



# CULTURAL HUMILITY: WORKING IN AND WITH TRIBAL COMMUNITIES

Tribal Youth Resource Center  
August 31, 2022

# BEING BY TANAYA WINDER

Wake up, greet the sun, and pray.  
Burn cedar, sweet grass, sage—  
sacred herbs to honor the lives we've been given,  
for we have been gifted these ways since the beginning of  
time.  
Remember, when you step into the arena of your life, think  
about those who stand beside you, next to, and with you.  
Your ancestors are always in your corner, along with your  
people.  
When we enter this world we are born hungry,  
our spirits long for us to live out our traditions  
that have been passed down for generations.  
Prayer, ceremony, dance, language—our ways of being.  
Never forget you were put on this earth for a reason—  
honor your ancestors.  
Be a good relative.



# LEARNING OBJECTIVES

*“No problem can be solved from the same consciousness that created it. We must learn to see the world anew” –  
Albert Einstein*

1. Understand the impact of racial and historical trauma on tribal communities
2. Realize the importance of identity development for Tribal youth
3. Recognize why cultural humility is critical to Tribal youth and families
4. Assess own practice of cultural humility
5. Increase own cultural awareness to work in and with tribal communities

Cultural Humility Video Link:

[https://www.youtube.com/watch?v=Mbu8bvKb\\_U](https://www.youtube.com/watch?v=Mbu8bvKb_U)

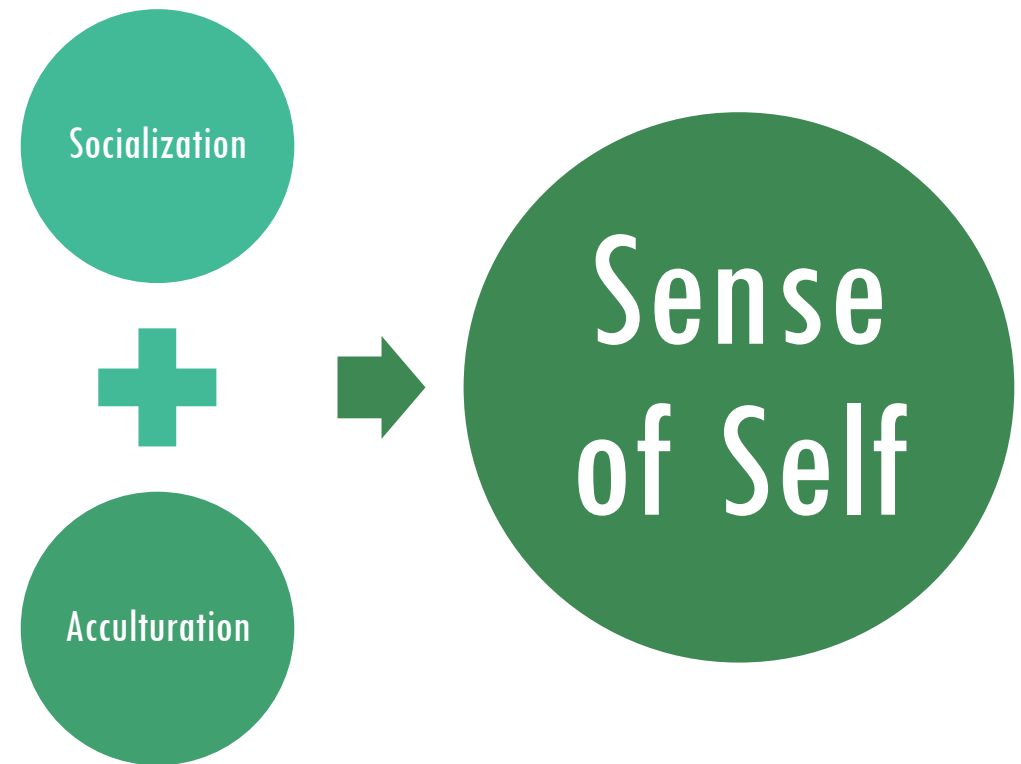
# CULTURAL HUMILITY

- Other-oriented rather than self-focused
- Respect for others
- Lack of superiority
- Entertaining hypotheses rather than drawing conclusions
- Life-long commitment to **self-evaluation & critique**
- Staying open to new information
- Wrestling with the tendency to view one's own beliefs, values, and worldview as superior
- Willingness to hear “you don't get it”

# IDENTITY DEVELOPMENT

Our sense of self develops within the context of group membership as well as external influences

Our racial and ethnic identity influences how we see ourselves, how we see others, and how we relate to one another and how we experience our social environment



## THINK & SHARE

1. If someone asked you to describe your racial and ethnic identity what would you tell them?
2. What influences have affected your racial and ethnic identity? What has the impact been for you?
3. How does your race and ethnicity influence your sense of identity?
4. What do you wish others knew about your racial and ethnic identity?



