WTS Land Acknowledgement Action Plan

| Action Item | Description | Status | Timeframe | Resources | WTS Coordination | Description |
| --- | --- | --- | --- | --- | --- | --- |
| **Goal: Increase industry knowledge and training for working with tribal nations and indigenous communities as well as important topics and issues.** | | | | | | |
| Training & Education | **Lunch and Learns/Short Programs** | | | | | |
| Coordinate with Indigenous ERG at MnDOT and ask about making lunch and learns available to a wider audience. | Not Started | Ongoing | MnDOT Indigenous ERG | Programs and Events | Coordinate with MnDOT Indigenous ERG to get meeting updates and invites out to WTS Members- add WTS to listserv notifications and links? |
| **Formal/Long Term Training** | | | | | |
| Host our own training and work with MnDOT Tribal Affairs office or work on bringing in another training. | Started | Next Year | DEI Committee Budget | Programs and Events, Board | Refer to training/action plan |
| Supporting Native community and organizations in the Metro | Started | Next Year | DEI Committee Budget | Programs and Events, Board | Refer to training/action plan |
| Program Content | **Cultural Programs** | | | | | |
| Bdote Tour- Coordination with APA MN and ASCE | Tour | One Time | DEI Committee Budget- Program cost is 5,000 | Programs and Events, Board | Immersive workshop designed for 50 participants and learning directly from Dakota Community Members about stories and histories. |
| Harvesting Sage as a Walk/Program | Not Started/Next year | Ongoing | WTS Membership/volunteers | Programs and Events | Refer to Training/Action Plan |
| Harvesting Red Willow as a Walk/Program | Not started/Fall? | Ongoing | WTS Membership/Volunteers | Programs and Events | Refer to Training/Action Plan |
| Dream Catcher Making as a program | Started | Ongoing | WTS Membership/Volunteers | Programs and Events | Refer to Training/Action Plan |
| **Goal: Increase representation of members that identify as Indigenous or a Native Community Member, or a Tribal Nation in WTS and the Industry.** | | | | | | |
| Membership | Offer honorary memberships to those that identify as a member of an indigenous community or tribal nation | Started | One-time, shift into ongoing or reduced rate? | Membership Committee, DEI budget? | Membership Committee | Offer an honorary membership through the WTS Member group and work with them to develop a WTS event or program |
| Work with Tribal Colleges and Student Organizations (Circle of Indigenous Nation, M.AISES) to offer free student memberships. | Not Started | Ongoing | WTS Volunteers, Brochures | Membership Committee, Programs and Events Committee | Coordinate with organizations to distribute information about free student memberships- could coordinate with transportation presentations- item below. |
| Scholarships | Work with Tribal Colleges and Student Organizations (Circle of Indigenous Nation, M.AISES) to provide information about scholarships. | Not Started | Ongoing | WTS Volunteers, Brochures | Membership Committee, Programs and Events Committee | COIN-UMN (College)  CNIA-UMM (College)  AISES- UMM/MN (College)  AIOC- Minneapolis  MIGIZI- Minneapolis |
| Program/Outreach | Career Day Outreach at Tribal Colleges, schools | Not Started | Ongoing | WTS Volunteers | Programs and Events | Reach out to Tribal Colleges and offer opportunities for Transportation Professionals to discuss careers, talk about WTS. |
| **Goal: Directly contribute resources to Tribal Nations and Indigenous Community Members** | | | | | | |
| Programs and Events | Develop a list of Vendors that are owned by Indigenous Community Members for Events. | Started | Ongoing | WTS Volunteers | Programs and Events | Refer to Native Organizations List |
| Develop a list of Indigenous Community Organizations to Donate event and training proceeds to. | Started | Ongoing | WTS Volunteers | Programs and Events, WTS Board | Refer to Native Organizations List |
| Volunteer | Organized Volunteer Days | Started | Ongoing | WTS Volunteers | Programs and Events | Refer to training/Action plan |