

# PreventionFIRST!

## 2020 Coalition Academy



# Cultural Humility Begins with ME

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Ohio Department of Mental Health & Addiction Services (OhioMHAS)

# PreventionFIRST!

## 2020 Coalition Academy



### Housekeeping Notes:

- Continuing education will only be awarded for those who view the live session
- You must attend the entire training to receive continuing education hours
- Post event evaluation surveys are required to receive continuing education
- For Social Work/Mental Health Counselor credits you must provide your license number in the post event evaluation survey
- For CHES credits, you must provide your CHES ID in the post event evaluation survey
- You will receive your certificate for continuing education by email within **30 days** of this training.



# Cultural Humility Begins with ME

Coalition Academy 2020  
PreventionFIRST!  
Dawn M. Thomas, Ph.D., OCPC  
September 29-30, 2020

# Where Are We Going

- > Recognize the differences between cultural competence and cultural humility
- > Explore how personal beliefs, values and biases influence how we provide services
- > Identify tools and strategies for critical self-reflection to help build capacity for cultural humility



## "Where I'm From"

-George Ella Lyon

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I am from clothespins, from Clorox and carbon-tetrachloride.

I am from the dirt under the back porch. (Black, glistening, it tasted like beets.)

I am from the forsythia bush the Dutch elm whose long-gone limbs I remember as if they were my own.

I'm from fudge and eyeglasses, from Imogene and Alafair.

I'm from the know-it-alls and the pass-it-ons, from Perk up! and Pipe down!

I'm from He restoreth my soul with a cottonball lamb and ten verses I can say myself.

I'm from Artemus and Billie's Branch, fried corn and strong coffee.

From the finger my grandfather lost to the auger, the eye my father shut to keep his sight.

Under my bed was a dress box spilling old pictures, a sift of lost faces to drift beneath my dreams.

I am from those moments -- snapped before I budded -- leaf-fall from the family tree.



what  
do YOU  
think?

# Getting Ready..

- > Respect
- > Patience
  - > Yourself and Colleagues
- > Agree to Disagree
- > The Right to Pass
- > Share/Participate
  - > Safety First
- > Take a Break











