



# NACS NEWS

Volume 26 Issue 4  
April 2025

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## Child Abuse Awareness Month – April 2025

*submitted by George T. Ghosen, Editor*

Every year, Child Abuse Awareness Month is observed in April to recognize the efforts made by our communities and families in bringing up this issue in front of the world. Did you know that every one out of seven children in the U.S has experienced physical and sexual abuse? During this month, as well as the whole year, citizens are encouraged to raise the issue of child abuse and the well-being of children and families around the country.

### History of Child Abuse Awareness Month

The first National Child Abuse Awareness Month was declared by President Jimmy Carter in 1979. The declaration was given through the efforts of [Childhelp](#) founders [Sara O'Meara and Yvonne Feddersen](#).

After four years, April was formally established as the Child Abuse Prevention Month by President Ronald Reagan. The U.S Department of Health and Human Services requests the communities to actively take part in preventing child abuse and be supportive of the well-being of families. The federal government of the United States gives funds in support of child abuse cause.

According to a report, 646,000 children became the victims of child abuse and another 1580 children died due to child abuse. It was also found that most of the cases could have been prevented through community support and programs.

In reality, four million referrals are sent to Child Protection Services agencies showing concerns of

abuse involving over six million children.

Child abuse was first recognized in the twentieth century. The cases of child abuse are found more in developed countries rather than in developing countries. However, children have been beaten and physically abused for thousands of years, due to the belief that a child is a property of a parent.

### Child Help

The year is 1982 and although child abuse had received some media and political attention already, Sara O'Meara and Yvonne Feddersen were determined to continue the fight against child abuse. Every time they were able to look into the eyes of a child the organization saved, it was only a reminder of all the other children that still needed their help.

With this continual dedication, **the first national toll-free hotline, 1-800-4-A-Child**, was implemented by [Children's Village USA](#). The hotline still operates 24 hours a day, seven days a week and offers a wide variety of support resources from professional crisis counselors.

The addition of the hotline was a huge step forward for the Children's Village USA, as it gave the organization the ability to help children across the country.

**Due to the success of the hotline, the Childhelp National Child Abuse Hotline expands in 1990, adding a computerized telephone system capable of handling up to 5 million calls a year!**

*"Because one concerned person recognized the signs of abuse and called the Childhelp National Child Abuse Hotline; because investigators got involved and discovered the truth; and because Childhelp was there to fast-track intervention and treatment, Zachary didn't become a statistic."*

--Anonymous--

In 2007, Childhelp celebrates the 25th Anniversary of the **Childhelp National Child Abuse Hotline, 1-800-4-A-CHILD (1-800-422-4453)**.

Then in 2016, the Childhelp National Child Abuse Hotline opens a second office in Washington D.C. as the hotline expands texting services.

Two years later the Childhelp National Child Abuse Hotline pilots online webchat services across Arizona, wins multi-year, multi-million-dollar innovation grant to expand and research chat and text capabilities.

The Childhelp National Child Abuse Hotline is dedicated to the prevention of child abuse and has given assistance to more than 2 million help seekers. Serving the U.S. and Canada, the hotline is staffed 24 hours a day, 7 days a week with professional crisis counselors who—through interpreters—provide assistance in over 170 languages. The hotline offers crisis intervention, information, and referrals to thousands of emergency, social service, and support resources. All contacts are confidential.

**Child Abuse Awareness Month**

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### FAQs

#### What are the four types of child maltreatment?

The four types of abuse are physical, sexual, emotional, and neglect.

#### What is the most difficult kind of abuse to substantiate?

The most difficult kind of abuse to substantiate is verbal abuse.

#### What type of abuse is the hardest to detect?

Emotional abuse is often mixed with other forms of abuse and is hard to detect.

### How to Observe Child Abuse Awareness Month

#### 1. Encourage children to speak up against child abuse

Encourage your children or the children living in your community to speak up if they have been mistreated or sexually abused.

#### 2. Promote prevention of mistreatment of children

Promote the prevention of child abuse through social media or webinars.

#### 3. Volunteer to work for child abuse protection organizations

Find out about the organizations working for child abuse prevention and contribute to helping this cause on your part by working for them.

### 5 Interesting Facts About Child Abuse

#### 1. It causes many problems

Victims of child abuse are at a risk for emotional, physical, relationship problems.

#### 2. There are various types

Common types of child abuse include emotional abuse, physical assault, and sexual assault.

#### 3. Alcohol abuse is a big contributor

Parents abusing alcohol and drugs are more likely to neglect and abuse their children.

#### 4. Abuse causes social problems

Abused children are not able to express emotions safely.

#### 5. It has the same rates among all genders

Boys and girls face similar rates of child abuse.

### Why Do We Observe Child Abuse Awareness Month

#### A. It helps to predict child abuse signs

Child Abuse Awareness Month helps in making us learn about the signs of child abuse. It lets us study the behavior of an abused child.

#### B. Every child deserves a safe childhood

We believe that every child should have a secure childhood. Child Abuse Awareness month emphasizes greatly on protecting our children from mistreatment of any kind.

#### C. The children grow up to become good human beings

Children who have experienced a safe childhood grow up to become happy and well-behaved

*Child abuse casts a shadow the length of a lifetime.*

--Herbert Ward--

#### Resources:

[National Today](#)  
[Childhelp](#)

## National Infant Immunization Week: April 21 - 28

*submitted by George T. Ghosen, Editor*

National Infant Immunization Week (NIIW) is an annual observance to highlight the importance of protecting infants from vaccine-preventable diseases and celebrating the achievements of immunization programs and their partners in promoting healthy communities. NIIW is observed during the last week of April. The exact timing varies slightly from year to year as we attempt to avoid potential holiday schedule conflicts.

NIIW is recognized as part of World Immunization Week

(WIW), an initiative of the World Health Organization (WHO). During WIW, all six WHO regions, including more than 180 Member States, territories, and areas, will simultaneously promote immunization, advance equity in the use of vaccines and universal access to vaccination services, and enable cooperation on cross-border immunization activities.

NIIW provides an opportunity to:

- ♥ Highlight the dangers of vaccine-preventable diseases, especially to infants and young children, and the importance and benefits

of childhood immunization

- ♥ Educate parents and caregivers about the importance of vaccination in protecting their children from birth against vaccine-preventable diseases
- ♥ Focus attention on immunization achievements and celebrate the accomplishments made possible through successful collaboration
- ♥ Step up efforts to protect children against vaccine-preventable diseases and thereby give them a healthy start in life

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- ♥ Encourage better communication between parents and healthcare professionals.
- ♥ Remind parents and caregivers of the importance of making and keeping needed immunization appointments.
- ♥ Provide help to parents and caregivers to locate a healthcare professional who participates in the Vaccines for Children's program, a federally funded program that provides vaccinations at no cost to children whose parents cannot afford to pay for them.

### National Infant Immunization Week FAQs

#### What are the one-month shots?

According to the CDC, at 1 to 2 months, your baby should receive vaccines to protect them from the following diseases:

- ♥ Hepatitis B (HepB) (2nd dose)
- ♥ Diphtheria, tetanus, and whooping cough (pertussis) (DTaP) (1st dose)
- ♥ Haemophilus influenzae type b disease (Hib) (1st dose)
- ♥ Polio (IPV) (1st dose)
- ♥ Pneumococcal disease (PCV13) (1st dose)
- ♥ Rotavirus (RV) (1st dose)

#### What shots are newborns given at birth?

According to the U.S. Department of Health and Human Services:

"The American Academy of Pediatrics and the Centers for Disease Control (CDC) recommend that all newborns get the first HepB shot before leaving the hospital. If the mother has HBV, her baby should also get a HBIG shot within 12 hours of birth. The second HepB shot should be given one to two months after birth."

