



# NACS NEWS

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## Native American Community Services

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# International Women's Day 2025

*submitted by George T. Ghosen, Editor*

**About:** The theme for International Women's Day (IWD) 2025 is "Accelerate Action". At the current rate of progress, it will take until 2158 to achieve full gender parity, according to the World Economic Forum. This year's campaign emphasizes the urgency and importance of accelerating efforts to eliminate systemic barriers and biases that impede women's equality.

IWD calls on individuals, organizations, and communities around the world to act swiftly and decisively to address gender inequality, both in personal and professional spheres. It is a call to increase momentum and break down obstacles that prevent women from reaching their full potential.

**Learn more** about the IWD 2025 message and how you can get involved:

[InternationalWomensDay](#)

International Women's Day (March 8) is a global day celebrating the historical, cultural, and political achievements of women. The day also observed in support of taking action against gender inequality around the world. We all know the world couldn't run without women (we mean, just listen to Beyoncé). This is the day to appreciate their efforts! Organizations large and small come together to show women just how valuable they are in today's society. Also make sure to help women around you find resources on [scholarships available for women](#) from around the world to help them spread their wings and fly higher.



## When is International Women's Day 2025?

International Women's Day is on March 8. The achievements of women and how far they have come in the fight for their rights within the political, cultural, and social spheres are celebrated.

**#IWD2025 #AccelerateAction**

## History of International Women's Day

Susan B. Anthony was a political activist and an advocate of women's rights. After the Civil War, she fought for the 14th Amendment that was meant to grant all naturalized and native-born Americans citizenship in the hope that it would include suffrage rights. Although the 14th Amendment was ratified in 1868, it still didn't secure their vote. In 1869, the National Woman Suffrage Association (NWSA) was founded by Elizabeth Cady Stanton and Susan B. Anthony to continue the fight for women's rights.

In the early 1900s, women were experiencing pay inequality, a lack of voting rights, and they were being overworked. In response to all of this, 15,000 women marched through New York City in 1908 to demand their rights. In 1909, the first National Women's Day was observed in accordance with a declaration by the Socialist Party of America. This was celebrated on the last Sunday of February until

1913.

An International Women's Conference was organized in August 1910 by Clara Zetkin, a German suffragist and leader in the Women's Office. Zetkin proposed a special Women's Day to be organized annually and International Women's Day was honored the following year in Austria, Denmark, Germany, and Switzerland, with more than one million attending the rallies. On August 18, 1920, the 19th Amendment was ratified and white women were granted the right to vote in the U.S.

The liberation movement took place in the 1960s and the effort led to the passage of the Voting Rights Act, allowing all women the right to vote. When the internet became more commonplace, feminism and the fight against gender inequality experienced a resurgence. Now we celebrate International Women's Day each year as we push continuously with the hope of creating a completely equal society.

## World Health Organization

*It's the International Day to End Violence against Women.*

1 in 3 around the WORLD experience physical or sexual violence by:

- A husband
- A boyfriend
- An intimate partner
- A lover
- A parent
- A relative
- A colleague
- A boss
- A stranger

We must **#ENDviolence!**

<http://bit.ly/32Xh3aA>

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### Traditions of the Day

As women come together to celebrate the advancement of gender equality and women's rights on International Women's Day, they receive ample support from men who give them flowers or other gifts. This tradition extends to educational institutes and workplaces as well. Inspiring female leaders and women with success stories in different areas of life are put in the spotlight to encourage and influence other women all over the world.

In Spain and Turkey, political activities and protests take place on this day. The aim is to motivate change in policymaking. In China, women are often allowed a half-day off from work and receive special treatment in general at work and home.

### By the Numbers

**163.2 million** – the number of females in the United States as of July 2015.

**24%** – the percentage of women in the U.S. Senate.

**29%** – the percentage of women in state legislative seats.

**0%** – the percentage of women as presidents of the United States.

**40 billion** – the number of hours spent by women in sub-Saharan Africa collecting water.

**2/3** – of the world's 796 million illiterate people are women.

**1 in 3** – women around the world experience violence.

**2.7 billion** – the number of women who don't have the same work opportunities as men.

**82 million** – the number of women worldwide who don't have any legal protections against workplace discrimination.

**650 million** – the number of women who are married before the age of 18 across the world.

### International Women's Day Activities

#### 1. Get involved

There's an International Women's Day event in nearly every major city and you can pick and choose what attracts you most. There are concerts where you can listen to live music, art exhibitions where talented creators display their work, and networking summits where you can hear guest speakers discuss women's rights.

#### 2. Do like they do in the rest of the world

Send a bouquet, thank you card, or some small gift to your mother, sister, or co-worker. It's guaranteed to brighten their day, give you a boost in their eyes, and help commemorate a wonderful day.

#### 3. Learn more about a woman you admire

We all have our favorite musicians, actresses, and historical figures, but have you taken the time to truly know their story? Do some digging and learn about what their life was like. Chances are they've been through their fair share of trials and tribulations, and you'll be inspired by their perseverance.

### Why We Love International Women's Day

#### A. It's international and inter-organizational

No one government, NGO, charity, corporation, academic institution, women's network, or media hub is solely responsible for International Women's Day. International Women's Day was established and has been celebrated for a long time! As Gloria

Steinem says, "The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights." We agree! The day is all about intersectionality, whether that's the organizations that support International Women's Day or the type of women the day celebrates.

#### B. It's a global holiday

International Women's Day is an official holiday in many countries including Afghanistan, Armenia, Azerbaijan, Belarus, Burkina Faso, Cambodia, China (for women only), Cuba, Georgia, Guinea-Bissau, Eritrea, Kazakhstan, Kyrgyzstan, Laos, Madagascar (for women only), Moldova, Mongolia, Montenegro, Nepal, Russia, Tajikistan, Turkmenistan, Uganda, Ukraine, Uzbekistan, Vietnam, and Zambia. The tradition sees men honoring their mothers, wives, girlfriends, colleagues, and more with flowers and small gifts. There might be cultural differences between countries, but the appreciation of women and their accomplishments transcends all boundaries.

#### C. It raises awareness around the world

It may seem that we have progressed very far by now. Although some progress has been made, yes, a recent study of 145 nations showed that there's still a gender gap. Iceland has come closest to equality in economic participation and opportunity, educational attainment, health and survival, and political empowerment, and that's definitely a start. But in other places like Yemen, women are only considered half a witness in court cases.

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es. They're even forbidden to leave the house without their husband's permission. IWF was created to strive toward a standard of gender equality for all countries. Because, as we all know, raising awareness about women's plight around the world helps elevate all women.

### IWD 2025 campaign theme is 'Accelerate Action'

Collectively, we can **Accelerate Action** for gender equality. Step forward in solidarity for International Women's Day (IWD) 2025 on March 8 to help **#AccelerateAction**.

At the current rate of progress, it will take until 2158, which is roughly five generations from now,

to reach full gender parity, according to data from the World Economic Forum.

Focusing on the need to **Accelerate Action** emphasizes the importance of taking swift and decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres.

### Together, let's #AccelerateAction for gender equality

One of the best ways to forge gender equality is to understand what works and to do more of this, faster.

**Accelerate Action** is a worldwide

call to acknowledge strategies, resources, and activity that positively impact women's advancement, and to support and elevate their implementation.

Significant barriers to gender equality remain, yet with the right action and support, positive progress can be made for women everywhere.

See Also:

[United Nations – IWD](#)

Resources:

[Women's International League for Peace & Freedom](#)

[National Today](#)

[International Women's Day](#)

## How Native American Women Inspired the Women's Rights, Suffrage Movement

Published 8/18/2020, [Ms. Magazine](#), by [Sally Roesch Wagner](#)

[“Never was justice more perfect; never was civilization higher,”](#) [suffrage](#) leader Matilda Joslyn Gage wrote about the Haudenosaunee, or Iroquois Confederacy, whose territory extended throughout New York State.

