

Interpersonal Awareness:

Adopting a Cultural Humility Approach



Group Agreements

Be mindful

Stay engaged

Step Up, Step Back

Use 'I' statements

Consider impact vs. Intent

Be honest and vulnerable

Listen to understand

Avoid assuming the intent of others

Offer grace

Suspend blame, shame, guilt, fear, and denial

Confidentiality

Accept non-closure

Zoom Etiquette

Unmute to speak, stay muted when not speaking

Be considerate of others, limit your reflections to 2 minutes or less

Even if on mute, pretend as if everything you say might be heard

We are all teachers and learners everyday. Lean into the role that feels appropriate for you.

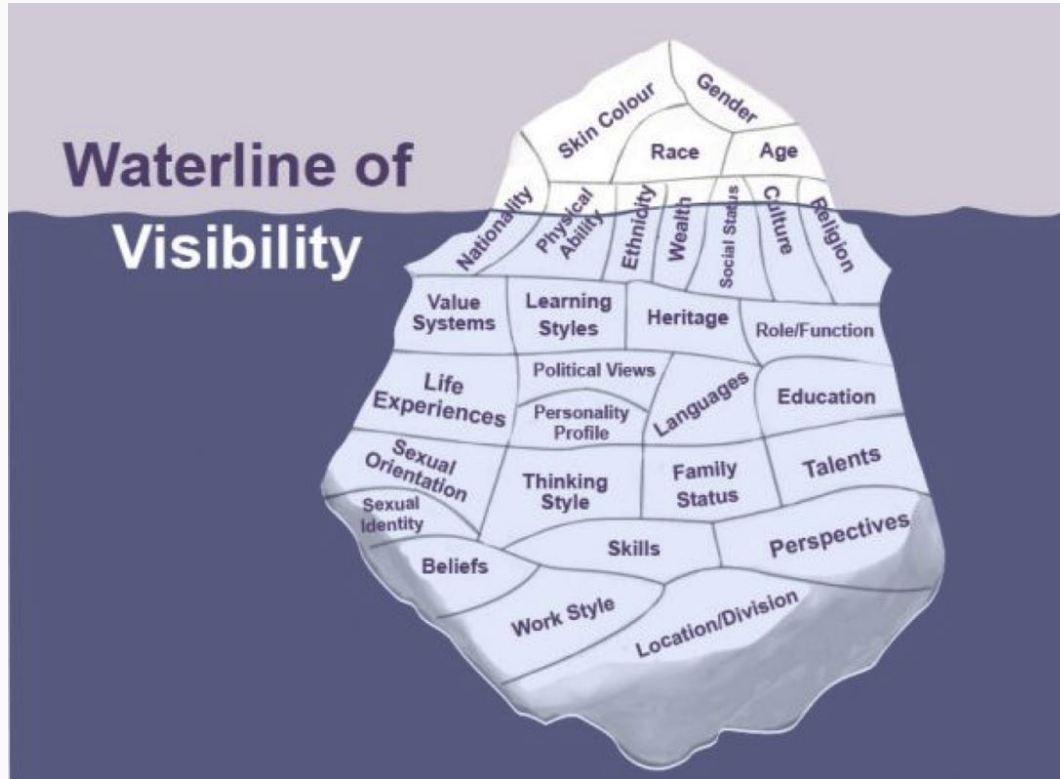
Some Trends to Inform Our Conversation

- Cost of Postsecondary Education Continues to Rise
- Food and Housing Insecurity is increasing among students
- Shifting Race/Ethnicity/Income Demographics & in turn, attention placed on opportunity and outcome gaps
- Increasing visibility of LGBTQ, Veterans, students with mental health/disabilities, Black, Indigenous, and students of color
- Enrollment for marginalized students continues to decline
- State and institutional focus on Diversity, Equity, and Inclusion

