What is Cultural Humility?

Is a humble and respectful attitude toward individuals of other cultures that pushes one to challenge cultural biases, realize we cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Is to maintain a willingness to suspend what you know, or what you think you know, about a person based on generalizations about their culture. Rather, what you learn about clients' culture stems from being open to WHAT THEY THEMSELVES HAVE DETERMINED IS THEIR PERSONAL EXPRESSION OF THEIR HERITAGE AND CULTURE.

Cultural humility is about accepting our limitations. Those who practice cultural humility work to increase their self-awareness of their own biases and perceptions and engage in a life-long self-reflection process about how to put these aside and learn from clients (Tervalon & Murray-Garcia, 1998).

Why Cultural Humility?

Cultural humility was establish due to the limitations of cultural competence. Some professionals believed themselves to be culturally competent after learning some generalizations of a particular culture.

http://melanietervalon.com/wp-content/uploads/2013/08/Cultural-Humility-A-Video.pdf

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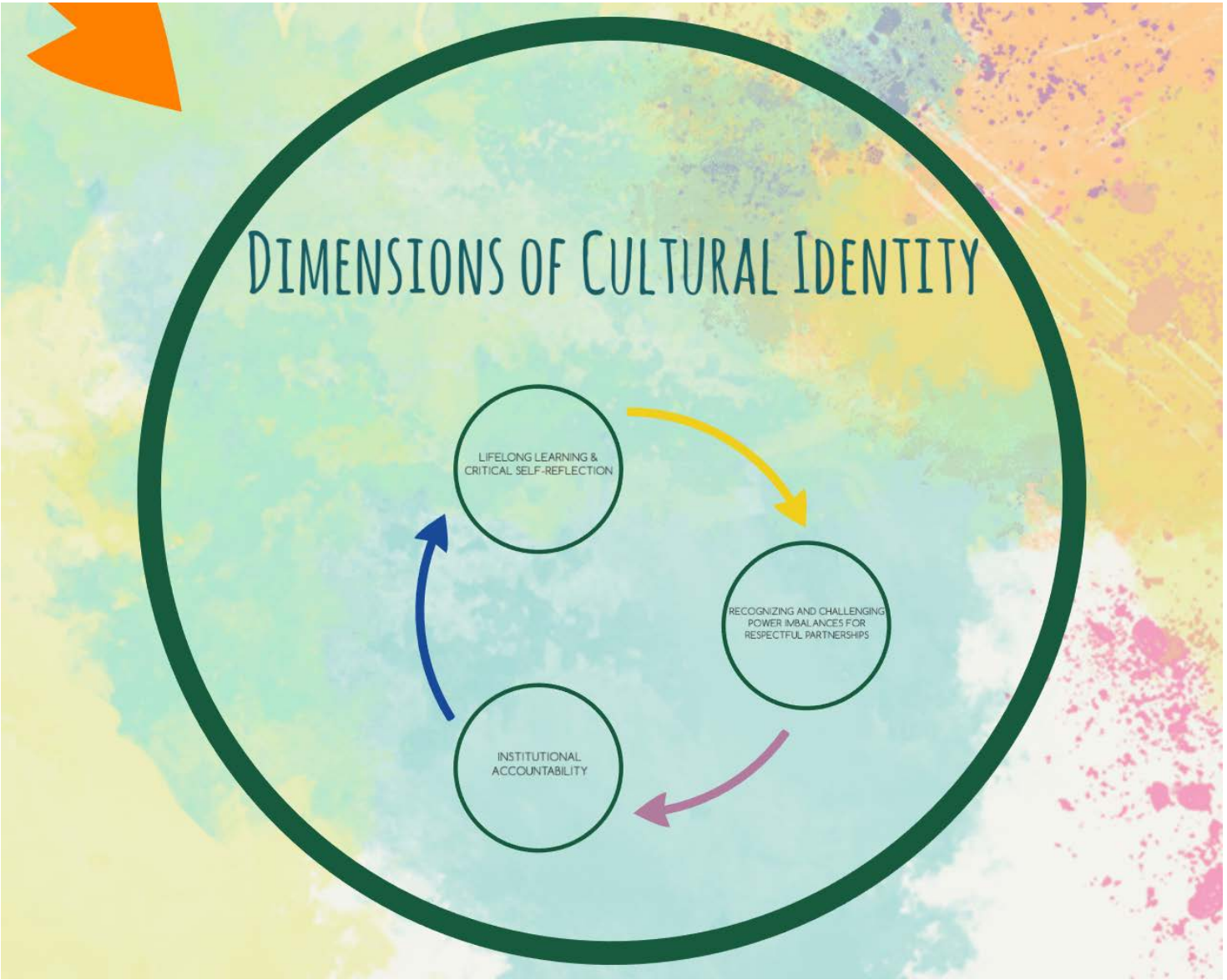

