

Historic Trauma Issues for Native Americans in the Workforce and Society

Consultant/Presenter
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Proposed Program Length: 3.5-6 hours

Learning Objectives: 1) learn and apply a definition of historic trauma as it regards Native Americans and Native Alaska; 2) explore three elements that impact dynamics involving Native Americans, Native Alaska and non Natives; and 3) apply a tri-level diagnostic and prescriptive model to cross-cultural communication.

Short Description: Within Indian Country, issues of multi-generational trauma are referred to as historic trauma. This session provides both background and foreground into how it plays out in conflict situations involving Native peoples and why issues are tightly bound up in the experience and expressions of trauma. This session is specific to Native groups, but applications to other identity groups will be identified for participants.

Long Description: Among Native peoples, issues of inter-generational and multi-generational trauma continue to be measured by multiple sociological indicators and have come to be referred to as Historic Trauma. While there is immense diversity of history, culture and language among the more than 600 Native American and Native Alaska identity groups, the issue of historic trauma is often an invisible deterrent to conflict resolution. Efforts toward peacemaking is recently transcending boundaries of individual communities so that there is a new dialogue bringing groups together toward common goals of resolution and healing, including movements toward longitudinal forgiveness and peacemaking within Native Country directed toward the common purpose of healing and creating wholeness within and between native communities and others.

Recognizing that life experiences of each Native American and Alaska Native federal employee within the federal government may include more or less of the impacts of trauma and may be or not be compounded by experiences of non-inclusion or discrimination, the effects of history will be present to varying degrees in conflict situations involving Native Americans.

Program Level: Intermediate

Categories: 1) Skill Building; 2) Diversity and Equity; and 3) Challenges Common Assumptions.

Equipment Requested: 1) Computer projector with speakers.