



# Pathways to Healthcare Professions

## Annual Grantee Meeting

### Tribal Breakout - Diversity

November 30 – December 1, 2016



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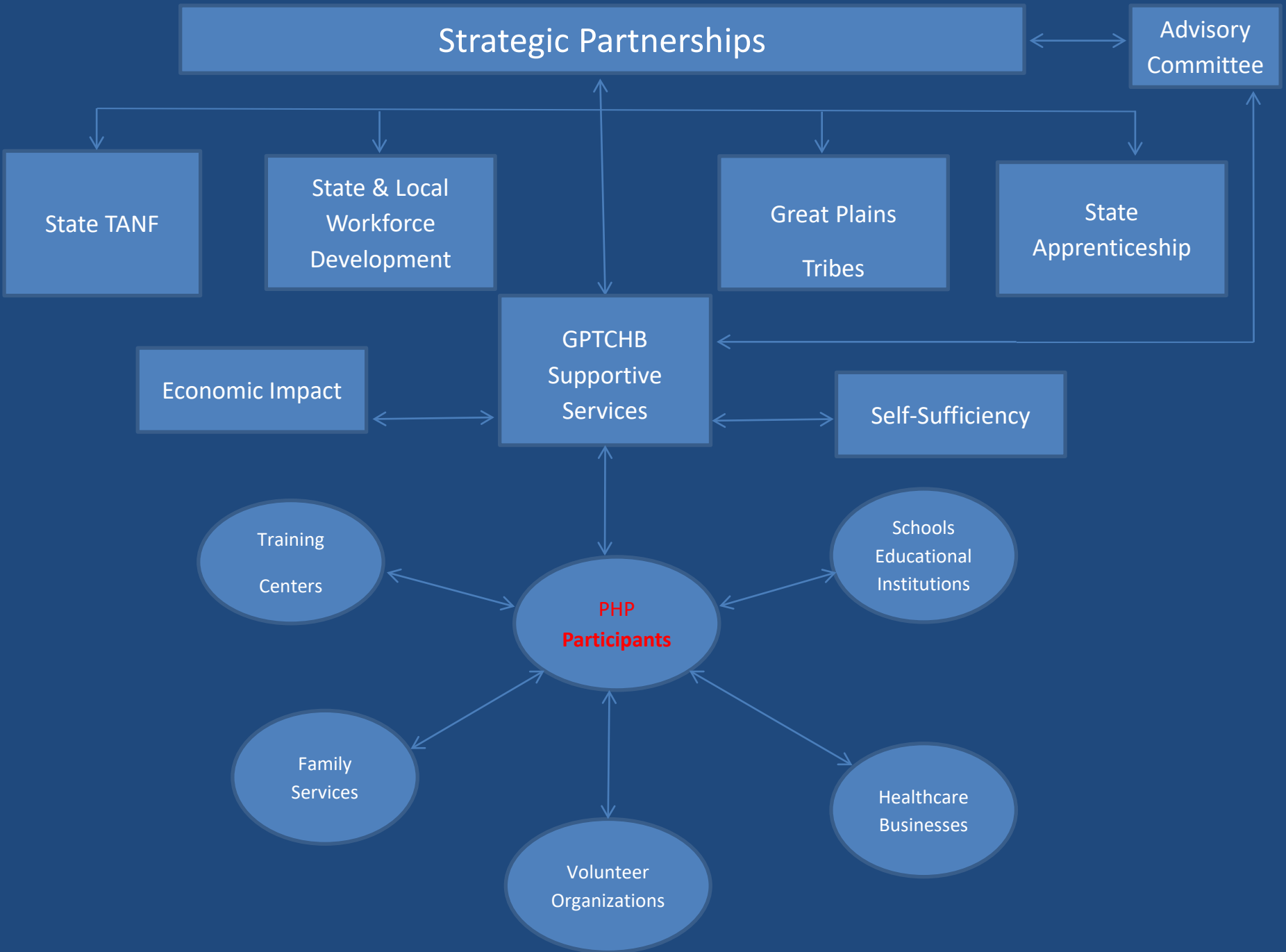


Positive Choices for Brighter Futures

# PHP's Holistic Approach

The Collective Efforts of a Few Can  
Change the Lives of Many

The whole is greater than the sum  
of all its parts (Aristotle)



# What is Diversity?

The concept of acceptance, inclusion, and understanding of individual, physical, cultural, or ideological uniqueness's

# Build Bridges with Diversity / Cultural Training



# How to Begin

## Policies and Procedures

- Respect the differences
- Understand the culture
- Build stronger relationships
- Recognize individual strengths
- Appreciate different learning/working/thinking styles
- Reduce ignorance

## Management on-board

- Utilize employee assessments & data
- Strategic implementation
- Create an Inclusive environment
- Be cognizant of social events/functions
- Conscious/Unconscious bias
- Open communications

# Perceptions & Impacts

Experiences shape  
behaviors and personalities

An Employer/Organization/Business  
will never be healthier than their  
least healthiest employee.

