

Cultural Humility

Elizabeth Sommers, MA

Name tags

As many of you have done at Cultural Competence trainings, take a minute and write 3 things that describe your **culture** on your tag.

Focus: What 3 things might someone learn if they came to your house?

Name tags

Now take a minute and add 3 things that describe:

- Your childhood
- Your heritage
- Your history

Namaste



My soul honors your soul.
I honor the place in you where
the entire universe resides.
I honor the light, love, truth, beauty & peace
within you because it is also within me.
In sharing these things we are united,
we are the same,
we are one.

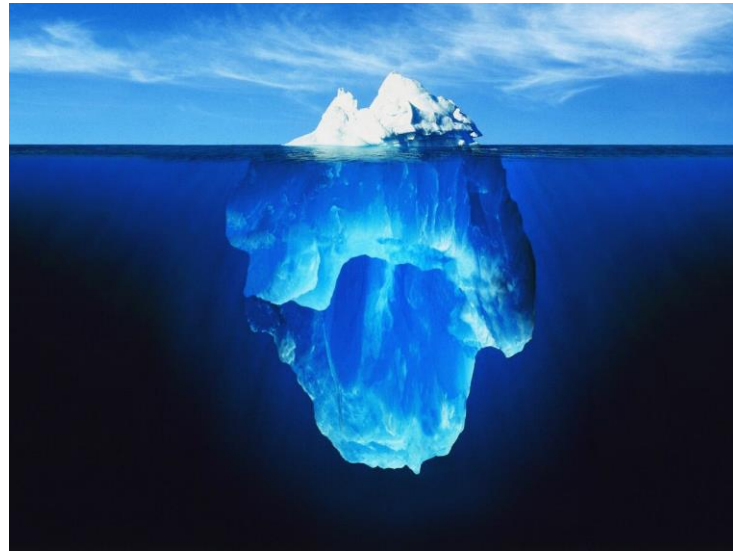
Why Cultural Humility?

- Practitioners can be better equipped to work with unfamiliar populations – cultural background knowledge helps!
- No burden to expect expert knowledge about other cultures
- Positions the professional in *learner mode* in regards to client's culture instead of position of authority or power
- “Liberating dynamic” to allow practitioners to meaningfully engage with clients and deliver services

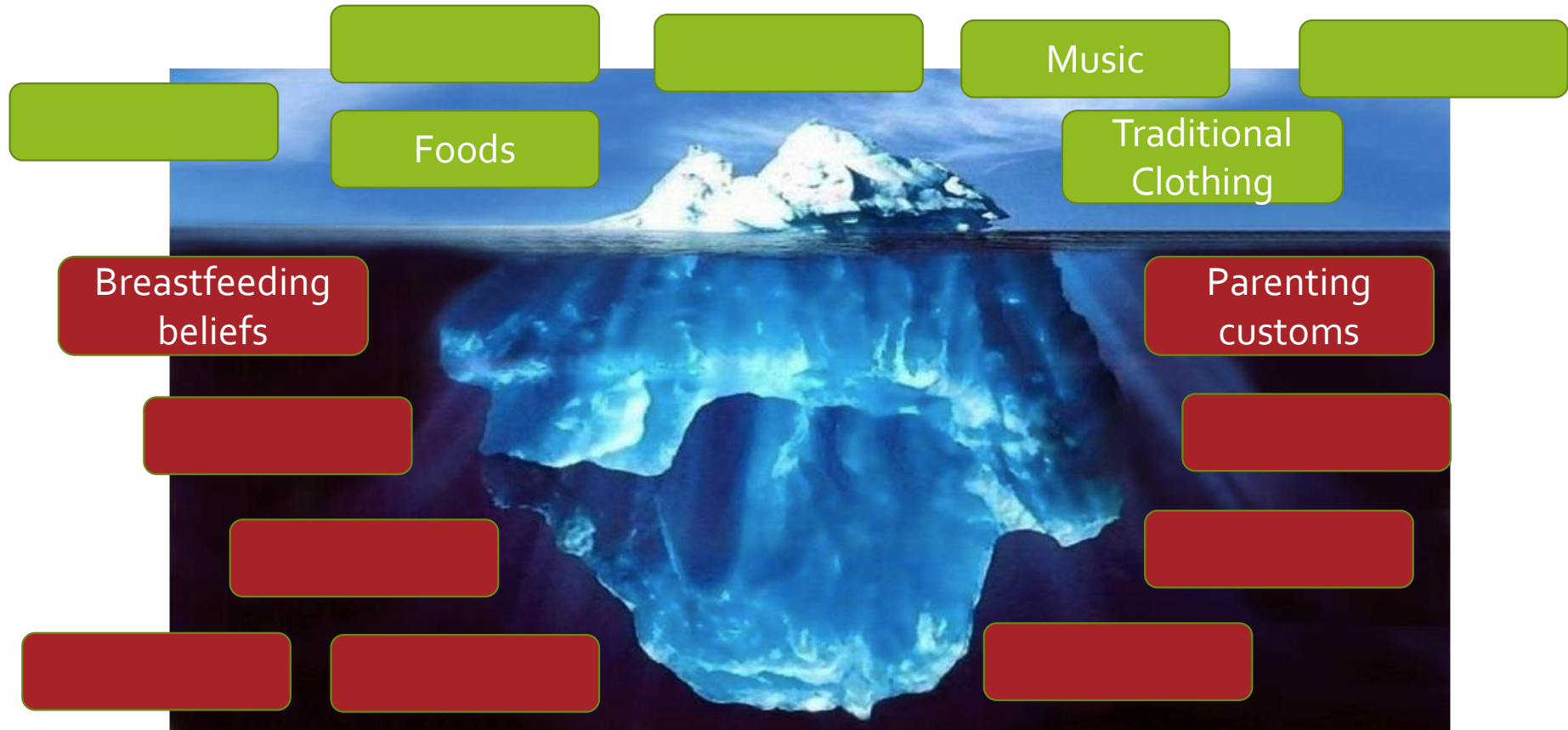
It is a process not a targeted skill set

