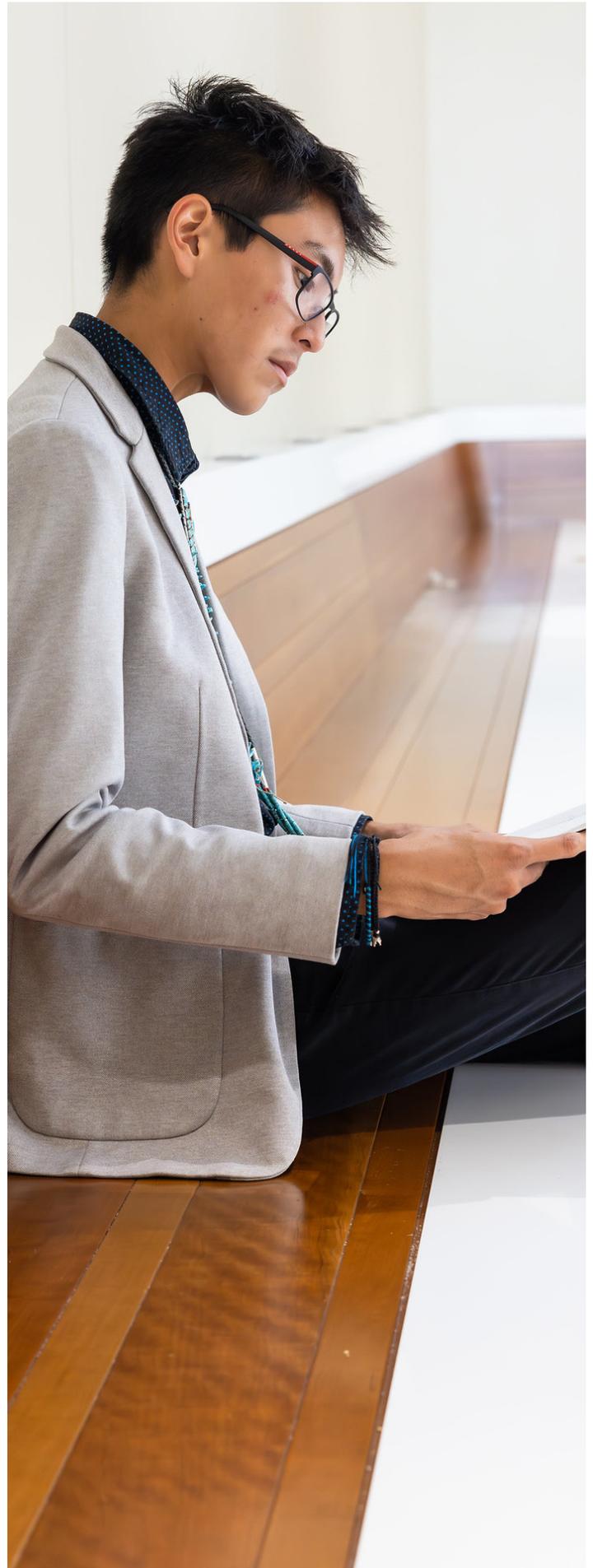
# History

The American Indian Science & Engineering Society's Corporate Advisory Council "Best Practices ERG Playbook" team was created after the 2022 AISES National Conference. The team is made up of volunteer members from the AISES CAC who are passionate about creating a playbook that will help others on their journey to creating an employee resource group or enhancing their existing employee resource group within their respective organizations. The team worked collaboratively to create the information available in this document based on their shared knowledge and experiences within their companies.

## Purpose of Playbook

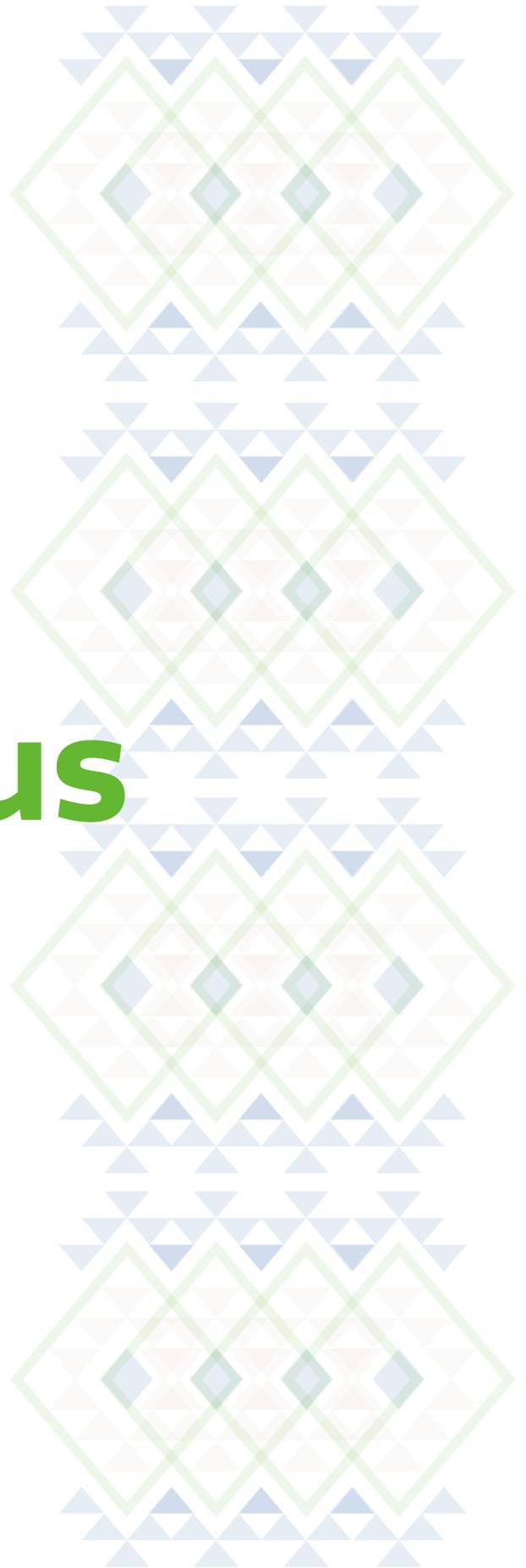
This document is a living and shared resource for members of the AISES CAC as well as other professional organizations involved with AISES who are creating, growing and advancing Indigenous support groups within their organizations. Employee Resource Group (ERG) is a generic term that may be used by an organization to define their internal support group but there are various other names that can be used and are synonymous with ERG, i.e. Affinity Group, etc. This document will be owned by AISES and shared as they find necessary. Organizations and institutions will most likely change the goals and objectives of their ERGs and therefore, input will be ongoing from those involved in these organizations to continue to amend and update this document through those changes. Please provide your feedback and input to your AISES contact and they will ensure your information is incorporated accordingly.

