

Good Morning!!!

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Towards Cultural
Humility

Learning Objectives



- Define culture and identity
- Identify differences between Cultural Competence and Cultural Humility
- Explore how Cultural Humility can be incorporated into practice

What Is Culture?

“The shared values, traditions, arts, history, folklore, and institutions of a group of people that are *unified by* race, ethnicity, nationality, language, religious beliefs, spirituality, socioeconomic status, social class, sexual orientation, politics, gender identity, age, or any *other cohesive group variable.*” (Singh, 1998)



Personal, Social, Cultural Identities



- Culture is not static. Constructed and learned patterns of beliefs, attitudes, values, and behaviors can change over time
- Each of us has a personal, social, and cultural identity.
 - Personal identities are parts of self that are primarily internal and connect to our individual interests and life experiences.

Personal, Social, Cultural Identities cont.



- Social identities are parts of self that come from our involvement in social groups to which we are invested.
 - Political affiliation, relationship to others, etc.
- Cultural identities are part of self based on socially constructed categories that include expectations for behaviors.
 - Socio-economic status, gender, ethnicity, etc.

Who Am I?



How do you identify yourself? And, what is the most important part of your identity? Is it your gender, your race or ethnicity, your sexual orientation, your class status, your nationality, your religious affiliation, your age, your political beliefs? Is there one part of your identity that stands out from the rest, or does your identity change depending on who you're with, what you're involved in, where you are?

What are some of your identities?

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Cultural Competence



1. **Assessing Cultural Knowledge:** being aware of what you know, and how you react to others' cultures, and what you need to do to be effective in cross cultural situations.
2. **Valuing Diversity:** Making the effort to be inclusive of people whose viewpoints and experiences are different from yours, which will enrich conversations, decision making and problem solving.
3. **Managing the Dynamics of Difference:** Viewing conflict as a natural and normal process within cultural contexts that can be understood and that can be supportive in creative problem solving

Cultural Competence cont.



4. **Adapting to Diversity:** Having the will to learn about others and the ability to use others' cultural experiences and backgrounds in educational settings.

5. **Institutionalising Cultural Knowledge:** Making learning about cultural groups and their experiences and perspectives an integral part of your ongoing learning.

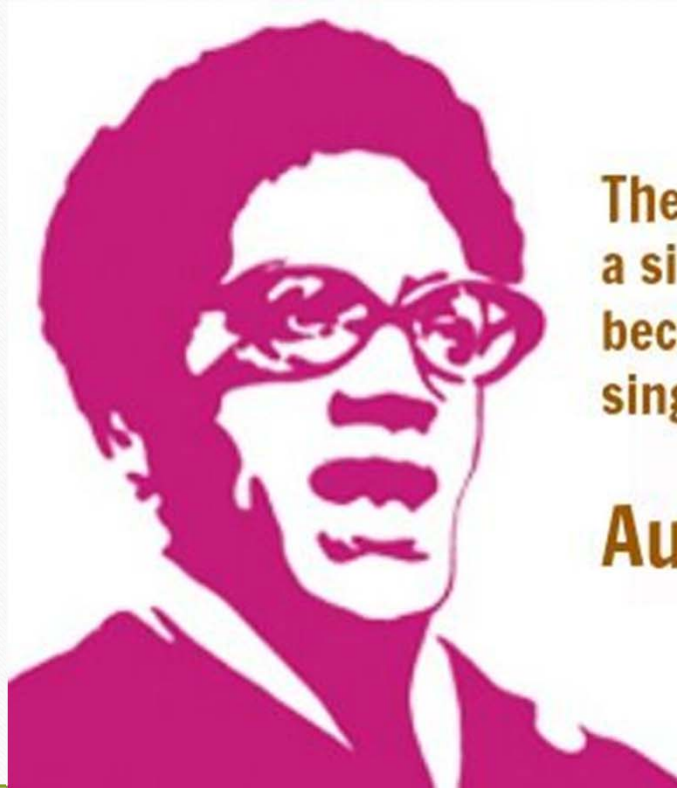
-Essential Elements of Cultural Competence (Lindsey, Martinez & Lindsey 2007)

Limitations of Cultural Competence



- Promotes “othering” (Ethnicity, Race, Nationality, etc.)
- Often encourages stereotypes and is decontextualized
- Neglects the provider’s biases and how it may impact their perception of others
- Does not consider intersectionality of experience

What is Intersectionality?



