



Cultural Humility: A Lifelong Perspective and Practice

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Culture....



Cultural Humility is:

- A stance toward understanding culture. It requires a commitment to lifelong learning, continuous self-reflection on one's own assumptions and practices, comfort with 'not knowing', and recognition of the power/privilege imbalance that exists between clients and health professionals.
- An interactive approach: we approach another person with openness to learn; we ask questions rather than make assumptions; and we strive to understand rather than to inform.

Agreements

- Honor Confidentiality
- Unconditional Respect for Yourself & Others
- Speak Your Truth
- No Put-downs
- Agree to Disagree
- Everyone Has the Right to Pass
- Experience Discomfort
- Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
- Expect and Accept Non-closure
- Anything Else?



Activity: *My String of Beads*

- Go around the room to each of the 7 stations and read the statements silently.
- Take 1 bead for each statement that applies to you and string it on your cord.
- What do you think this activity was about?
- How did it make you feel?
- What can you do with your privilege?

A Trip to the Grocery Store

- Joy DeGruy, Author and Educator
- <https://www.youtube.com/watch?v=GTvU7uUgjUI>



Activity: Power Shuffle

- Honor confidentiality
- Unconditionally respect yourself and others
- Speak for yourself only
- Actively listen
- No put-downs
- Give caring feedback
- This exercise will include a dialogue, not a debate
- Agree to disagree
- Everyone has the right to pass
- It is okay to express your emotions
- No “rescuing”
- Take responsibility for you own learning - ask for what you need.

The Goal

- An examination of one's prejudices, an effort to truly understand and empathize with others, the development of an appreciation of differences, and, hopefully, the establishment of real, positive connection.

Putting it into Action

- Take 5-10 minutes to talk within a group and write down ways your workplace can adopt a cultural humility approach with its staff, clients, etc.

Ableism Videos

- *TRIGGER WARNING*
- <https://www.youtube.com/watch?v=amXwzh1cL9U>
- https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much#t-300597

References

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- Lee Gardenswartz and Anita Rowe (1994). *The Diversity Tool Kit*. The McGraw-Hill Companies.