

INDIANA
NATIVE
AMERICAN
INDIAN
AFFAIRS
COMMISSION



2019 ANNUAL REPORT



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PRESENTED BY

Indiana Native American Indian
Affairs Commission (INAIAC)



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Credits & Acknowledgments

MISSION

The Indiana Native American Indian Affairs Commission (INAIAC) was established to study issues common to Native American residents of Indiana in the areas of employment, education, civil rights, health, and housing. Based on this effort, the INAIAC makes recommendations to appropriate federal, state and local governmental agencies in these areas of concern to our state's Native and non-Native people. The vision of the Commission is to bring the Native community together, support a diverse and vibrant Native culture, and help identify and provide opportunities to the Native American people to enhance social, cultural, community and economic development in Indiana.

ORGANIZATION

The INAIAC consists of fifteen (15) voting members appointed by the governor and/or representing designated state agencies, and two (2) nonvoting members, each appointed by the speaker of the house of representatives or the president pro tempore of the senate.

A staff director working within the Indiana Civil Rights Commission provides support and facilitation for INAIAC meetings and initiatives.

The Indiana Native American Indian Affairs Commission was established by section 3 of Chapter 32 under Indiana Code 4-23.

EXECUTIVE SUMMARY



INAIAC in 2019: A Community Conversation, a Community Commitment

The Indian Native American Indian Affairs Commission (INAIAC) is committed to ongoing dialogue with Native Americans in Indiana - and all of our Hoosier friends and neighbors - in order to increase awareness and appreciation of culture, as well as build a foundation of understanding and mutual respect within our communities. The commission is an active partner and supporter of events celebrating the diversity of Native American culture and tradition, honoring Native American Veterans, and highlighting the current achievements of Native Americans across the state and nation.

Additionally, the commission works within its areas of focus to provide resources for educators to explore Indiana's rich Native history, and scholarship opportunities for Native students to continue their education in our state. In 2019, the commission worked to build these robust programs and establish a foundation of knowledge of the challenges, needs, and opportunities for Native Americans in Indiana, and this report highlights the results of these ongoing efforts. The INAIAC is pleased to present this report and to serve constituents and policymakers as a source of information and resources, with the goal of creating opportunities for every Native American Hoosier to thrive.

INAIAC Initiatives

SCHOLARSHIP PROGRAM

The Indiana Native American Indian Affairs Commission remains committed to supporting education and economic development opportunities for Native American Hoosiers, with the goal of making Indiana a great place for all individuals and families to live, learn, work, and thrive. The INAIAC offers scholarship opportunities for Native American students residing and attending an institution of higher learning in Indiana. Students are able to apply for awards in the amount of \$3,000.00 for spring and fall semesters, and \$1,000.00 for summer semesters during the academic year at an Indiana college or university. Students attending an Indiana vocational or technical school are able to apply for scholarships of up to \$2,500.00 per semester.

In 2019, the INAIAC saw its program grow significantly, and the commission was able to award \$35,000.00 to students attending institutions of higher education across the state. This total amount funded is up from \$9,000.00 awarded in 2018.

INAIAC scholarship awardees attended the following schools in 2019:

- Ball State University
- DePauw University
- Indiana University - Bloomington
- Indiana University - East
- Indiana University-Purdue University - Indianapolis
- Ivy Tech - Bloomington
- Indiana State University
- Ivy Tech - Kokomo
- Purdue University

Scholarship awardees represented nine Native American Tribes and Nations, and participated in undergraduate, vocational/technical, and graduate programs including liberal arts, health care, criminal justice, art and broadcasting, business, and the social sciences. The INAIAC is poised to continue growing this scholarship program through strategic promotional efforts, streamlining processes, and collaboration with partner agencies and organizations.

