



## Cultural Humility & Ways of Engaging

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- *The Women's Initiative*
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## Objectives-



- Define Cultural Humility
- Explain Culture and Multidimensions of Culture
- Explore oneself as a cultural being
- Understand importance of looking at multidimensions of culture/ identity to create change on an individual level and at the collective level
- Identify ways to take a culturally humble stand in relationship with others
- Use ideas of social contact hypothesis to address power imbalance in the provider/client relationship

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## Why do we need a multicultural framework?



CHALLENGES TO ADDRESS THE NEEDS  
OF DIVERSE COMMUNITIES



RECOGNITION OF IMPLICIT BIAS



ABUSE OF POWER: ACKNOWLEDGMENT THAT  
OPPRESSION AND MARGINALIZATION  
ARE PART OF HUMAN HISTORY

Barriers to opportunities  
Barriers to access services  
Barriers to improve outcome

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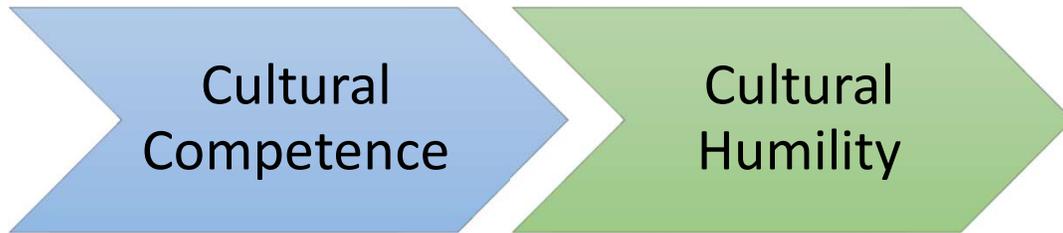
## Implicit Bias

- It is also known as implicit social cognition
- It refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
- It can cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance.“

The Kirwan Institute (2018)

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## Multicultural Framework



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## Multicultural Framework

Cultural Competence	Critiques
<ul style="list-style-type: none"> <li>• Self-awareness</li> <li>• Knowledge</li> <li>• Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Competence indicates that one can arrive to a desired target/point of knowledge limiting other desire characteristics in a therapist</li> <li>• Focus is on race and ethnicity</li> <li>• Therapist report/client report</li> </ul>

Hook, Davis, Owen & DeBlaere (2017)

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## Multicultural Framework

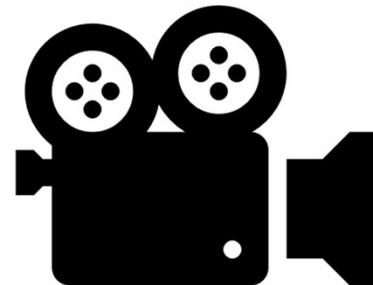
- Discomfort and anxiety about cultural identities is a pre-requisite for growth
- Considering Intersectionality of cultural identities
- Focus on therapist's (or provider) development and values regarding working with diversity
- Cultural Competence vs. Cultural Humility
- Ways of doing vs. Ways of being



Hook, Davis, Owen & DeBlaree (2017)

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*Cultural Humility-  
Definition*



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## Cultural Humility Framework

A process of life-long learning and compassionate self-reflection

A commitment to recognize and mitigate power imbalances

A commitment to institutional accountability

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## Cultural Humility

Tervalon and Garcia (1998) coined the term cultural humility which is the “ability to maintain ***an interpersonal stance that is other-oriented*** (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”

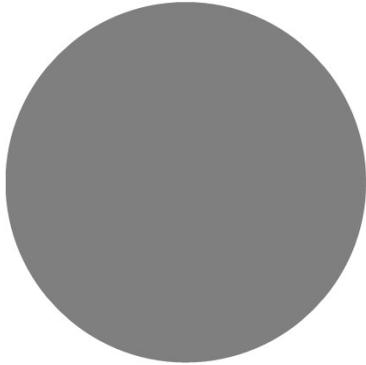
(Tervalon & Garcia, 1998, p. 117)

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# Cultural Humility

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Individual/ Interpersonal Level



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How to engage in a process of life-long learning and compassionate self-reflection?

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## Cultural Humility Framework



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- Language
- Beliefs
- Traditions
- Religion
- Manners
- Food
- Art
- Celebrations
- Humor
- Customs
- Clothes
- Medicine



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## Culture

Culture is simultaneously dynamic, fluid, and static. Each dimension of culture potentially influences each other.

Culture is pervasive and potent organizing principle... Everybody belongs to a "culture".

