

nuws:

We're excited to share that we have recently welcomed a new team member to the nuwave family!

Cherokee Washington is a Cultural Competency Consultant, Qualitative Researcher, and Sport Scientist. As a Baldwinian abolitionist, Cherokee has dedicated her personal, academic, and professional paths to reimagining systems of oppression through interdisciplinary means. Holding an M.A. in Sport Psychology from McGill University, as well as a B.A. in Rhetoric Studies and B.S. in Psychology from Whitman College, Cherokee specializes in the areas of cultural competency, anti-racism, intersectionality, identity politics, unpacking anti-Blackness, decolonization and reimagination, critical analysis, coach science, and social issues in sport. Originally from Los Angeles, Cherokee recently relocated to Paris, France, and is currently pursuing DEI work in a European, geopolitical, and cultural context. Although she engages in DEI work with a North American positionality, Cherokee aims to better understand non-American socio-cultural politics to integrate a global perspective into her consulting. Using thoughtful questioning, radical empathy, and courageous truth-telling, Cherokee invites folks to decipher what cultural competency means to them and actively engage with ideas and means of liberation. In addition to her role with nuwave, Cherokee is a co-founder of Relearning Consulting with her partner, Renan Blot. Relearning is a DEI company that helps sport entities establish culturally aware, competent, and humble environments for their community members to thrive within. Using heart-centered

strategies, critical analysis, thoughtful questioning, and engagement with ideas of reimagination and radical empathy, Relearning strives to make the sports world more inclusive.

Cherokee's unique background and areas of expertise will be crucial to building upon nuwave's strategy of leveraging different brands and skills to develop and produce the most effective and cutting-edge solutions to create more equitable spaces.



welcome Cherokee!

nu-education:

The following passage contains mentions of sensitive content that may be traumatizing for some audiences.

The month of September hosts many holidays and observances, including Orange Shirt Day, also known as National Day for Truth and Reconciliation, which is a Canadian holiday celebrated on September 30. Orange Shirt Day began as an Indigenous-led movement, commemorating the victims and survivors of the

Canadian residential school system and its lasting impacts on the Indigenous community.

Orange Shirt Day was adopted by the Canadian government in 2021, but the holiday began in 2013 with Phyllis Webstad, the founder of the [Orange Shirt Society](#). Phyllis is from the Stswecem'c Xgat'tem First Nation, and she began her nonprofit organization to “support Indian Residential School Reconciliation, create awareness of the individual, family and community intergenerational impacts of Indian Residential Schools, and create awareness of the concept of “Every Child Matters.”

Phyllis is also a survivor of the Canadian residential school system. Residential schools are found to have originated in the 1600's when European settlers arrived in North America. The Canadian government operated the school system in efforts to educate the children in Indigenous communities, but the curriculum and culture of the schools evidently worked to assimilate children into a European and Christian way of living. Children were prohibited from participating in their own cultural practices, including speaking their own languages, and faced many forms of abuse. There are incomplete records from the system, [but according to the former chair of the Truth and Reconciliation Commission, Justice Murray Sinclair](#), at least 6,000 children died while in the system.

In the 20th century, institutions began working toward the abolition of the residential school system and apologizing for their participation. In 2020, it was proposed to have Orange Shirt Day become a national holiday, officially named National Day for Truth and Reconciliation. In May of 2021, [the remains of 215 children were discovered](#) on the grounds of the former Kamloops Indian Residential School. As a result, the passing of the bill was expedited. Since then, September 30th has been designated as a day to recognize the stories of survivors and victims.

Phyllis' work with the Orange Shirt Society is important because it allows space for Indigenous communities to voice their stories and allows the public to recognize the harmful impacts of the residential school system. History can be difficult to learn at times, but it is our responsibility to understand our past can help us prevent further trauma and harm to Indigenous people and other marginalized communities.

On Orange Shirt Day, it is encouraged to wear orange to honor victims and survivors. The Government of Canada has also gathered [resources](#) for use on social media and additional learning about Indigenous history and reconciliation.



Sources:

- [First Nations Studies Program](#)
- [Orange Shirt Society](#)
- [National Centre for Truth and Reconciliation](#)
- [Government of Canada](#)
- [CBC News](#)
- [CNN](#)

nu-spotlight:

Check out some of these local events happening this month and look out for more on our social media accounts! → → →

quote of the month:

“We have to transcend our differences to transform our future.”

- Antonio Guterres

social media:

@ info@nuwaveco.com

@nuwave.equity

in Nuwave Equity Corporation

@nuwaveEquityCo

f Nuwave Equity

@nuwaveco

Friday
September
1

DEI Basics

- 12:30 PM - 2:00 PM
- Virtual
- FREE

registration
link

Friday
September
1

Pride Party and Trivia Night

- 6:00 PM - 10:00 PM
- J skis, Burlington 247 Main Street Burlington, VT
- FREE

registration
link

Sunday
September
3

Pride Week: Drag Brunch!

- 10:30 AM - 1:00 PM
- Vermont Comedy Club, 101 Main Street Burlington VT
- \$20

event
website

Thursday
September
7

Masterclass: Championing DEI in the Workplace

- 12:00 PM - 1:00 PM
- Virtual
- FREE

registration
link

Friday
September
8

LGBTQ+ Composer Concert

- 6:00 PM - 7:00 PM
- South Burlington Public Library Auditorium 180 Market Street South Burlington, VT
- FREE

registration
link

Sunday
September
10

Pride Vermont 2023: Parade and Festival

- 12:00 PM - 5:00 PM
- Waterfront Park, 20 Lake Street Burlington, VT
- FREE

event
website

Thursday
September
14

Breakfast Briefing: How to activate your DEI strategy for real results

- 4:30 PM - 5:30 PM
- Virtual
- FREE

registration
link

Wednesday
September
20

HR Therapy: Does your culture support your DEI efforts?

- 1:00 - 2:00 PM
- Virtual
- FREE

registration
link

Friday-
Sunday
September
22-25

Relax, Recharge, Retreat for GTBQ Men - Vermont DEPOSIT

- Friday, September 22, 2023, at 3:00 PM - Sunday, September 25, 2023, at 1:00 PM
- Good Commons, 4771 Vermont 100A Plymouth, VT
- \$175+ fees

registration
link