

Rock County Equity Brief

Nov 2022

OBSERVE

Native American Heritage Month

One of the very proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the “First Americans” and for three years they adopted such a day. In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as an American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

In 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.” Similar proclamations, under variants on the name (including “Native American Heritage Month” and “National American Indian and Alaska Native Heritage Month”) have been issued each year since 1994.

November Groups, Culture or Cause Recognized

- 1–2 Day of the Dead
- 2 Equal Pay Day
- 9 World Freedom Day
- 11 [Veterans Day/Armistice Day](#)
- 13 World Kindness Day
- 16 International Day for Tolerance
- 17 International Students' Day
- 20 Transgender Day of Remembrance
- 24 Thanksgiving



For more information about Native American Heritage Month, visit <https://nativeamericanheritagemonth.gov/about/>



RECOGNIZE

Elizabeth Peratrovich

Born July 4, 1911 in Petersburg, Alaska, Elizabeth Peratrovich (Tlingit) was an American Civil Rights Activist and member of the Tlingit nation whose mission was to advocate for the equality of Alaska Natives. She played a vital role by testifying before the Alaska Territorial Senate in 1945 and swayed the floor vote in passing the Alaska Anti-Discrimination Act of 1945, which was the first anti-discrimination law in the United States. Afterwards Peratrovich and her husband became the Presidents of the Alaska Native Brotherhood and the Alaska Native Sisterhood. Her “courageous, unceasing efforts to eliminate discrimination and bring about equal rights in Alaska” is celebrated every February 16 as Elizabeth Peratrovich Day.

Source: <https://visionmakermedia.org/four-native-women-leaders/>

LEARN

The Native American population in Wisconsin dates back centuries. Evidence suggests that the early peoples of Wisconsin arrived about 10,000 years ago. Their presence in this state predates Wisconsin statehood and much of the population who came during that time. Archeologists have found many clues about the lives of Native peoples in this region through excavating sites across the state. Effigy mounds, mounds in the shape of animals, have been found as burial sites for the early Wisconsin inhabitants.

The Mississippian culture was also a significant era in the history of the early populations in Wisconsin over 1,000 years ago. In Wisconsin, these people are called Oneota. Before European contact, Native Americans lived throughout the area where Wisconsin is today. They lived in villages and planted gardens to grow crops such as corn, beans, and squash. They had a complex trade network that extended to the Atlantic and the Gulf coasts.

Native Americans in Wisconsin have a rich cultural heritage passed down from generation to generation by tribal elders. They lived off the land, farming, hunting, and gathering, maintaining strong family ties and cultural traditions within their respective tribes. The presence of European settlers drastically altered their way of life.

The Native American population in Wisconsin first saw White settlers with the arrival of French and English fur traders. The first was French trader Jean Nicolet and the missionary Jacques Marquette near the Red Banks in 1634. During this time, fur was the focus, and fur traders and missionaries worked with the Native Americans to achieve their objectives for over 150 years. However, this changed when settlers came to Wisconsin. Once the American government was established and the population continued to increase, America began to expand west to make room for the incoming settlers without regard for the lives of Native Americans.



11 Federally Recognized American Indian Nations in Wisconsin

1. [Bad River Band of Lake Superior Chippewa](#)
2. [Forest County Potawatomi](#)
3. [Ho-Chunk Nation](#)
4. [Lac Courte Oreilles Band of Lake Superior Chippewa](#)
5. [Lac du Flambeau Band of Lake Superior Chippewa](#)
6. [Menominee Indian Tribe of Wisconsin](#)
7. [Oneida Nation](#)
8. [Red Cliff Band of Lake Superior Chippewa](#)
9. [Mole Lake \(Sokaogon Chippewa Community\) Band of Lake Superior Chippewa](#)
10. [Saint Croix Chippewa Indians of Wisconsin](#)
11. [Stockbridge-Munsee Community Band of Mohican Indians](#)
12. [Brothertown Indian Nation](#)

Check out the [Native Land App](#) on your browser (also can download on phone, tablet).

ACTION

- On whose land were you born?
- On whose land are you now?
- On whose land did you (pick one) go to college, get married, hold a job?
- Did you know this?
- How hard was it to find this information?
- [A guide to Indigenous land acknowledgment](#)

BRIEF RECAP: OCT 2022

OBSERVE **National Disability Employment Month**

The National Disability Employment Awareness Month (NDEAM) roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."



Joyce Ardell Jackson

RECOGNIZE **Joyce Ardell Jackson**

Joyce Ardell Jackson was a disability activist that lived with arthritis throughout her life. She is one of the vital protesters who took part in the nearly month-long sit-ins that demanded the enforcement of Section 504 of the Rehabilitation Act.

LEARN **Disability Employment**

People with disabilities continue to be the most unemployed and underemployed population in the United States. They represent an untapped labor pool offering valuable skills, qualifications, and assets for employers.

TRAINING

Rock County DEI Training

All employees must complete two DEI training per year. There are a variety of diverse topics and training formats provided to all employees. Please note that one of the trainings must be from the County DEI list to fulfill your County DEI requirement, and one training can be from a community partner or outside DEI training (if it meets the DEI training requirements). New employees are only required to participate in one equity training within the year of their hire.

FAQ's

Once I register, when will I receive a confirmation email or location details?

Once you submit the registration form, you will be sent a confirmation and location/Zoom information the Monday before the training date.

Do I have to pay for the e-course?

No, once you click on the registration link, you will be able to enroll at no cost.



**Windows and Mirrors
Cultural Diversity**

[Register](#)

**SafeZone Gender
Diversity**

[Register](#)

**Race, Power, and
Privilege E-course**

[Register](#)

**YWCA Racial Justice
Conference**

November 10th - 8:30-4pm
*Registration is facilitated by
department supervisors*