



## The Society of American Indian Government Employees (SAIGE) Annual Report for 2019

The Society of American Indian Government Employees (SAIGE) is honored to provide information about our organization's activities and outreach efforts. Our Board of Directors has done amazing work in promoting our organization throughout the year even as far as Australia! Below is the 2019 Annual Report for SAIGE.

### List of Officers and Board of Directors

#### Officers:

Fredericka Joseph - Chair  
Duane Matt – Vice Chair  
Phil Hamel – Secretary  
Sue Morris – Treasurer

Sade Heart of the Hawk Ali  
Kathleen Bergeron  
Tilford Brown  
Teresa Estoril  
Danny Garceau

Juanita Mullen  
Sue Marcus  
Georgeie Reynolds  
Jay Spaan  
Lori Windle

### 16<sup>th</sup> Annual National Training Program

SAIGE's 16<sup>th</sup> Annual National Training

Program was held at the Seneca Niagara Resort in Niagara Falls, New York, June 10<sup>th</sup>-13<sup>th</sup>, 2019. The theme was *"Honoring Our Nations: Building Strength Through Understanding."* A few of our plenary speakers included; Zina Sutch, OPM; Steven Pevar, American Civil Liberties Union; Commissioner Karen Narasaki, U.S. Commission on Civil Rights; Brian Patterson, Oneida National Council and Past President of USET; Jerry Gidner, Director, Office of Special Trustee, DOI; Michael Martin, Native American Community Services of Erie and Niagara Counties; Aren Sparck, Seattle Indian Health Board and Jay Spaan, Executive Director, Self-Governance Communication and Education Consortium. Our luncheon speaker was Patrick Malone, American University.

### Annual SAIGE Achievement Awards:

**Agency Award:** USDA Farm Service Agency, Bozeman, MT

**Leadership Award:** Bob Robin, NOAA Research Meteorologist Specialist, Severe Farms Lab, Norma, OK

**EEO Award:** Christopher Sacchetti, AI/AN SEPM, Defense Information Support Agency, Fort Meade, MD

**General Schedule Grades Award:** Roberta Lewis, Supply Specialist, Logistics Management Office, US Army Corps of Engineers, Tulsa, OK

### Warrior Society

Warrior's Program: The 2019 Warriors/Veterans Track at the SAIGE National Training Program in Niagara Falls, New York was a great success. We had outstanding speakers who provided updates on programs to help our veterans. A highlight was the awards program which was attended by all attendees of the National Training including the Youth Track. A luncheon was provided along with a keynote address by Clarence A. Johnson, a member of the Senior Executive Service, who is the Director of Diversity Management and Equal Employment Opportunity for the Office of the Under Secretary of Defense (Personnel and Readiness), Washington, D.C. After the keynote address Mr. Johnson was joined on stage by New York Brigadier General John Andonie and Warrior Society Director Danny Garceau, who was representing the SAIGE Chair, Fredericka Joseph, to present the SAIGE Military Meritorious Service awards to ten deserving individuals. A thank you is due to LTC Monique Foster for providing professional assistance with the awards program and spearheading the support from the New York National Guard.

The 2019 SAIGE Military Meritorious Award winners were chosen from over 30 nominations packets. The 2019 award winners were; Dr. David L. Bevett - United States Army - Hawaii, Mr. Edward J. Blauvelt - United States Air Force - Texas, Major (Dr.) Amileah R. Davis - United States Air Force - North Carolina, Lieutenant Commander Mathew M. Hour - United States Coast Guard - Alaska, Staff Sergeant Kalvina R. Kee - United States Air Force - Arkansas, Ms Kathleen A. McLaughlin - United States Army - Washington D.C., Major Tanya Peshlakai Mooneyham - United States Air Force - Mississippi, Mr. Robert R. Russell - United States Air Force - Alabama, Sergeant First Class Jessica L. Stiffarm - Minnesota National Guard, and Staff Sergeant Rosario F. Quiroga - United States Air Force - Arizona.