INAIAC Initiatives

MICHAEL PACE EDUCATION GRANT PROGRAM



A key component of the INAIAC's mission is the support of organizations and programs which provide engaging educational opportunities focused on the rich Native American history and tradition rooted in Indiana. In order to advance the preservation of this history and bring Native American culture to a wider Hoosier audience, the commission offers grants in the amount of \$250.00 to any licensed educator in the State of Indiana to be used toward visits to one of the many designated sites which have a significant focus on Native American culture and history. Additionally, the INAIAC sees these grants as an opportunity to build bridges of mutual respect and understanding, and to create greater cultural awareness and competency between communities today. In 2019, grants were awarded to classrooms in six cities across the state, facilitating education programs for nearly 1,100 students. The INAIAC is building strategy to ensure the continued support, promotion and growth of this important program.

During 2019, the following Indiana events and historic sites were eligible for funding through the Michael Pace Educational Grant Program:

- Angel Mounds State Historic Site - Newburgh
- Indiana Native American Indian Affairs Commission presents Native Voices: Past the History Books - Indiana State Museum, Indianapolis
- Fort Wayne Historical Society, Chief Jean Baptiste de Richardville House - Fort Wayne
- Mounds State Park - Anderson
- Eiteljorg Museum - Indianapolis
- Conner Prairie outdoor and living museum - Fishers
- Prophetstown State Park - West Lafayette
- Historic New Harmony presented by the University of Southern Indiana and the Indiana State Museum - New Harmony
- Indiana Repertory Theatre presents Delani Studi's "And So We Walked" - Indianapolis
- Terre Haute Native American Museum - Terre Haute

INAIAC Initiatives

LISTENING SESSIONS

Between June and November 2019, the INAIAC conducted listening sessions across Indiana, as well as online surveys assessing the concerns and needs of Native Americans living in the state, as well as general awareness of the Native American community and the commission.

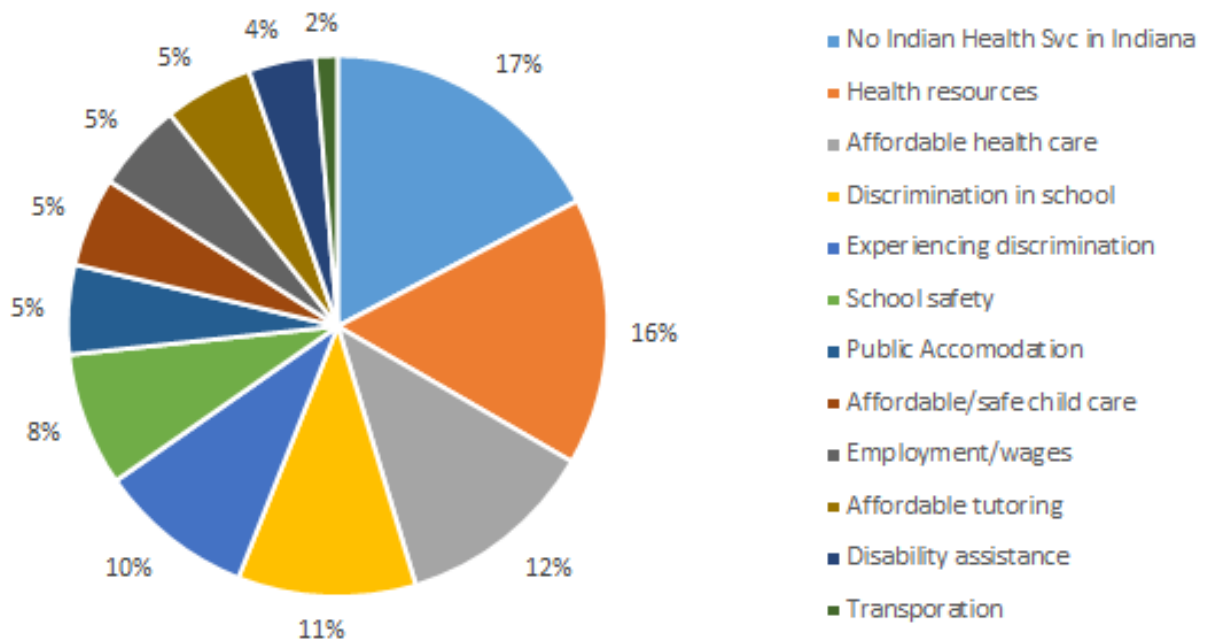
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Session Participants

