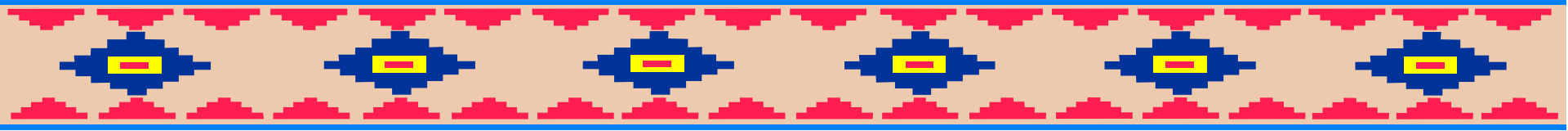




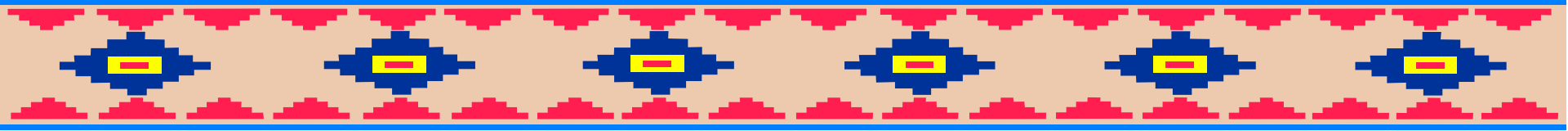
The Diné Project

A project designed to enhance
vocational rehabilitation
services to disabled Native
Americans





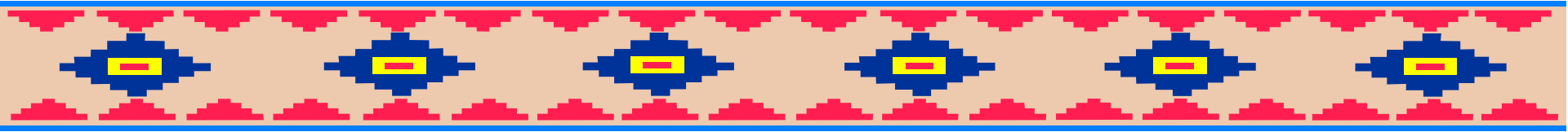
What is an Indian?


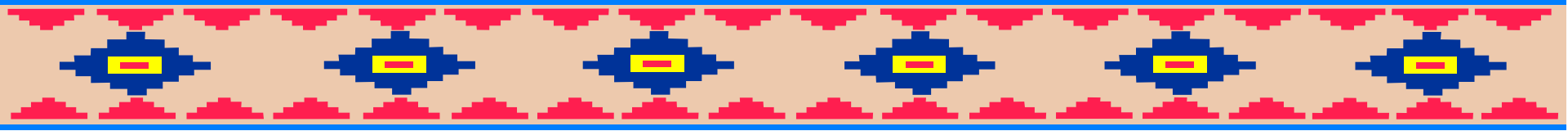
- Tribal definition
 - BIA definition
 - Department of Ed. Definition
 - U.S. Census
- 



General Information Regarding Native Americans in the U.S. Today

- According to the 1990 Census, there are about 2 million Native Americans in the country.



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- 510 Federally-recognized Tribes
 - 200 Native languages still spoken
 - 49% live on reservations or trust lands
 - 51% live in urban communities
- 

