

2024 INDIGENOUS LEADERSHIP AWARDS NOMINATION FORM

* Nomination fee will be returned if your candidate is not selected.



For more than two decades, *Profiles in Diversity Journal*® has showcased and honored individuals who have blazed new trails, led the way, mentored others, advanced diversity and inclusion in the workplace and the community, and excelled in their chosen fields. In the upcoming third quarter issue of the magazine, *PDJ* will recognize Indigenous Leaders with our fourth-ever **Native American Indigenous Leadership Awards**.

Profiles in Diversity Journal® is proud to honor these people who contribute to the success of your organization. We invite you to join us in this endeavor by nominating one or more members of your team who, through their advocacy, perseverance, legacy, or professional achievements, have triumphed over racism and bias to become **Native American Indigenous Leaders**.

Your nomination of one or multiple **Native American Indigenous Leaders** affords you an important opportunity to recognize and showcase the talents, ambition, and achievements of these exceptional people, while also voicing your support of a truly diverse and inclusive workplace.

Who Are these Outstanding Individuals?

Nominated by employers or colleagues, **Native American Indigenous Leaders** are confident, determined, high-performing, purpose-driven professionals who create value for their coworkers, customers, community, and of course, the organizations where they contribute their talents.

Throughout its history, *Profiles in Diversity Journal*® has recognized thousands of men and women from around the world who are making a difference. The profiles that will appear in this important edition will recognize and celebrate our fourth group of **Native American Indigenous Leadership** awardees, and enhance the reputations of the organizations that encourage, empower, and support these trailblazing individuals.

NOMINATION DEADLINE:
May 31, 2024

Your nomination allows us to showcase and honor these Indigenous Leaders and recognize the inclusive organizations that support their success.

Our crystal award (see above) provides each recipient with a lasting reminder of this prestigious honor. It will be shipped directly to your designee for internal celebrations at organizations around the globe.



Questions? Contact James Rector, Publisher

Email: JamesRector@diversityjournal.com

Office: 440-892-0444

Direct: 440-899-9223

Mobile: 440-662-9770

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2024 INDIGENOUS LEADERSHIP AWARDS

NOMINATION FORM

Complete Your Nomination in 3 Steps

1. Provide important nomination information on pages 3 & 4 of this document.

Nominations will be reviewed and judged based on the brief bio you provide, which may include contributions and achievements in support of colleagues, customers, or communities, and in other areas the nominator deems important:

- Professional Achievement
- Innovation
- Mentorship
- Community Involvement
- Leadership
- Pipeline development
- Legacy
- Supplier diversity and economic development

2. Complete the Nomination Processing Fee online

There is a \$495 processing fee per nomination which must be received by the nomination deadline. If your nominee is not selected your nomination fee will be refunded. You can pay online here: <https://buy.stripe.com/bIYdTGfJFggj9e83ce>

3. Upload* Your Completed Nomination document by May 31, 2024

at <https://diversityjournal.com/nail-nomination-upload/>.

* Nomination forms must be submitted/uploaded via PDJ's secure online portal.

Email submissions will not be accepted!

It's that Easy

If your nominee should be selected as a **2024 Native American Indigenous Leadership** award recipient, we will notify both your successful nominee and the person who nominated him or her. We'll also send each nominee a Question & Answer packet. He or she will be asked to answer a few questions, write a brief essay, and provide two high-resolution photographs of him- or herself, as well as a digital version of your organization's logo. Each nominee's photograph, essay, and professional information will appear on a dedicated full page in our Q3 issue. Just complete the Nomination area on pages 3 and 4. Links for upload and payment are on page 4.

DEADLINE for Nominations:
May 31, 2024

2024 INDIGENOUS LEADERSHIP AWARDS

NOMINATION FORM

(Please fill in all form fields and be sure to save this file when completed)

A. Nominee Information

Nominee's Name: ☐ Mr., ☐ Ms., ☐ Mrs., ☐ Dr. _____
(as it should appear in print and please check prefix that applies)

Job Title: _____

Organization Name: _____

Full Corporate Mailing Address: _____

Email Address: _____

Phone Number: _____

Contact info for Nominee's
Administrative Assistant: _____

B. Nominated by:

Note: The nominator must be the primary point of contact for all editorial communications. Using a company executive as the nominator will not increase a nominee's chances of selection. He or she will be evaluated on merit alone. Please ensure that the person whose information is entered below is available to manage all communications related to the nomination and award process.

Nominator's Name: _____

Job Title: _____

Organization Name: _____

Corporate Mailing Address: _____

Office Phone Number: _____

Mobile Phone Number: _____

Email Address: _____

Secondary Contact

Name & Email: _____

NOMINATION FORM

C. Nominee Tribal Information

Tribal Affiliation(s):

D. Tell Us Why You Chose this Nominee

Briefly explain why your nominee should be recognized as a 2024 Indigenous Leadership awardee: (300 words max.)