WHO AM I?



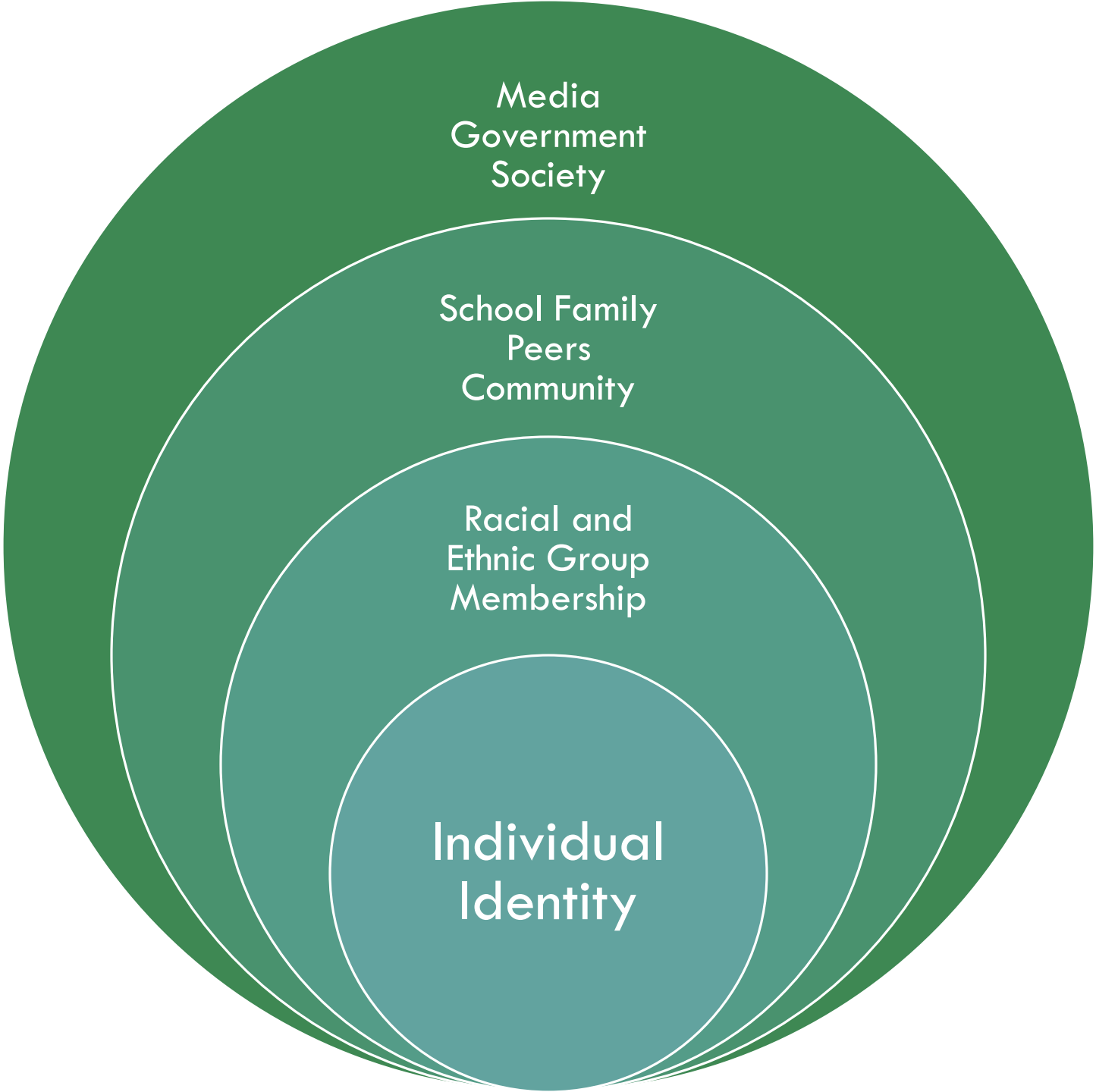
# STAGES OF IDENTITY DEVELOPMENT

Commitment

Exploration/Identification

Emerging Awareness

Relative Unawareness



Media  
Government  
Society

School Family  
Peers  
Community

Racial and  
Ethnic Group  
Membership

Individual  
Identity

# PROACTIVE MESSAGES

Proactive Messages highlight cultural history and individual talents; encourage success based on individual abilities and traditional cultural strengths.

