

Tribal Alignments for Career Pathways

Introduction

Outline

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- Introductions
- Six Elements
- Cultural Competence
- Industry Engagement
- Data, IT, and Research
- Education Pipeline Alignment

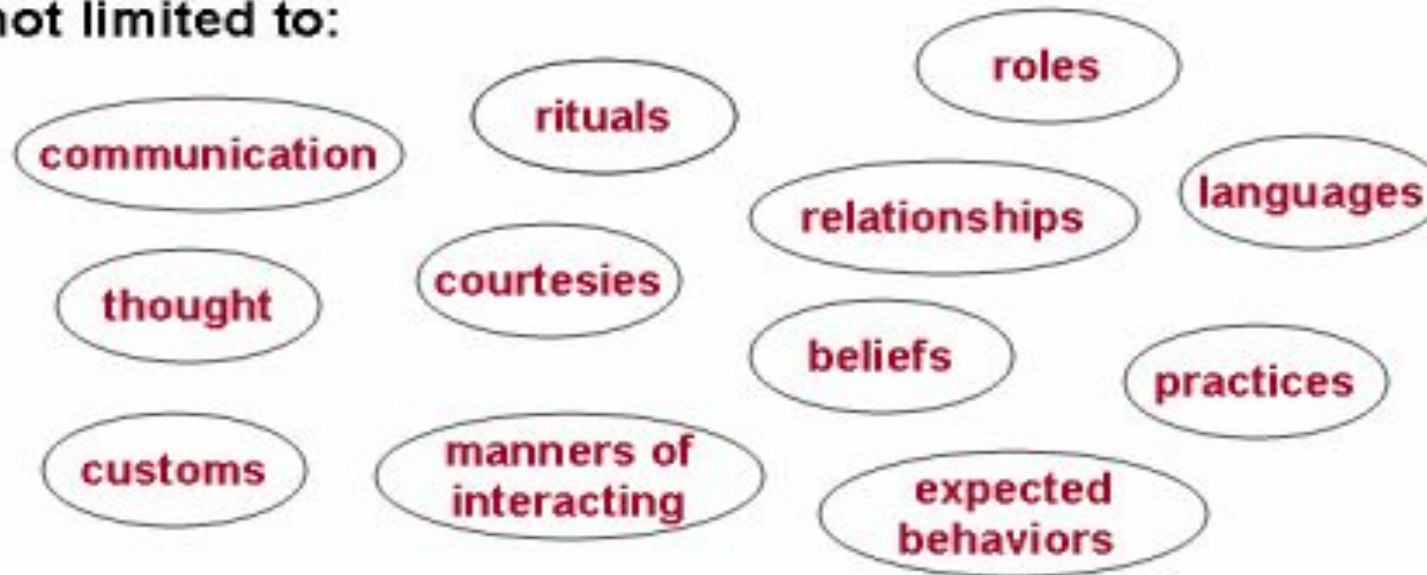
Cultural Competency

Outline

- Definitions
- Applications
 - Organizations
 - Systems
- Individual Level
- So What,
- Your Life's Purpose

Definition of Culture

Culture is the learned and shared knowledge that specific groups use to generate their behavior and interpret their experience of the world. It includes but is not limited to:

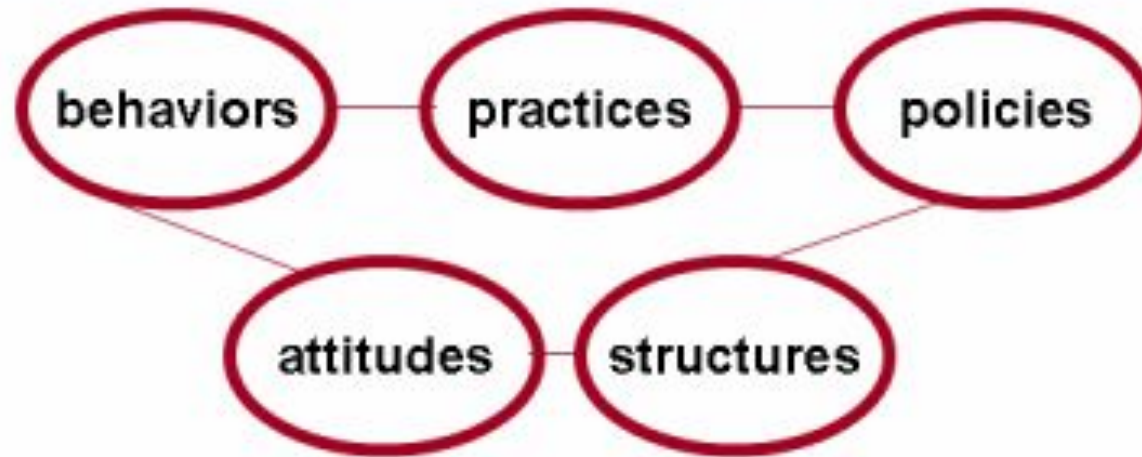


Culture applies to racial, ethnic, religious, political, professional, and other social groups. It is transmitted through social and institutional traditions and norms to succeeding generations. Culture is a paradox, while many aspects remain the same, it is also dynamic, constantly changing.

Cultural Diversity

The term *cultural diversity* is used to describe differences in ethnic or racial classification & self-identification, tribal or clan affiliation, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, spirituality physical and intellectual abilities, personal appearance and other factors that distinguish one group or individual from another.

Cultural Competence



requires that organizations have a clearly defined, congruent set of values and principles, and demonstrate behaviors, attitudes, policies, structures, and practices that enable them to work effectively cross-culturally

(adapted from Cross, Bazron, Dennis and Isaacs, 1989)



Five Elements of Cultural Competence

Organizational Level

- value diversity
- conduct cultural self-assessment
- manage the dynamics of difference
- institutionalize cultural knowledge
- adapt to diversity
 - policies - structures
 - values - services

(Cross, Bazron, Dennis and Isaacs, 1989)

ESSENTIAL ELEMENTS IN A CULTURALLY COMPETENT SYSTEM

These five elements must be manifested at every level of an organization including:

- policy makers
- administration
- practice & service delivery
- consumer/patient/family
- community

and reflected in its attitudes, structures, policies, practices, and services.

Adapted from Cross, Bazron, Dennis, & Isaacs, 1989



Five Elements of Cultural Competence

Individual Level

- acknowledge cultural differences
- understand your own culture
- engage in self-assessment
- acquire cultural knowledge & skills
- view behavior within a cultural context

(Cross, Bazron, Dennis and Isaacs, 1989)



Visual Tool

Life's Purpose



Big Picture (what the world needs)

- Are we doing the right things?
- Are we doing things right?
- How do we add value?

Economic Development Defined

- A program, group of policies, or set of activities that seeks to improve the economic well-being and quality of life for a community by creating and retaining jobs that facilitate growth and provide a stable tax base.

Tenets:

- Business Retention and Expansion
- Marketing & Recruitment
- Finance
- Building Development & Reuse

Players Roles-Layers of an Onion

- Federal
- State
- Local
- Tribal
- Private
- Non-Profit
- Cultural
- Traditional
- Organization
- Neighborhoods
- Family
- Individual

The 3 P's

Projects
• Construction,
short term,
events



Programs
• Medium term,
outlook based,
meet trends



Policies
• Long term,
cultural based,
economy
focused

Conclusion

Who you are

- Only you know-what you learn
- Consider how you build Strong relationships-How you learn
- Be Good to ALL people and Strive to be Happy-why you do what you do

The World Around You

- Changing rapidly and global
- Career pathways are a skill and discipline-ADAPT
- Cultural Competency as a Universal Asset