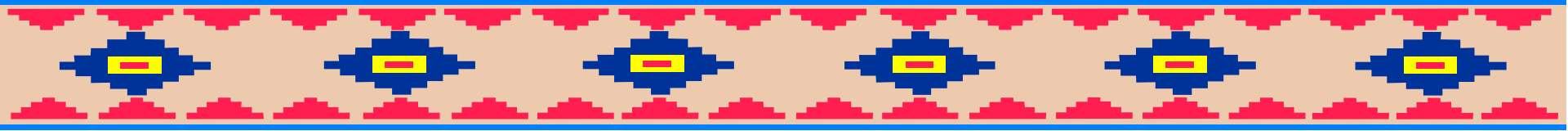



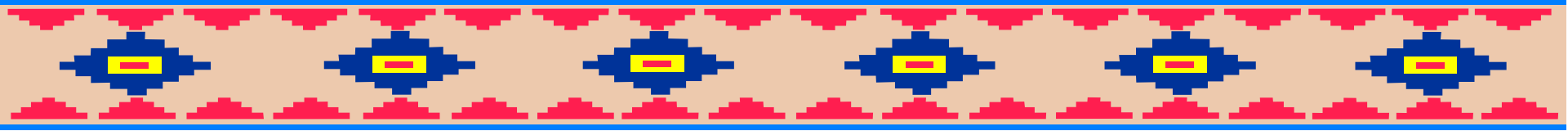
States with highest Indian populations:

- Oklahoma
 - California
 - Arizona
 - New Mexico
 - Alaska
- 



What is the health profile for Native Americans?

- Greatest number of persons with disabling conditions of all ethnic groups in U.S.
 - Specific learning disabilities
- 

- 
- Alcoholism/substance abuse
 - Disabilities due to accidents/injuries
 - Diabetes
 - Lupus erythematosus
 - Rheumatoid arthritis
- 



Key Concepts

Rehabilitation Techniques

Outreach

Service Delivery





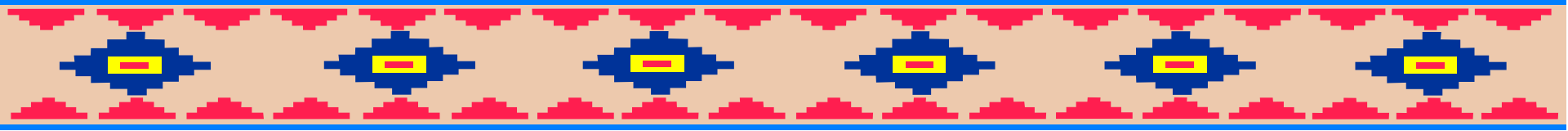
Cultural Values and Differences

Diné Project
Western Washington University



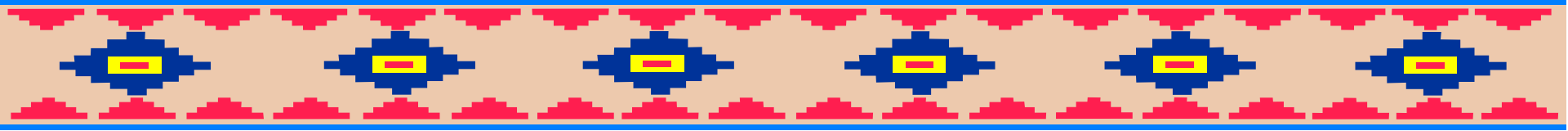


Introduction

- We are all products of our own histories and identities.
 - Edward B. Tyler in 1871 stated that culture is “that complex whole which includes knowledge, belief, art, morals, law, custom, and any other capabilities and habits acquired by man as a member of society”.
- 

