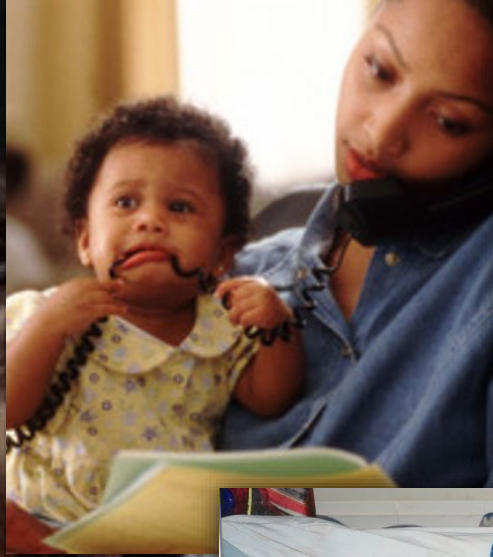




CULTURAL HUMILITY:

**A TOOL FOR CREATING SAFE SPACES FOR
COLLABORATION AND PARTNERSHIPS WITH DIVERSE
FAMILIES OF YOUNG CHILDREN**

PRESENTED BY: DR. EL BROWN



THE GOAL

TO CREATE SAFE SPACES FOR COLLABORATION
AND PARTNERSHIPS WITH DIVERSE FAMILIES OF
YOUNG CHILDREN.



WELCOME DIVERSITY

- SUCCESS IN CREATING AN INCLUSIVE CULTURE DEPENDS ON THE ABILITY TO ENGAGE WITH DIFFERENT TYPES OF PEOPLE.
- EVERYONE IS DIFFERENT.
- WE ENGAGE WITH EVERYONE.



IMPLICIT BIASES

- ATTITUDES, STEREOTYPES, AND BELIEFS THAT CAN EFFECT HOW WE VIEW AND TREAT OTHERS.
- COLORED BY OUR EXPOSURE AND LIVED EXPERIENCE.
- EVERYONE HAS THEM.
- ACKNOWLEDGE THEM.
- SO, THEY DON'T MANIFEST IN YOUR CONVERSATION AND TREATMENT OF FAMILIES.



INDIVIDUAL & GROUP THINK

HOLIDAY TRADITIONS

- THINK ABOUT HOW YOUR FAMILY CELEBRATES THE THANKSGIVING HOLIDAY.
- THEN, IN YOUR GROUP, DESCRIBE A TYPICAL THANKSGIVING DAY FOR YOUR FAMILY.
- THEN, DISCUSS THE DIFFERENCES AND SIMILARITIES IN YOUR FAMILY HOLIDAY TRADITION.

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WHAT IS CULTURE?

- THE INTEGRATED PATTERN OF HUMAN BEHAVIOR THAT INCLUDES THOUGHTS, COMMUNICATIONS, ACTIONS, CUSTOMS, BELIEFS, VALUES AND INSTITUTIONS OF A RACIAL, ETHNIC, RELIGIOUS OR SOCIAL GROUP.
- “A SECOND SKIN.”
- THE WAY WE DO THINGS.
- HOW WE SEE THE WORLD.
- THE TOOLBOX THAT WE USE TO NAVIGATE LIFE.