#### Why is my baby so fussy after shots?

According to Immunize: "After vaccination, children may be fussy because of pain or fever. To reduce discomfort, you may want to give your child a medicine such as acetaminophen or ibuprofen."

### 5 Interesting Facts About National Infant Immunization Week

1. Vaccines are highly effective  
Childhood vaccines are 90% to 99% effective against diseases.
2. Many deadly diseases have been reduced  
Many dangerous diseases that affect children have been reduced or eliminated completely due to immunization programs.
3. All vaccine-preventable diseases are extremely dangerous  
The diseases that a child is vaccinated against can cause

severe complications or even death regardless of whether they receive the best medical treatment or not.

4. The younger, the more effective  
Babies react to vaccinations better — the younger they are the more effective are the vaccinations.
5. Vaccinations testing  
All vaccinations are tested for safety — they must first prove to be safe and effective against the disease they are made for.

### Why We Observe National Infant Immunization Week

- A. Vaccines protect our children  
All vaccinations protect our children from dangerous diseases like measles, rubella, and mumps.
- B. The spread of disease results in economic and social costs  
If diseases spread, they can result in increased costs, economically and socially. Vaccinations protect us from this.
- C. This week promotes immunization programs  
National Infant Immunization Week increases awareness of the importance of vaccinations around the country.

#### Resources:

[National Day Calendar](#)  
[National Today](#)

## Measles Cases and Outbreaks

*submitted by George T. Ghosen, Editor*

The measles outbreak in 2025 has significantly impacted health in the United States. As of March 20, 2025, there have been **378 confirmed measles cases** reported across 18 states<sup>1</sup>. The outbreak has led to **64 hospitalizations** and **1 confirmed death**, with another death under investigation<sup>1</sup>.

Measles is highly contagious and can cause severe health complications, including pneumonia, encephalitis (inflammation of the brain), and death<sup>2</sup>. The majority of cases have been among unvaccinated individuals, highlighting the importance of vaccination<sup>1,2</sup>.

The outbreak has also placed a considerable strain on public health resources, with significant costs associated with diagnosing cases, contact tracing, and managing hospitalizations<sup>3</sup>. Efforts to control the outbreak emphasize the need for robust vaccination programs to prevent future occur-

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rences<sup>2,3</sup>.

Find more real-time updates of measles cases reported by:

- [Texas Department of State Health Services](#)
- [New Mexico Department of Health](#)

(<sup>1</sup>CDC: [Measles Cases and Outbreaks](#))

(<sup>2</sup>CDC: [Emergency Preparedness and Response](#))

(<sup>3</sup>Johns Hopkins: [The Economic Impact of the Ongoing Measles Outbreak](#))

## What to know about measles

### How serious is measles?

Measles is an airborne, extremely infectious, and potentially severe rash illness. [Before the measles vaccine](#) was introduced, an estimated 48,000 people were hospitalized and 400–500 people died in the United States each year.

Keep Reading: [Measles Symptoms and Complications](#)

Measles is not a seasonal virus. However, measles is often spread over times of high travel (like spring break) or in situations where unvaccinated persons are in close quarters (like summer camp).

### Can I get measles while traveling?

Did you know that measles can be found around the world? Measles can [live in the air for 2 hours](#) after an infectious person leaves the space. Before any international travel, evaluate if your family needs [early vaccine doses](#).

After you return, watch your health for 3 weeks and call your healthcare provider if you or your child gets sick with a rash and fever.

Why are some fully vaccinated people getting measles?

Two doses of MMR vaccine are 97% effective at preventing measles, 1 dose is 93% effective. It is uncommon for someone fully vaccinated to develop measles. However, breakthrough infections (when someone becomes infected after they have been vaccinated) can occur, especially in communities experiencing an outbreak where high levels of measles virus are circulating. The number of breakthrough infections (approximately 5% of total) is consistent with what we have seen in previous years.

### How do I protect myself?

Prevent measles and talk to your healthcare provider about the measles, mumps, and rubella (MMR) vaccine, [especially if planning to travel](#).

Keep Reading: [Measles Vaccination](#)

### Why is there more measles activity?

Measles was [declared eliminated in the United States in 2000](#). This was thanks to a very high percentage of people receiving the safe and effective measles, mumps, and rubella (MMR) vaccine. In recent years, however:

- [U.S. MMR coverage among kindergarteners](#) is now below the 95% coverage target—much lower in some communities—and is decreasing.
- [Global measles activity](#) is increasing, meaning more chances of an unvaccinated person infected with measles abroad returning to the United States.

### How does CDC assess measles outbreak risk?

CDC is creating models to show how measles outbreaks could occur and spread in the United States. These models can be used to help health departments better identify communities at high-

est risk and manage healthcare resources.

(From: [CDC: Measles cases and outbreaks](#))

## How can I protect myself from measles? (redux)

Protecting yourself from measles primarily involves vaccination and taking preventive measures. Here are some key steps:

- **Get Vaccinated:** The most effective way to prevent measles is by getting the MMR (measles, mumps, rubella) vaccine.
  - ◊ **Children** should receive the first dose at 12-15 months and a second dose at 4-6 years<sup>1,2</sup>.
  - ◊ **Adults** born in 1957 or later should have two doses at least 28 days apart<sup>1</sup>.
  - ◊ **Adults** born before 1957 are generally considered immune<sup>1</sup>.
- **Check Vaccination Records:** If you're unsure about your vaccination status, check your records or consult your healthcare provider<sup>1</sup>.
- **Practice Good Hygiene:** Wash your hands frequently with soap and water, avoid touching your face, and cover your mouth and nose when coughing or sneezing<sup>2</sup>.
- **Avoid Exposure:** Stay away from individuals who are known to have measles, especially if you are unvaccinated or have a weakened immune system<sup>2</sup>.
- **Seek Medical Advice:** If you believe you've been exposed to measles, contact your healthcare provider immediately. They can advise you on the next steps, which may include getting the MMR vaccine within 72 hours of exposure<sup>2</sup>.

The MMR vaccine is highly effective, with two doses being about 97% effective at preventing measles<sup>2</sup>. It's also very safe, with mild

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side effects like a sore arm or mild fever being the most common<sup>1</sup>.

[<sup>\(1\)</sup>Measles 101: How to Protect Yourself and Your Family](#)

[<sup>\(2\)</sup>How to Prevent Measles - Plus, 4 Other Pharmacist Tips for Optimal Measles Protection](#)

### Why is there vaccine hesitancy?

Vaccine hesitancy is a complex issue influenced by various factors. Here are some key reasons:

1. **Misinformation:** False information about vaccines, often spread through social media, can lead to fear and confusion<sup>1,2</sup>.
2. **Distrust in Healthcare Systems:** Some people have a lack of trust in healthcare providers or

pharmaceutical companies, which can stem from past experiences or perceived motives<sup>1,2</sup>.