[Matilda Joslyn Gage](#) led the National Woman Suffrage Association (NWSA) along with Elizabeth Cady Stanton and Susan B. Anthony, the three women trading executive positions over the 20 years of the organization's existence.

According to Gloria Steinem, Gage was [“the woman who was ahead of the women who were ahead of their time.”](#) When the women's suffrage leadership grew conservative, Gage dropped out of the movement. Suffragists stopped remembering her progressive contributions, like her 1893 revelation of the sex trafficking of women and girls in the United States.



Picture: Matilda Joslyn Gage (1826-1898), American suffragette and abolitionist. (Wikimedia Commons)

Gage, and to a lesser extent Stanton, were largely dropped from the history. With their exclusion, we also lost this story of how they saw women's rights in action in the native culture of the Haudenosaunee, and realized they could create the conditions for it in their own society.

Having worked for women's rights for forty years, Gage and Stanton became increasingly frustrated with their inability to make major gains in their social, economic or political positions as women by the 1880's.

In their disappointment, they looked beyond the Euro-American culture that was already known intimately to them and gained a vision of a world of equality from their nearby neighbors. Stanton and Gage grew up in the land of the [Haudenosaunee](#), the six nations of the [Iroquois Confederacy](#): the Onondaga, Mohawk, Seneca, Cayuga, Oneida and Tuscarora who had social, religious, economic and political positions far superior to their own, they wrote.

The [Six Nation Haudenosaunee Confederacy](#) had, and still have today, a family/governmental struc-

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ture based on female authority. Haudenosaunee women controlled the economy in their nations through their responsibilities for growing and distributing the food. They had the final authority over land transfers and decisions about engaging in war.

Children came through the mother's line, not the fathers, and if the parents separated, the children stayed with their mother, and if she died, with her clan family. Women controlled their own property and belongings, as did the children. Political power was shared equally among everyone in the Nation, with decisions made by consensus in this pure democracy, the oldest continuing one in the world.

Still today, the chief and clan mother share leadership responsibilities. The clan mother chooses and advises the chief, placing and holding him in office. These men, appointed by the women, carry out the business of government. The clan mother also has the responsibility of removing a chief who doesn't listen to the people and make good decisions, giving due consideration to seven generations in the future.

To be chosen as a chief, the man cannot be a warrior (since it is a confederacy based on peace), nor can he have ever stolen anything or abused a woman. Women live free of fearing violence from men. The spiritual belief in the sacredness of women and the earth—the mutual creators of life—make rape or beating almost unthinkable. If it occurs, the offender is [punished severely by the men of the victim's clan family](#)—sometimes by death or banishment.

Euro-American women of Gage and Stanton's time lived under conditions that were the mirror opposite. United States common law of the period followed the [British Blackstone code](#) that read:

*"By marriage the husband and wife are one person in law: that is, the very being or legal existence of the woman is suspended during the marriage, or at least is incorporated and consolidated into that of the husband; under whose wing, protection, and cover, she performs everything."*

Considered effectively dead, or at least invisible in the law, married women had no legal existence in the United States. They had no right to their property or their bodies; husbands had the legal right to rape and beat their wives, as long as they didn't inflict permanent injury. When a woman married, everything she owned became her husband's property, to do with as he wished. If she worked, he got her wages. If she inherited property, it became his. Children belonged to their father who, upon dying, could even will away his unborn child to someone other than the mother to raise.

At mid-nineteenth century, the majority of women living in the United States—that is to say, single and married white women, as well as all enslaved women—had no say in family or government decisions. It was illegal in every state for women to vote. They could not serve on a jury, sue or be sued, write a will or in any way act as a legal entity.

Haudenosaunee women, on the other hand, maintained their own identity and all their rights to their body, property, political

voice, and children whether married or unmarried before colonization.

Alice Fletcher, an ethnographer studying Native American cultures and a suffragist, addressed the 1888 International Council of Women, the first U.S. meeting of women's rights advocates from throughout the Western world.

"Will your husband like to have you give the horse away?" Fletcher recounts asking an Omaha Nation woman she was visiting.

This Native American had just given away a "fine quality horse" and, hearing Fletcher's question, she broke "into a peal of laughter, and she hastened to tell the story to the others gathered in her tent, and I became the target of many merry eyes," Fletcher continued. ["Laughter and contempt met my explanation of the white man's hold upon his wife's property."](#)

Married and single women in their own culture, these suffragists at the International Council of Women knew, had no legal right to their own possessions or property in most states. Everything she brought into the marriage, earned or inherited, became the property of her husband. Still, with most jobs closed to women and the few available paying half (or less) of men's wages, marriage was the only viable option open to most women. What an amazing revelation to know that the oppressed condition of women was not universal; Indigenous women had rights to their property.

If these Euro-American women, gathered from around the Western world, didn't know the stark difference between their conditions, Native women did. They resisted los-

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ing their rights under Indigenous law as the U. S. government, through a “christianize and civilize” policy, enforced through the boarding schools and assimilation laws, were trying to force them to become U.S. citizens.

Fletcher explained to the International Council:

*“As I have tried to explain our statutes to Indian women, I have met with but one response. They have said: ‘As an Indian woman I was free. I owned my home, my person, the work of my own hands, and my children could never forget me. [I was better as an Indian woman than under white law.](#)’”*

This model of Native women’s rights gave suffragists the ammunition they needed, and the vision of something better. For years, they had been told by their ministers that the position of women was decreed by God as the eternal punishment women would suffer because of Eve’s sin. Clergy quoted the Bible: “Thy desire shall be to thy husband, and he shall rule over thee” (Genesis 3:16), the command declared all the way through the Bible to the Ephesians, Stanton pointed out. To work for your rights meant going against the will of God.

You also were defying biology, since science of the time maintained that women had smaller brains, with less intelligence and physical strength than men. Hence, it was natural that they should be under the authority of men. Seeing Native women who farmed with strong bodies, had total authority over their lives, and lived in equality with men put the lie to religion and science’s teachings of women’s subordination and inferiority

Gage and Stanton were among the suffragists, like Fletcher, who read about Haudenosaunee women in newspapers and books and also had some personal contact with Native women. They shared what they knew about Native women’s superior rights with other suffragists and the general public. In a series of admiring articles for the New York Evening Post, Gage accurately described the Haudenosaunee social and legal structure in which the “division of power between the sexes in this Indian republic was nearly equal” while the family relation “demonstrated woman’s superiority in power.”

“In the home, the wife was absolute,” Gage wrote. “If for any cause the Iroquois husband and wife separated, the wife took with her all the property she had brought into the wigwam. [The children also accompanied the mother, whose right to them was recognized as supreme.](#)”

Marriage was considered a covenant with God by white, Christian Americans, not a commitment between two people. State laws either outlawed divorce or made it nearly impossible to obtain. [Stanton faced criticism from clergy and some other suffragists for promoting divorce](#) in the case of a loveless marriage or one in which the wife was in danger from a violent husband. She celebrated divorce—Haudenosaunee style, pointing to it as a model.

“Usually the females ruled the house,” she told the National

Council of Women in 1891, and “woe to the luckless husband or lover who was too shiftless to do his share of the providing...he might at any time be ordered to pick up his blanket and budge; and after such an order it would not be healthful for him to attempt to disobey. The house would be too hot for him; and unless saved by the intercession of some aunt or grandmother he must retreat to his own clan, [or go and start a new matrimonial alliance in some other.](#)”

Gage described in her major work, “[Woman, Church and State](#),” how “The line of descent, feminine, was especially notable in all tribal relations such as the election of Chiefs, and the Council of Matrons, to which [all disputed questions were referred for final adjudication.](#)”

A well-published and appreciative reporter of the Haudenosaunee social, economic, spiritual and governmental systems, and supporter of treaty rights and Native sovereignty, Gage was given an honorary adoption into the Wolf Clan of the Mohawk Nation in 1893. She also obtained a clan name: [“I received the name of Karon-ien-ha-wi, or ‘Sky Carrier,’ or as Mrs. Converse said the Senecas would express it ‘She who holds the sky.’”](#)

Her Mohawk sister said, “This name would admit me to the Council of Matrons, where a vote would be taken, as to my having a voice in the Chieftainship,” according to Gage.

