



NACS News

*A Tradition
of Caring*

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March: National Women's History Month

submitted by George T. Ghosen, Editor

Women's History Month is a celebration of the often-overlooked women's contributions to history, culture and society and has been observed annually in the month of March in the United States since 1987. Every woman has a story to tell and gifts to share with the world.

The month-long commemoration started with Women's History Day in 1978, organized by the school district of Sonoma, California. Hundreds of students participated in the essay competitions, many presentations were given, and a parade was held in Santa Rosa. The idea caught on and, a few years later, school districts, communities, and organizations all over the country were celebrating the day. In 1980, the National Women's History Alliance championed for the holiday to be observed as a national week, and this was backed by President Jimmy Carter, who issued the first proclamation declaring the week of March 8 as National Women's History Week. The following year, Congress forwarded a resolution establishing a national observance. Six years later, the expansion of the event to the whole month of

March was successfully petitioned by the National Women's History Project.



Women's History Month Theme 2023

The National Women's History Alliance designates a yearly theme for Women's History Month. The 2023 theme is "Celebrating Women Who Tell Our Stories." This theme recognizes "women, past and present, who have been active in all forms of media and storytelling including print, radio, TV, stage, screen, blogs, podcasts, news, and social media."

Why National Women's History Month is Important

- **We haven't given women their due attention**
For many years, women weren't acknowledged enough in historical texts. This isn't because they

weren't in the midst of important discoveries or helping out with important conquests. It's mainly because men wrote the majority of historical documents for thousands of years. In March, we dig deep to uncover many of the important roles women have played throughout history.

- **Women are inspirational**
Learning about women who have stood up for their rights and fought for what they believe is fantastic motivation. We all have the power to influence the direction our world is headed in, and National Women's History Month reminds us of that.

- **It recognizes the strength and power of women**
It's easy to get caught up in the grind of daily life, but this month is an excellent opportunity to put a spotlight on all of the major things women accomplish each and every day. From domestic chores and carrying babies to fighting wars and governing countries, women are pretty darn amazing.

**"Women are the real
architects of society."
-Harriet Beecher Stowe**

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NATIVE AMERICAN COMMUNITY SERVICES

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It's 2023, and while many strides have been made for women in the past few decades, there's still a long way to go. Inequality and sexism still exist in the United States (as well as the rest of the world). In a 2017 Pew Research Center survey, four-in-ten women (42%) said they experienced gender discrimination at work. These prevailing inequities (in addition to the strides made by our heroes) are why it's so important to celebrate Women's History Month in March. It's a great time to read up on Women's History Month facts and historic women, as well as sharing inspiring quotes by and for women. Cheering on those still fighting for and representing women today is equally important, because there's still plenty of work to be done.

The first Women's History Day was held in 1909.

February 28, 1909 marked the first Woman's History Day in New York City. It commemorated the one-year anniversary of the garment workers' strikes when 15,000 women marched through lower Manhattan. From 1909 to 1910, immigrant women who worked in garment factories held a strike to protest their working conditions. Most of them were teen girls who worked 12-hour days. In one factory, Triangle Shirtwaist Company, employees were paid only \$15 a week. History.com describes it as a "true sweatshop." Young women worked in tight conditions at sewing machines, and the factories' owners didn't keep the factory up to safety standards. In 1911, the factory burned down and 145 workers were killed. It pushed lawmakers to finally pass legislation meant to protect factory workers.

Every Women's History Month has a theme.

The 2023 Women's History Month theme is Celebrating Women Who Tell Our Stories. This year, the National Women's History Alliance "will encourage the recognition of women, past and present, who have been active in all forms of media and storytelling including print, radio, TV, stage, screen, blogs, podcasts, news, and social media."

The 2020 theme was "Valiant Women of the Vote" and honored women from the original suffrage movement, as well as women who continued the struggle in the 20th and 21st centuries, in recognition of the centennial of the 19th Amendment. Due to the pandemic, this theme was extended into 2021 and renamed as: "Valiant Women of the Vote: Refusing to Be Silenced." The 2022 theme was "Women Providing Healing, Promoting Hope." This theme not only honored the tireless work of caregivers and frontline workers during the Covid-19 pandemic, but also women of all backgrounds who have provided compassionate healing and hope for the betterment of patients, friends, and family.

Some Women's History Month Facts to Read and Share This Month:

Wyoming Territory was the first place to grant women the right to vote.

Never take it for granted that you can vote, ladies. The Wyoming Territorial legislature gave every woman the right to vote in 1869, according to History.com. They elected the country's first female governor, Nellie Tayloe Ross, in 1924.

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The 19th amendment didn't give all women the right to vote.

The 19th amendment, which granted women the right to vote, was signed into law on August 26, 1920. But at the time, a number of other laws prohibited Native American women, Black women, Asian American women, and Latinx women from voting, among others. It wasn't until 1924 that Native women born in the United States were granted citizenship, allowing them to vote, according to PBS.

It wasn't until 1965 that all women could legally vote.

Even after 1924, Native women and other women of color were prevented from voting by state laws such as poll taxes and literacy tests. It wasn't until 1965, when President Lyndon B. Johnson signed the Voting Rights Act into law, that discriminatory tactics such as literacy tests were outlawed, and all women could vote.

