



2018 Legal Update Conference

Employment Opportunities
Under The Law

Empowerment Through Wellness & Safety

The image features a wide, open landscape under a clear, bright blue sky. In the foreground, there is a wooden fence and some tall grasses. The middle ground shows rolling hills with patches of green and brown vegetation. In the background, more hills are visible under the same clear sky. On the right side, a large tree with yellow and orange autumn leaves is partially visible. The overall scene is peaceful and natural.

Hiseicoo-Coming Woman

Wind River

Gregg & the late Rosalie LeBeau

Long Legs Band

Master's of Public Administration

HR Manager for 7 ½ years

Assistant GM for 5 years

Consultant/Trainer/Speaker/
Grant Writer



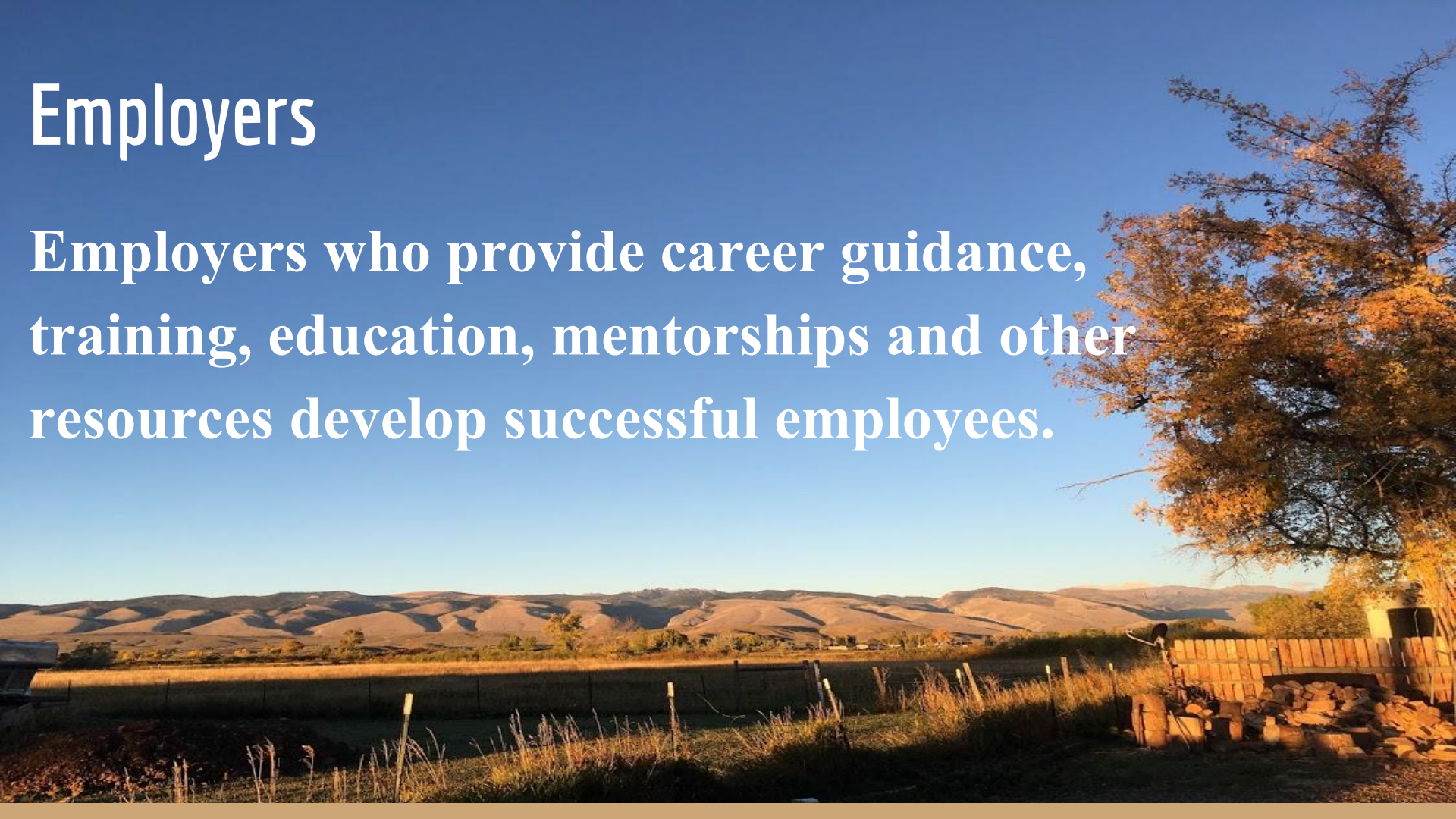
Employment

Natives are more productive and satisfied employees when the work they are doing is part of a long & rewarding career.