# Perspectives Shape the Future

## Pre-colonization Reality

Approximately **10,000,000**  
Native Americans inhabited  
the continent

By the year 1900, due to  
disease, wars, persecution,  
subjugation, assimilation  
and attempts at ethnic and  
cultural genocide,  
approximately **250,000** NAs  
remained

(Calloway, 1999; Garrett and  
Pichette, 2000)

## European perspectives

- No written language
- No school buildings
- No Bible or books
- No individual land ownership
- No documented evidence of land owned by different tribes



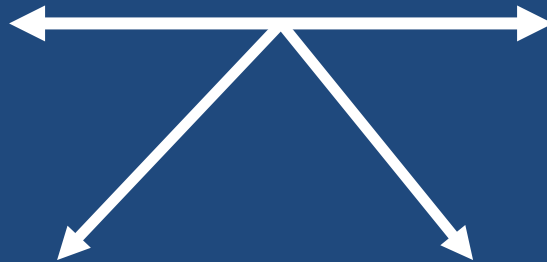
# Nation-to-Nation Treaties

Individual tribal groups across North America were viewed as independent nations by the US Government, much like France, Spain and other nations.

## US Government

### Land

- Water
- Timber
- Oil
- Metals and Minerals



## Indigenous Nations

### Annuities

- Food
- Clothing
- Shelter
- Healthcare
- Education

# Victory by Deceit

The US Government negotiated and entered into treaties with indigenous nations to gain the land and resources.

## **Congress often changed treaty terms.**

- Dollar amounts and annuities, originally agreed upon in the field, were often changed.
- Treaty terms were not always fulfilled by the US Government.
- Delivery of annuities was often delayed for months.

Tribes often negotiated treaties with the smoking of the pipe: believing in what the pipe supported; honesty, trust, and goodwill.

Chief Red Cloud, “The whites, who are educated and civilized, swindle me, and I am not hard to swindle because I do not know how to read and write.”

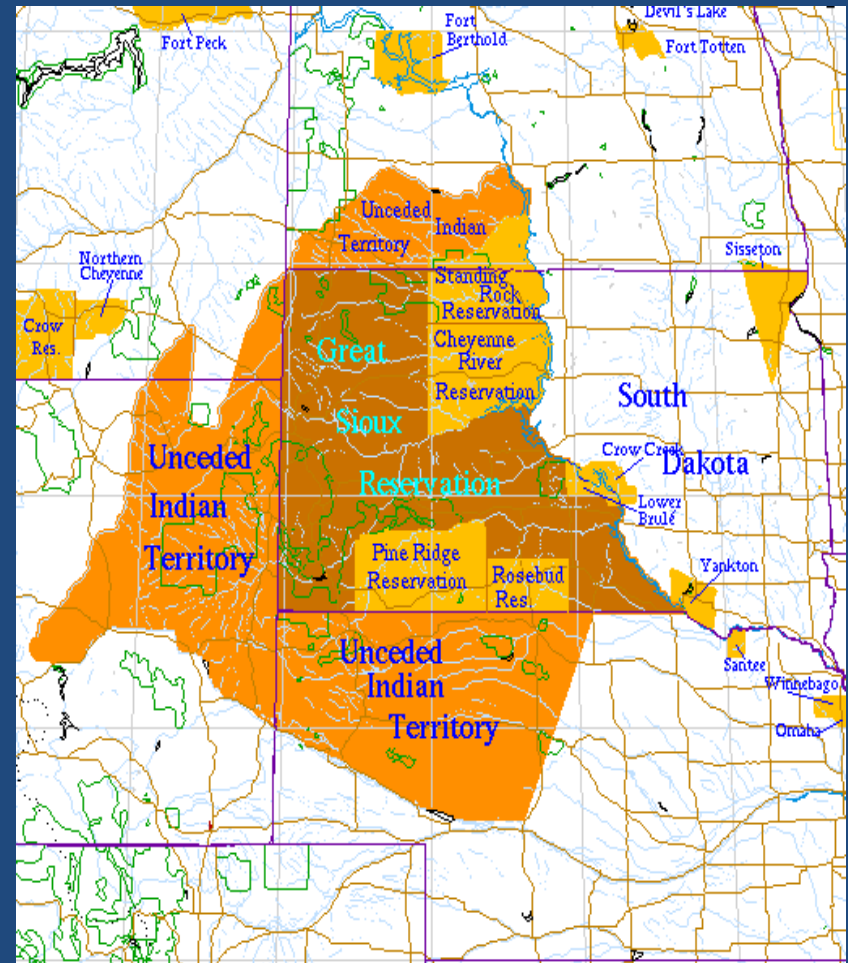
Mistrust/Frustration/Anger/Trauma propagated war.