Claudette Colvin refused to give up her bus seat 9 months before Rosa Parks did.

Rosa Parks' contributions to the Civil Rights Movement are undeniable. But nine months before she refused to give up her seat on a bus for a white person in Montgomery, Alabama, 15-year-old Claudette Colvin did the same thing on the same bus system. But Colvin isn't widely recognized for her act. On March 2, 1955, the day she was arrested, she had been learning about Black history at her school. "My head was just too full of black history, you know, the oppression that we went through," she told

NPR in 2009. "It felt like Sojourner Truth was on one side pushing me down, and Harriet Tubman was on the other side of me pushing me down. I couldn't get up." She was one of the plaintiffs in *Browder v. Gayle*, the case that ended up overturning bus segregation laws in Montgomery.

Geraldyn "Jerrie" Cobb was the first woman to pass astronaut testing in 1961.

But she wasn't allowed to travel to space due to her gender. She testified on Capitol Hill in 1962, saying, "We women pilots who want to be part of the research and participation in space exploration are not trying to join a battle of the sexes," according to the *New York Times*. "We see, only, a place in our nation's space future without discrimination."

However, John Glenn, the first American to orbit Earth, opposed her. He said "it is just a fact" that women don't do certain things that men do, such as go to war and fly airplanes. "The fact that women are not in this field is a fact of our social order," he said.

About 20 years later, Sally Ride was the first woman in space - and the first gay astronaut.

Sally Ride became the first woman in space on June 18, 1983, when she flew on the space shuttle *Challenger*. It wasn't until her death that her obituary revealed she was gay; it referred to Tam O'Shaughnessy as her "partner of 27 years."

Women make up 27 percent of Congress.

One-hundred and forty-five women serve in the United States Congress out of 535 total members. Though the number of women representatives continues to rise, it's important to keep in mind that the United States population is 50.8 percent female, according to Census data.

More women are earning college degrees than men.

Women are outnumbering men in earning postsecondary degrees. According to 2021 data from the Education Data Initiative, 59% of women continued their education after high school, compared to 50% of men.

The gender pay gap still persists.

Despite the ever-growing number of women getting degrees, the gender pay gap has narrowed by less than half a cent per year since the Equal Pay Act was signed in 1963, according to *Forbes*. In 2020, women earned 84% of what men earned, according to a Pew Research Center analysis of both full- and part-time workers. The U.S. Census Bureau's most recent analysis of only full-time workers (2019) found that women earned 82% of what their male counterparts earned.

Women of color are paid even less.

While women are paid 82 cents for every dollar that a man makes, that gap widens even more for women of color, according to 2020 data by the National Women's Law Center.

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Mothers are less likely to be hired.

Research shows that hiring managers are less likely to hire mothers than they are women without children. When they are offered jobs, women also face what is known as the "motherhood penalty," earning less money after they become mothers. However, there is evidence of a "fatherhood bonus," in which men who become fathers actually earn more.

Women make up 14 percent of active duty military members.

Women also make up 23% of officers in the Coast Guard. In January 2013, the U.S. government lifted its ban on women serving in combat positions.

Marie Curie was the first woman to receive two Nobel prizes.

Curie was a scientist whose research on radioactivity led her to discover two new elements. She also researched the atom, and her findings have been integral in scientific advancements related to atomic bombs and medicine, according to Scientific American. She was the first woman to win a Nobel Prize, as well as the first person and only woman to win two Nobel Prizes. She won the Nobel Prize in physics in 1903 and the Nobel Prize in chemistry in 1911.

Eleanor Roosevelt held all-woman press conferences.

The First Lady held the first press conference for women reporters on March 6, 1933.

She would cover issues "of special interest and value to the women of the country," according to the National Women's History Museum. Over the next 12 years she held 348 press conferences for women reporters.

In 2021, 57.8 percent of all women participated in the labor force.

And nearly a million women returned to the workforce in 2021, compared to 666,000 men. According to The 19th, 3.3 million of all the jobs added to the economy went to women, while 3.1 million went to men. This, however, should not overlook the jobs women, in particular women of color, lost during the pandemic when responsibilities such as childcare often fell on their shoulders.

Women now outnumber men in the college-educated labor force.

In 2022, women accounted for more than half of the college-educated labor force in the United States. Comprised of 50.7% women, they overtook men in the last year, according to Pew Re-

search Center.

Aretha Franklin was the first woman inducted into the Rock & Roll Hall of Fame.

Known as the "Queen of Soul," Aretha Franklin was inducted into the Rock & Roll Hall of Fame in 1987. She's known for her rendition of Otis Redding's "RESPECT," and songs of her own like "(You Make Me Feel Like) A Natural Woman." She was also involved in civil rights activism, and performed at President Barack Obama's inauguration in 2009.

Kamala Harris is the first woman and woman of color Vice President.

After winning the 2020 presidential election with Joe Biden, Kamala Harris is making history as the first woman, first Black woman, and first Asian American vice president in U.S. history.