How amazing this must have been to a woman who went to trial the same year for voting in a state school election. Considered for full voting rights in her adopted na-

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tion, she was arrested in her own nation for voting.

Indigenous women of numerous Native Nations had rights, sovereignty, and integrity long before European settlers arrived on these shores. They had complete control of their lives, maintained economic independence in marriage, and lived in a culture free from gender-based violence.

While women in the United States are recognizing that 100 years ago the Constitution finally recognized the right of U.S. women to vote, Native Nation women have had political voice on this land since the founding of the Iroquois (Haudenosaunee) confederacy over 1000 years ago.

And today, the Six Nations clan mothers continue to have the responsibility to nominate, hold in

office, and remove their chiefs. Just as our suffrage foremothers before us, we non-native women have much to learn from Native women and their centuries of experience.

*[This post](#) was originally published by the Women's Suffrage Centennial Commission (WSCC), and is republished here with permission. The WSCC is an agency of the federal government, and the publication of this post does not imply any type of partnership or relationship with the WSCC, and it does not imply WSCC's endorsement of this outlet and its communications.*

#### About [Sally Roesch Wagner](#)

Feminist pioneer Dr. Sally Roesch Wagner is a nationally recognized lecturer, author and story-teller of woman's rights history. One of the first women to receive a doctorate in the United States for work in wom-

en's studies (UC Santa Cruz), and a founder of one of the country's first college women's studies programs, (CSU Sacramento). Dr. Wagner has taught women's history for 48 years. She currently serves as adjunct faculty in the University Honors Program, Syracuse University and St. John Fisher's Executive Leadership Program. The theme of Dr. Wagner's work has been telling the untold stories. Her book [The Women's Suffrage Movement](#), out now, unfolds a new intersectional look at the 19th century woman's rights movement.

#### See Also:

- [Indigenous Women's Influence on Modern Democracy and Women's Suffrage](#)
- [Clan Mothers](#) - Onondaga Nation
- [Clan Mothers of the Haudenosaunee Confederacy](#)

## March is National Nutrition Month®

### National Nutrition Month®

From [Academy of Nutrition and Dietetics](#)

National Nutrition Month® is an [annual campaign](#) established in 1973 by the Academy of Nutrition and Dietetics. During the month of March, everyone is invited to learn about making informed food choices and developing healthful eating and physical activity habits.

This year's theme is **"Food Connects Us."** Food is a connecting factor for many of us. Food connects us to our cultures, our families and our friends. Sharing a meal is an opportunity to learn about its preparation, who made it and where the ingredients were sourced. Health, memories, traditions, seasons and access can all impact our relationship with food.

While these factors influence the foods we eat, the foods we eat also affect our health.

Registered Dietitian Nutritionists (RDNs) and Nutrition and Dietetics Technicians, Registered (NDTRs) play a critical role in helping people understand the connection between the foods individuals and communities eat, and how these foods impact health throughout life.

- ♥ [Download Resources](#)
- ♥ [50 Ways To Celebrate](#)

Read More: [eatright.org](http://eatright.org)

Nutrition and Food Services  
From [U.S. Dept. of Veterans Affairs](#)  
**What is National Nutrition Month®?**

Each year during March, we celebrate National Nutrition Month® by promoting the importance of making informed food choices while developing both healthier eating and physical activity habits. National Nutrition Month® serves as an opportunity to remind the public and the media that Registered Dietitian Nutritionists (RDNs) and Nutrition and Dietetics Technician Registered (NDTRs) are the most valuable and credible sources of timely and scientifically based food and nutrition information.

Learn more about National Nutrition Month® from the [Academy of Nutrition and Dietetics](#)

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This year, the National Nutrition Month® theme is “Food Connects Us.” Food is a connecting factor for everyone. It strengthens our bonds socially, economically, and culturally. Food is like a language that we all can understand. Food is much more than just a source of nourishment for survival, it connects all of us regardless of background, culture, or language. Food helps us feel connected whether it’s from a memory of a family/friend gathering, or experiencing a new cuisine, or volunteering at food assistance programs within our communities to help those experiencing food insecurity.

Here are some ways to celebrate how - “Food Connects Us” socially:

- ♥ Host a potluck with family or friends
- ♥ Volunteer to help with community dinners at local food banks or soup kitchens
- ♥ Start new food traditions with family or friends
- ♥ Connect with local food providers from grocery stores, community agencies, or farmers to get involved – [USDA Local Food Directories](#)

Food also connects us economically by creating jobs in agriculture and food distribution. Food connections can make us think about how the workers in food production, food processing, and distribution, all collaborate in providing nourishment to each one of us on a daily basis.

Here are some ways to support the local food system:

- ♥ Try to buy from local farmers and look for locally produced foods
- ♥ Volunteer at a community garden to connect with others while learning about sustaina-

ble practices. For more information, [find a cooperative extension in your state](#).

- ♥ Consider starting a garden - connecting with individuals and groups learning more about composting, growing plants, and other garden-related activities.
- ♥ When possible, choose in season fresh fruits and vegetables. Don’t forget frozen produce is a good option too. Check out the USDA to see what’s in season: [Seasonal Produce Guide](#)
- ♥ Join an Agriculture Community. For more information, [get involved in your agricultural community](#)

The smell or taste of food can remind us of memories with family or friends. Culturally, some foods may relate to the pride of passing down a family recipe from generation to generation. “Food Connects Us” culturally by allowing individuals to learn about the history of other cultures from traditions, spices and seasonings, and food preparation methods. A specific family dish can remind us of a comfort food to some individuals, whereas others may recall eating a specific cuisine while traveling to a new destination. Many American cuisines come from immigrants with revisions to the traditional recipes.

Here are some ways to connect culturally:

- ♥ Try to add a new food when preparing a meal such as seaweed, hummus, kimchi, or tacos
- ♥ Explore by adding ethnic seasonings to dishes such as ginger, cumin, turmeric, or allspice
- ♥ Cook a new cuisine with

family members or friends

- ♥ Exchange recipes - check out a [Healthy Teaching Kitchen class](#) or visit the [VA Healthy Teaching Kitchen YouTube channel](#).

“Food Connects Us” by allowing us to learn more about others. It allows us to create a sense of togetherness. Through the sharing of food, memories, stories, and laughter we can improve mental, physical, and overall well-being.

Contact a [VA Registered Dietitian Nutritionist](#) at your facility to learn about more ways on how “Food Connects Us.” The VA Nutrition and Food Services National Nutrition Month® Workgroup also collaborates within the VA departments, check out the story [VA Collaborates to Celebrate National Nutrition Month®](#)

#### Additional Resources:

- ♥ [Healthy Teaching Kitchen Program](#)
- ♥ [Nutrition Health Topics](#)
- ♥ [MOVE Weight Management Program](#)
- ♥ [Whole Health Program](#)
- ♥ [Fresh Focus Podcast](#)
- ♥ [Recipes and Cookbooks](#)

In 2025, the Academy of Nutrition and Dietetics celebrates Registered Dietitian Nutritionist Day on Wednesday, March 12th. As the nation's food and nutrition experts, RDNs and NDTRs are committed to improving the health of patients, families, and communities by providing credible evidence-based research on food and nutrition information to the public and media.

