



Inter-Tribal Council of AT&T Employees

LAND ACKNOWLEDGEMENT

Land Acknowledgement Initiative

A Land acknowledgment is a traditional custom that dates back centuries in many Native American nations and communities. Today, land acknowledgments are used by Native and non-Native Peoples alike to recognize Indigenous and Native American Peoples* who are the original stewards of the lands on which we now live and work each day.

The Inter-Tribal Council of AT&T (ICAE) would like to respectfully ask our fellow employee group leaders to support this initiative by initiating meetings and events with a Land Acknowledgement Statement.

What is a Land Acknowledgement?

A land acknowledgement is a formal statement that recognizes the unique and enduring relationship that exists between Indigenous Peoples and their traditional territories. The term Turtle Island** is used across North, Central, and parts of South America, as well as Hawaii & New Zealand. Another variation, "Turtle world" is used in India and China.

Why do a Land Acknowledgement?

- It is the beginning of repairing relationships and reconciliation.
- Making a land acknowledgment should be motivated by genuine respect and support for Native Peoples. Speaking and hearing words of recognition is an important step in creating collaborative, accountable, continuous, and respectful relationships with Indigenous nations and communities.



What is Turtle Island?



Turtle Island is a reference for North & Central Americas, used by some Indigenous Peoples* in the United States and First Nations people in Canada and some Indigenous rights activists. The name is based on a common North American Indigenous creation story. Many Native communities including India, China, Hawaii, etc., refer to the earth as a Turtle.

Statement: repeat as written or customize to name the indigenous people* of your location.

*“Let us pause for a moment to acknowledge the traditional stewards of the lands that we now reside on, and especially our ancestors, descendants, and all Indigenous people who live now and have ever lived in our regions of Turtle Island.” *pause* - Thank you*

- **Indigenous peoples**, also referred to as Native Americans, First people, Aboriginal people, Native people, are culturally distinct ethnic groups.
- **First Nations people**, a Canadian government term for their native community



Land Acknowledgement Questions



When is it appropriate to do a Land Acknowledgement?

- Any time you are leading a meeting, there is an opportunity.
- Any time that you are speaking inside or outside of work, there is an opportunity.

Who can do a Land Acknowledgment?

- Anyone can give a land acknowledgement; in fact, it is more powerful when given by a non-native person. We cannot emphasize enough that it be done respectfully.
- If you ask an indigenous person or community to give a land acknowledgement, please consider a donation to their community.

How to do a Land Acknowledgement?

- Virtual Meetings/Events: Open your event with the proposed statement (slide 3) or customize to recognize the specific Tribes in your location.

Turtle Island

AT&T Hub Cities/Local Tribes



We recommend to look up your zip code on <https://native-land.ca> or text your zip code to 855-917-5263.

Bothell, WA: Local Tribes

Coast Salish - <https://native-land.ca/maps/territories/puget-sound-salish/>

Stillaguamish - <https://native-land.ca/maps/territories/stillaguamish/>

Duwamish - <https://native-land.ca/maps/territories/muscogee-creek/>

El Segundo, CA: Local Tribes

Tongva - <https://native-land.ca/maps/territories/tongva/>

Kizh - <https://native-land.ca/maps/territories/tongva/>

Dallas, TX: Local Tribes

Kiikaapoi (Kickapoo) - <https://nativeland.ca/maps/territories/kiikaapoi-kickapoo/>

Jumanos - <https://native-land.ca/maps/territories/jumanos/>

Tawakoni - <https://native-land.ca/maps/territories/tawakoni/>

Wichita - <https://native-land.ca/maps/territories/wichita/>

Bedminster, NJ: Local Tribes

Lənape Haki-nk (Lenni-Lenape) <https://native-land.ca/maps/territories/lenape//>

Munsee Lenape - <https://native-land.ca/maps/territories/munsee-lenape/>



Atlanta, GA: Local Tribes

Mvskoke (Muscogee/Creek) <https://native-land.ca/maps/territories/muscogee-creek/>

Land Acknowledgement

Resources



This document is available at: <https://icae4nativeamericans.org/> And internal to AT&T at: <https://tspace.web.att.com/communities/service/html/communitystart?communityUuid=6d44a9db-5b04-4f95-b11d-3ec9b49e60fe>

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<https://nacp.uconn.edu/land-acknowledgement/#>

<https://americanindian.si.edu/nk360/informational/land-acknowledgement>

SAMPLE Land Acknowledgement Statement with local references - *Read this at your events and gatherings!*

We would like to begin by acknowledging that the land on which we gather is the territory of the Mohegan, Mashantucket Pequot, Eastern Pequot, Schaghticoke, Golden Hill Paugussett, Nipmuc, and Lenape Peoples, who have stewarded this land throughout the generations. We thank them for their strength and resilience in protecting this land, and aspire to uphold our responsibilities according to their example.

Note – The Lenape are indigenous to the Bedminster, NJ area.

bing.com/images – Black & White turtle on Slide 3