Utilizing Cultural Intelligence to advance Tribal engagement and partnerships

James Rattling Leaf, Sr.

Hosted by the CIRES Diversity, Equity and Inclusion (DEI) Program

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Recording will be available on Inside CIRES
Icebreaker activity
(CU Boulder talk)

Come up with **two words** that you think of when you imagine navigating cultural difference.
Icebreaker activity
(DSRC talk)

Come up with **two words** that you think of when you imagine navigating cultural difference.
Our seminar speaker

James Rattling Leaf is a global Indigenous Consultant and Principal of the Wolakota Lab, LLC who serves as a guide and inspiration to organizations to work more effectively with Indigenous Peoples for a more equitable world. He has over 25 years’ working with the US federal government, higher education institutions and non-profits to develop and maintain effective working relationships with federally and non-federally recognized American Indian tribes, tribal colleges and universities and tribal communities.

He specializes in developing programs that utilize the interface between Indigenous people’s traditional knowledge and western science. He sees a greater vision of human knowledge that incorporates the many insights of human cultures and provides a context for our better understanding of the planet and the world. Currently, he has projects with the Environmental Science Data Innovation and Inclusion Lab; North Central Climate Adaptation Science Center; Rosebud Sioux Tribe; GEO Indigenous Alliance; and the Ecological Society of America Governing Board of Directors. He is a citizen of the Rosebud Sioux Tribe and has a degree from Sinte Gleska University.

CIRES DEI Strategic Plan goal:
“improved awareness regarding cultural differences and effective relationship building with external communities”
UTILIZING CULTURAL INTELLIGENCE TO ADVANCE TRIBAL ENGAGEMENT AND PARTNERSHIPS

JAMES RATTLING LEAF
CULTURE MATTERS

- Whether your working across international borders or dealing with differences closer to home
- It matters how you build trust
- It matters how you motivate and influence others
- It matters where you are successful or not in the 21st century of life and work
CULTURE MATTERS

- **For the most part, people are agreeable that “culture matters”**

- **If you had multicultural experiences, you have experienced the impact of cultural differences**

- **Pushback: But, is it really that big of a deal? Isn’t about respecting others and common sense?**
CULTURE MATTERS

◊ **Respect and common sense will get us through a lot of our day to day interactions in a multicultural environment.**

◊ **Also, not every problem/situation is due to culture.**

◊ **Culture is only one variable that influences the challenges we face.**
CULTURE MATTERS

◈ BUT, THE TIME WHEN CULTURAL DIFFERENCES HAVE THE MOST RELEVANCE IS WHEN STRESS HITS.

◈ MISUNDERSTOOD

◈ LEAST UNDERSTOOD

◈ WHAT BEGINS AS SIMPLY AN INTERESTING DIFFERENCE PRETTY QUICKLY ERODES INTO DISTRUST
CULTURE MATTERS

- Mutual Distrust
- Different Views on Confronting Conflict
- Language and Communication Barriers
- CQ is needed!
WHY CULTURAL INTELLIGENCE (CQ)

- CQ — WHICH IS QUITE SIMPLY, YOUR ABILITY TO RELATE AND WORK WITH PEOPLE FROM DIFFERENT CULTURAL BACKGROUNDS.

- CQ APPLIES TO NATIONAL AND ETHNIC DIFFERENCES BUT IT ALSO RELATES TO THE DIFFERENCES THAT EXIST ACROSS DIFFERENT REGIONAL CULTURES, PROFESSIONAL CULTURES, GENERATIONS, FUNCTIONS AND A WHOLE LOT MORE.

- CQ USED BY LEADING ORGS ALL OVER THE WORLD
CQ DRIVE (MOTIVATION)

- **Your interest and confidence in functioning effectively in culturally diverse settings**
- Often gets overlooked
- **Without the ample drive, it will be very likely that you will not be successful**
CQ KNOWLEDGE (COGNITION)

- Your knowledge about how cultures are similar and different
- Not to be an expert in all cultures - IMPOSSIBLE
- Instead to what extent do you understand some core cultural differences and their impact on you and others
CQ STRATEGY

- **How you make sense of culturally diverse experiences**
- **Occurs when you make judgments about your own thought processes and those of others**
- **Can you plan effectively in light of cultural differences**
CQ ACTION

- Your capability to **adapt** your behavior appropriately for different cultures
- Having flexible repertoire of responses to suite various situations while still remaining true to yourself
CQ Drive
Your interest, drive and confidence in engaging multi-cultural situations

CQ Knowledge
Your understanding of cultural similarities and differences

CQ Action
Your ability to successfully adapt behavior when working inter-culturally

CQ Strategy
Your awareness and adaptability when planning for multi-cultural interactions
MY JOURNEY INTO CQ
UNCI MAKHA TAWOUNSPE WAKITA:
Inter-Generational Knowledge Transfer
Utilizing The Lakota Worldview
Wolakota - A new way of doing business
“SINTE GLESKA UNIVERSITY WAS STARTED BY ITS FOUNDING FATHERS...TO STRENGTHEN THE SICANGU (ROSEBUD) NATION IN ALL ASPECTS OF LIFE. AS SUCH, THIS INITIATIVE WILL ASSIST US IN BRINGING TWO OF THE ESSENTIAL POINTS OF LIFE, THE SKY AND THE EARTH, TOGETHER SPIRITUALLY AND TECHNICALLY.”

○ DR. LIONEL BORDEAUX, PRESIDENT, SGU
Rez Mapper

A Geo-spatial/temporal Information System with a Vision:
An ability to integrate, view and apply USES Topo Maps, Satellite Imagery, Aerial Photographs, Digital Ortho Quads with Lakota Data
for:
Lakota Cultural Resource Management
Reservation Land Use Determination
Community Growth and planning

"Unci Maka na han Wichapi Oyate na han Wamakaskan Oyate wolakota glusutapi."