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Statewide Locations

Issues most important to Native Americans & their families



The INAIAC 2019 Talking Leaves Listening Session Series invited Native American Hoosiers from across the state to share their concerns, challenges, and aspirations in four key areas of focus: **education, civil rights, employment, and health**. Participants were also asked general questions about their experience as individuals with Native American heritage, their awareness of the resources protections available, and awareness of the commission and its mission.

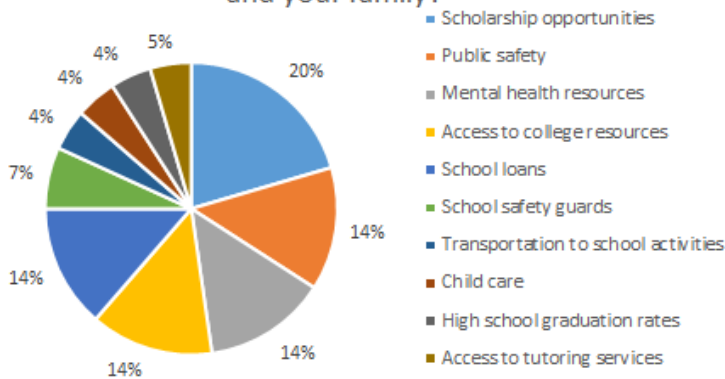
Sessions were conducted in five Indiana cities: Bloomington, Fort Wayne, Kokomo, Evansville, and Indianapolis, and included 89 total participants, as well as respondents who completed an online survey. Concluding in November, qualitative session data analysis is currently underway, and preliminary survey results are included in this report.

INAIAC Initiatives

**LISTENING
SESSION HIGHLIGHTS-
EDUCATION**



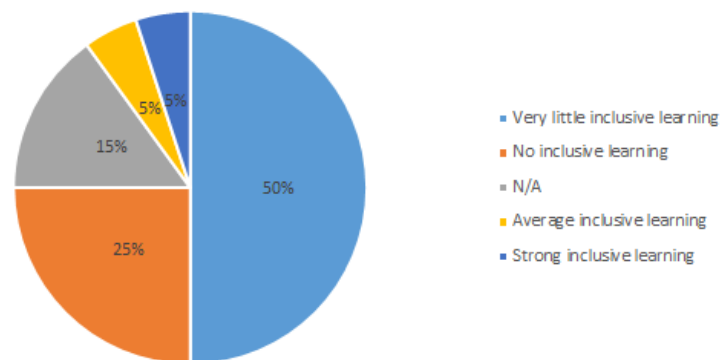
What educational issues are most critical for you and your family?



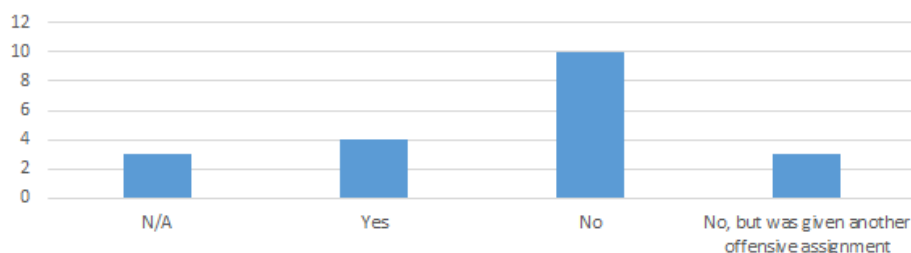
Session participants were asked a variety of questions about educational needs and concerns, with access to scholarships, resources for post-secondary education, and school safety and counseling resources emerging as the top issues.

Results also highlighted the need for further efforts to create an inclusive learning environment for Native American students, and some opportunity for the INAIAC and partner agencies to develop more programs to increase cultural competency in Indiana classrooms.