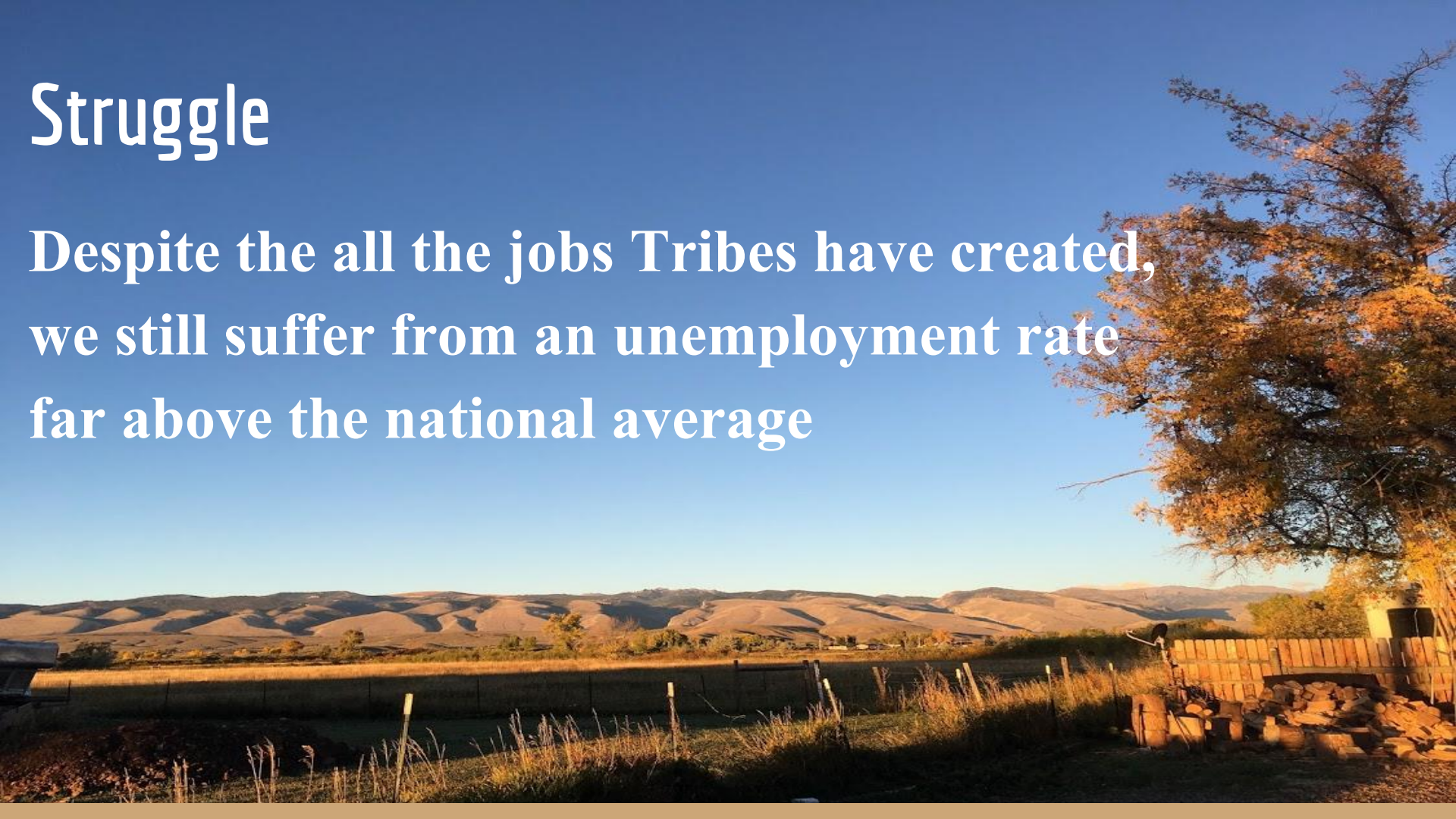
Employers

Employers who provide career guidance, training, education, mentorships and other resources develop successful employees.



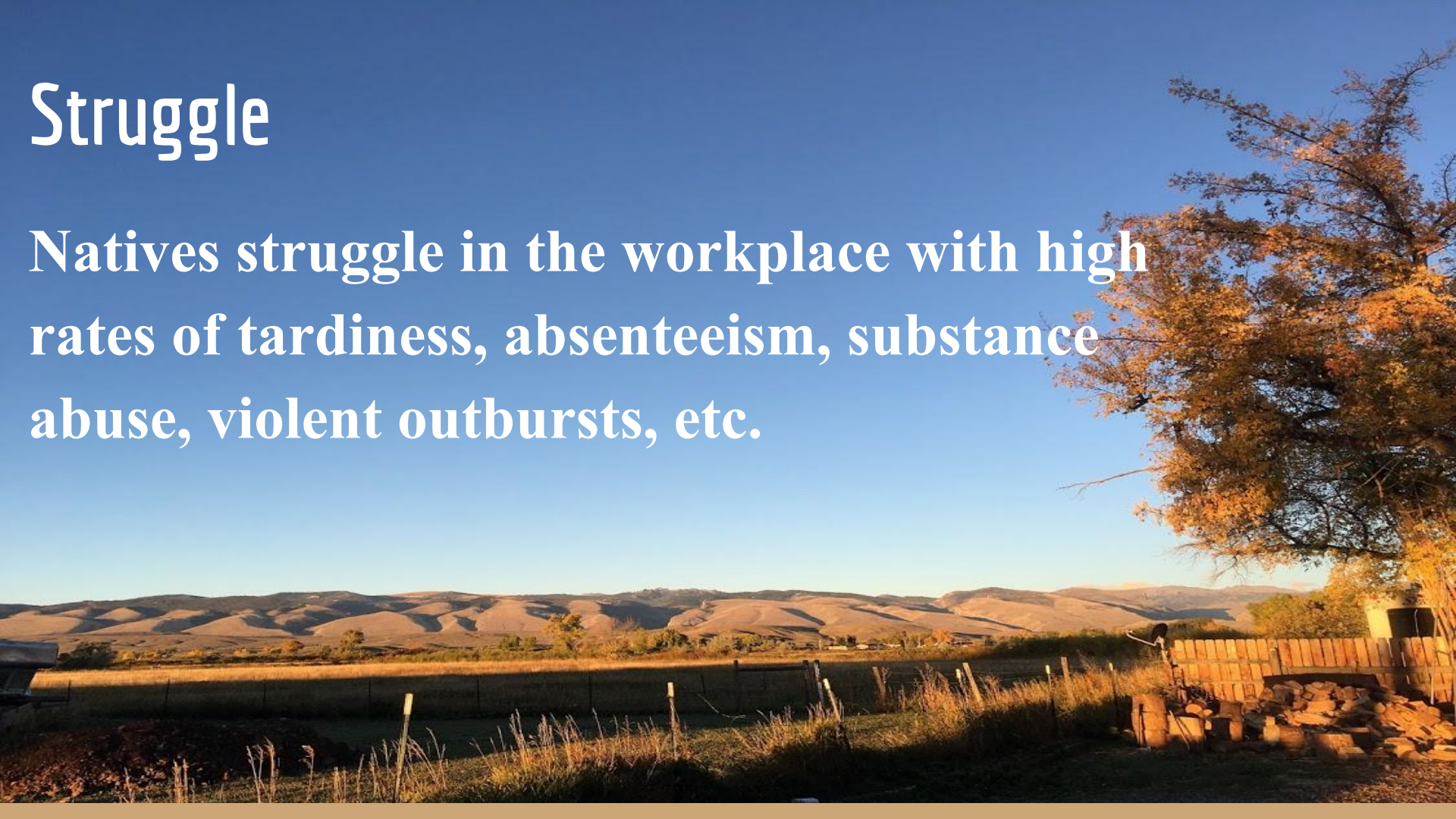
Struggle

Despite the all the jobs Tribes have created,
we still suffer from an unemployment rate
far above the national average