Resources:

- [Women's History Month History.com](https://www.history.com/topics/womens-history/womens-history-month)
- [Woman's Day](https://www.womansday.com)
- [National Today](https://www.nationaltoday.com)
- [History.com2](https://www.history.com2)



Women in Iroquois (Haudenosaunee) History

submitted by George T. Ghosen, Editor

The Iroquois were one of the most powerful Indian races, controlling land all the way down the eastern seaboard of North America and several hundred miles inland. A woman's place in Iroquois culture was very different from that in European cultures. Iroquois women enjoyed social equality and respect that was not shared by colonial American women.

The Iroquois Confederacy was composed of five different tribes, who banded together shortly before European contact. The tribes of the Iroquois Confederacy and other Northern Iroquoian-speaking peoples, including the Huron, lived in the region including what is now New York State and the Great Lakes area.

Keepers of Culture

In the Iroquois community, women were the keepers of culture. They were responsible for defining the political, social, spiritual, and economic norms of the tribe. Iroquois society was matrilineal, meaning descent was traced through the mother rather than through the father, as it was in colonial society. While Iroquois sachems (chiefs) were men, women nominated them and made sure they fulfilled their responsibilities.

Homes

The Iroquois lived in small villages built on high ground surrounded by a tall wooden wall. Outside the wall were fields for farming. Inside the wall were rows of buildings. These buildings were Iroquois homes, known as wigwams and long-

houses.

A wigwam was a round shaped structure made out of bent tree branches that were covered with layers of bark and dried grass. In the center of the structures were small holes, so the smoke could escape from the fire that burned inside the wigwam.

Longhouses got their name because they were longer than they were wide. These one-story structures ranged from twenty-five to one hundred and fifty feet long and were only twenty feet wide. Along the center aisle of the longhouse were three or four fireplaces, usually lined with small stones called field-stones.

Each longhouse had multiple families living in it, and held anywhere from thirty to sixty people. On each side of the center hallway were quarters for each family. There were low platforms to sleep on and high ones to store goods, baskets, and pelts. Either bark or skins separated each quarters.

The women ran the longhouses, and owned all the normal things of everyday life such as blankets (skins), cooking utensils, and farming tools. A longhouse was usually occupied by one clan, with the eldest and/or most respected woman of that clan ruling it as Clan Mother.

Land Ownership

The tribe owned all lands but gave out tracts to the differ-

ent clans for further distribution among households. The land would be redistributed among the households every few years, and a clan could request a redistribution of tracts when the Clan Mothers' Council gathered. Clans that abused their land or didn't take care of it would be warned and eventually punished by the Clan Mothers' Council by having the land redistributed to another clan.

Farming

The Iroquois were an agricultural people, and the women owned the land and tended the crops. The men prepared the ground for planting, and the women grew the Three Sisters – corn, beans and squash. Corn was an important crop to the Iroquois. They had over fifty ways of cooking corn, including the most popular, corn-cakes. Corn was raised in many colors and several varieties.

Corn was also used in other ways besides food. Cornhusks were used to make dolls, rope, twine, kindling, and filling for pillows. The corncob was used as a bottle stopper, a scrubbing brush, and fuel for smoking meats. The stalks were used for beanpoles.

The Iroquois women used the hill planting method, by placing a handful of corn kernels in a hole in the ground. As the corn grew, they mounded soil around it. This created a small hill that was one foot tall and two feet wide. These hills were

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set up in rows only one step apart.

The Iroquois grew many types of beans, including kidney beans, pea beans, and others. The squash they grew included pumpkins and melons, too. The women sometimes used a method known as interplanting, where all three crops were grown in the same area.

Gathering

The Iroquois greatly depended on the environment. Surrounded by the forest, women and their children helped provide food by gathering wild fruits, vegetables, and nuts. They picked blueberries, strawberries, cherries, and wild plums. In areas around the Great Lakes, Iroquois women gathered wild rice during the rainy season. During the winter, many tapped trees to get maple sugar. In the springtime, they stirred the syrup over an open fire, and over time it turned to sugar.

Clothing

All Iroquois clothing was hand-made by the women of the tribe. They dried and tanned the skin, a process that changed the animal skin to leather. Once tanned, they cut the buckskins into patterns for clothing, then sewed the pelts together with a deer bone needle and thread from deer sinew.

Women dressed in long skirts that were decorated with beads and dyed porcupine quills. In colder weather, they wore leggings underneath to keep warm. On top, they wore deerskin vests and decorative fur capes. In the summer

months, the women wore light skirts of woven grass. Girls wore their hair in two braids. Once married, she wore her hair in one braid tied with wedding ribbon.

Children

Women had many responsibilities – probably the most important one was having children to ensure the future of their tribe. Any children born into the family belonged to the mother's clan, and they were educated by their mother's relatives.

Besides performing the normal household functions of producing, preserving and preparing food and clothing for the family and taking care of the children, Iroquois women participated in many activities commonly reserved for men. They gambled, belonged to medicine societies (spiritual associations), and participated in political ceremonies.

Tribal Council

Tribal Council was dominated by male speakers, but the women decided which men should be speakers. If the chosen man expressed opinions that clashed with those of the Womens' Council, they could replace him with someone who more closely represented their views. If the Tribal Council took a course of action that the women disagreed with, such as a raid, the women might simply refuse to give them any food for the journey.