Example 1: While reading a book about Latinos, mom turns and tells her child that the hero of the book “ this character is smart just like you”.

Example 2: The parents of a Native American girl take her to a Pow Wow and talk about the purpose of the Pow Wow - to preserve the traditions of the tribe, to renew friendships, and to celebrate in song and dance.

# PROTECTIVE MESSAGES

Protective Messages remind and prepare youth to face hostility and racism in the mainstream.

Example 1: A Native father sits with his 13 year-old and tells him that he wants him to work hard in high school and make good grades because “Latinos have to work harder to make it”.

Example 2: After his son is stopped by the police for hanging out with his friends, the father talks to his son about how to deal with police, because with African Americans, “cops will shoot first and ask questions later”.

# THE IMPACT OF MESSAGES

## Examples

- “We’re all human...I don’t see color, I treat everyone the same”
- “Not this subject again...I’m tired of talking about race”
- “Its okay to be friends with someone who is different but you can’t marry them”

## Impacts

- Race and ethnicity are something to be ashamed of
- Hopelessness
- Pride about race and/or ethnicity

## THINK-SHARE

1. How have government, media and society influenced your racial and ethnic identity?
2. How did the communities or neighborhoods where you grew up influence the development of your racial and ethnic identity?
3. How has your family influenced the development of your racial and ethnic identity?
4. Do you feel connected to your racial and ethnic group(s)? If so, how? If not, why?
5. How do you feel about your racial and ethnic identity today? Is this different from when you were younger?

Stereotypes,  
prejudice,  
discrimination,  
and racism

Generalizations  
and assumptions

Responding to  
society

HOW WE SEE OTHERS

# THE TRAUMA OF RACISM

"The cumulative effects of stress, both physical and emotional, due to racism." (NCTSN Culture Consortium, 2020)