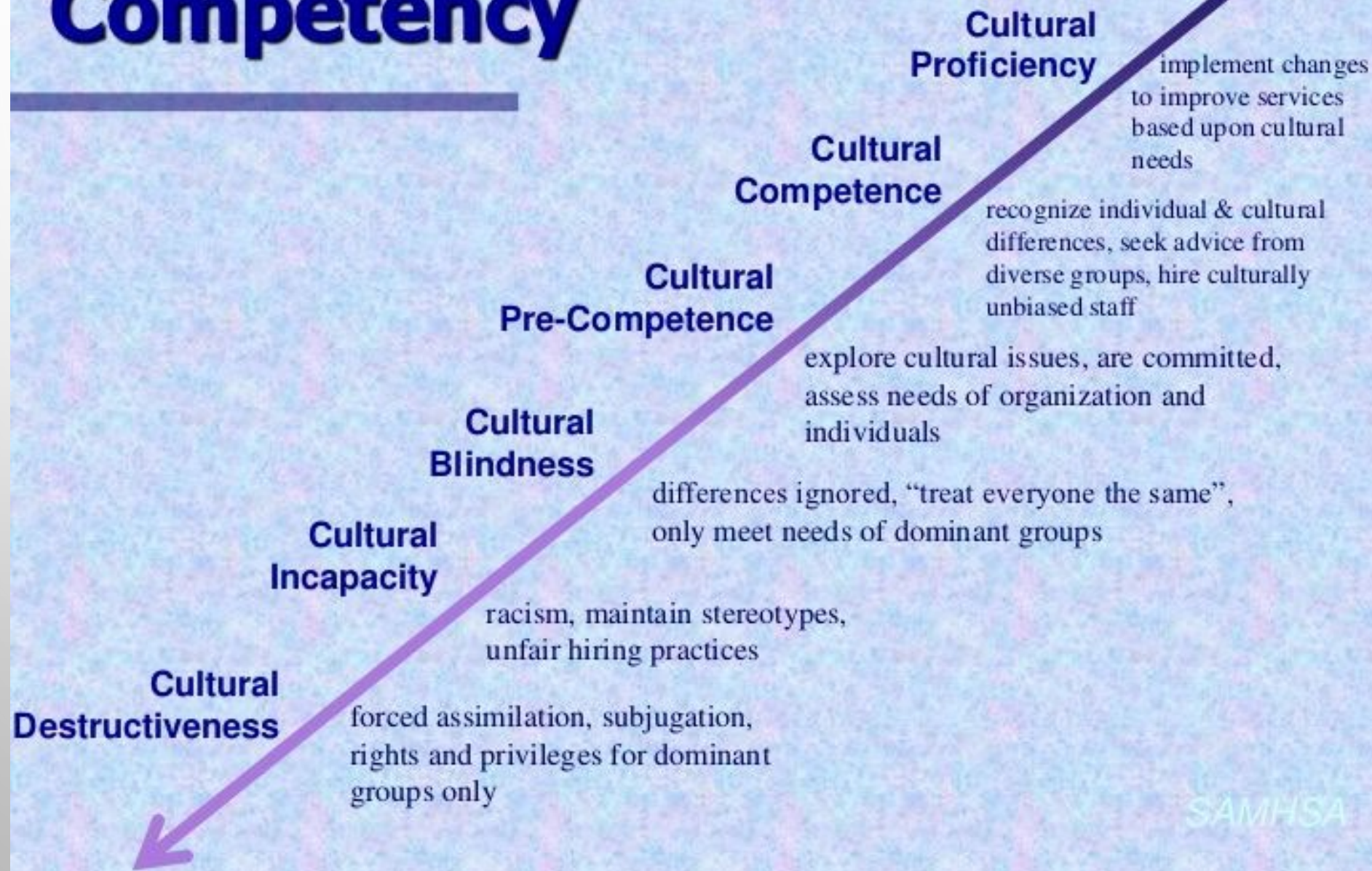


WHAT IS CULTURAL COMPETENCE?