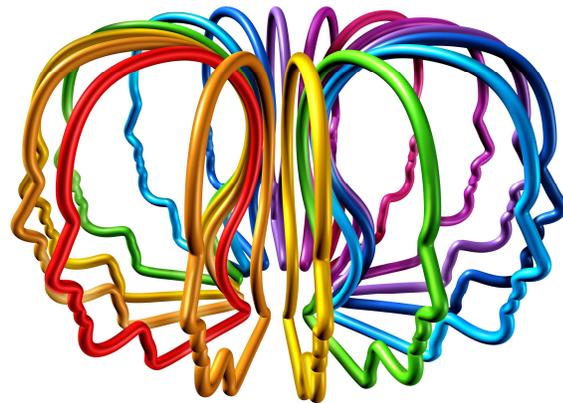
Culture is multifaceted and multipurpose... sense of rootedness, identity development, a coping resource, rules...

Hardy and Bobes (2016)

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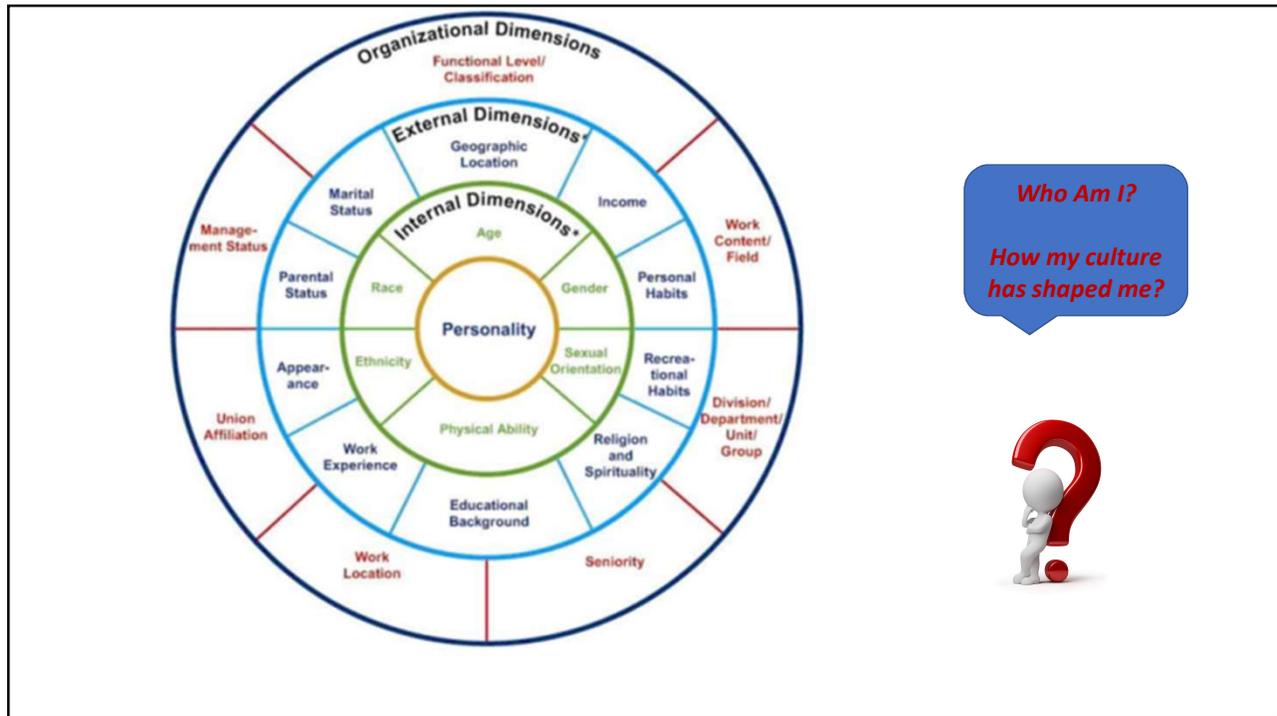
## Multidimensions of Culture and Individual Differences

*"Culture only demonstrates collective patterns of beliefs, behaviors and values of people who belong to the culture, this does not mean that people of the same culture feel and act in the same way. Instead, there is a great individual difference within members of the same cultural group, and that's due to the **varied** and **complex** factors that shape a person's life".*



(Im, 2014, p.54)