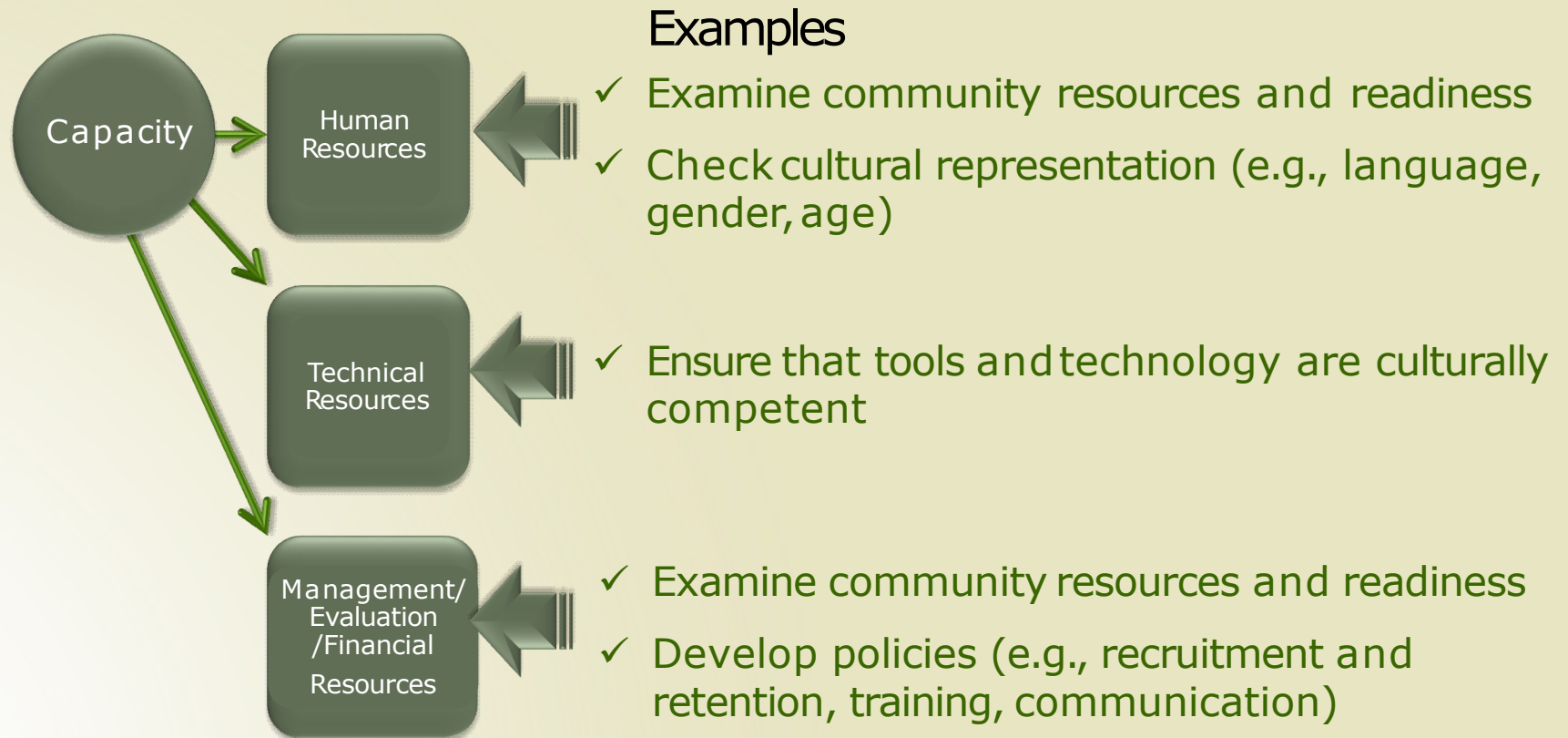
# CULTURAL COMPETENCE & SPF



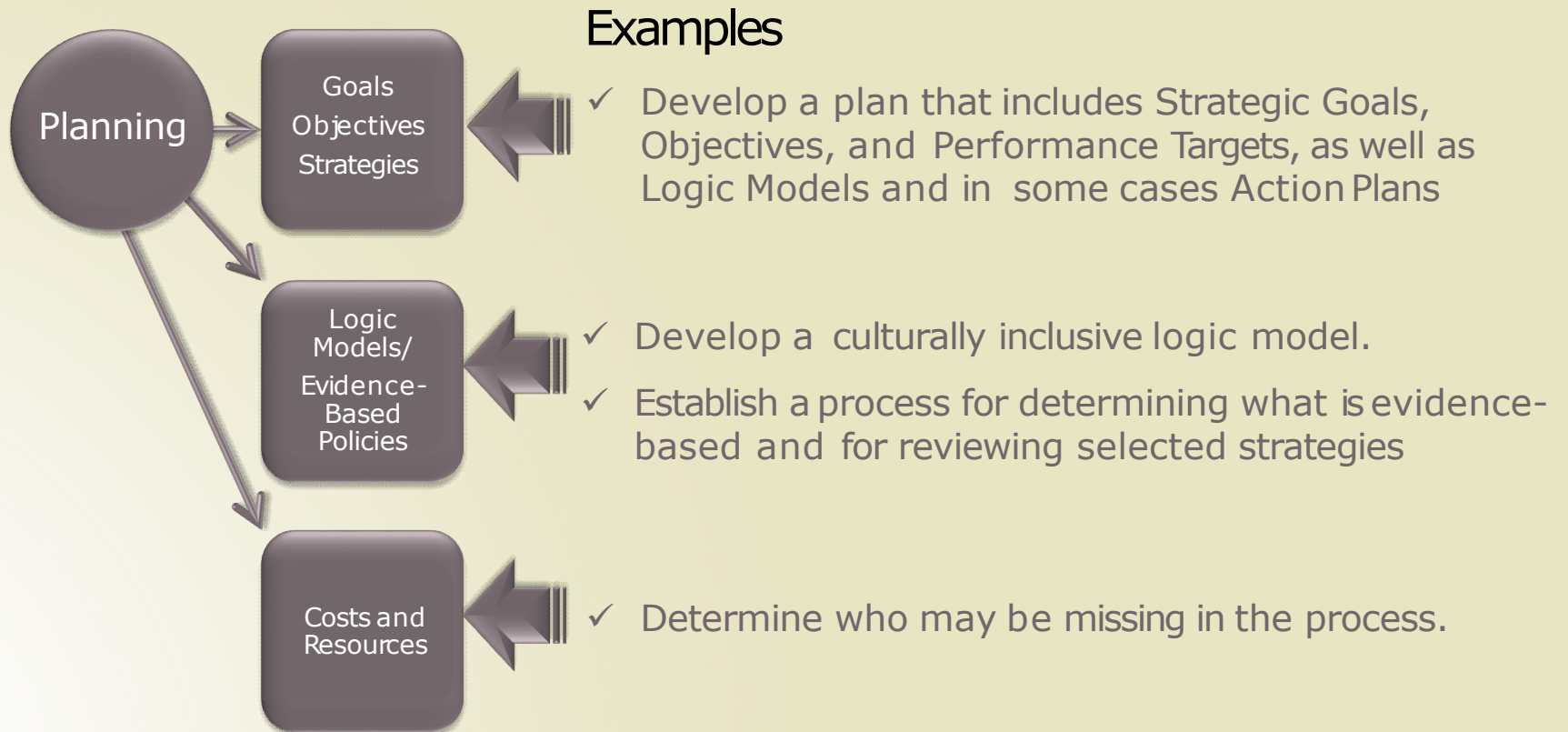
## Examples

- ✓ Ensure data is culturally-responsive and appropriate
  - ✓ Gain community approval for data collection methods
- 
- ✓ Identify culturally-relevant risk and protective factors and underlying conditions
  - ✓ Consider access to resources
- 
- ✓ Formulate culturally-based assumptions of change
  - ✓ Gain community approval for selected priorities