Provide a brief bio that highlights your nominee's contributions and accomplishments, which may include examples of professional achievement, innovation, mentorship, community involvement, leadership, pipeline development, legacy, supplier diversity, and economic development. (500 words max.)

NOMINATION FORM

E. Nomination Processing Fee

NOMINATION FEE: \$495:

After uploading your Nomination form, please be sure to go to our secure payment portal where you can submit your entry fee payment.



Please upload this document **(do not email)**
at: <https://diversityjournal.com/nail-nomination-upload/>



Submit \$495 application fee payment at:
<https://buy.stripe.com/bIYdTGfJFggj9e83ce>

Submitted nomination and fee must be received by May 31, 2024.

Emailed submissions will not be accepted!

FREQUENTLY ASKED QUESTIONS

- Will the nomination fee be refunded if our candidate is not selected?**
Yes. Your nomination fee will be returned in full if your candidate is not selected.
- Can my organization nominate more than one 2024 Indigenous Leader?**
Yes. Each organization may nominate up to four (4) candidates for this award.
- How will my organization be notified of our nominee's acceptance?**
Confirmation that your organization's nominee has been accepted will be sent to the nominator and the award winner along with the Question & Answer Form.
- Is purchasing an advertisement in the third quarter 2024 issue of PDJ required if our nominee is accepted?**
Purchasing space for a congratulatory or branding ad is optional and not required.
- Will we be able to order printable pdfs of our nominee's profile layout?**
Yes. If you wish to receive a FREE pdf of your nominees layout from the Q3 magazine, please email a request to stevetoth@diversityjournal.com after the issue has been launched.

Each Winner will receive a full page in the Q3 issue

Here are samples of some past winners' profile pages.

AkinSM

Jenny Patten Magallanes
Counsel



Education: JD, Columbia Law School; MS, Harvard School of Public Health; BA, Stanford University

Company Name: Akin

Industry: Law

Company CEO: Kim Koopersmith Company Headquarters

Number of Employees: 1,700+

Your Location: Los Angeles, CA

Words you live by: Be a good person and make my kids proud.

Who is your personal hero? My mom

What book are you reading? *Killers of the Flower Moon* by David Grann

What was your first job? High school Intern at the Native American Health Center in Oakland, CA

Favorite charity: SynGAP Research Fund, <https://www.syngapresearchfund.org/>

Interests/Hobbies: Golden State Warriors, NFL, Disney, special education rights, neurodiversity & inclusion

Family: My husband and kids

She's fulfilling her childhood dream of advocating for Native American communities

Over the past ten years, I have built my legal career at Akin in the American Indian Law and Policy (AILP) practice, but one thing people would be surprised to know about me is that I grew up wanting to be a doctor. My family's terrible experiences obtaining health care as a low-income family in East Oakland, California, inspired me to want to become a doctor who would one day work at the Native American Health Center (NAHC) in Oakland, to care for urban Natives and our larger community. I entered Stanford as a first-generation college student with the intention of being "pre-med," but Stanford math and science were not what I envisioned. Upon a more critical reflection, I realized that my passion for health was not in direct services but instead related to how reform could be made in the health policy and management system.

After college and a brief stint at a health insurance company, I decided to return to school to study policy and management to focus on how to create systemic change for Native communities. I worked at the NAHC as a summer intern and witnessed the challenges management faced in grappling with health and resource disparities, looming state budget cuts, and hopes of federal health reform. I realized I wanted to

focus on issues from a legal and advocacy perspective and that being a lawyer would allow me to do so.

At Columbia Law, competing in the National Native American Law Students Association Moot Court and interning with a Tribally-focused law firm opened my eyes to the larger world of Indian law issues facing Native Nations across Indian Country. This solidified my desire to practice in Indian law and policy from a larger perspective. I never planned to work in big law, but I entered the sector specifically to join Akin's AILP practice. I have remained at Akin because of the complex and innovative work that we do at the intersection of policy, regulatory, management, and legal issues in a variety of sectors, and am grateful to work with Tribal leaders to help Native Nations protect and defend their sovereignty.

My journey changed because of my willingness to leave doors open, take chances, and develop new skill sets. Each new opportunity came with its own challenges and forced me to combat feelings of imposter syndrome and self-doubt. But I am thankful to have had the benefit of a supportive family, great friends, and amazing mentors and coaches who propelled me forward to discover my interests and helped me become the person I am today.

Questions? Contact James Rector, *Publisher*

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Affie Ellis
Shareholder

Brownstein

Education: JD, University of Colorado School of Law; BS, University of Wyoming

Company Name: Brownstein Hyatt Farber Schreck

Industry: Legal

Company CEO: Rich Benenson

Company Headquarters Location: Denver, CO

Number of Employees: 600+

Your Location: Cheyenne, WY

Words you live by: "Never let the odds keep you from doing what you know in your heart you were meant to do."