National Nutrition Month 2025

From [Anderson Nutrition.com](#)

#### Simple Food Swaps

Did you know there are several

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easy and simple ways of changing up your diet right now? These things will give a bit of an edge on reaching your health goals faster. Swapping out certain ingredients for healthier alternatives can make a big difference in your overall nutrition. Below is a list of some of our favorite food swaps to benefit health!

### **What Are the Benefits of Simple Food Swaps?**

Small decisions around food choices can make a big difference to your health in the long term. Healthy food swaps are simple changes you can make to your diet to replace less healthy food with more nutritious food.

Whether you're trying to lose weight, reduce your blood pressure or cholesterol, or just eat more healthily, food swaps can help to support your health goals.

### **Simple Food Swaps to Help you Reach your Health Goals Faster**

#### Swap with Dark Leafy Greens

Switch all iceberg lettuce for any dark green leafy vegetable like spinach, arugula, kale, Swiss chard or collard greens, which are excellent sources of vitamins A and C. Spinach is my favorite because it is high in iron and magnesium. Kale is another great one too if you can handle the taste.

Switch anything and everything you make with iceberg lettuce for leaf-like spinach and you will automatically be upping your fiber and vitamin and mineral intake. Put it on sandwiches, base of salads, in stir-fry dishes, on burgers, or shredded spinach on tacos. There are countless ways to use it!

#### Swap Sour Cream for Greek Yogurt

Using plain nonfat or low-fat Greek yogurt as a food swap instead of sour cream in recipes such as dips, sauces, dressings, and baked goods. Sour cream is typically full of saturated fat. On the other hand, Greek yogurt is full of probiotics and other important vitamins and minerals. Be sure to get the plain kind, it tastes the most like sour cream and does not have any added sugars.

You can usually substitute Greek yogurt for sour cream in a 1:1 ratio. For example, if a recipe calls for 1 cup of sour cream, you can use 1 cup of Greek yogurt instead. Greek yogurt tends to be slightly thicker than sour cream, so depending on the recipe, you might notice a slight difference in texture. However, for most dishes, the difference is minimal. We love this brand!

#### Swap Sugar for Maple Syrup

We love swapping maple syrup or honey instead of regular table sugar in baking recipes. This simple trick can keep your blood sugar from spiking like it would with sugar. This is better for your body and digestive system. By making this swap, you'll be adding a natural sweetness and depth of flavor to your dishes while potentially increasing their nutritional value.

Typically, you can substitute maple syrup or honey for granulated sugar using a 1:1 ratio. However, keep in mind that maple syrup is a liquid, so you may need to adjust the amount of other liquids in your recipe to maintain the desired consistency. We love this type of [maple syrup](#) and this brand of [honey](#).

### Replace Refined Grains with Whole Grains

When whole grains are refined, their husk and germ are stripped away, along with much of the fiber and nutrition. Whole grains are higher in fiber, vitamins, minerals, and antioxidants compared to refined grains. They also have a lower glycemic index, which means they can help stabilize blood sugar levels and keep you feeling fuller for longer.

Instead of white rice, choose brown rice, [quinoa](#) or barley. Choose [whole grain bread](#) versus white bread. The first ingredient should be a "whole" grain, or look for the "whole grain" stamp on the package.

### Replace Canola Oil with Applesauce

Instead of making brownies, cakes and banana bread with canola oil, use applesauce as your food swap. In addition to reducing fat and calories, it also reduces inflammation in the body. Since applesauce is naturally sweet, you may want to reduce the amount of added sugar in your recipe, especially if you're substituting in sweet recipes. Typically, you can substitute applesauce for oil in a 1:1 ratio. For instance, if a recipe calls for 1 cup of oil, you can replace it with 1 cup of applesauce.

Choose natural, unsweetened applesauce with no added sugar. Replace all or part of the oil in the recipe with an equal amount of applesauce. We love this [brand](#)!

### Replace Sugary Breakfast Cereal with Steel-Cut Oats

Because many boxed cereals are made with refined grains, they are often low in fiber and very high in sugar, as well as artificial colors.

(Continued on page 11)

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Switch to oatmeal and significantly increase your fiber intake. Steel-cut oats are higher in fiber than instant oats, so they cause insulin levels to rise more slowly, which is important for blood glucose management.

Save time in the morning by preparing several servings of steel-cut oats ahead of time as overnight oats. Store in the refrigerator for a quick and filling breakfast. Add a handful of almonds or walnuts, protein powder, greek yogurt or peanut butter for added protein. We love to use these [containers](#) for our oats!

#### **Replace Cheese with Avocados**

Using avocados instead of cheese on sandwiches can enhance the vitamins and minerals in your meal. Avocados are also filled of

satiating fiber to keep you nice and full for hours. avocados are rich in vitamin E, an essential fatty acid and antioxidant. Vitamin E is extremely important for our immune system and eyes. You will still get the creamy texture of cheese without all the extra sodium and cholesterol.

Have toast in the morning with avocado spread and an egg on top with some seasoning for a filling breakfast. Try putting avocado in your salad or breakfast burrito instead of cheese. Although avocados are high in fat, they are high in the good kind of fat, the one that will help to reduce your blood cholesterol, including your [LDL and VLDL numbers](#).

#### **Meal Planning!**

Did you love these healthy food

swaps listed above but want more? Get your personalized meal plan to enhance your lifestyle. By collaborating and meal planning with your dietitian, you will achieve optimal results!

Did you know that people who meal plan are [more likely to have an overall higher quality food variety](#)? Anderson's Nutrition has a robust meal planning program to assist you on your journey to simpler, better health. Meet virtually with your own dietitian to receive nutrition guidance and a personalized meal plan.

Click [HERE](#) to learn more!



## American Diabetes Alert Day – March 25, 2025

From [National Today](#)

American Diabetes Alert Day is observed annually on the fourth Tuesday of March and this year, it falls on March 25. It is aimed at raising awareness about the risks and symptoms associated with diabetes among the American public. The holiday is sponsored by the American Diabetes Association. Diabetes occurs when the body's blood glucose level is too high. This is caused by a deficiency in the insulin produced by the body, which is the hormone that lets glucose enter cells and be used as energy. Excess glucose in the blood can lead to several health problems. The most common types of diabetes are Type 1, Type 2, and gestational diabetes.

#### **History of American Diabetes Alert Day**

The first known mention of diabe-

tes symptoms can be dated back to 1552 B.C. in Egypt, where physician Hesy-Ra listed frequent urination as a symptom of a disease that also caused both emaciation and the production of urine that attracted ants. In 150 A.D., Greek physician Arateus described the disease we now know to be diabetes to be "the melting down of flesh and limbs into urine." The presence of 'sweetness' in the urine led to the disease being named 'Diabetes Mellitus' in 1675.

It was in the 18th and 19th centuries when physicians began to realize that dietary changes could help in the regulation of diabetes. Elliott Joslin published "The Treatment of Diabetes Mellitus" in 1916, recommending a fasting diet and regular exer-

cise for blood sugar control. Frederick Banting, a Canadian physician, was the first to think of using insulin to treat diabetes in 1920.

Today, insulin is used to treat type 1 diabetes. Other medical advancements have allowed patients to check their blood sugar levels at home and precisely regularize them using insulin, medication, exercise, and diet. Diabetes currently affects about 34.2 million Americans, out of which 7.2 million don't even know that they suffer from the illness. To make matters worse, approximately 88 million people have prediabetes, a condition characterized by high blood sugar levels that aren't high enough to be diagnosed as diabetes.

(Continued on page 12)

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The American Diabetes Alert Day was first observed in 1988 to intimate the American public about the disease and the risk of development.

### American Diabetes Alert Day FAQs

Is prediabetes covered under A.D.A.?

Yes, it is.

Is diabetes covered by the Disability Act?

The 2010 Equality Act protects individuals with Type 1 diabetes from facing discrimination at work.