# 1868 Treaty Agreement

Set aside a 25 million acre tract of land for the Lakota and Dakota encompassing all the land in South Dakota west of the Missouri River, to be known as the Great Sioux Reservation;

**Article II: the United States now solemnly agrees that no persons, except those herein designated and authorized so to do, and except such officers, agents, and employees of the government as may be authorized to enter upon Indian reservations in discharge of duties enjoined by law, shall ever be permitted to pass over, settle upon, or reside in the territory described in this article**

Provide for land allotments to be made to individual Indians; and provide clothing, blankets, and rations of food to be distributed to all Dakota and Lakota living within the bounds of the Great Sioux Reservation.



# Broken Treaties

In July, 1874, the government ordered an expedition, commanded by General Custer, into the Black Hills, which resulted in an unexplored region being opened to miners and frontiersmen.

On May 15, 1876, General Custer commanded his regiment in a campaign against the confederated Sioux tribes camped on the Little Big Horn River.

## Consequences

### Battle of the Little Bighorn June 25<sup>th</sup>, 1876

A government expedition consisting of 1,100 men led by General Custer was ordered to overtake the encampment. General Custer, with his entire command was wiped out.

## Retaliation

### Wounded Knee Massacre December 29, 1890

Wounded Knee Creek on the Pine Ridge Reservation in South Dakota.

Chief Big Foot's (Miniconjou) people consisting of women, children and elders, who were sick, starving and dying were traveling to Pine Ridge seeking refuge. En route they were massacred by the Seventh Cavalry and an estimated 150 men, women, and children of the Lakota were killed and 50 others wounded. Many later died from their wounds; some estimates placed the number of dead at 300.

Cavalry dumped the bodies in a mass grave.

23 Congressional Medals of Honor were given to the Seventh Cavalry for their involvement

# Government Policies

## Kill the Indian – Save the Man Campaigns

- Genocide - the mass destruction of entire communities or races of indigenous peoples
- Cultural Genocide – systematic destruction of traditions, beliefs, and values tied to specific customs
- Forced assimilation
- Boarding schools
- Bison slaughtered
- Christian churches were established on reservations
- Commodity programs were established
- Native American males were expected by the government to become farmers – a significant change from hunter and warrior roles
- Spiritual ceremonies were outlawed in 1881

### Horrors of Boarding Schools (1879)

- Children were ripped from their families and forced to attend schools
- Sexual abuse
- Christianization
- Assigned English names
- Severe martial punishment
- Not allowed to speak native language
- Hair was cut and saturated in kerosene
- Vocational Education
- Located long distances from families
- No ceremonies or cultural events were allowed
- Traditional clothing was not allowed
- Intimidation, humiliation and shaming impacts

[https://en.wikipedia.org/wiki/Genocide\\_of\\_indigenous\\_peoples](https://en.wikipedia.org/wiki/Genocide_of_indigenous_peoples)

# After All The Years of Genocide

## Citizenship Act of 1924 (conditional)

- At the expense of tribal citizenship
- Adopt: “habits of civilized life”
- Become self-supporting
- Learn to read & write English
- ND required severance of tribal relations in order to vote

Source: Reference Library of Native North America. 2001. Vol. 1, pp. 52-68

**1975 – Federal Court of Claims held,  
“a more ripe and rank case  
of dishonorable dealings will  
never, in all probability, be  
found in our history...”**