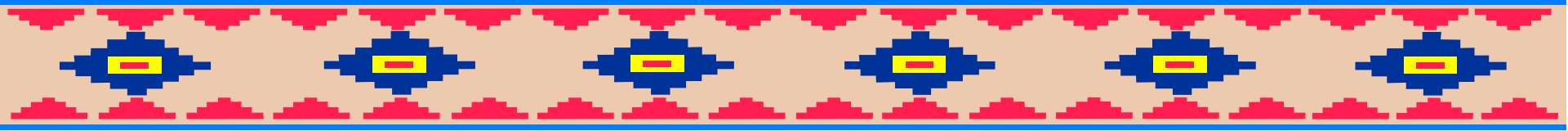



Our Histories

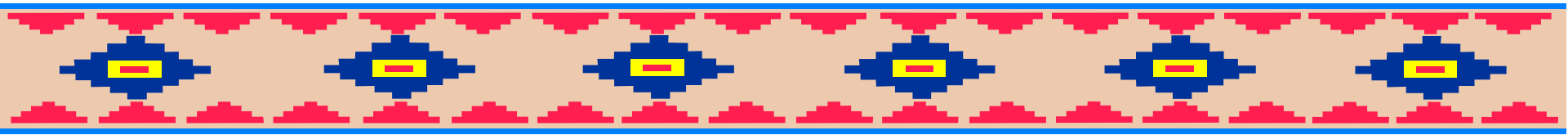
- The Ancestry Ceremony – similarities and differences – each person has their own special blend of culture
 - When Tyler wrote his definition of culture, consider that some tribes had only had contact with Euro-culture for 57 years – Lewis and Clark in NW in 1804
 - Just as Euro-culture is vastly diverse, so too are Native American cultures
- 




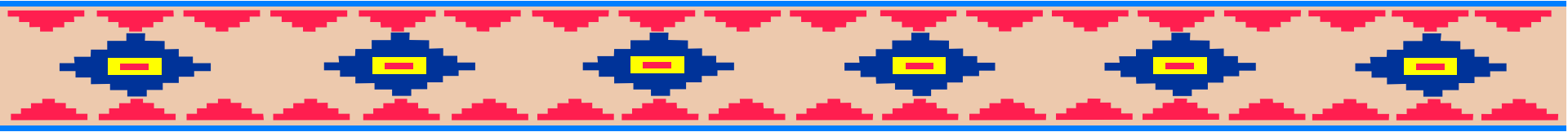
Some differences in our cultures

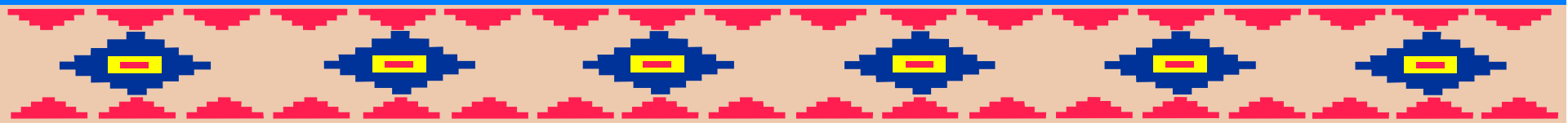
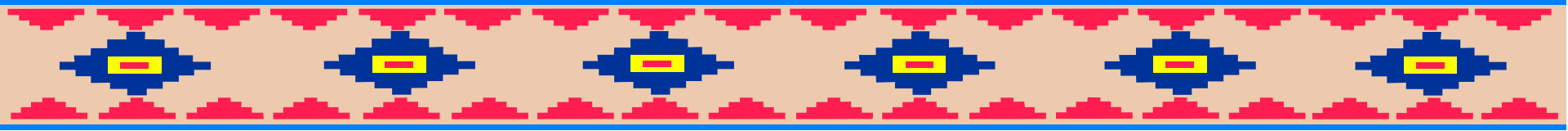
- Life force: Native view is that there is life in all things (plants, stones)
 - Community: The group/tribe is vital – what is good for the tribe is good for us.
 - Time: Native belief is that time is used as it comes – “When it is time, it is time”.
 - Age: Natives value wisdom of the elders – they are to be cherished and honored.
- 


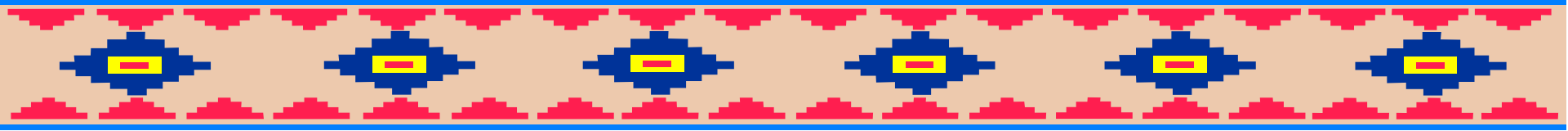
- 
- *Giving and sharing:* Probably one of the most important faces of our people – we are very similar throughout the nation in this aspect. Giving is a vital component to our medicine people; name giving, and memorials, as well as daily life. Sharing foods during the “first foods” feasts – everyone takes something home.