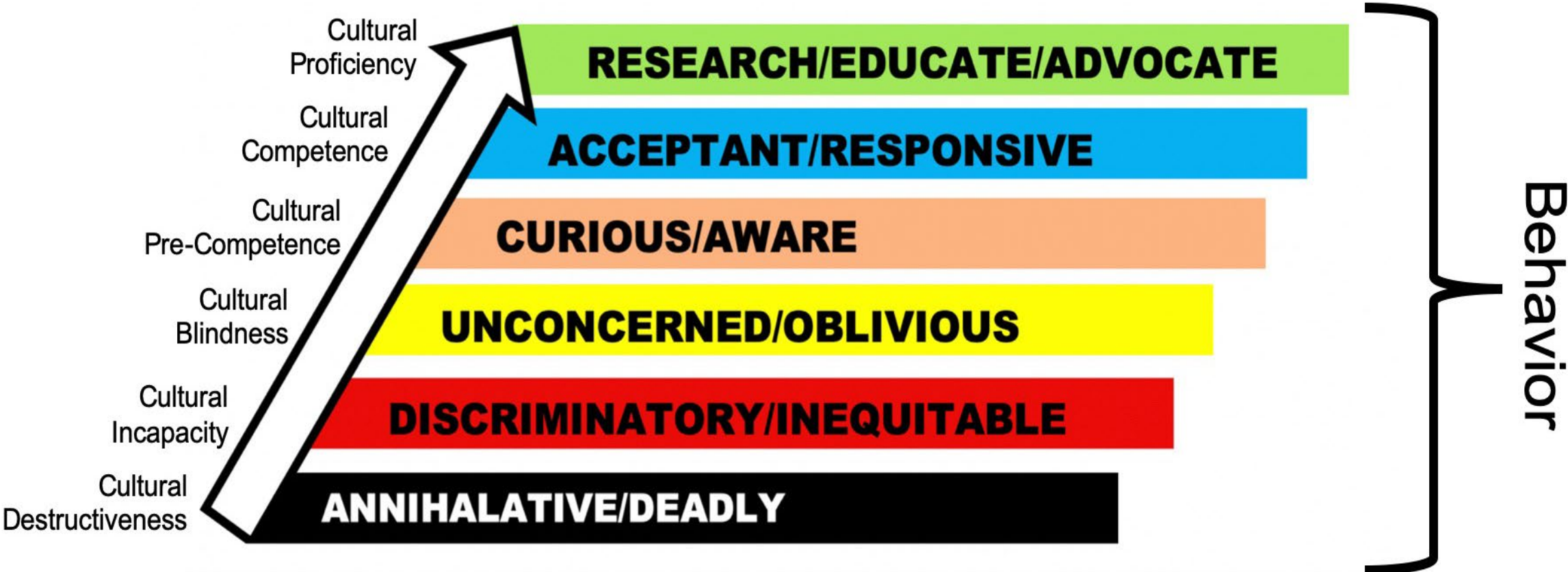
- SET OF CONGRUENT BEHAVIORS, ATTITUDES, AND POLICIES THAT COME TOGETHER IN A SYSTEM, AGENCY OR AMONG PROFESSIONALS AND ENABLE THAT SYSTEM, AGENCY OR THOSE PROFESSIONS TO WORK EFFECTIVELY IN CROSS-CULTURAL SITUATIONS.
- CONTINUOUS PROCESS



Continuum of Cultural Competency



CONTINUUM OF CULTURAL COMPETENCY



4 CULTURAL COMPETENCE SKILL AREAS

1. VALUING DIVERSITY.
2. BEING CULTURALLY SELF-AWARE.
3. UNDERSTANDING THE DYNAMICS OF CULTURAL INTERACTIONS.
4. INSTITUTIONALIZING CULTURAL KNOWLEDGE AND ADAPTING TO DIVERSITY.



INDIVIDUAL & GROUP THINK FAMILY STORIES

- **THINK** –SPEND A FEW MINUTES BY YOURSELF THINKING ABOUT STORIES FROM YOUR FAMILY OF ORIGIN AS WELL AS YOUR FAMILY OF PROCREATION.
- **PAIR**- DISCUSS ASPECTS OF YOUR FAMILY STORY WITH A PARTNER. DISCOVER WHAT IS COMMON AMONG YOUR STORIES AND WHAT IS UNIQUE.
- **SHARE**- WE'LL COME TOGETHER TO SHARE SOME OF OUR STORIES. THEN, DISCUSS AND ANALYZE OUR OBSERVATIONS.