There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde

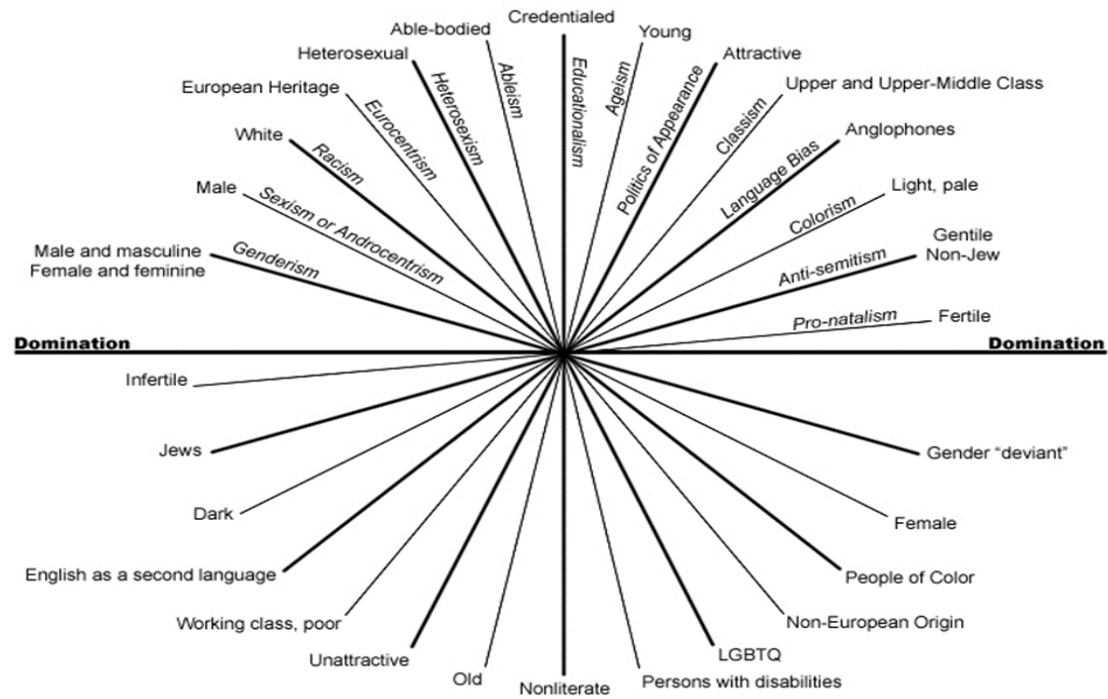
What is Intersectionality?



- A concept often used in critical theories to describe the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.
- The complex, cumulative manner in which the effects of different forms of oppression combine, overlap, or intersect.

Intersecting Axes of Privilege, Domination, and Oppression

Adapted from Kathryn Pauly Morgan, "Describing the Emperor's New Clothes: Three Myths of Educational (In)Equality,"
The Gender Question in Education: Theory, Pedagogy & Politics, Ann Diller et al., Boulder, CO: Westview, 1996.



Privilege Example

Intersecting Axes of Privilege, Domination, and Opression

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Cultural Humility

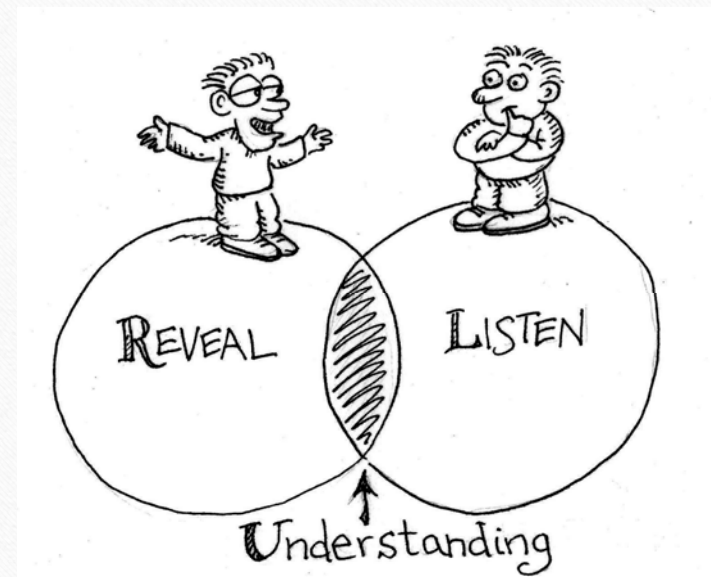
“Cultural humility incorporates a lifelong commitment to self-evaluation and self critique to redressing the power imbalances in the patient-physician dynamic and to developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities on behalf of individuals and the defined population.”