## Generations

- Intergenerational trauma
- Historical trauma

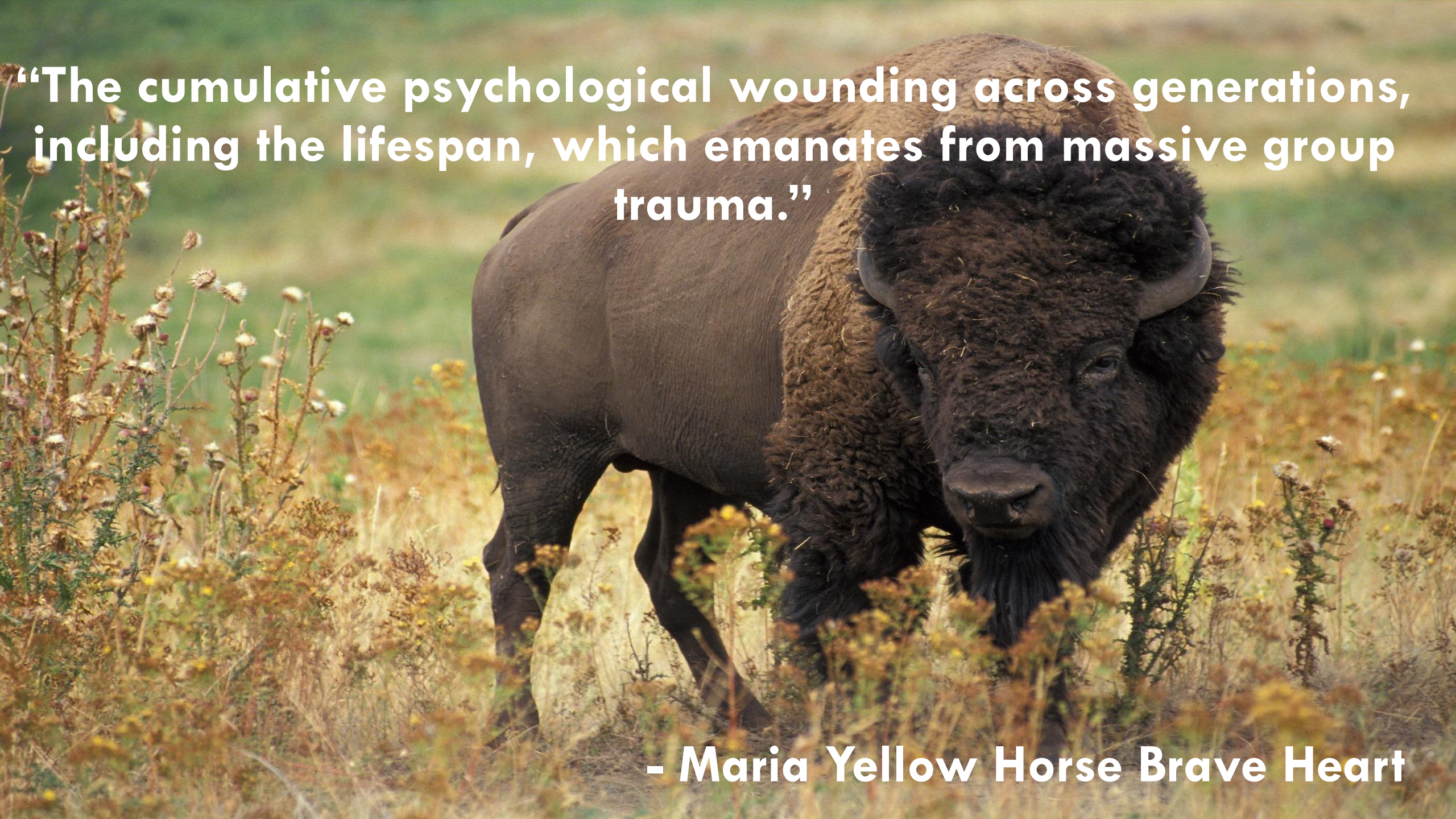
## Collective

- Economic and educational disadvantages
- Lack of access to and trust in health systems
- Lack of equity in legal and health systems
- Poorer physical and mental health outcomes

## Individual

- PTSD
- Depression
- Substance use



A photograph of a bison standing in a field of tall, dry grass and yellow wildflowers. The bison is dark brown with a thick, shaggy mane around its head and horns. The background is a soft-focus green field. Overlaid on the top left of the image is a quote in white text.

**“The cumulative psychological wounding across generations, including the lifespan, which emanates from massive group trauma.”**

**- Maria Yellow Horse Brave Heart**

# REMOVAL

*“A great general has said that the only good Indian is a dead one. In a sense, I agree with the sentiment, but only in this: that all the Indian there is in the race should be dead. Kill the Indian in him, and save the man.”*

**General Richard Henry Pratt**  
Carlisle Indian Industrial  
School  
Carlisle, Pennsylvania



# CONSEQUENCES OF ADVERSE BOARDING SCHOOL EXPERIENCES

Ineffective or destructive parenting

Authoritarian and inconsistent or rejecting of child

Insensitivity to child's needs

Lack of parental involvement or bonding

Poor school relations

Weak spiritual foundations

Unhealthy family norms

Weak ethnic identity

(Yellow Horse Brave Heart, 2003)



Institutional Racism

Power and Privilege

Disproportionality in  
service system

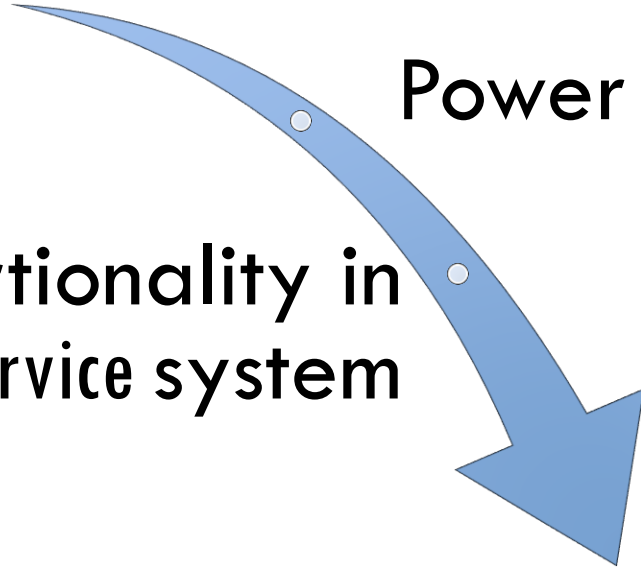
**SOCIETAL  
REALITIES**

Lower life expectancy

Increased involvement criminal justice  
system and harsher punishments/sentencing

