



OFFICE OF THE GOVERNOR  
STATE OF MONTANA

OFFICE OF INDIAN AFFAIRS  
RENO CHARETTE, COORDINATOR  
STATE CAPITOL, PO BOX 200801  
HELENA, MT 59620-0801  
PHONE (406) 444-3702  
FAX (406) 444-1350

# Memo

**To:** DOA Personnel Contacts & DOA Directors  
**From:** Reno Charette, Coordinator of Indian Affairs  
**Date:** 7/26/2006  
**Re:** Recruitment for Shirts and Skins

A handwritten signature in cursive script that reads "Reno Charette".

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Last fall the American Indian staff in the Governor's Office hosted an informal lunch as a means to meet other American Indian staff in state government and to meet non-Indian staff whose work focuses mainly on Indian issues. The first lunch meeting has led to several others. We try to meet for lunch at least once a month. The lunches are hosted by a group, pot luck, or brown bag. We talk about the top issues involving American Indians in our departments, and across Montana while sharing how we approach our tasks, cope with cultural conflicts, and build our support networks. The group lunches have been well received and hosted by the Governor's Office, Department of Transportation, and the Office of the Commissioner of Higher Education.

We would like you to help us recruit state employees who share our common interest as described above. Please inform personnel in your area about the Shirts and Skins group. Posting the attached flier in an area where your personnel are likely to see it would also be a great help in spreading the word about Shirts and Skins.

Billie Rusek, Administrative Officer, in the Office of Indian Affairs is the point of contact for Shirts and Skins. She maintains the distribution list and sends out reminders for the date and location of the next lunch meeting. Interested personnel from your department are encouraged to contact her at 444-3702, [brusek@mt.gov](mailto:brusek@mt.gov), or by FAX at 444-1350.

The Shirts and Skins group is an asset to supporting American Indian staff and those that work on American Indian issues. We would like to expand our mission to include the recruitment and retention of American Indian personnel, and perhaps other issues as the group evolves. Your support in letting employees know that the group exists is critical and greatly appreciated.

Thank you for providing your kindest assistance.