INTRODUCTIONS AND AGENDA

Introductions

- Education
  - B. Sc in Psychology, Existential Neuropsy, Neuropsych
  - Masters of Nonprofit Leadership, Industrial Complex and Systems Failure in Medical/Public Heath
  - M. Ed Clinical Health Counseling, Black Mental Health
  - Masters of Public Administration, Intergenerational SocioPolitical and Systemic Dynamics

- Background
  - “Thrice”-Exceptional: Giftedness with LD, Autistic & SchizoAffective
  - Social Equity Advocate for over 15 years
  - Co-Chair of Seattle Disabilities Commission; Renters Commission

Agenda

- Mindfulness Exercise
- What is Cultural Humility
  - Lifelong commitment
  - Fix power Imbalance
  - Develop coalitions
- Questions and Debrief
MINDFULNESS EXERCISE

- Where do you keep tension in your body?
- How does your body react to un/comfortable situations?
- Do you know how to sit in the discomfort?

This will be an important centering of sensations that may come up in our time together today

*My Grandmother’s Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies.* (pp. 30-33)

Resmaa Menakem, MSW, LICSW, SEP.
WHAT IS CULTURAL HUMILITY

Competence
- Collection of knowledge
- Importance placed on mastering skills
- Seeking specific, empirical outcomes

Old School Diversity mindset
Post-Racial or Neo-Racial society myths

Humility
- “Having a sense that one’s own knowledge is limited as to what truly is another’s culture,” (Hook et. Al, 2013)
  - Other-oriented, not Self- (or Doctrine-) focused
  - Respect for others
  - Lack of superiority
  - Considering hypothesis instead of drawing conclusions.
- Three main tenets
  - Life-long commitment to self-evaluation & critique
  - Passion for dismantling power imbalances where none ought to exist
  - Partnership and coalition building through advocacy
WHAT IS CULTURAL HUMILITY: SELF EVALUATION AND CRITIQUE

- Never done learning and growing
- Humble and flexible
- Understanding of others and our limitations in the messiness of people
- Aware of intrinsic purpose and identity

“To be culturally humble means that I am willing to learn,”
- Joe Gallagher
MISSION/ PURPOSE ACTIVITY

- Ask yourself “Why” > 5x for one or more of the following questions:
  - Why are you passionate about social justice?
  - What compels you to work with folks with Neurodevelopmental Disability?
  - What is the basis of your participation in LEND?
  - Why did you go into your particular profession within this field?
  - Why are you passionate about ___________________? (Area within your studies or expertise?)
- Keep going even if answers become horizontal
MISSION/ PURPOSE ACTIVITY DEBRIEF

- How would this core “Why” inform a culturally competent relationship with your clients?
- How does knowing your core “Why” inform a culturally humble relationship with your clients?
- Look at some of the cultural elements of your “Why.” How many of these do you share with your clients?
  - Identities out-loud, undercover, tapestry, and wide-net
WHAT IS CULTURAL HUMILITY: SELF EVALUATION AND CRITIQUE

- Never done learning and growing
- Humble and flexible
- Understanding of others and our limitations in the messiness of people
- Aware of intrinsic purpose and identity
- Aware of potential biases – Conscious or not

“To be culturally humble means that I am willing to learn,”
- Joe Gallagher
Psychosocial Basis of Altruism

- Affinity Bias
- Anchor Bias
- Sympathy/Empathy Bias

This is neither negative nor positive, but human!

- Helps reduce cognitive dissonance = Burnout
BIAS EXERCISE: TIMOTHEUS GORDON JR.

- Based on his introduction, guess what he does in his person and professional life.
- Based on his full introduction, what are some ways a Black, autistic person like Timotheus may experience bias in care – positive or negative.
- Have you made any similar assumptions in your practice?
EXAMPLES OF BIAS AND MICROAGGRESSIONS FROM CLINICIANS TO CLIENTS

- I don’t think of you as a Black girl, I just think of you as a successful student
- It must be hard for you to thrive in that environment
- So, who in your family has ever been in gang?
- So, do you have a boyfriend?
- Let me know if I talk too fast for you
- When did your family immigrate
- It must take a while for you to get here on the bus

Shelia Addison, 2016

- Have you found yourself saying one of these phrases?
- What would cultural competency say about these phrases vs cultural humility?
- How can self-evaluation and critique help to deconstruct some of these biases in your practice?
WHAT IS CULTURAL HUMILITY: POWER IMBALANCES

- Value and incorporation of lived experience as expertise
- “When practitioners interview clients, the client is the expert on his or her own life, symptoms and strengths. The practitioner holds a body of knowledge that the client does not; however, the client also has understanding outside the scope of the practitioner. Both people must collaborate and learn from each other for the best outcomes. One holds power in scientific knowledge, the other holds power in personal history and preferences.” – Waters & Asbill, 2013.
WHAT IS CULTURAL HUMILITY: POWER IMBALANCES

- Willing to hear, “you don’t get it.”
- Taking a “not-knowing” stance
  - Not the same as being ignorant or lost
- “An ability to stay open and other-oriented when clients are talking about identity in ways that raise our anxiety.” — Shelia Addison, 2016
PRACTICE AWARENESS OF POWER IMBALANCE

- As you listen to Timotheus, pay attention to your body responses we connected with earlier. How do any show up during his story.

- If Timotheus was your client, what are some ways you would seek to connect and broach the cultural basis of his experience while acknowledging your own positionality?
As you listen to Kameko Thomas, pay attention to your body responses we connected with earlier. How do any show up during her story.

If Kameko was your client, what are some ways you would seek to connect and broach the cultural basis of her experience while acknowledging your own positionality?
**Possible Identities**
- Race
- Ethnicity
- Culture
- Gender
- SES
- Sexual Orientation
- Religious Orientation
- Disability
- Geographic Location
- Immigration Status
- Linguistic Diversity
- Body Size

**Discussion**
- How many of these identities do you share with your clients?
- Which of these dimensions would be harder for you to broach? Easier? Why?
- How can our own unresolved racial and cultural anxieties interfere or “gaslight” clients?
  - Maybe there’s another explanation
  - “Adjusting” clients to oppressive conditions rather than addressing microaggressions or systemic oppression
  - Teaching to “cope” rather than explore self- and community advocacy
Importance of “Broaching”

- Validates clients concerns of dissonant identities/ lived experiences
- Empowers the client
  - Affirms their lived experience
  - Accepts the feelings and meanings that are interwoven in experience
  - Centers client strengths and resources
- Frames sociopolitical basis of client concerns
  - “Generates broaching statements and questions from observations for effective clinical dialogue
  - Engages in multicultural and ethnographic case conceptualization

Cultural Humble Responses ***

- Coming from the perspective of…
- We both have … in common.
- …I don’t have the experience of…
- …I probably can’t fully understand what it’s like for you as…
- …We probably have a lot of differences in terms of… that are important too.
- …There’s probably a lot of things I don’t get about ….
WHAT IS CULTURAL HUMILITY: PARTNERSHIP AND COALITION BUILDING THROUGH ADVOCACY

- You are doing it right now!
- Social Theory of Critical Mass: Change begins at 26%
- What are the identities of your peers and teammates that comprise <26%?
- How does that compare to the people you serve?
- How does that compare to the people who have barriers to access service?
- How can you be a change-agent in this?
QUESTIONS AND DEBRIEF

ChrisTiana ObeySumner
.com
@gmail
LinkedIn
Instagram
Facebook
Clippings.Me
Twitter