Chapter Objectives

After completing this chapter, readers should have a greater understanding of American Indians, Alaska Natives, and multiracial group members in the United States. Readers can expect to

- be aware of the historical background and current status of American Indians, Alaska Natives, and multiracial group members in the United States.
- be able to discuss education, participation rates, employment, and income levels of American Indians and Alaska Natives in the United States.
- have an increased understanding of the diversity among multiracial group members and issues unique to them.
Chapter Objectives (cont’d)

After completing this chapter, readers should have a greater understanding of American Indians, Alaska Natives, and multiracial group members in the United States. Readers can expect to

- understand legislation related to employment experiences of American Indians, Alaska Natives, and multiracial group members.
- be able to make recommendations for inclusion of these groups in diversity efforts.
Terminology

- **American Indian**
  - *The descendants of the people indigenous to what is now the mainland (lower 48) United States.*

- **Nation or Tribe**
  - *The different groups of American Indians, respecting variations in the preferred terminology among Indians themselves and among researchers.*

- **Multiracial**
  - *People with two or more (identified) racial backgrounds.*
History of American Indians in North America

• American Indians were the original inhabitants of North America.
  ➢ 1830 Indian Removal Act (Trail of Tears)
    ❖ Forced assimilation into American society resulted in the loss of many cultural values and practices.
  ➢ 1924 Indian Citizenship Act – gave citizenship to Indians born in the U.S.

• Self-determination
  ➢ 1978 American Indian Religious Freedom Act
  ➢ 1994 Tribal Self Governance Act
Table 8.1  
Ten largest American Indian or Alaska Native Tribes Alone or in Combination with One or More Race According to Number of Self-Identified Members, by Tribe: 2000

<table>
<thead>
<tr>
<th>Tribe</th>
<th>AI/AN in Combination</th>
<th>AI/AN Alone</th>
<th>Total</th>
<th>% AI/AN in Combination</th>
<th>% AI/AN Alone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cherokee</td>
<td>429,671</td>
<td>299,862</td>
<td>729,533</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Navajo</td>
<td>22,206</td>
<td>275,991</td>
<td>298,197</td>
<td>7%</td>
<td>93%</td>
</tr>
<tr>
<td>Latin American Indian</td>
<td>74,736</td>
<td>106,204</td>
<td>180,940</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>Choctaw</td>
<td>61,873</td>
<td>96,901</td>
<td>158,774</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
<td>Sioux</td>
<td>40,294</td>
<td>113,066</td>
<td>153,360</td>
<td>26%</td>
<td>74%</td>
</tr>
<tr>
<td>Chippewa</td>
<td>41,032</td>
<td>108,637</td>
<td>149,669</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>Apache</td>
<td>31,856</td>
<td>64,977</td>
<td>96,833</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Blackfeet</td>
<td>54,288</td>
<td>31,462</td>
<td>85,750</td>
<td>63%</td>
<td>37%</td>
</tr>
<tr>
<td>Iroquois§</td>
<td>33,292</td>
<td>47,530</td>
<td>80,822</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>Pueblo</td>
<td>11,025</td>
<td>63,060</td>
<td>74,085</td>
<td>15%</td>
<td>85%</td>
</tr>
</tbody>
</table>

*In combination refers to people who selected American Indian/Alaska Native and one or more other race categories. Includes American Indians/Alaska Natives of Hispanic origin. Tribal groupings compiled by the Census Bureau do not necessarily correspond with federally recognized tribes. Self-identified membership does not necessarily correspond with official membership in a federally recognized tribe.

†Alone refers to respondents who selected American Indian/Alaska Native and not any other race category.

‡Latin American Indian includes people who listed any of a number of Latin American tribes (e.g., the Maya or Yanomamo).

§Iroquois is a language group which includes six federally recognized tribes.

### Table 8.1  
**Ten largest American Indian or Alaska Native Tribes Alone or in Combination with One or More Race According to Number of Self-Identified Members, by Tribe: 2000 (cont’d)**

<table>
<thead>
<tr>
<th>Tribe</th>
<th>AI/AN in Combination*</th>
<th>AI/AN Alone†</th>
<th>Total AI/AN</th>
<th>% AI/AN in Combination</th>
<th>% AI/AN Alone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska Native Tribes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eskimo</td>
<td>7,424</td>
<td>47,337</td>
<td>54,761</td>
<td>14%</td>
<td>86%</td>
</tr>
<tr>
<td>Tlingit-Haida</td>
<td>6,481</td>
<td>15,884</td>
<td>22,365</td>
<td>29%</td>
<td>71%</td>
</tr>
<tr>
<td>Alaska Athabascan</td>
<td>3,503</td>
<td>15,335</td>
<td>18,838</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Aleut</td>
<td>4,205</td>
<td>12,773</td>
<td>16,978</td>
<td>25%</td>
<td>75%</td>
</tr>
</tbody>
</table>

*In combination* refers to people who selected American Indian/Alaska Native and one or more other race categories. Includes American Indians/Alaska Natives of Hispanic origin. Tribal groupings compiled by the Census Bureau do not necessarily correspond with federally recognized tribes. Self-identified membership does not necessarily correspond with official membership in a federally recognized tribe.

†Alone refers to respondents who selected American Indian/Alaska Native and not any other race category.

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**Misperception:** The majority of American Indians live on reservations.  
**Reality:** About 538,300 Indians (12%) live on reservations.