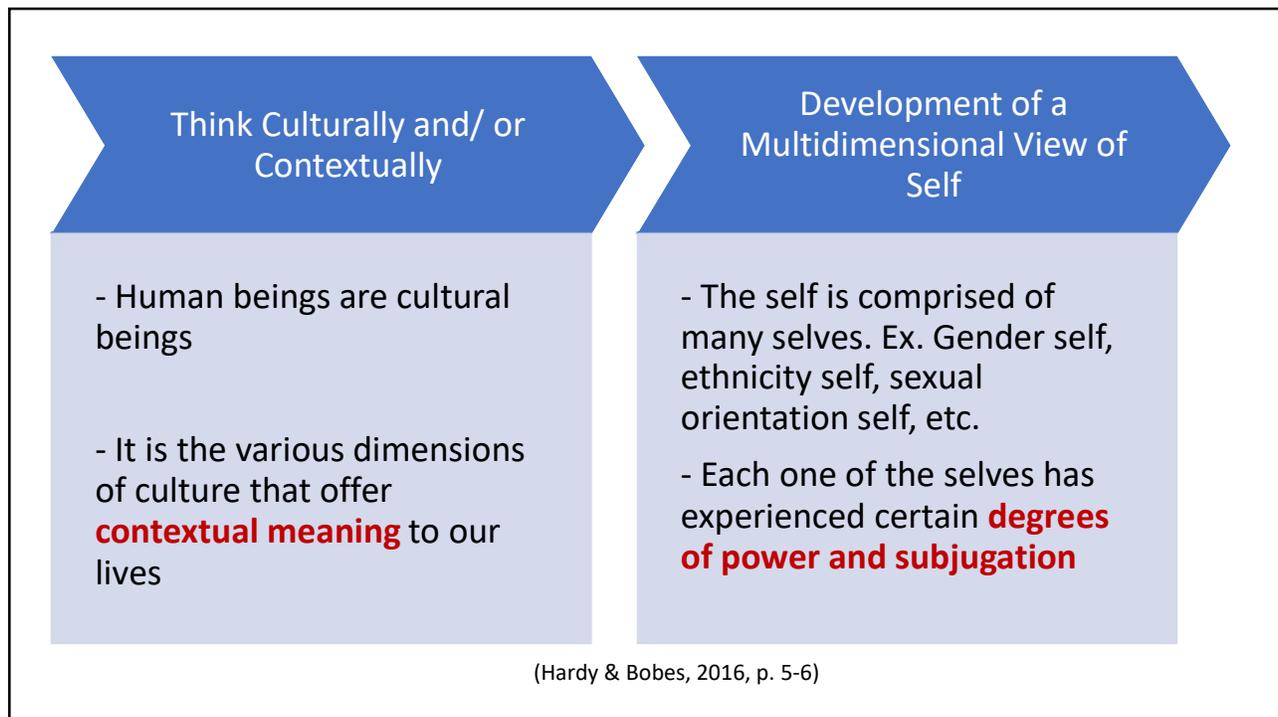
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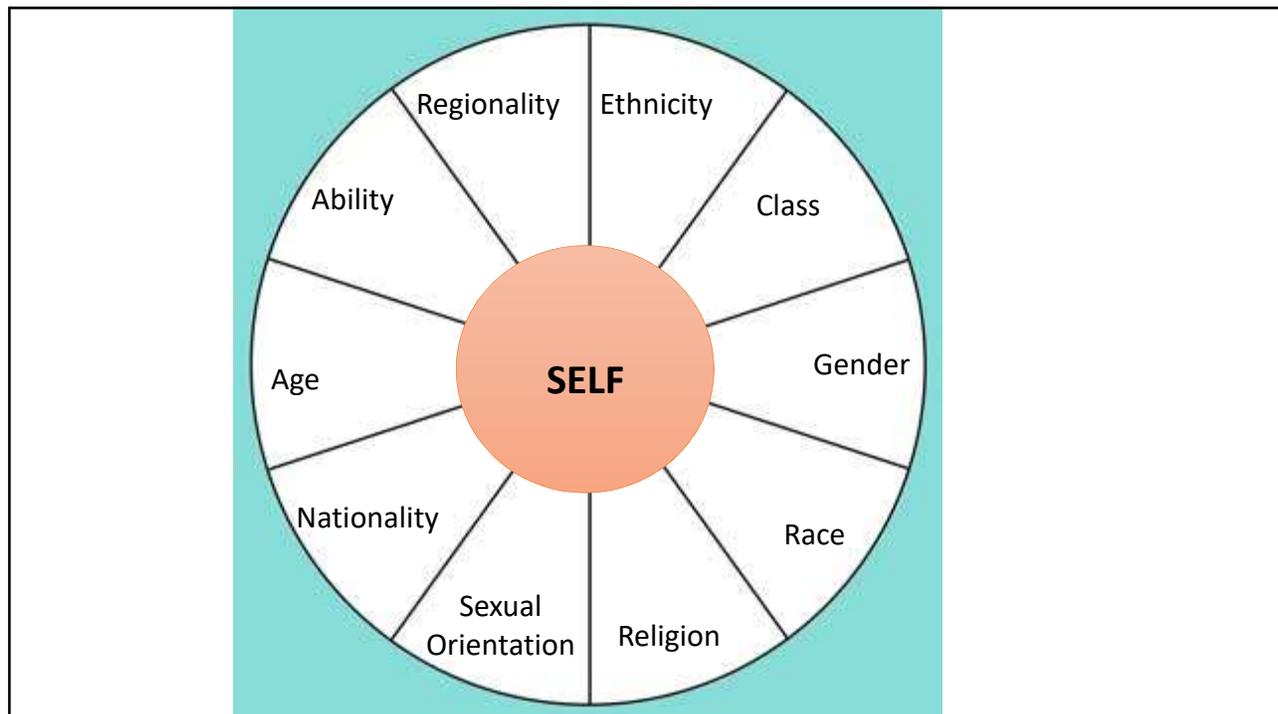
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*How to use the multidimensions of culture to understand myself and others?*