3. **Concerns About Safety:** Worries about potential side effects or long-term health impacts can make individuals hesitant to get vaccinated<sup>2</sup>.
4. **Complacency:** When people perceive the risk of the disease as low, they may not see the need for vaccination<sup>2</sup>.
5. **Convenience:** Access to vaccines can be a barrier. If getting vaccinated is inconvenient or difficult, people may be less likely to do it<sup>2</sup>.
6. **Cultural and Religious Beliefs:** Some cultural or religious beliefs may discourage vaccination<sup>2</sup>.

7. **Personal Autonomy:** The belief in personal freedom and choice can lead to resistance against perceived mandates<sup>1</sup>.

Addressing vaccine hesitancy requires a multifaceted approach, including improving public education, building trust in healthcare systems, and ensuring transparent communication about vaccine safety and efficacy<sup>1,2</sup>.

[<sup>\(1\)</sup>What are the Main Causes of Vaccine Hesitancy?](#)

[<sup>\(2\)</sup>Vaccine hesitancy: A growing challenge for immunization programmes](#)

Links:

[CDC.gov](https://www.cdc.gov)

[CDC Health Alert Network](https://www.cdc.gov/eid/alerts/)

## Sexual Assault Awareness Month

*submitted by Sandra Roberts, Prevention Specialist - Health & Wellness*

**Sexual assault awareness is important every day of the year.**

This month gives us an opportunity to draw attention to the prevalence of sexual assault and educate individuals and communities on sexual violence and combatting victim blaming.

National Sexual Assault Resource Center reports that nationwide, 81% of women and 43% of men reported experiencing some form of sexual harassment and/or assault in their lifetime. That is only the number of people that have reported their experiences, a lot of assaults go unreported and unsaid.

### What is Sexual Violence?

- Sexual violence occurs when someone is forced or manipulated into unwanted sexual activity without their consent. — Consent means permission for something to happen or agreement to do something. It

*"I believe you."*

needs to be sober, voluntary, enthusiastic, and ongoing. — Reasons someone might not consent to sexual activity include fear, guilt, pressure, force, and/or influence of alcohol or drugs.

- Anyone can experience sexual violence, including children, teens, adults, and seniors of any gender.
- Those who sexually abuse can be acquaintances, family, trusted individuals, or strangers; of these, the first three are most common.

### Sexual Assault Awareness Month at a Glance

- In the United States, April is

Sexual Assault Awareness Month (SAAM).

- The goal of this month is to raise public awareness about sexual violence and educate communities on how to prevent it.
- Individuals can show their support for survivors, stand up to victim blaming, shut down rape jokes, correct harmful misconceptions, promote everyday consent, and practice healthy communications with children.
- We know that one month isn't enough to solve the serious and widespread issue of sexual violence. However, the attention April generates is an opportunity to energize and expand prevention efforts throughout the year.

### Staying Safe

- Practicing Active Bystander

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Intervention - When you see something that doesn't seem right, there are simple ways to step in and help a friend.

- Your Role in Preventing Sexual Assault - Whether it's giving someone a safe ride home from

a party or diverting a person who is engaging in uncomfortable behavior, anyone can help prevent sexual violence.

- Trust Your Instincts - If you feel you are being pressured into unwanted sex, you

probably are. If you feel uncomfortable or threatened around an acquaintance or your partner, get out of the situations immediately. If you misread someone's signals, you can always explain later.

## Sexual Assault Awareness Month – April 2025

From [National Today](#)

Sexual Assault Awareness Month, observed each April, is a campaign that aims to increase awareness about the causes and risk factors for sexual assault and empower individuals to take steps to prevent it in their communities. Since 2001, the National Sexual Violence Research Center has coordinated annual programming, developing materials and resources for organizations and agencies to use. The SAAM campaign works with a variety of non-profit organizations and foundations to spread the message of awareness and prevention through educational programs, public events, and petitions for legislative action.

### History of Sexual Assault Awareness Month

Observed as an opportunity to promote education and the prevention of sexual violence, Sexual Assault Awareness Month (SAAM) traces its history to the 1970s, when activists first began organizing on a national scale to reduce sexual assault and violence against women. Advocates fought tirelessly to bring a topic, once taboo for public discussion, out of the shadows and shed light on the widespread problem of sexual assault.

The first rape crisis center in the U.S., Bay Area Women Against Rape, opened in 1971, with the dual goals of providing counseling and advocacy to survivors and educating

the community. Their work paved the way for more groups and coalitions, and in 1976, the first Take Back the Night rally brought increased visibility as activists organized more public events. Take Back the Night, a series of marches organized to protest rape and sexual assault, broadcast the message that women shouldn't be afraid to be out at night.

By the 1980s, the National Coalition Against Sexual Assault was mobilizing groups across the country to take action at higher levels. In 1994, after a long campaign, Congress passed the Violence Against Women Act, the first legislation to require law enforcement to treat domestic violence as a crime and not a private matter.

In 2001, the first official Sexual Assault Awareness Month once again brought the issue into public consciousness and reinvigorated a national network of events and support groups that raise awareness and provide resources to survivors and those at risk. the [Rape, Abuse, & Incest National Network](#) (RAINN) supports a network of over a thousand rape crisis centers.

The campaign tries to address a broad range of issues including sexual health and consent, and

engages with diverse populations by developing culturally sensitive foreign-language materials.

Sexual assault is a widespread issue in the United States, with nearly 325,000 people experiencing rape or sexual assault in 2021, according to the Bureau of Justice Statistics. Moreover, sexual assault can have lifelong physical, emotional and financial impacts. [The Office of Justice Programs](#) (OJP) is committed to providing victim-centered services to survivors of sexual assault, working to help individuals and communities access justice and working to prevent perpetration. As we observe National Sexual Assault Awareness and Prevention Month each April, it is important to recognize the need for survivor voices to be elevated, engaged and heard to effect change in our communities and for perpetrators to be held accountable.

### Help for Victims of Sexual Assault

If at any time you feel that you are in immediate danger, we strongly urge you to call your local police department's emergency number [\(911\)](#)

### [National Sexual Assault Hotline](#)

The National Sexual Assault Hotline's trained support specialists are available to offer support, information, advice or a referral. You are not alone.

[1.800.656.HOPE \(4673\)](#)



## April is Diversity Month, Six Ways to Celebrate

By [Chantell Garrett, CDP, CNP](#), via *Linked In*, April 16, 2020

*"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color." – Dr. Maya Angelou*

April is Diversity Month, a time to recognize and celebrate the beautiful tapestry of our unique cultures, backgrounds and rich traditions that comprise us all. Now, in a virtual society, it is more important than ever to celebrate diversity. In times of crisis and extreme uncertainty, sometimes the knee-jerk reaction is to respond by surrounding ourselves with people who are like us, while intentionally distancing ourselves from those who are different. These behaviors can be attributed to fear, the media, or [unconscious bias](#).

As leaders, we must prioritize our commitment to diversity and inclusion. Creating meaningful interaction, opportunity and inclusion for all people, not just some. As a people, we are the intersectionality of race, ethnic origin and color, religion and creed, sexual orientation, age, ability, sizes, and shapes, to name but a few. We originate from a myriad of cultures, steeped in a multitude of beliefs systems and traditions.

It is important that we find value in each other's experiences, differences and unique characteristics as it enables us to respond with relevance, empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation of each other and the diversity that surrounds us. Celebrating diversity not only boosts cultural awareness, but most importantly creates spaces of inclusion and fosters belonging where

people feel valued.

