

THE INCLUSIVE INSIDER

Message from the Chief Diversity Officer



Richard M. Potter, Jr.
Chief Diversity Officer

Take Our Survey

We welcome your feedback about this month's Inclusive Insider. [Click here](#) to take our survey

Native American Heritage Month

As we enter November, we proudly recognize and celebrate Native American Heritage Month. This month serves as an important opportunity to honor the rich cultures, histories, and contributions of Native American communities.

Let us take this time to educate ourselves about Indigenous peoples, their resilience, and their profound impact on our nation. I encourage everyone to engage with resources, stories, and events that highlight Native voices and experiences. Together, we can foster a deeper understanding and appreciation for diversity that enriches our organizations and society as a whole.
Happy Native American Heritage Month!

Origins of Native American Heritage Month and American Indian

American Indian and Alaska Native Heritage (AIAN) Month has evolved from its inception, as a week-long celebration in 1986, when President Ronald Reagan proclaimed the week of November 23-30, 1986 as, "American Indian Week." Since 1995, every subsequent United States President has issued annual proclamations designating the month of November as the time to celebrate the cultures, accomplishments, and contributions of American Indian and Alaska Natives.

In 1990, President George H. W. Bush approved a joint resolution designating November 1990, "National American Indian Heritage Month." Similar proclamations, such as "National American Indian and Alaska Native Heritage Month" and the present "Native American Heritage Month" have been issued each year since 1994.

Table of Contents

Page 1

• **Origins of Hispanic Heritage Month**

Page 2 7

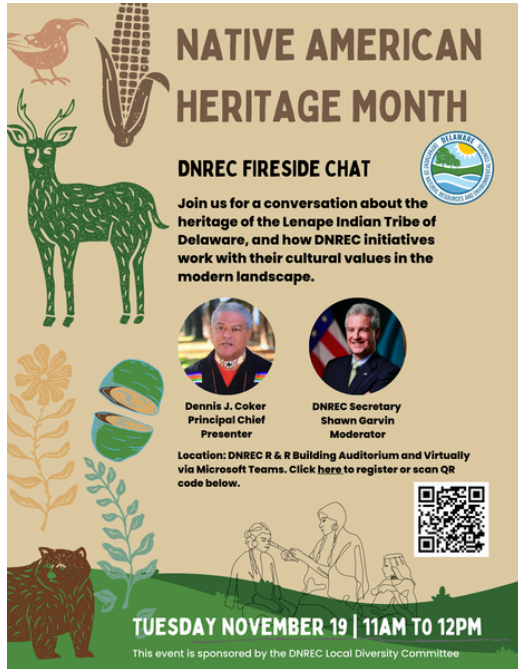
• **Cultural Heritage Month Learning Opportunities**

Page 8 9

• **Local Native American Resources and Organizations**

THE INCLUSIVE INSIDER

Cultural Heritage Month Learning Opportunities DNREC Fireside Chat



NATIVE AMERICAN HERITAGE MONTH

DNREC FIRESIDE CHAT

Join us for a conversation about the heritage of the Lenape Indian Tribe of Delaware, and how DNREC initiatives work with their cultural values in the modern landscape.

Dennis J. Coker
Principal Chief
Presenter

Shawn Garvin
DNREC Secretary
Moderator

Location: DNREC R & R Building Auditorium and Virtually via Microsoft Teams. Click [here](#) to register or scan QR code below.

TUESDAY NOVEMBER 19 | 11AM TO 12PM

This event is sponsored by the DNREC Local Diversity Committee

Date: November 19, 2024

Time: 11am-12pm

Location: Hybrid (In-Person at the Richard & Robinson Building Auditorium : Virtually via Teams

Click [here](#) to join by teams

Join us for an enriching conversation about the heritage of the Lenape Indian Tribe of Delaware, and how DNREC initiatives work with their cultural values in the modern landscape.