*Version: 1.0 June 2024*



//01

# How to start an Indigenous ERG



# //01 How to start an Indigenous ERG

## Strong Co-Leadership with Passion, Drive and Availability

- Ensure there are at least two leaders with Indigenous backgrounds or recognized allyship who are passionate about leading, growing, and maintaining the ERG. Building the ERG will require dedication, time, effort, and perseverance.
- Seek leaders with diverse skill sets and networks (e.g., from IT, Service, Marketing) to broaden your ERG's reach within the organization.
- Start with co-leads, then build a leadership team to focus on key areas like Talent Acquisition, Community Engagement, Membership, Communications, Education, and Charitable Efforts.

## Strong Executive Sponsorship

Executive sponsorship is essential for advocacy and resource support. Ensure the sponsor understands your needs, is willing to fight for your ERG, and can advocate for resources. If your current sponsor cannot do this, consider finding a new one.

Key attributes for an Indigenous Executive Committee:

- Ability to advocate for smaller populations
- Knowledge of the budget
- Willingness to learn about Indigenous culture and experiences
- Strong reputation and network within the organization

## Define Vision, Mission, and Goals for the First Year of the ERG

- Clearly define what the Indigenous ERG stands for in your organization (e.g., Native American, First Nations, Global perspectives).
- Align your ERG's goals with both the company's overall objectives and its ERG strategy to demonstrate its value to the organization and the community.
- Keep the goals flexible—they can evolve over time.



## Create an Inclusive and Memorable Name

Choose a name that is inclusive and easy to remember. Research existing ERG names within your industry to avoid duplication. Some companies may require branding and trademark approval, so plan ahead.

## Recruiting Members

Focus on recruiting citizens, descendants, and allies. Use ERG fairs or other company events to attract new members, and recruit before, during, and after these events.

**Collaborate with other ERGs that align with your focus areas. For example:**

- June: Partner with the Pride ERG for events focused on Two-Spirit relatives.
- February: Collaborate with the Black ERG on Black Indians and their history.
- November: Team up with the Military Families ERG to honor Native contributions to the U.S. military.
- March: Work with the Women's ERG to host a book club featuring Indigenous female authors.
- This intersectionality will help expand your reach and build solidarity among ERG members.

## Launch with a few key events that will pull in members

Start with a few impactful events that educate and engage employees about Indigenous culture. Whether in person or virtually, these events should offer honest and accessible knowledge that encourages membership.

## Understand your ERG'S Budget Structure

Know the budget available to your ERG and ensure you use it effectively. Break your budget down by quarter to manage it efficiently. Appoint a Treasurer with a financial background to help manage funds and ensure the budget supports your goals.



//02

# Maintaining your Indigenous ERG



# //02 Maintaining your Indigenous ERG

## Find your Allies in Leadership

You never know where you might find a strong advocate in leadership. Often, leaders invested in Inclusion & Diversity may not even know that an Indigenous ERG exists or that it needs resources or support. Here are some ways to engage supportive leaders and make clear, actionable requests:

### // Recruiting attention

- If you're facing recruitment challenges, demonstrate to leaders the unique strengths Indigenous people bring to the company. Provide data on achievable recruitment goals to illustrate the impact.

### // Budget Requests

- Outline what you need the budget for and the benefits it will bring to the company. Emphasize responsible budget use by following organizational guidelines, showing that your ERG values these resources.
- Highlight how the budget will enhance the company's image, attract specific customers, and boost employee engagement.



### // General Support

- If you need assistance spreading your message or promoting your ERG internally, identify who can help and the specific support you need, like:
  - Connections to departments such as Recruiting, Marketing, and Branding to collaborate or pitch ideas
  - Assistance with leadership-only tasks, like signing contracts or approvals, based on company policies

Lastly, whatever you ask from company leadership, if they aren't attending your meetings where you discuss these topics, invite them or arrange separate meetings with them and your leadership team. This way, they can continue to provide feedback and actively support your ERG in achieving its goals.

# Advertise to Your Community

Once your Indigenous ERG is established, it's important to actively recruit new members, both Indigenous and ally supporters. Here are some strategies to help spread the word and engage more people:

- **Partner with Other ERGs:** Collaborate with larger ERGs that are focused on hosting joint events. These groups are more likely to get involved if there's minimal effort required on their part, so come prepared with a well-thought-out event or idea.
- **Work with Internal Communications and Social Media Teams:** Present your idea or event clearly to your communications team. Promote through company newsletters, event bulletins, internal social media channels, or specialized communication platforms like Teams or Slack that employees frequently use.
- **Engage Leadership:** Ask leadership to send an email company-wide to highlight key events (with prior approval), such as Native American Heritage Month, Orange Shirt Day, Missing and Murdered Indigenous Women's and Girls Awareness Day, and Indigenous Peoples' Day. Leadership support can lend credibility and visibility to your initiatives.
- **Coordinate with Onboarding Teams:** Ensure that your ERG is included in onboarding materials or as part of the resources offered to new hires. This can help new employees connect with your group from the start and feel more included.



# Survey your community

Gather feedback to understand what members are looking for from your ERG. Here are some common requests you might consider:

## *Educational Content for Allies*

- Develop resources for allies who want more training, such as Cultural Awareness and DEI workshops.

## *Mentorship Opportunities*

- Provide mentorship programs to support growth and development within the community.

## *Conferences and Events*

- Organize or promote attendance at conferences relevant to Indigenous and intersectional issues.

## *Intersectional Collaborations*

- Partner on initiatives focused on:
  - Mental health awareness
  - Environmental protection and land stewardship
  - Two-Spirit and Indigiqueer community support
  - Indigenous women's initiatives
  - Freedmen Tribal Citizens
  - Latine and Indigenous collaborations
  - Veterans and Code Talkers support groups

## *Activity Based Engagement*

- Plan hands-on activities beyond discussions, like a stickball game, beading workshops, ribbon dress making, or cooking classes.
- If the budget doesn't cover supplies, consider creating a list for members to purchase items individually.

## *Book Club and Media Discussions*

- Host a book club or media review group to discuss relevant works, such as:
  - TV shows like Marvel Echo and Reservation Dogs
  - Movies such as Killers of the Flower Moon and Fancy Dance



# Engage your Community Asynchronously

Engaging your community doesn't always require live events or real-time participation. Asynchronous communication can be just as effective, especially when it comes to sharing updates, news, and celebrating achievements. Posting updates on platforms like Slack, Teams, or any company forum allows you to reach allies and community members who may not have the bandwidth to attend live meetings or events.

