

Developing Cultural Humility



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Is it possible to know everything?

“To be culturally competent doesn’t mean you are an authority in the values and beliefs of every culture. What it means is that you hold a deep respect for cultural differences and are eager to learn, and willing to accept, that there are many ways of viewing the world.”

- Okokon O. Udo

What do these terms even mean?

- Cultural Awareness
- Cultural Sensitivity
- Cultural Competence
- Cultural Humility



Cultural Humility

Video *Cultural Humility (Edited)*:

<https://www.youtube.com/watch?v=16dSeyLSOKw>



Cultural Humility: *3 Factors*

(Tervalon & Murray-Garcia, 1998)

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

The Attitude is the Father of the Action

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Culture: *Ethical Considerations*

- We are **all culture bound** individuals. We *all* participate in multiple cultures: ethnic, national, professional, among others.
- We carry our culture with us at all times – and it has an impact on how we view and relate to people from our own and other cultures.
- Culture helps determine our behavior!



Culture: *Ethical Considerations*

- Behavior and Values developed in one's own culture appear “natural” or “logical” or the “right” thing to do.
- Behavior and values from other cultures can appear “wrong,” unnatural or abnormal!
- Remember, *the attitude is the father of the action!*



Self-Awareness



In practicing **cultural humility**, rather than learning to identify and respond to sets of culturally specific traits, the culturally competent provider develops and practices processes of *self-awareness* and *reflection*.





Let's Get Pumped Up!!!!



Self-Awareness Exercise

- In your group, think about and discuss the first time you were aware of being “different” and what that was like for you.



Self-Awareness Exercise

- See handout “Self-Assessment: *Valuing Diversity.*”



Stereotypes



- When we have inflexible judgments of people based on prejudgments, we are using stereotypes.
- Stereotypes *distort reality* – from both a positive and negative perspective. Not ALL people in a group are ever...whatever the stereotyped description is going to be . (Beckett, J, & Dungee-Anderson, D. 1995)

Cultural Humiliation?

Video *What Kind of Asian Are You?*

<https://www.youtube.com/watch?v=DWynJkN5HbQ>

Self-Reflection: *Unfiltered*

- Number a sheet a paper from 1- 31
- Write out your immediate thoughts or feelings
- Allow yourself to respond unfiltered

Self-Awareness **Question**: *Culture-Bound Professionals*

Based on our professional (often Westernized) training, what are, potentially, some of our biases, assumptions and expectations we bring with us into our work with culturally diverse individuals?

Possibilities:

- An assumption of the universality of “normality” or “abnormality.”
- An emphasis on individualism or independence.
- An expectation of openness
- An expectation of self-disclosure



Cross Cultural Skills



Cultural Humility & Competency: *The Toolkit*



Engagement: *From a Cultural Humility Perspective*

- Stance of informed curiosity
- Ask different questions
- Ask questions differently



The Cultural Formulation Interview

- See handout



Toward Multicultural Competency: **Knowledge and Skills for the Toolkit**

- ***Know Yourself: Self-Awareness***
- Acknowledge cultural differences
- Know other Cultures – “other” awareness
- Identify and value differences (*DSM-5 Cultural Formulation Interview*)
- Identify and avoid Stereotypes – not always easy!
- Empathize with people from other cultures
- Adapt rather than adopt – make adjustments and compromise
- Acquire recovery skills

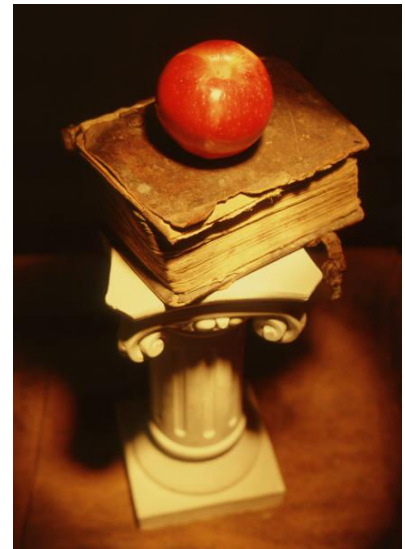
How Do I Master all this Knowledge?

Bottom Line?

Recognize the need to obtain this knowledge *throughout your career and take steps to gain it when it is essential and immediately applicable for your current work.*

Culturally sensitive practice “is manifested at the level of daily practice behavior...”

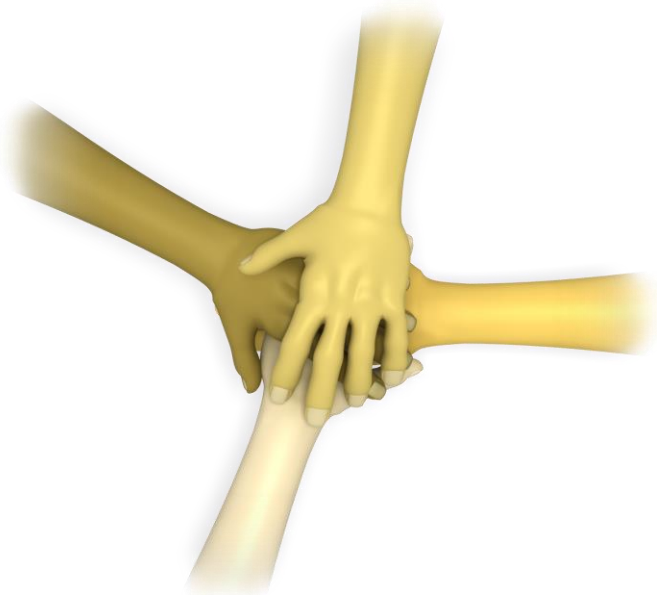
(Reamer, 1998)



Putting it all Together:

Toward Cultural Humility and Cultural Competence

A setting, situation and/or relationship where all differences are considered, identified, acknowledged, accepted, valued and respected so that strengths and skill-based effective contextual interactions are possible.



Thank You!



Additional References, Resources, Recommended Reading

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- **Cultural Formulation Interview:**
<http://www.dsm5.org/Pages/Default.aspx>
- **Video Cultural Humility (Edited):**
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