

INCORPORATING CULTURAL INTELLIGENCE TO DEVELOP EFFECTIVE CLIMATE ADAPTATION PLANNING



James Rattling Leaf, Sr.

November 5, 2020

OUTLINE

- Introduction/Background
- Cultural Intelligence (CQ)
- Examples of CQ
- Windows of Opportunities

The Cultural Iceberg

Things we see

Age
Boy or Girl
Appearance
Language
Clothes

Favourite foods
Favourite music
Favourite Hobbies
Members of your family

Talents you have
Family Traditions
Places you've lived
Favourite Celebrations

Responsibilities at home
Events you've Experienced
Your Family's Background

What you think of school
What you want to do when you are an adult
What your parent/s expect of you

Things we don't see

AKGTC 2018

The Iceberg Concept of Culture

Like an iceberg, nine-tenths of culture is below the surface.

Surface Culture
Most easily seen
Emotional level - low

Food, dress, music, visual arts, drama, crafts, dance, literature, languages, celebrations, games



Shallow Culture
Unspoken Rules
Emotional level - high

courtesy, contextual conversational patterns, concept of time, personal space, rules of conduct, facial expressions, nonverbal communication, body language, touching, eye contact, patterns of handling emotions, notions of modesty, concept of beauty, courtship practices, relationships to animals, notions of leadership, tempo of work, concepts of food, ideals of child rearing, theory of disease, social interaction rate, nature of friendships, tone of voice, attitudes toward elders, concept of cleanliness, notions of adolescence, patterns of group decision-making, definition of insanity, preferences for competition or cooperation, tolerance of physical pain, concept of "self", concept of past and future, definition of obscenity, attitudes toward dependents, problem solving roles in relation to age, sex, class, occupation, kinship, and ...

Deep Culture
Unconscious Rules
Emotional level - intense

CULTURE MATTERS

- ◆ Whether you're 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 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 judgements 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

EXAMPLES OF CQ



SGU-USGS MOU Highlights (2000-2006)



October 4, 2000 - SGU President, Lionel Bordeaux (seated left) signs the SGU-USGS MOU as former USGS Director Chip Groat awaits his turn to sign.



GREAT PLAINS TRIBAL WATER ALLIANCE

- Incorporates Boundary Organization elements such as:
 - Co-production of knowledge
 - Collaboration can enhance adaptability, impact and efficiency through resource sharing partnerships
 - Established to mediate and meet partnership demands
 - Link Climate Science to Tribal Policy and Decision making
 - Accountability and Opportunities

THE PROJECT

- ▣ Conduct Vulnerability Assessments focused on the Tribal water resources of four reservations: Rosebud, Pine Ridge, Standing Rock and Flandreau;
- ▣ Build technical capacity with each tribe to develop their Individual Climate Summary Decision Support Tool
- ▣ Develop Tribal Focused Climate Adaptation Guidebook

PROJECT OUTCOMES

- ▣ Enhance Tribal Technical Capacity
- ▣ Respect Traditional Ecological Knowledge
- ▣ Climate Data Climate Decision Making
- ▣ Youth Leadership in Climate
- ▣ Tribal Driven Planning Processes
- ▣ Sustainability and Expansion of Opportunities

GOALS

- ▣ Develop Tribal Technical Teams
- ▣ Strong Partnership Engagement
- ▣ Tribal Buy In and Participation
- ▣ Communication and Outreach to Tribes
- ▣ Follow up and Accountability
- ▣ Sustainable Actions

PROJECT TEAM

- ▣ James Rattling Leaf, Project Leader
- ▣ Crystal Stiles, HPRCC
- ▣ Natalie Umphlett, HPRCC
- ▣ Laura Edwards, State Climatologist
- ▣ Cody Knudsen, NDMC
- ▣ Doug Kluck, NOAA
- ▣ Logan Gayton, GPTWA/Louis Berger
- ▣ Chance Knudsen, GPTWA/Louis Berger
- ▣ Cheryl Chapman, Louis Berger

COMMUNITY ENGAGEMENT

- ▣ The design of the site visits drew on previous experience in working with Tribal Governments, Tribal Organizations and Tribal professionals
- ▣ The site visits lasted 4 or 5 days
- ▣ An advance visit was made by staff to arrange the visits.
- ▣ Project Teams and Tribal Technical Teams participated in each visit