# CULTURAL COMPETENCE & SPF

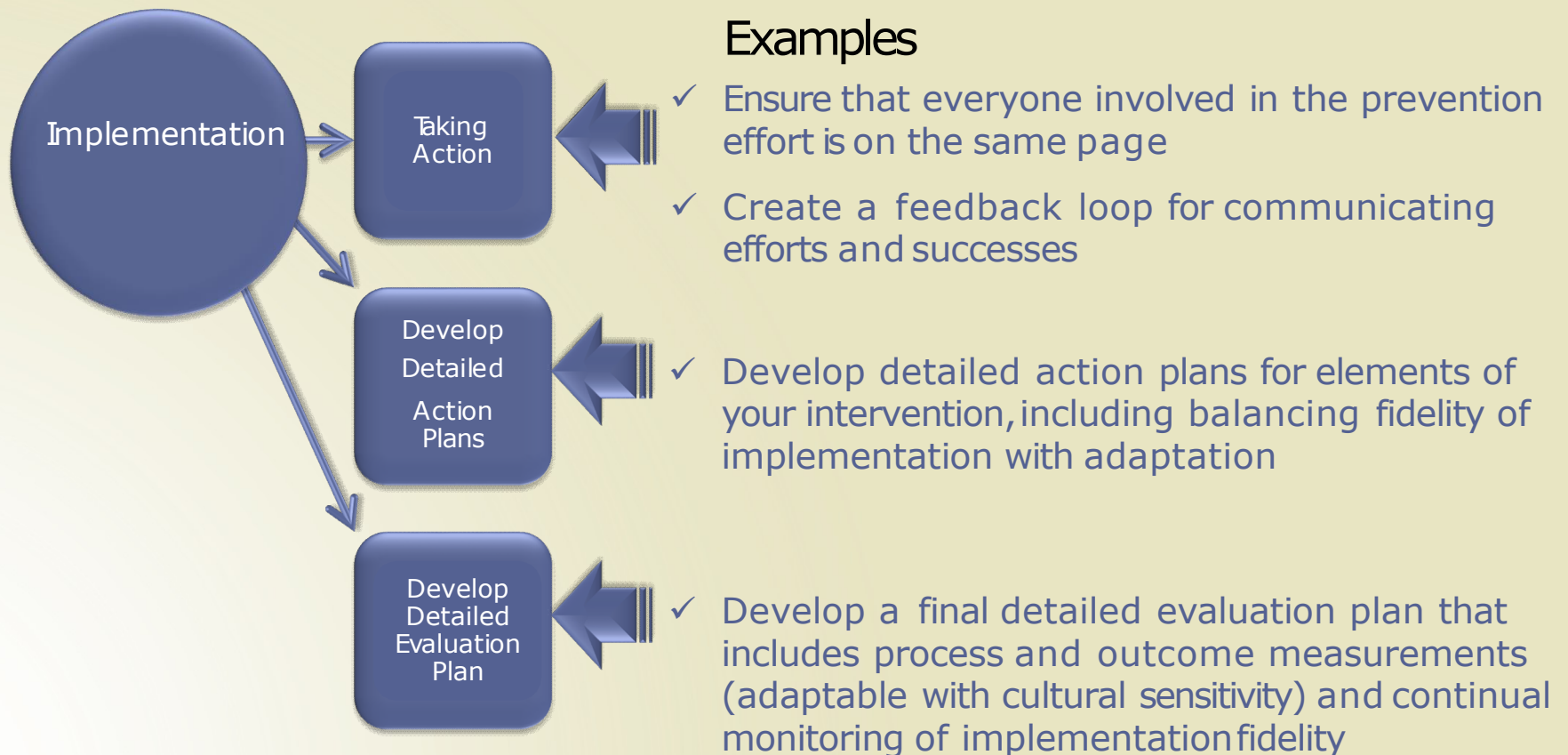


# CULTURAL COMPETENCE & SPF

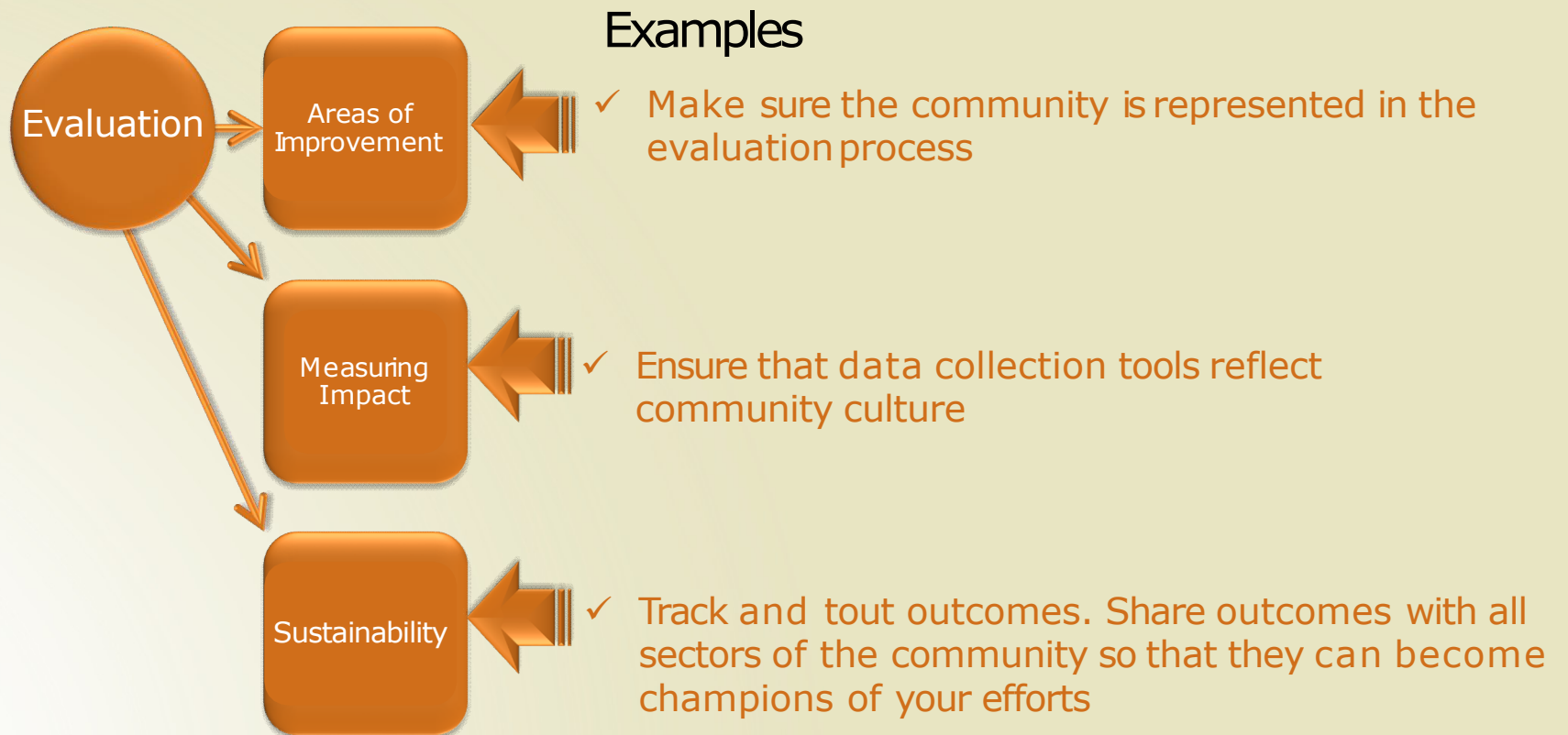




# CULTURAL COMPETENCE & SPF



# CULTURAL COMPETENCE & SPF



# SAMHSA CULTURAL COMPETENCE

Cultural competence is the process of communicating with audiences from diverse geographic, ethnic, racial, cultural, economic, social, and linguistic backgrounds.

Becoming culturally competent is a dynamic process that requires cultural knowledge and skill development at all service levels, including policymaking, administration, and practice.



# Cultural Competence OHIO

A **continuous** learning **process** that builds knowledge, awareness, skills and capacity to identify, understand and respect the unique beliefs, values, customs, languages, abilities and traditions of all Ohioans in order to **develop policies to promote effective programs and services.**







# What is Culture?







A word cloud centered around the word "CULTURE". The word "CULTURE" is the largest and most prominent, rendered in a bold, dark red font. Surrounding it are numerous other words in various sizes, colors (including red, orange, yellow, and brown), and orientations. The words are arranged in a dense, overlapping manner, creating a rich visual texture. The background is a solid light beige color.

Words included in the cloud:

- Literature Way care
- education science pattern beliefs belief
- behavior cultivation institutions aspects goals arts excellence Families
- acquaintance generations PrintCulture expert practices Culture values