Are schools offering a welcome and inclusive environment about the history/traditions of Native Americans?



Did a student in your family receive an assignment to dress up as a Native American Indian during the school year?

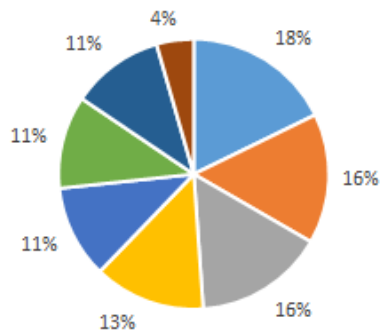


INAIAC Initiatives

**LISTENING
SESSION HIGHLIGHTS-
EMPLOYMENT**



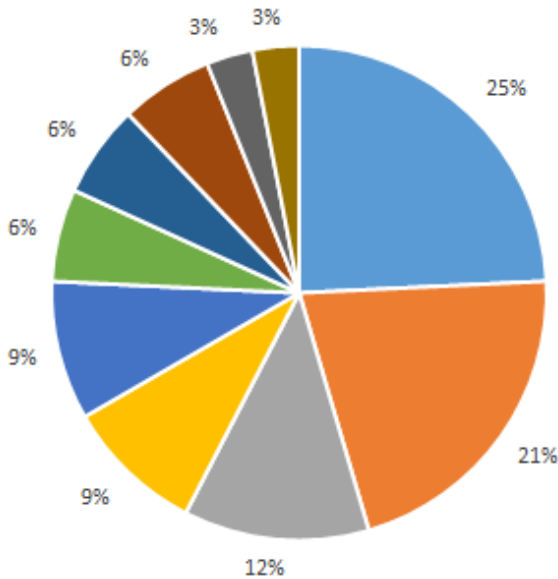
In your experience, which of the following work-based issues are challenges that impact you or other Native Americans that you know?



- Job paying enough for family to live on
- Job paying enough to cover child care
- Advancement opportunities
- Lack of convenient and affordable child care options
- Job security
- Employment opportunities
- Workplace discrimination
- Other

Native Americans in Indiana share many of the challenges all Hoosiers face in the workforce. Wages and benefits, training and advancement opportunities are top priorities.

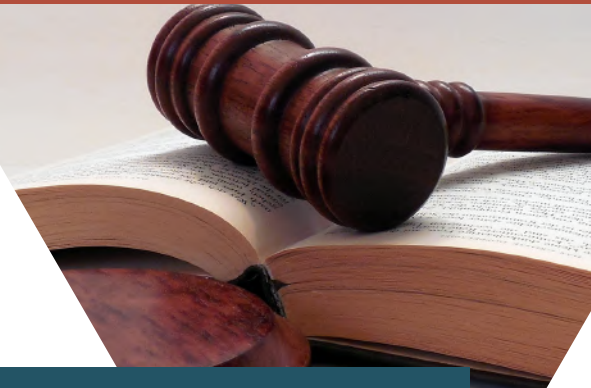
In your experience with the following barriers related to employment and wages, which impacts you the most?



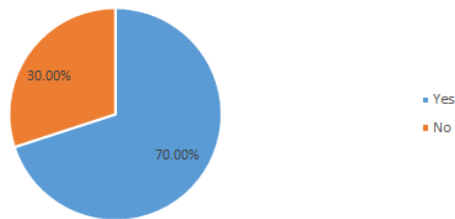
- Poor benefits
- Low wages
- Lack of advancement opportunity
- Job training
- Lack of convenient and affordable child care
- Retraining
- Workplace discrimination
- Lack of paid family leave
- Not enough jobs
- Transportation to employment