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WHAT IS CULTURAL HUMILITY?

A PROCESS OF REFLECTION AND LIFELONG INQUIRY, INVOLVES SELF-AWARENESS OF PERSONAL AND CULTURAL BIASES AS WELL AS AWARENESS AND SENSITIVITY TO SIGNIFICANT CULTURAL ISSUES OF OTHERS.



3 TENETS OF CULTURAL HUMILITY

1. LIFELONG LEARNING AND CRITICAL SELF-REFLECTION.
2. RECOGNIZE AND CHALLENGE POWER IMBALANCES.
3. INSTITUTIONAL ACCOUNTABILITY.



INDIVIDUAL & GROUP THINK SOCIAL STORY

- READ THE SOCIAL STORY.
- DIVIDE INTO GROUPS OF 4 OR 5 PEOPLE.
- DISCUSS THE SOCIAL STORY WITH YOUR GROUP.
- WRITE DOWN ANY QUESTIONS THAT ARISE DURING YOUR DISCUSSION OF THE SOCIAL STORY.



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ADDRESSES AND READDRESS STRUCTURAL INEQUALITIES



**THE FAMILY MEMBER IS AN
EXPERT ON THEIR CULTURE**



**SEARCH FOR ANSWERS, SEEK
TO UNDERSTAND, AND ASK
QUESTIONS**



**HAVE GENUINE CONCERN AND
BE VULNERABLE**



PEOPLE DESERVE TO BE WHO
THEY ARE AND FEEL HEARD IN
THEIR OWN VOICE



QUESTIONS FOR CAREGIVERS

- What shapes your parenting decisions?
- How do your values or beliefs shape your parenting decisions?
- What are some things you do as a parent that are the same as what your parents did?
- What are some things you do differently from your parents?
- What was/is it like to grow up in your family? How has this affected your view of parenting and family now?
- In your family, who is responsible for childrearing and care?
- Who is the leader in your family? What makes that person the leader?




QUESTIONS FOR CAREGIVERS

- I have asked you a lot of questions. Do you have any questions for me about anything we have discussed or done today? Is there something you want to tell me that we haven't talked about?
- What are some things I may have missed in the questions I've asked?
- Do you go by any other name than what is listed? What name would you like me to call you?
- Is there anything else about your background, culture or identity that you think is important for me know to help you.

INDIVIDUAL & GROUP THINK ROLE PLAY

- SEPARATE INTO PAIRS.
- READ “FAMILY DESCRIPTION”.
- ONE PERSON ASSUMES THE ROLE OF THE HOME VISITOR AND THE OTHER PERSON ASSUMES THE ROLE OF A FAMILY MEMBER.
- CONDUCT A MOCK HOME VISIT OPENING AND WRAP UP.
- SWITCH ROLES HOME VISITOR AND FAMILY MEMBER ROLES.
- CONDUCT A MOCK HOME VISIT OPENING AND WRAP UP, IN YOUR REVERSED ROLES





**WHAT IS THE DIFFERENCE
BETWEEN CULTURAL
COMPETENCE AND CULTURAL
HUMILITY?**

NEXT STEP

- DON'T OVERTHINK IT.
- MAKE SIMPLE, REPEATABLE CHANGES FIRST.
- WRITE DOWN TWO WAYS YOU CAN IMPROVE YOUR ENGAGEMENT WITH FAMILIES FROM DIVERSE CULTURES, NOW THAT YOU HAVE THIS NEW KNOWLEDGE.
- WHEN YOU RETURN TO YOUR PRACTICE, MAKE ACTION STEPS TO REACH YOUR GOAL OF IMPLEMENTING OR REFINING YOUR CULTURALLY HUMBLE APPROACH TO ENGAGING WITH FAMILIES.

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LET'S KEEP THIS LEARNING PARTY GOING!



CONNECT WITH ME! WE'RE FRIENDS NOW!