An appreciation and respect for differences can make the world a better place for everyone. Here are six ways you can do exactly that:

**Celebrate diversity.** Share your culture and heritage with a social media post. Some ideas for the post can be a photo in your cultural attire, an heirloom or even a family recipe. Celebrate your friends, family and colleagues by asking them to share their photo or special item during your next virtual staff meeting, coffee chat or happy hour.

**Engage in learning opportunities.** Expand your knowledge of diversity and inclusion related topics:

- ♦ Brush up on your [inclusive leader habits](#).
- ♦ Sign up for a D&I course in [LinkedIn Learning](#).
- ♦ Watch the [Corona Bias](#) video and share with a colleague how you combat bias.
- ♦ Virtually connect with a D&I group, organization and/or practitioner to share best practices.
- ♦ Read a D&I publication - I highly recommend the [Federal Reserve Bank of Kansas City's 2019 diversity and inclusion report](#). :)

**Support minority- and women-owned businesses.** [Minority- and women-owned businesses will be heavily impacted by the pandemic](#), therefore consider visiting or utilizing services from a diverse vendor to show your support for their business. The [SBA small business database](#) can be helpful in finding diverse suppliers in your area.

**Host a multicultural virtual movie night.** Invite friends, family or colleagues to some multicultural and foreign films. You can even ask guests to bring a snack to represent a different country or culture to munch on.

**Attend a virtual cultural art exhibit.** Many cities are home to international or cultural art exhibits. Learn more about other cultures through the lens of fine and contemporary art from [museums](#) around the world in the comfort of your own home.

**Play music from around the world.** Play music from around the world in your home. Celebrate your friends, family and colleagues by asking them to share examples of music from their own culture or heritage during your next virtual staff meeting, coffee chat or happy hour.

*How will you celebrate diversity?*

### What will the effect of no diversity, equity and inclusion mean in 2025

The absence of diversity, equity, and inclusion (DEI) initiatives in 2025 could have significant implications across various sectors:

1. **Workplace Dynamics:** Without DEI, workplaces may struggle to foster innovation and collaboration, as diverse perspectives often drive creativity and problem-solving<sup>1</sup>. Employees from underrepresented groups might face increased barriers, leading to lower morale and higher turnover rates.<sup>2</sup>
2. **Education:** A lack of DEI in ed-

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educational institutions could result in reduced access to opportunities for marginalized communities. This might exacerbate existing inequalities and limit the diversity of thought and experience in academic settings.<sup>3</sup>

3. **Healthcare:** In fields like medicine, reduced diversity could negatively impact patient care. Studies suggest that a diverse

medical workforce improves cultural competence and patient outcomes.<sup>3</sup>

4. **Economic Impact:** Companies that abandon DEI initiatives may face reputational risks and potential legal challenges. Additionally, they might miss out on the financial benefits associated with diverse and inclusive teams.<sup>1</sup>
5. **Social Consequences:** The rollback of DEI efforts could

deepen societal divisions and hinder progress toward equity and inclusion, potentially leading to increased polarization.<sup>4</sup>

The effects of eliminating DEI are complex and far-reaching, touching on fairness, innovation, and societal cohesion. What are your thoughts on this?

(<sup>1</sup>[Diversity.com](#), <sup>2</sup>[HBR.org](#),  
<sup>3</sup>[MedicalXpress](#), <sup>4</sup>[USA Today](#))

## Pentagon to Restore Navajo Code Talkers to Website; White House Blames AI for the Removal

By Levi Rickert, [Native News Online](#), March 19, 2025

Navajo Nation President Buu Nygren on Wednesday said his office received word from the White House that the Department of Defense will restore materials related to the Navajo Code Talkers on its website.

The restoration announcement came [two days](#) after an exclusive article was published by Axios reported that at least 10 articles [mentioning](#) the [Code Talkers](#) that had [disappeared](#) from the U.S. Army and Department of Defense websites as of Monday.

"White House officials reached out to my office and confirmed that removal of 'Navajo' from the agency websites was a result of an error caused by the Artificial Intelligence (AI) automated review process associated with Diversity, Equity, and Inclusion (DEI) initiatives," Nygren said in a statement.

Nygren said the restoration was made possible through the dedicated advocacy of the Navajo Nation Washington Office and his letter to the Department of Defense.



Navajo Indian communication men with the Marines on Saipan landed with the first assault waves to hit the beach.

(Unknown author or not provided - [U.S. National Archives and Records Administration](#))

"I want to assure the Navajo people that we remain in close communication with federal officials to ensure the legacy of our cherished Navajo Code Talkers is never erased from American and Navajo history," Nygren said.

Nygren finished his statement by saying, "As sovereign nations, we are not defined by DEI classifications. We are political sovereigns with treaties and a long-standing relationship with the

U.S. government."

The 25th Navajo Nation Council weighed in on the matter on Wednesday as well.

"The Pentagon acknowledged the removal as a 'mistake' and has since restored much of the deleted content. The DoD explained that the removal was part of an automated process to comply with the DEI policy directive. While some pages have been restored, others remain offline, replaced by server errors. The Pentagon has promised to resolve the issue fully," the Council said in a statement.

"The restoration of the Navajo Code Talkers' articles is a necessary step, but it does not erase the harm caused by their initial removal. The service of the Code Talkers was crucial to the success of World War II, and their legacy must be continually recognized and honored, beyond any political agenda," said Speaker [Crystalyne Curley](#).

## NFJC Community Ally Awards 2025

*Submitted by George T. Ghosen, Editor*

The National Federation of Just Communities (NFJC) of WNY, Inc. honored individuals (both adults and youth), and businesses in Western New York who have made a meaningful impact on our community over the past year.



Michael Martin, Executive Director

This year, NACS received a Community Ally Award from the National Federation of Just Commu-

nities for providing programs that address the vast needs of our community. In keeping with our “Tradition of Caring”, through the leadership of Executive Director, Michael Martin, NACS has “grown into a full-scale human services agency, committed to helping the entire community, regardless of race or background.”

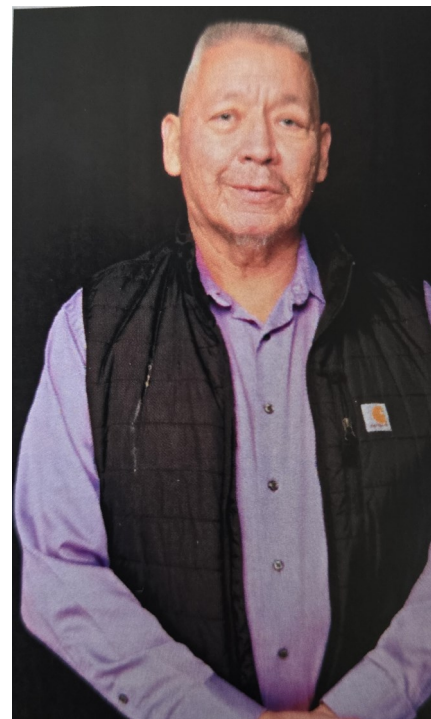
NACS’ programs are organized into four components, focusing on the following key areas: Economic Self-Sufficiency, Family Services, Health and Wellness, and Community and Cultural services.

Pete Hill was honored for his dedication, efforts, and contributions to help our “community to move beyond the impact of historical traumas and related factors that have negatively impacted the inter-generational health and vitality of Native Americans.”

