Native American Diversity

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America is populated by people from all over the world with diverse ancestry. So, a question arises here; how is it logical for people from other countries to criticize Americans? Aren’t they criticizing themselves? The answer is quite simple; the logical fallacy here is that criticism of a country is a criticism of the genetic character of the people of that country (Arrington & Wilson, 2000). Americans have a certain set of values, which, in many cases, differ quite markedly from those in other countries, especially if those countries are outside of the Anglosphere. It is those values and cultural differences that lead to critique. These are expressly attributing that the United States or Americans collectively do not have and/or explicitly rejected cultural diversity. There are certain challenges being faced by Native Americans today that include lack of employment opportunities, marginalization, racism, drug and alcohol abuse, and mental illness. Besides, true history of the United States has been suppressed by most of the history books. In most of the history texts provided to school-age kids, the role white settlers played in the near genocide of the native people of the US is generally suppressed, and it is cultural insensitivity (Wittig, 2004). There seems to be a mindset among the elite that these people must be defeated every time they rise, no matter how reasonable they are. A few people doubt if most Americans give a thought to Native Americans, let alone have any “feelings” toward them. Given the paucity of educational material on the “First Americans,” their story does not relate to the majority of students sitting in the classroom.

As far as human resource management is concerned, there are some cultural implications for human resource management in any organization. In order to understand cultural implications, the HR manager must know how to observe what is a culture in organizations (Shen, Chanda, D’netto, & Monga, 2009). For instance, HR manager must listen to the language and observe the behaviors of leadership, followers, and customers. If the organization has a mercenary culture, there will be a lack of empathy for those who decide to leave the organization.

In addition, cultural diversity halts the imagined supremacy of one brand. Supremacists, in any organization, hate diversity because they would cease to be 'the best', and the most common problem with supremacists is; they want apartheid (Metcalfe, Fielden, & Sippola, 2007). A problem the US has today, though, is thinking; Supremacists belong as part of diversity which is insane and leads to great conflict (as we see but will not admit we made a mistake by allowing them in the first place.) Supremacists of any kind cannot exist in a tolerant, diverse society because they hate diversity and will not be tolerant; they preach/teach their hatreds and persecutions to new generations.

For the HR manager to promote cultural diversity vis-à-vis Native Americans, one must devise policies that not only downplay the supremacy but also promote cultural diversity. Empowering and educating managers is the first step toward the promotion of cultural diversity in workplace. The presumption that managers are aware of the importance of cultural diversity is wrong. The manager should understand how to hire and manage a diverse group of employees. Besides, devising policies that are diversity-friendly could also be pivotal for the promotion of cultural diversity within an organization (Shen et al., 2009). There must be policies in place that offer diverse opportunities for employee engagement; this would let employees - from a culturally diverse background - experience and participate in other environments.

**References**

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