European Contact

Contact with Europeans in the early 1600s had a profound impact on the econo-

my of the Iroquois. At first, they became important trading partners, but the expansion of European settlement upset the balance of the Iroquois economy. By 1800, the Iroquois had been confined to reservations, and they had to adapt their traditional economic system.

How Iroquois Women Inspired 19th Century Feminists

How did our 19th century foremothers get the vision and courage to demand a better life when they were surrounded by voices telling them the stifling existence they led was the only one possible? Woman was created to be subordinate to man, the church thundered, and science nodded its approval that God's way was nature's way as well.

Common law based itself upon church law, and the "two shall become one and the one is the man" of Christianity became the non-existence of married women under the law. Women could not vote, own property, control their own wages, or have any say over their bodies or the children they birthed. Unmarried women were unnatural since they were not under the control of a husband and fared no better under their fathers' authority.

"The assertion that women have always been physically inferior to men, and consequently have always been held in a subject condition, has been universally believed," Elizabeth Cady Stanton wrote. "This view has furnished the opponents to woman's emancipation their chief arguments

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for holding her in bondage.”

With this universal view of women in place, one might wonder how Stanton and other early feminists were inspired to imagine the possibility of a more equal society. That inspiration came from contemporary women who lived very different lives from theirs, the women of the six Iroquois nations – *Seneca, Cayuga, Onondaga, Oneida, Mohawk, and Tuscarora* – the **Haudenosaunee**, as they called themselves.

Lucretia Mott saw this world in practice when she and her husband visited the Seneca in the summer of 1848. She watched women who had equal responsibilities with men in all aspects of their lives – familial, spiritual, governmental, and economical. At that time, Seneca women were deeply involved in the decision of whether or not to drop their traditional clan system of government and adopt the constitutional form insisted upon by the Quakers.

While the Cattaraugus Seneca finally did accept the United States model, they refused to accept the element of male dominance. They placed in their constitution that no treaty would be valid without the approval of three-fourths of the “mothers of the nation.”

With this in mind, Mott traveled to visit friends in western New York where they planned the first women’s rights convention in Seneca Falls. Beyond equal suffrage, Elizabeth Cady Stanton marveled that “the women were the great power among

the clan,” and “the original nomination of the chiefs also always rested with the women.”

Matilda Joslyn Gage, Stanton’s equally brilliant contemporary, described the governmental structure in more detail. “Division of power between the sexes in this Indian republic was nearly equal. Although the principal chief of the confederacy was a man, descent ran through the female line, the sister of the chief possessing the power of nominating his successor.”

Gage wrote that the U.S. form of government was borrowed from that of the Six Nations, and thus “the modern world [is] indebted for its first conception of inherent rights, natural equality of condition, and the establishment of a civilized government upon this basis” to the Iroquois.

Stanton and Gage came to believe that every existing institution of western civilization – family, capitalism, church, and state – rested on the oppression of women, and each would have to be destroyed in their existing form before women would be free. They knew these institutions were neither inherent nor natural, for they had seen an alternative in action.

Divorce, Iroquois style, must have looked like a vision to Stanton, who had been called a heretic for arguing that women should have the right to leave loveless or dangerous marriages. This model of indigenous women

living in a world in which they had status, authority and dignity gave our feminist foremothers a vision of how they could transform their world, along with the sure knowledge that it could be done without upsetting either nature or God.

Native American Women of the Past

Sara Kettler’s article [5 Powerful and Influential Native American Women](#) which highlights the lives of female groundbreakers from the late 1700s and early 1800s. These women fought the European colonial stigma that women, no matter what the race, were subservient to men.

- **Nanye-hi**, a Cherokee, proved that women are equipped to be apt warriors and diplomats. She led the Cherokee people to success in battle over the colonists, [sat on the Council of Chiefs](#), and fought for her land until she died in 1822.
- **Sacagawea**, a Shoshone, provided the Lewis and Clark Expedition with much more than translation—[her presence meant success](#). She negotiated with tribes, located medicinal plants, foraged food, and much more.
- **Sarah Winnemucca**, a Northern Paiute, learned several languages including English and Spanish, which made her a valuable interpreter and [advocate for her people](#).
- **Lozen**, an Apache, fought alongside her male counterparts: Victorio and Geronimo. Although she died in imprisonment, Lozen was known for her [cunning and bravery](#).

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- **Susan La Flesche (Bright Eyes)**, an Omaha, became the first female Native American physician in the United States. Not only was she a champion for improving healthcare for Native people but also for [Native American civil rights](#).
- **Zitkála-Šá** (Red Bird), Yankton Dakota, advocated and fought for women's and Native American voting rights. Between 1911-1918, she lectured across the country criticizing assimilation and promoting Native culture. Zitkála-Šá wrote the first Native American opera *The Sun Dance Opera* in 1913 produced by Brigham Young University.
- **Maria Tallchief**, Osage, moved to New York City at 17 and became America's first prima ballerina. She is best known for her work with the New York City Ballet from 1949-1965. She starred in many famous ballets; in fact, "she was the first [Sugar Plum Fairy](#) in Balanchine's 1952 original production of 'The Nutcracker.'"
- **Pine Leaf**, Crow, became one of the most formidable [Native American chiefs of her time](#). She was kidnapped by the Crows in Montana at age 10. Her defense of her people and rearing of warriors was likened to the Amazons of European myth.
- **Marcella LaBeau**, Cheyenne River Lakota and nurse serving 80 years, including WWII.

