

# UNDERSTANDING CULTURAL HUMILITY

## What is cultural humility?

Cultural humility is a lifelong learning process that emphasizes openness, self-awareness, and self-reflection, focusing on the complex and evolving nature of identities and addressing power imbalances.

Cultural humility is about appreciating the complexity of identities. It involves a recognition that identities can appear similar yet harbor significant differences and an acceptance that one cannot fully comprehend the dynamic, evolving experiences of another person's life.

Practicing cultural humility leads to mutual empowerment, respect, effective partnerships, better care, and ongoing personal growth.

Foronda, C., Baptiste, D.-L., Reinholdt, M. M., & Ousman, K. (2016). Cultural Humility: A Concept Analysis. *Journal of Transcultural Nursing*, 27(3), 210-217. <https://doi.org/10.1177/1043659615592677>

Tervalon, M., & Murray-García, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9, 117-125.

## Consider the following scenario:

*A young Black man expresses concern that his brother might be suicidal. They have guns at home and live in a high-crime neighborhood.*

- How would you respond using a framework of cultural humility?
- What considerations need to be made?

## Personal Identity Wheel

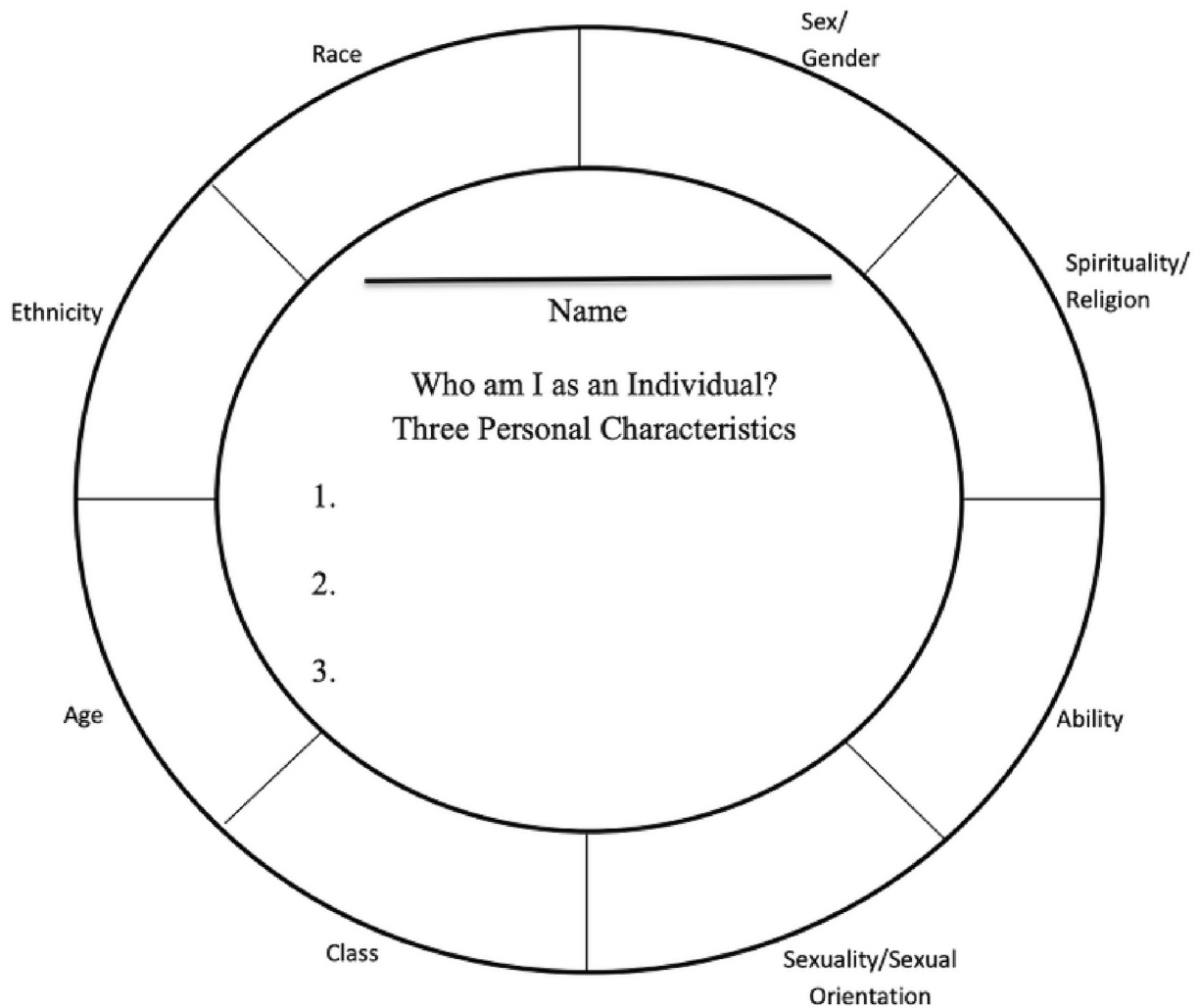
The diagram is a circular 'Personal Identity Wheel' divided into eight equal segments. The segments are labeled as follows:

- Favorite Music
- One Talent
- Favorite Food
- No. of Siblings
- Favorite Animal
- One Skill to Improve
- Slogan
- Favorite Color

In the center of the wheel, there is a horizontal line above the word "Name". Below "Name" is the text "Who am I as an Individual?" followed by "Three Personal Characteristics" and a numbered list:

- 1.
- 2.
- 3.

## Social Identity Wheel



## Questions to ask yourself:

- What parts of my identity am I most aware of?
- Which aspects of who I am are the most noticeable?
- What parts of my identity have advantages or face challenges?
- How does my identity change when I'm in different places or with different people?
- What do people assume about me?
- Which parts of me are well-received, and by whom?
- What biases do I hold about others?
- What are my own blind spots about myself?

## Questions to ask someone you're trying to support:

- What parts of your life or identity impact your health or mental health?
- What personal challenges or concerns do you think are linked to who you are or where you come from?
- Who keeps you feeling strong and supported?
- What helps you feel more comfortable to talk about difficult things?
- When there are problems or concerns in your family, what do you do? Who do you turn to for help?
- Who in your life usually helps make decisions about your health or mental health, and how do you all decide what to do?
- What kinds of spiritual or religious beliefs are important to you and your family?
- How important is religion or faith in your everyday life and decisions?
- What challenges have you encountered when trying to get support?
- What has your experience been like when reaching out to professional services?
- How do you feel about the way medical or mental health professionals have treated you?
- How do differences in background or expectations influence the way people talk to you? What ideas do you have to improve that communication?