Cultural Competence

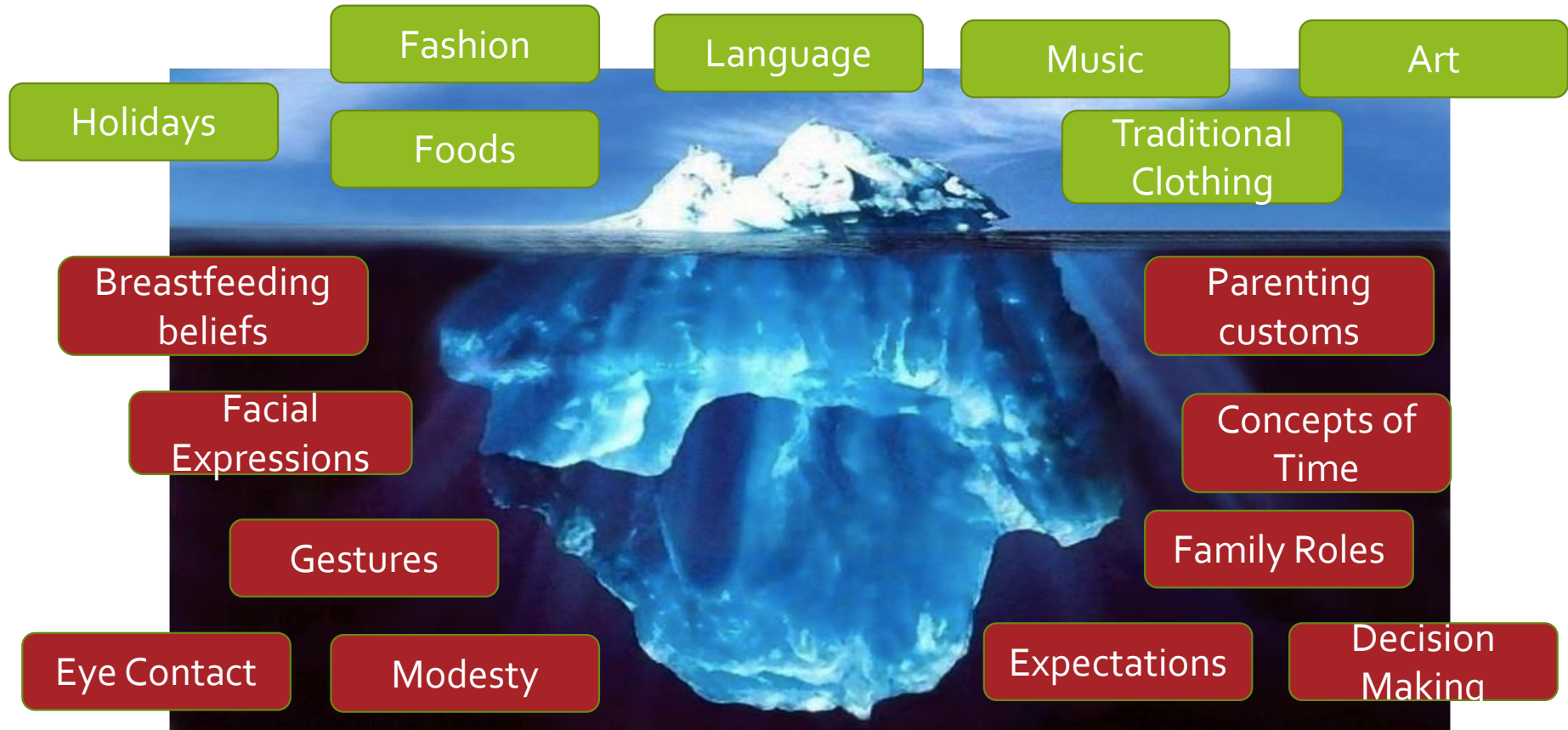
How often do you feel like you're just getting the tip of the iceberg?



- Cultural Competence starts the conversation about culture.
- What do you think the barriers are to diving below the surface with families?