- Society transmitting Communities BeautyCulture intellectual customary human Cultivating Living Material
- group Understanding Others capacity taste knowledge
- learning forms social religious training depends
- enlightenment PopCulture Influences attitudes Organizations Origins Language existence
- 15thCentury everyday integrated developing People traits broad tillage
- succeeding MaterialCulture diversions Time Place moral
- aesthetic humanities features Shared Land
- racial faculties

# 5 ELEMENTS OF CULTURAL COMPETENCE



Valuing diversity/awareness and acceptance of differences



Self Awareness



Dynamics of differences/be conscious of the dynamics inherent when cultures interact




Knowledge of community culture



Adaptation of skills





## Cultural Humility

A **lifelong process** and **commitment** to **self- evaluation** and **critique**, to redressing the power imbalances in the caretaker-patient dynamic, and to developing mutually beneficial and non-paternalistic relationships and partnerships with communities on behalf of individuals and underrepresented populations

*Tervalon M, Murray-García J. Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education. J Health Care Poor Underserved. 1998;9(2):117-125. doi:10.1353/hpu.2010.0233*



# Cultural Humility People Principles & Practices

Lifelong Learning & Critical Self Reflection

> <https://www.youtube.com/watch?v=K1F8krZqTK0&t=35s>



## Let's Get Started...

How does the notion of Cultural Humility connect with your work?