Struggle

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



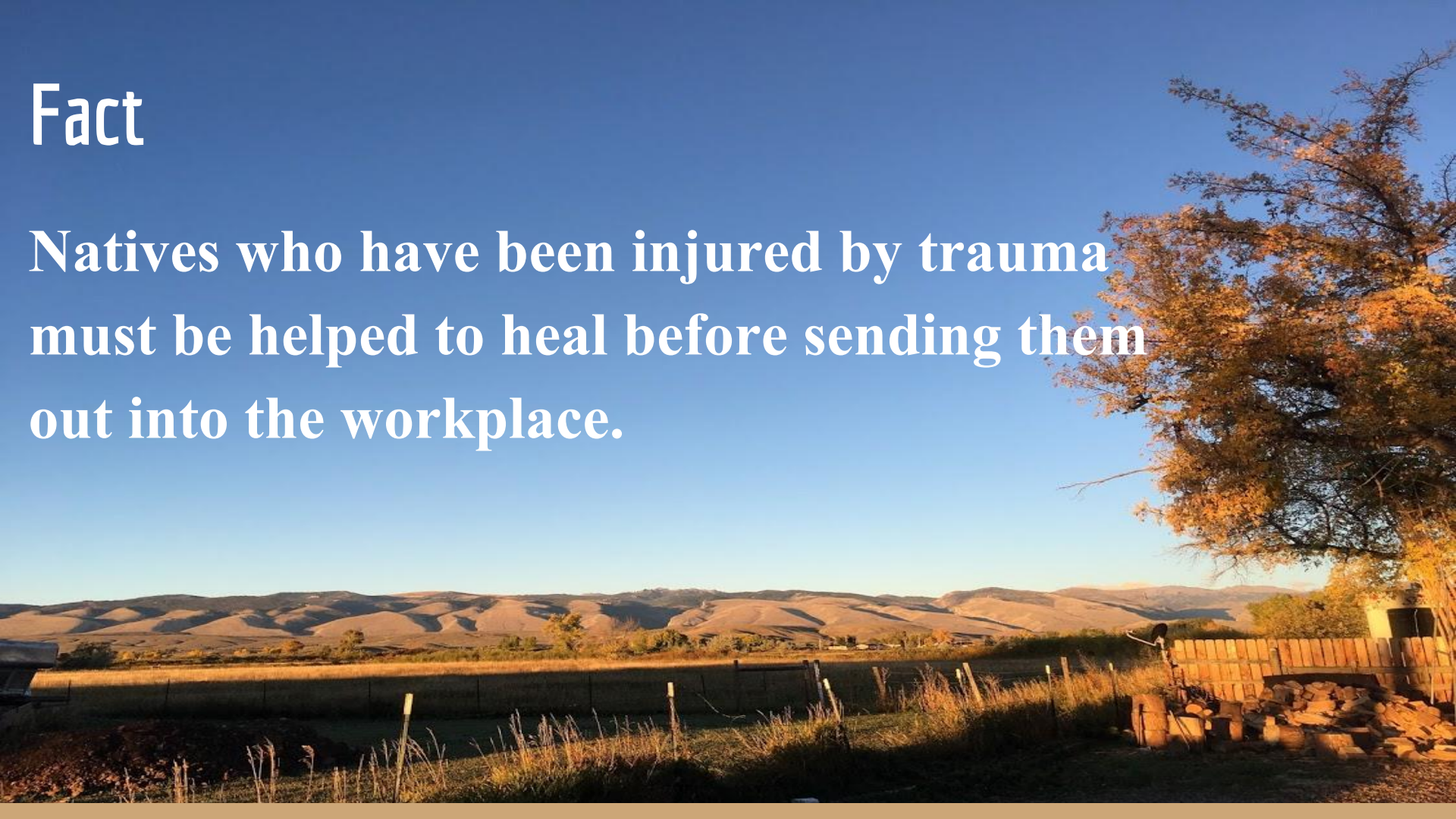
Fact

Natives have difficulties holding jobs.



Fact

Natives who have been injured by trauma must be helped to heal before sending them out into the workplace.



Fact

Being tough does not promote healing.