- 
- *Medicine:* Our medicine treats our mind, body, and our spirit. If one is out of sync, then the rest of our existence is not well. We use our medicine people even when we are well.
 - *Traditional healing:* Traditional healing may be seeing a medicine person, using special herbs, partaking in the sweat house, winter dances, and other ceremonies.




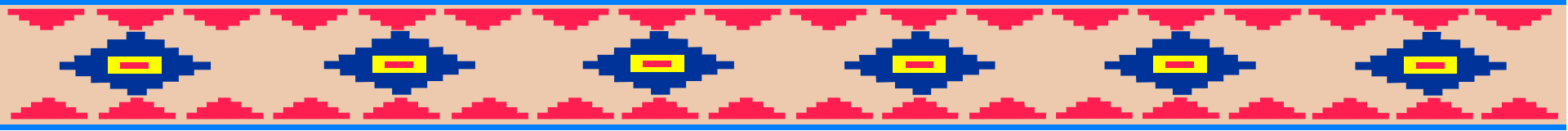
- 
- Money: Generally, we do not “bond” well with money or saving.
 - Family: All members (brothers, sisters, aunts, uncles, grandparents) are important and hold special places in our lives.
 - Heritage: Our heritage and history are key to our continued existence – we remember from whence we came.
 - Mother Earth was put here to help us survive – if we take care of it, it will take care of us.
- 


- 
- Cooperation: Getting along with one another is needed for us to survive.
 - Patience: Things will happen when it is time for them to happen.
 - Nature: Native view is to live in harmony with it – seasons – cycles
 - Today-orientation: Today is a good day and our history helps us live today as well.
 - Religion/spirituality: It is a way of living and encompasses all aspects of our existence.
- 



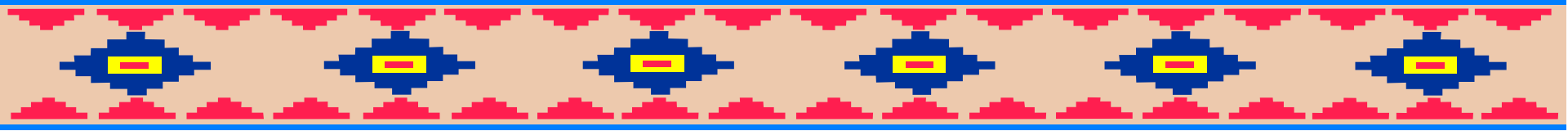
The Culturally-Skilled Counselor

- Is aware of own culture and values
- Is sensitive to circumstances of others
- Understands the history of minorities in the U.S.
- Communicates “appropriately” in sending and receiving messages

- 
- Generates variety of responses (both verbal and nonverbal)
 - Is comfortable with difference
 - Has knowledge of the particular group with which he/she works
 - Is able to advocate within institutional barriers
- 



Placement/employment Issues in Working with Native Americans with Disabilities

- Competitive employment
 - Family involvement
 - Community supports
 - Self-employment plans
 - Relationship building
 - Employment follow-up
- 

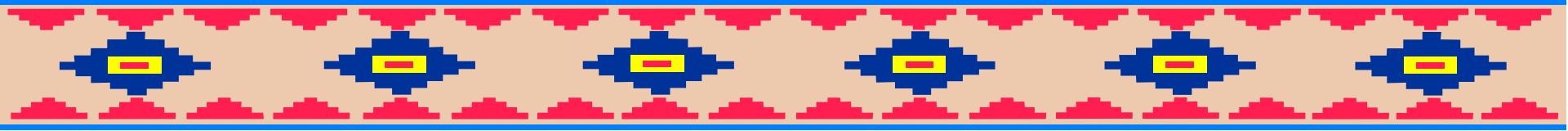


Other potential issues:

- Transportation
 - Telephone
 - Child care
 - Time
- 

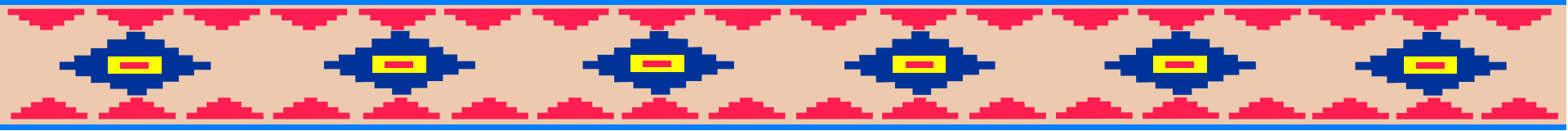



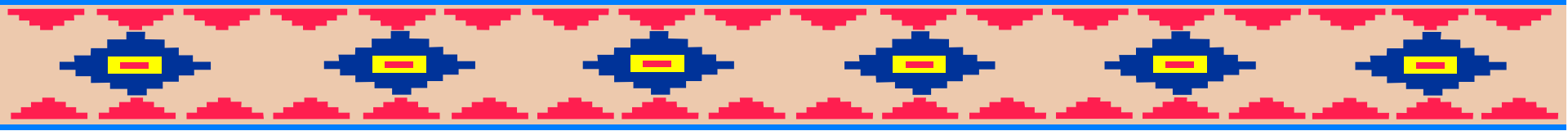
Barriers to Service Provision

- Transportation
 - Communication
 - Employment Opportunities
 - Cultural Differences
 - Trust issues
 - Diversity within Native groups
 - Acculturation/assimilation differences
- 



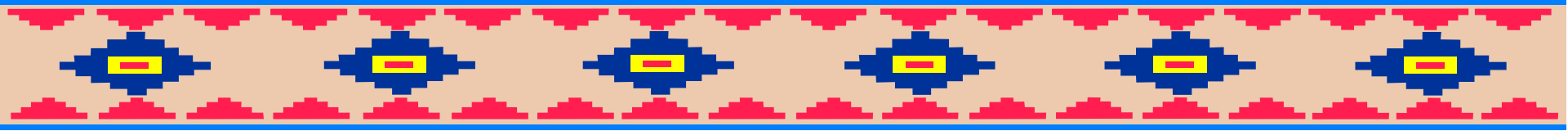
Methods that Work


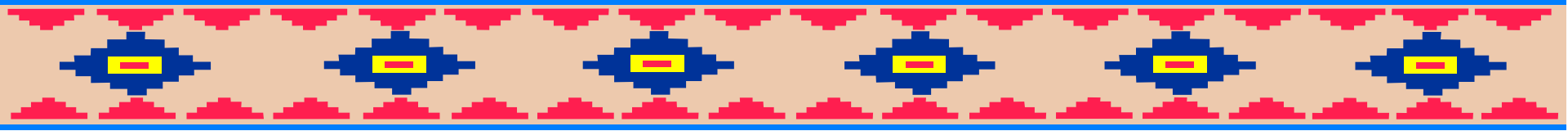
- Community-centered services
 - Use of Tribal media to get the word out
 - Linkages with tribal social service providers
- 


- 
- Participation in Tribal activities (pow-wow, etc.)
 - If not an understanding, a respect for diversity in tradition and values
 - Family/extended family involvement
- 



Systemic strategies

- Cooperative agreements
 - Native liasons
 - Invitation to participate in state training
 - Mentoring
- 

- 
- Information booths at Native gatherings
 - Native presenters for in-service trainings
- 

- 
- Basic knowledge of traditional healing practices (34 CFR 361.71)



The Diné Project

- YEAR ONE ACTIVITIES
 - Project Advisory Council
 - CANAR Executive Board
 - Select three target stores
 - Develop training design
 - Meet with identified participants
 - Organizational development training
 - Organizational development evaluation
 - VR Counselor training materials development
 - VR Counselor training evaluation
 - TA as needed



The Diné Project

- YEAR TWO ACTIVITIES
 - Convene Project Advisory Council for review
 - Convene CANAR Executive Board for review
 - Select three target states
 - Training materials development continued
 - Meet with three target states
 - Meet with identified participants
 - Organizational Development and VR Counselor training
 - Technical assistance as needed

