Relational Worldview
A tribal and cultural framework for service delivery and program development

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What is “culture”?

• Let’s brainstorm…

• the integrated pattern of human knowledge, belief, and behavior that depends upon man's capacity for learning and transmitting knowledge to succeeding generations

• the customary beliefs, social forms, and material traits of a racial, religious, or social group

• the set of shared attitudes, values, goals, and practices that characterizes a company or corporation
Individual Cultural Competence

“The state of being capable of functioning effectively in the context of cultural differences”
Elements of Cultural Competence

1. Awareness and acceptance of difference
2. Awareness of own cultural values
3. Understanding the “dynamics of difference”
4. Development of cultural knowledge
5. Ability to adapt practice to fit the cultural context of the client/family
Linear Worldview
Social Work/Medical Model

Cause → Effect → New Cause → New Effect

Social History → Presenting Problem → Assessment → Treatment → Outcome
Relational Worldview
Native and Tribal Thought

Context
Mind
Spirit
Body

BALANCE
Relational Worldview
Native and Tribal Thought

• Fluid, cyclical view of time
• Each aspect of life is related
• Services aim to restore balance
• Interventions may not be directed at “symptoms”
• Underlying question is “how?”
Relational Worldview
*Individual and Family Level*

- Social History
- Economics
- Work/School
- Family/Peers
- Community
- Culture
- Innate Positive
- Learned Positive
- Innate Negative
- Learned Negative

Mind

- Knowledge/Judgment
- Thinking Process
- Self Esteem
- Memories
- Emotions
- Bio-Chemistry
- Genetics
- Health Status
- Sleep/Rest State
- Substance Use/Abuse

Body

Context

Spirit
From Individual to Organization

• The model of balance can be applied to organizations and communities.
• Each element of the individual model has a parallel in an organization.
• This is the basis for NICWA’s approach to technical assistance.
Relational Worldview
Organization and Community Level

(Context) Environment
(Mind) Infrastructure
(Spirit) Mission
(Body) Resources
Relational Worldview

Organizational Level

- Physical
- Economic
- Political
- Social
- Mandate
- Org. Spirit
- Values
- Purpose
- Vision
- Mission
- Policies/Procedures
- Mgmt. Structure
- Personnel Mgmt.
- Fiscal Mgmt.
- Service Design
- Strategic Plans
- Human Beings
- Leadership
- “Champions”
- Information
- Funding
- Coalitions
Let us put our minds together and see what kind of life we can build for our children.

- Sitting Bull.