

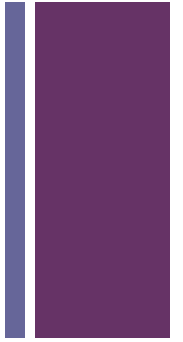


Cultural Humility: A path to health equity

**Facilitated By
Dr. Veronica Neal**

+ **Workshop Goals**

- **Linkages between equity and cultural humility**
- **Develop a common language and understanding of cultural humility**
- **Examine the principles and praxis of cultural humility**
- **Summary and Next Steps**





Equality

doesn't mean



Equity

+ **Building Common Language**

- **Diversity**
- **Equity**
- **Equality**
- **(Socially Just) Inclusion**
- **Culture (including and beyond race, ethnicity, gender, etc.)**





So What Is Culture?



- Shared systems of values, beliefs,
- “World lens”
- **Learned** patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- Often individually defined... and changes over time

- Dr. Melanie Tervalon's Review

+

What Does Culture Have To Do With Equity?

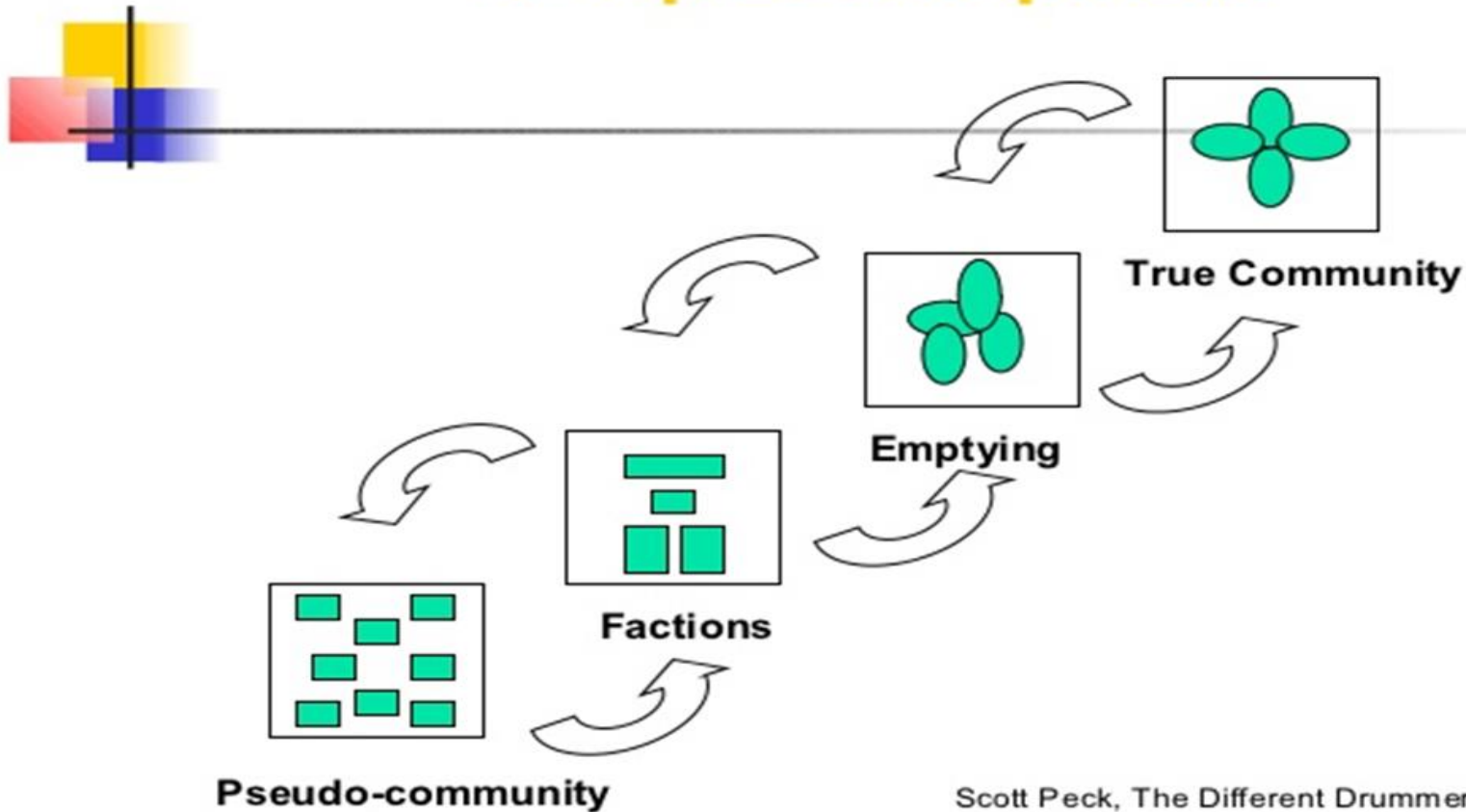


Pair-share on Culture


How does your cultural background influence your work?

+ Cultural Humility Happens at the Intra, Inter, and Institutional Level

Group Development



Scott Peck, *The Different Drummer*, 1987



Cultural Humility:
+
**Principles and
Practice**



Cultural Humility



- A lifelong commitment to self-evaluation, reflection and critique
- Redressing the power imbalances in the participant/client-practitioner dynamics
- Developing mutually beneficial partnerships with communities on behalf of individuals and defined populations; share power with those you serve
- Advocating for and maintaining institutional consistency (internal agency wisdom)

Tervalon M, Murray-Garcia J: "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 1998; 9(2):117-124.

+ Pair-Share on Principles

- Please work with a partner to identify a personal and institutional example of each of the principles.
 - Self-reflection and Life-long learning
 - Readdress Power and Privilege
 - Community or Partner as Expert and Partner
 - Institutional Parity/Consistency





Skills We Need



- Skilled Dialogue (authentic communication without defensiveness, nonjudgmental, seeking to learn and understand vs. pushing an agenda, not a discussion or debate)
- Self-reflection and Critique (reflective practitioner, identity politics... what's in it for me?)
- Transformational Conflict (difficult conversations, real-time feedback, observational learning)
- Negotiation (power analysis, shared-decision making, ability to change/flexibility)
- Inquiry (personal and group, coaching conversation, powerful questions)

Reference: Neal, V. (2010)



Next Steps



- ❖ What do you think of these principles and practices?
- ❖ Do you think it will help deepen your equity work?
- ❖ What support do you need to further develop or infuse cultural humility into your work with students and colleagues?

+