The NFJC WNY, Inc. recognizes persons and programs that are

“dedicated to overcoming racism, bias, and discrimination by building a more just and inclusive community through education and community engagement.”

For more information on the NFJC WNY, Inc and their programs visit [www.nfjcwny.org](http://www.nfjcwny.org).



Pete Hill, Special Initiatives Coordinator

## American Indian College Fund: Scholarships Update

*Submitted by Pete Hill, Special Initiatives Coordinator*

The American Indian College Fund provides scholarships to American Indian and Alaska Native college students who are enrolled in certificate, undergraduate, or graduate programs at tribal colleges and universities, or nonprofit, accredited schools.

The College Fund manages a wide portfolio of scholarship programs, and TCU students are eligible for all our opportunities. Applicants only need to submit one application every year to be considered.

Award amounts vary but average between \$2,000 to \$3,000.

### High School Student

The American Indian College Fund offers merit-based scholarships for American Indian and Alaska Native high school students that plan to pursue higher education. Our application is available every year starting on February 1st in anticipation of the upcoming fall term. High school students should apply in the last semester of their senior

year.

[Learn More!](#)

### Student at a Tribal College/University

The American Indian College Fund has a close relationship with the 35 accredited Tribal Colleges and Universities (TCU). Students attending TCUs are eligible for all the different merit-based scholarship programs we offer. Our application is available every year starting on February 1st in anticipation of the

*(Continued on page 12)*



(Continued from page 11)

upcoming fall term. We encourage TCU students to complete their application by May 31st to receive priority review.

[Learn More!](#)

### Student at a non-Tribal College/University

The American Indian College Fund offers merit-based scholarship opportunities for American Indian and Alaska Native students attending accredited nonprofit colleges or

universities in the U.S. Our application is available every year starting on February 1st in anticipation of the upcoming fall term. We encourage students attending these institutions to complete their application by May 31st to receive priority review.

[Learn More!](#)

### Additional Scholarships

There are thousands of scholarship opportunities in addition to the scholarship programs we

offer. We advise all students to apply to as many scholarships as they are eligible for. Discover more scholarship opportunities available outside of the American Indian College Fund.

[View More Scholarships!](#)

### Scholarship Search Websites:

- [College Board Scholarship Search](#)
- [Career OneStop Scholarship Finder](#)
- [Scholarships.com](#)

## Sleep Tips: 6 Steps to Better Sleep, And More!

*By Mayo Clinic Staff, Jan. 31, 2025*

**You're not doomed to toss and turn every night. Consider simple tips for better sleep, from setting a sleep schedule to including physical activity in your daily routine.**

Many factors can interfere with a good night's sleep — from work stress and family responsibilities to illnesses. It's no wonder that quality sleep is sometimes elusive.

You might not be able to control the factors that interfere with your sleep. However, you can adopt habits that encourage better sleep. Start with these simple tips.

### 1. Stick to a sleep schedule

Set aside no more than eight hours for sleep. The recommended amount of sleep for a healthy adult is at least seven hours. Most people don't need more than eight hours in bed to be well rested.

Go to bed and get up at the same time every day, including weekends. Being consistent reinforces your body's sleep-wake cycle.

If you don't fall asleep within about 20 minutes of going to bed, leave your bedroom and do something relaxing. Read or listen to

soothing music. Go back to bed when you're tired. Repeat as needed, but continue to maintain your sleep schedule and wake-up time.

### 2. Pay attention to what you eat and drink

Don't go to bed hungry or stuffed. In particular, avoid heavy or large meals within a couple of hours of bedtime. Discomfort might keep you up.

Nicotine, caffeine and alcohol deserve caution, too. The stimulating effects of nicotine and caffeine take hours to wear off and can interfere with sleep. And even though alcohol might make you feel sleepy at first, it can disrupt sleep later in the night.

### 3. Create a restful environment

Keep your room cool, dark and quiet. Exposure to light in the evenings might make it more challenging to fall asleep. Avoid prolonged use of light-emitting screens just before bedtime. Consider using room-darkening shades, earplugs, a fan or other devices to create an environment that suits your needs.

Doing calming activities before bedtime, such as taking a bath or using relaxation techniques, might promote better sleep.

### 4. Limit daytime naps

Long daytime naps can interfere with nighttime sleep. Limit naps to no more than one hour and avoid napping late in the day.

However, if you work nights, you might need to nap late in the day before work to help make up your sleep debt.

### 5. Include physical activity in your daily routine

Regular physical activity can promote better sleep. However, avoid being active too close to bedtime.

Spending time outside every day might be helpful, too.

### 6. Manage worries

Try to resolve your worries or concerns before bedtime. Jot down what's on your mind and then set it aside for tomorrow.

Stress management might help. Start with the basics, such as getting organized, setting priorities

(Continued on page 13)



(Continued from page 12)

and delegating tasks. Meditation also can ease anxiety.

### Know when to contact your health care provider

Nearly everyone has an occasional sleepless night. However, if you often have trouble sleeping, contact your health care provider. Identifying and treating any underlying causes can help you get the better sleep you deserve.

### What is Meditation?

Meditation is a practice that involves training your mind to focus, be present, and develop a sense of calm and clarity. It can take many forms but generally includes techniques to help you observe your thoughts, feelings, and surroundings without judgment. At its core, meditation is about creating a space of mental stillness to promote inner peace and self-awareness.

People meditate for various reasons, such as reducing stress, improving concentration, enhancing emotional well-being, or connecting with their spiritual side. It can be as simple as focusing on your breath or as elaborate as guided visualizations or chants.

Some common types of meditation include:

- ♥ **Mindfulness Meditation:** Staying present and aware of the current moment.
- ♥ **Transcendental Meditation:** Repeating a mantra or sound to settle the mind.
- ♥ **Guided Meditation:** Following a narrator's prompts to visualize relaxing or inspiring scenes.
- ♥ **Movement Meditation:** Focusing on movement, as in yoga or tai chi.
- ♥ **Loving-Kindness Meditation:** Cultivating compassion and

positive emotions toward oneself and others.

### Tips For Meditation Before Sleep

Meditating before sleep can be a wonderful way to relax your mind and body. Here are a few tips to help you get started:

1. **Create a calming space:** Find a quiet, comfortable spot where you can sit or lie down. Dim the lights or use a soft lamp or candle to set a relaxing atmosphere.
2. **Use deep breathing techniques:** Focus on your breath. Inhale deeply through your nose for a count of four, hold for four, and exhale slowly through your mouth for six. Repeat this cycle to calm your nervous system.
3. **Try guided meditation:** If you're new to meditation, you might find it helpful to listen to a guided session. There are many apps and online resources with soothing bedtime meditations.
4. **Engage your senses:** Play gentle music, nature sounds, or white noise. You could also use essential oils like lavender for aromatherapy to help you feel more relaxed.
5. **Practice mindfulness:** Focus on the present moment. Let go of thoughts about the past or future and bring your attention to your body, breath, or a soothing visualization.
6. **Body scan relaxation:** Start at your toes and mentally work your way up, releasing tension in each part of your body. Notice how your body feels as you progressively relax.
7. **Consistency is key:** Establish a routine by meditating at the same time each night. This can help signal to your body that it's time to wind down.