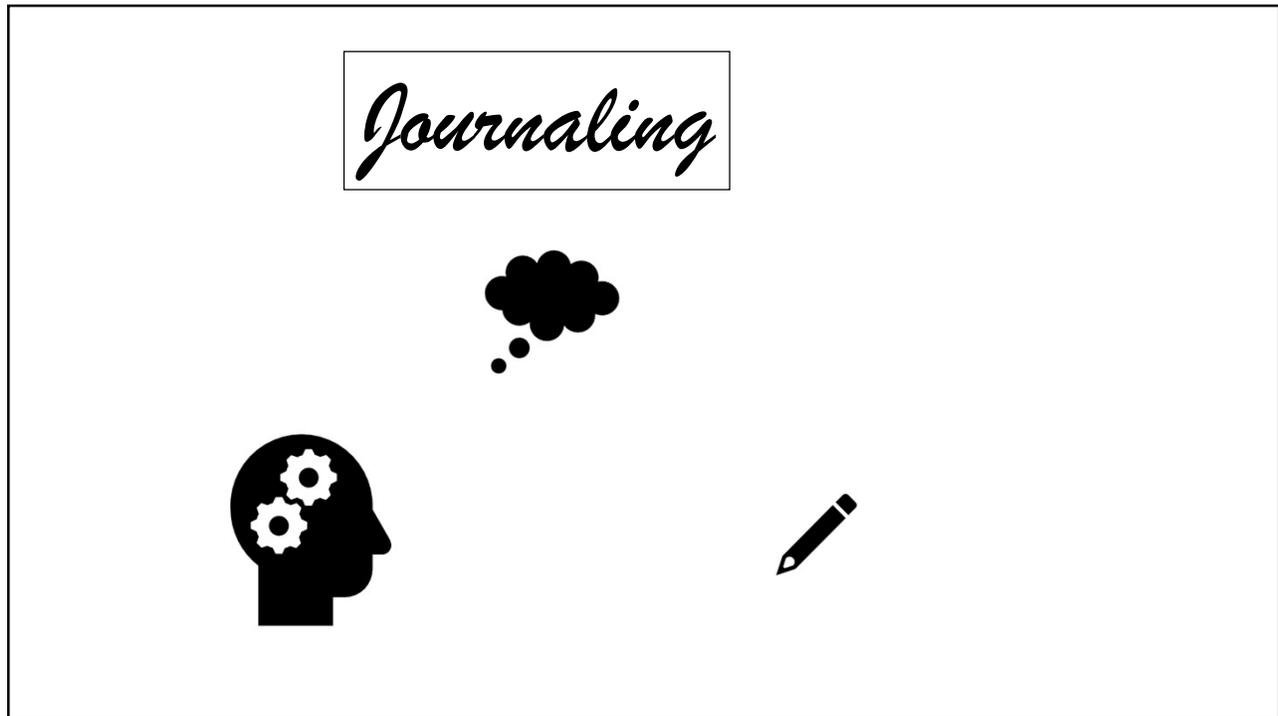
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## Activity 1- Cultural Wheel

How do you define/describe yourself as a cultural being? Name each one of the identities that you hold in the identity wheel diagram.

A diagram for an identity wheel activity. It consists of a large central circle surrounded by twelve smaller circles arranged in a ring. All circles are empty and intended for the user to write in.

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## Reflection Questions- Identity Wheel

Which identities were easier for you to name first? What identities took you more time to identify?

What are your salient identities? Which one of your identities have changed over time?

Of the various dimensions of self, including, but not limited to race, gender, class, sexual orientation, which dimensions are easy to own and embrace? Which ones have experienced subjugation or privilege?

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## Activity 2- Identities and Power