While these women accomplished amazing feats in their time, things became increasingly more difficult for Native

women in the following decades.

Native American Women of Today

Today, Native women are speaking up to lead the charge for the women of Indian Country.

- **Deb Haaland**, [Laguna Pueblo](#), U.S. Congresswoman and first Native American U.S. Secretary of Interior
- **Sharice Davids**, [Ho-Chunk](#) and U.S. Congresswoman
- **Ashley Callingbull-Burnham**, [Cree First Nations](#) and Mrs. Universe 2015
- **Wilma Mankiller**, [Cherokee](#) and the first female Principal Chief of the Cherokee
- **Joy Harjo**, [Muscogee](#) and 23rd Poet Laurette of the United States
- **Matika Wilbur**, [Swinomish and Tulalip](#) and founder of the visual Project 562
- **Elouise Pepion Cobell**, [Blackfoot](#) and founder of the first American Indian-owned national bank
- **Robin Wall Kimmerer**, [Pottawatomie](#) and Professor of Environmental and Forest Biology
- **Nicole Aunapu Mann**, [Wailacki of the Round Valley Indian Tribes](#) becomes 1st Native American woman to visit space, go on spacewalk. Spent 157 days in space, circled the Earth some 2,512 times aboard the ISS, traveling more than 66 million miles before returning home.

We recognize and honor all of the Indigenous women working every day in their tribal communities to create safe spaces for Native women and girls yet remain anonymous. These are

the women who open their homes and hearts to other Native women, their relatives who are victimized by violence and are most often survivors themselves. They are the grassroots voices of resistance, the nurturers, and the protectors. In many ways, they define what it means when we say 'women are sacred' by how they live. Some women have created advocacy and shelter programs, done the hard work to create legislation, locate funding sources and other resources, and educate their communities and tribal governments. For most, it is their life way.

This month, we call on everyone to look among the relatives in your community and honor those who are advocating for Native women and their safety every day. Traditionally, we are taught to stay humble in our work for our communities, but for Women's History Month, we want to honor these women as the reason we are here today. They are the backbone and hearts of our communities.

Resources:

[Women History Blog](#)
[Native Hope](#)
[Biography.com](#)
[Native News Online](#)
[National Indigenous Women's Resource Center](#)

Also read:

[Twelve Women to Know for Native American Heritage Month](#)



National Developmental Disabilities Awareness Month

submitted by George T. Ghosen, Editor

National Developmental Disabilities Awareness Month is observed in March in the U.S. This class of disabilities can refer to impairments in learning and behavior, such as autism, attention-deficit/hyperactivity disorder, and impairments in physical and/or intellectual functioning such as cerebral palsy, spina bifida, and Down syndrome. The campaign seeks to raise awareness about including people with developmental disabilities in all facets of community life. It also creates awareness of the difficulties that people with disabilities still face in fitting into the communities in which they live.

History of National Developmental Disabilities Awareness Month

Before the 19th century, people with developmental disabilities were treated violently and lived in poor, unhygienic environments. Many were 'passed on,' a practice of carting off people to be dropped in another town. More awareness about developmental disabilities spread in this century both in England and in the U.S.

Social reformers such as Dorothy Dix became leading advocates of the human rights of people with disabilities. Since it was socially unacceptable for a woman to speak in Congress, she asked another reformer, Samuel Gridley Howe, to present her argument for rehabilitating people with disabilities. The motion was passed in the Senate and the House of Representatives but was vetoed by President Pierce. Even the Romantic poets of England such as Byron, Wordsworth, and Keats, who highlighted the goodness of leading a simple life close to nature, were instrumental in prompting authorities to situate asylums in the countryside.

Other reformers and educationists such as Edouard Seguin believed in the benefits of sensory and muscular training to force the central nervous system to "take over" and perform duties that children were otherwise unable to. Maria Montessori was influenced by his methods while working with children with disabilities and other children. The nature of training and institutions continued to evolve over the century, leading to an adverse development. Custodial institutions started being established by the end of the century, which essentially segregated pupils from the rest of the community. It was only after the deinstitutionalization movement of the 1970s and 1980s that Ronald Reagan declared March the month for National Developmental Disabilities Awareness in 1987.

National Developmental Disabilities Awareness Month FAQs

How many people in the U.S. have developmental disabilities?

Over six million Americans are said to have developmental disabilities. It is estimated by the Center for Disease Control and Prevention in the U.S. that as many as one in six kids (17%) can be dealing with developmental disabilities.

Who are the National Association of Councils on Developmental Disabilities?

Each March, the National Association of Councils on Developmental Disabilities, the Association of University Centers on Disabilities (A.U.C.D.), and the National Disability Rights Network (N.D.R.N.) work together to highlight the ways in which people with disabilities unite to form strong communities.

Who is the artist for Development Disabilities Awareness Month?

Artwork featured at DC Studio 'Art Enables' serves as logo imagery for DD Awareness Month.