Climate Summary Product

- ▣ High Plains Regional Climate Center is collaborating with the Great Plains Tribal Water Alliance to:
 - Assess the tribes' vulnerability to drought
 - Increase capacity to use climate information
- ▣ Co-produced region-specific climate summaries that outline current and near-future climate conditions
- ▣ Conducted two hands-on, interactive training sessions on obtaining and using climate data



Rosebud Sioux Tribe Climate and Drought Summary



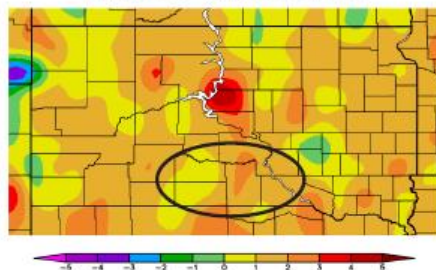
Fall Events & Winter Outlook 2017-18

Warm Fall With Variable Precipitation

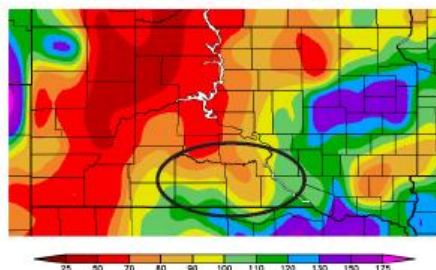
Warmer than normal temperatures occurred this fall across the Rosebud Sioux Tribe lands and surrounding area (see map below left). However, temperature departures were generally no more than 2°F above normal, so fall warmth was not record breaking. Precipitation varied across the region, with the southern half receiving up to 110 percent of normal precipitation and the northern half with less than 80 percent of normal (see map below right). Similar to temperatures, precipitation was not record breaking this fall. For more temperature and precipitation data from local stations, please see the data table on page 2.

Looking at each month of the fall season, September was wet with precipitation that was 110-200 percent of normal across the Rosebud Sioux Tribe lands and surrounding area. September temperatures across the area were within 1°F of normal. Southern South Dakota experienced its first frost of the season in early October, which was 1-2 weeks later than normal. October temperatures were slightly cooler than normal in the western half of the region but near normal in the eastern half. October was dry, with less than 50 percent of normal precipitation occurring in the northeastern portion of the Rosebud Sioux Tribe lands. November was even drier, with much of the region receiving less than 50 percent of normal precipitation. It was also quite warm in November, with widespread temperature departures of 3-5°F above normal. The late-fall warmth and dryness did not lead to degradations in drought conditions; however, it contributed to below-normal snowfall throughout the region.

Departure from Normal Temperature (°F)
September 1 - November 30, 2017



Percent of Normal Precipitation (%)
September 1 - November 30, 2017



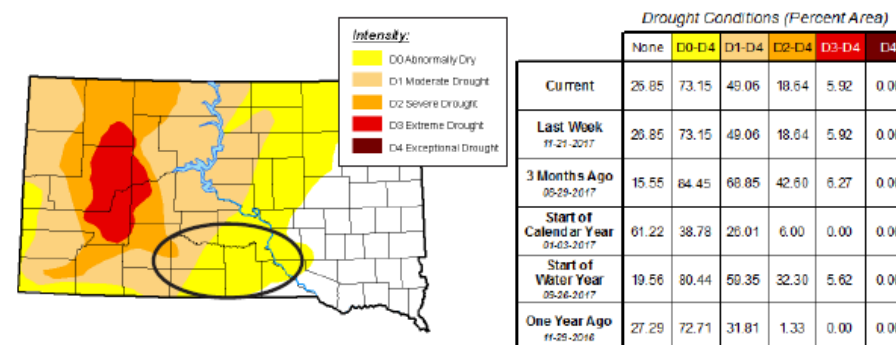
Maps produced by the High Plains Regional Climate Center and are available at: <http://www.hprcc.unl.edu/maps/current>

December 2017

Drought Conditions Improve But Persist

The Rosebud Sioux Tribe lands started the fall season with the presence of moderate (D1) and severe (D2) drought conditions. However, precipitation of 110-200% of normal occurred in September across the region, helping reduce the severity of the drought. Additionally, beneficial rainfall that occurred around mid-October resulted in a reduction of D1 and D2 conditions on the Rosebud Sioux Tribe lands. However, drought conditions persisted along with no indicated improvements or degradations during November. Statewide, 38% of winter wheat was in poor to very poor condition as of late November, and nationwide, the U.S. winter wheat condition index was at its 4th lowest in the last twenty years. Drought conditions are favored to continue this winter across western South Dakota, according to the U.S. Seasonal Drought Outlook.

