Adopting a Cultural Humility Approach with Adult Learners

Presenters’ Contact information:
Janet Arbogast, janeta@literacysource.org
Caroline Socha, carolines@literacysource.org

Literacy Source, 3200 NE 125th Street, Lake City
Objectives

• Explore the definition of Cultural Humility and how it differs from Cultural Competence

• Identify 2 self-check questions that will help you implement Cultural Humility when working with adult learners
Agenda

1. Intros/Overview & Objectives
2. Ground Rules
3. Activity - Assumption or Fact?
4. Cultural Humility vs Cultural Competence
5. America the Stereotype
6. Cultural Identifiers
7. Review/Take-Aways
8. Conclusion/Evaluations
Ground Rules

• Share the talk time
• Speak from your own experience
• Use active listening
• Keep confidentiality
• Other...
Is what your seeing/interpreting...

Assumption?  OR  Fact?
Cultural Humility...

• Is a *humble and respectful attitude* toward other individuals
• Pushes one to recognize and challenge our *own cultural biases*
• Realizes *we can never know everything* about other cultures
• Is a *lifelong learning process*
• Helps us stay curious and see the *learner as the expert* about their own culture
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<tr>
<th>Goals</th>
<th>Cultural competence</th>
<th>Cultural humility</th>
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<tbody>
<tr>
<td>To build an understanding of minority cultures to better and more appropriately provide services</td>
<td>To encourage personal reflection and growth around culture in order to increase service providers' awareness</td>
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<td>Values</td>
<td>•Knowledge •Training</td>
<td>•Introspection •Co-learning</td>
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<td>Shortcomings</td>
<td>•Enforces the idea that there can be 'competence' in a culture other than one's own.</td>
<td>•Challenging for professionals to grasp the idea of learning with and from clients.</td>
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<td>•Supports the myth that cultures are monolithic.</td>
<td>•No end result, which those in academia and medical fields can struggle with.</td>
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<td>•Based upon academic knowledge rather than lived experience. Believes professionals can be &quot;certified&quot; in culture.</td>
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<td>Strengths</td>
<td>•Allows for people to strive to obtain a goal.</td>
<td>•Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding.</td>
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<td>•Promotes skill building.</td>
<td>•Puts professionals and clients in a mutually beneficial relationship and attempts to diminish damaging power dynamics.</td>
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https://en.wikipedia.org/wiki/Cultural_humility
Common Cultural Identifiers

- RACE
- ETHNICITY
- GENDER IDENTITY
- GENERATION / AGE
- NATIONALITY
- LANGUAGE OF ORIGIN
- FAMILY
- SEXUAL ORIENTATION
- RELIGION / SPIRITUALITY
- EDUCATION
- SOCIO-ECONOMIC CLASS
- PHYSICAL ABILITIES/QUALITIES
Five Self-Check Questions

AM I...

1. Paying attention to my own biases when engaging with my learner/s?
2. Seeing my learner as their own life expert
3. Being aware of making assumptions without the facts
4. Taking a "not knowing stance" and really listening to my learner?
5. Staying curious and recognizing this is an ongoing process
Resources

Defining Cultural Humility, Melanie Tervalon & Jann Murray-Garcia
https://www.youtube.com/watch?v=SaSHLbS1V4w

Cultural Humility, Juliana Moseley PhD- TEDx West Chester
https://www.youtube.com/watch?v=Ww_ml21L7Ns

Wikipedia Definition of Cultural Humility
https://en.wikipedia.org/wiki/Cultural_humility

Project Implicit
https://implicit.harvard.edu/implicit/research/

Danger of a Single Story
https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story

NYTimes - What’s going on this picture?
https://www.nytimes.com/column/learning-whats-going-on-in-this-picture