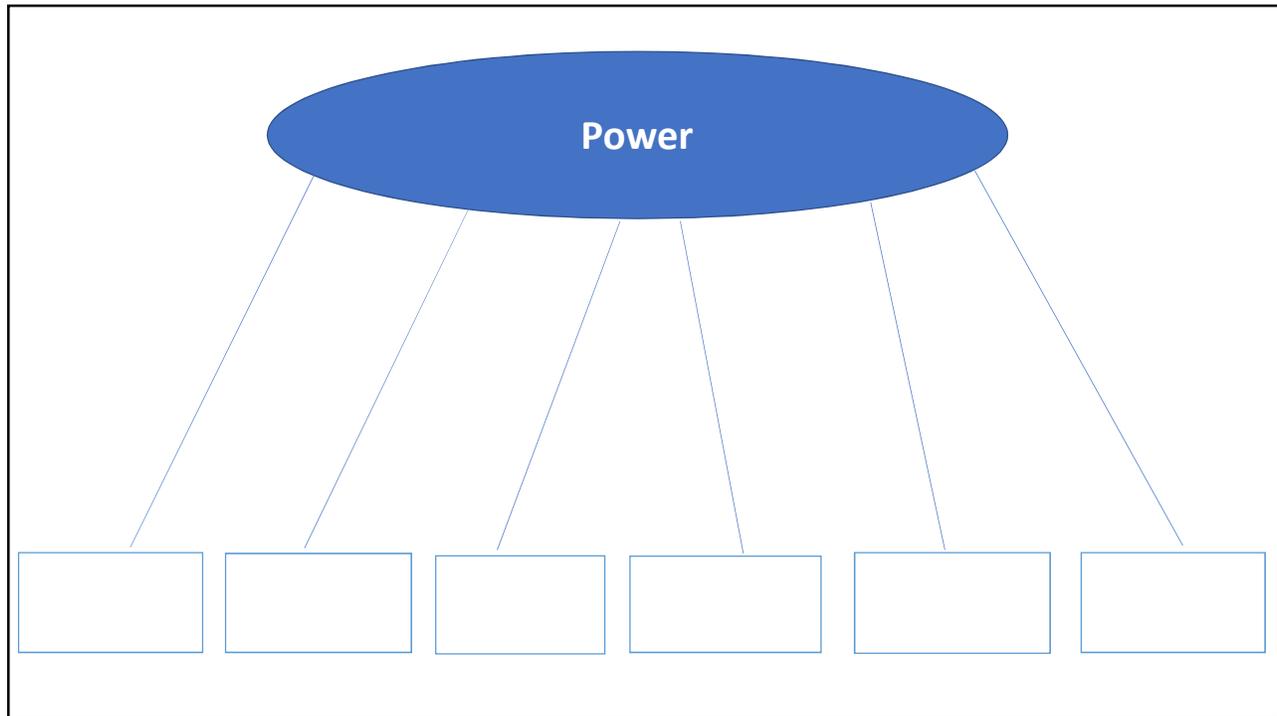
1. Using the following diagram, choose 6 of the identities you identified in the cultural wheel and place the names in the 6 boxes in the bottom of the diagram.

2. In each one of the identities selected identify the degree of power you think you hold by placing a dot in each line:

- High power- place a dot closet to the power oval
- Medium power- place a dot on the middle of the line
- Low power- place a dot far away from the power oval



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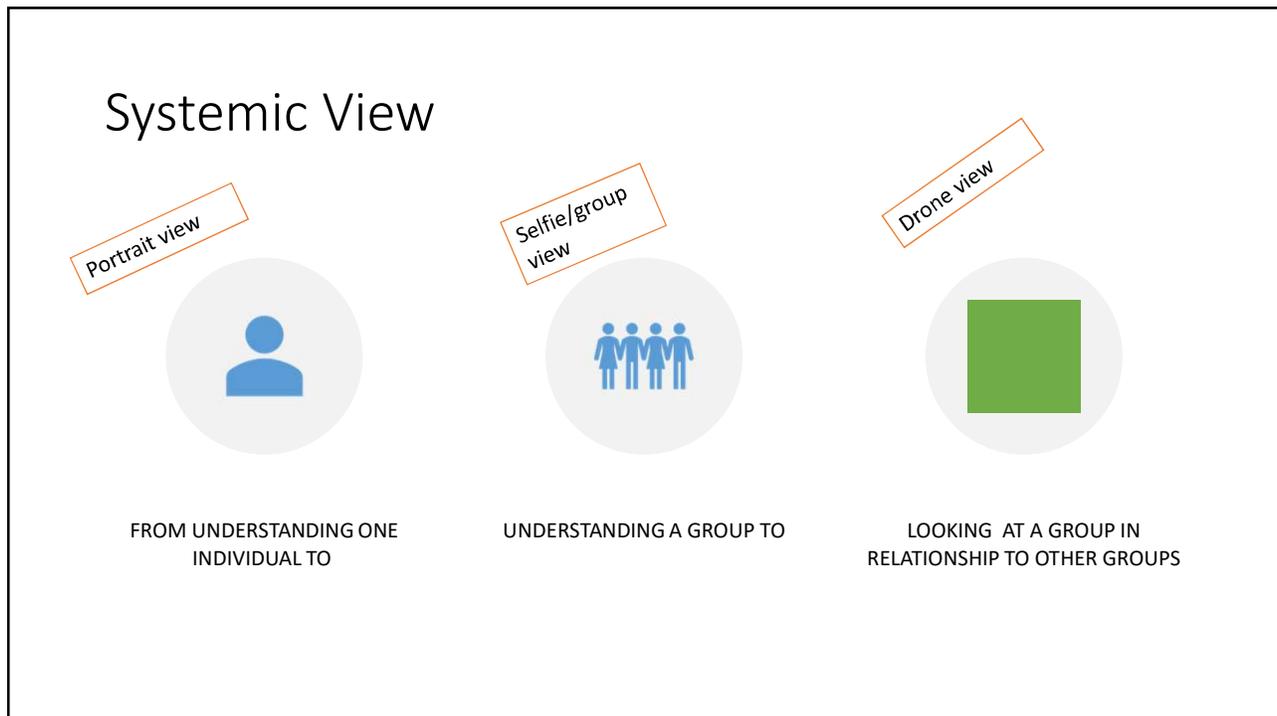
## Reflection Questions- Power and Subjugation