U.S. Drought Monitor of South Dakota - November 28, 2017
Released November 30, 2017 Valid 7 a.m. EST



The U.S. Drought Monitor is jointly produced by the National Drought Mitigation Center at the University of Nebraska-Lincoln, the United States Department of Agriculture, and the National Oceanic and Atmospheric Administration. Map courtesy of NDMC-UNL. For more information on the U.S. Drought Monitor, go to: <http://droughtmonitor.unl.edu>

Summary Of Station Data (September - November 2017)

Station	Average Temp. (°F)	Dep. from Normal Temp. (°F)	Temp. Rank	Total Precip. (in.)	Dep. from Normal Precip. (in.)	Percent of Normal Precip.	Precip. Rank	Period of Record
Cedar Butte	-	-	-	-	-	-	-	1918-2017
Kilgore 1 NE	49.2	0.6	-	4.46	0.50	113	-	1998-2017
Hamill (SD Mesonet)	50.2	-	-	3.24*	-	-	-	2008-2017
Maggie Creek SD	51.3*	-	-	-	-	-	-	1987-2017
Martin 19.6 ENE	-	-	-	3.19*	-	-	-	2007-2017
Mission 14 S	48.7	0.7	-	4.33	0.13	103	near normal	1951-2017
Murdo	50.2	1.0	-	2.79	-1.33	68	near normal	1907-2017
Norris 2.0 SSW	-	-	-	3.52	-	-	-	2008-2017
Olsonville 4.5 SE	-	-	-	4.25*	-	-	-	2013-2017
Winner	51.5	1.4	near normal	4.06	-1.02	80	near normal	1910-2017
Wood	49.9	0.9	near normal	3.70	-0.48	89	near normal	1913-2017

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Unless noted otherwise, data were retrieved from the Applied Climate Information System (ACIS): rcc-acis.org

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Standing Rock Sioux Tribe Climate and Drought Summary

Fall Events & Winter Outlook 2017-18

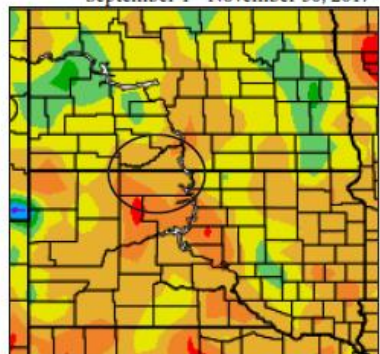
Oceti Sakowin Makoce

The High Plains in Indian Country experienced an exceptionally warm fall with the weather conditions being pleasant for all those living within the ancestral lands of the Oceti Sakowin. The farmers were able to gather their crops and the ranchers yielded a better seasonal weather pattern for their animals.

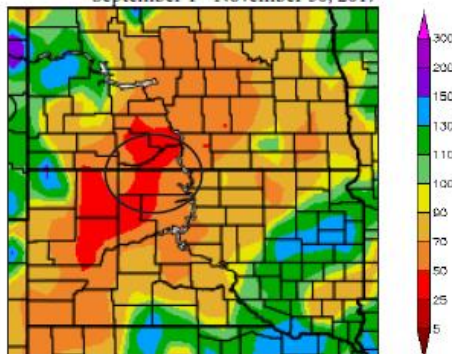
The more recent weather conditions began to deteriorate towards the end of November in the eastern half of the Dakotas. The un-seasonally warm temperatures and below normal precipitation during the last three months has led to many projects being finished. The winter wheat crop has potential for harm in these types of conditions and the recent snows were welcomed by farmers. This is the 4th driest October through November period on record for North Dakota (NOAA's NCEI).