INAIAC Initiatives

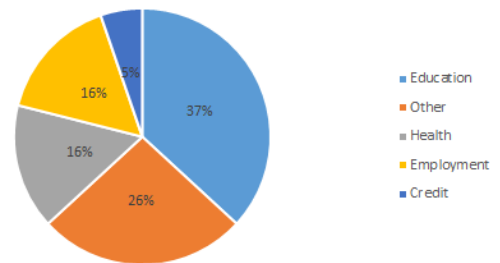
**LISTENING
SESSION HIGHLIGHTS-
CIVIL RIGHTS**



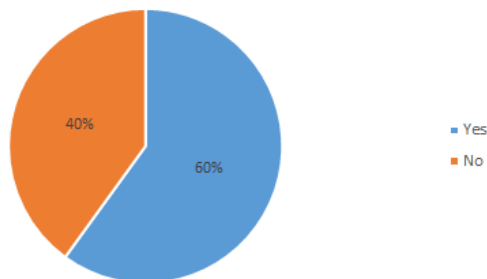
Do you feel that you have experienced discrimination because of being Native American?



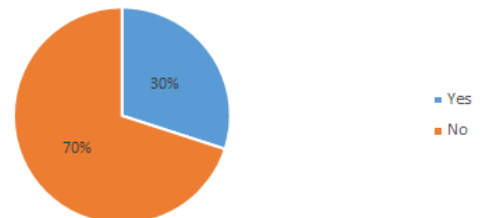
If yes, in what area have you experienced discrimination?



Did you know that Indiana civil rights laws include protections for Native Americans too?



Did you know that you can file a complaint of discrimination with the Indiana Civil Rights Commission and they will investigate your complaint for free?



Early indications show that Native Americans living and working in Indiana report that they have been affected by discrimination because of their Native American ethnicity or heritage. Experiences of discrimination for Native Americans are more likely to occur in educational settings, and it is worth noting that indications of other circumstances where suspected discrimination has occurred often mentioned incidents of cultural sensitivity in general settings. This is further indication that opportunities exist to develop and implement programs for cultural competency in the classroom, and for the general public.

Participants were not always aware of their inclusion in civil rights protections, nor was it commonly known that the Indiana Civil Rights Commission (ICRC) exists to enforce those protections. In collaboration with cultural competency efforts, it is recommended that a coordinated effort be undertaken between the ICRC and INAIAC to promote civil rights public education and outreach programs that include specific consideration for Native Americans.

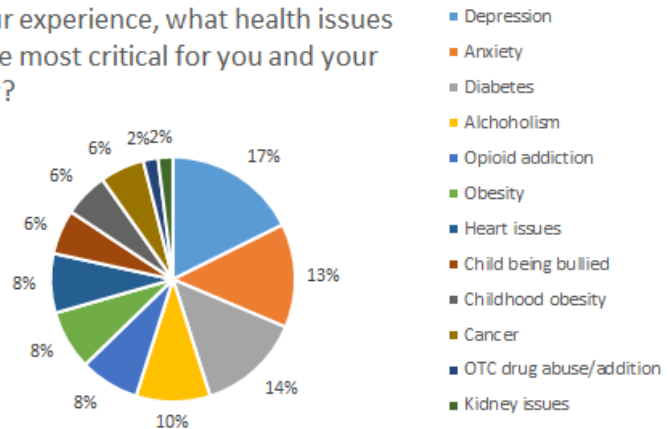
INAIAC Initiatives

**LISTENING
SESSION HIGHLIGHTS-
HEALTH**

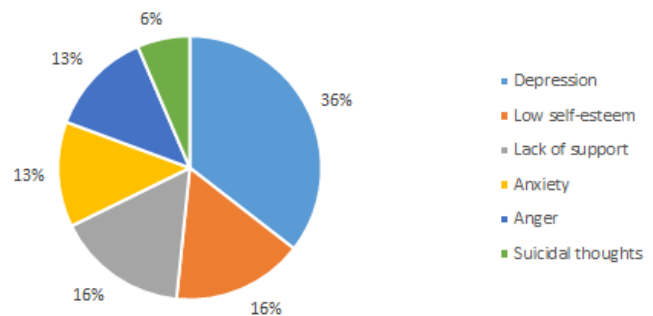


The common health and health care issues experienced by individuals, families, and communities across the country also affect Native Americans in our state. Access to high quality clinical care as well as patient education and resources are of paramount importance for everyone in Indiana. Mental health issues such as anxiety and depression account for thirty percent of participants' most pressing health care concerns, with diabetes, alcoholism, opioid addiction and obesity also emerging from our sessions as issues affecting the health and well-being of Native American Hoosiers.

