



1000 Cultures and Beyond: Practicing Cultural Humility

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OUR HOPE

Cultural humility will be a core aspect of coach training programs to immediately elevate students' coaching practice.

As a result of our time together, participants will be able to:

1. Gain a deeper appreciation for cultural humility – specifically the invisible aspects – and the impact it has on our ability to connect deeply and richly with others
2. Explore conscious and unconscious beliefs and assumptions that limit our ability to be culturally humble
3. Create new awareness that opens new possibilities for choice when in conversations – coaching or otherwise – with others
4. Develop practices of cultural humility that enables the learning to become embodied

STEPS ON THE JOURNEY TO CULTURAL HUMILITY

Intentionally attending to cultural humility produces a rich awakening to reduce personal and systemic bias:

- Self: Making the Invisible Visible
- Others: Shifting to an Other-Oriented Perspective
- World: Making Cultural Humility Mainstream

CULTURAL COMPETENCE vs. CULTURAL HUMILITY¹

	Cultural Competence	Cultural Humility
Goals	To build an understanding of minority cultures to better and more appropriately provide services.	To encourage personal reflection and growth around culture in order to increase service providers' awareness.
Values	<ul style="list-style-type: none"> • Knowledge • Training 	<ul style="list-style-type: none"> • Introspection • Co-learning
Shortcomings	<ul style="list-style-type: none"> • Enforces the idea that there can be 'competence' in a culture other than one's own. • Supports the myth that cultures are monolithic. • Based upon academic knowledge rather than lived experience. • Believes professionals can be "certified" in culture. 	<ul style="list-style-type: none"> • Challenging for professionals to grasp the idea of learning with and from clients. • No end result, which those in academia and medical fields can struggle with.
Strengths	<ul style="list-style-type: none"> • Allows for people to strive to obtain a goal. • Promotes skill building. 	<ul style="list-style-type: none"> • Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding. • Puts professionals and clients in a mutually beneficial relationship and attempts to diminish damaging power dynamics.



CULTURAL HUMILITY WORKING DEFINITIONⁱⁱ

Cultural humility is a **way of being** where we consciously practice cultural sensitivity and hold another person to be a unique individual with different histories and experiences from our own.

Yet, we fully embrace and understand, by being human, we do group people in likeness.

EXPLORING YOUR HISTORY

Ask yourself:

I am _____ (insert descriptor such as white/black/Asian/able-bodied/a survivor) and I have had _____ (X) experience. How does (X) shape me as a result of also being _____ (descriptor)?

BEGIN BY NOTICING

Where are you right now?

- Length of self is grounded and long **or** ungrounded and lacking extension upward **or** something else?
- Width of self is open **or** closed **or** something else?
- Depth of self is front and back **or** front and not back **or** back and not front **or** something else?

USE WHAT WAS SHAREDⁱⁱⁱ

1. Teach definition and value of cultural humility as a practice and way of being that improves coaching and can change the world
2. Engage trainees in self-reflection, using backpack metaphor and other tools already incorporated into your curriculum, view from an ontological perspective (language, body, emotion)
3. Practice presencing with particular attention to the “depth” aspect – share diagram of open/closed heart center and back
4. Incorporate recognizing and changing power imbalances, at a personal and societal level, into curriculum
5. Develop institutional accountability within your organization – ***will you be a commitment to developing cultural humility in your school?***

KEY TAKEAWAYS

Set aside your sense of uniqueness

Always be on this journey

Accept our history

Let go of your individual narrative

Grapple with societies collective messages

Suspend judgement of self and others

Release need to know and walk bravely into the unknown

CULTURAL BELIEFS MINI-ASSESSMENT

Most of us do not think about our own culture(s) very often. For this reason, identifying our personal cultural values or beliefs may seem like a strange or even difficult task. Yet, before we can see, understand and even value other cultures, we must first see and understand our own. The goal of this exercise is to help you increase your self-awareness of your own culture(s) and how your cultural values and beliefs may be impacting your relationships.

Directions:

1. Place an “X” on the continuum to identify your own personal values and beliefs
2. Reflect: From where did this value or belief come? What about your culture(s), family, community, educational/professional background or experience led you to hold this value or belief?
3. What systems of power (cultural, institutional, or structural) might have impacted your development or expression of this value or belief?
4. How does holding this value or belief impact your relationships? How do you perceive and react to people holding the other value or belief?

Change	-----	Tradition
Directness/Openness/ Honesty	-----	Indirectness/Ritual/”Save face”
Analytical	-----	Intuitive
Emphasis on task and product	-----	Emphasis on relationship and process
Competition	-----	Cooperation
Rigid adherence to time	-----	Flexible adherence to time
Practicality	-----	Idealism
Equality	-----	Hierarchy/Rank/Status
Nuclear family focused	-----	Extended family focused
Individualism/Privacy	-----	Group Welfare
Unstructured	-----	Structured

ⁱ https://en.wikipedia.org/wiki/Cultural_humility

ⁱⁱ Intuito, Principals: Angela Cusack and Michelle Vander Stouw

ⁱⁱⁱ © Intuito, permission granted to use in coach training