(Tervalon & Murray-Garcia, 1998)



Principles of Cultural Humility

- Lifelong commitment to self-critique/evaluation
- Fix power imbalances
- Develop partnerships with people and groups who advocate for others



Lifelong Commitment and Self-Reflection

- Knowledge/learning is never finished - desire to learn more about an individual's experience
- Being humble and flexible
- Look at ourselves critically and acknowledge limitations
- Awareness of own biases, acknowledgement of areas of privilege/advantage
- Keeping ethnocentrism out of the interaction



Cultural Humility: Reflection Activity

- Think of a time when you were not as effective as you wanted to be for someone needing your help.
- What norms or values may have kept you from connecting or assisting in the way you wanted?
- What could/have you learn(ed) from the experience?



Fixing Power Imbalances

- Providers tend to value their own perspective, learning and experience
- Individuals are the experts on their own life, experiences and strengths
- Be students of the people you work with

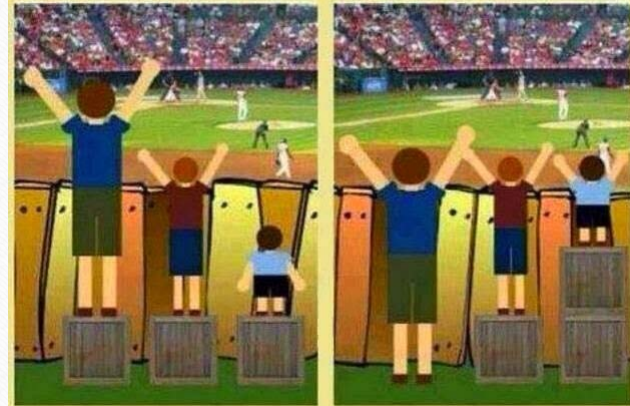


Fixing Power Imbalances cont.



- Advocate for individuals when witnessing oppression/injustice
- Hold organizations accountable to core values

Equality doesn't mean Justice



This is Equality This is Justice

Addressing Power Imbalances: Activity



- Think of a time when at work/school/volunteer or professional setting where you stood up for equality/equity/peace.
- It could be that you said something in the moment or engaged someone in discussion later.



How did you feel? Emotionally? Physically?

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Develop partnerships with people and groups who advocate for others



- Communities and groups can have profound impact on systems
- Advocacy is stronger with additional stakeholders
- Systematic change occurs with both internal and external pressure



Does Cultural Humility Tie into Recovery?

Guiding Principles of Recovery



- There are many pathways to recovery.
- Recovery is self-directed and empowering.
- Recovery involves a personal recognition of the need for change and transformation.
- Recovery is holistic.
- Recovery has cultural dimensions.
- Recovery exists on a continuum of improved health and wellness.
- Recovery is supported by peers and allies.
- Recovery emerges from hope and gratitude.
- Recovery involves a process of healing and self-redefinition.
- Recovery involves addressing discrimination and transcending shame and stigma.
- Recovery involves (re)joining and (re)building a life in the community.
- Recovery is a reality. It can, will, and does happen.

Source: CSAT White Paper: *Guiding Principles and Elements of Recovery-Oriented Systems of Care.*

Differences Between Competence and Humility



Attribute	Cultural Competence	Cultural Humility
View of culture	Group members share same traits	Unique to individual
Traditions	Members of the same group follow the same traditions	There are variations in expression of and following of traditions within groups
Context	Dominant culture is the norm; other cultures are the different ones	Power differences exist and must be recognized and minimized
Focus	Differences based on group identity and group boundaries	Individual focus of not only of the individual but also of self
Endpoint	Competence/expertise	On-going; Flexible

Potential Cultural Barriers to Providing Services...



- Do you and the individual have a shared understanding of the issue
- What is the individual's personally based belief/feeling about the issue
- What does the individual's culturally based values/beliefs say about the issue
- Are services easily accessible in the individuals' community

Potential Cultural Barriers to Providing Services... cont.



- Do the services offered connect with their worldview
- Is this a service they believe they need, or the service **you think** they need
- Are they aware of what services/resources are available
- Is there a lack of linguistic accessibility

What are some other cultural barriers you've encountered?

Other potential cultural challenges

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Putting Cultural Humility into Practice



- Be actively aware of your biases and behaviors associated with those biases
- Avoid following your preconceived ideas about a person based on demographics
- Listen actively
- Respect and validate culture and choices of the individual as you would like your own to be

Putting Cultural Humility into Practice



- Be genuinely curious about the experiences, beliefs and values of the individual
- Be aware of the privilege/advantage you have and how it can influence interactions
- Advocate when witnessing/navigating systems of oppression
- Other ideas.....

Other ways to put cultural humility into practice

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Questions



Thank You

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