Is diabetes curable?

There is no known cure for diabetes. It can, however, go into remission.

### How to Observe American Diabetes Alert Day

#### 1. Take the American Diabetes Association risk test

Take the official Diabetes risk test on the official A.D.A. website. It'll help you understand any areas you need to focus on or any changes you may need to make in your lifestyle.

#### 2. Donate to charitable organizations

If you can, donate a few dollars to organizations that work to

improve the lives of individuals with diabetes. Your contribution will assist in the advancement of research, outreach, and information campaigns.

#### 3. Encourage others to assess their level of risk

It's not enough to just know where you stand, encourage the people around you to assess their risk levels as well. Help them avail the resources they might need to understand the topic further.

### 5 Important Facts About Diabetes That You Should Know

#### 1. The seventh leading cause of death

In the United States, diabetes is the seventh leading cause of death.

#### 2. Diabetes is a major cause of blindness

Diabetes is a major cause of not just blindness, but also kidney failure, heart attacks, and strokes.

#### 3. Majority of diabetes cases are type 2

Type 2 diabetes accounts for about 90% to 95% of diabetes cases.

#### 4. Type 1 is most common in

### young people

Type 1 diabetes tends to develop early in life.

#### 5. Type 2 diabetes is preventable

Lifestyle changes like a healthy diet and exercise can drastically reduce the chances of developing type 2 diabetes.

### Why American Diabetes Alert Day is Important

#### A. It highlights the dangers of diabetes

People frequently fail to take diabetes seriously since it is so common. The American Diabetes Alert Day highlights the dangers associated with diabetes.

#### B. It aids in preventative action

One of the central aims of American Diabetes Alert Day is to aid preventative action. If people are aware of their risk level, it becomes easier to take steps to reduce it as much as possible.

#### C. It acts as a wake-up call

The awareness of one's risk level allows the day to act as a wake-up call. The holiday does a good job of not allowing people to disregard diabetes casually

## Carbon Monoxide (CO) Poisoning Prevention

*Submitted by Pete Hill, Special Initiatives Coordinator*

### Carbon Monoxide (CO) Poisoning is 100% Preventable!

#### Protect Yourself & Your Family.

#### Know the Signs of CO Poisoning:

Since carbon monoxide is invisible and odorless, recognizing the emergency in the symptoms of carbon monoxide may still take a while. Below are common signs of CO Poisoning.

- Headache
- Dizziness
- Weakness
- Nausea

- Vomiting
- Chest Pain
- Confusion

*NOTE: People who are sleeping or who have been drinking alcohol can die from CO poisoning before ever having symptoms.*

#### Prevent CO Poisoning:

1. Check or change the batteries in your CO detector every six months. If you don't have one, get one soon!
2. Have heating systems, water heaters, and any other gas,

oil, or coal-burning appliances serviced by a qualified technician every year.

3. Keep vents and flues clear to avoid blockage.
4. Never leave a vehicle running in enclosed spaces or partially enclosed spaces, like a garage.
5. Keep running generators and gas-powered engines at least 20 feet away from an open window, door, or vent where exhaust can vent into an en-

*(Continued on page 13)*



(Continued from page 12)

- closed area.
6. Don't use a charcoal grill, hibachi, lantern, or portable camping stove inside a home, tent, or camper.
7. Never run generators or any gas-powered engine inside a basement, garage, or other enclosed space, even if the doors or windows are open.
8. In case of suspected CO Poisoning, get outside and call 911 right away!

For more information follow the link: [CDC CO Poisoning Prevention](https://www.cdc.gov/co/prevention/)

# CARBON MONOXIDE (CO) POISONING PREVENTION

## CO Poisoning Prevention Tips

Protect Yourself and Your Family by Learning the Symptoms of CO Poisoning and How to Prevent it.  
For More Information, Please Visit the Carbon Monoxide Poisoning Website.

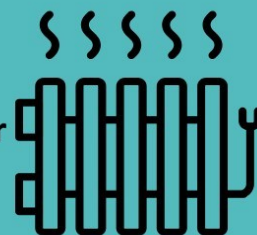
01.

Check & Change Batteries in Your CO Detector Every Six Months.



02.

Have Your Heating System & Water Heater Serviced by a Qualified Technician Every Year.



03.

Keep Vents & Flues Free of Debris.



04.

Never Leave Your Car Running in a Closed or Partially Closed Space, Like a Garage.



05.

Stay At Least 20-Feet Away from an Open Window or Door if Running Any Gasoline-Powered Engine Outside.



06.

Only Use Charcoal Grills, Hibachi, Lanterns, & Portable Camping Stoves Outside.



07.

Only Run Gasoline-Powered Engines Outside & Never in an Enclosed Space.



08.

If You Suspect CO Poisoning, Call 911 Right Away.





## **Intro to Rising Above & Achieving Our Potential (RAAP) Program Dinner**

Join us to hear about a new program created for  
Native girls ages 8-17

**Thursday, March 6th  
6pm - 8pm**

NACS Buffalo Office  
1005 Grant St.  
Buffalo, NY 14207

**Please RSVP by March 4th**

Star: 716-983-1251  
or  
Kelly: 716-449-6405





# CLUBHOUSE CORNER



## MARCH EDITION

*"When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as a community."*  
- Pat Wadors

It was a very cold and snowy February! During the winter break, the youth clubhouse went to the movies! They saw Mufasa-The Lion King and Captain America-Brave New World!



## COMING UP!!!!

Fruit Pizza making  
Social @ Tuscarora  
Nation House  
Terracotta pot  
painting

Roller-skating @  
Rainbow Rink

Social @ McKinley  
H.S

**TO JOIN US FOR OUR NEXT OUTING EVENT, PLEASE CONTACT:**  
**NACS CLUBHOUSE (ERIE COUNTY) MANAGER, EL: 716-449-6472**  
**IACS CLUBHOUSE (NIAGARA COUNTY) MANAGER, KELLY: 716-449-6405**



SCAN ME

STAY UPDATED ON OUR CLUBHOUSE  
EVENTS WITH SOCIAL MEDIA!

## STAFF SPOTLIGHTS

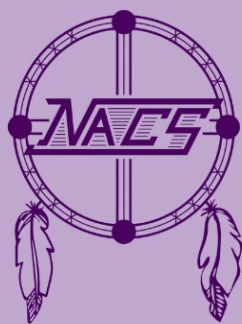


She:kon! My name is Kelly Jacobs and I am the new Niagara County Site Clubhouse Manager. Im from Akwesasne Saint Regis Mohawk Reservation. I have 1 chubby pitbull named Masyn, I enjoy beading, crocheting, travelling and listening to music.



I am Dakota Williams, the new Peer Advocate/Youth Leader for the Youth Clubhouse. I like to do activities such as hiking, drawing and reading. I have a Japanese car. I've spent a good portion of my life with NACS program in the background, helping me. I'm happy to be part of such a useful resource in the Native American Community, it is hard to find real help living with crisis in the community. Tell me how I can help you.

NACS CLUBHOUSE CORNER - MARCH 2025



# 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 Winter 2025



Scan QR Code  
or Click Link  
to Register

<https://forms.gle/Q3ROM7VSWbFHeiT67>



716-339-1831 or 716-874-4460



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



## The History of Six Nations New Years Traditions: What Is 'No:ia'? (New-Ya)

By [Chezney Martin](#), [Two Row Times](#) December 26, 2018

*(Here is something I thought was interesting to share with everyone - Editor)*

In many Haudenosaunee communities, waking up early for "No:ia" (new-ya) is something that provides fuel for an age-old tradition and a pick at sweets for breakfast.

For the traditional Haudenosaunee, the belief that the year does not renew until the ashes have been stirred in ceremony is still strongly upheld. However, many of our European neighbours rubbed off on us and hold similar customs in comparison to one another during the new year.