How to Observe National Developmental Disabilities Awareness Month

1 Learn about the rights of people with disabilities

The Americans with Disabilities Act was passed in 1990, making it illegal to discriminate against people with disabilities. Read about the rights laid down in this Act, which is also enforced by the U.S. Equal Employment Opportunity Commission. You may even be able to

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support a colleague or friend.

2 Volunteer for an organization

There are many organizations working at the national and local levels with different forms of disabilities. Some national-level ones are The National Association of Councils on Developmental Disabilities (N.A.C.D.D.), National Disability Institute, and the American Coalition of Citizens with Disabilities. If you know of any local chapters or even schools that work with children or adults with disabilities, now is a great time to reach out to them.

3 Raise funds

Many organizations in the field are non-profits looking to raise funds to provide better and more services to their participants. If you are skilled at marketing, networking, or other related jobs, you can consider using your time to set up a fundraiser in March.

5 Facts About Disabilities

1 Eugenics was used as a counter

In the early 20th century, it was thought that disabilities could be “cured” through the application of eugenics, which was later discredited as a movement.

2 ‘Feeble-minded’ was a descriptive term

In the 19th and early 20th centuries, people with developmental or intellectual disabilities were referred to as ‘feeble-minded,’ ‘idiots,’ or ‘imbeciles.’

3 The cut-off age is 22

According to the N.A.C.D.D., in order to qualify as a developmental disability, the disability has to occur in individuals younger than 22 years.

4 Schizophrenia was misnamed

Swiss psychiatrist Eugen Bleuler first used the word ‘autism’ for a kind of schizophrenia.

5 70 is the cut-off for intellectual disability

An I.Q. score of less than 70 qualifies a person as intellectually disabled.

Why National Developmental Disabilities Awareness Month is Important

A. It has a checkered history

While there is much more positive awareness about disabilities now, it has not always been a history of progress. Doctors and educators who were successful in establishing more compassionate conditions had to give way to more rigid forms of institutionalization later. This was questioned only around 40 to 50 years ago.

B. It’s a chance to volunteer

Volunteering for an organization working on disability is a great way to improve our own social and interpersonal skills, even if we’re just doing office work. It is a great way to learn something new about ourselves and about another person with a different lifestyle and differing abilities.

C. It raises our self-awareness

The month reminds us that we’re all part of a broad spectrum of intellectual and physical functioning. It is a chance to be more empathetic and to remind ourselves of the challenges we face in our own lives, regardless of our I.Q. or diagnosis.

Resource:

[National Today](#)



Native American Community Services invites you to a:



Spring Break Social & Cakewalk



FRIDAY, MARCH 31, 2023

6-9pm

**CORN
SOUP**

MEDAILLE UNIVERSITY GYM



**SOCIAL
DANCING**

**18 AGASSIZ CIRCLE
BUFFALO, NY 14214**

VENDORS

**JOIN THE
YOUTH
CLUBHOUSE**

**DOOR
PRIZES**



WIN CAKES

**Dinner at 6,
first come first served.
Dancing to follow**

**Featuring:
Solon Spruce
& Friends**

FOR MORE INFO, CONTACT:

(716) 983-1251



FUNDED BY: The Office of Addiction Services & Supports (OASAS), U.S. Dept. of Labor, NYS Dept. of Health, The Seven Dancers Coalition, Five Star Bank, businesses, foundations and caring individuals.

WORKFORCE DEVELOPMENT SERVICES



A Tradition of Caring

Services we provide:

- ⇒ Case management/career counseling
- ⇒ Job search and placement assistance
- ⇒ Assistance in identifying employment barriers
- ⇒ Occupational skills training/skills upgrade
- ⇒ Interview preparation
- ⇒ Resume writing assistance
- ⇒ Educational resources and information
- ⇒ Resources for entrepreneurs
- ⇒ Referrals and Linkages to other services
- ⇒ Status card/Tribal documentation assistance

Funding Available to Eligible Native Americans for:

- * Work Experience Positions
- * On-the-job Training
- * Tuition/Books/Educational Support
- * Work Clothes/Tools
- * Training/Certification Programs
- * Other Supportive Services

For more information and/or
to make an appointment, contact:
Native American Community Services

Buffalo Office
716-574-9731

Rochester Office
585-514-3984

Syracuse Office
315-322-8754

We have offices in
Buffalo, Niagara Falls, Lockport,
Rochester and Syracuse

Counties we serve:

Erie, Niagara, Orleans, Genesee,
Wyoming, Monroe, Livingston,
Wayne, Ontario, Yates, Seneca,
Cayuga, Oswego, Onondaga,
Cortland, Oneida, Madison

Funded by the US Department of Labor

Native American Community Services Workforce Development Services



Native American Community Services has a workforce development program that offers employment and education services to the Native American community in Erie and Niagara Counties. The following is a list of services that are available to eligible participants which includes limited financial assistance related to...