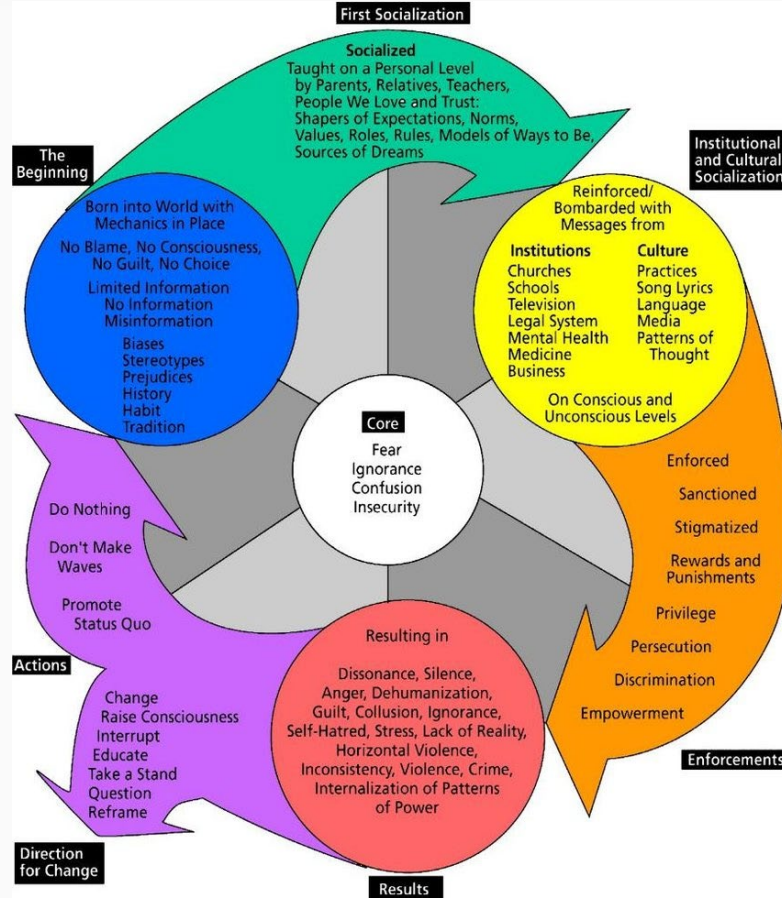
Objectives for Today

- Increase awareness of how you engage with others
- Explore Racial Equity Principles
- Examine the concepts of cultural humility and social curiosity
 - Decentering oneself, active listening, micro/macroaggressions
- Recognizing areas for growth (ally & accomplice)

Identity Iceberg



Cycle of Socialization



Exploring Privilege:

“Privilege exists when one group has something of value that is denied to others simply because of the social category they belong to, rather than anything they **have done or failed to do.**” Peggy McIntosh

Inoculation: never being “marked” as a person who is/should be denied privilege

Immunity (Cabrera, 201): never being subject to the experiences of those who are denied privilege

Isolation: never knowing the personal experiences of those who are denied privileges through separation and segregation (epistemic privilege or obliviousness)

Invisibility: privilege is always working in the background; the status quo is maintained by making privilege invisible (predicated on the experiences you don't have)

Inequality

Unequal access to opportunities



Source: @blackboardart in the 2019 Design in Tech Report

Equality?

Evenly distributed tools and assistance



Source: @blackboardart in the 2019 Design in Tech Report

Equity

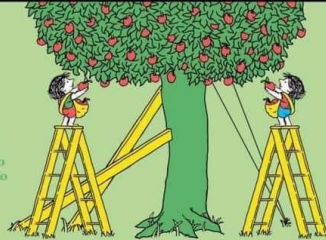
Custom tools that identify and address inequality



Source: @blackboardart in the 2019 Design in Tech Report

Justice

Fixing the system to offer equal access to both tools and opportunities




Source: @blackboardart in the 2019 Design in Tech Report

Checking in on the homework?

Let's begin by jumping into a pair-share!

Homework Reflections:

- Racial Equity Principles: What stood out to you?

1. KNOW YOURSELF 

2. work on ALL THREE LEVELS


3. THINK & ACT collectively

4. BE accountable TO principles & people

5. HONOR and build POWER on the MARGINS

6. Transparency

7. → set EXPLICIT goals

8. use ORGANIZING mind → REMEMBER 

9. TAKE Risks AND LEARN FROM mistakes

10. seek connection & choose LOVE over FEAR

Words to ruminate on

- Knowing ourselves means that we develop the capacity to show up more appropriately and effectively to whatever the work is, that we ask for help when needed, admit when we don't know what we're doing and claim our skills gracefully when we do.
- Acting collaboratively and collectively means that we build strong and authentic relationships that enable us to act in concert with each other from a place of wisdom gathered collaboratively and collectively.
- In working for racial justice, we are asked to disrupt the traditional models that assume formally educated white people are better equipped to lead and/or address problems, particularly in communities where they have few authentic relationships.

