



SERVE MODEL

For successful recruitment and retention of Indigenous (Native American/Native Alaskan) students and preparation of non-Native students, it is essential that all the following areas (*Building Relationships/Partnerships, Decolonizing Curricula, Recruitment, and Field Placements*) are in place to provide an adequate and appropriate support system.

- a) **Building Relationships/Partnerships** are essential to address and overcome the history of education institution-driven historic trauma and to gain Tribal community support for Native youth pursuing social work degrees.
- b) **Decolonizing or Culturally-Responsive Curricula** is absent in most schools of social work with the net effect that Native and non-Native social workers are not being trained to meet the needs of the indigenous populations in California and across the nation.
- c) **Recruitment** is needed to promote social work as a career and create pathways for Native to apply and be accepted into schools of social work
- d) **Native American/Native Alaskan Field Placements** are needed to allow Native students work with their communities creating both integration of academic learning and on-the-job experience, and reinforcing the connection to community that is important for Indigenous student retention.

Indigenous Recruitment and Retention