These warmer than average weather conditions are reducing the soil moisture content in the upper plains. This is having a detrimental impact on crop conditions in South Dakota. Topsoil moisture is 62% of adequate and subsoil moisture is 62% of adequate. Winter wheat crops are 40% in good to excellent condition and spring wheat planting is now complete with half of the crop in good to excellent condition. Rancher's pastures and range units are 43% of adequate and stock water supplies are 80% of adequate to surplus (Sioux Falls, AP).

Departure from Normal Temperature (°F)
September 1 - November 30, 2017



Percent of Normal Precipitation (%)
September 1 - November 30, 2017



Maps produced by the High Plains Regional Climate Center and are available at: <http://www.hprcc.unl.edu/maps/current>

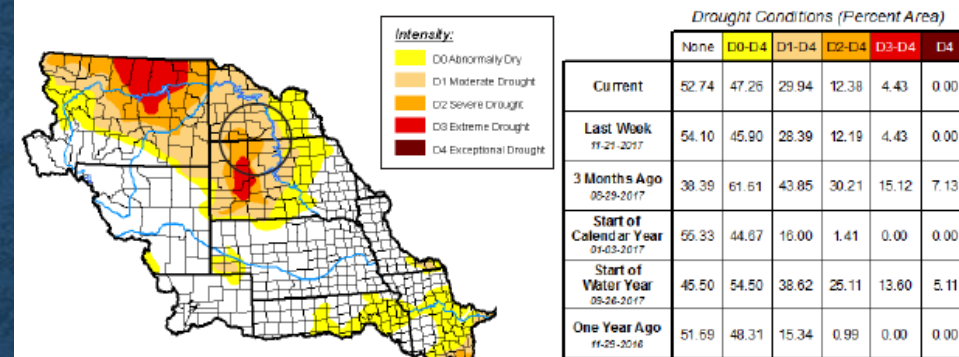
December 2017

Drought Conditions Continue Across Standing Rock And Surrounding Area

Drought conditions persisted throughout the fall for the entirety of the Standing Rock Sioux Tribe lands, according to the U.S. Drought Monitor. Portions of the Standing Rock Sioux Tribe lands were in either moderate (D1), severe (D2), or extreme (D3) drought conditions at the beginning of September. These conditions gradually improved over the past three months; however, D1 and D2 remained at the end of fall. Agricultural impacts were still being reported in the area, including poor winter wheat conditions and dry, or unsafe, stock ponds for cattle. Drought conditions are expected to persist through the winter months, as it is uncommon for drought conditions to significantly change at this time of the year. To report your impacts of the drought, please visit the Drought Impact Reporter: <http://droughtreporter.unl.edu/map/>.

U.S. Drought Monitor of Missouri River Basin Area - November 28, 2017

Released November 30, 2017 Valid 7 a.m. EST



The U.S. Drought Monitor is jointly produced by the National Drought Mitigation Center at the University of Nebraska-Lincoln, the United States Department of Agriculture, and the National Oceanic and Atmospheric Administration. Map courtesy of NDMC-UNL. For more information on the U.S. Drought Monitor, go to: <http://droughtmonitor.unl.edu>.

Summary Of Station Data (March - May 2017)

Station	Average Temp. (°F)	Dep. from Normal Temp. (°F)	Temp. Rank	Total Precip. (in.)	Dep. from Normal Precip. (in.)	Percent of Normal Precip.	Precip. Rank	Period of Record
Fort Yates 2W (NDAWN)	47.1	-	-	1.96	-	-	-	2015-present
Isabel 14 NNE	-	-	-	1.51*	-	-	-	1999-present
Keldron 8 SSW	-	-	-	1.17*	-	-	-	1999-present
Lemmon	48.1*	1.7	14th warmest	2.49*	-0.95	72%	Near normal	1908-present
McIntosh 6 SE	47.8	1.5	20th warmest	1.53	-1.66	48%	18th driest	1915-present
McLaughlin	52.4*	-	-	1.37*	-	-	-	1919-present
Mobridge 2 NNW	47.3	0.1	near normal	2.22	-1.21	64%	-	1911-present
Mobridge Muni AP	49.2	2.6	-	2.36	-1.16	67%	-	1998-present
Shields	-	-	-	1.29*	-	-	-	1950-present
Timber Lake	48.4	1.7	19th warmest	1.84	-1.77	51%	27th driest	1911-present
Watauga S Dak 8 N	-	-	-	1.37*	-	-	-	1950-present