DIMENSIONS OF CULTURAL IDENTITY
LIFELONG LEARNING & CRITICAL SELF-REFLECTION
RECOGNIZING AND CHALLENGING POWER IMBALANCES FOR RESPECTFUL PARTNERSHIPS
INSTITUTIONAL ACCOUNTABILITY

KEY PRACTICES
OF CULTURAL HUMILITY
REFLECTIVE LISTENING
COMMITMENT TO LIFELONG LEARNING
ENGAGE IN CONTINUOUS SELF-EVALUATION AND EXAMINE INTENTIONS.
BECOME COMFORTABLE WITH NOT KNOWING
ENCOURAGE SOCIAL JUSTICE INFORMED RESPONSES
Recognize/ identify Privilege and Power Dynamics
UNDERSTAND THAT EACH BEING IS THE UNIQUE INTERSECTION OF DIFFERENT CULTURAL FACTORS.

PRACTICE

SHARE TWO STRENGTHS AND ONE CONCERN ABOUT YOUR CULTURAL IDENTITY.

THE ADDRESSING FRAMEWORK

A CULTURALLY HUMBLE STEP-IN PRIVILEGE/POWER EXERCISE

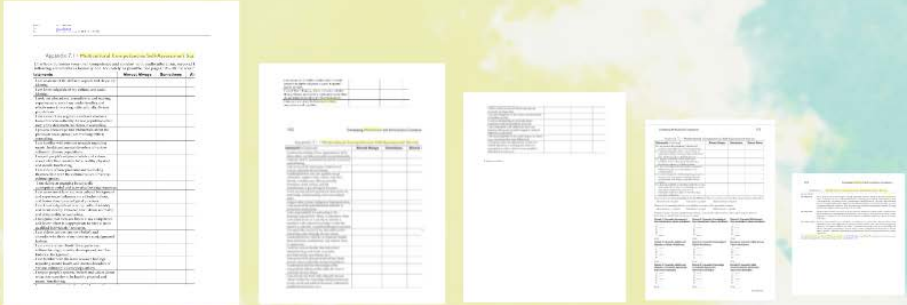
CULTURALLY HUMBLE QUESTIONS BRAINSTORMING SESSION

MULTICULTURAL COMPETENCIES SELF-ASSESSMENT SURVEY

MULTICULTURAL COMPETENCIES SELF-ASSESSMENT SURVEY

BY MANIVONG J RATTS

COUNSELING FOR MULTICULTURALISM AND SOCIAL JUSTICE: INTEGRATION, THEORY, AND APPLICATION



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CULTURALLY HUMBLE QUESTIONS BRAINSTORMING SESSION

ILLUSTRATE THE CULTURAL RICHNESS OF OUR DIVERSE NATION. AS HELPERS, WE HAVE THE RESPONSIBILITY TO RECOGNIZE AND VALUE THE DIVERSITY OF OUR CLIENTS. WE MUST ENTER OUR RELATIONSHIPS WITH CULTURAL HUMILITY AND THEREFORE, OPENNESS TO LEARNING FROM THOSE WE INTENT TO SUPPORT. ONLY THEN WE CAN BEGIN TO TRULY UNDERSTAND THEIR WORLDVIEW AND HOW TO BETTER SUPPORT THEM.

- If English is not your first/dominant language, step-in
- If your primary ethnic identity is American, step-in
- If you didn't study the history of your ancestors in elementary school, step-in
- If you ever tried to change your appearance to avoid being judged or ridiculed, step-in
- If you were ever treated less fairly because of your race, ethnicity, sexual orientation and/or gender identity, step-in
- If your parents encouraged you to be proud of all that you are, step-in
- If your parents are immigrants/refugees/asylees, step-in
- If you were ever asked to hide a part of your identity, step-in
- If you are able to go to a bathroom that corresponds to your gender identity without fear, step-in
- If you were ever stopped or questioned by law enforcement for no apparent reason, step-in
- If you can always communicate /access information and/or a facility with ease, Step-In
- If you grew up around extended family, step-in
- If you have ever been harassed or assaulted because of your gender (identity/expression), sex, and/or sexual orientation, Step In
- If you are able to attend to, w/o hassle, your religious/Spiritual observances and practices, step-in
- If someone ever had low expectations of you based on your appearance, step-in
- If you feel targeted by the current administration, step-in
- If you live in a diverse community, step-in
- If you are proud of your unique intersections of cultural factors, step-in