Lower socioeconomic status/Unemployment

Lower education attainment



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**Stereotype:** Generalization of a particular group (cognition only)

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**Prejudice:** Generalization of a particular group (cognition) AND an emotional attachment, such as anger, contempt, disdain, or even compassion (affect).

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**Discrimination:** Discrimination is the restrictive treatment of a person or group based on prejudiced assumptions of group characteristics, rather than on individual judgment (behavior).

Micro Aggressions Video Link:

<https://www.youtube.com/watch?v=hDd3bzA7450>

# EXAMPLES OF MICROAGGRESSIONS



*“I don’t think of you as a Native, I just think of you as a successful person.”*

*“It must be hard for you to thrive in that community.”*

*“You don’t sound/look/seem Native”*

*“You always play the race card.”*

*“I am so sick of hearing about Native Americans, you know there are other minorities we could be talking about.”*

# THE DANGER OF MICROAGRESSIONS

We can gaslight a Native person out of our own unresolved racial and cultural anxieties

*“Maybe there’s another explanation”*

We may try to help them “adjust” to oppressive conditions

We may try to teach them to “cope” rather than to explore advocacy for themselves





***WE MAY NOT SEE HOW **DIFFERENCE** IMPACTS  
RELATIONSHIPS, INTERACTIONS, OR SERVICE, BUT TRIBAL  
YOUTH DO.***



## THINK & SHARE

1. Looking at your own life, what are some of the costs of racism you have experienced?
2. What are some of the costs of racism that you think tribal communities experience?
3. Are there things in your life you could do to decrease the costs of racism for tribal communities in your role?

# DEVELOP INDIGENOUS LITERACY

Devote time and resources to build basic knowledge

Learn a tribal community's history, culture and experiences

Identify whether a community has one or more tribes represented

Rely on primary sources of information

# BUILD AUTHENTIC RELATIONSHIPS

Tribes and tribal people value relationship building

Tribes and tribal people are looking for an ally who is willing to have long term commitment to their wellbeing