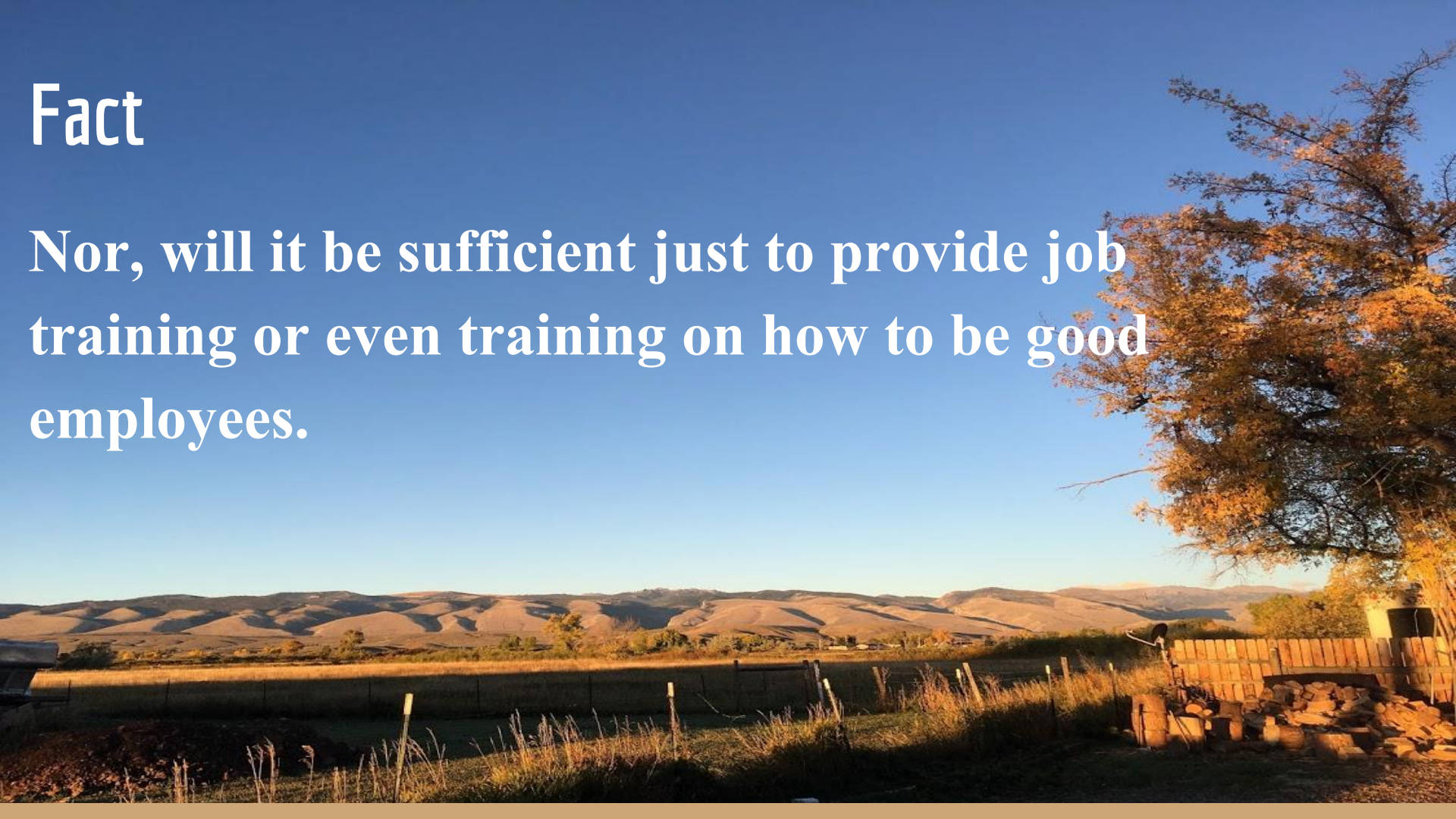
Fact

**All of the motivation in the world will not
promote healing.**



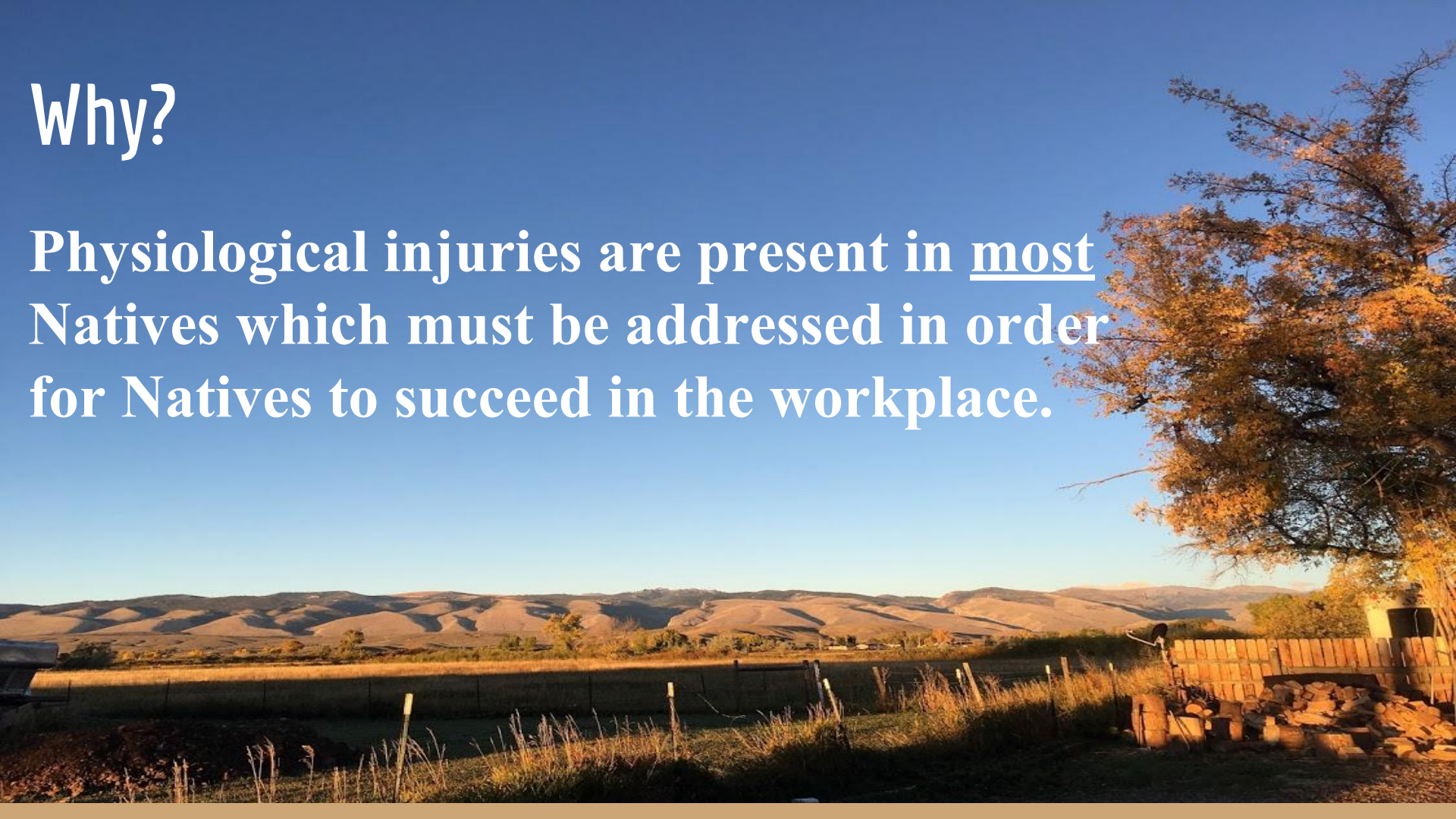
Fact

Nor, will it be sufficient just to provide job training or even training on how to be good employees.



Why?

Physiological injuries are present in most Natives which must be addressed in order for Natives to succeed in the workplace.



What is Wellness?

Wellness is being in good physical and mental health.



What is Wellness?

Mental health and physical health are linked, problems in one area can impact the other.



