Cultural Humility & Ways of Engaging

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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
**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)*
Multicultural Framework

### Cultural Competence
- Self-awareness
- Knowledge
- Skills

### Critiques
- Competence indicates that one can arrive to a desired target/point of knowledge limiting other desire characteristics in a therapist
- Focus is on race and ethnicity
- Therapist report/client report

Hook, Davis, Owen & DeBlaere (2017)
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 & DeBlaere (2017)

Cultural Humility- Definition
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

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)
Cultural Humility

Individual/ Interpersonal Level

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

Each one of us is a complicated, multidimensional human being

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

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)
Who Am I?
How my culture has shaped me?

How to use the multidimensions of culture to understand myself and others?
Think Culturally and/or Contextually

- Human beings are cultural beings
- It is the various dimensions of culture that offer contextual meaning to our lives

Development of a Multidimensional View of Self

- The self is comprised of many selves. Ex. Gender self, ethnicity self, sexual orientation self, etc.
- Each one of the selves has experienced certain degrees of power and subjugation

(Hardy & Bobes, 2016, p. 5-6)
How do you define/describe yourself as a cultural being? Name each one of the identities that you hold in the identity wheel diagram.
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?

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
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?
Cultural Humility

Systemic Level

Systemic View

FROM UNDERSTANDING ONE INDIVIDUAL TO

UNDERSTANDING A GROUP TO

LOOKING AT A GROUP IN RELATIONSHIP TO OTHER GROUPS
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?
Racial Equity

Disparities
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

Equality Vs. Equity

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

Conclusion & Tools

Humble self-reflection and curiosity that leads to knowing self and maintaining an other-oriented perspective

Building cultural comfort - distinction between feeling unsafe vs. anxiety or discomfort around different cultural identities

Embracing cultural opportunities
Cultural humility Approach

• **Ask** questions, in a humble, safe manner
• **Seek** self-awareness
• **Suspend** judgment
• **Express** kindness and compassion
• **Support** a safe and welcoming environment
• **Start where the client is at**

Retrieved from: National Association of County and City Health Officials
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)

How to address power Imbalance?

- Reducing power differential in the relationship between client and provider
- Emphasizing 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
### What do I do about my power and my privilege?

<table>
<thead>
<tr>
<th>Choose</th>
<th>Do</th>
<th>Brainstorm</th>
<th>Learn about</th>
<th>Become</th>
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| 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 sensor ourselves or our ideas | Learn about social justice | Become an ally and advocate:  
  - Offer one’s presence  
  - Clarify values  
  - Connect with other advocates |

Hook, Davis, Owen & DeBlaere (2017)

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**WE ARE WIRED FOR CONNECTION**

Brene Brown on Empathy-Video
"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

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

• 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
References

• Im, H. (2014) Trauma- Informed Cross-Cultural Psychoeducation (TI-CCP) for Refugee Community Leaders Interactive Training Manual (VCU)