Consider sending recap emails, newsletters, or posts on your company's communication platform to keep everyone informed and engaged. These updates can help keep the momentum going, particularly for individuals with busy schedules or those who may not be able to attend events in real time.

## *Post Ideas*

- Celebrate achievements in Indigenous communities.
- Promote new Indigenous media, films, or shows.
- Share tribal government updates.
- Recognize awards or honors for Indigenous individuals or groups.
- Post Indigenous recipes and create a cookbook at the end of the year.

## *Examples:*

- Announcing Lily Gladstone's Golden Globe win.
- Highlighting local Indigenous businesses or restaurants.
- Sharing information on upcoming powwows and cultural events.



# Expanding Your ERG's Reach to Global Indigenous Communities

As companies become more global, so too can your Indigenous Employee Resource Group (ERG). While your focus may traditionally be on Indigenous peoples within the U.S. and Canada, there are rich, diverse Indigenous communities around the world that could greatly benefit from your support. Expanding your ERG's efforts beyond regional borders not only amplifies its impact but also strengthens its relevance across global offices, making it an essential part of the company's diversity initiatives.

## *Global Indigenous Communities*

Indigenous communities are present across the world, including in regions like:

- North America (e.g., Native American Tribes, Alaska Natives, Native Hawaiians, First Nations, Metis, and Inuit)
- South America (e.g., the Amazonian tribes, Andean nations)
- Africa (e.g., the Maasai, San, Berber peoples)
- Australia & New Zealand (e.g., Aboriginal Australians, Māori)
- Asia (e.g., Ainu in Japan, Indigenous peoples of Southeast Asia)
- Europe (e.g., the Sami people of Northern Europe)



## *How to Locate Indigenous Communities Worldwide*

To better understand where Indigenous peoples live, visit [Native Land](#), an interactive map that shows Indigenous territories globally. This tool will help you identify the traditional lands of various groups worldwide, enabling you to build a more inclusive approach to your ERG's advocacy and outreach.

By identifying and supporting these global Indigenous communities, your ERG can help extend opportunities and raise awareness for Indigenous employees around the world. Providing cross-cultural support not only aligns with your company's global presence but also strengthens your ERG's position as a vital part of its diversity efforts.

//03

**Developing  
and  
Growing a  
Healthy  
ERG  
Membership**



# //03 Developing and Growing a Healthy ERG Membership

## Leadership

### Clearly define your leadership roles and their duties

Having ERG-dedicated individual(s) to plan and lead efforts for a clear period of time helps provide potential and existing members with a consistent point of contact for all things related to the ERG. Setting the expectation for what the ERG's leadership is responsible for is also key to engagement since both existing and new members will look to these individuals to be the driving forces of the ERG.

Some expectations and responsibilities could include:

- Develop a plan for the year that aligns with the ERG's mission and goals. This includes but isn't limited to events, education and training, or social activities for the members.
- Maintaining budgets and recordkeeping
- Communicating with the greater organization, including any DEI committees or corporate leadership.
- Managing a calendar with events, observances, and meeting schedule in a public file for help with planning.

### Develop a relationship with your allies

Endorsement and support from corporate/organization leadership is also critical to an ERG having engaged members and consistent participation. When you can get leadership-level endorsement or support for the ERG, members may be more interested in joining and helping the ERG with achieving its goals. This also helps spread the word and raise awareness with team members/employees who may not know of the ERG yet.

### Suggested Action Items:

- Notify existing members and corporate leadership of the appointed leaders for the year.
- Clearly identify how long leadership team members will hold that role.
- Develop a written plan for each calendar year, include potential events, cadence of events, budget, etc.

### Examples:

- Company A– Our internal structure requires sponsors who are at a leadership level, they share info about the ERG to encourage participation, ERG typically has at least a chair/co-chairs and a sometimes a secretary/comms person.
- Company B – Our internal structure has executive sponsors, and all executive leaders below the CEO participate. Other leaders in the company can also become executive sponsors. Our ERGs typically have 4 leaders with no defined responsibilities with term limits of 1.5 years. Responsibilities are defined by the ERG internally.
- Reach out to appropriate corporate leadership to see if they can share with others.

# Consistent and Continual Engagement

Regular, consistent meetings and/or events helps keep a healthy ERG membership. This allows potential members to anticipate when the next meeting is and existing members to plan around the standing meeting. Considerations when setting up events or meetings include:

- Frequency – Monthly? Bi-weekly?
- Meeting length – is it an hour, half hour?
- Events versus group meetings: Consider virtual and in-person events to provide different opportunities for a larger group of team members to join who may have scheduling conflicts or personal preferences.

For regular meetings, it's also important to set an agenda and have a plan for what will happen during the meeting, even if your plan is just for group discussion and networking.



## INDIGENOUS CONNECTIONS @STANTEC

### INDIGENOUS PEOPLES DAY IN CANADA CELEBRATION

#### Celebrating Diversity Through Indigenous Artistic Expression:

*Please join us for a very special virtual event highlighting Indigenous artists from across Canada. We will use this time to celebrate the artists, learn about their experiences and connections to their communities, and bring awareness to Indigenous Peoples in Canada. Register at the Stantec link on the post attached.*

**Thursday, June 15 at 12:00 PM MT**



**Therea Vander Meer -  
Chassé**

Upper Tanana, White  
River First Nation of  
Beaver Creek, Yukon  
and Alaska



**Tsēmā Igharas**

Tahltan First Nation,  
British Columbia



**Patrick Hunter**

Ojibwe, Red Lake,  
Ontario



**Bess Legarde**

Fort William First  
Nation, Ontario

# Exciting and Interesting Events

Joining an Employee Resource Group (ERG) is not only about finding a community of like-minded individuals, but also about sharing knowledge and educating others on topics that matter to the group. Here are some ways to make your ERG events both exciting and informative:

## *Diverse Speakers and Opportunities*

- Bring in a range of speakers and topics to keep things fresh and engaging. Consider cross-collaboration with other ERGs to showcase connections between various community groups. For example, organizing an event around a Two-Spirit book could unite both an Indigenous ERG and an LGBTQIA+ ERG, encouraging diverse perspectives and fostering greater inclusivity.

## *Maximizing Budget for Unique Experiences*

- Use your ERG budget to offer opportunities that members might not otherwise have access to. Some ideas include:
  - **Book Clubs:** Purchase books for members and hold regular discussions.
  - **Keynote Speakers:** Bring in industry leaders or thought-provoking voices to inspire the group.
  - **Training Programs:** Invest in programs that provide valuable skill-building or cultural awareness.
  - **Social and Community Events:** Fund entrance fees for community events, social meetups, or local cultural activities that align with the group's values.