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OGLALA LAKOTA NATION CLIMATE AND DROUGHT SUMMARY



FALL EVENTS & WINTER OUTLOOK 2017-18

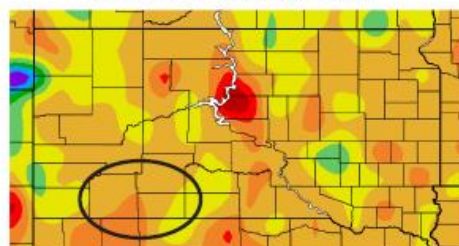
Fall Was Warm And Dry

Fall was, overall, warm and dry for the Oglala Lakota Nation lands and surrounding area. On the whole, temperatures were near normal to approximately 3°F above normal (see map below left). Although most of the region was dry, precipitation varied as it ranged from 50-70 percent of normal in the west to about 110 percent of normal in the east (see map below right). It was the 11th driest fall on record for Oral, SD. To view fall temperature and precipitation data by station, please see the data table on Page 2.

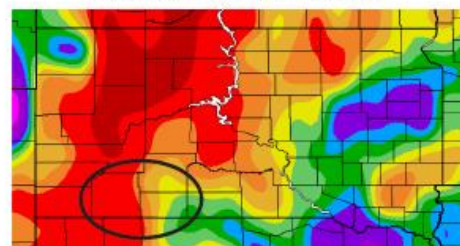
Looking at each month of the fall season, September temperatures were near normal but it was rather wet in the eastern part of the region, with precipitation at approximately 150 percent of normal. October was on the cool side but quite dry, with Oral, SD having its 9th driest October on record. November was very warm and dry, as temperatures were as much as 5°F above normal and precipitation in some areas was less than 25 percent of normal. Oelrichs tied 1932 for its 11th warmest November on record, while the station at Interior 3NE recorded its 9th driest November on record.

While drought conditions improved slightly during the fall months, the warmth and dryness of the season allowed drought to persist across the region. Fall conditions also contributed to widespread below-normal snowfall, although it is early in the season and there are still the winter months ahead. The presence of La Niña is expected to influence winter conditions, which tilt the odds in favor of colder and wetter conditions.

Departure from Normal Temperature (°F)
September 1 - November 30, 2017



Percent of Normal Precipitation (%)
September 1 - November 30, 2017



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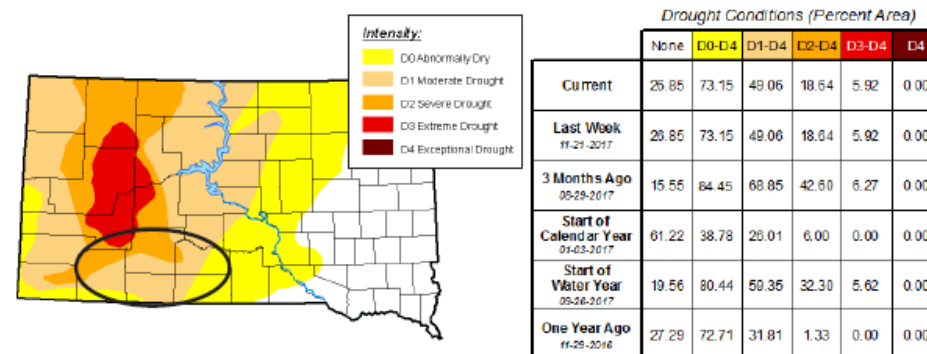
DECEMBER 2017

Drought Remains, But Improves, During The Fall

Oglala Lakota Nation lands remained in drought over the course of the fall, but improvements occurred in some areas during the early part of the season. Thanks to above-normal precipitation in the eastern part of the region in September, areas experiencing severe drought (D2) improved to moderate drought (D1), while the extreme eastern portion of the tribal lands improved from moderate drought (D1) to abnormally dry conditions (D0). However, the rest of the fall was dry, which kept most of the area in drought, and conditions worsened for the western portion of the region where D2 was extended. Although the present La Niña calls for cooler and wetter conditions for the Oglala Lakota Nation lands this winter, drought conditions may not significantly improve because the ground freezes during winter, which prevents moisture from entering the soil. This situation bears watching over the winter months.