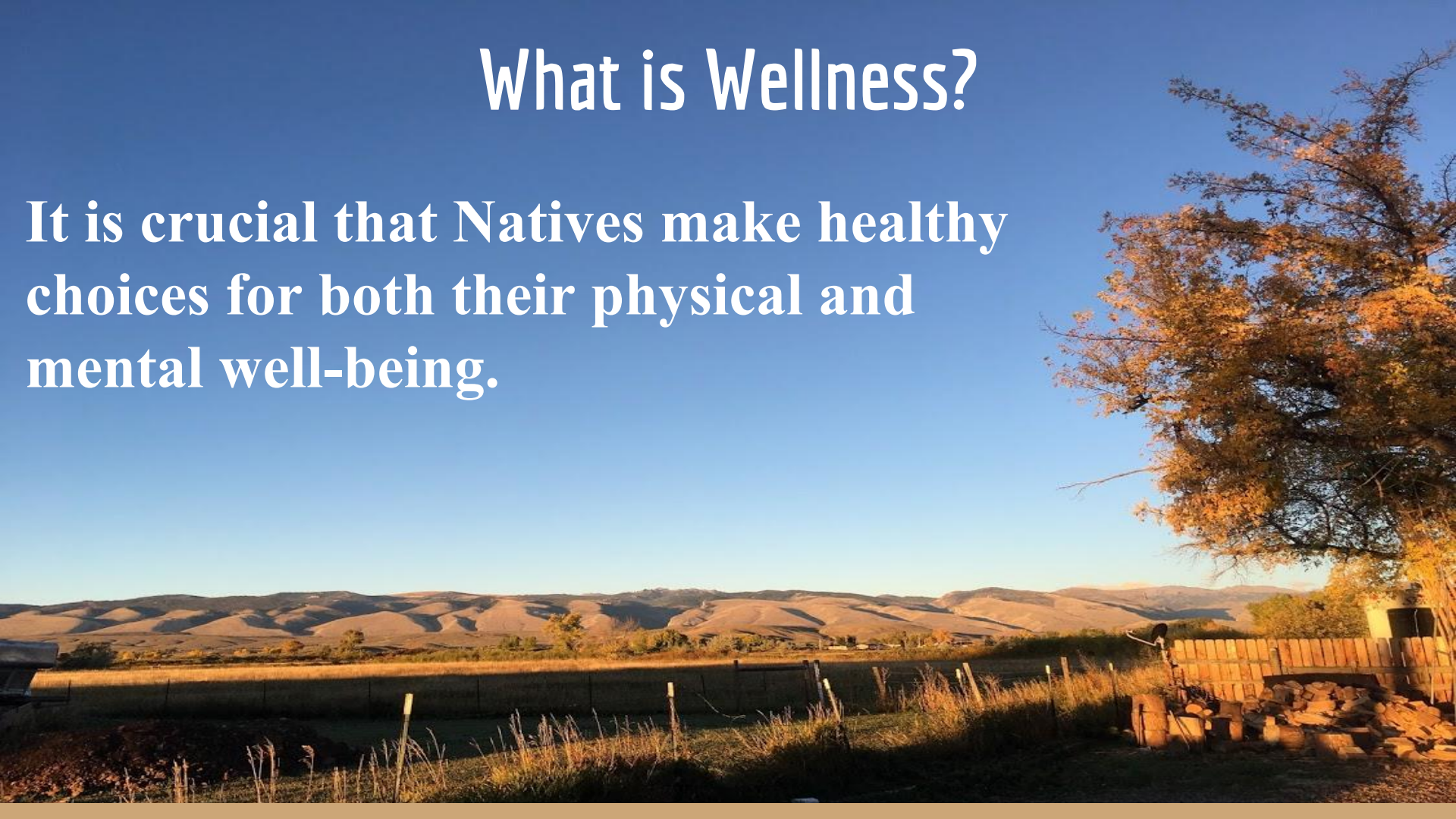
What is Wellness?

At the same time, improving physical health can also benefit mental health and vice versa.



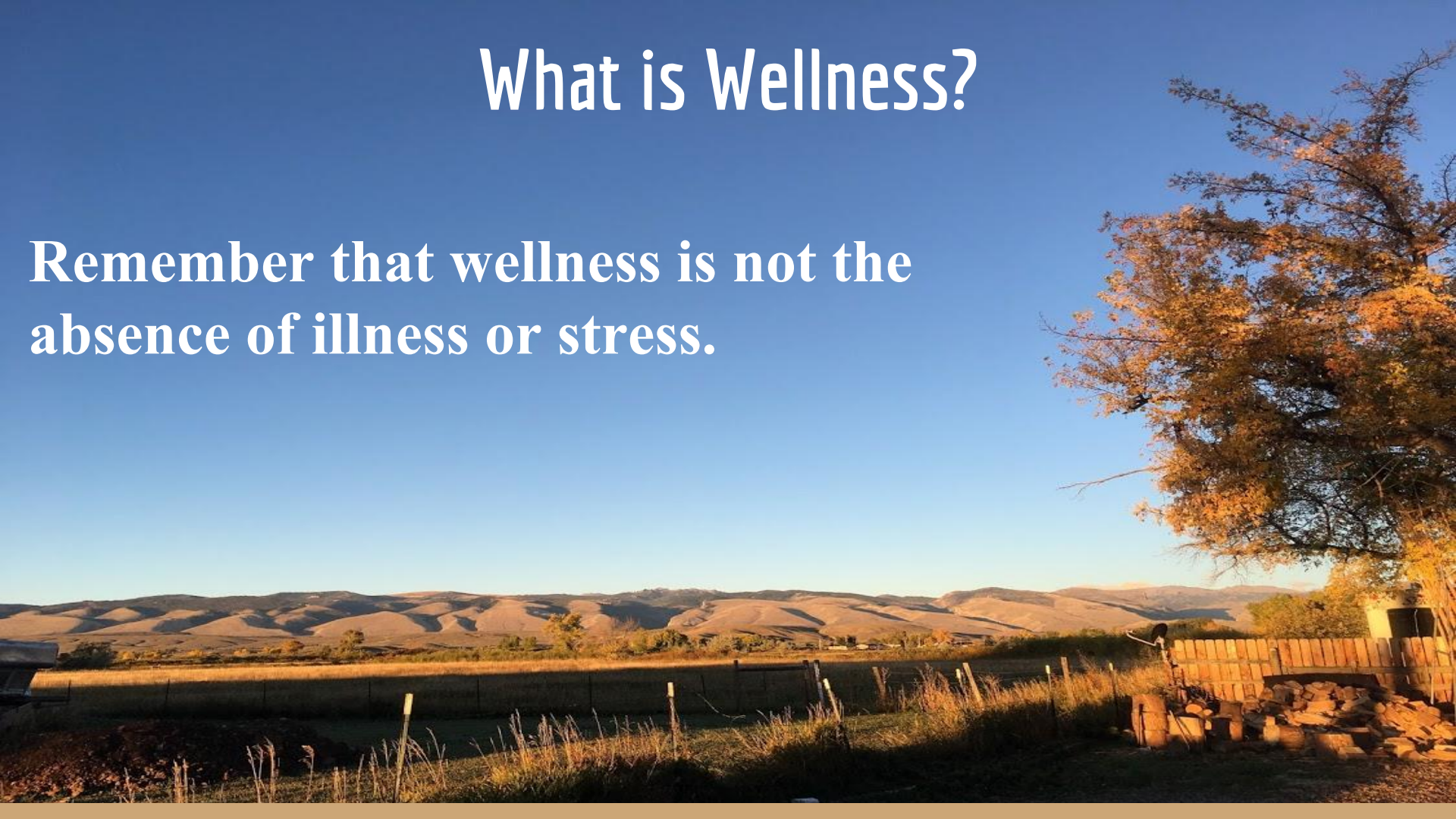
What is Wellness?

It is crucial that Natives make healthy choices for both their physical and mental well-being.



What is Wellness?

Remember that wellness is not the absence of illness or stress.