### 8 Foods That Will Help You Sleep Through the Night?

Certain foods contain nutrients

that can promote better sleep by helping regulate your body's natural sleep-wake cycle. Here are some sleep-friendly options:

1. **Almonds:** Rich in magnesium, which can improve sleep quality by relaxing muscles and calming the nervous system.
2. **Bananas:** Packed with potassium and magnesium, as well as tryptophan, which aids in producing sleep-inducing hormones like serotonin and melatonin.
3. **Cherries:** Especially tart cherries, they are a natural source of melatonin, the hormone that regulates sleep.
4. **Kiwi:** Known for its high serotonin levels, which can improve sleep quality and duration.
5. **Oatmeal:** Contains melatonin and carbohydrates that can help your brain absorb tryptophan more effectively.
6. **Turkey:** Well-known for being rich in tryptophan, it may promote feelings of tiredness.
7. **Walnuts:** Contain melatonin as well as healthy fats that support brain health and relaxation.
8. **Herbal Teas:** Chamomile tea, in particular, is known for its calming properties, thanks to an antioxidant called apigenin.

Including these foods as part of a balanced diet could help you drift off more easily. Pairing them with a calming bedtime routine can make a real difference too.





## CLUBHOUSE CORNER



### APRIL EDITION

*"Spring: a lovely reminder of how beautiful change can truly be."*  
— Unknown



### TUSCARORA SOCIAL



Last month, our youth clubhouses attended a social at the Tuscarora Nation House

### FRUIT PIZZA



Our youth made delicious fruit pizza

### BEADING NIGHT



Our youth created their very own personalized beaded keychains



### NARP SOCIAL

Our youth clubhouse members danced their hearts out at McKinley High School



**STAY UPDATED ON  
OUR CLUBHOUSE  
EVENTS WITH SOCIAL  
MEDIA!**

**NEXT MONTH: Buffalo Bandits game, Bowling, Museum trip and more!!!**

**To join our upcoming events, message  
Kelly (716-449-6405) or  
Dakota (716-449-6472)**



NACS CLUBHOUSE CORNER - APRIL 2025





## REDISCOVERING OUR ONKWEHON:WE TRADITIONS

### **ABOUT US**

ROOTS is here to increase the availability of cultural education programs and resources for the urban Haudenosaunee people. We aim to implement opportunities to learn about Haudenosaunee traditions and practices through an increased number of Haudenosaunee cultural programs

### **CLASSES**

arts/cooking classes  
cultural speaker series  
elder and youth information exchange  
community socials  
singing and dancing classes  
yearly marketplace

### **GOAL**

The long-term community goal would be that all Native Americans have access to opportunity, knowledge, and the ability to incorporate traditional concepts and teachings within their families and communities

Arriana Smith  
*ROOTS Project Specialist*  
[asmith@nacswny.org](mailto:asmith@nacswny.org)

Colleen Casali  
*ROOTS Project Coordinator*  
[ccasali@nacswny.org](mailto:ccasali@nacswny.org)

Dakota Jonathan  
*ROOTS Project Specialist*  
[djonathan@nacswny.org](mailto:djonathan@nacswny.org)

FUNDED BY: THE DEPARTMENT OF HEALTH AND HUMAN SERVICES-  
ADMINISTRATION FOR NATIVE AMERICANS

# HAUDENOSAUNEE SOCIAL SONG & DANCE INSTRUCTIONS



**No Registration needed, families encouraged to attend!**

**LOCATION:**

Niagara Falls High School  
4455 Porter Road  
Niagara Falls

**TIME:**

4:00PM-5:30PM

**DATES:**

March 25, 2025 May 06, 2025  
April 08, 2025 May 20, 2025  
April 29, 2025 May 27, 2025



Any questions call:  
Colleen, Arriana or Dakota  
(716) 847-2797 ext. 334







# WORKSHOPS FOR NATIVE AMERICAN PARENTS

**ASU** Global Center for  
Applied Health Research  
Arizona State University

## HIGHLIGHTS

- Ten weekly classes
- Qualifying families may receive up to \$300 in gift cards
- Participation in a parenting and health research study
- Healthy food provided
- Childcare services available
- Transportation assistance provided

## ELIGIBILITY

- ✓ **Self-Identify as Native American**
- ✓ **Lives in urban area of Erie & Niagara County**
- ✓ **Primary Caregiver of Native American youth 12-17 years old**

## Workshops begin March 18, 2025



Scan QR Code  
or Click Link  
to Register

<https://forms.gle/Q3RQM7VSWbFHeiT67>



716-339-1831 or 716-874-4460



[pjacobs@nacswny.org](mailto:pjacobs@nacswny.org)



# What is Political Trauma and How Do I cope with it?

Political trauma is a profound experience that can significantly impact mental health and overall well-being. It arises from exposure to politically motivated events, actions, or rhetoric that cause distress, fear, or anxiety.

As members of Indigenous and BIPOC communities, we may be particularly vulnerable to its effects.

## Effects of Political Trauma on Mental Health

*Political trauma can have far-reaching consequences on an individual's mental health. Experiencing political trauma can lead to:*

**Increased Risk of PTSD:** Exposure to political violence or oppression can lead to post-traumatic stress disorder (PTSD), characterized by intrusive thoughts, nightmares, and hypervigilance.

**Depression and Anxiety:** Chronic exposure to political stressors can contribute to the development of depression and anxiety disorders.

**Cognitive Impairment:** Political trauma may affect cognitive functions, leading to difficulties in concentration, memory, and decision-making.

**Social Withdrawal:** Individuals may experience a sense of alienation and disconnect from their communities, leading to social isolation.

**Intergenerational Trauma:** The effects of political trauma can be passed down through generations, impacting the mental health of future family members.

*For Relatives living in Nebraska*

### All Nations Crisis Textline

Text "Support" to 33464 to chat with an All Nations team member.

We are here seven days a week from 8:00am-Midnight.

society of care



## Signs of Political Trauma

- Heightened anxiety or fear related to political events
- Difficulty sleeping or concentrating
- Increased irritability or anger
- Feelings of helplessness or despair
- Physical symptoms like headaches or stomach issues

## Coping Strategies



**Limit media consumption:** Set boundaries on news and social media intake to reduce exposure to triggering content.



**Practice self-care:** Engage in activities that bring you joy and relaxation, such as meditation, exercise, or creative pursuits.



**Connect with community:** Share experiences and seek support from trusted friends, family, or support groups.



**Engage in meaningful action:** Volunteer or participate in community initiatives that align with your values to regain a sense of control and purpose.



**Seek professional help:** If symptoms persist, consider talking to a mental health professional who specializes in trauma-informed care.



**Cultural healing practices:** Engage in traditional healing practices that are culturally relevant and meaningful to you.

Sources:

<https://www.psychologytoday.com/us/blog/theyre-not-coming/202101/how-to-cope-with-todays-political-trauma-and-madness>  
<https://www.aprilonyonpsychotherapygroup.com/blog/political-trauma-signs-symptoms-and-treatment>





University at Buffalo

Clinical and Translational Science Institute



# Science Café

## HEALTHY AGING IN OLDER ADULTS

A conversation with: Dr. Kinga Szigeti, Department of Neurology,  
Jacobs School of Medicine and Biomedical Sciences



### Join the Discussion:

A Science Café is a discussion about science in a fun and social setting. Community members talk with researchers about real-world issues and the ways that research can impact health. Science Cafés are open to everyone.