A Memorandum of Understanding was signed between the Veterans Administration and SAIGE. This will be a tool to help get more Veteran Affairs' employees to our training along with the promotion of SAIGE and our Warrior Society to more of their employees.

In November Danny Garceau spoke at the Georgia National Guard about Native American Heritage month, the warrior culture and SAIGE. Travel was paid for by the Georgia National Guard.

The Warrior Society conducts a voluntary teleconference on the last Monday of most months. It provides an opportunity for the membership to help in planning our training program along with sharing information and comradery.

### **SAIGE Youth Program**

The Native student youth program is part of the SAIGE Annual Training Program. The program is designed to provide Native American students an opportunity to learn about careers within the Federal government, participate in professional and personal development workshops and training, as well as the opportunity to network with Native American professionals.

SAIGE student program goals are:

- encourage Native American youth to realize their potential to become leaders in their communities and schools
- continue their education in order to gain college-level degrees, particularly in the multitude of public service professions, and
- ultimately, to seek a career in the government sector.

SAIGE efforts to promote the value of Diversity in the workplace include honoring the traditional customs and values of Native people. Through this common bond, the student youth program creates an environment that encourages students to step out of comfort zones, consider diverse points of view and develop friendships that may last throughout their careers.

We have student leaders who assist during the Annual National Training Program. They work as moderators, lead the students in small groups and activities, and provide personal assistance to the new students attending the Training Program. SAIGE student leaders are Brian Barlow, Jared Massey, Rosemary Reano, Rory Wheeler and Nya Beasley.

The SAIGE student leaders met regularly throughout the 2019 year. These five student leaders are being mentored by JoAnn Brant and Elaine Robles, both of the EPA. We are working on the following projects with the student leaders:

- Creating a SAIGE student council which would identify committed youth participation, support and provide recommendations to the SAIGE Board as well as have community focus. Suggested 5 to 10 people to serve, which includes participating on conference calls and attending the SAIGE annual training program. They can provide guidance for future webinars that the student council can attend for leadership development.
- Mentoring Program for the student leaders which included looking at assessment tools such as Myers Briggs, Strength Finders, Carl Jung personality test, Disc Assessment, Kiersey the Four Temperaments and Big 5 project. The focus of the Mentoring project is building on personal and professional goals, develop mission/vision, identify weaknesses and self-strengths to build and improve. Most effectiveness comes from adult/student mentorships that comes from within vs having students search for mentors outside. We are seeking the SAIGE Board of Directors to provide mentorship partners to the SAIGE student leaders. Our estimated start date for Mentorship program is September 2020.
- Work on the SAIGE 17<sup>th</sup> Annual National Training Program, June 22-25,2020 in Tulsa, Oklahoma including student agenda, outreach to schools, tribes and native organizations.

## **Chapter Reports**

### **Utah Chapter IRS Chapter**

List of Officers:

Coralee MacKay – President

Ranae Kelson – Vice President

Gretchen Gossett – Secretary

Vivian Bailey – Ridenour – Treasurer

Christina Navarrete-Wasson – Executive Advisor

The Utah Chapter hosted an annual school supply drive on the Ogden IRS Campus. Employees donated school supplies that SAIGE members and friends delivered to the Ogden School District. These donations benefit Ogden students who are no or low income, many of whom are Native American.

In October 2019 Chapter Presidents Coralee MacKay and Jennifer Cantrel, Kansas City Chapter, and Lifetime member Richard Regan, assisted the National President of Military Outreach to organize and host an event at IRS Headquarters to honor those who have served or are currently serving in the military and Native American Heritage Month on October 30, 2019, in Washington, D.C. The guest speaker was Mr. Thomas Begay, Navajo Code Talker. He was one of the few remaining code talkers who developed and spoke the secret coded Navajo language for radio communications in the Marine Corps WWII Pacific Campaign. SAIGE gifted and honored Mr. Begay with a Pendleton Blanket.

Utah Chapter President MacKay recruited SAIGE members and their family and friends to host a Book and Blanket Drive for the Ogden School District. This was the fourth consecutive year for this event. The blankets will help to keep the children warm and have a book to read during winter school break. The chapter received several written acknowledgments of thanks for this event.