Advancing Leaders Through Innovation



NATIVE AMERICAN HERITAGE MONTH

Advancing Leaders Through Innovation

Wellness educators and husband and wife duo, Thosh Collins (Salt River Pima-Maricopa) and Chelsey Luger (Turtle Mountain Chippewa), will offer a dynamic, interactive presentation on the topic of health and wellness from a Native American perspective. Authors of The Seven Circles: Indigenous Teachings for Living Well, Luger and Collins devised a methodology to aid people from all backgrounds to seek a balanced lifestyle. Join us to follow along and create your own "Seven Circles" to connect with your wellness journey in a new way that honors Indigenous heritage and history.

Presenters
Thosh Collins
Chelsey Luger

Co-Host
Brian Shannon
Sr. Diversity, Equity & Inclusion
Lead-Data Analyst

November 19, 2024
1:00 p.m. - 2:00 p.m.
Click [here](#) to register

Delaware State Housing Authority Local Diversity Committee is a co-sponsor of this event.

This Native American Heritage Month event has been made possible in part by Delaware Humanities and the National Endowment for the Humanities: Democracy demands wisdom.

The Division of Diversity Equity and Inclusion of the State of Delaware acknowledges Delaware Humanities and the National Endowment for the Humanities (NEH) as a funder of the Subaward Project.

Date: November 19, 2024

Time: 1:00 p.m. - 2:00 p.m.

Click [here](#) to register

Wellness educators and husband and wife duo, Thosh Collins (Salt River Pima-Maricopa) and Chelsey Luger (Turtle Mountain Chippewa), will offer a dynamic, interactive presentation on the topic of health and wellness from a Native American perspective. Authors of The Seven Circles: Indigenous Teachings for Living Well, Luger and Collins devised a methodology to aid people from all backgrounds to seek a balanced lifestyle. Join us to follow along and create your own "Seven Circles" to connect with your wellness journey in a new way that honors Indigenous heritage and history.

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Cultural Heritage Month Learning Opportunities Veteran's Day



Date: November 22, 2024

Time: 10:30am-11:30am

Click [here](#) to Register

In honor of Veteran's Day, you are cordially invited to join the DHR-Division of Diversity, Equity, & Inclusion and the Delaware National Guard for an exhilarating virtual Fireside Chat featuring the Adjutant General, Michael R. Berry, as we celebrate the rich history of our country's service veterans and reflect our pride in patriotism.



November 22, 2024, 10:30 a.m. - 11:30 a.m.

The Delaware National Guard Local Diversity Committee is a co-sponsor of this event.

In honor of Veteran's Day, you are cordially invited to join the DHR-Division of Diversity, Equity, & Inclusion and the Delaware National Guard for an exhilarating virtual Fireside Chat featuring the Adjutant General, Michael R. Berry, as we celebrate the rich history of our country's service veterans and reflect our pride in patriotism.

Cultural Heritage Month Learning Opportunities Did you know

Guide and Interpreter Sacagawea



The Military Sealift Command dry cargo/ammunition ship USNS Sacagawea (T-AKE-2) steamed in the Atlantic Ocean as an MH-60S Seahawk assigned to Helicopter Sea Combat Squadron (HSC) 28 conducted a vertical replenishment during the Iwo Jima Expeditionary Strike Group composite unit training exercise (COMPTEUX), 18 July 2008. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jason R. Zalasky)

The U.S. Navy celebrates Sacagawea, the Shoshone interpreter and guide for the Lewis and Clark Expedition, as a symbol of resilience and invaluable contribution to American history. Sacagawea's legacy lives on in the Navy with her name on two naval ships: USS Sacagawea (YT-241), a harbor tug commissioned in 1942, and USNS Sacagawea (T-AKE-2), a dry cargo and ammunition ship launched in 2006. Her enduring impact underscores the Navy's commitment to honoring diverse heritage and historical contributions. To learn more click [here](#).

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Cultural Heritage Month Learning Opportunities

Did you know

A Diverse Tapestry of Tribes

Delaware once boasted a vibrant tapestry of Native American tribes, each with its own unique culture, language, and traditions. These tribes played a crucial role in shaping the state's history and cultural landscape.