## Suggested Action Items:

### *Survey Your Membership*

- Understand what your members are interested in by reaching out for feedback on:
  - In-person vs. virtual events
  - Specific topics or themes they'd like to explore
  - Interest in collaborations with other ERGs

### *Variety is Key*

- Plan for a mix of speakers, workshops, and educational sessions to keep engagement high.

### *Community Involvement*

- Whenever possible, incorporate external community leaders, organizations, and events. Some ideas include:
  - Inviting community leaders to speak about their experiences and expertise.
  - Hosting artists or craftspeople to demonstrate their work or teach new skills.

***By offering a diverse mix of events, you create a space for learning, creativity, and community-building that keeps members engaged and invested in your ERG's success.***



# Examples of Indigenous ERG Engagement Initiatives

## Company A: Connecting Through Knowledge Sharing

- Company A fosters connection and learning through an *Indigenous Relations Yammer Page* and a *Quarterly Newsletter*. These platforms are used to share insightful articles, training resources, and educational content that deepen understanding of Indigenous cultures and issues, while also providing opportunities for members to engage in meaningful discussions.

## Company B: Rotating Meeting Times for Inclusive Participation

- Company B maintains an internal wiki page that serves as a hub for resources, alongside bi-weekly meetings that rotate times to accommodate different schedules, ensuring broad participation. Additionally, we hold a monthly intersectional meeting where members from various ERGs come together to collaborate, share ideas, and align on initiatives that promote diversity and inclusion across the organization.

## Company C: Multi-Platform Engagement for Connection and Impact

- Distributes a *Monthly/Bi-Monthly Newsletter* and hosts *Quarterly Membership Meetings*. They use *Teams*, *Viva Engage*, *SharePoint*, and *Telescope pages* for ongoing communication, event sharing, and attendance tracking, providing members multiple platforms to stay connected and engaged.



# Communication and Participation Tools

Good communication is key to a successful ERG membership. It's important to keep in mind that different individuals have different styles of communication and participation so expanding and using a variety of tools will help reach more members and encourage participation by allowing individuals to participate in ways they feel most comfortable.

## *Some of the different communication avenues and tools to consider:*

- Internal company communication platforms (ex. Slack, Yammer, Google, etc.)
- Email newsletters
- Virtual meetings and in-person meetings
- Shared public calendar of relevant meetings and events



### *Tips to consider:*

- Membership locations vs. meeting times
- Accessibility (ex. internet availability, technology requirements, ADA considerations)
- Host events/meetings at a variety of times (ex. maybe alternating times between months)



# Incorporate the community

ERGs are developed for the members that they serve so getting community feedback and collaborating with communities that have overlapping membership or causes is a great opportunity to gain and maintain interest and engagement.



### *Tips to consider:*

- Gather and incorporate feedback through surveys and open conversation.
- Cross collaboration! Have events or meetings that bring together other ERGs for topics that may touch on multiple ERGs.
- Tailor your meetings and events to your audience's feedback.

# Spread the Word

Awareness is especially important for ERGs and bringing attention to the events and goals of the ERG. Having other ERGs, corporate leadership, and local employees advocate for the ERG will aid in its success.

- Spreading the word within the company
- Sharing on other ERG calls
- Keeping distribution lists up to date or clear communication about how to join
- Leverage personal networks for internal and external Indigenous speakers



## Tips to consider:

- Send emails to a dedicated distribution list.
- Ask the existing membership what frequency or method of communication .
- Survey and ask for suggestions!

## Suggested Action Items:

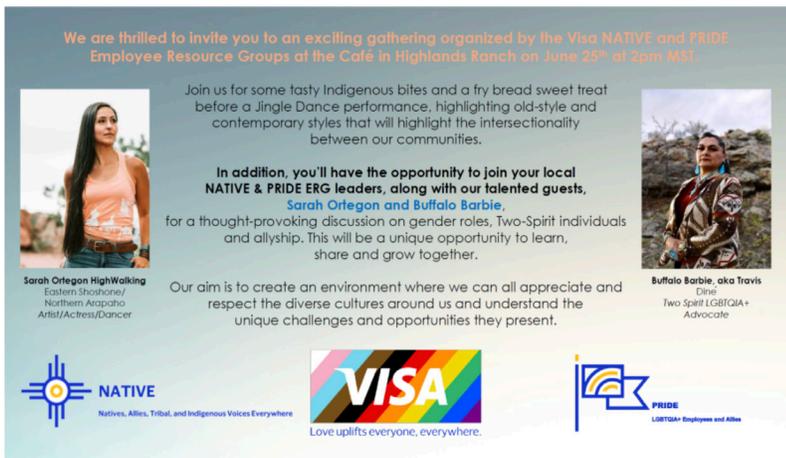
- Develop a newsletter for quarterly activities (or whichever frequency fits your ERG the best).
- Establish a distribution list and provide employees clear guidance on how to opt in.
- Ask ERG to share with others that they think would be interested in receiving these updates.
- Work on promotional plan for any events or special speakers (internal reminders, posts, etc.; share bio and agendas ahead of time).

## Examples:

- Company A – Email engagement (news)
- Company B – Only engage via Slack, except during heritage moments, where an email newsletter is sent out to the whole company.
- Company C - Newsletter and Events (see photos)



Company A- Example



Company C - Example



Company C - Example

//04

# Building a Strong Network for Impactful Engagement



# //04 Building a Strong Network for Impactful Engagement

As an Indigenous employee group, it is crucial to maintain a strong network of contacts both within your local community and within Native communities you aim to support. This network will help create meaningful programs, events, and opportunities for your members and enable your organization to make a tangible impact on Indigenous lives.

## Local Contacts

Building relationships within your local community is key to providing employees with opportunities to engage beyond the workplace. By supporting local organizations, you strengthen connections and create pathways for involvement. Some examples include:

- Indian Centers or Health Centers
- Pow Wow organizations
- Indigenous-owned restaurants and caterers
- Indigenous non-profits
- Museums with Indigenous exhibits
- Indigenous artists and dancers

## Corporate Contacts

- Expand your network through corporate events and initiatives to enhance your group's reach and impact.
- Join events like the *AISES Corporate Advisory Council* to build connections and grow your network. Use LinkedIn to connect with industry professionals and attend *Quarterly AISES CAC meetings*.
- Collaborate with other organizations to make a greater collective impact in Indigenous communities and non-profits.
- Download the *AISES Nation* app to access a corporate directory of organizations supporting initiatives like AISES. The app is available on the Apple Store or Google Play, and can be accessed using your AISES membership credentials. For support, contact [membership@aises.org](mailto:membership@aises.org).

