

EXECUTIVE ORDER
2020-05-CTH

1. **AUTHORITY:** The Constitution and laws of the Cherokee Nation.

2. **POLICY:** Equal protection and equal opportunity for Cherokee citizens under the law are essential guiding legal principles under the Constitution of the Cherokee Nation and the policies of the Principal Chief. All Cherokee citizens should be equal under the law by virtue of their legal status as Cherokee citizens, without regard to descendancy, race, gender, disability, national origin, religion, sexual orientation or other legally protected status. Discrimination on such basis is unlawful and contrary to Cherokee values. All executive branch departments must ensure that equal opportunity and equal protection under the law are at the forefront of policy making, programs and public outreach. Such efforts must take into account any historical acts of disenfranchisement, exclusion or unequal treatment of certain identifiable groups within Cherokee society, including but not limited to Cherokee citizens of Freedmen descent. All such efforts further the Cherokee Nation`s national interest in achieving equal protection and equal opportunity under the law for all citizens.

3. **ACTIONS REQUIRED OF EXECUTIVE DIRECTORS AND DIRECTORS TO ENSURE EQUALITY:** All Executive Directors or their designees shall take the following actions no later than May 31, 2021:
 - a) Review all policies, procedures, rules, regulations, public outreach materials and other documents and: (i) identify aspects of said policies, procedures, rules, regulations, public outreach materials and other documents which have may have discriminatory impact, as set for the in paragraph 2 of this Order, (ii) report such materials to the Principal Chief, through their respective chains of command, and recommend changes to said policies, procedures, rules, regulations, public outreach materials and other documents.

 - b) Develop a written plan of action for community and public outreach to historically excluded groups within Cherokee society, specifically including but not necessarily limited to Cherokee citizens of Freedmen descent. Said

outreach shall be focused on creating better awareness of opportunities relating to Cherokee Nation programs, services, volunteer opportunities and employment. Said plan of action may denote efforts already undertaken by Executive Directors, consistent with the purposes and policies of this Order, prior to the date of this order.

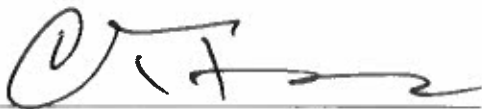
- c) On an annual basis after the submission of said report and plan of action, and no later than May 31 of each year, the Executive Directors or their designees shall certify to the Principal Chief that said report and plan has been reviewed and updated as warranted, consistent with the purposes and policies of this Order.

4. **EXPRESS LIMITATIONS OF ORDER:** Nothing herein shall:

- a) Create, increase or diminish the legal rights of any Cherokee citizen, groups of citizens or organizations.
- b) Create an entitlement to Cherokee Nation funds or other resources by any citizen, groups of citizens or organizations.

5. **ORDER:** Executive Directors are hereby directed to take measures to ensure equal protection and opportunity under Cherokee law.

6. **EFFECTIVE DATE:** This Order is effective immediately on this 7th day of November, 2020.



Chuck Hoskin, Jr.
Principal Chief
Cherokee Nation