

DEIJ Bulletin

Michigan Chapter of AFS DEIJ Committee
November 2023

!Stock: Dmitrii_Guzhan

!Stock: Dmitrii_Guzhan

Greetings MI AFS members during this bright time of year! We hope all of you experience the warmth of family, light of laughter, and the joy of gratitude in this season and beyond. We are happy to share our third MI AFS DEIJ Bulletin. Please contact us if you would like to become involved with the DEIJ committee or if you come across items that you would like to have shared. You can reach us at miafsdeij@gmail.com (or you may contact us [anonymously](#)).

To accommodate the MI AFS Executive Committee's 2024 Webinar series, the virtual conversation with the DEIJ committee has changed from January 5 to **Friday, February 2, 12-1 pm**. The MI AFS Webinar series begins with Jason Gostiaux presenting on Saginaw Bay Walleye Management in January. If you have suggestions for future DEIJ conversations, please share them with us (miafsdeij@gmail.com).

Your DEIJ Committee -

Kyle Brumm (he/him/his)
Dana Castle (she/her/hers)
Lydia Doerr (she/her/hers)
Tracy Galarowicz (she/her/hers)
Kynzie House (she/her/hers)

The charge of the Michigan AFS Diversity, Equity, Inclusion, and Justice (DEIJ) Committee is "to cultivate a chapter culture that ensures all members feel welcome and respected, recruits and retains members with underrepresented identities and backgrounds, and works with the Executive Committee to create and advocate for policies and procedures that promote diversity, equity, and inclusion at the chapter, regional, and international levels".

Tools & Resources

- [Celebrate National Native American Heritage Month](#)
- [Podcast – Diversity, Equity, and Inclusion in Fisheries](#)
- [Stop Using Phony Science to Justify Transphobia](#)
- [The Transgender and Gender-Nonconforming Fieldwork Alliance](#)
- [Adding Diversity Of Thought: How To Build A Stellar Team](#)

November Awareness Month & Days

- [National American Indian & Alaska Native Heritage Month](#)
 - [National Museum of the American Indian Online Events](#)
- [National Veterans and Military Families Month](#)
- [Diabetes Awareness Month](#)
- [Movember](#) - Men's Health Month
- [World Freedom Day - November 9](#)
- [Veterans Day](#) - November 11
- [Transgender Awareness Week](#) - November 13-19
 - [Honor Trans Awareness Week and Transgender Day of Remembrance with HRC](#)
 - [Debunking Myths about Transgender Athletes](#)
- [International Day for Tolerance](#) - November 16
- [International Men's Day: Zero Male Suicide](#) - November 19
 - [Why International Men's Day is important for inclusive cultures](#)
 - [Man Therapy Michigan](#)
 - [Suicide Prevention & Crisis Lifeline](#)
- [Transgender Day of Remembrance](#) - November 20
- [International Day for the Elimination of Violence against Women](#) - November 25



December Awareness Month & Days

- [World AIDS Day](#) - December 1
- [International Day for the Abolition of Slavery](#) - December 2
- [International Day for People with Disability](#) - December 3
- [International Genocide Prevention Day](#) - December 9
- [International Human Rights Day](#) - December 10
- [International Human Solidarity Day](#) - December 20

Bring Voice to the Silent Crisis

American Indian and Alaska Native (AI/AN) cultures are as complex as their community members, but one troubling thread connects them: high rates of violence¹. More than 84% of AI/AN women have experienced violence, which translates into enough women to fill Michigan State's Spartan Stadium 20 times². Not only do AI/AN women experience more violence than other ethnicities, they also have a murder rate 10 times higher than the national average³. Even though these disparities have received national attention, cases involving missing and murdered indigenous people still tend to be under reported, under investigated and often unsolved². Although complicated by a patchwork of laws surrounding tribal, state, and federal agencies, action to address these disparities have begun at both the state and federal levels⁴. In Michigan, the Sault Ste. Marie Tribe of Chippewa Indians and Bay Mills Indian Community are two of the six tribes chosen to participate in a national pilot program focused on helping tribal communities improve responses to missing native people³. More information about this can be found in the Detroit News article [Two UP tribes involved in new project look at missing, murdered Native Americans](#). In addition to government programs, nonprofit organizations, such as the [Sovereign Bodies Institute](#), aim to improve tracking of missing and murdered Indigenous people. This organization gathers data not only submitted by community and family members of victims but also by retrieving information from newspapers, social media, historical archives, public records, and missing person databases. Additionally, the Michigan Department of Health and Human Services (MDHHS) division of Victim Services has partnered with Michigan's federally recognized tribes to improve funding for sexual assault and domestic violence programs. In addition to supporting sexual assault nurse examiner programs, shelters, housing relocation assistance, victim advocate and assistance, the MDHHS also provides funding to [Strong Hearts Native Helpline](#). The Strong Hearts Native Helpline was developed by the [National Domestic Violence Hotline](#) and the [National Indigenous Women's Resource Center](#), a Native-led nonprofit organization dedicated to ending violence against Native women and children. The helpline aims to provide anonymous and confidential culturally appropriate support and advocacy for AI/AN². Even though there is a long road ahead, advocates are optimistic that increased awareness of the AI/AN violence crisis coupled with new resources will lead to a brighter and safer future for indigenous women⁴.

References and Resources

1. [Missing and Murdered Indigenous People Crisis](#). Office of Justice Services, *U.S. Department of the Interior Indian Affairs* (2021).
2. Wheaton, B. [MDHHS honors lives and legacies of missing and murdered Indigenous people on May 5 Awareness Day](#). *Michigan Department of Health & Human Services* 5–8 (2023).
3. McCoy, L. M. [Two UP tribes involved in new project look at missing, murdered Native Americans](#). *The Detroit News* (2022).
4. Bonn, T. [Indigenous Women are Going Missing at Alarming Rates - Here's Why You Haven't Heard About Them](#). *Katie Couric Media* (2023).