Who is your personal hero? Elvis

What book are you reading? *Remarkably Bright Creatures* by Shelby Van Pelt

What was your first job? Motel maid

Favorite charity: CLIMB Wyoming

Interests/Hobbies: Quilting, camping, paddle boarding

Family: Husband of 20 years, Dennis, three children, Marlo, Archer, Linden and two golden doodles



Believing in yourself and following your heart can help you make the right choices

My parents are Navajo and they grew up on the Navajo Reservation. They were sent to an Indian boarding school where they received an education in the trades. When they graduated in the mid-1950s, they moved to Jackson, Wyoming. My dad was a welder and my mom worked in laundry services. I am the youngest of their four children and the first to attend college. I later earned my law degree.

My first legal job after passing the bar in 2008 was with the Wyoming Attorney General's Office. I loved representing the state in federal natural resource cases. In 2010, I received a call from a U.S. Senate office asking if I would be willing to serve on the newly formed Indian Law and Order Commission. Congress created the commission to develop recommendations to improve public safety for Native American communities, particularly those with staggering crime rates. I excitedly approached my supervisors about the opportunity, but was unfortunately met with skepticism about my ability to serve. I was torn—decline the offer to serve on the commission and stay in my secure job or accept the offer and serve without support from my employer?

I talked to my mentors and husband for advice. They told me to have faith in my abilities and to follow my heart. After careful consideration, I left the

AG's office and started my own consulting company, which afforded flexibility to serve on the commission. This was one of the best professional decisions I have ever made. I loved being my own boss and growing a company. Even more, I was grateful for the experience of serving on the commission. The work was hard and gut wrenching, but by 2014, we had developed a report containing more than 40 unanimous recommendations to strengthen public safety for Indigenous people. I was honored to present our findings to the U.S. Senate Committee on Indian Affairs.

Although our commission officially disbanded in 2014, many of us remain committed to implementing initiatives that strengthen Native justice. In 2016 I ran for the Wyoming Senate and was the first female Native American elected to serve in that capacity. I currently chair our Select Committee on Tribal Relations and have passed bills to address the missing and murdered Indigenous persons epidemic in our state.

When I ran for the Wyoming Legislature, I returned to the practice of law. I am thankful to be in a position to work on issues that are important to me, both in my legal practice and through public service. My family, friends and mentors have helped me develop a rewarding career. Anything is possible if you believe in yourself and never give up.

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Education: JD, University of St. Thomas School of Law; BA, University of South Dakota

Company Name: Robins Kaplan LLP

Industry: Legal

Company Headquarters Location: Minneapolis, MN

Number of Employees: 350+

Words you live by: “Let go of who you think you’re supposed to be; embrace who you are.” – Brené Brown

What book are you reading? *Under the Tuscan Sun* by Frances Mayes

What was your first job? Sold sweet corn for \$2.50/dozen. I was raised on a farm.

Favorite charity: The National Native American Boarding School Healing Coalition

Interests/Hobbies: Painting with acrylic medium; golf; yoga sculpt; and travel.

Family: Greg & Cindy Matthiesen (parents)

Curiosity about the lawyer who helped with her adoption led this Indigenous farm girl to a career in the law

I was adopted from the Yankton Sioux tribe (Ihanktonwan Nation) shortly after I was born and was raised on a third-generation family farm in southwestern Minnesota.

At a young age, I began writing stories about what I wanted to be when I grew up. While I undoubtedly had a fondness for reading and writing (and arguing), I said that I wanted to be a lawyer so I could help children find loving families like the lawyer did for me and my family. I did not fully understand what being a lawyer truly encompassed but hearing about this lawyer who helped with my adoption was a positive connotation I attributed to the job as a young girl. My interest in being a lawyer grew and progressed into something much larger than just adoption.

Life on the farm taught me the value of hard work and commitment to moral values. The rural area that came with it, however, did not go without its challenges. For many years, I was ashamed of my Native American heritage. In South Dakota, many people living on reservations endure deep poverty and face the challenges of a justice system historically notorious for failing them. I often was asked why I “looked different” and struggled with my identity.

In those moments, I began to wonder how I could raise awareness of inequality and lingering racism beyond the hallways of my high school. This experience inspired me to learn more about the unique challenges faced by Indigenous communities and instilled within me a strong passion to advocate that being Native American is more than just the blood we are born with in our veins, but an identity that should be accounted for both legally and culturally. I have not looked back. I aim to leverage my legal expertise to advocate for and empower Native American communities, preserving cultural heritage, and ensuring fair representation within the justice system.

In a profession often marked by rigorous demands and ethical complexities, maintaining one’s authenticity is paramount. Indeed, the best advice I ever received was “always stay true to yourself.” My journey has been profoundly shaped by the invaluable support of my mentors. Their wisdom, experience, and unwavering belief in my potential has been instrumental to my career success. I am deeply grateful for their guidance and am committed to paying it forward by mentoring the next generation of aspiring young professionals from diverse backgrounds.