[Author’s Name]

[Subject]

[Date]

Reflection

Currently, countless indigenous individuals are working in industries like I am working in the banking industry. I belong to the Sami people and living in Norway. There was a time when Aboriginal people were scared to self-identify at work locations. Now we are pleased to uphold our individuality however, we have departed from a difficult time (Hansen et al.). I am proud of my identity and people living around me are also proud of indigenous people for their self-sacrifices for the country (Lindquist and Osler). There was a time when people were asked to do what the government has told them however, indigenous people were not allowed to do anything for themselves (Bleeker et al.). I am proud of my ancestors who made struggles for us to sustain and withstand our identity in the country. It was observed at workplaces that indigenous people were not allowed to participate in decision making (Hansen et al.). Lack of employment and discrimination were the major issues we Sami people were facing in previous years (Hansen et al.). However, working environment has been improved in recent years (Altman). Though we have suffered that time when we did not have jobs, societies and finding employment being Sami people was the most difficult process (May). Recent policies in the banking industry have improved our status of employment (Daly).

It is true that after joining the bank, I have gone through a time of racial discrimination, and stereotypical issues. Major problems were related to respecting my identity (Altman). Though the time has realized me how I can grow and sustain in this kind of environment as I have to support my family. Finding a job was not easy for me therefore, I bear every kind of stereotypical barrier (Nygård and Saus). I was appointed as an Assistant Manager at the start and later after seeing my hard work and dedication, I was appointed as a Manager. Attaining this state was not easy because there was no social justice in communities for Sami people.

The bank was my employment place where I have suffered social and racial injustice but with self-determination, I have achieved my status (Altman). My organization has no promotion policies, particularly for Sami people (Altman). Mandates were not established to promote and protect Sami people's rights. However, In the last few months, I have created an environment that is safe and protected for Sami people (Altman). I welcome all people based on social and racial justice (Hansen et al.). My bank has also established some rules and obligations to be followed that are helpful for Sami people. It is very important to have a lasting peace for Sami people so that they can work and establish their status (Laitinen and Väyrynen). People from our communities have gone through a tough time where we were not welcomed at various workplaces (Nygaard). I had to live on hunger for days with my family. We were not allowed to take part in policy-making at workplaces (Altman). However, in recent years some policies are redefined by the government and therefore, Sami people are now allowed to take part in almost every kind of workplace including the Banking industry.

Now I have been provided a big opportunity to help and do something for my people therefore, I have introduced a few changes in the Banking industry after getting approval from the higher authorities (Altman). I would be thankful to my mentor Raina Meegtei who supported and helped me to achieve my status. I have learned in my career that Sami people have struggled a lot to achieve their self-determined state in the country (Altman et al.). I reminded an incident when I offered a warm welcome to a person visiting my office and my colleagues were misbehaved with me after that (Altman). The person I welcomed was also a Sami person and I offered him a cup of tea and discussed a few things with him. Later for more than 1 week, other colleagues were passing racial comments to me for me "scared", and "coward" and it was so painful for me to fulfill my duty in these days, however, with time these comments made me strong and determined (Gibson et al.). I learned how to manage and sustain my self-determination (Altman). My banking industry has improved and forwarded its vision to welcome Sami people and to have better employment availability for us (Altman). It is so proud moment for me that now I am working with 15 more Sami people in my Bank pompously (Nygård and Saus).

Variations in the rules leading the Sami have indeed changed at a period when global regulations have prepared it compulsory for states to defend the indigenous populace. However, the employment of these regulations has not been operative and active in various countries (Altman). Many citizens, indigenous societies are at the lowest and weakest of social ladders consequential in their mistreatment and judgment particularly at workplaces (Altman). However, the Sami have had to undergo strategies intended for their integration to the mainstream community. Moreover, further polices and rules should be established to improve the working status of indeginous people in countries. Certain polices beed to be redesigned in favor of offering employment to the Sami people in countries. Indigenous people should be allowed to take part in higher level amangeemnt as they better understand the problems of people and to provide them an ebironment of self-determination.

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