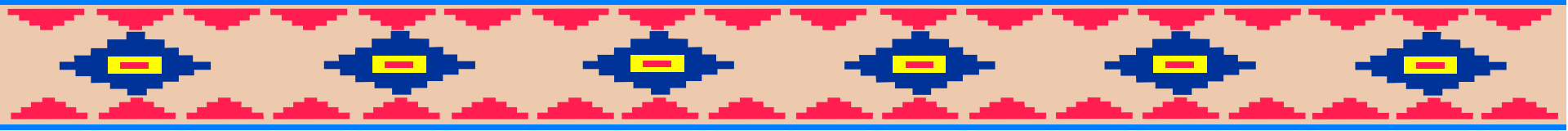


The Diné Project

- YEAR THREE ACTIVITIES
 - Materials review
 - Review with Dine Project Council and CANAR
 - Disseminate to RCEP Consortia/State Rehabilitation in-service educators
 - Evaluation of sessions
 - Qualitative/quantitative questionnaire
 - Questionnaire review by focus group
 - Data analysis
 - Results dissemination conference
 - RCEP Consortium
 - Analysis of evaluation and final report
 - Follow-up TA

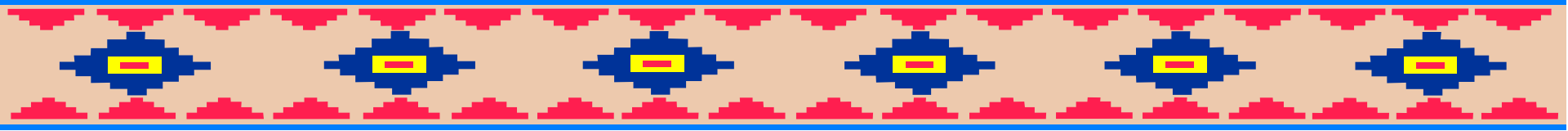


Outreach

- Community-centered services: Services are available in the community of the consumer
 - Initiation of cooperative and collaborative agreements after dialogue between state agency(s) and Native American organizations
 - Media communications: Use of tribal newsletters/papers, radio, television, brochures to advise the community of Vocational Rehabilitation service availability
 - Set up information booths at Native American pow-wows or other activities
- 

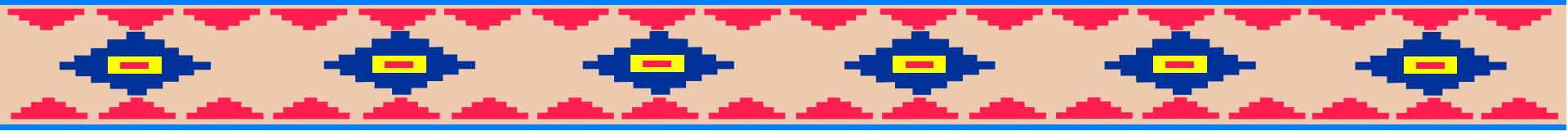


Rehabilitation Technicians

- Native Americans trained to work with VR staff to perform outreach and provide service
 - Native Americans, familiar with the community, who can provide linkages to the Native population
 - Persons who provide insight and knowledge regarding what works in their arena
 - Individuals who will assist the agency in identifying and preparing resource materials for use by the agency and the Native community
 - Persons who may be employed as a state employee or contracted staff (position description developed collaboratively between state and Native organizations)
 - A Native American who is aware of tribal culture and familiar with Native healing practices
- 



Service Delivery

- Community-centered vocational rehabilitation
 - Is time of the essence?
 - Recognition of the importance of family and extended family relationships
 - Employment goals which may add unique meaning to “competitive employment”
 - Checks in place to identify ebbs and flows of service to disabled Native Americans in the VR process
 - Testing/evaluation instruments culturally unbiased
 - Commitment to serve Native Americans a priority
- 



The Circle

- Embracing difference and diversity is key to existing in today's world
 - Our people talk about circles – in the universe, we are all part of the circle. If one part of the circle is negatively affected, its effect is felt by all
- 