Checking in on the homework?

Let's jump into a pair-share!

Homework Reflections:

- Checklist for Allies (5 minute review)
 - What were some takeaways from this reading? What are some of the checklist items that you want to work on or drive you bonkers when other people do or fail to do?

What is Cultural Humility?

“A lifelong learning process which incorporates openness, power balancing, and critical self reflection when interacting with people for mutually beneficial partnerships and institutional change.”

Tervalon M. & Murray-Garcia, J. . (1998). "Defining Cultural Humility versus Cultural Competence: A critical distinction in defining Physician Training Outcomes in Multicultural Education."

Tenets of Cultural Humility

Cultural Humility is a commitment for active engagement in a process of:

- Lifelong learning & critical self reflection
- Recognizing & challenging power imbalances
- Developing mutually beneficial partnerships
- Institutional accountability

Cultural Competence vs. Cultural Humility

Cultural Competence

- Mastery/Expert
- End Point
- Rigid
- Technical
- Hierarchical
- Linear
- Status Quo

Cultural Humility

- Learner/Student
- Fluid
- Flexible, dynamic
- Personal, authentic
- Partnership
- Evolving
- Path to Equity

Social Curiosity: A Tool to Build Empathy and Cultural Humility

The desire to acquire new information about other people and the resulting exploration of the social environment is referred to as 'social curiosity' (Renner, 2006).

Functions of Increased Social Curiosity

- Deepened interpersonal relationships
- Ability to connect with people across difference
- Increased capacity to empathize and understand
- Better understanding of social systems and own social location
- Better appreciation for the lived experiences of others

Social Curiosity Requires

- Decentering-self
- Active Listening
- Avoiding Micro/Macroaggressions and assumptions about others
- Paying attention to what is said and unspoken
- Accepting other people's truth

Resources: Moving from Ally to Accomplice

- <https://pitt.libguides.com/antiracism/ally>
- <https://www.indigenousaction.org/accomplices-not-allies-abolishing-the-ally-industrial-complex/>
- <https://www.learningforjustice.org/magazine/ally-or-accomplice-the-language-of-activism>

Tools for Adopting a Cultural Humility Approach

- Increase personal awareness of your own worldview.
- Recognize when you are acting out of alignment with your core values
- Recognize and change in the moment when you are operating out of stereotypes, privilege, and/or dominant cultural beliefs
- Critically examine your own ideas, cultures, assumptions, and values, and how those beliefs impact your pedagogy and interaction with others.

Tools for Adopting a Cultural Humility Approach

- Continue to deepen your awareness about privilege and dominant cultures, and how these operate in you, others, and in the classroom
- Constantly read, educate yourself, and/or immerse yourself in diverse contexts to expand your knowledge of the other so that you avoid expecting individuals of those groups to teach you.
- Cultivate relationships with other members of privileged groups who actively work to dismantle oppression and create inclusive classrooms. Talk honestly about where you get stuck and ask for feedback and coaching

Tools for Adopting a Cultural Humility Approach

- When others point out your biased actions, thoughts, or behaviors you respond with humility and a growth-mindset to learn: avoid focusing on what you intended and instead listen deeply; seek to understand the impact by narrowing in on the feelings and perspectives of others; acknowledge there has been an impact, even if you don't understand it; make amends (e.g., offer a genuine apology once without making it all about your guilt feelings); change future interactions.
- Ask questions to seek to understand BEFORE disagreeing or defending your position
- Maintain awareness of your “early warning signals” when you begin to feel personally triggered during discussions related to inclusion

Tools for Adopting a Cultural Humility Approach

- Actively work to positively navigate your triggers in the moment. This can include exploring the roots of your triggers, feeling your feelings, releasing negative emotions (e.g., shame, guilt, resentment, anger, fear), shifting unproductive thoughts, attitudes, and intentions
- Share your own background and experiences to connect with others
- Invite others to share feedback about your progress and use the feedback for continuous improvement