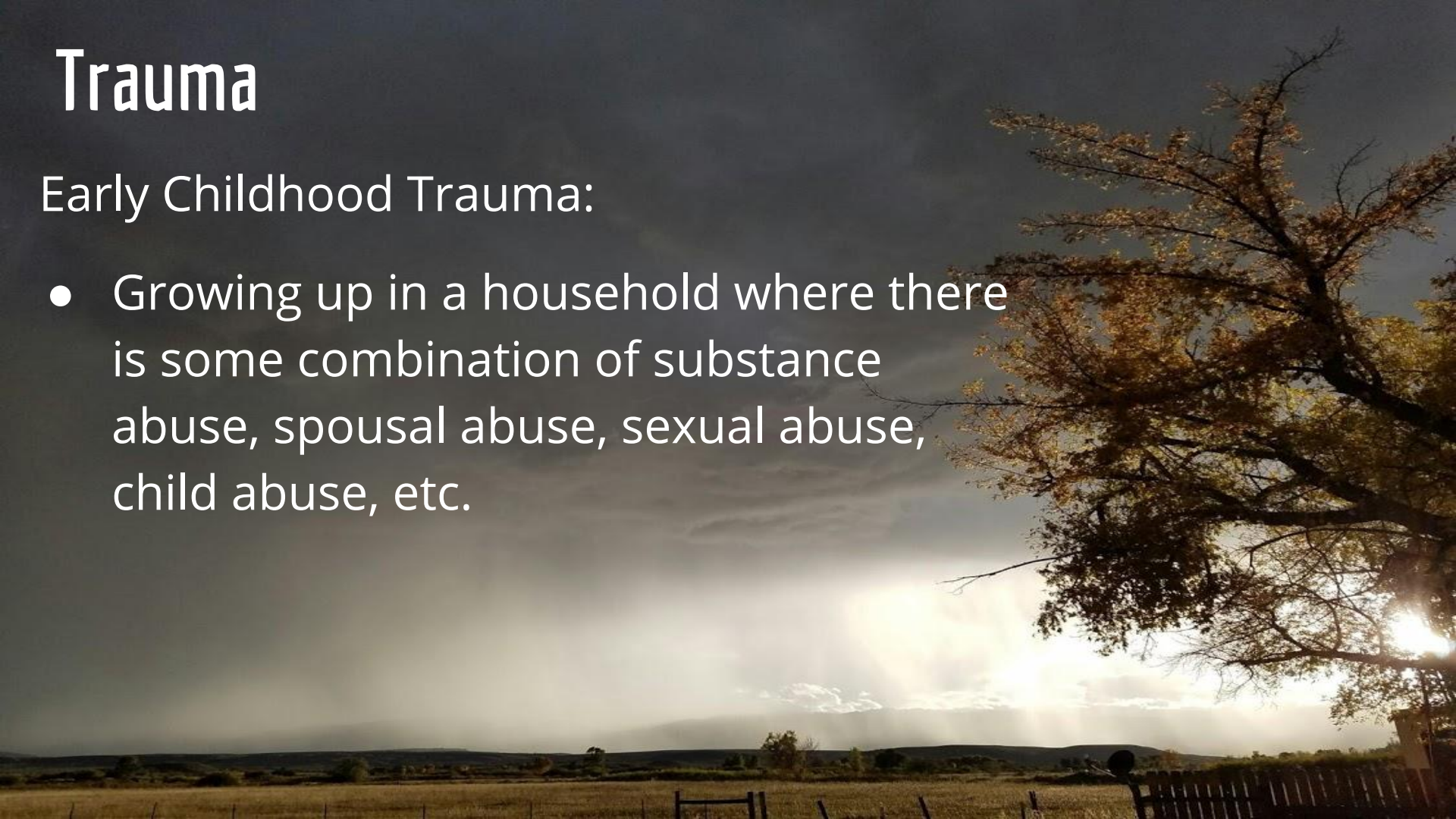
The Journey to Wellness

**To move forward we must
acknowledge where we have been...**

Trauma

Early Childhood Trauma:

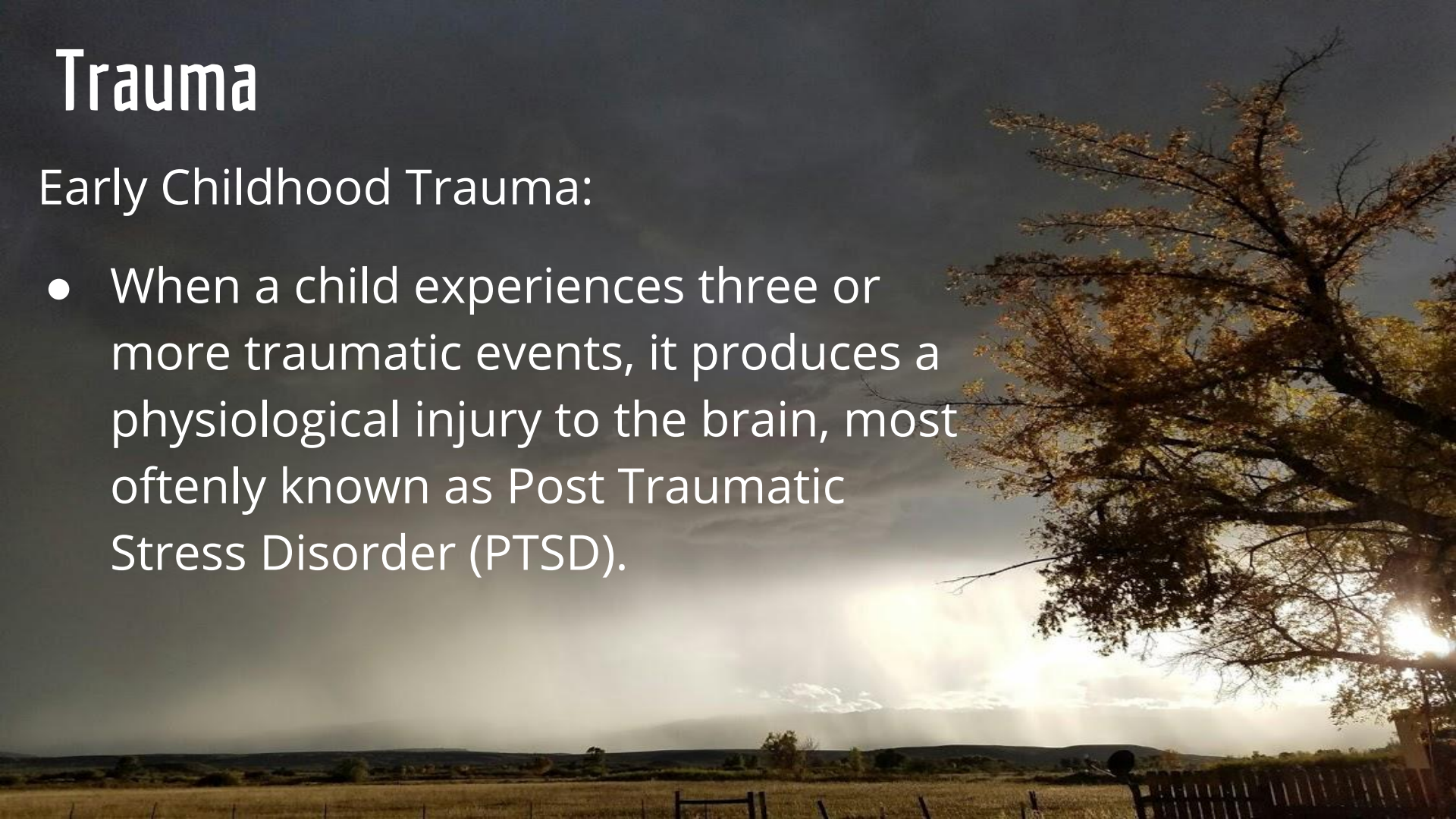
- Growing up in a household where there is some combination of substance abuse, spousal abuse, sexual abuse, child abuse, etc.