<table>
<thead>
<tr>
<th></th>
<th>High School Graduate or More (%)</th>
<th>College Degree or More (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Hispanic White</td>
<td>89.4</td>
<td>30.0</td>
</tr>
<tr>
<td>Black</td>
<td>80.0</td>
<td>17.3</td>
</tr>
<tr>
<td>Asian</td>
<td>87.6</td>
<td>49.8</td>
</tr>
<tr>
<td>Hispanic</td>
<td>57.0</td>
<td>11.4</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>75.0</td>
<td>14.0</td>
</tr>
</tbody>
</table>

Figure 8.1  Educational Attainment by Race and Ethnicity

### Table 8.3 Unemployment, Poverty and Lack of Health Insurance by Race and Hispanic Origin 2003/2004

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Hispanic White</td>
<td>4.9%</td>
<td>8.6%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Black</td>
<td>9.8%</td>
<td>24.7%</td>
<td>19.7%</td>
</tr>
<tr>
<td>Hispanic (any race)</td>
<td>7.8%</td>
<td>21.9%</td>
<td>32.7%</td>
</tr>
<tr>
<td>Asian</td>
<td>6.3%</td>
<td>9.8%</td>
<td>16.8%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>15.1%</td>
<td>24.5%</td>
<td>29.0%</td>
</tr>
</tbody>
</table>

**Misperception:** American Indians reap significant benefits from tribal casino operations.

**Reality:** Some Indian nations have benefited significantly from gaming revenues, but many have not. American Indians and Alaska Natives have some of the highest poverty rates in the United States.

Relevant Legislation

- **Employment**
  - Employment of AI/AN on reservation or trust lands is generally governed by tribal regulations rather than federal, state, or local laws.

- **English only policies**

- **Religion**
  - Title VII prohibits discrimination based on religion and requirements for reasonable accommodations of the religious practices of applicants and employees.
  - Some American Indian religious practices are long in duration and may necessitate time off from work.
### Table 8.4 Labor Force Growth Rates by Race and Hispanic Origin

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White, non Hispanic</td>
<td>0.5</td>
<td>0.3</td>
</tr>
<tr>
<td>Black</td>
<td>1.7</td>
<td>1.8</td>
</tr>
<tr>
<td>Hispanic (any race)</td>
<td>3.6</td>
<td>2.9</td>
</tr>
<tr>
<td>Asian</td>
<td>3.4</td>
<td>4.2</td>
</tr>
<tr>
<td>Other*</td>
<td>n/a</td>
<td>3.7</td>
</tr>
</tbody>
</table>

*Other includes American Indian and Alaska Natives, but not separately identified.


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American Indian and Alaska Native Women

• **Disadvantages**
  - *High infant mortality*
  - *High rates of victimization by violence*
  - *Involuntary sterilization*
  - *Questionable removal of children from their homes*
  - *Lack of educational opportunities*
  - *Lower workforce participation*
  - *Lengthy periods of unemployment*
  - *Lower income and earnings (pay discrimination)*
Multiracial Group Members

• The “One-Drop” Rule for Racial Determination
  - Having one Black ancestor deems one to be Black
  - 1967–the Supreme Court ruled laws prohibiting interracial marriages (miscegenation) were unlawful.

• Passing
  - A multiracial individual posing as White

• Plessy v. Ferguson
  - 1896–the Supreme Court ruled that “separate but equal” facilities were not unconstitutional.
  - Plessy was 7/8ths White but lived as Black and had been identified to the train conductor as Black.
Population

- In the Census 2000, 6.8 million people who reported belonging to two or more races
  - 2.2 million, or 32%, are Hispanic, compared to 13% of the general population being Hispanic.
  - The majority of multiracial people are two races (93%), while 6% are three races.
  - Groups reporting membership in more than one race
    - Native Hawaiian and other Pacific Islanders (54%)
    - American Indians or Alaska Natives (40%)
    - Asians (14%)
    - Blacks (5%)
    - Whites (2.5%)
Relevant Legislation

• Title VII
  - Prohibits discrimination against multiracial group members.

• Executive Orders
  - Affirmative action plan requirements may also apply if a multiracial individual self-identifies as an underutilized minority.
Amerasians

• **Amerasian**
  - Formally includes children born of American servicemen and Asian women (e.g., Vietnamese, Japanese, Korean)
  - Most commonly used in reference to children born of American servicemen and Vietnamese women during the Vietnam War.

• **Vietnamese Homecoming Act of 1987**
  - Formalized attempts to bring many Amerasians and their families to the United States
**Recommendations**

- **American Indians and Alaska Natives should:**
  - *Make efforts to continue relationships with one’s native traditions and culture.*

- **Organizations should:**
  - *Provide conscious support of American Indians and Alaska Natives, and include them in diversity efforts.*
  - *Actively recruit AI/AN employees from universities that have sizable AI/AN populations.*
  - *Identify and remove barriers in the organizational environment that impact specific AI/AN populations.*
Recommendations (cont’d)

- Organizations in support of Multiracial Group Members should:

  - Develop a culture of nondiscrimination that helps avoid “inadvertent” discrimination against invisibly multiracial people (as well as gays and lesbians who are not “out” at work).

  - Take care to avoid grouping multiracials with one group to which they have membership (e.g., Blacks, Latinos) while ignoring the other aspects of their identity that are important to them.
Key Terms

• Amerasian
• Miscegenation
• Multiracial
• Passing