### What will you do?:

- Listen to an interactive presentation on healthy aging from Dr. Szigeti
- Participate in a discussion with Dr. Szigeti and other community members
- Visit the NY Connects table to learn more about senior services

### The Science Café will take place:

April 11th at 12:00 P.M. in the Dr. Eva M. Doyle Auditorium at Frank E. Merriweather Library, 1324 Jefferson Avenue, Buffalo, NY 14208



RSVP Here:



To learn more about Science Cafés  
please contact Ryan James  
at [rjames5@buffalo.edu](mailto:rjames5@buffalo.edu) or 716-256-8819



**NY Connects**  
Your Link to Long Term  
Services and Supports

of ERIE COUNTY

## Employment Opportunity



www.nacswny.org

## Native American Community Services of Erie & Niagara Counties, Inc.

MICHAEL N. MARTIN, EXECUTIVE DIRECTOR

1005 Grant St. Buffalo, NY 14207 • Phone: 716-874-4460 • Fax: 716-874-1874  
 1522 Main St. Niagara Falls, NY 14305 • Phone: 716-299-0914 • Fax: 716-299-0903  
 76 West Ave. Lockport, NY 14094 • Phone: 716-302-3035 • Fax: 716-302-3037  
 100 College Ave. Suite 200, Rochester, NY 14607 • Phone: 585-514-3984 • Fax: TBD  
 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Workforce Development Specialist

**Type:** Full- time/ hourly/ non-exempt

**Salary/Range:** \$17.00-\$19.50 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207 – travel required

### SUMMARY:

*The Workforce Development Specialist assists in planning and implementing goals and objectives of the Workforce Development Component as well as ensuring quality of service provision to clients. Incumbent will be flexible to evening and weekend schedules as needed. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Conducts initial intake and comprehensive testing to determine client eligibility and needs.
- Develops an Individual Employment Plan (IEP) with client.
- Develops and provides workshops to clients in such areas of academic, life skills, and technical areas.
- Keeps abreast of current trends in the local job market.
- Establishes an effective support network and provides referrals for clients.
- Attends and participates in weekly component staff and other required meetings.
- Maintains necessary documentation and ensures the timely completion of all necessary recordkeeping.
- Develops an outreach action plan to successfully recruit and retain participants and employers in the program.
- Conducts outreach to academic entities, unions, coalitions, service providers, and other individuals/agencies to promote services, develop linkages, build network opportunities and advocate for issues in the Native American community.
- Develops and nurtures relationships with employers for on-the-job training agreements and work experience opportunities for clients.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study preferred, with three (3) years' experience in workforce development including supervision and program management.
- Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge of local area service providers.
- Effective problem solving, organization, time management, and communication skills.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- |                                   |                               |
|-----------------------------------|-------------------------------|
| • Paid Time Off (PTO)             | • Health & Dental Insurance   |
| • Life Insurance                  | • Employee Assistance Program |
| • Flexible Spending Account (FSA) | • 403 (b) Retirement Plan     |

For consideration send resume to: [humanresources@nacswny.org](mailto:humanresources@nacswny.org)



## Employment Opportunity



www.nacswny.org

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100 College Ave. Suite 200, Rochester, NY 14607 • Phone: 585-514-3984 • Fax: TBD

960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Family Preservation & Strengthening Caseworker- Erie County

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$18.23-\$19.23 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207

### SUMMARY:

*The Family Preservation & Strengthening Caseworker works in conjunction with the Local County Department of Social Services (LCDSS/DSS) and is responsible for providing prevention services to families referred from DSS. Incumbent helps children remain safely in their homes and prevent placement outside of their home. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provide effective and efficient case management for assigned families.
- Make use of appropriate counseling, parent training, home management, support and advocacy services.
- Work collaboratively with referral sources, community service providers, and family members to meet goals.
- Produce accurate, thorough, and timely progress notes in CONNECTIONS.
- Ensure all court mandated or recommended services are applied and supported.
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle as necessary.
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact.
- Maintain confidentiality of sensitive information.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study required with experience in child welfare.
- Knowledge of the Indian Child Welfare Act (ICWA), Federal and State regulations, as well as mandated reporting requirements.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- |                                   |                               |
|-----------------------------------|-------------------------------|
| • Paid Time Off (PTO)             | • 403 (B) Retirement Plan     |
| • Employee Assistance Program     | • Life Insurance              |
| • Flexible Spending Account (FSA) | • Health and Dental Insurance |

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- Make use of appropriate counseling, parent training, home management, support and advocacy services.
- Work collaboratively with referral sources, community service providers, and family members to meet goals.
- Produce accurate, thorough, and timely progress notes in CONNECTIONS.
- Ensure all court mandated or recommended services are applied and supported.
- Provide transportation for meetings, services, and appointments in a safe, reliable vehicle as necessary.
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact.
- Maintain confidentiality of sensitive information.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree in human services or related field of study required with experience in child welfare.
- Knowledge of the Indian Child Welfare Act (ICWA), Federal and State regulations, as well as mandated reporting requirements.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Flexible Spending Account (FSA)
- 403 (B) Retirement Plan
- Life Insurance
- Health and Dental Insurance

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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Erie County Clubhouse Youth Leader- 3 openings

**Type:** Part-time/ hourly/ non-exempt

**Hours:** 20 hours per week. Non-traditional (must be available for day, evening, and weekend hours)

**Salary/Range:** \$17.00- \$18.50 / hour

**Office:** 1005 Grant Street, Buffalo, NY 14207

### SUMMARY:

*The Clubhouse Youth Leaders assist the Clubhouse Manager in providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all members. The Clubhouse welcomes self-identified Native American youth and young adults ages 12-17 years old. Clubhouse programming includes recreation & pro-social, education, evidence-based / best practices, skill building, wellness, and cultural activities. Leaders will provide transportation, supervision, and leadership. Recruitment through outreach, attending and participating in weekly staff meetings will also be required. Leaders must be available for non-traditional hours (evenings and weekends). The Clubhouse is open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervise, provide leadership, and be a positive role model for youth.
- Deliver workshops and activities in a confident and organized manner.
- Ensure youth programming utilizes a percentage of evidence-based prevention models.
- Provide safe transportation and/or supervision of youth to and from clubhouse activities.
- Recruit youth through local outreach efforts.
- Adhere to data collection and performance measurement requirements determined by SAMHSA and OASAS.
- Maintain necessary documentation and ensure the timely completion of all necessary recordkeeping.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Other duties as assigned.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's or Associates degree in human services or related field of study preferred.
- Experience working with community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use, and experience with at-risk youth.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Holiday Pay (if scheduled)

For consideration send resume to: [humanresources@nacswny.org](mailto:humanresources@nacswny.org)



## Employment Opportunity



www.nacswny.org

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 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Niagara County Clubhouse Youth Leader- 2 openings

