



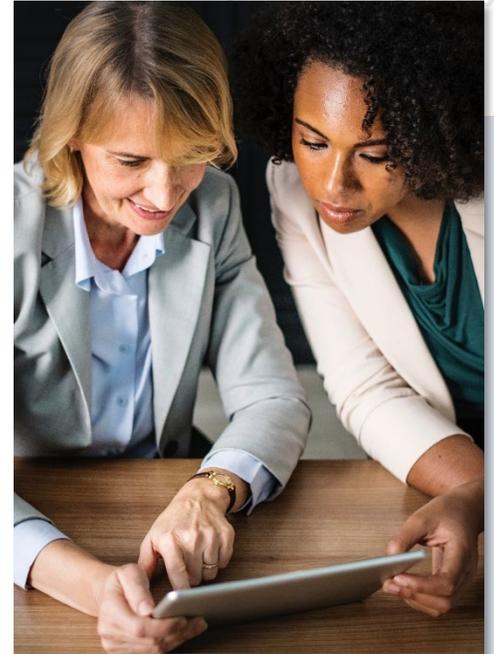
Building a Resilient Workforce to Address Trauma and Enhance Well-Being

Connecting to Cultural Ways

KEY TAKEAWAYS

Connecting Culture in the Workforce

- Need to provide experiential learning opportunities so staff can see how different training incorporates culture
- Learning about [Eagle's Eye View](#) was eye opening and helped me to understand a different way of knowing.
- Self-care is important in this line of work, and we must use our cultural ways to take care of ourselves. Everyone is different so each must find what works best for them.
- It was eye-opening to see the comparison of the NCWWI and Capacity Building Center for Tribes [leadership models](#) - how they are similar, but terms and concepts are different. The seasonal approach model spoke to me.
- Must commit and be intentional - we will embed diversity, equity and inclusion into our child welfare training curriculum



SESSION 5 OF 5

Discussion with Rita Hart, MSW, Tribal Child Welfare Specialist at the Capacity Building Center for Tribes

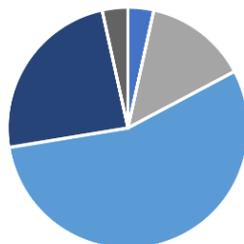
Event date:

08/24/2021

Recording available:

<https://vimeo.com/592883959>

To what degree are cultural ways intentionally integrated into how your workforce is supported in your child welfare program?



■ Not at all ■ Slightly ■ Somewhat ■ Significantly ■ Fully

Strategies for Connecting to Cultural Ways With Children, Youth, and Families

- Understand trauma's generational impact including PTSS (Post Traumatic Slave Syndrome)
- Take time to get to know the neighborhoods we work in
- Look at the language we use to refer to behaviors. For example, Ohio schools changed from "truancy" to "chronic absence."
- Learn about a family's culture as a way of understanding their behavior.
 - Help them to understand how some of those behaviors may be ok in some countries, but they are against the law here.
 - Work with the family together to create another approach that also fits with their culture and values when it comes to discipline and other concerns.
- Explore how the tribal worldview can line up with other worldviews. Especially the way Rita explained it.
- [Completing the Circle](#) yearly event sounds doable and successful. Will see if it can be replicated in our community since it would be beneficial to kids in care and those involved with them.
- Focusing on what is best for the child can help keep us from imposing our own culture on others. I needed to realize that welcoming others with a hug is not welcomed in every culture. Can't assume that because it feels good to you that it feels good to others.
- Important to build rapport so we can share openly with one another. It can be uncomfortable to share information with someone when you do not know anything about them.
- Learn to build rapport and relationships. To make things work, need to have relationships.
- Use restorative practices.
- Willing to be cooperative and do the work with those in authority who are focused on sharing power with others, not doing things to/for them.
- Need to communicate to clients that I am here to support you and work with you. I'm here to learn about your culture to better support you. This will help our efforts to connect and be mindful of our cultural ways.
- Don't focus on someone's past or your perception of their past or their culture. We need to learn from them about who they are and what their culture means to them. Sit with each other and learn and grow together.