The Scottish celebrate a part of "Hogmanay" (hawg-man-ay) with First-Footing by running from house-to-house shortly after midnight to welcome the new year. After converting to Christianity the Irish placed a great importance on who was the first person in the door at the start of New Year's Day and preferred a dark haired man to bring good fortune. The British would open their back door to let the old year free, and ask a dark haired man to come through the front door carrying coal, salt and bread at the stroke of midnight. But, it was the adaptation of our Dutch neighbours celebration of the new year roughly 400 years ago that simply stuck.

So what is No:ia you ask? "Gellukig Nieuwjaar" (gae-loo-hig new-ya) is how you say "Happy New Year" in Dutch, and the term "Nieuwjaar" is where the adapted word "No:ia" stems from.

Haudenosaunee ancestors saw Dutch children celebrating the turnover in their calendar cycle by

aiming to be the first at a neighbour's doorstep early on New Year's Day. If this was performed, the children would be considered very lucky and rewarded with coin, fruits and Oliebollen. Oliebollen is a sweet, oil fried dumpling that is very, very similar to indian donut and might be where the pastry originated from. This trip of running from house-to-house had to be completed before noon and this piece of the Dutch celebrations has since been adapted and immortalized within Haudenosaunee communities.

Fast-forward 400 years and on New Year's Day Haudenosaunee children (and adults) still visit their relatives and friends to holler "No:ia!" on their doorsteps. The visitors will then subsequently receive one of a variety of treats including; fruits, homemade Indian donuts or cookies, and sometimes a jar of honey early in the morning.

It can be said that this practice was adapted because it falls perfectly in line with the cultural and moral basis of the Haudenosaunee. Celebrating No:ia in this way is a great form of reconnecting with old relatives and friends and it shows appreciation for familial connection. The sense of sharing falls directly into giving and offering food freely as a custom that has not been forgotten. As well, the smell of warm donuts and cookies is a keepsake many Haudenosaunee cherish in childhood memories.

### Indian Cookies

- ⊕ 1 cup butter or margarine, softened

- ⊕ 2 cups brown sugar
- ⊕ 1 egg, well-beaten
- ⊕ 1 cup buttermilk
- ⊕ 4 cups of flour
- ⊕ 1 teaspoon of baking powder
- ⊕ 1/2 teaspoon of baking soda
- ⊕ 1/4 teaspoon of salt
- ⊕ 1 teaspoon of nutmeg

*Optional (but not really): 1/2 cup of Raisins.*

In a large bowl blend butter or margarine, sugar, and egg with a wooden spoon. In a separate bowl, mix dry ingredients. Add dry ingredients to butter mixture alternately with buttermilk. Dough will be very stick. Add a little flour and roll out on a floured surface just until not sticky and then roll to about a half inch thick. Cut cookies into shapes with cutters. 350°F for 10-15 minutes.

### Indian Donuts

- ⊕ 3/4 cup granulated sugar and 3/4 cup brown sugar
- ⊕ 4 tablespoons of butter, softened
- ⊕ 1 1/2 cups of buttermilk
- ⊕ 1 egg
- ⊕ 6 cups of all-purpose flour
- ⊕ 4 1/2 teaspoons of baking powder
- ⊕ 3/4 teaspoon of salt
- ⊕ 3/4 teaspoon of ground cinnamon
- ⊕ 3/4 teaspoon of ground nutmeg

*Optional: Raisins. Somewhere between 1/3 to 1/2 of a cup. Some say no. Some say yes. Ultimately they belong there. The choice is yours.*

- ⊕ Canola oil or melted shortening for frying

In a large bowl first blend the sugar and softened butter. Once that

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is all together add the buttermilk and eggs and meld this into a goopy wet mixture. This is when you add in the raisins. **(Do it.)**

In another bowl blend together the dry ingredients: 3 cups all-purpose flour, baking powder, salt, cinnamon, and nutmeg. Slowly start to add the dry ingredients into the wet bowl. When that is all mixed together you have another three cups of flour to add into the dough just until you get it to the right

consistency — similar to a biscuit dough. Too much flour and your donuts will be tough so be mindful.

On a lightly floured surface, roll out dough to 1/2-inch thickness. Use a doughnut cutter or for that real Nu-yah look use a doll shaped cutter.

Heat oil over medium heat. You're going to want it to be about one inch deep. Bring the oil up to 375 degrees using a

thermometer to monitor the temperature.

Don't overcrowd your oil with donuts. Cook about 3-5 at a time depending on how big your pan is. Fry until browned all over about 90 seconds per side.

Remove cooked donuts and drain off excess oil on a tray covered in paper towels or on newspaper like the grammas used to use.



## Leonard Peltier Begins a New Chapter on Tuesday (2/18/25)

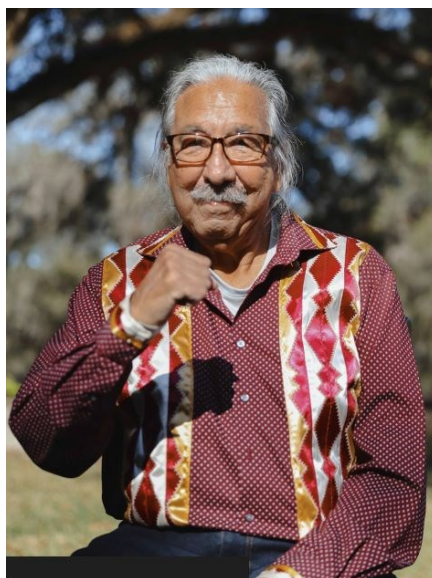
By Levi Rickert, [Native News Online](https://www.native-news-online.com), February 17, 2025

Leonard Peltier will begin a new chapter in his life on Tuesday morning. He will be released from the Federal Correctional Complex Coleman in Florida. He will be flown home to the Turtle Mountain Indian reservation, where he will spend the rest of his life.

Incarcerated for almost 49 of his 80 years on Mother Earth, he was granted a presidential commutation by President Joe Biden. It was not the pardon that many of Peltier's supporters wanted, but nonetheless, his release from prison into house confinement is a welcome end to a horrific chapter.

Peltier's chapter of lengthy incarceration unfolded on June 26, 1975, at Jumping Bull Ranch in Oglala, South Dakota, on the Pine Ridge Indian Reservation.

It remains one of the most controversial and disputed incidents in modern Native American history. The deadly confrontation between the Federal Bureau of Investigation (FBI) and members of the American Indian Movement (AIM) re-



Leonard Peltier after his release from prison Tuesday, Feb. 18, 2025. (Photo/Angel White Eyes/NDN Collective)

sulted in the deaths of two FBI agents and one Native American activist. What followed was a series of judicial proceedings marred by misconduct, leading to the conviction of Leonard Peltier, a member of AIM, in what has widely been considered an unfair trial.

### Background: The Struggles of the American Indian Movement

The American Indian Movement was founded in 1968 as a grass-

roots organization dedicated to addressing issues of systemic discrimination, police brutality, and treaty violations against Native American communities. By the early 1970s, AIM had become a prominent force, challenging federal and local authorities over indigenous rights and sovereignty.

Pine Ridge Reservation in South Dakota was a particularly volatile region at the time, rife with political and social tension. The tribal chairman, Richard Wilson, was accused of corruption and brutality, and his private militia, known as the "GOON Squad" (Guardians of the Oglala Nation), terrorized AIM supporters and traditionalists who opposed his administration. Between 1973 and 1976, an estimated 60 AIM activists and their allies were murdered, often under suspicious circumstances. Many of these cases were never investigated by federal authorities.

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Against this backdrop, AIM members and their supporters sought refuge at the Jumping Bull Ranch near Oglala, where they hoped to provide protection for local residents and maintain a presence to counter GOON Squad violence. Tensions with law enforcement escalated, culminating in the deadly shootout.