U.S. Drought Monitor of South Dakota - November 28, 2017

Released November 30, 2017 Valid 7 a.m. EST



The U.S. Drought Monitor is jointly produced by the National Drought Mitigation Center at the University of Nebraska-Lincoln, the United States Department of Agriculture, and the National Oceanic and Atmospheric Administration. Map courtesy of NDMC-UNL. For more information on the U.S. Drought Monitor, go to: <http://droughtmonitor.unl.edu>.

Summary of Station Data (Sep-Nov 2017)

Station	Average Temp. (°F)	Dep. from Normal Temp. (°F)	Temp. Rank	Total Precip. (in.)	Dep. from Normal Precip. (in.)	Percent of Normal Precip.	Precip. Rank	Period of Record
Batesland 7.4 NNE	-	-	-	3.56*	-	-	-	2007-present
Interior 3NE	53.8*	2.0	-	2.93	-0.74	80	near normal	1949-present
Kyle 2E	48.1*	-	-	2.74	-	-	-	1956-present
Martin 13.2 W	-	-	-	2.03*	-	-	-	2007-present
Martin 13.6 NNE	-	-	-	4.26*	-	-	-	2007-present
Martin 15.5 W	-	-	-	3.84*	-	-	-	2007-present
Martin 19.6 ENE	-	-	-	3.19*	-	-	-	2007-present
Oelrichs	49.1	0.7	near normal	2.61	-0.75	78	near normal	1893-present
Oral	48.3	0.3	-	2.01	-1.17	63	11th driest	1971-present
Pine Ridge AP	49.6	2.0	-	2.02	-1.36	60	-	1997-present
Porcupine	50.8*	-	-	-	-	-	-	1992-present

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Wakpa Ipaksan Flandreau Santee Sioux Tribe Climate and Drought Summary



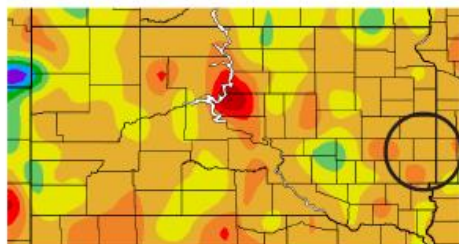
Fall Events & Winter Outlook 2017

Near Normal Fall Conditions But Drought Remains To The West

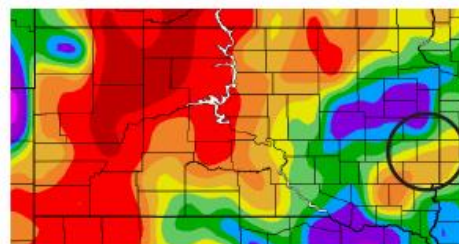
Fall temperatures were near normal for the Flandreau Santee Sioux Tribe lands and surrounding area, with average temperatures generally within 2°F of normal. Precipitation varied, with northern portions of the region on the wetter side, and southern portions of the region on the drier side. Precipitation was not evenly distributed across the season, however, as the majority of the precipitation fell during the month of October. Although this season's precipitation was near normal for the immediate Flandreau Santee Sioux Tribe lands, this was in stark contrast to the paltry amounts received in the drought stricken areas of western South Dakota, which received less than 50 percent of normal precipitation. For a more detailed look at fall temperature and precipitation data by location, see the table on Page 2.

Conditions varied throughout the fall season. September precipitation was slightly below normal, but temperatures were much above normal with the Flandreau COOP station coming in a 3.6°F above normal. Even with this impressive monthly temperature departure, the September warmth was not record breaking, nor did it push Flandreau into the top 10 warmest Septembers on record. October temperatures moderated, while precipitation was slightly above normal. The first freeze of the season occurred on October 10th, with a minimum temperature of 26°F. This was about two weeks later than the average first freeze date of September 25th. Finally, despite the late-November warm-up experienced by most locations throughout the Plains, Flandreau ended the month slightly below normal. Precipitation, however, was severely lacking, with a November total of only 0.14 inches, which was 13 percent of normal.