The Utah Chapter volunteers throughout the year to help the non-profit Adopt-a-Native-Elder Program. This program aids in basic survival needs such as food, firewood, traditional clothing, weaving materials and simple medical supplies. The elders range from 70-108 years of age. This program builds a bridge of hope between Native Americans and other cultures.

### **Kansas City Chapter**

List of Officers

Jennifer Cantrel – President

Pam Riley – Vice President

Kay Jeffries – Secretary

Kevin Duty – Treasurer

In September 2019 the IRS campus held its Diversity Day giving the SAIGE Chapter an opportunity to outreach and share what SAIGE is and the benefits of joining. They staffed a table and set up a sign-up sheet and had available brochures about SAIGE. The chapter was asked to participate in the Diversity Education committee of the local Federal Executive Board. The chapter planned a series of displays as well as demonstrations a speaker and artifacts. Also organized was a Lunch and Learn that drew 60 additional people and was open to the IRS campus. This program was repeated every 20 minutes because employees have 30-minute lunches. A jingle dancer performed explaining the history of the jingle dance and the spiritual importance of this dance in her culture.

The chapter accepted the opportunity to collaborate with several local organizations to participate in the Holiday Food Program. They received donations of food, groceries, money and 24 frozen turkeys. They were able to create 24 food boxes with 8 cans of vegetables, two types of soup, gravy, instant potato mix, peanut butter, stuffing mix, two mac and cheese, chili seasoning, one pound of rice, one pound of dry beans, pumpkin pie filling, cake mix, canned frosting, a separate box they provided one pound of frozen hamburger and a 12 pound frozen turkey. The American Legion Hall was used to compile boxes and because the American Legion were helpful and the chapter donated two food boxes to feed native veterans.

### **Other Activities and Outreach**

On May 4<sup>th</sup> Freddie attended the Parent Leadership Teacher Institute Race Equality Forum in Virginia. Freddie gave a presentation that included the history of the Virginia natives and information about SAIGE.

Indigenous People's Day, Belmont Plateau, Fairmount Park, Philadelphia, PA was held on October 5, 2019. SAIGE Director Teresa Estoril was present at the Powwow for five hours and spoke to approximately 30-35 people regarding the SAIGE Organization and the Youth and Veterans' Tracks.

On October 30, 2019 the Chair and Clarence Joseph, Lifetime Member, attended an event at the IRS in Washington, D.C. Fredericka presented a Pendleton blanket to the guest speaker, Mr. Thomas Begay, Navajo Code Talker. SAIGE was provided a table to display brochures for the SAIGE programs. Approximately 40 employees visited the booth.

On November 13, 2019 the Chair attended a CFC Event at the Department of the Interior. Approximately 80 employees visited our booth. SAIGE information was handed out to employees including SAIGE brochures and information on the Youth Program and the Warrior Program.

On November 15<sup>th</sup> SAIGE was represented at the National Geospatial Agency CFC Event. Approximately 75 employees stopped by the booth. We answered questions and they were provided brochures about SAIGE and the various programs.

On November 19 Fredericka was the guest speaker at the National Labor Relations Board. She provided information about the history of American Indians and engaged in a Q&A session with the attendees. Approximately 40 employees attended.

On December 3, 2019 SAIGE set up a table at the Pentagon during the Combined Federal Campaign. We had 45 employees visit the booth and learn about the SAIGE programs.

**Elections:**

Elections were held in December, and there were two Board of Directors candidate rotations and one Officer position. The candidates were notified of their status after the vote count was completed, and new board members were installed at the January 2020 meeting. We extend our gratitude to the outgoing Board members, Duane Matt, Kathleen Bergeron, and Teresa Estoril for their years of dedication and service to SAIGE. We welcome the new Directors to the Board, Roberta Lewis, Carl Etsitty, Robert Russell, James Pete, and Robin Hairston.



Fredericka Joseph  
Chair, SAIGE Board of Directors

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