### **The Shootout: A Mysterious and Deadly Confrontation**

On June 26, 1975, FBI agents Jack Coler and Ronald Williams entered the Jumping Bull Ranch reportedly to arrest a young AIM member on theft charges. However, an intense shootout ensued, with gunfire exchanged between AIM members and the FBI. The two agents were wounded and later executed at close range. Additionally, an AIM supporter, Joe Stuntz, was killed in the crossfire, though his death was largely ignored by authorities.

The circumstances surrounding the shootout remain murky. The FBI maintained that their agents were ambushed, while AIM members contended that they acted in self-defense, believing they were under attack from GOON Squad forces. The FBI's response was swift and severe, launching one of the largest manhunts in U.S. history.

### **The Trial and Conviction of Leonard Peltier**

Three AIM members—Dino Butler, Bob Robideau, and Leonard Peltier—were charged with the mur-

ders of the FBI agents. Butler and Robideau were tried separately in 1976 and acquitted on the grounds of self-defense, with the jury acknowledging the hostile climate on Pine Ridge Reservation. However, Peltier was extradited from Canada in 1976 under dubious circumstances, including an affidavit from an alleged eyewitness named Myrtle Poor Bear, who later recanted her testimony, claiming she was coerced by the FBI.

Peltier's 1977 trial was held in Fargo, North Dakota, under a judge known for his hostility toward AIM. Unlike the Butler and Robideau case, Peltier was not allowed to argue self-defense and crucial pieces of evidence were manipulated or withheld. The prosecution relied heavily on ballistics tests that were later revealed to be inconclusive, and they falsely suggested that Peltier's weapon was the one used in the killings. Additionally, witnesses were intimidated into testifying against him, further casting doubt on the legitimacy of the proceedings.

Despite the lack of concrete evidence linking Peltier to the close-range executions of the agents, he was convicted of two counts of first-degree murder and sentenced to two consecutive life terms in prison.

### **Controversy and Calls for Clemency**

Since his conviction, Leonard

Peltier's case has drawn widespread criticism from legal experts, human rights organizations, and political figures. Amnesty International classified him as a political prisoner, citing grave concerns over the fairness of his trial. Former FBI agents, U.S. Congress members, and even Nelson Mandela have called for a review of his case.

Documents later obtained through the Freedom of Information Act revealed that the FBI had suppressed evidence that could have exonerated Peltier. The key ballistics evidence used to convict him was found to be unreliable, and the government eventually admitted that it could not determine who fired the fatal shots.

Over the decades, multiple appeals and requests for clemency have been denied, often under political pressure from the FBI, which has maintained a strong opposition to Peltier's release. Even after serving nearly five decades in prison, he has been repeatedly denied parole.

### **Legacy and the Ongoing Fight for Justice**

Leonard Peltier remains a symbol of Indigenous resistance and the deep flaws within the U.S. justice system. His case highlights the broader historical injustices faced by Native Americans and the U.S. government's failure to address systemic issues within law enforcement and judicial processes.

*(Continued on page 20)*



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Efforts to secure his freedom continue, with activists, attorneys, and international organizations advocating for a presidential pardon or a new trial. As long as Peltier remains imprisoned, the case serves as a stark reminder of the struggles for Indigenous rights and the ongoing fight for justice in America.

The shootout at Jumping Bull Ranch was not just an isolated incident but a manifestation of decades of oppression, broken treaties, and violent suppression of Native American activism. Whether or not Peltier is ever granted clemency, his story remains a powerful indictment of the American legal system and its treatment of Indigenous people. Until true justice is served, the fight for Leonard Peltier's freedom remains an essential chapter in the broader movement for Native American rights and human rights worldwide.

As President Biden was nearing the end of his term, Native leaders advocating for Peltier's freedom increasingly pressured Biden to grant Peltier clemency, with one tribal leader using his five minutes with the President on Air Force One to plead Peltier's case.

As Biden was exiting office on his very last day, January 20, he signed an executive grant of clemency;

while not a pardon, it commuted Peltier's sentence so he shall serve the rest of his sentence back at home with his family, citing his severe health concerns and advanced age among contributing factors.

Even this action was widely opposed by law enforcement, who insisted that Peltier should remain imprisoned. Regardless, Leonard Peltier will be home on Tuesday, beginning a new chapter of his life.

*Neely Bardwell contributed to this article.*

## Leonard Peltier Freed from Federal Prison

*By Levi Rickert, [Native News Online](#), February 18, 2025*

After almost 49 years of incarceration, American Indian Movement (AIM) member Leonard Peltier was released from prison this morning.

Upon Peltier's request, NDN Collective facilitated bringing him home to the Turtle Mountain community. NDN Collective and partners built upon five decades of organizing and led the advocacy that secured Peltier's release. Tomorrow, the organization is [hosting a celebratory event](#) and community feed to

welcome Peltier back to his homelands.

"Today I am finally free! They may have imprisoned me but they never took my spirit!" said Leonard Peltier. "Thank you to all my supporters throughout the world who fought for my freedom. I am finally going home. I look forward to seeing my friends, my family, and my community. It's a good day today."

"Leonard Peltier is free! He never gave up fighting for his freedom so we never gave up fighting for him. Today our elder Leonard Peltier walks into the open arms of his people," said Nick Tilsen, NDN Collective Founder and CEO. "Peltier's liberation is invaluable in and of itself – yet just as his wrongful incarceration represented the oppression of Indigenous Peoples everywhere, his release today is a symbol of our collective power and inherent freedom."

"This moment would not be happening without Secretary Deb Haaland and President Biden responding to the calls for Peltier's release that have echoed through generations of grassroots organizing," said Holly Cook Macarro, Government Affairs for NDN Collective. "Today is a testament to the many voices who fought tirelessly for Peltier's freedom and justice."

## NACS Employee News

### Greetings New Employee – Dakota Williams!

I am Dakota Williams, The new Peer/Youth Advocate for the NACS Program. I am interested in guiding the new generation to be on a better path for their future. I'm Motivated to become the best advocate I can possibly be for the people who need it. Everyone deserves to be heard even if they may be afraid to say something themselves. Personally, I like to enjoy Nature, work on cars and exercise.

### Farewell Tianna Porter!!!

*From Star Wheeler, Health & Wellness Coordinator*

In February, NACS bid farewell to a wonderful and talented staff member-Tianna Porter. Tianna was the Economic Empowerment Coordinator. She will be greatly missed and we wish her the best as she starts her new career! Good luck Tianna!





Indigenous Health & Wellness  
Promotion (IHAWP) Program

# NATIVE AMERICAN CULTURAL COMPETENCY

## Overall Agenda

Welcome & Opening  
Diversities of Native People  
Expanding Trauma-Informed Care to Include Historical Traumas  
Efforts to Strengthen Native Health & Vitality  
Land Acknowledgements & being a Good Ally

**17** MARCH  
2025

### In-Person

**09:30am-4:30pm**

Monday

1005 Grant St.  
Buffalo, NY 14207

Please register by  
March 12th, 2025

<https://bit.ly/4groexh>



**26** MARCH  
2025

### Virtual

**09:30am-4:30pm**

Wednesday

Zoom

Please Register by  
March 21st, 2025

<https://bit.ly/40JayrJ>



Both training sessions will include a screening of two very powerful documentaries on historical traumas impacting Indigenous peoples. On **Monday, March 17, we will show the “Doctrine of Discovery”** documentary which provides an Indigenous perspective of world and US history. On **Wednesday, March 26, we will show the “Unseen Tears”** about residential boarding schools. Both documentaries provide very impactful, stark examples of trauma, violence, and loss of life. Understanding how these traumas continue to impact Native peoples can help us all develop more effective methods, approaches, and programs to support Native health and wellbeing. Self-care and debriefing activities will be held in both sessions.