Departure from Normal Temperature (°F)
September 1 - November 30, 2017



Percent of Normal Precipitation (%)
September 1 - November 30, 2017



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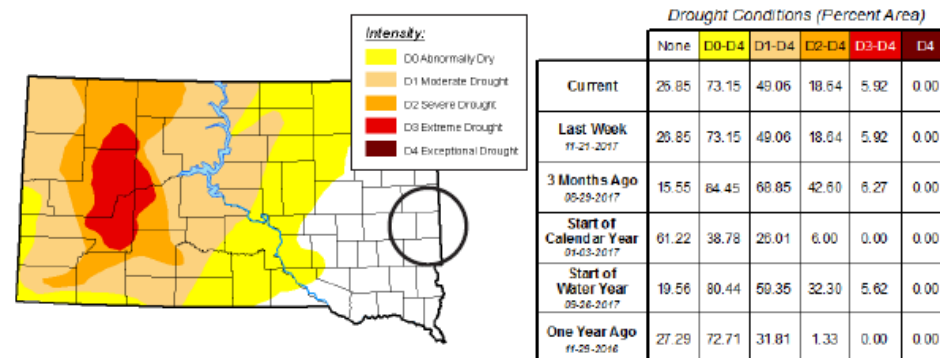
December 2017

Flandreau Santee Sioux Tribe Lands Remain Drought Free

Drought conditions improved, but remained across portions of central and western South Dakota this fall, with eastern areas largely remaining drought free. The November 28, 2017 U.S. Drought Monitor map indicated about 49 percent of the state in drought (D1-D4), compared to 69 percent at the end of August. The hardest hit area of the state included a swath stretching roughly from eastern Pennington County and western Haakon and Ziebach Counties to the north through southern Perkins County, where extreme drought conditions (D3) have been occurring. The Flandreau Santee Sioux Tribe lands and surrounding area stayed out of drought during the fall; however, recent warmth, coupled with dry conditions should be monitored for potential impacts. For a detailed look at conditions over the summer months, please see Appendix A on pages 5-6.

U.S. Drought Monitor of South Dakota - November 28, 2017

Released November 30, 2017 Valid 7 a.m. EST



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Summary Of Station Data (September - November 2017)

Station	Average Temp. (°F)	Dep. from Normal Temp. (°F)	Temp. Rank	Total Precip. (in.)	Dep. from Normal Precip. (in.)	Percent of Normal Precip.	Precip. Rank	Period of Record
Brookings 8.1 S	-	-	-	7.47*	-	-	-	2008-2017
Brookings 10 SE	-	-	-	7.05*	-	-	-	2003-2017
Chester 2 N	-	-	-	6.66*	-	-	-	2002-2017
Colman 10.6 N	-	-	-	2.97*	-	-	-	2014-2017
Colton	-	-	-	5.12*	-1.44	78	-	1978-2017
Dell Rapids 0.9 WNW	-	-	-	5.90*	-	-	-	2012-2017
Dell Rapids 6.2 NW	-	-	-	4.59*	-	-	-	2013-2017
Flandreau	46.6	1.3	near normal	6.46	-0.06	99	near normal	1893-2017
Flandreau (SD Mesonet)	47.4	-	-	5.23*	-	-	-	2007-2017
Pipestone	48.0	2.2	-	6.30	-0.72	90	near normal	1877-2017
Rutland 3.6 WNW	-	-	-	7.74*	-	-	-	2014-2017

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Generating the science to help resource managers in the North Central region adapt to a changing world.

