



# Working With Native Americans

Rachel Strauss, Klaire Timmins, Shannon Taylor; Gina Fe G. Causin, Ph.D.

Hospitality Administration, School of Human Sciences, James I. Perkins College of Education

## Native American Stereotypes

Alcoholics

Smoke Cannabis

Lazy

Living on Reservations

Receive special benefits and "casino checks"

Tree-huggers

<https://www.youtube.com/watch?v=xzWHxPxH08Q>

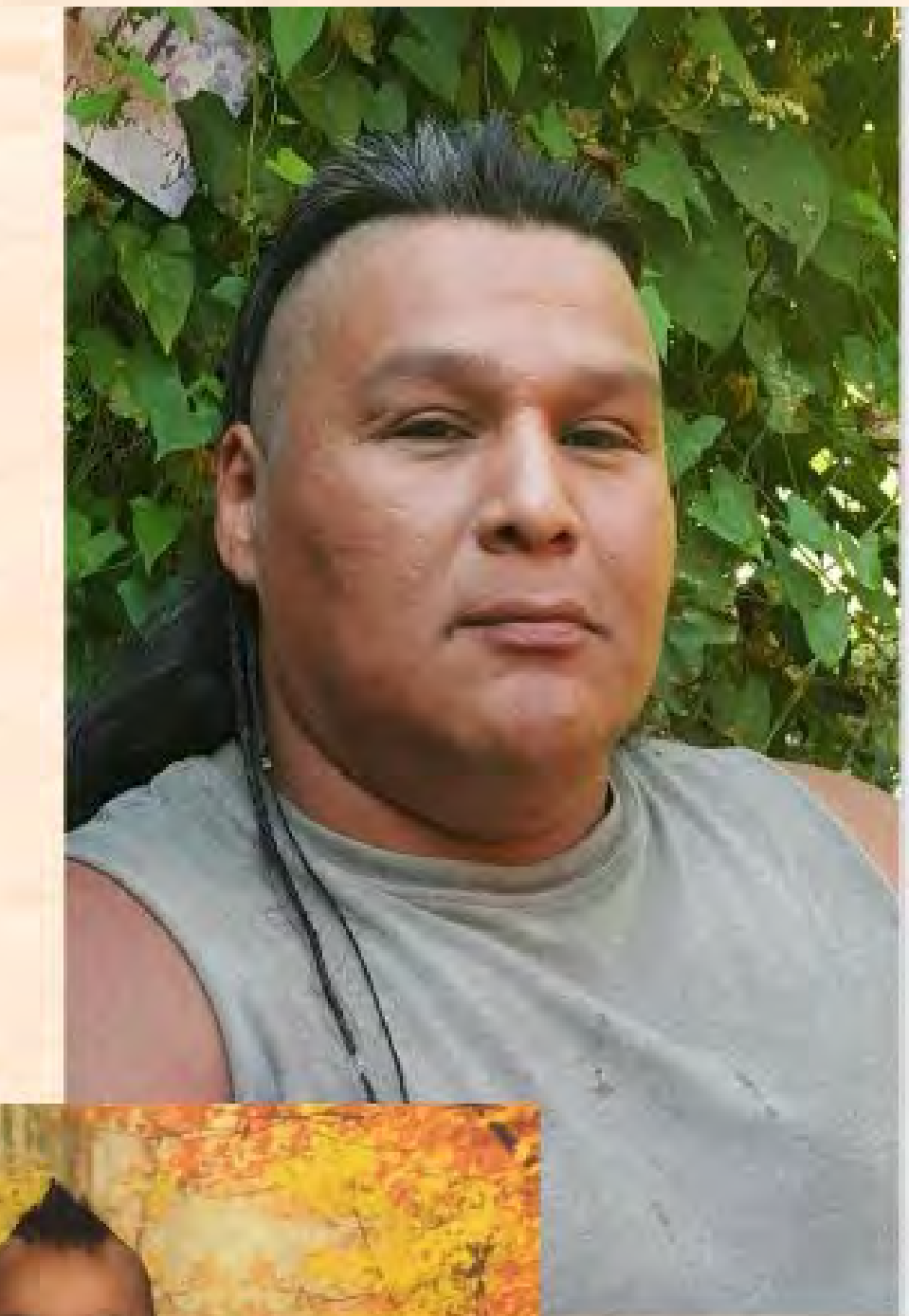


## Working with Native Americans

-Many native americans experience discrimination in the workplace due to their "appearance". For an example, haircuts have been a major issue in the workplace for many native americans.

-Many native Americans have faced and dealt with racial slurs in the workplace.

-Many native Americans have struggled with "working their way up" in the workplace because of the "special treatment" from the government stereotype.



## Barriers that Native Americans face

Even when Native Americans are similar to whites in terms of factors such as age, sex, education level, marital status, and state of residence, their odds of being employed are 31 percent lower than whites

In the mainstream U.S. economy, facility with spoken English is a plus. As compared with whites, a smaller share of American Indians speak only English at home. This raises the possibility that there may be more American Indians than whites who are relatively disadvantaged because of a lower level of facility with English

Also, a greater share of Native Americans than whites has a disability. Individuals with disabilities are less likely to be employed



## Solutions

-Offer more sporadic Diversity training to help create and promote unity

-Acknowledge all holidays, not just the ones that are most celebrated

-Welcome ideas that are different than your own

-Become more culturally competent