Services provided to eligible participants:

• Case Management related to workforce activities	• Educational resources and information
• Assistance in identifying barriers to employment	• Tuition/Book assistance
• Career counseling/exploration	• Entrepreneurial/small business technical assistance training information
• Job search and placement assistance	• Follow-up services
• 6-week work experience program	• Referral and linkage services
• Resume/Cover letters and interview assistance	• Status Card/Tribal documentation assistance
• Occupational skills training/Skills upgrade	• Supportive Services
• On-the-job training	• Supplemental Youth Services

The following are requirements needed to qualify as an eligible participant:

- | | |
|---|--|
| <ul style="list-style-type: none"> ❖ 14 years of age or older ❖ Reside on/off the reservation in our service area ❖ Native American, Alaska Native or Native Hawaiian ❖ Tribal documentation of enrollment in a federal or state recognized tribe | <ul style="list-style-type: none"> ❖ Males 18+ have registered with Selective Service ❖ Unemployed or under-employed ❖ Laid-off, furloughed or dislocated workers ❖ Veteran or Spouse of Veteran ❖ Meet all WIOA eligibility guidelines |
|---|--|

We provide these services to Native Americans living in the following counties of New York State:

- | | |
|--|--|
| <ul style="list-style-type: none"> • Erie • Niagara • Orleans • Genesee • Wyoming • Livingston • Monroe • Wayne • Ontario | <ul style="list-style-type: none"> • Yates • Seneca • Cayuga • Oswego • Onondaga • Cortland • Oneida • Madison |
|--|--|

*Native American Community Services
1005 Grant Street, Buffalo, NY 14207
(716) 874-4460*

Food Pantry Guidelines

OPEN:

Tuesday 10:00am – 1:00pm

Wednesday 10:00am – 1:00pm



Required Documents:

- Must live in the [14207 or 14216](#) zip code
- Must have [Picture ID](#)
- Must have [ID for everyone](#) in household
- Must have [proof of address](#) (current utility bill)



*****If you are a NEW client you must come in before 12 noon*****

*****Please note that clients may come to the pantry one (1) time each calendar month and they may receive service from ONLY one (1) food pantry.*****



Our agency is here to provide families with a supplemental food base. These supplemental items, when combined with your own provisions, help stretch each family meal. We provide service for numerous families each month and strive to treat each client with fairness and respect. We appreciate your cooperation and understanding of our policies.

TRIO ADULT EDUCATIONAL OPPORTUNITY CENTER (AEOC)

TRIO

EDUCATIONAL
OPPORTUNITY CENTERS



LOOKING FOR FURTHER EDUCATION OR CAREER TRAINING?

FREE Services Include:

-  High School Equivalency Assistance (TASC, GED, etc.)
-  Researching Schools & Programs
-  College & School Applications
-  Scholarship Searches & Financial Aid Paperwork
-  Student Loan Counseling
-  Veterans' Education Benefits
-  Career Exploration

AEOC serves adults, college students, and high school seniors residing in or considering school in the following New York counties:

*Genesee | Orleans | Livingston
Wyoming | Allegany | Cattaraugus*

Our professional Outreach Specialists can help you prepare to apply to and enroll in any:

*College | University | Stand-Alone Classes
Career Training Programs
Trade School | Technical School
High School Equivalency Programs*

Our staff is also trained through the New York State Financial Aid Association to best assist with the student financial aid process.



AEOC@GENESEE.EDU



TRIOAEOC

APPLY TODAY: FLOW.PAGE/AEOC



585-483-1813 (CALL OR TEXT)



GENESEE.EDU/AEOC

TRIO Adult Educational Opportunity Center is funded by the U.S. Department of Education & hosted at SUNY Genesee Community College

Continued on page 16

TRIO ADULT EDUCATIONAL OPPORTUNITY CENTER (AEOC) FAST FACTS

TRIO

EDUCATIONAL OPPORTUNITY CENTERS

Email: AEOC@genesee.edu Call or Text: 585.483.1813



4,892

Number of square miles covered in our six-county target area



\$0

Cost for participants to receive AEOC's educational and financial services, including help with all applications



1,311

Number of participants we are funded to serve each year

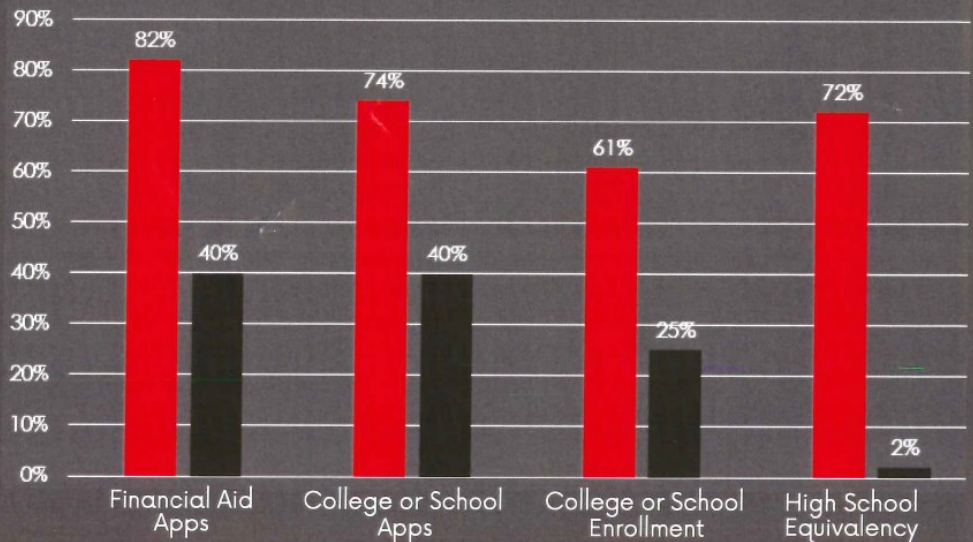


250+

Number of veterans served since 2016



AEOC PARTICIPANTS VS GENERAL PUBLIC



Job Posting



NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.