**Relations need to be:**

- **Sustainable**
- **Mutually beneficial**
- **Reciprocal**



# SUPPORT IDENTITY DEVELOPMENT

Exploration

Commitment

Promoting  
racial &  
ethnic pride

Developing  
multicultural  
competence

Preparation  
for racism &  
discrimination

# TRANSFORM OUR PRACTICE

Bring up the issue

Demonstrate openness

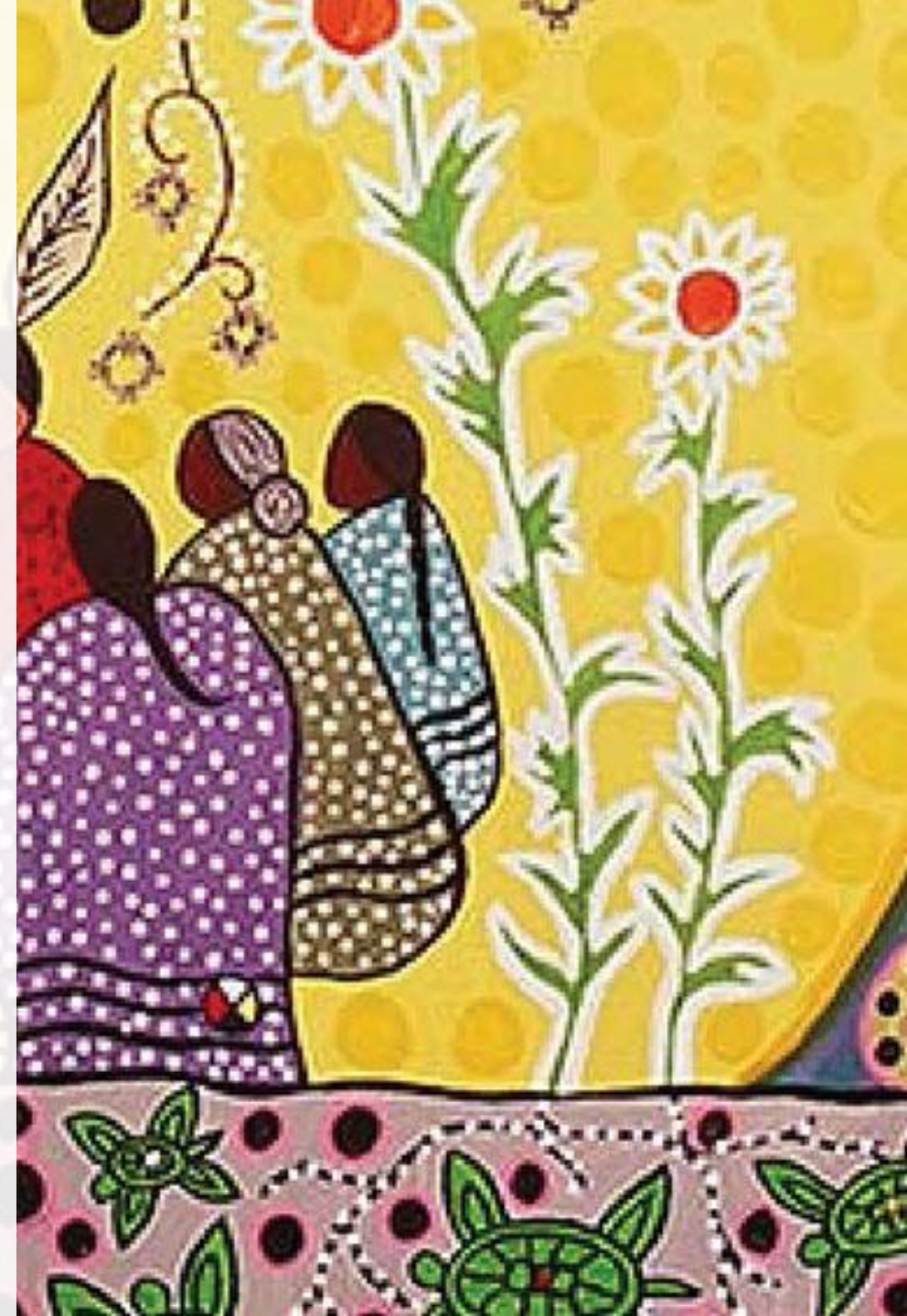
Be prepared to respond to questions

Be open to not talking about it

Have frequent conversations

# SUPPORT HEALING APPROACHES

- Depathologize historical trauma
- Shift the narrative to acknowledge strengths that have been passed down
- Remember that healing supports future generations



# SHIFT TO A GENERATIONAL PERSPECTIVE



How do we view the societal realities (poverty) that Tribal people experience?

How do we view behaviors (hostility) of Tribal people?

How do we view cause (etiology) of illnesses, addiction, etc. that Tribal people suffer from?



# BUILD COMMUNITY OR CULTURAL RESILIENCE

The “capacity of a distinct community or cultural system to absorb disturbance and reorganize while undergoing change so as to retain key elements of structure that preserve its distinctness”

(Healy, 2006)



# INTEGRATE CULTURAL PROTECTIVE FACTORS

Connection to cultural community

Sense of cultural identity

Values

Cultural Skills

Cultural Talents

Beliefs

# TRIBAL YOUTH RESOURCE CENTER

 [www.TribalYouth.org](http://www.TribalYouth.org)



Envisioning a future where Indigenous youth thrive through traditional lifeways.





**TRIBAL YOUTH  
RESOURCE CENTER**

[www.TribalYouth.org](http://www.TribalYouth.org)

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# CLOSING

“We must acknowledge that we are all related. When one child is hurt, we all hurt. And the opposite is true as well; When one child is protected and loved, put in a place of honor, we all benefit.”

Elsie Boudreau, LMSW, Alaska Native Justice Center

# Thank you!

Please complete our session evaluation!

Lisa Stark

Mental Health Training & TA Specialist

[Lisa.Stark@mso.umt.edu](mailto:Lisa.Stark@mso.umt.edu)

Veronica Willetto DeCrane

Training & TA Manager

[Veronica.Willetto@mso.umt.edu](mailto:Veronica.Willetto@mso.umt.edu)

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