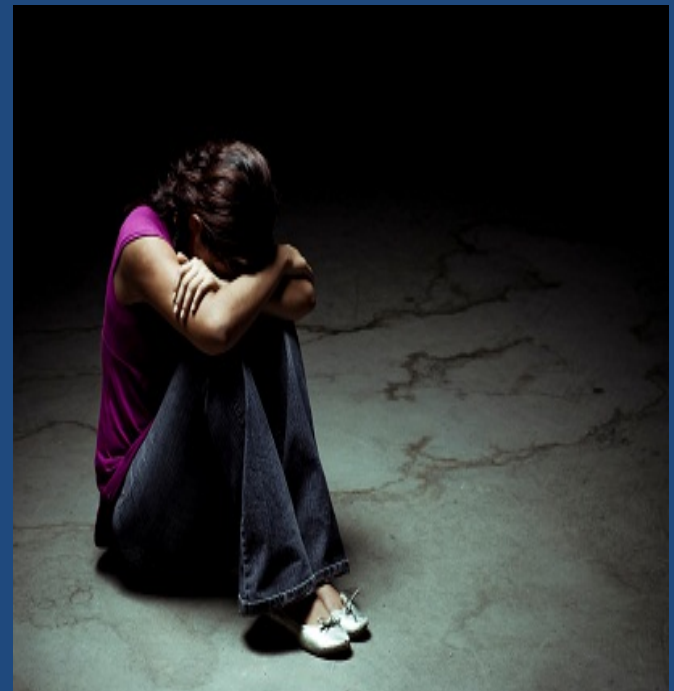
## Native American Freedom of Religion Act of 1978



- **1980** – The US Supreme Court upheld the 1975 Federal Court of Claims decision in an 8-1 ruling enforcing the Sioux Indians entitlement award of \$17.5 million, plus 5% interest per year since 1877. In 2010 the award was valued at \$544 million.

# Forced Assimilation Impacts

- Feelings of inferiority
- Low self-esteem
- High levels of anger towards the US government
- High levels of mistrust of white people
- Bicultural dilemmas
- Rural/Urban Components
- Seeking cultural and spiritual direction
- Drug/alcohol/sexual abuse factors
- Ashamed to be identified as Native
- No training in traditional value systems
- Loss of language and cultural teachings
- Loss of access to sacred sites



# Perspectives Today

## The Illusory Truth Effect

If a statement is repeated often enough, it has a funny way of starting to seem true.

### MYTH Busters

- Native Americans receive \*free\* Healthcare
- All Indians receive monthly government checks
- Native Americans receive free education
- Native Americans receive casino revenues
- Native Americans don't have to pay taxes (Federal or State)
- All Indians are drunks
- All Indians are Uneducated

A Little Knowledge is a Dangerous Thing





# Did You Know

## It's All About Respect

Communication  
Verbal (Within Culture)  
Reserved (Outside Culture)  
Language

There is Power in Silence

Eye Contact

Handshakes

## Values Differ

Materialism  
Not a status symbol  
No value accumulating  
personal possessions

Time is event oriented

Leadership

Humor is integral

# Words Have Power

## Native American Descriptors

Your words have the power to hurt, to heal, open minds, open hearts and change the world.

Never forget the responsibility you have over the words you speak.

-Steven Aitchison



### APPROPRIATE

- **Native American**
- **American Indian**
- **Native**
- **Lakota/Dakota/Nakota**
- **First American/First Nation**
- **First People/Indigenous**

### NOT APPROPRIATE

- **Prairie N\*\*\*\***
- **Savages**
- **Redman**
- **Redskin**
- **Squaw**
- **Injun**
- **Chief**
- **Others**

# Recommendations

GPTCHB Diversity/Cultural Training  
3-day Comprehensive Training  
1-day on-site “topic-specific”

## Books:

*Neither Wolf nor Dog* (Kent Nerburn)

*The Wolf at Twilight* (Kent Nerburn)

*Life's Journey - Zuya* (Albert White Hat, Sr.)

*Wounded Warriors: A Time for Healing* (Doyle Arbogast)

*Bury My Heart at Wounded Knee* (D. Brown, 1971)

*Lost Bird of Wounded Knee: Spirit of the Lakota* (Renee Samson Flood)

*Madonna Swan: A Lakota Woman's Story* (Mark St. Pierre)



# Pilamaya Thank You



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