1005 Grant Street ● Buffalo, NY 14207-2854 ● (716) 874-4460 ● Fax (716) 874-1874
1522 Main Street ● Niagara Falls, NY 14305 ● (716) 299-0914 ● Fax (716) 299-0903
76 West Avenue ● Lockport, NY 14094 ● (716) 302-3035 ● Fax (716) 302-3037
100 College Avenue, Suite 200 ● Rochester, NY 14607 ● (585) 514-3984
Syracuse Office: TBD

Equal Opportunity Employer

Position: Family Preservation Caseworker

Type: Hourly / Non-Exempt

Salary/ Range: \$19.23 / hour

Offices: Erie & Niagara Counties (multiple open positions)

Summary :

The Family Preservation 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 understanding of and in accordance with Good Mind principles, while also adhering to the principles of Trauma Informed Care (TIC).

GENERAL RESPONSIBILITIES: This position description is not intended to be all-inclusive but to give a general outline of duties to be performed.

- Provide effective and efficient case management for assigned families
- Maintain strong communication with the family working toward stabilizing and strengthening the family unit, with regular face-to-face contact
- 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 confidentiality per agency standards and all applicable codes of ethics
- Other duties as assigned

EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with experience in child welfare required.
- Knowledge of ICWA, ASFA, Federal and State regulations, as well as mandated reporting requirements.
- Must be able to work remotely and in-person and be flexible to evening and weekend hours.
- Must pass all background checks and pre-hire requirements.
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300K.
- Intermediate computer skills and understanding of office applications including MS Office Suite.
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations.
- Knowledge of local Native American communities.
- Ability to become certified in CPR and First Aid
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment.

ForConsideration: Send Resume to:

humanresources@nacswny.org

Job Posting



NATIVE AMERICAN COMMUNITY SERVICES OF ERIE & NIAGARA COUNTIES, INC.

1005 Grant Street ● Buffalo, NY 14207-2854 ● (716) 874-4460 ● Fax (716) 874-1874
1522 Main Street ● Niagara Falls, NY 14305 ● (716) 299-0914 ● Fax (716) 299-0903
76 West Avenue ● Lockport, NY 14094 ● (716) 302-3035 ● Fax (716) 302-3037
100 College Avenue, Suite 200 ● Rochester, NY 14607 ● (585) 514-3984
Syracuse Office: TBD

Equal Opportunity Employer

Position: Workforce Development Specialist

Type: Hourly / Non-Exempt

Salary/ Range: \$19.00 / hour

Office: Buffalo (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. All efforts will be performed with 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 into 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.
- Other duties as assigned

EDUCATION, QUALIFICATIONS, SKILLS

- Bachelor's degree in human service or related field of study preferred, with three (3) years' experience in workforce development including supervision and program management, or a combination of education and work experience
- Knowledge of local area service providers
- Must be able to work remotely and in-person
- Must pass all background checks and pre-hire requirements
- Must have clean and valid NYS driver's license and carry minimum auto liability coverage of \$100k/\$300k
- Intermediate computer skills and understanding of office applications including MS Office Suite
- Interpersonal skills to work cooperatively and effectively with individuals, groups, and diverse populations
- Knowledge of local Native American communities
- Must be able to lift minimum of 30 lbs.
- Must be able to perform in a smoke-free environment

For Consideration: Send Resume to:

humanresources@nacswny.org

Native American Community Services
of Erie & Niagara Counties, Inc.
1005 Grant Street
Buffalo, New York, 14207

Please share this newsletter with family, friends and co-workers. If you know of anyone who would like to receive NACS News monthly by email, please have them send their first and last name and current email address to:

gghosen@nacswny.org

You can also look for our newsletter on our website:
http://www.nacswny.org/news_and_events.html

.....
YES, I'D LIKE TO HELP NACS CONTINUE ITS TRADITION OF CARING!!

Please accept my contribution of:

\$5 \$10 \$25 \$50
 \$100 Other: _____

I'd like to volunteer my time. I can...

Name

Address

City / State / Zip Code

Phone

Please add me to your mailing list!

Please detach and return to:

Native American Community Services of Erie & Niagara Counties, Inc.
1005 Grant Street, Buffalo, New York 14207

FUNDED BY: Erie County Department of Social Services; Erie County Youth Bureau; New York State Office of Children & Family Services; New York State Office of Alcoholism & Substance Abuse Services; NYS DOH/Family Health; Community Foundation for Greater Buffalo; Niagara County Department of Social Services, Niagara County Office of the Aging; US Department of Labor; Administration for Native Americans (ANA); Jessie Smith Noyes Foundation; The Tower Foundation, The Oishei Foundation as well as businesses, foundations and caring individuals.