- How does your culture shape and inform your attitudes and beliefs about privilege and power?
- Any identity in which you experience doubt about where to place the dot?

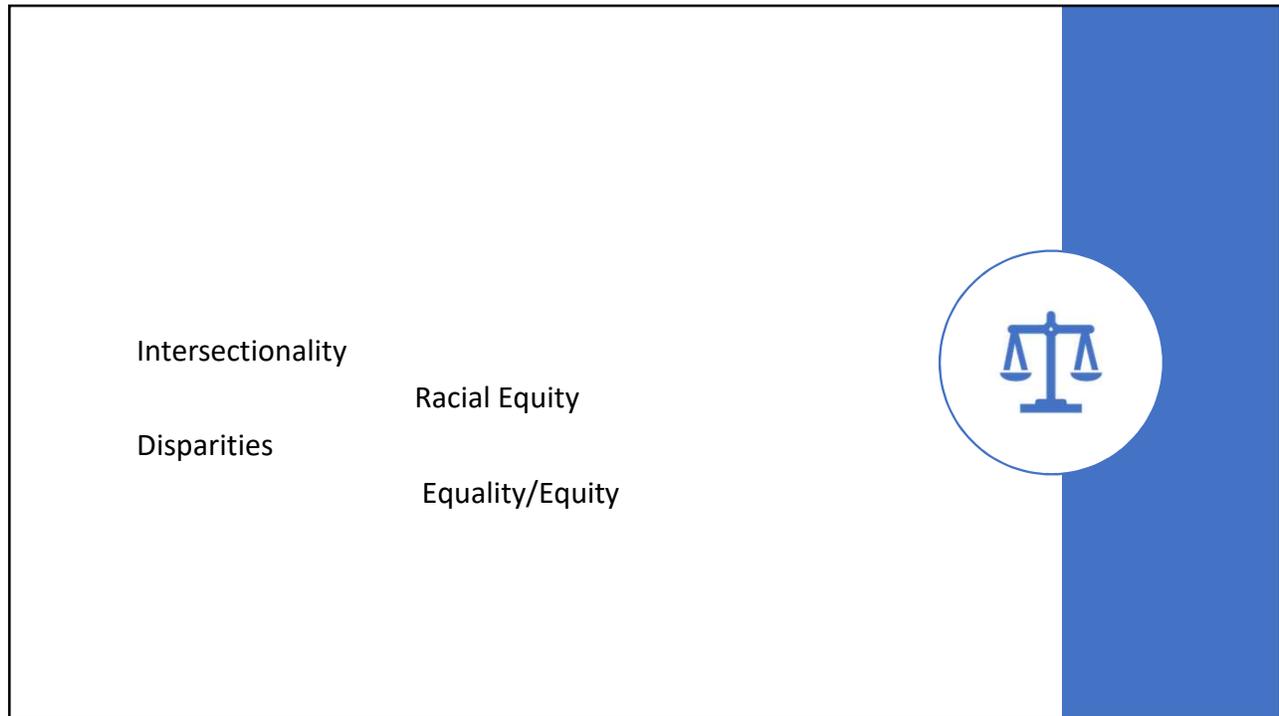
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## What is Intersectionality?

- Examples:

Person 1:

