

Presentation

Impact of Historical Trauma on the Workplace, Honoring Sacred Information, (Confidentiality)

Cherokee, NC

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Master's of Public Administration

17 years of HR experience

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State Representative for 4 years

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Purpose

Members of our Tribes are our most important resource.

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TERO

Some Tribes use their sovereign authority to require every employer on the Tribe's land to...

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TERO

- provide preference in **EMPLOYMENT** to Tribal members and other Indians.



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TERO

- provide preference in **CONTRACTING** to Tribal members and other Indians.



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TERO

- provide preference in SUBCONTRACTING to Tribal members and other Indians.

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TRIBAL LEADERS/TRIBAL COUNCILS

It is their goal to provide employment for as many of their tribal members seeking a job as possible.

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Struggle

Despite all the jobs our Tribes may have created we still suffer from unemployment rates far above the national average.

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“Native Americans have for hundreds of years, endured physical, emotional, social, and spiritual genocide. Historical trauma is real and a root of what is happening with Native people today, they are suffering from intergenerational trauma.”

- Dr. Maria Yellow Horse Brave Heart, a Native American social worker, associate professor and mental health expert.

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Historical Trauma

The trauma of massacres, reservations and boarding schools was so severe almost every one of us left alive inherited that trauma.

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Mental Health Statistics on Tribal People

When we look at mental health statistics we can see the results of this trauma on our Tribal people . . .

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Mental Health Statistics

-We experience serious psychological distress
1.5 times more than the general population.

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Mental Health Statistics

-We experience PTSD more than twice as often
as the general population.

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Mental Health Statistics

-We experience suicide as the 2nd leading cause of death among those who are 10-34 years of age.

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Mental Health Statistics

-We experience alcohol use and abuse and other drugs at younger ages, and at higher rates, than all other ethnic groups.

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Fact

We have difficulties holding jobs.

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Physiological Wounds

We suffer from low self-esteem, shame, guilt, depression, violence, substance abuse and are more likely to engage in a range of destructive behaviors in the workplace.

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Career Limiting Behaviors

We struggle in the workplace with high rates of tardiness, absenteeism, substance abuse, violent outbursts, etc.

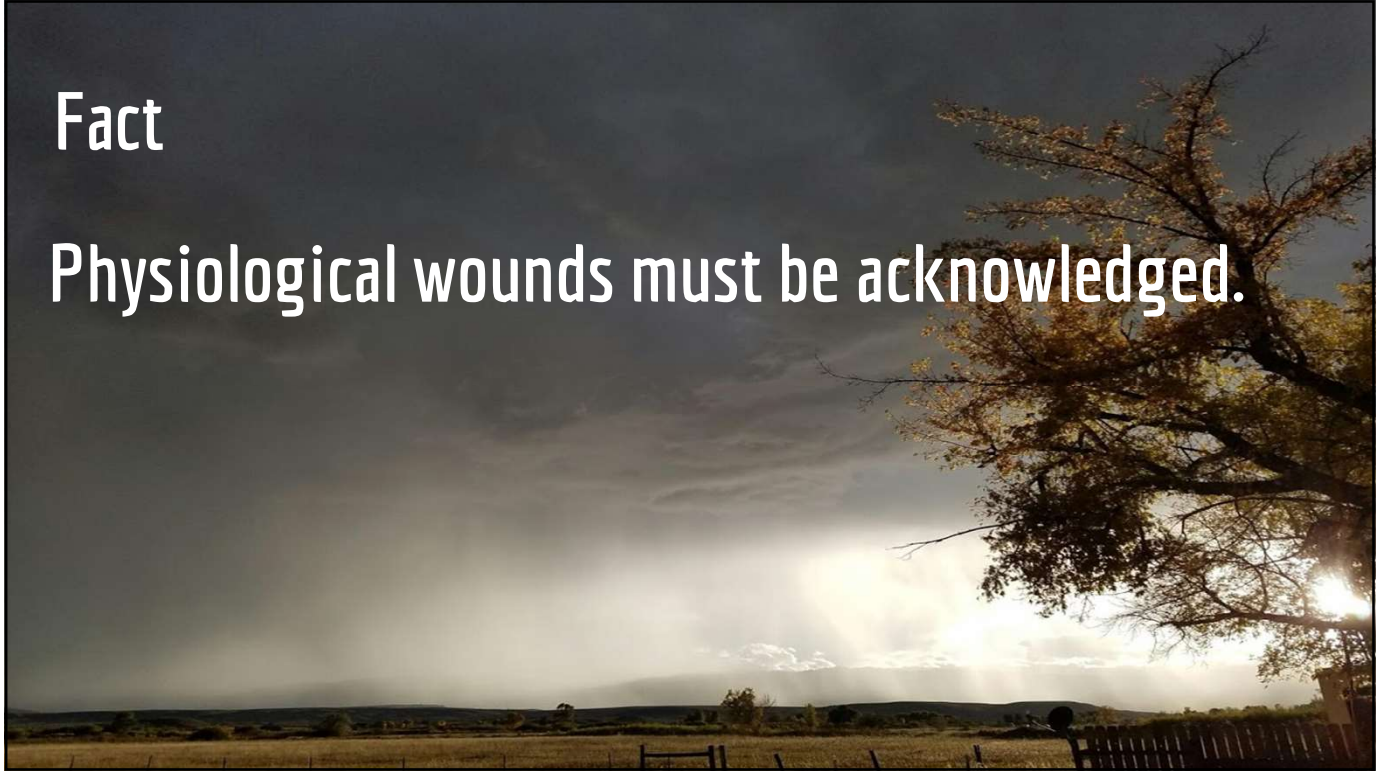
19

Too often career limiting behaviors are HIDDEN BEHAVIORS we adopted as children that originated to protect us from TRAUMA.

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Fact

Physiological wounds must be acknowledged.



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Fact

Physiological wounds must be addressed.



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Too often career limiting behaviors will jeopardize the welfare of our people, our families, and our relationships, NOT JUST OUR JOBS.

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100%

It is the goal of Tribes to achieve full career employment for every member seeking employment.

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Fact

We need to heal.



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Fact

Being TOUGH does not promote healing.



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Fact

Being **STRONG** does not promote healing.

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Fact

Motivation alone does not promote healing.

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Fact

Experts have found that physiological wounds caused by historical trauma can heal.

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FACT

Those of us who have been injured by trauma need to be encouraged to heal.



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FACT

Trauma informed programs should bring in elders, ceremonial leaders, and counselors.



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FACT

Trauma informed programs should use sweats, talking circles, horse culture, and other ceremonies to help us heal.



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Confidentiality

Keeping information private or a situation in which you expect someone to keep information secret.

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Confidentiality

It is HONORING sacred information and keeping that information, a situation or secrets private.

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Confidentiality

It is CRUCIAL especially when tribal employers start or have trauma informed programs because our employees are vulnerable.

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Confidentiality

It is CRUCIAL especially when tribal employers implement trauma informed programs because our employees are vulnerable.

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Confidentiality

In order for healing to begin for our tribal employees, they need to trust us with their sacred information.

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Trauma informed programs support the business needs of Tribes as well as the health, well-being and productivity of our tribal workforce.

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FACT

Trauma informed programs along with treatment, training and education develops a healthy and productive tribal



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