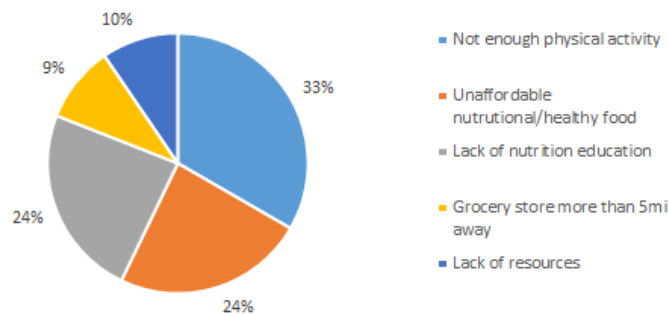
In your experience, what health issues are the most critical for you and your family?



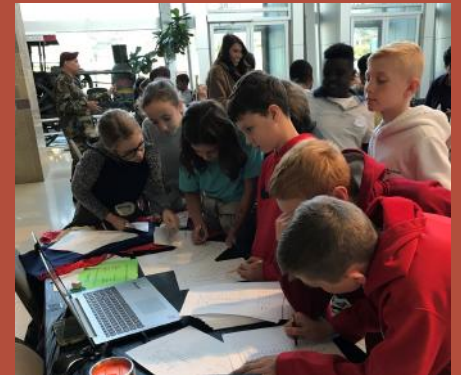
Which behavioral issues do you think influence your health?



What nutritional issues do you think impact your or your family's health?



There are also opportunities to address the nutritional health needs of Native American families in Indiana by ensuring sources of foods of high nutritional value are available throughout the state, and programs to increase physical activity are prioritized for Native American communities.



ENGAGEMENT & OUTREACH

The Indiana Native American Indian Affairs Commission prioritizes its role as an active participant and leader in community-building events focusing on Native Americans across the state. In addition to participating in panel discussions, pow wows, conferences and events presented in collaboration with partner organizations throughout the year, the INAIAC was also proud to offer its own programs with a particular focus on the celebration of Native American Heritage Month in November.

Highlights from these events include:

- Proclamation Day, November 1 - proclamations of Native American Heritage Month were received from Indiana Governor Eric J. Holcomb as well as mayors from 16 cities across Indiana.
- Indiana State Museum, Native Americans: Beyond the History Books - hosted nearly 1000 students
- INAIAC Veteran Ceremony - honoring Native American Veterans at the Indiana Veterans Home in West Lafayette, IN.

2019 COMMISSION

The INAIAC director, executive committee, and the Indiana Civil Rights Commission wishes to extend sincere gratitude to all commissioners for their service to Native Americans and all communities throughout the State of Indiana.

Governor's Appointees

- Chairman Scott Brewer, Pokagon Band of Potawatomi
- John L. Adams, Shawnee Tribe
- Felica Ahasteen Bryant, Dine (Navajo) Nation
- Peter Magnant, Keweenaw Bay Native Indian Community
- Dorene Red Cloud, Oglala Sioux Tribe
- Secretary Paul Strack, Miami of Oklahoma
- Vice Chair Sally Tuttle, Oklahoma Choctaw

State Agency Representatives

- Kelly Flynn, Family & Social Services Administration
- Dr. Kenneth Folks, Department of Education
- Elizabeth Gamboa, Department of Natural Resources
- Antoniette Holt, Office of Minority Health, State Department of Health
- Anthony Jones, Department of Workforce Development
- David Liebel, Department of Correction
- Sean Tierney, Commission for Higher Education

General Assembly Appointees

- Senator Greg Walker, 41st District
- Representative Daniel Leonard, 50th District

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