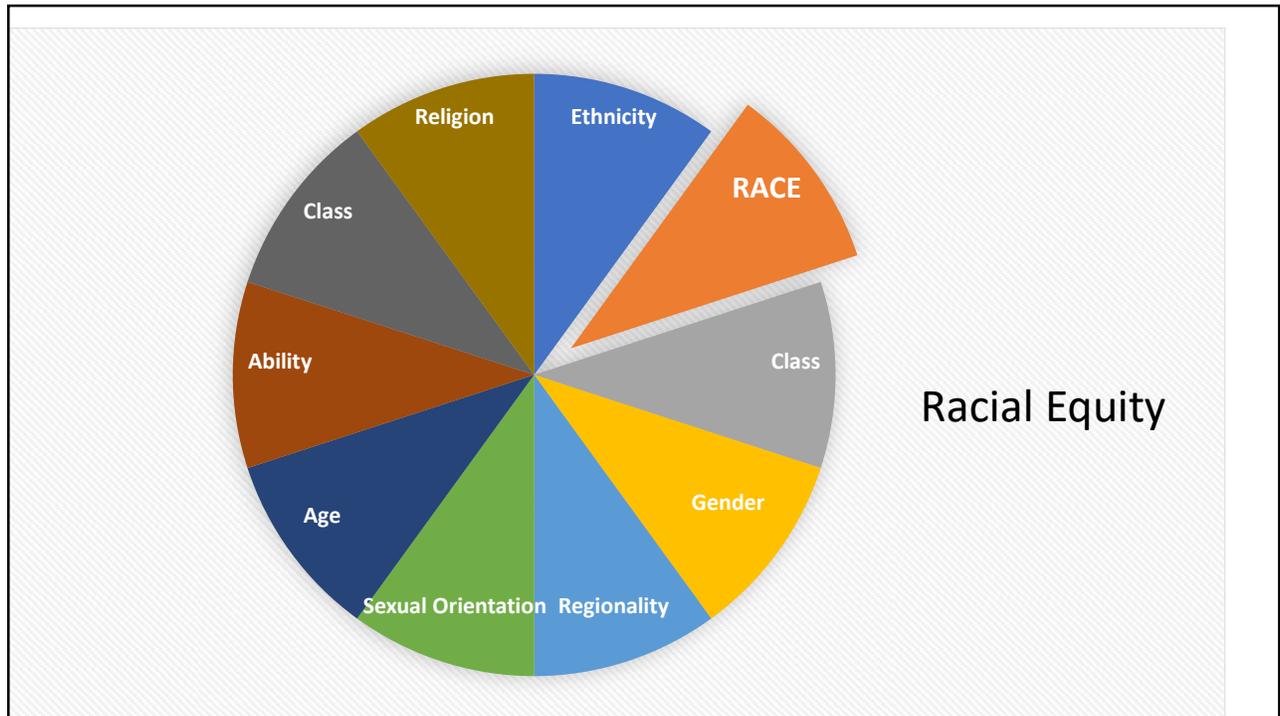
- White
- Poor
- Woman

Person 2:

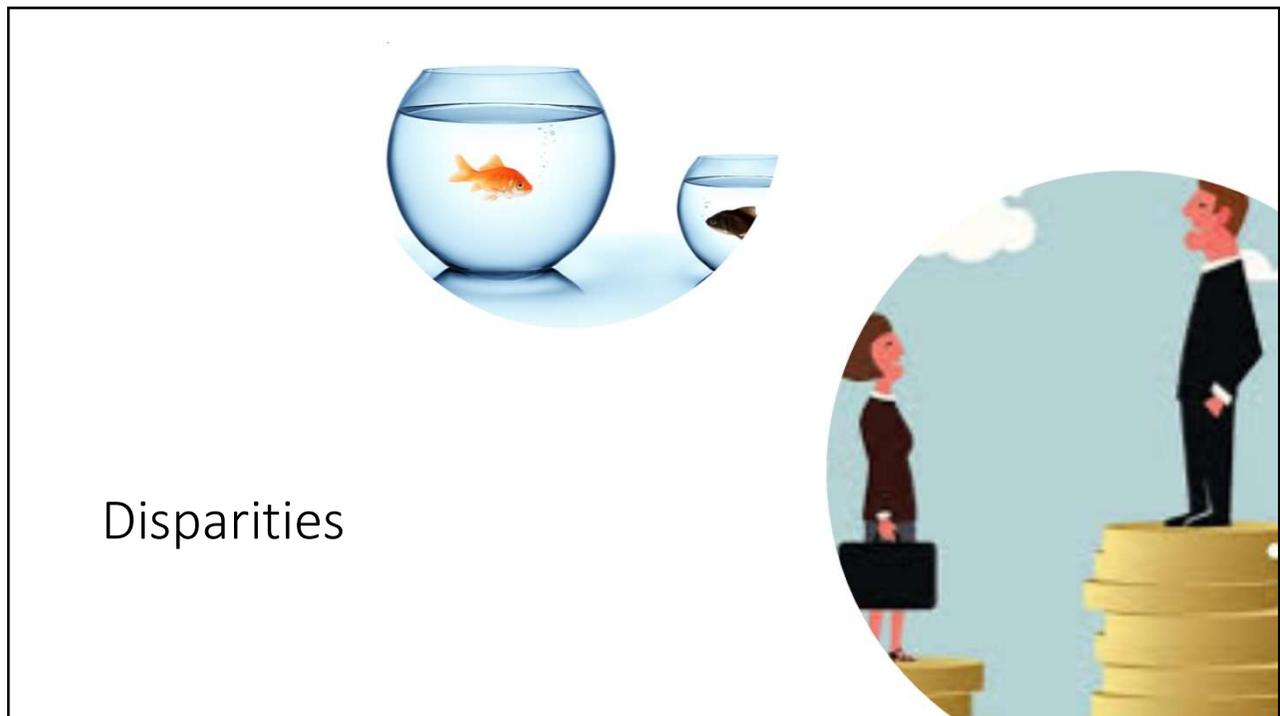
- Black
- Middle class
- Gay
- Men

- What is the role of representation?
- How do privilege and power play a role when we look at the intersectionality of a cultural identity?
- Who has access to services and who doesn't?