## 3 Dimensions of Cultural Humility

Lifelong learning and  
critical self-reflection

Recognize and challenge  
power imbalances

Institutional Accountability

# Lifelong Learning Critical Self-Reflection



Coming from a place of  
knowing that we don't  
know



Being able to accept our  
own limitations



Encouraged to be curious

# Lifelong Learning Critical Self- Reflection

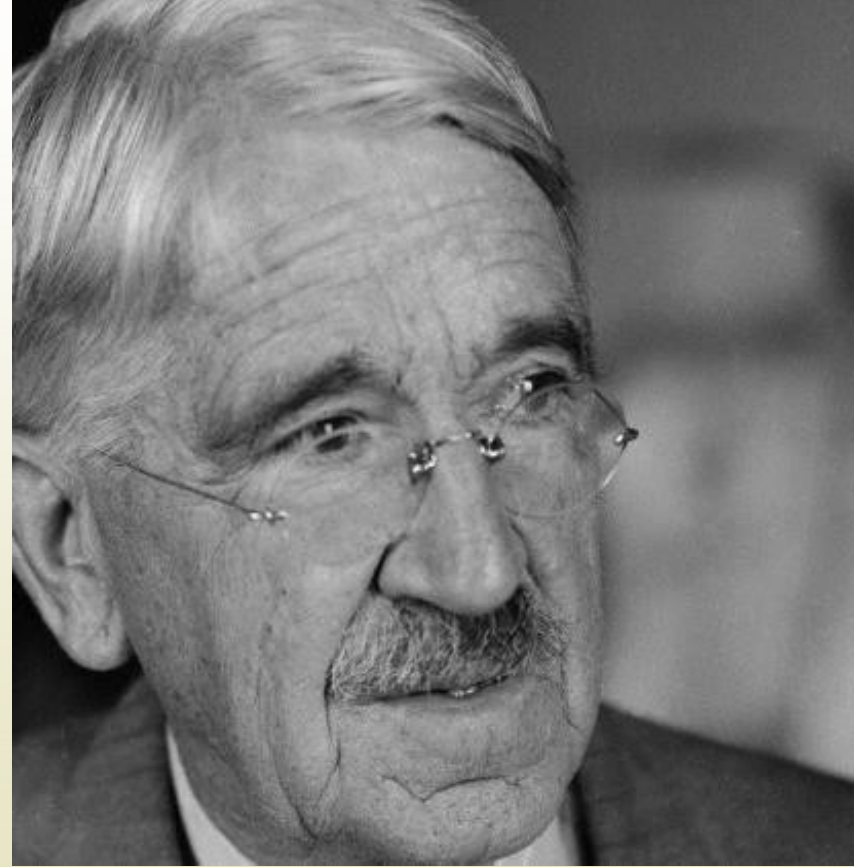
- > Being **open** to those around us who want to learn about us
- > Being **accountable** for constant learning and curiosity to understand those around us
- > **Frees** us from the feeling that we need to be experts on others and their culture



# Reflective Thought

Active, persistent, and careful consideration of any belief or supposed form of knowledge in the light of the grounds that support it and the further conclusions to which it tends

(John Dewey, 1933: 118)







"We do not learn  
from experience  
... we learn from  
reflecting on  
experience."

