

December 1, 2020

The Honorable Joseph Biden
President-Elect

The Honorable Kamala Harris
Vice-President Elect

Dear President-Elect Biden and Vice-President Elect Harris:

On behalf of Tribal Women for Indigenous Nations - TWIN - and Women Empowering Women for Indigenous Nations - WEWIN - we congratulate you on your election to the Presidency and Vice-Presidency of the United States. As Native women, we are committed to:

- Express encouragement, understanding, and joy to others dedicated to following the guidance of our creator and serving our communities as role models;
- Strengthen and sustain tribal cultures for the benefit and destiny of the children; To educate about tribal cultures, the history of native people, the inherent rights we exercise for the good of our people and others, and of current issues that affect our well being; To promote honest dignified tribal leadership who reflect pride for those we represent; To support and encourage tribal leadership; and
- Install a balance between service and solitude and between fulfilling responsibilities and devotion to loved ones.

We are excited to support your mission and vision for interacting with Indian nations, in a true nation to nation relationship, and for uplifting and elevating Native community issues in your administration's immediate priorities for COVID relief and recovery, economic recovery, climate change, and racial equity.

As your transition teams fan out across the federal agencies, departments and offices, we would like to encourage you, and them, to consider personnel and policies that will fairly incorporate Native people and tribal considerations. For example, we encourage your teams to:

- Ensure gender parity in the selection of Native political appointees - at all appointee levels;
- Ensure political appointments below the Senate confirmed levels have an equitable representation for Native appointees;

- Fill the Indian offices - such as the Office of Tribal Relations in USDA, Office of Indian Energy in DOE, Assistant Administrator for Native American Affairs in SBA, Director of American Indian Environmental Office in EPA - on day one so that tribal government and Native communities have an immediate seat at the table as the administration begins its work;
- Look beyond the "Indian desk" positions to place Native appointees in agencies so that they play an important role in your priorities and support the equitable inclusion of Indian tribes and Native communities in those priorities; and
- Ensure that Native voices are included and represented in addressing all racial justice, racial disparities and racial equity issues.

Again, congratulations on your election. We look forward to your successful administration efforts to improve Native communities and the lives of American Indians, Alaska Natives, Native Hawaiians - the Indigenous people of these lands.

Sincerely,

WEWIN



Susan Masten (Yurok)

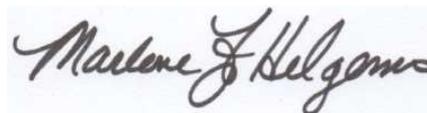
Co-President/Founder

TWIN



Melanie Benjamin (Mille Lacs)

Founder



Marlene Whiterabbit Helgemo (Ho-Chunk)

Founder

cc: Anita Dunn, Co-Chair
Ted Kaufman, Co-Chair
Michelle Lujan Grisham, Co-Chair
Cedric Richmond, Co-Chair
Jeffrey Zients, Co-Chair
Kevin Washburn, Agency Lead - Interior
Chiquita Brooks-LaSure, Agency Lead - HHS
Erika Poethig, Agency Lead - HUD
Robert Bonnie, Agency Lead - USDA
Patrice Simms, Agency Lead - EPA
Christopher Schroeder, Agency Lead - DOJ
Arun Majumdar, Agency Lead - Energy
Jonathan Swain, Agency Lead - SBA
Don Graves, Agency Lead - Treasury
Phillip Washington, Agency Lead - Transportation
Linda Darling-Hammond, Agency Lead - Education
Geovette Washington, Agency Lead - Commerce
Ur Jaddou, Agency Lead - Homeland Security
Chris Lu, Agency Lead - Labor
Linda Thomas-Greenfield, Agency Lead - State
Meg Kabat, Agency Lead - VA
John Williams, Agency Lead - FCC
Cecilia Martinez, Agency Lead - CEQ
Martha Coven, Agency Lead - OMB
Kiran Ahuja, Agency Lead - OPM