Who should attend?

All are welcome, including healthcare personnel, social workers, program developers, Native and Non-Native community members, human services, directors, administrative staff, educators, social justice advocates, and allies.

This training is provided by NACS’ Indigenous Health and Wellbeing Promotion (IHAWP) Program, which is funded by the New York State Department of Health / AIDS Institute.

**For more info, please contact Pete Hill at [phill@nacswny.org](mailto:phill@nacswny.org) or 716-574-8981**

Nyah-weh! Thank you!

## A Poem For Our Co-Worker & Friend!

By Rhonda Martin, IHAWP Cultural Events Planner

(Editor's Note: **Pete Hill**, Special Initiatives Coordinator, has announced that he will be retiring from NACS on March, 31st, 2025. Rest assured, though, he will return to his position on a part-time basis beginning April 16th, 2025. Pete has been a dedicated and stalwart NACS employee that began on November 16, 1992 in the Youth Development Program. Through the years, Pete has contributed an innumerable amount time and effort during his tenure. It's been a memorable journey at it's best but it's not over...yet. Let's all give Pete Hill much love and applause and congratulate him for times past and for what is still to come! Nya Weh!)

Here is a poem for Pete from our resident poetess, Rhonda Martin:

*What a wonderful world it's been  
Since you invited me to be a part of a team  
That gives me a chance to show some skills  
I didn't know I had, and some that were far and in-between.*

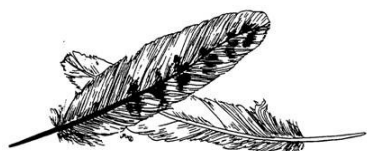
*I clearly remember the first time I walked into your office  
You beamed and welcomed me in  
I knew right then and there  
That the best of my working life was about to begin.*

*It's certainly been my utmost pleasure to  
Be within the IHAWP walls and call you boss  
Tho' my time here has only been a little while  
Your daily presence will be missed- I will feel the loss  
Your caring ways and the knowledge you share  
Has shown many people how to enrich their lives  
And to do all things with care.*

*I for one am glad this is only a semi-retirement  
And that you'll still be a part of the locomotion  
I hope we make you proud, carrying on through  
The Indigenous Health and Wellbeing Promotion.*

Thank you so much for this wonderful opportunity to be a part of this great team

Rhonda



Pete, with staff members, commemorating Orange Shirt Day, 9/29/2023. First row (left to right): Sarajane Gomlak-Green, Star Wheeler, Asia Hill, Tracy Zachariah, Chelsea Martin. Second Row (left to right): Pete Hill, Hillary Beaudouin, Colleen Casali, Peter Jacobs.



## Upstate NY Girl, 10, Makes History on Sports Illustrated Cover

By [Geoff Herbert | gherbert@syracuse.com](mailto:gherbert@syracuse.com), From [NYUp.com](http://NYUp.com)

Updated: Feb. 11, 2025, 6:18 p.m., Published: Feb. 11, 2025, 7:44 a.m.

An Upstate New York girl is making history as the youngest person to appear on the cover of a special edition of Sports Illustrated magazine.

**Honor Smoke**, a 10-year-old student at Akron Elementary School, appears on the cover of the first-ever “Sports reillustrated,” released last week to celebrate young female athletes breaking barriers in sports. The fifth grader from the Tonawanda Reservation started wrestling at age 7 as the first girl to join the Akron Youth Wrestling Club.

“I’ve competed against boys and girls, but I normally compete against boys since there [are] mostly just boys,” Honor told [WIVB](#). “It feels good to win against boys.”

According to WIVB, Honor won first place in the girl’s division for her age and weight group at last year’s New York Wrestling Association for Youth State Championship in Syracuse. More recently, she placed third at last month’s USA Wrestling Kids Folkstyle National Championship in Fort Wayne, Indiana.

Honor, whose younger sisters also wrestle, said she’s always been supported by her family, teammates and the Tonawanda Reservation. She told WIVB that she wants to compete in the Olympics

one day.



*Honor Smoke, a 10-year-old wrestler from the Tonawanda Reservation, appears on the cover of a special edition Sports reillustrated magazine.SI/Dove*

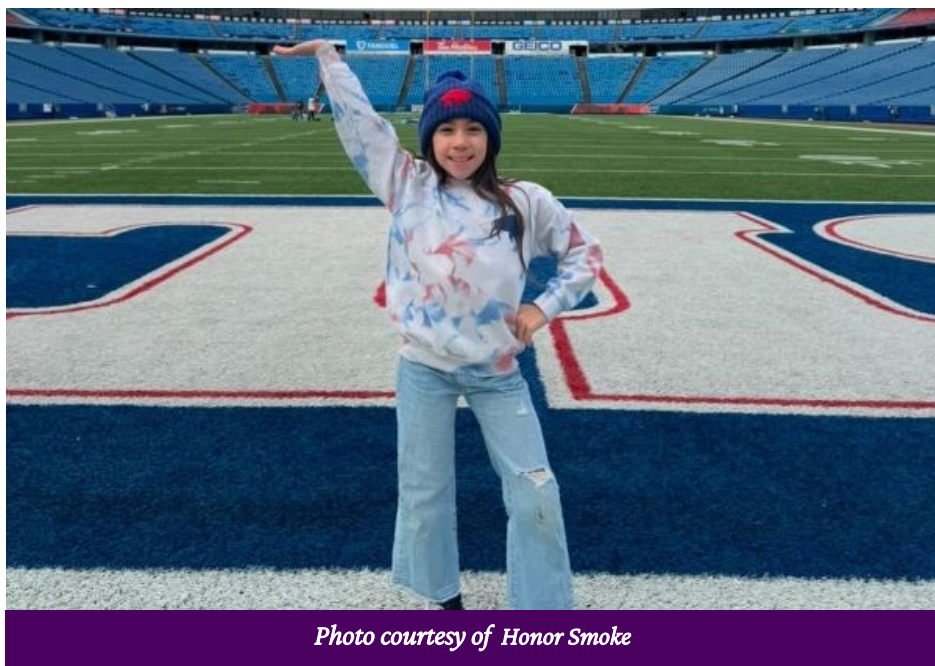
Honor is one of 10 young athletes profiled for the promotional edition of SI, released online and in New Orleans as a partnership with beauty brand Dove before

the Super Bowl. Dove also aired a [commercial during the big game](#) encouraging female body confidence because 1 in 2 girls who quit sports are criticized for their body type.

Honor will also be included in a special section of Sports Illustrated magazine’s upcoming March issue.

“I have seen so many of the athletes I look up to on the cover of magazines, so when my mom told me I’d be on the cover of Sports reillustrated I was so happy,” she said in a [statement](#). “Wrestling is a huge part of who I am, and I have even inspired my two younger sisters to play. I hope that this magazine encourages even more girls to believe in themselves and stay in the game.”

*We know she will be an inspiration for other young girls.*



*Photo courtesy of Honor Smoke*

## 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)



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 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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### Equal Opportunity Employer

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

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

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

**Office:** 76 West Ave., Lockport, NY 14094

### 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).*

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- 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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 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)



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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)

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 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 Director, 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 12-17 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)             | • Health & Dental Insurance   |
| • Life Insurance                  | • Employee Assistance Program |
| • Flexible Spending Account (FSA) | • 403 (b) Retirement Plan     |

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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 Healthy & Wellness Director 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 12-17 years old in Erie & 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...

PLEASE ACCEPT MY CONTRIBUTION OF: ☐\$5 ☐\$10 ☐\$25 ☐\$50 ☐\$100 ☐OTHER:

☐ I'D LIKE TO VOLUNTEER MY TIME. I CAN...

☐ PLEASE ADD ME TO YOUR MAILING LIST!

NAME

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EMAIL ADDRESS

STREET ADDRESS

CITY/STATE/ZIP CODE