- John Dewey

# Why Use Critical Reflection?

- > Reflect-on-Action (past experience)
- > Reflect-in-Action (as an incident/experience happens)
- > Reflect-for-Action (actions you may wish to take in future experiences)



# Recognize & Challenge Power Imbalances

- > Recognize positions of power and make attempts to neutralize imbalance
- > Power imbalance in systems
  - > *Acknowledge differences*
  - > *Take Responsibility*
  - > *Advocate*



# Privilege

- > A right or advantage that you have others may not
- > A special advantage, right, or benefit granted to or enjoyed by an individual, class, or caste
- > This advantage, immunity, or right held as prerogative of status or rank, and exercised to the exclusion or detriment of others

**I cannot** be blind to  
the invisible system of  
privilege I am a part of.





## Critical Reflection...

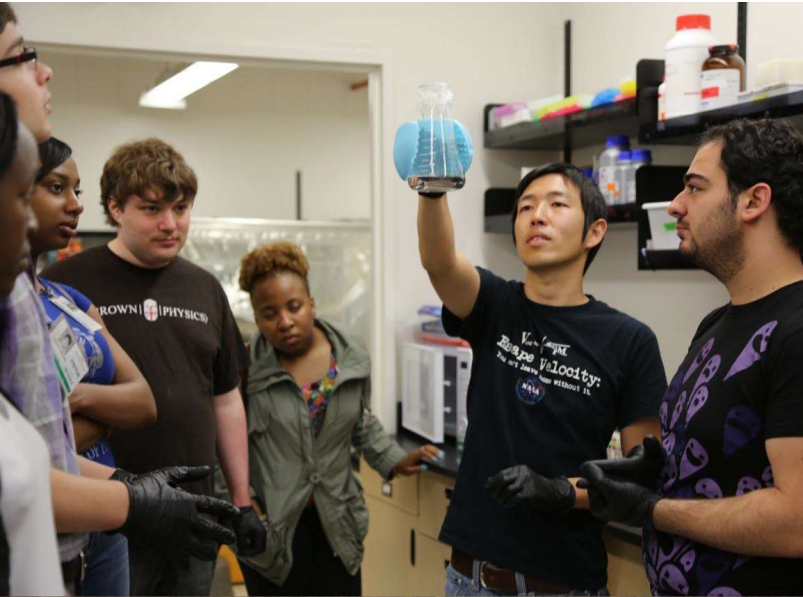
What are some things you have heard **Others** say about **Privilege**?



# Institutional Accountability

- > Encourage a philosophy and/or culture of “**empathy**”
  - > Once culture is embraced its easier for people to feel safe
  - > Do our best to understand what it might feel like in that person’s place
  - > Open conversation





## Critical Reflection The Journey Continues...

How can I (within my own agency) work to **build** principles of cultural humility as a way to help inform and transform the practices, policies, and rules that shape our organizational culture?

we don't see things as they are  
we see them as we are

anais nin





[illegible]

# References/Resources

- > <https://www.youtube.com/watch?v=K1F8krZqTK0>
- > [http://www.multiculturalmentalhealth.ca/wpcontent/uploads/2013/10/Enhancing\\_Cultural\\_Competency\\_Resource\\_Kit1.pdf](http://www.multiculturalmentalhealth.ca/wpcontent/uploads/2013/10/Enhancing_Cultural_Competency_Resource_Kit1.pdf)
- > <https://mha.ohio.gov/Schools-and-Communities/Community-and-Housing/SPF/SPF-Phases/Cultural-Competence>
- > <https://education.stateuniversity.com/pages/1914/Dewey-John-1859-1952.html>
- > <https://www.aafp.org/news/blogs/leadervoices/entry/20190418lv-humility.html>
- > [https://scholar.google.com/scholar?q=melanie+tervalon+cultural+humility+journal+for+underserved&hl=en&as\\_sdt=0&as\\_vis=1&oi=scholar](https://scholar.google.com/scholar?q=melanie+tervalon+cultural+humility+journal+for+underserved&hl=en&as_sdt=0&as_vis=1&oi=scholar)
- > <https://muse.jhu.edu/article/268076/pdf>
- > [http://assist.educ.msu.edu/ASSIST/classroom/critical\\_incident/critical\\_incident1.html](http://assist.educ.msu.edu/ASSIST/classroom/critical_incident/critical_incident1.html)



# Questions?

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### Post Training Info:

- Please complete the evaluation survey in the post event email.
- The recording and supplemental materials will be available on the PreventionFIRST! website under **TrainingHUB**.

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