Cultural Humility

Los Angeles County STD Summit 2018

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California Prevention Training Center
To participate follow the directions below

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Culture
Cultural Competency
Cultural Humility
Knowing the cultural identities of patients/clients is

1- Essential

2- Helpful

3- Only important in certain circumstances

4- Not so useful
Culture (or cultures) consists of patterns of beliefs, values, thoughts, norms that are transmitted from generation to generation to adapt to the natural and social environment and assure the continuity of human life.

Culture: A *way of life* of a people. It is the sum of their *learned behavior, patterns, attitudes* and *materials*.

- It is not *innate* but *learned* and it is *shared* and in effect defines the boundaries of different groups.

_Falicov, C. J. (1998)_
Culture refers to shared experiences that develop and evolve according to changing social and political contexts. These shared experiences can include race, ethnicity, gender, sexual orientation, social class, immigration status, religion, sexual orientation, HIV status, etc.

Adapted from Warrier, S. (2005). *Culture handbook*. Family Violence Prevention Fund
Shared Culture

- HIV Status
- Age
- Sexual Orientation
- Immigration Status
- Religion/Spirituality
- Social Class
- Other(s)
- Ethnicity
- Gender
- Geography
- Race
- Physical-Mental Ability
The most important aspect of my cultural identity is:

1. Race
2. Ethnicity
3. Socio-economic status
4. Sexual Orientation
5. Gender Identity
6. Age
7. Religion
8. Something Else
Where we tend to make assumptions and start to draw conclusions about others—ineffective.

Where we learn about others over time, gaining trust through honest engagement. People tell their story.

EXTERNAL
- Explicitly Learned
- Conscious
- Easily Changed
- Objective Knowledge

INTERNAL
- Implicitly Learned
- Unconscious
- Difficult to Changed
- Subjective Knowledge

Thoughts
Patterns
Myths
Beliefs
Values
See
Hear
Touch
“WE ARE, AT ALMOST EVERY POINT OF OUR
DAY, IMMERSED IN CULTURAL DIVERSITY:
FACES, CLOTHES, SMELLS, ATTITUDES, VALUES,
TRADITIONS, BEHAVIOURS, BELIEFS, RITUALS.”

RANDA ABD EL-FATTAH

Cultural Competency
Cultural Competence

- Cultural Competence refers to a combination of knowledge, skills and awareness pertaining to cultural differences and different interpretations across groups.
- It includes the awareness of and respect for differences, without making assumptions that everyone from a particular background holds the same beliefs and practices.
Cultural Competency

The ability to work effectively across cultures in a way that acknowledges and respects the culture of the person or organization being served.
Cultural Humility
“Ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person].”
Cultural Humility Video

Melanie Tervalon
Physician | Consultant | Co-author
"Cultural Humility vs. Cultural Competence"
Cultural Humility Principles

1. Lifelong learning & critical self-reflection,
2. Recognizing & challenging power imbalances for respectful partnerships,
3. Institutional Accountability

Source: http://en.wikipedia.org/wiki/Cultural_humility
Scripts of Inequity

“We all use stereotypes, all the time, without knowing it. We have met the enemy of equality, and the enemy is us.”

(Paul, 1998)
When have you personally been scripted and/or you scripted others?
BEING OPPRESSED IN ONE WAY DOES NOT NEGATE YOUR PRIVILEGE IN ANOTHER AREA.

I can walk in public with my significant other and not have people double-take or stare.
Module 5

Implicit Bias & Microaggressions
Implicit Bias Video
Implicit Biases

• Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.

• They are the bias that are informed by our past experiences which influence our thinking in the “background” It is a bias that happens automatically and is triggered by our brain making quick snap judgements.

Adapted from: Rosetta Eun Ryong Lee (http://tiny.cc/rosettalee) & The Kirwan Institute for the Study of Race & Ethnicity http://kirwaninstitute.osu.edu/
Why Do We Have Biases Towards Others?

“The ability to distinguish friend from foe helped early humans survive, and the ability to quickly and automatically categorize people is a fundamental quality of the human mind. Categories give order to life, and every day, we group other people into categories based on social and other characteristics. This is the foundation of stereotypes, prejudice and, ultimately, discrimination.”

Tolerance.org, Hidden Bias: A Primer.
Microaggressions are similar to carbon monoxide - “invisible, but potentially lethal” - continuous exposure to these type of interactions “can be a sort of death by a thousand cuts to the victim”

Microaggression Definition

• Microaggressions are brief verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults.”

• Microaggressions can be so pervasive and automatic in daily interactions that they may be considered innocent or harmless.

Microaggression Dilemma

Perceived Minimal Harm

• Those not affected consider them minor and encourage those affected to not waste time or effort on addressing them.

• The cumulative effects of macroaggressions contribute to self-doubt, frustration, and isolation.
Microaggression Bites
<table>
<thead>
<tr>
<th></th>
<th>I Get Bit....</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Constantly</td>
</tr>
<tr>
<td>2</td>
<td>Regularly</td>
</tr>
<tr>
<td>3</td>
<td>From time to time</td>
</tr>
<tr>
<td>4</td>
<td>Hardly ever</td>
</tr>
<tr>
<td>5</td>
<td>Never</td>
</tr>
</tbody>
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Module 6

Applying the Principles of Cultural Humility

“HUMILITY IS NOT THINKING LESS OF YOURSELF, IT IS THINKING OF YOURSELF LESS.”
C.S. Lewis
Cultural Humility can impact the prevention and treatment of STDs

Strongly Agree

Agree

Disagree

Strongly Disagree
Addressing Cultural Humility

- Admit that you don’t know
- Suspend judgements
- Empathy
- Systematically check your Assumptions
- Become comfortable with Ambiguity
- Celebrate Diversity
Real Life Examples

Real World Experiences
Self Awareness

– Do I offer all patients the same information, tests, and treatments?
– What assumptions do I make about patients based on appearance?
– What are my personal cultural values or beliefs and how do these influence my practice?
– In what ways have fear, ignorance, and systemic oppression (including, but not limited to, ageism, classism, ethnocentrism, heterosexism, racism, and sexism) influenced my own attitudes and actions?
– What are steps I can take to minimize the effects of this personal bias?
– Use self-awareness to appreciate the multicultural identities of clients/patients and colleagues.
I feel culturally competent to work will all my patients

1- Strongly Agree

2- Agree

3- Hard to Tell

4- Disagree
Module 8
Commitment to Change

“Do the best you can until you know better. Then when you know better, do better.”
- Maya Angelou
Thanks for your participation

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