**Type:** Part-time/ hourly/ non-exempt

**Hours:** 20 hours per week. Non-traditional (must be available for day, evening, and weekend hours)

**Salary/Range:** \$17.00 - \$18.50/ hour

**Office:** 1522 Main Street, Niagara Falls, NY 14305

### SUMMARY:

*The Clubhouse Youth Leaders assist the Clubhouse Manager in providing a safe, supportive, culturally appropriate, alcohol and drug free environment for all members. The Clubhouse welcomes self-identified Native American youth and young adults ages 12-17 years old. Clubhouse programming includes recreation & pro-social, education, evidence-based/ best practices, skill building, wellness, and cultural activities. Leaders will provide transportation, supervision, and leadership. Recruitment through outreach, attending and participating in weekly staff meetings will also be required. Leaders must be available for non-traditional hours (evenings and weekends). The Clubhouse is open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervise, provide leadership, and be a positive role model for youth.
- Deliver workshops and activities in a confident and organized manner.
- Ensure youth programming utilizes a percentage of evidence-based prevention models.
- Provide safe transportation and/or supervision of youth to and from clubhouse activities.
- Recruit youth through local outreach efforts.
- Adhere to data collection and performance measurement requirements determined by SAMHSA and OASAS.
- Maintain necessary documentation and ensure the timely completion of all necessary recordkeeping.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Other duties as assigned.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's or Associates degree in human services or related field of study preferred.
- Experience working with community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use, and experience working with at-risk youth.
- Effective problem solving, organization, time management, and communication skills.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements.
- Familiarity with and sensitivity toward local Native American communities.
- Must have a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Employee Assistance Program
- Holiday Pay (if scheduled)

For consideration send resume to [humanresources@nacswny.org](mailto:humanresources@nacswny.org)



## Employment Opportunity



www.nacswny.org

## Native American Community Services of Erie & Niagara Counties, Inc.

MICHAEL N. MARTIN, EXECUTIVE DIRECTOR

1005 Grant St. Buffalo, NY 14207 • Phone: 716-874-4460 • Fax: 716-874-1874  
 1522 Main St. Niagara Falls, NY 14305 • Phone: 716-299-0914 • Fax: 716-299-0903  
 76 West Ave. Lockport, NY 14094 • Phone: 716-302-3035 • Fax: 716-302-3037  
 100 College Ave. Suite 200, Rochester, NY 14607 • Phone: 585-514-3984 • Fax: TBD  
 960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Niagara County Youth Clubhouse Site Manager

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$19.00-\$20.00 / hour

**Office:** 1522 Main St, Niagara Falls, NY 14305

### Summary

*Under the guidance of the Health & Wellness Coordinator, the Youth Clubhouse Manager is responsible for assisting and leading in the performance of day-to-day duties in delivering and providing a safe, supportive, culturally appropriate, alcohol and drug-free environment for all Native American youth and young adults ages 12 to 17 years old. This position will lead in the oversight of activities, cultural programming, and supervise Youth Leaders. Incumbent must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Implement, plan, and lead program activities, field trips, and workshops in accordance with contractual obligations both virtually and in-person.
- Have knowledge and understanding of substance use and ensure youth programming utilizes a percentage of research and evidence-based and best practices prevention models.
- Serve as a facilitator and member of the Youth Advisory Council.
- Coordinates scheduling of the Clubhouse Youth Leaders.
- Organize, supervise, and provide safe transportation for youth clubhouse members.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Recruit participants for the clubhouse program through outreach events and materials.
- Maintain necessary documentation and ensures the timely completion of all necessary recordkeeping, including the utilization of database systems.
- Ensures the program remains compliant with all contractual obligations and requirements.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree from accredited institution with supervisory experience or relevant role.
- Experience working with at-risk youth, community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use.
- Effective problem solving, organization, time management, and communication skills.
- Computer skills: ability to use Microsoft Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- Paid Time Off (PTO)
- Life Insurance
- Flexible Spending Account (FSA)
- Health & Dental Insurance
- Employee Assistance Program
- 403 (b) Retirement Plan

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## Employment Opportunity



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960 James St. Syracuse, NY 13203 • Phone: 315-322-8754 • Fax: TBD

### Equal Opportunity Employer

**Position:** Clubhouse Youth Advocate

**Type:** Full-time/ hourly/ non-exempt

**Salary/Range:** \$19.00-\$20.00

**Office:** 1005 Grant Street, Buffalo, NY 14207 and 1522 Main St, Niagara Falls, NY 14305

### Summary

*Incumbent will assist the Health & Wellness Coordinator and the Youth Clubhouse Managers in providing a safe, supportive, culturally appropriate, alcohol and drug-free environment for all members. The Youth Advocate will ensure to serve any Native American youth ages 12 to 17 years old in Erie and Niagara counties, who are in recovery from or at-risk of developing a substance use disorder. Incumbent will be responsible for ensuring youth receive resources, needs, services, supports, and/or activities to ensure overall good health. Incumbent must be available for non-traditional hours (evenings and weekends). The Clubhouses are open 25 hours per week. All efforts will be performed with the understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).*

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Recruit youth participants through outreach efforts at community events, local schools, etc.
- Meet with youth one-on-one and in group settings and develop individualized advocacy plans with youth.
- Establish and expand a network of referral resources and linkages to provide relevant, appropriate services and/or supports as identified by the youth.
- Have knowledge and understanding of substance use and ensure youth programming utilizes a percentage of research and evidence-based, and best practices prevention models.
- Assist both Erie & Niagara County Clubhouses by implementing programming through delivery of workshops, recreational, and cultural activities in accordance with contractual obligations both virtually and in person.
- Continually keep informed of new developments relevant to the provision of services to youth.
- Ensure Clubhouse maintenance, cleanliness, and safety is maintained.
- Recruit participants for the clubhouse program through outreach events and materials.
- Maintain necessary documentation and ensures the timely completion of all necessary recordkeeping, including the utilization of database systems.
- Ensures the program remains compliant with all contractual obligations and requirements.

### EDUCATION, QUALIFICATIONS, AND SKILLS:

- Bachelor's degree from accredited institution with supervisory experience or relevant role.
- Experience working with at-risk youth, community and group settings. Work experience may replace some of the education requirements at the discretion of the Executive Director.
- Knowledge and understanding of substance use.
- Effective problem solving, organization, time management, and communication skills.
- Computer skills: ability to use Microsoft Office Suite.
- Familiarity with and sensitivity toward local Native American communities.
- Must be flexible to evening and weekend hours as needed.
- Must pass all background checks and pre-hire requirements including a clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k.

### BENEFITS:

- |                                   |                               |
|-----------------------------------|-------------------------------|
| • Paid Time Off (PTO)             | • Health & Dental Insurance   |
| • Life Insurance                  | • Employee Assistance Program |
| • Flexible Spending Account (FSA) | • 403 (b) Retirement Plan     |

For consideration send resume to: [humanresources@nacswny.org](mailto:humanresources@nacswny.org)

# Nya:wëh, Thanks for reading!

Please share this newsletter with family, friends, and coworkers. If you know of anyone who would like to receive the month NACS News by email, please have them send their first name, last name, and current email address to: [gghosen@nacswny.org](mailto:gghosen@nacswny.org)

You can also look for our newsletter on our [website](#).

FUNDED BY: Erie County Department of Social Services; New York State Office of Children & Family Services; New York State Office of Alcoholism & Substance Abuse Services; Community Foundation for Greater Buffalo; National Urban Indian Family Coalition; Niagara County Department of Social Services, Niagara County Office of the Aging; United Way of Niagara, US Department of Labor; Administration for Native Americans (ANA); Indigenous Justice Circle; Jessie Smith Noyes Foundation; Erie County Department of Mental Health; NYS Research Foundation for Mental Health; NYS Medicaid Program 29-I; Western New York Foundation; New York State Department of Health/AIDS Institute, as well as businesses, foundations and caring individuals.

## I'd like to help NACS continue it's Tradition of Caring...

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