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## Equality Vs Equity

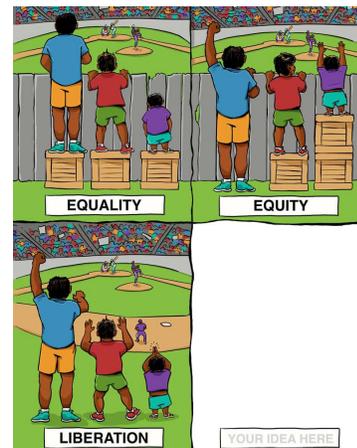
“It is fairly obvious that treating different things the same can generate as much inequality as treating the same things differently.”

KIMBERLE CRENSHAW

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## Equality Vs. Equity

- In case you would like to do the exercise at your agency...
- The 4<sup>th</sup> Box Sparks Imagination:  
<http://interactioninstitute.org/the-4th-box-sparks-imagination/>



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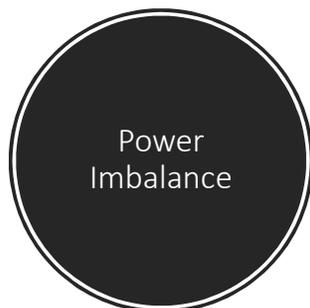
## Cultural humility Approach

- **A**sk questions, in a humble, safe manner
- **S**eek self-awareness
- **S**uspend judgment
- **E**xpress kindness and compassion
- **S**upport a safe and welcoming environment
- **S**tart where the client is at

Retrieved from: National Association of County and City Health Officials

<http://calwic.org/storage/documents/conference/2016/Cultural%20Humility%20CWA.pdf>

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Board --- Staff

Supervisor --- Supervisee

Boss --- Employee

Teacher --- Student

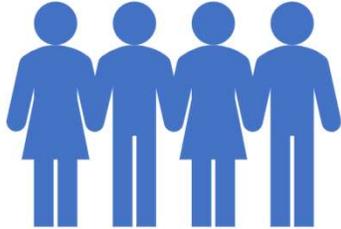
Physician --- Patient

Therapist --- Client

Institution --- Individual

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## Addressing Power Imbalance using Social Contact Hypothesis



Interpersonal contact with culturally different individuals can reduce prejudice and promote intergroup harmony under certain conditions:

1. Equal status between members of different groups
2. Common group goals
3. Emphasis on cooperation to attain group goals
4. Support by those in a position of authority

Allport (1954)

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## How to address power Imbalance?



REDUCING POWER DIFFERENTIAL IN THE RELATIONSHIP BETWEEN CLIENT AND PROVIDER



EMPHAIZING CLIENT'S STRENGTHS AND RESILIENCE



FRAMING THE RELATIONSHIP AS COOPERATIVE AND CO-LEARNING BETWEEN THE PROVIDER AND THE CLIENT

Richard, S. (2016) Video: The Importance of Cultural Humility

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## What do I do about my power and my privilege?

Choose	Do	Brainstorm	Learn about	Become
Choose one of the identities in which you hold power and privilege	Do some journaling about your experience and reflect on what it means to you to hold power in this area of your life	Brainstorm what you think you should do with it. Remember... brainstorming requires that we do not censor ourselves or our ideas	Learn about social justice	Become an ally and advocate: <ul style="list-style-type: none"> <li>• Offer one's presence</li> <li>• Clarify values</li> <li>• Connect with other advocates</li> </ul>

Hook, Davis, Owen & DeBlare (2017)

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WE ARE  
WIRED FOR  
CONNECTION

Brene Brown on Empathy-Video

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*" The real journey of discovery is not in seeking new lands but seeing what has always been there with new eyes. "*

Marcel Proust  
French Novelist and Philosopher



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## Resources

- **Project Implicit**  
<https://implicit.harvard.edu/implicit/takeatest.html>
- **Racial Awareness & Sensitivity Support Group**  
Counseling Alliance of Virginia  
Phone: 434.220.0333  
Email: [g\\_cash@cavahelps.com](mailto:g_cash@cavahelps.com)
- **Race Matters: How to Talk Effectively About Race – Dr. Kenneth Hardy, PhD**  
February 5 -6, 2019 @ 8:00 am - 5:30 pm  
Registration required/ Contact CAVA (above)
- **Trauma Informed Cross Cultural Psychoeducation**  
TBA – The Women's Initiative
- **Videos: Search in Youtube:**
  - [Cultural Humility Edited](#)
  - [The Importance of Cultural Humility](#)
  - [Brene Brown on Empathy](#)

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- Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125