UNCI MAKHA TAWOUNSPE WAKITA

“Paying Attention to Grandmother Earth Teachings”
Tribal Climate Leaders Program



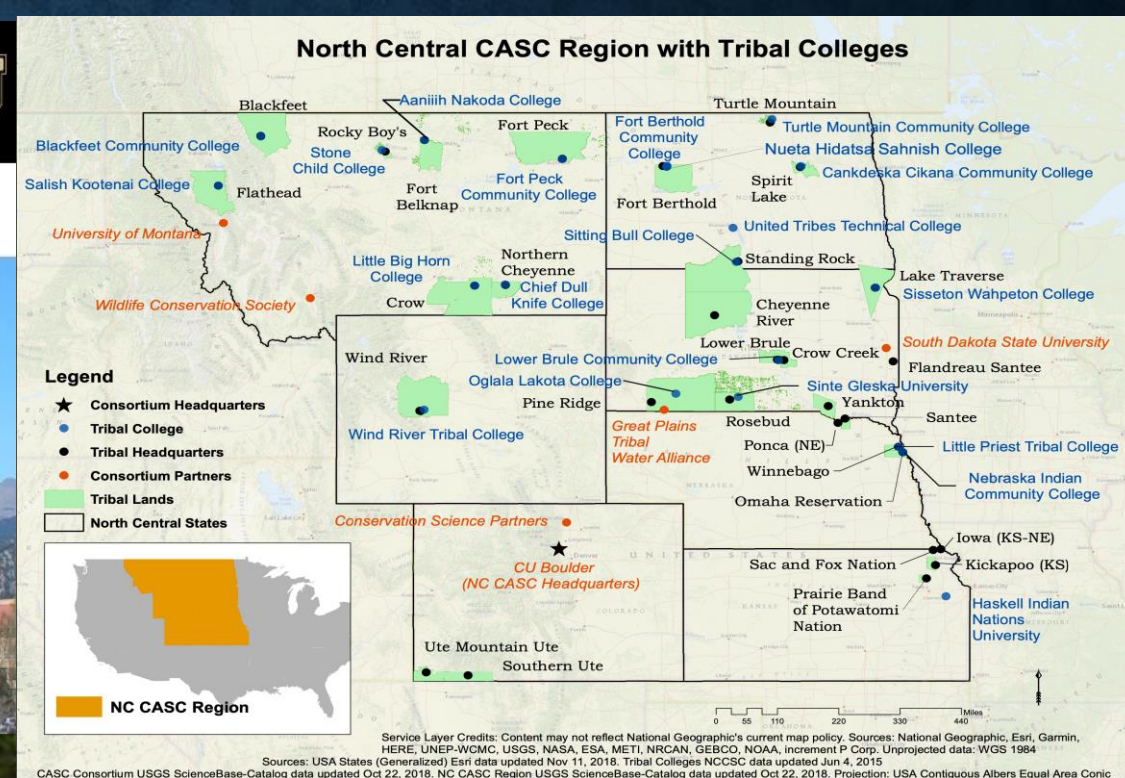
James Rattling Leaf, Sr.

Vice-Chair, Rosebud Sioux Tribe Climate Crises Working Group

Co-PI, North Central Climate Adaptation Science Center

Research Associate, CIRES

Principal, Rattling Leaf Consulting LLC





HIGH-LEVEL POLITICAL FORUM ON SUSTAINABLE DEVELOPMENT

UN HLPF 2020 Side 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.

James Rattling Leaf Sr.
Founding Member of the GEO
Indigenous Alliance

July 9, 2020, UN-NY



GEO INDIGENOUS HACK4COVID

Join Indigenous communities in
co-designing ICT tools to tackle COVID-19
www.earthobservations.org

Ongoing!



Indigenous Alliance Symposium



IMPROVE YOUR CQ DRIVE

- ◆ Face your biases
- ◆ Connect with existing interests
- ◆ Visual success
- ◆ Reward yourself
- ◆ Recharge batteries
- ◆ Travel

IMPROVE YOUR CQ KNOWLEDGE

- ◆ Study culture up close
- ◆ Google smarter
- ◆ Improve your global awareness
- ◆ Movies and books
- ◆ Learn about cultural values
- ◆ Explore your cultural identity
- ◆ Study a new language
- ◆ Seek diverse experiences
- ◆ Recruit a CQ Coach

IMPROVE CQ STRATEGY

- ◆ Notice, but don't respond
- ◆ Think Widely/Focus Deeply
- ◆ Manage expectations
- ◆ Plan social interactions
- ◆ Test for accuracy
- ◆ Ask better questions

IMPROVE CQ ACTION

- ◆ Develop social skills
- ◆ Be an actor
- ◆ Make taboos taboo
- ◆ Put yourself in a place of need
- ◆ Join a multicultural team

FINAL THOUGHTS

- ◆ In order to move toward CQ, the sharing of our stories has to be part of the journey
- ◆ Developing CQ means we need to develop cultural relevance in a cultural diverse setting
- ◆ CQ requires creating an environment that allows for connection and understanding to occur
- ◆ Healthy interaction between two disparate cultures can challenge those from each to bring out the best in both
- ◆ A journeying experience should transform the individual to pursue CQ as a life long learner



WOPILA TANKA ECICIYAPELO

Thank You All