Lenape (Delaware)

The Lenape, also known as the Delaware, were the most prominent tribe in the region. They were a large and influential tribe with a rich history spanning centuries. The Lenape resided in the Delaware Valley, a vast area encompassing parts of present-day Delaware, Pennsylvania, New Jersey, and New York. They were known for their agricultural prowess, skilled craftsmanship, and close connection to the natural world.



Map of Delaware Native American Tribes. Source: NativeTribe.info. Accessed from [Chapman Scanandoah, Quarterly Journal of the Society of American Indians 3, no. 3 \(July-September 1915\), Plate 11.](#)

Nanticoke

The Nanticoke, a distinct Algonquian tribe, inhabited the lower Eastern Shore of Maryland and Southern Delaware. They were renowned for their skilled fishing and hunting practices, as well as their intricate beadwork and pottery. The Nanticoke faced similar challenges to the Lenape, as European colonization and disease impacted their population and way of life.

Susquehanna

The Susquehanna tribe played a vital role in the region's history. Originally residing in the Susquehanna River Valley, they were known for their strong warrior culture and their ability to adapt to diverse environments. The arrival of European settlers brought conflict and displacement, transforming their lives and leaving a lasting mark on their history. Click [here](#) to learn more.

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Cultural Heritage Month Learning Opportunities

Did you know

Fire (Tentey)



In Lenape culture, fire holds both practical and ceremonial significance. It serves essential functions like cooking and tool-making, yet it is also revered as “Grandfather.” Fire represents the male aspect of nature, balanced by water, which is considered female. Ceremonially, fire is integral to rituals, including offerings and purification practices. During the Big House Ceremony, old fire is extinguished to mark forgiveness and renewal, while a new fire is created through sacred methods by a “Pure” individual. Importantly, Lenape culture does not equate fire with worship. To learn more click [here](#).

Chief Machinist's Mate Chapman Scanandoah

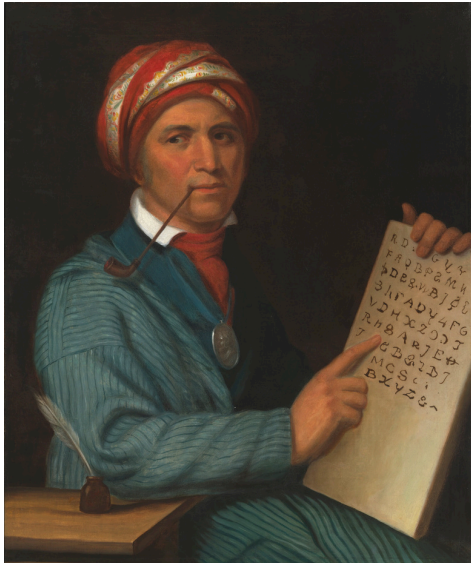


Chapman Scanandoah, Quarterly Journal of the Society of American Indians 3, no. 3 (July-September 1915), Plate 11.

Chapman Scanandoah, a distinguished Oneida chief and U.S. Navy veteran, served in the early 20th century. A machinist's mate during World War I, Scanandoah exemplified resilience, achieving several patents related to naval technology and receiving high honors for his contributions. He also advocated for Native American rights and shared his culture with the Navy, emphasizing unity and respect. His legacy highlights the profound impact of Native Americans in the U.S. military. To learn more click [here](#).

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Cultural Heritage Month Learning Opportunities Did you know



By Henry Inman - 7gGaC6pslza3Wg at Google Cultural Institute maximum zoom level, Public Domain, <https://commons.wikimedia.org/w/index.php?curid=21870072>

Sequoyah

Sequoyah, a Cherokee polymath born around 1770, is renowned for creating the Cherokee syllabary, a writing system that enabled literacy and record-keeping in the Cherokee language. Despite having no formal education, he developed the syllabary in the early 19th century, transforming communication within Cherokee communities. Sequoyah's syllabary allowed for rapid literacy growth and remains a vital part of Cherokee culture today. His work continues to symbolize resilience and cultural preservation among Native American communities. To learn more click [here](#).