## Tribal Connections

Cultivate and maintain a list of Tribal contacts to build trust and establish long-term relationships. Consistent engagement and showing up in the community are essential to strengthening these connections.

## Family Contacts

Leverage your network of family members who may be involved in various organizations or roles across the country. Reach out to them and explore ways your company and ERG can support their efforts.

**By developing these networks, your ERG can create a meaningful, lasting impact on both local and national Indigenous communities.**

//05

# Cultural Education Opportunities



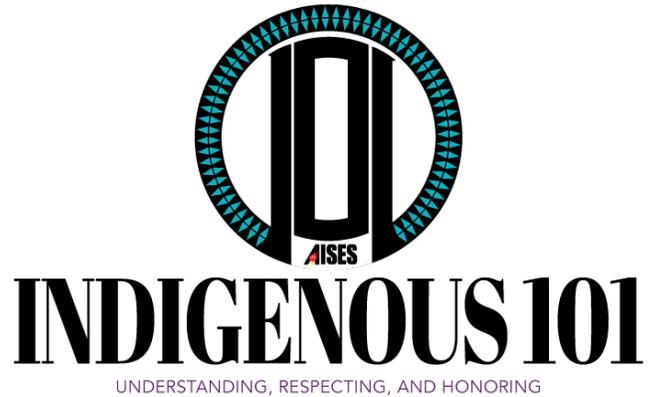
# //05 Cultural Education Opportunities

## AISES – Indigenous 101 Series:

*Expert-Led Training to Recruit, Retain, and Support Indigenous Talent*

The AISES Indigenous 101 Series is a customizable set of educational workshops designed to enhance your team's understanding of Indigenous history, culture, and communities in the United States. Delivered in-person or virtually, these sessions are tailored to align with your organization's interests, needs, and timeline.

For more information email [training@aises.org](mailto:training@aises.org).



## AISES Attendance Awareness:

As a suggestion for your group prior to attending and representing at an AISES conference, consider implementing a Cultural Awareness module to help attendees prepare. This could include quick videos, a land acknowledgment, and curated resources to provide deeper knowledge of Native Americans, address common misconceptions, and combat potential unconscious biases. Sharing these materials ensures that both Indigenous attendees and allies enter the conference with greater understanding and can proudly represent “your company” and “your” ERG while respectfully acknowledging the community they will be engaging with.

### Example Cultural Awareness Module:

- [New Media Lab Experience: American Indian Cultural Awareness Training, 2019](#)
- [Indigenous in Plain Sight | Gregg Deal | TEDxBoulder, 2018](#)
- [Indigenous People Answer Commonly Googled Questions about Native Americans, 2021](#)
- [6 Misconceptions About Native American People | Teen Vogue, 2018](#)
- **Land Acknowledgement for Spokane, WA**
  - *Spokane, WA “sits on the traditional homelands of the four bands of the Spokane Tribe of Indians (Upper Band, Middle Band, Lower Band, and Chewelah Band). Since time immemorial, the Spokane Tribe of Indians lived and cared for these grounds, identifying themselves as “Flesh of the Earth”. We pay our respects to their Elders – past, present, and emerging. We show gratitude to the land, river, and peoples who have been fishing, hunting, harvesting, and gathering here for generations. May we learn from one another’s stories, so that we may nurture the relationship of the People of the Spokane Tribe and to all those who share this land.”*

*Statement created in partnership with the Spokane Tribe of Indians by the Spokane Public Library*

## AISES Attendance Awareness (con't):

- Attendees are not expected to be experts or even knowledgeable on Indigenous people and culture; however, attendees are expected to be respectful and understanding.
- The most important thing to do is ask questions and listen. But be understanding when some cultural information cannot be shared or when people are not able to answer your questions because it is not about their tribe/experience/knowledge.
- Be open to the diversity of the Indigenous community who will be in attendance at AISES – many will be in traditional regalia, ribbon skirts and shirts but many will not. There are over 574 recognized tribes in the United States and over 300 unrecognized tribes. Each tribe is unique.
- Take in the culture and spirit that will be shared during this conference, it will be unlike other conferences attendees may have gone to in the past, attendees are all privileged to be representing “your company”.

## Tribal Specific Awareness

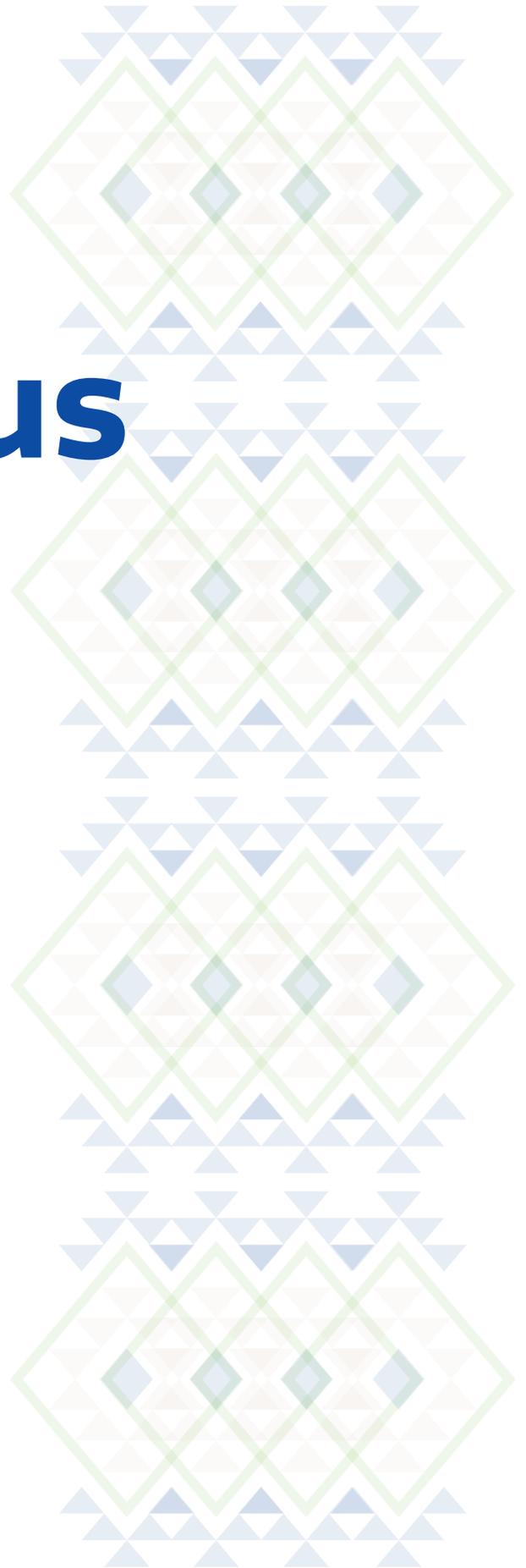
Members of the ERG may attend specific local events or programming at a specific tribal community. The ERG leaders could craft specific Tribal educational materials before the event and require attendees to complete before attending.