What do you think they might not *want* to share with you?



And this is *STILL* just the tip of the iceberg!

The Founders of Cultural Humility

Jann Murray-García and **Melanie Turvalon** first designed this thought process for the medical community

- Critical Self-Reflection
- Lifelong learning
- Recognize & challenge power imbalances
- Institutional accountability
- Respectful partnerships

[Cultural Humility \(complete\) – YouTube](#)

- 1:24-3:10

What is it to be *H.U.M.B.L.E*

- **H** – Humility about assumptions you make
- **U** – Understand your own background and culture
- **M** – Motivate yourself to learn about the other person's background
- **B** – Begin to incorporate this knowledge in your work
- **L** – Life-long learning
- **E** – Emphasize respect

Critical Self Reflection

- **What do you do currently to reflect on your work?**

- Prompting questions
- Mindfulness and Meditation
- Journaling
- Peer coaching
- Guided supervision
- What else?



Benefits of self reflection for *YOU*

- Increases self awareness
 - Understand your emotions and their impact on others
- Greater sense of control
 - Feel more grounded
- Improved communication skills
- Better decision making skills
- Greater self-accountability

What else can *you* think of?



Let's Reflect Together

Reflect on a time you engaged with a client or family of color or different sexual orientation

Talk with a partner and describe the situation.

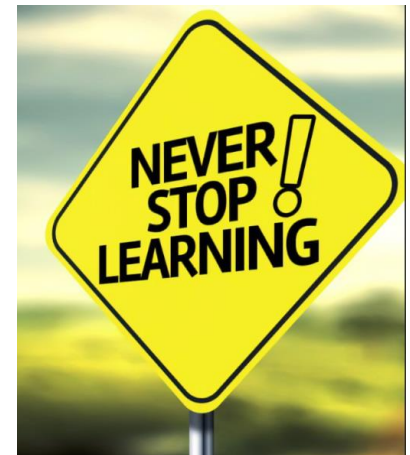
- How did you treat the client? Would you have been different with a:
 - white family?
 - wealthier family?
 - More educated family?
 - Family with heterosexual parents?
- Did you allow stereotypes or preconceived notions to influence your interactions?
- What could you have done differently?



Lifelong Learning

Learning should be continuous and self-motivated

- Personal or professional
- Formal or informal
- Outside of, or after, formal education
- Ongoing
- Self-motivated
- VOLUNTARY



Language Interpreters

- Working with interpreters is hard but its harder being the person who needs the interpreter
- Use the interpreter as a partner in your learning. They are a safe starting point.
- They, too, might not know the answers. Learn about the family together!

Identifying Your Bias

Vernā Myers: How to overcome our biases? Walk boldly toward them | TED Talk

3:45-5:40

Bias is a natural inclination for or against an idea, object, group, or individual.

- Learned behavior
- Can negatively impact personal and professional relationships
- Can lead to persecution or unfair treatment
- People are often not aware they hold these biases

It is a **lifelong process** to identify and unlearn your biases

Story of walking down the street: 9:30-13:34

Challenge Power Imbalances

- “Privilege is invisible to those who have it”
– Michael Kimmel, sociologist
- Providers often have “an inflated view of their own multicultural competence in comparison with the client’s view.”
– Sidney Shaw “Practicing Cultural Humility”

Let's talk

How can you change the power balance in your client relationships?

How does the implementation of new models, like Coaching, change the power balance with families?



Institutional Accountability

Challenge your organization to do better

- Take a minute to write down 3 things you may want to propose as first steps
 - Who would be your best contact?
 - Is there something to change that affected you

***"See something, say something" even
when it's uncomfortable***

Recruitment and Retention

Institutions may need to change their methods to **recruit** staff of color and multilingual staff

Retention techniques may be different than the status quo

- The Anti Defamation League (ADL) often encourages these conversations to *start with the calendar*. Why?

What types of recruitment or retention ideas do you have that might help your institution?

- What might make you feel more included in your organization?
- What might make your coworkers feel more included?

Put It All
Together

[What is Cultural Humility? – YouTube](#)

What are the key differences between Cultural Competence and Cultural Humility?

- Don't expect perfection from yourself – take each interaction as a learning opportunity
- Learn about other cultures, but learn even more about the individuals you are serving
- Ask questions and be open to learning

Interpersonal *AND* Intrapersonal

- Intrapersonal: How open are you to accepting that your own identity and experiences will limit your understanding of others' cultures
- Interpersonal: taking an "other-oriented" stance that includes openness, respect, consideration, humility and interest in the client's cultural identity and experiences.

Step back and
think...
and listen

- The client is the expert in their culture and history
- Be comfortable with the lack of knowledge and ask questions
 - It will feel really uncomfortable
- Be present and curious
- Be humble, vulnerable
- Make NO assumptions

True Cultural Understanding

- Understand EVERYONE has a individual culture
- Build culturally responsive knowledge
- Digest and continue to fill in the iceberg
- The importance of acknowledging other cultures as different from our own

Wrap Up

Its important to be comfortable ***being uncomfortable***



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Sources

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