Trauma

Early Childhood Trauma:

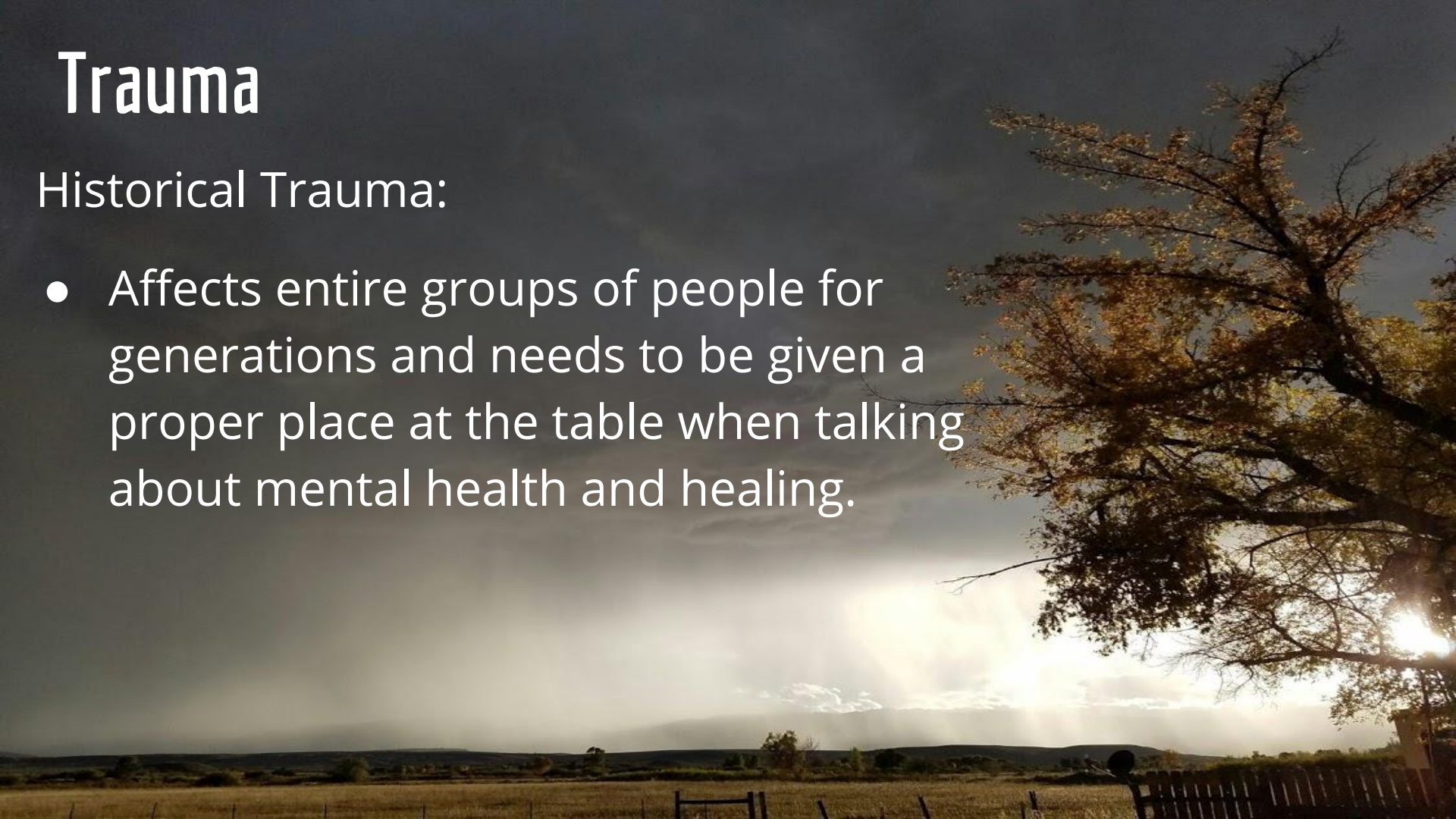
- When a child experiences three or more traumatic events, it produces a physiological injury to the brain, most often known as Post Traumatic Stress Disorder (PTSD).



Trauma

Historical Trauma:

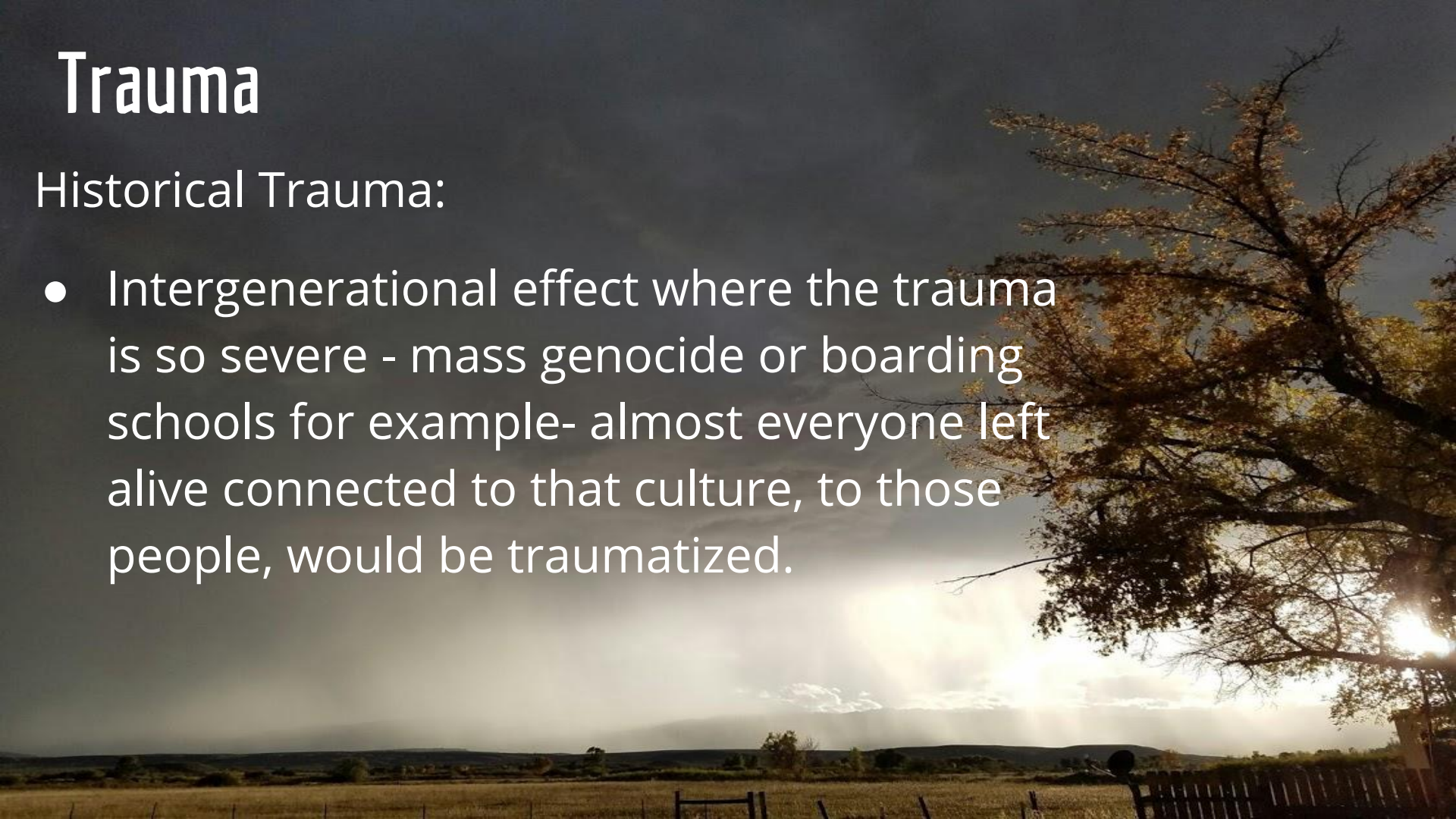
- Affects entire groups of people for generations and needs to be given a proper place at the table when talking about mental health and healing.



Trauma

Historical Trauma:

- Intergenerational effect where the trauma is so severe - mass genocide or boarding schools for example- almost everyone left alive connected to that culture, to those people, would be traumatized.



Trauma

The horror we suffered, that we still suffer,
has left our communities scarred.



Trauma

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

- Experience serious psychological distress 1.5 times more than the general population.
- Experience PTSD more than twice as often as the general population.
- Experience suicide as the 2nd leading cause of death among those who are 10-34 years of age.
- Use and abuse alcohol and other drugs at younger ages, and at higher rates, than all other ethnic groups.

Trauma in the Workplace

A landscape photograph showing a silhouette of a forest and mountains against a sunset sky. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The foreground is dark, with the silhouettes of trees and mountains.

This is not a question of forgiving an employee's misconduct.

Trauma Informed Program in the Workplace

A landscape photograph showing a silhouette of a forest and mountains against a sunset sky. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The foreground is dark, with the silhouettes of trees and mountains.

Scientists have found that the physiological injuries caused by trauma can heal.

Trauma Informed Program in the Workplace

A landscape photograph showing a silhouette of a forest and mountains against a sunset sky. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The foreground is dark, with the silhouettes of evergreen trees and a mountain range.

A key element of such a program involves using our culture.

Trauma Informed Program in the Workplace

A landscape photograph showing a silhouette of a forest and mountains against a sunset sky. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The foreground is dark, with the silhouettes of trees and mountains.

A program of this kind will promote full employment for the present generation.

Trauma Informed Program in the Workplace

A landscape photograph showing a silhouette of a forest and mountains against a sunset sky. The sky transitions from a dark blue at the top to a bright orange and yellow near the horizon. The foreground is dark, with the silhouettes of trees and mountains.

A program of this kind will prevent us from passing on the trauma to future generations.

Purpose

A silhouette of a forest against a sunset sky. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The foreground is dark, showing the silhouettes of trees and a low ridge.

Members of our
Tribes are our
most important
resource.



100%

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

Employment

Promotes stable families, healthy communities and economically vibrant Tribes.



Too often career limiting behaviors will jeopardize the welfare of our people, our families, our jobs and our relationships.

Embedded Leaders

“They are the backbone of their families & communities.”



Embedded Leaders

“They tell their children,
grandchildren and great-great
grandchildren what to do and how to
do it.”



Mutual Respect

“You believe that I care about you and vice versa.”

When we feel respected, it encourages us to stay communicating because we feel safe. We care about each other.



Mutual Purpose

**“You believe that I care about you
what you care about and vice versa.”**

**It is the foundation of trust. We trust
each other.**



Mutual Meaning

“We share our ideas, opinions, facts and feelings.”

As all of us contribute complete and accurate information and develop a shared understanding, we make better decisions. We share information.



At Risk

**“Telltale signs that mutual respect,
purpose & meaning are at risk.”**

**Lying. Twisting things. Pouting. Looks
of fear. Pain. Hurt feelings. Anger.
Yelling. Name calling. Labeling. Insults.
Threats. Interruptions.**



Stories We Tell Ourselves

“What do we see and hear?”

Based off what we see and hear, we tell ourselves a story, then that story causes us to feel, then we act (or not) and then we come to our judgements, conclusions or wonderful opinions based off of what we heard and saw.



Three Stories

**“Victim, Villiam & Helpless Stories:
It’s not my fault.
It’s all their fault.
There’s nothing I can do about it.”**

**These stories keep us from becoming
a part of the problem & solution.**



Crucial Conversations

- Opposing opinions
- Strong emotions
- High stakes

When conversations turn crucial, we need to question our emotions. We need to give up the certainty that our stories are facts.



Mastering Our Stories

**“If you want to change your results,
change your story.”**

**We have to tell a new story. We need
to gather more information. We need
to rethink our conclusions,
judgements and opinions.**



The New Story

“Tell it well and truthfully.”

Study, understand and slowly work through your stories. Practice telling your stories, you will have many opportunities to practice.



“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.**

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

My Trauma

Fired September 9, 2017 by General
Council

NABC split vote 3 to 3

Lawsuit filed in Tribal Court



Hohou!

Contact:

**Andi Clifford Consulting &
Training LLC**

P.O. Box 2022

Riverton, WY 82501

aclifford72@gmail.com

(307) 840-4327

