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Office of the Principal Chief

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**ADDENDUM TO
EXECUTIVE ORDER ON EQUALITY (2020-05-CTH):**

**RECOGNIZING JUNE AS “PRIDE MONTH,” ENCOURAGING SUPPORT AND LEADERSHIP
AMONG EXECUTIVE DIRECTORS AND ESTABLISHING EQUALITY ADVOCATES AND
EQUALITY AMBASSADOR GROUPS IN SUPPORT OF THE EXECUTIVE ORDER ON
EQUALITY**

1. **AUTHORITY:** The Constitution and laws of the Cherokee Nation.
2. **POLICY:** By [Executive Order 2020-05-CTH](#) (Executive Order on Equality), it has been the declared policy of the Cherokee Nation that “[a]ll Cherokee [Nation] citizens should be equal under the law by virtue of their legal status as Cherokee citizens, without regard to descendance, race, gender, disability, national origin, religion, sexual orientation or legally protected status.” The Order further declared that “Discrimination on such bases is unlawful and contrary to Cherokee values.” The intent of the Executive Order on Equality must be interpreted as broadly as possible in terms of protecting groups of citizens who face historic and contemporary marginalization and discrimination. A broad interpretation of the phrase “sexual orientation or other legally protected status” must include, for example, individuals who identify as “2SLGBTQ+,” i.e., individuals who identify as two spirit, lesbian, gay, bisexual or transgender or who are questioning their sexual orientation and/or gender identity. The previous order does not explicitly use the aforementioned acronym, or the well accepted variations, thereof. However, protections of the 2020 Order on Equality plainly must extend to those individuals who so identify.¹

Recognizing members of the 2SLGBTQ+ community as falling under the protections of the order on equality is of unique importance to that community, which faced generations of struggle for civil rights in the United States and which continues to work to improve its conditions and engages in efforts around the globe to achieve and improve upon the same. This office finds nothing in the historic record or in oral tradition indicating the

¹ The above reiterates a clarification first expressed in the [2024 addendum to the Executive Order on Equality](#) at footnote 1 and is substantially verbatim of that footnote. The phrase “two spirit” is likewise a descriptor of individuals who identify as LGBTQ+.

existence of a Cherokee culture or tradition favoring discrimination, segregation or other forms of oppression against the 2SLGBTQ+ community, which has unquestionably been a part of our larger Cherokee society since time immemorial. This Office does recognize, however, that the same pressures and forces which created an atmosphere of intolerance and prejudice in many parts of the United States among many generations and among some Americans were brought to bear on Cherokee Nation society for much of the past century. Cherokee Nation has recognized June as Pride Month since 2020, joining nations, communities, institutions and people around the globe in celebrating the struggle for, and achievements respecting, civil rights and equality for members of the 2SLGBTQ+ community. Furthermore, this office recognizes recommendations from the executive branch's [2024 LGBTQ+ task force](#), which further cements the policy of the Cherokee Nation support of the 2SLGBTQ+ community.

Based on the foregoing, actions to further the recognition, protections and support for the 2SLGBTQ+ community are warranted. This includes the establishment of Equality Advocate positions, Equality Ambassador groups across our work forces and the formal recognition of each June as Pride Month in the Cherokee Nation is warranted.

- 3. Establishment of Equality Advocate Position:** This office hereby authorizes individuals, upon written designation of the Principal Chief for renewable terms aligned with each fiscal year, to serve as "Equality Advocate." The Equality Advocates shall work to effectuate the purposes and policies of the executive order on equality, or discrete elements thereof as specified by the Principal Chief's appointment, in an official capacity pursuant to an extra duty assignment (for existing employees), a service contract or an employment contract. An equality advocate is generally authorized to help share information and resources relating to the relevant community (E.g., 2SLGBTQ+) internally and externally and to report to the Principal Chief as to opportunities for, and obstacles experienced by, members of the community. An Equality Ambassador shall be assigned to form and lead relevant ambassador groups, discussed in section four, below. Equality Advocates shall be designated as "Equality Advocate for [_____] with the appropriate additional designation."²

² E.g., Equality Advocate for LGBTQ+ or Equality Advocate for Freedmen.

4. **Equality Ambassadors Groups:** Equality Ambassadors groups, networking and support groups of employees across the Cherokee Nation family of workforces are hereby supported. Equality Ambassador groups should be identified in ways relevant to the community they support and be led by assigned Equality Advocates.³ Though focused on relevant communities of interest, Equality Ambassador groups should be broadly open to workforce participation. Equality Ambassador groups may engage externally in furtherance of their mission, with Administration clearance.

5. **Formal Recognition of “Pride Month:”** By this order Cherokee Nation recognizes Pride Month each June. Celebrations across the executive branch of government should broadly include the recognition of the global struggle for civil rights among members of the 2SLGBTQ+ community, milestones achieved in furtherance of this struggle and celebrating the contributions of 2SLGBTQ+ citizens of the Cherokee Nation to Cherokee society. More specifically:
 - a) **Executive Director Leadership:** Executive Directors are encouraged to:
 - i. Accommodate, support and as warranted lead expressions supportive of Pride Month among department employees;
 - ii. Explore, for their own professional and leadership development, issues relating to general barriers for members of the 2SLGBTQ+ community in the workplace and in accessing government services and
 - iii. Ensure department employees are aware of information and activities relevant to Cherokee Nation’s celebration of Pride Month.
 - b) **Religious or Moral Objections Protected, but Interference Prohibited:** Nothing in this section of the order permits an employee to use his or her religious beliefs or moral objections to interfere with the administration of this order, but no employee shall be compelled to participate in activities relevant to this order in violation of their religious beliefs or moral objections.

6. **ORDER:** Executive Order 2025-05-CTH, known as the “Executive Order on Equality,” is hereby further amended to add provisions formally recognizing each June as “Pride

³ E.g., “Pride Ambassadors” group may be recognized, led by an Equality Advocate authorized by section three, above. Likewise, a “Freedmen Ambassadors” group, led by a Freedmen Equality Advocate or Freedmen Community Liaison, would be authorized under this order.

Month” as well as adding other provisions relating to support of the 2SLGBTQ+ community and provisions of broader application to said order.

7. **EFFECTIVE DATE:** This Order is effective immediately on this 2nd day of June, 2026.



Chuck Hoskin, Jr.
Principal Chief