Below is an example from Company C when they had 4 members create Financial Literacy and a Digital Enablement program for Navajo Nation:

- When we meet with Navajo Nation in a little over a week we should be aware of the community and culture we are stepping into – that we have an understanding of their history, struggles (past and present) and amazing contributions.
- Here are a few videos and one documentary for attendees to view before the event begins. Please take the time to watch each and be mindful of what is shared as we are welcomed on Navajo Nation, their land, and into their community.
  - New Media Lab Experience: [American Indian Cultural Awareness Training](#)
  - TedxPhoenix 2010 Jolyana Bitsui: [What it means to be a Navajo Woman](#)
  - PBS Utah KEUD: [We Shall Remain Navajo](#)
  - Amizade: [The Navajo Nation](#)

//06

**Indigenous  
ERG  
Allyship**



# //06 Indigenous ERG Allyship

Celebrating allyship and embracing intersectionality is a powerful way to expand the reach and engagement of initiatives focused on Indigenous and Native American employees. Here are some key strategies to strengthen this approach:

## Membership

Given that Indigenous people make up only about 2% of the global population, your organization is likely to have a similar or even smaller percentage of Indigenous employees.

To build a strong Indigenous ERG, it's essential to actively recruit allies. Collaborate with other ERGs within your organization to identify supportive members. When forming your ERG, be clear that its success relies on a strong, diverse membership and that participation is open to everyone, regardless of heritage.



## Mentorship Programs

Many internal mentorship programs are focused on specific communities, but embracing intersectionality can expand the reach, impact, and inclusivity of these initiatives. Here are a few suggestions:

- **Native American Veteran Programs**
  - Partner with a Veteran ERG to create a mentorship program specifically for Native American Veterans, who serve at higher rates than any other ethnicity. This could be geared toward early-career talent or Veterans recently transitioning to civilian roles.
- **First-Generation College Graduate Programs**
  - Collaborate with Latine and Black ERGs to develop mentorship programs for first-generation college graduates, interns, and early-career professionals, supporting their unique challenges and career growth.



## Cultural Programming

- **Two-Spirit Programming:** Collaborate with the LGBTQIA+ ERG on initiatives like Transgender Day of Awareness and Pride Month to highlight Two-Spirit identities.
- **Veterans Day Programming:** Partner with the Veterans ERG to host events celebrating Native American veterans.
- **International Women's Month:** Collaborate with the Women's ERG to focus on Indigenous women, bringing in guest speakers to share their stories and experiences.
- **Hispanic Heritage Month:** Celebrate Indigenous identities within Latine communities.
- **Black History Month:** Highlight Afro-Indigenous cultures and histories.
- **Asian American and Pacific Islander Heritage Month:** Partner with the Asian ERG to celebrate Pasifika culture and broaden the scope to include other affinity groups such as Abilities, NextGen, Diabetes, Wellness, and Interfaith.

## Sponsorships and Partnerships

- **Sustainability Organizations:** Connect with your company's Sustainability department to align their goals with Indigenous initiatives. Recommend nonprofits doing related work and seek their participation in ERG events.
- **Tech Talent Programs:** Work with internship or early-career talent programs to remove barriers for Indigenous students. Partner with Tribal Colleges and Universities (TCUs) and organizations like AISES to connect Indigenous talent with tech opportunities.

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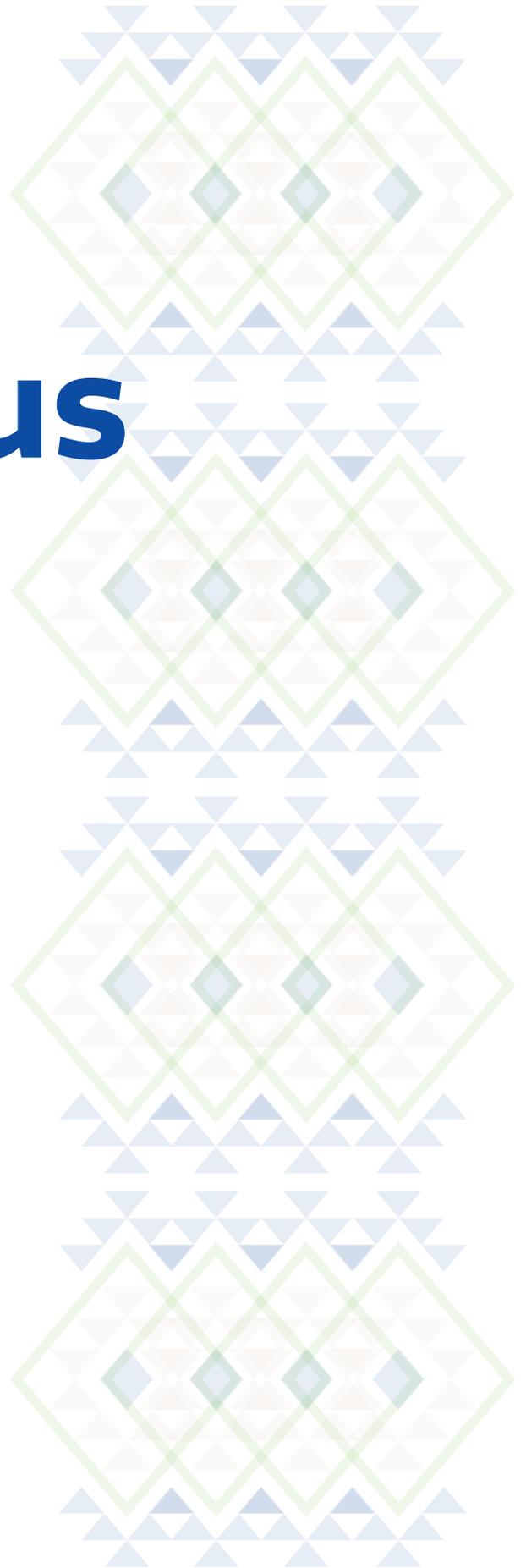
## External Partnerships

- **Local and Virtual Events:** Leverage local and virtual events to amplify Indigenous voices and engage with the broader community.
- **Tribal Communities and Colleges:** Build relationships with local Tribal communities and educational institutions to create pathways for Indigenous talent.
- **Example: Tucson Indian Center (local):** Share information about their programs and opportunities with ERG members.