Red Fox James in Washington, D.C. / Harris & Ewing Photograph Collection, Library of Congress Prints and Photographs Division // No Known Restrictions on Publication

Rev. Red Fox James, also known as Red Fox Skiuhushu

Rev. Red Fox James, Ph.D., D.D., also known as Red Fox Skiuhushu, was a Native American activist and member of the Blackfoot tribe, noted for his advocacy for Native American rights in the early 20th century. He famously traveled on horseback across various U.S. states in 1914, raising awareness and support for a national day honoring Native Americans. His efforts highlighted the importance of Native contributions and rights and laid groundwork that would inspire later recognition initiatives, including Native American Heritage Day and Month. To learn more click [here](#) and [here](#).

THE INCLUSIVE INSIDER

Cultural Heritage Month Learning Opportunities

Did you know

Kay WalkingStick



Kay WalkingStick is a Cherokee artist renowned for her work blending Native American and Western art traditions. Born in 1935, she explores themes of identity, connection to land, and indigenous perspectives through landscape paintings and abstractions, often integrating traditional Native American symbols and designs. Her work reflects both her Native heritage and broader cultural influences, making her a key figure in contemporary American art. WalkingStick's pieces are displayed in numerous major museums, highlighting her lasting impact on the art world. Learn more about Kay [here](#) and explore her artwork [here](#).



Nicholas Galanin

Nicholas Galanin is an Indigenous artist of Tlingit and Unanga heritage, widely known for his powerful work that challenges stereotypes, addresses colonial histories, and explores cultural resilience. His multimedia art spans sculpture, photography, installation, and music, often combining traditional Indigenous techniques with contemporary forms. Galanin's art speaks to themes of Indigenous identity, land rights, and social justice, positioning him as a prominent voice in modern Indigenous and global art movements. To learn more click [here](#).

THE INCLUSIVE INSIDER

Local Native American Resources and Organizations



Native Roots Farm Foundation

Native Roots Farm Foundation (NRFF) is a Native, woman-led nonprofit organization that reunites Native people with aspects of our heritage and shares this knowledge with the wider community through original, educational initiatives. Our programs use art, food, and horticulture to highlight native plants, recognize Native resilience and knowledge, and encourage connections with the natural world.

NRFF also identifies native plants in Native languages. Indigenous ecological knowledge is intertwined with Native languages. By incorporating Indigenous languages into our programs and supporting ongoing language revitalization efforts in local tribal communities, we are rekindling relationships between plants and people. Click [here](#) to learn more.

Local Native American Resources and Organizations



Nanticoke Indian Tribe

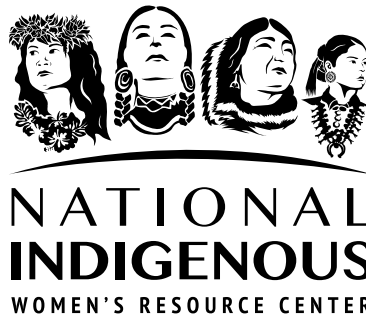
The mission of the Nanticoke Indian Association (NIA) is to enhance and promote the welfare of the Nanticoke Indian Community and to raise awareness of American Indian cultures in rural areas. The NIA aims to foster understanding, respect, and preservation of the Nanticoke Indian Tribe as an aboriginal/indigenous society through conservation, education, and cultural awareness programs. Click [here](#) to learn more.

THE INCLUSIVE INSIDER

Local Native American Resources and Organizations



The Delaware Tribe of Indians, located in Bartlesville, Oklahoma, has a rich history and cultural heritage. The Tribe focuses on preserving its traditions, supporting tribal members, and promoting educational, health, and cultural initiatives. They provide various services, including housing, education, and legal support, while also hosting cultural events to maintain the tribe's connection to its heritage. The Delaware Tribe also works on governance and self-determination efforts for its people. Click [here](#) to learn more.



The National Indigenous Women's Resource Center (NIWRC) is dedicated to ending violence against Native women by supporting tribal sovereignty and offering educational resources, technical assistance, and advocacy. They work on issues like domestic violence, sexual assault, and human trafficking, promoting awareness and systemic change. NIWRC collaborates with tribes, grassroots organizations, and allies to restore safety for Native women and strengthen tribal responses to violence. Click [here](#) to learn more.