



HUNTER:
DIVERSITY IN ACTION NEWSLETTER

NOVEMBER

**CELEBRATING NATIVE AMERICAN
HERITAGE MONTH!**

November is Native American Heritage Month, which honors the history and heritage of Native Americans and Indigenous peoples, recognizing their culture and many contributions despite their forced removal and systemic erasure. In fact, Indigenous people continue to thrive and advocate around systemic, environmental, and racial justice issues around the world. You can also follow Native influencers such as Shiva Nova, who uses her platform to educate others about her Inuit heritage.

In this month's newsletter you'll find more ways to learn about Indigenous communities, and how a HUNTER client is working to help provide Indigenous youth with nutritious and culturally relevant food. Additionally, don't miss this month's Employee Spotlights focusing on creating an open dialogue and combating the stigma around men's mental health.

WORK THAT MATTERS

Newman's Own is a 'Radically Good' food and beverage company, founded by actor, racecar driver and philanthropist Paul Newman, that is committed to giving away 100% of profits to help kids. Over the last 40 years, Newman's Own has donated \$600MM to a variety of good causes including nutrition security for indigenous communities across the U.S. where funding has been historically low.

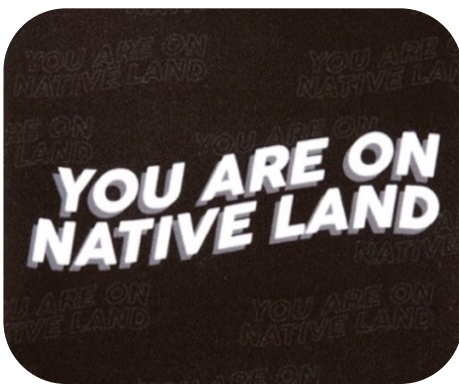
About 46% of youth under the age of 18 today face at least one significant adverse childhood experience, including food insecurity, with Indigenous children in the U.S. among the most vulnerable. Newman's Own Foundation partners with leaders and organizations within these communities including [Oyate Teca Project](#) and [Zuni Youth Enrichment Project](#) to provide funding and support to create change at the community and regional level. They launched a Native American Nutrition Cohort in 2018, a co-created, grantee-led, peer-to-peer learning model comprising nine organizations working across 12 tribal communities to share best practices and build capacity of the leaders within the organizations. In order to listen and learn from Indigenous communities, they have engaged with Indigenous leaders to issue and review requests for grant proposals.

Our team here at HUNTER feels fortunate to work with a brand whose mission focuses on giving back to kids facing adversity, including Indigenous youth. The brand's work allows for improved, more reliable access to enough affordable, nutritious, and culturally relevant food for this important community.



DEI TIP OF THE MONTH - NATIVE LAND ACKNOWLEDGEMENTS

Land acknowledgments are oral or written statements used to recognize Indigenous peoples as the original stewards of the lands on which a person may live, work, or go to school. Land acknowledgments can be spoken verbally at the beginning of classes, sporting events, fundraisers, school assemblies, town halls and all other public and private gatherings. It is also appropriate to publicly display land acknowledgments on plaques or panels.



You can read more on how to incorporate a Land Acknowledgement into your meeting or event [here](#). Also, you can use the [Native Land App](#) to find out in real time more about the Native land you are living and working on throughout North America.

EMPLOYEE SPOTLIGHTS

Along with honoring Indigenous people, November is also a time to reflect on and discuss men's health- a time popularly known as [Movember](#). We spoke to two male identifying HUNTERS about their perspectives on mental health, challenges they've faced, and the people who have helped them along the way.

Why is it important for men to talk about their mental health?

There is a major stigma when it comes to men admitting to having mental health issues and it's even more prevalent for men of color. It's important for all men to talk about mental health in order to normalize the conversation and make men feel more comfortable about seeking help when needed.



Rich Smalls
Executive Vice President

If you could, what would you say to a younger version of yourself about any struggles or challenges you've faced?

I would tell my younger self to allow the feelings associated with challenges to happen but remain rooted in perspective – knowing that I am not alone in my struggles and that challenges can often serve as the path to something great.



Michael Lamp
Chief Digital + Social Media Officer

Why is it important for men to talk about their mental health?

Well, my initial reaction is...because we should ALL be talking about mental health more often and the way it impacts us personally. That's how we normalize any topic. But I recognize that some men are guarded, especially in the workplace, and we have examples from decades of media illustrating big, scary businessmen who are all work and no emotion. But I think that all ages pretty poorly,

right? And in hindsight, those depictions of so-called 'manliness' serve as little more than a cautionary tale. So, if I can be open about when I'm feeling less than 100% healthy – and about the sheer fact that sometimes that doesn't mean physical health – then hopefully that sets an example in the same way something I say or do in a meeting may be modeled as *success* in the workplace.

Who have been your mentors in the industry and how have they empowered you?

I've been lucky to have a lot of amazing teachers and mentors throughout my career so far. But the common thread is that the best leaders have recognized my strengths and paved the way for them to flourish while helping me through the growing pains that come with becoming a leader in your own right. Sometimes you can be great at your subject matter but really struggle with the management side of the job. It can be discouragingly difficult to balance that disconnect, and the leaders I've had at HUNTER all have a knack for threading that needle.