Interactive Community Mapping Program for the Rosebud Lakota Nation

"Unci Maka na han Wichapi Oyate na han Wamakaskan Oyate wolakota glusutapi."

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Sinte Gleska University, Sicangu Policy Institute
EVERY TRIBE HAS A DATA STORY

• When Tribal nations collect data, we are telling our story in our own way

• As promoters of data, we are information gatherers and information keepers

• Just as our ancestors, we look at essential information to tell the stories

• These new stories are being told to sustain our people and forge our future
• Ethical Space is a conceptual framework for building dialogue that can advance reconciliation

• Bringing forward what is important to be understood in a way that can be understood

• Creating something new

Gwen Bridge, Cree
Creating a place for knowledge systems to interact with mutual respect, kindness, generosity and other basic values and principles

All knowledge systems are equal; no single system has more weight or legitimacy than another

One system does not need the other to “corroborate” it to achieve internal validity
Wind Cave/Mt. Rushmore NPS Collaboration
“ELEVATING INDIGENOUS TRADITIONAL KNOWLEDGE IN FEDERAL DECISION MAKING – HANDBOOK AND TRAINING”
DATES: Sept 30 - Oct 3, 2024

LOCATION: He Sapa Lakota Homelands, Black Hills, South Dakota
US – CANADA EXPERT SEMINAR ON INDIGENOUS KNOWLEDGE IN BIODIVERSITY + USGS BIODIVERSITY AND CLIMATE ASSESSMENT
TEK Series (organized by the ESA Traditional Ecological Knowledge Section)

- Indigenous Science: A Non-Western Epistemology of Knowledge, May 20, 2022
- Lessons Learned and Considerations for Conducting Research with Tribes and Indigenous Peoples, April 8, 2022
- The Biden-Harris Administration’s Initiative to Elevate Indigenous TEK in Federal Decisionmaking, March 11, 2022
- Protecting TEK: The Role of Tribal Historic Preservation Offices, February 18, 2022
- Biocultural Restoration of Whitebark Pine on the Flathead Indian Reservation, January 28, 2022
- Indigenous Ethics, Protocols and Self-determination in Science and Research, December 3, 2021
- The Role of TEK in Building Circular Economies and Influencing Federal Land Tenure Policy Changes on Reservations, November 19, 2021
- Indigenous Values and the Preservation of Western Democracy, October 15, 2021
- Ethical Space, Science, Indigenous Knowledge: Conflict and Reconciliation in Ecological Management, September 24, 2021
- Integrating Western Science into Indigenous Knowledge Processes, August 20, 2021
- Guidelines for the Use of Traditional Knowledges, July 23, 2021
- Ki‘lawna? (grizzly bear) – Alternative ways of knowing – Indigenous Knowledge systems, complexity sciences and forestry in the Okanagan, BC, Canada, June 18, 2021
- TEK: Learning from Our Mother, the Earth, May 21, 2021
HIGH-LEVEL POLITICAL FORUM ON SUSTAINABLE DEVELOPMENT
UN HLPF 2020 Slide Event

GEO
INDIGENOUS
ALLIANCE

VISION
Protect and sustain Indigenous Cultural Heritage utilizing and contributing to Global Earth Observation science, data and technology.

Founding members, GEO Week Canberra Nov. 2019 (left to right) James Rattling Leaf Sr., Lawford Benning, Vonda Malone, Titus Letaapo, Mario Vargas.

July 9, 2020, UN-NY

GEO INDIGENOUS HACK4COVID


www.iiac.org/evolution
William Crawford

Environmental Studies | Graduate

From Lisa Dilling, professor: “What makes Will amazing is how he brilliantly blended qualitative and quantitative social science methods and his own traditional knowledge to produce a scientifically- and culturally-relevant thesis that will support his tribe, the Sisseton-Wahpeton Oyate, in managing a significant plant species. Will truly embodies the notion of a tribal climate leader as he navigated the world of climate adaptation and protecting sensitive knowledge to produce a lasting impact for members of his tribe and his colleagues at CU Boulder.”

Thanks to my time at CU, I was able to learn from some amazing professors and it is the knowledge and skills that I obtained from their classes that I will carry into my next chapter. Also, thanks to the Tribal Climate Leaders Program, I will also carry the knowledge and skills shared with me by the elders and knowledge carriers in my own tribal community.”
March 1, 2018 — In the cultures and traditions of many indigenous peoples around the world, humans are deeply connected with nature. Because of this intimate relationship, Native groups are recognized as vital stewards of our environment. Tribal Colleges and Universities foster this indigenous knowledge, and NOAA is embracing their role as valuable partners in environmental research and management. In addition to serving as a bridge between indigenous knowledge and NOAA science, Tribal Colleges and Universities are resources for achieving a diverse and talented workforce at NOAA.
• Protocol 1: ‘Nothing About Us Without Us’ – Always Engage with Inuit
• Protocol 2: Recognize Indigenous Knowledge in its Own Right
• Protocol 3: Practice Good Governance
• Protocol 4: Communicate with Intent
• Protocol 5: Exercise Accountability – Building Trust
• Protocol 6: Build Meaningful Partnerships
• Protocol 7: Information and Data Sharing, Ownership, and Permissions
• Protocol 8: Equitably Fund Inuit Representation and Knowledge
BOUNDARY SPANNING – IYESKA LEADERSHIP

Approachable
Braided Identity
Available

Knowledgeable
Resource Networker

Balance Power
Hear What Others Don’t

Create Space for Community Knowledge
4R’s
Hecelga – That’s Enough

Wopila Tanka Eciciyapi – Thank You Very Much

Mitakuye Oyasin – All My Relations