



## Dimension 3: Respect

Virtual Workshop  
September 16-17, 2021  
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NANAINA-President

1

### Respect

Can be a noun or a verb

To recognize the worth of a person or thing

To feel admiration for someone or something

To act in a way which shows that you are aware of someone's rights or wishes

To treat or deal with something that is good or valuable, in a proper way

2

## Understanding respect from AI/AN perspective

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A valued individual trait

Something one learns through experience and guidance from Elders

Honoring customs

Respect for Elders

Relationship with all things and all beings

3

## Preparing for the Mentoring Process

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Discovery process

Mentor self-assessment

What is your personal motivation?

Are you able to meet the time commitment?

Are there skills you would like to develop further?

4

## Making a First Good Impression

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Preparation  
is key

- How did your mentors establish an open and trusting relationship with you?

Getting to  
know each  
other

- What questions might invite building a connection?
- AI/AN show respect for another when we greet with a smile and handshake.
- Be mindful of assumptions about the AI/AN mentee, allow the discussion to unfold.

5

## Honoring Tradition – Bradley Dick

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<https://www.youtube.com/watch?v=s7ZQqIFeE7g>

6

## Mentor Awareness Continuum

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Brief self-assessment of your awareness of the AI/AN culture and attitudes about diversity

No right or wrong answers

Place an "X" that represents where you see yourself on each line

Draw a line to connect your X's

The closer your line is to the right-hand column, the greater your awareness regarding diversity and the AI/AN culture

*Adapted from: The Managing Diversity Survival Guide, Gardenswartz & Row (2010)*

7

## Mentor Awareness Continuum

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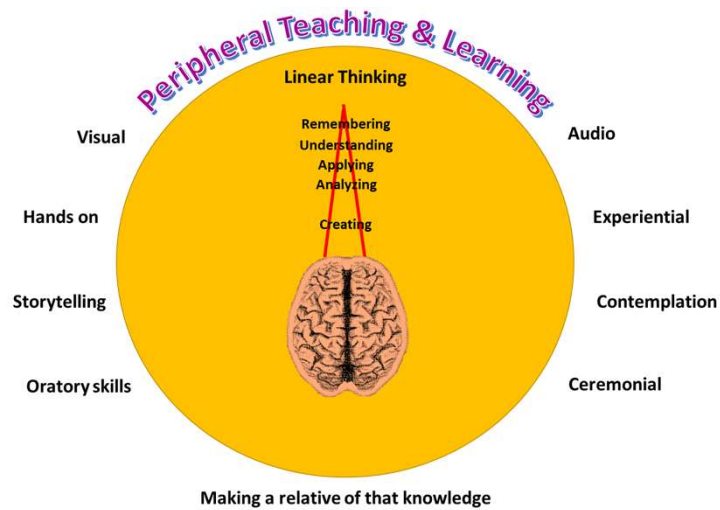
I am not knowledgeable about the <b>AI/AN</b> culture.	.....	I am knowledgeable about the <b>AI/AN</b> culture.
I am perplexed by the culturally different behaviors I see among <b>AI/AN</b> people.	.....	I understand the cultural influences that are at the root of some of the behaviors I see in <b>AI/AN</b> people.
I am task focused and don't like to waste time chatting.	.....	I find that more gets done when I spend time on relationships first.
I feel that the <b>AI/AN</b> people should adapt to our organizational rules.	.....	I feel that both the <b>AI/AN</b> people and our organization need to change to fit together.
I feel that everyone is the same, with similar values and preferences.	.....	I feel that everyone is unique, with differing values and preferences.
My department is a homogenous team.	.....	My department reflects a multicultural team.

*Adapted from: The Managing Diversity Survival Guide, Gardenswartz & Row (2010)*

8

## Understanding of and Respect for Different Learning Styles

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*Wayne Weston, Oglala Lakota*

9

## Closing

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In closing, I would like to thank you for your participation, and I offer you a warm handshake on your learning journey!

Pidamayaye  
(Thank you)



10