



Leading With Cultural Humility

**Concurrent Session
November 8th, 2016
Dr. Veronica Neal**



CONCURRENT SESSION OVERVIEW



This session is a primer for the full-day workshop.

Participants will have an opportunity to learn about the principals and practices of cultural humility, here a local example, and ask questions about the approach.



AGENDA



- Welcome and Overview
- Understanding Culture
- Cultural Humility Principles and Practices
- Putting Principles into Action
- Dialogue and Reflection



THE FOUR-FOLD WAY

Summarized by Michael Welp, Ph.D., www.equalvoice.com



1. Show up, or choose to be present.
2. Pay attention to what has heart and meaning.
3. Tell the truth without blame or judgment.
4. Be open to outcome, not attached to outcome.



PAIR-SHARE ON CULTURE



How would you describe your cultural background?

How has your cultural background influenced your work?



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

- Dr. Melanie Tervalon's Review

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CULTURAL HUMILITY AS A PATH TO HEALTH EQUITY



Equity

Social Justice

Diversity

ANTI-RACISM

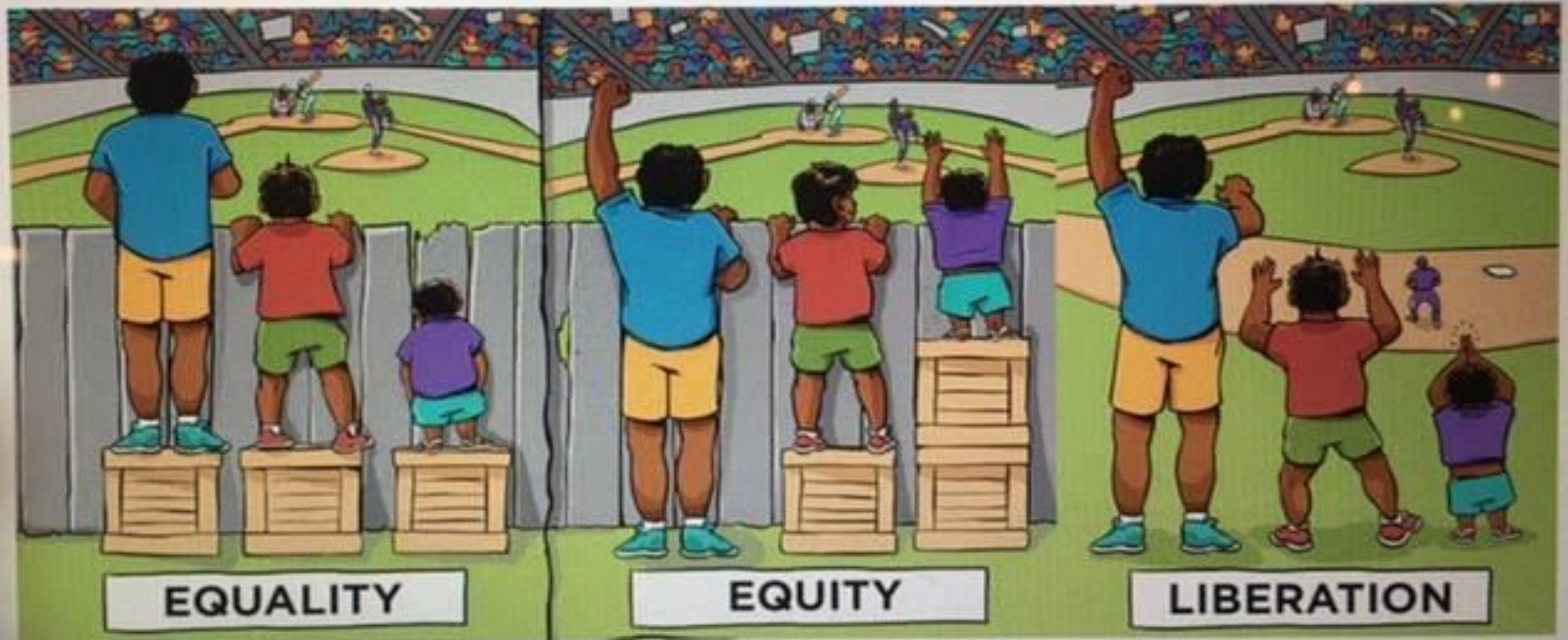
Oppression

“Isms”

Inclusion

Where Do We Begin?

Don't just tell a different version of the same story.
Change The Story! 🔍





CULTURAL HUMILITY:

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**PRINCIPLES AND
PRACTICE**



CULTURAL HUMILITY PRINCIPLES



- A lifelong commitment to self-evaluation, reflection and self-critique
- Redressing the power imbalances in the student-teach or patient-clinician dynamic
- Developing mutually beneficial partnerships with communities on behalf of individuals and defined populations
- Advocating for and maintaining institutional consistency
- do you want this here?

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.



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)



+ Putting Principles into
Action



CULTURAL HUMILITY COMMUNITY SPOTLIGHT



**Marilyn King
RN BScN MPH**

Public Health Nurse

Huron County Health Unit



THE CULTURE



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THE SITUATION



We do believe in God's omnipotence, and we owe our very existence to his protection....

We, being human, cannot always discern between an 'Act of God' , and human error.....

We do well to be safety minded, and think how Christ refuted Satan: 'Thou shalt not tempt the Lord thy God'. Duet.6:16



RESPONSE TO CAS REQUESTS FOR ACTION



**Child Injury Prevention and General Safety
Guide Approved by.....**

In the home:

In the yard:

In the barn:

Tips on Adult Supervision around Horses and Children

**General Safety Tips which apply to our practice of
farming with horses**



Body Safety at Home and in the Community



A Safety Drawing and Colouring Book

CULTURAL HUMILITY PRAXIS REQUIRES COURAGEOUS

Courageous Leadership Three Buckets of Courage





TRIAD DIALOGUE



- In what ways might cultural humility principles and practices help you understand current social justice and liberatory trends in Canada?
- Why is cultural humility a much needed practice in public health and services?
- In what ways can you begin to deepen your own cultural humility?



QUESTIONS?

Thank you!