//07

**Indigenous  
Womxn  
in  
STEM**



# //07 Indigenous Womxn in STEM

## Why Hire Indigenous Womxn?

Hiring Indigenous womxn means hiring knowledge keepers – allowing businesses the insight necessary to find a balance between Traditional Indigenous Knowledge and Western practices. Hiring Indigenous womxn also means hiring strong, community-minded individuals - providing employers the opportunity to build meaningful, honest, trusting relationships with potential tribal partners. Expanding your reach and remaining open-minded to new ways of being and doing lends your business a competitive edge.



## ERG Event Ideas

To foster a supportive and inclusive environment for Indigenous womxn in STEM, consider organizing a series of events that facilitate dialogue, mentorship, and cultural exchange. Below are ideas for both virtual and in-person formats:

- In a panel format, discuss experiences navigating STEM fields while maintaining cultural identity. Feature Indigenous womxn who share their experiences and strategies for integrating cultural practices with professional roles.
- Use the traditional format of talking circles to create a supportive online space where members can share experiences, challenges, and victories.
- Provide practical workshops on integrating cultural identity effectively into professional environments. These could include sessions on cultural competency for non-Indigenous colleagues or on advocating for culturally inclusive policies at work.
- Workshops led by Indigenous womxn healers who share knowledge about medicinal plants, healing techniques, and holistic health practices specifically beneficial to women's health.
- Host panel discussions featuring a mix of Indigenous and non-Indigenous scientists, researchers, and educators who are working on projects that incorporate traditional knowledge.

# Engagement and Partnerships to Support Indigenous Womxn in STEM

To better support Indigenous womxn in STEM, ERGs should form partnerships with external organizations and leverage resources for greater impact. Here are key strategies:

- **Collaborate with Indigenous organizations** to ensure culturally relevant support and better understand the unique challenges faced by Indigenous womxn in STEM.
- **Partner with educational institutions or organizations** with strong Indigenous studies or STEM programs to offer workshops, internships, and mentorship opportunities for Indigenous womxn.
- **Build alliances with companies and industry groups** committed to diversity and inclusion. This can help share resources, best practices, and host events promoting career opportunities in STEM.
- **Organize and participate in STEM fairs and educational workshops** at local schools and community events to inspire the next generation of Indigenous womxn in STEM.
- **Engage in cultural celebrations that honor Indigenous heritage**, fostering community and networking for both personal and professional growth.
- **Advocate for policy changes and public funding** that support the education and career advancement of Indigenous womxn in STEM through the ERG's collective voice.



# Building a Community for Indigenous Womxn in STEM within an Existing Women's Employee Resource Group (ERG)

Creating a dedicated community for Indigenous womxn within an existing Women's ERG can significantly strengthen the support network and supply resources tailored to their specific needs. This effort seeks to cultivate an inclusive atmosphere that recognizes and actively responds to the distinct challenges Indigenous womxn encounter in STEM fields.

It is important for the Womxn's ERG to adapt its policies and activities to explicitly address the unique concerns of Indigenous womxn, including cultural responsibilities and systemic obstacles. This integration will ensure that the ERG not only supports but also empowers Indigenous womxn by directly addressing and advocating for their needs and aspirations within the STEM landscape.



## Collaborating with Other Diversity-Focused ERGs

Collaborating with other diversity-focused ERGs, including those centered on racial, cultural, and other identities, can strengthen the support system for Indigenous womxn in STEM. This approach not only amplifies the impact of initiatives but also ensures that the unique needs of Indigenous womxn are addressed within a broader context. Here are some examples of effective collaborative initiatives:

- **Cultural Celebrations:** Organize events that celebrate the diverse cultures within the organization, providing a platform for ERGs to share their heritage and foster cross-cultural learning.
- **Skills Development Workshops:** Partner on workshops focused on leadership, career advancement, and skill-building, with tailored content that supports the growth of individuals from diverse backgrounds.
- **Panel Discussions:** Host panels that address common challenges faced by marginalized groups in STEM, such as navigating professional obstacles, fostering mutual understanding, and providing a shared space for support and mentorship.
- **Inclusive Policy Advocacy:** Collaborate to draft policy recommendations that advocate for an inclusive workplace, ensuring that the specific needs of all minority groups, including Indigenous womxn, are represented and addressed.
- **Recognition Campaigns:** Launch campaigns that spotlight the achievements and challenges faced by diverse groups in STEM, raising awareness and promoting visibility across the organization.
- **Shared Resource Pool:** Develop a shared pool of resources, including mentors, training programs, and educational materials, accessible to all members of the collaborating ERGs.
- **Inter-ERG Support Networks:** Create support networks that provide guidance, advice, and mentorship from a variety of perspectives, enriching both the professional and personal development of Indigenous womxn in STEM.

//08

# ERG Support through Workplace Challenges



# //08 ERG Support through Workforce Challenges

**Workforce challenges can arise unexpectedly and often fall outside the ERG's control.**

**These may include:**

- Losing an ERG leader, community member, or executive sponsor (due to internal job changes, layoffs, or firings)
- Company-wide layoffs
- Changes in ERG structure or even the removal of the ERG
- Instances of slurs or racist behavior directed at a community member
- Antagonistic leadership towards the ERG

## **Supporting Layoffs and Loss of Community Members:**

When an ERG leader or community member is impacted by layoffs or job changes, it's crucial to offer support. Consider organizing a call or gathering where the member can say goodbye to the group. Offering references, recommendation letters, and job referrals can help ease the transition. Always ensure that the affected individual is comfortable with the steps being taken and that they feel supported throughout the process.

## **Adapting to Changes in ERGs:**

The foundation of any ERG is the community. Even if structural changes occur, the most important aspect is maintaining a space where members can come together, support one another, and build a sense of belonging. This can be achieved without a budget or formal structure; a community is built through connection and shared experiences.

## **Addressing Racism and Hostile Environments:**

If a community member experiences slurs, racist comments, or a hostile work environment, it's essential to listen and offer support. Encourage them to escalate the situation through their manager, management chain, or HR. If the issue is not resolved, the ERG can involve its executive sponsor (if applicable) to address the matter.

In cases where the aggressor is unaware of their harmful behavior, such as using phrases like "low man on the totem pole" or referring to a "rain dance," it's important to address the issue directly. These expressions can trivialize Indigenous cultures and perpetuate harmful stereotypes. The ERG may want to bring in cultural awareness training to address these issues effectively.

## **Dealing with Antagonistic Leadership:**

Leadership may be unsupportive or dismissive of the ERG for various reasons, such as not understanding its importance or questioning the value of leaders taking time away from their primary roles. If an executive sponsor is involved, they can advocate for the ERG's value to leadership. Additionally, working with DEI leaders in the organization can help bridge understanding and support for the ERG's work.

