

EXHIBIT G



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To: Board of Directors of Honor the Earth

From: Winona LaDuke

Re: Personnel and Grievance Policy and Actions- February 9, 2015

Thank you for your attention to the personnel issues of Honor the Earth. I want to update you as to where we are at, my assessments, ask for your continued counsel. As of last week, both contract employees had their contracts suspended over the circumstances we, find ourselves in. I intend to stick with this, and as well ask you to approve a sexual harassment policy so that we can address a claim made by a contract employee, Molly aka Margaret Campbell.

We have legal counsel. I am asking Frank Bibeau to review the correspondence. As a preliminary assessment, he has pointed out that the allegations made about Mike Dahl's sexual charges, neither have any formality (there is no record nor is there any legal listing of him as a sex offender), and have been made by third parties referring to second parties, in an incident which allegedly occurred 17 years ago. The details of that incident have been told to me by Mike Dahl, and I do have the names of the parties. I talked to one of our largest donors, who had been contacted by Molly, and she suggested that it was not the responsibility of Honor the Earth to conduct a formal investigation into these charges, and it was important to distinguish between Molly's sexual harassment grievance and a potentially libelous situation. But, I am hoping to offer a statement on all by tomorrow. I think it is very important for us to address this carefully.

On the Michael situation: Our community has social and spiritual processes for redress. I went to drum ceremonies yesterday and put out a dish for prayer asking for help and guidance, as well as help and guidance on the work to protect Mother Earth. That is the spiritual process I undertook, aside from my own prayer.

Because our community has social and spiritual structures to address these concerns, and the fact that Mike is a part of a spiritual community, which many of us are at White Earth and Anishinaabe territory. I am asking formally that the female leadership in the Midewin Society and the Big Drum, both of his spiritual grounds, take some responsibility to help resolve these issues. Those women are the traditional spiritual leaders and have responsibility for Mike Dahl, and I trust that they will do the right things and I will support them in that process. It is important that Honor and I operate within the social construct of our community, particularly since there is no other way to proceed.

In speaking with Mike, I reaffirmed that his contract had been suspended as of now, until there was some resolution and pending some decision on any sexual harassment charges. The sexual harassment

charges would not result in a termination in most cases, but a verbal warning, which I gave him yesterday. That will need to be decided by the board. I will review the context again, and ask the board to review as well, as many of the board members were also present at the time of the incident occurring.

As well, Mike reaffirmed that he had asked the Minnesota Indian Women's Sexual Assault Coalition to assist him in resolving this very grave concern and allegations by a supervised, witnessed or other victim healing circle with the individuals who are involved. I stated that I would follow up with that . this should likely have been done long ago, but it was not really my responsibility at Honor the Earth, and it is important for us to support the healing process if it is necessary, but at present, I have only second and third parties talking and messaging about something which is of great concern, particularly in the social media.

I intend to share with those interested, that both contract employees have had their contracts suspended, but again, the board will need to review all.

Margaret Campbell:

Molly has, like Mike been a solid contract employee for many years. She was suspended in her contract by the board, pursuant to a call I had with the board co-chairs and Jennifer, whom Molly had involved in the complaint. She also involved Kim by calling her. Her social relations are with Kim, and Jennifer primarily and so she had spoken to them. She was suspended because of her violation of organizational confidentiality. This occurred in her phone calls to IEN campaigners Dallas Goldtooth, Clayton Thomas Muller, and Trish Weber, as well as an unknown number of other people., as well as her discussions with the board.. which are somewhat understandable.

Just to recall the sequence of events. I had heard about the allegations against Mike in the late fall. Most of the allegations were forwarded third party, and then on fb. I asked Sasha Brown and Faye Brown to meet with me on it, as Sasha had been very active in passing on this allegation. I was told of two women to meet, and as I had talked to Sharon Day (who Molly refers to in her memo) and Sharon told me that her only actual problem with Mike was in a spiritual disagreement, and that she was not sure in any case of the alleged incident having occurred, I was then really busy with our Sandpiper legal case, our board meeting, docket and our events. I was unable to meet in person with the two accusers, until January 28 . Both Molly and Sasha Brown were present also. The women said that there was an event in a reservation up north where a ceremonial gift bundle had been sent from Mike Dahls ceremonial drum to the event on sexual abuse. A woman at that event stood up and said that Mike had assaulted her son and that there should be no gifts taken from that. The women did not provide a name for me, nor did they have the correct reservation (it was Leech Lake, not White Earth) . They told me that the Minnesota Indian Women's Sexual Assault Coalition had a policy of not working with Mike because of this allegation. I then spoke to the MIWSAC, which had terminated contracts with the two women, and they said that occurred when the women, bonnie clairmont and lonna stevens were there, is when the policy was put into place. These two women are involved in a large organizing effort to hold spiritual leaders accountable, most of whom are in the twin cities , where these women reside

That organization, as well as the Minnesota Indian Women's Resource Center are involved in our February 17 event with Eve Ensler, Louise Erdrich and myself. I confirmed with both organizations that

we had ceased our contract while we reviewed our sexual assault complaint, and this would continue till after the event. Both organizations agreed and intend to participate in the events.

I spoke to IEN staff, Dallas Goldtooth and Tar Sands Campaigner Clayton Thomas Muller and we had long discussions. We all agreed, and they agreed to support the Board and my leadership on internal contract employee actions, asking me to keep them apprised. Molly had suggested to them that they might not want to work with us, and they intended to work with Honor, but not at this time with Mike Dahl on the campaign, which I am fine with. Again, they reaffirmed that this was an internal issue of Honor the Earth and should not have been discussed with them, and that they would support us in the management of a situation with our contract employees.

I have also spoken to another women's group which was contacted by Molly and expect to continue doing so as needed, but intend to send out with board approval a quick note saying that both contract employees are presently not under contract with Honor the Earth and we are looking at a sexual harassment complaint within our organization. That is all I think we need to say, but it must be clear that Margaret is not representing us, nor is Michael. Under separate cover I will send the draft personnel policy including the sexual harassment policy, which I recommend you all review quickly and approve so that we can in fact have a process. I did try and get it all done, in a timely manner, but it is moving ahead.

I apologize to the board for any additional challenges you have in this, but want to assure you that I am doing my best, in the social, political and legal as well as spiritual processes and protocol necessary for both the organization and myself. I am working with other staff and volunteers to move ahead on the Eve Ensler event and make it a large success, .. although Molly did some good work attempting, essentially to sabotage the event, but her access has been removed. It is unfortunate, because she is a very good person, as is Mike and I have great affection for both of them.