



## Siwash *Native Resources*

812 S. Pacific Hwy, #2, Talent, OR 97540  
(541) 535-2246 email: clatsop1@hotmail.com

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### **Trainings For Communities**

#### ***The Bridge Model of Bi-Cultural Strengths***

##### ***You Are the Bridge: A Bi-cultural model for the 21<sup>st</sup> Century***

We introduce the concept of bridge-building, help each individual to identify where he/she and their organization is on the Cultural Competence Continuum, discuss and identify known (and potential) barriers to accessing and serving minority populations, and begin to identify individual and organizational solutions for these. These trainings build upon the foundational concept that “bi-culturalism” is the healthiest way for most minority individuals and organizations to get their needs met and retain their identity. The goal of becoming bicultural is more desirable than “assimilated” or “acculturated” because it validates the ‘two worlds’ that most of us live in and we are not asked to give up our necessary cultural strengths. In fact, bi-culturalism encourages us to strengthen and build upon these cultural strengths. This is a highly visual, self-reflective, and action-oriented training.

#### ***Using the Hierarchy of Resorts Model***

##### ***Barriers to Services for Native People***

##### ***Identifying & Meeting the Special Needs of Urban/Rural (non-rez & hidden) Native People***

##### ***Do’s & Don’ts for Working With Native People***

The Hierarchy of Resorts Model (from health care & nursing models) teaches us that Native and other minority populations have unique strategies for accessing resources to solve problems.

These strategies are based on 4 interacting factors:

1. The Level of Severity/Need
2. Accessibility
3. Convenience
4. Cultural Respect/Appropriateness

We explore each of these factors in relation to the community service organization’s culture (policies, practices, etc.), share input from local minority participants (insiders), and create action plans for solutions to identified barriers.

#### ***All People Are Multicultural***

We will emphasize the multiple cultures and subcultures of people and how these effects their use of health and medicine (9/7/88, 600)

***Community Resources for Minority People***

***Identifying & Using Local Resources for Working with Minority People***

***Challenges of Unrecognized/Terminated Tribal People***

***Resources for Working with Local Native people***

We will identify and provide resources that meet the special needs of your “hidden” community members so that you can increase your organization’s effectiveness, participation, follow-through, and retention.

***Complete A Cultural Competence Evaluation***

**For Individuals**

***The Cultural Competence Continuum:*** Cultural Destructiveness, Cultural Incapacity, Cultural Blindness, Cultural Pre-Competence, Cultural Competence, Cultural Proficiency.

**For Organizations**

***The Culturally Competent System of Care:*** Valuing Diversity, Cultural Self-Assessment, Dynamics of Difference, Institutionalization of Cultural Knowledge, Adaptation to Diversity, A Value Base for Cultural Competence.

***Who Are Your People? – What is Your Purpose?***

***Who Is Your Community? – What is Your Purpose?***

A Traditional greeting of the Lakota is “Who are your People?” We explore the concept

**In General ....**

**Possible Themes:** Community organizing, Social Justice, Bi-culturalism, Cultural Competence, Health