//09

# Indigenous Multimedia Resources



# //09 Indigenous Multimedia Resources

There are multiple resources available to provide your ERG members with ways to educate themselves outside of the workplaces. Below are examples gathered to easily share. As Indigenous representation evolves, continue to add to the below resources with those you have gathered yourself.

## Television and Film

- Amazon Prime:
  - Dark Winds (AMC+, television series)
  - Wild Indian (dir. Lyle Mitchell Corbine Jr., film)
  - The English (Amazon, television series)
  - The Edge of the Knife (Sgaawaay K'uuna) – (dir. Gwaai Edenshaw, Helen Haig-Brown, film)
  - Aleut Story (film)
  - Three Pines (television series)
  - Little Bird (television series)
  - Lakota Nation vs. United States (documentary film)
- Apple TV
  - Killers of the Flower Moon (film)
  - Fancy Dance (dir. Erica Tremblay, film)
- Hulu:
  - Reservation Dogs (FX, television series)
  - Taste of America, hosted by Padma Lakshmi– Holiday November episode (television episode)
  - Prey (Hulu, film)
  - Alaska Daily (ABC, television series)
  - Rez Ball (dir. Sydney Freeland, film)
  - Sugarcane (dir. Julian Brave Noisecat and Emily Kassie, documentary film)
- Max (HBO)
  - True Detective: Night Country (television series)
- Netflix:
  - Basketball of Nothing (docuseries)
  - Te Ata (film)
  - Love and Fury (dir. Taika Waititi, film)
  - Montford: The Chickasaw Rancher
  - The Body Remembers When the World Broke Open (film)
  - Spirit Rangers (animated television series)
  - Frybread Face and Me (dir. Billy Luther, film)
  - Lakota Nation vs. United States (documentary film)
- PBS
  - Native American (television series)
  - We Shall Remain: The Trail of Tears (docuseries)
  - Molly of Denali (PBS kids, television series)
- Peacock
  - Rutherford Falls (television series)
  - Mohawk (television series)
- Showtime
  - Murder in Big Horn (docuseries)

## Audible (audiobooks)

- Round House by Louise Erdrich
- The Heartbeat of Wounded Knee by David Treuer
- Crazy Brave by Joy Harjo
- Braiding Sweetgrass by Robin Wall Kimmerer
- Seven Fallen Feathers by Tanya Talaga

## Podcasts

- Unreserved
- Media Indigena
- Native Opinion
- All My Relations
- Someone Knows Something – Season 8 – Angel Karlick Case

## Children's Books

- Keepunumuk: Weeachumun's Thanksgiving Story by Danielle Greendeer, Alexis Buntin, Anthony Perry
- First Laugh Welcome Baby! by Rose AnnTahe, Nancy Bo Flood, Jonathan Nelson
- Rock Your Mocs by Laurel Goodluck, Madelyn Goodnight
- My Powerful Hair: A Picture Book by Carole Lindstrom, Steph Littlebird
- Powwow Day – Traci Sorell, Madelyn Goodnight

# Activities

- Colorado
  - History Colorado Center – The Sand Creek Massacre Exhibition - Denver
  - Denver Art Museum – Indigenous Arts of North America collection - Denver
  - Denver Museum of Nature & Science – North American Indian Cultures exhibit hall - Denver
  - Manitou Cliff Dwellings Museum – foot of Pikes Peak - Denver
- Texas
  - Blanton Museum – Native America: In Translation (opens Aug 2024) - Austin
- California
  - State Indian Museum – State Historic Park - Sacramento
  - San Mateo County History Museum
  - Agua Caliente Cultural Museum – Palm Springs
  - Antelope Valley Indian Museum
  - Cabazon Cultural Museum – Indio
  - California Indians – Makings A Difference, The California Museum – Sacramento
  - Cantor Arts Center – Stanford
  - Chaw'se Indian Grinding Rock State Historic Park – Pine Grove
  - Clarke Historical Museum: Exhibits of Yurok, Karuk, Tolowa and Wiyot – Eureka
  - Santa Barbara Museum of Natural History – Chumash basket exhibit
  - Southwest Museum – Exhibit on Indians of California and the Southwest – Los Angeles
- Washington, D.C. and New York City
  - Smithsonian National Museum of the American Indian –also online
- Arizona
  - Phoenix Indian Center
  - Heard Museum - Celebrating Indigenous Creativity - Phoenix

# Pow Wows

- [Find a PowWow near you!](#)

## Books

- An American Sunrise by Joy Harjo
- Heart Berries by Terese Marie Mailhot
- Where the Dead Sit Talking by Brandon Hobson
- There There by Tommy Orange
- Sabrina and Corina by Kali Fajardo-Anstine
- Killers of the Flower Moon: The Osage Murders and the Birth of the FBI by David Grann
- When Two Feathers Fell From the Sky by Margaret Verbie
- Winter Counts by David Heska Wanbli Weiden
- Poet Warrior by Joy Harjo
- The Sentence by Louise Erdrich
- The Removed by Brandon Hobson
- Five Little Indians – Michelle Good
- It Was Never Going to Be Okay – Jaye Simpson
- A History of my Brief Body – Billy-Ray Belcourt
- Black Water – Family, Legacy and Blood Memory – David Robertson
- Empire of Wild – Cherie Dimaline
- Crooked Hallelujah – Kelli Jo Ford
- Mamaskatch – A Cree Coming of Age – Darrel J McLeod
- The Only Good Indians – Stephen Graham Jones
- Shapes of Native Nonfiction – Collected Essays by Contemporary Writers
- The Beadworkers – Beth H Piatote
- The Heartbeat of Wounded Knee: Native America From 1890 to the Present – David Treuer
- Earth Keeper : Reflections on the American Land – N. Scott Momaday
- Come Home, Indio – Jim Terry
- Love After the End – An Anthology of Two-Spirit & Indigiqueer Speculative Fiction
- Noopiming: The Cure for White Ladies – Betasamosake Leanne Simpson
- This Town Sleeps – Dennis E Staples
- Even as We Breathe – Saunooke Annette Clapsaddle
- An American Sunrise poems – Joy Harjo
- The Thanksgiving Play – Larissa Fasthorse
- In the Night of Memory – Linda LeGarde Grover
- Savage Conversations – LeAnne Howe
- Project 562 – Matika Wilbur

## Music

- Supaman – Medicine Bundle album, featuring track “Alright”
- J25 – Grand Entry album, featuring track “Indigenous”
- Raye Zaragoza – Woman in Color album, featuring track “Red”
- Laura Niquay – Waska Matiwisin album, featuring track “Moteskano”
- Lido Pimienta – Miss Colombia album, featuring track “Nada”