

# Cultural Humility

Los Angeles County STD Summit 2018



:  
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California Prevention Training Center



CAPTC



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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

# What is Culture?

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.



(This definition is based on **Kroeber** and **Kluckhohn** , 1952 and Bodley, 1994) - <http://www.p12.nysed.gov/ciai/socst/grade3/whatisa.html>

# A Practical Definition of Culture

- ***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.

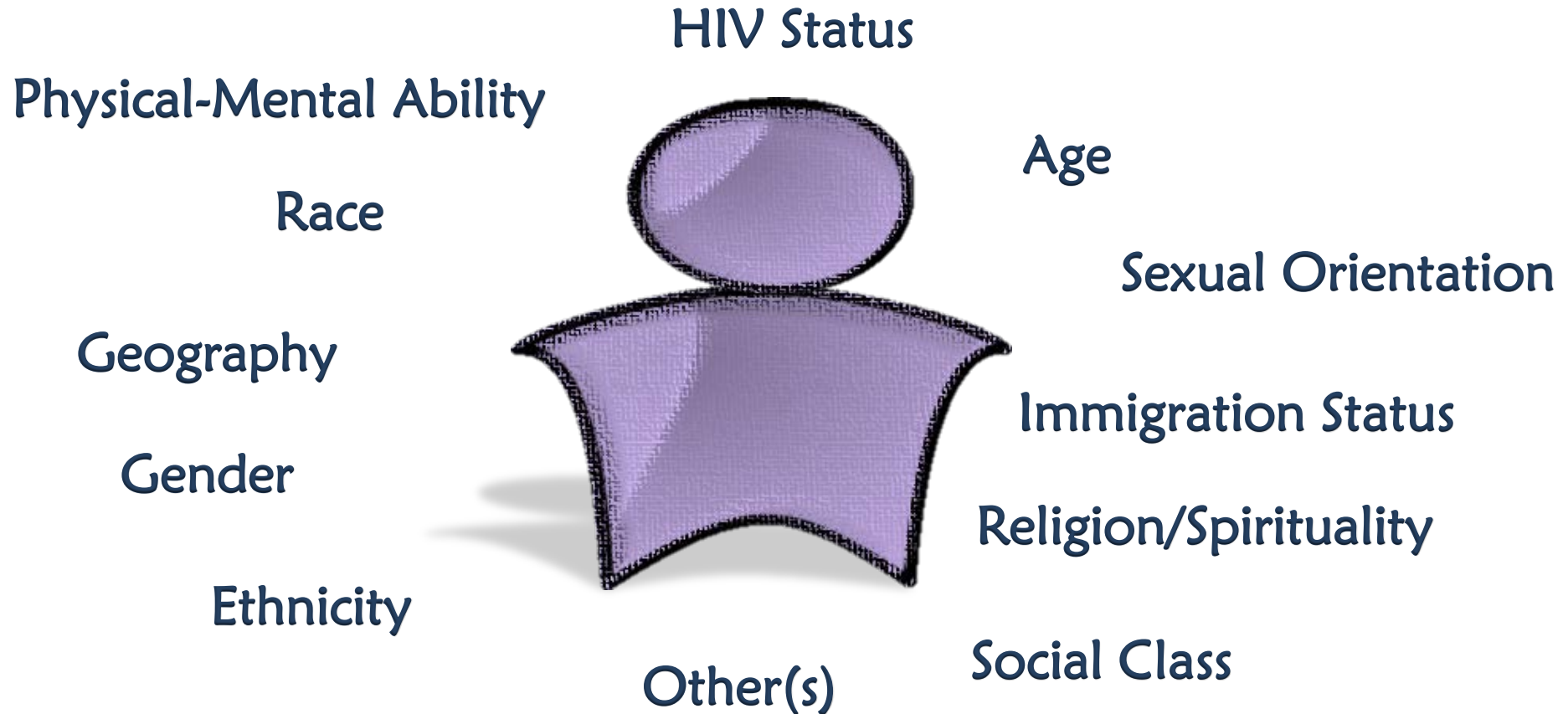
*Falicov, C. J. (1998)*

# A Critical Definition of Culture

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 Warriar, S. (2005). *Culture handbook*. Family Violence Prevention Fund

# Shared Culture





# The most important aspect of my cultural identity is:

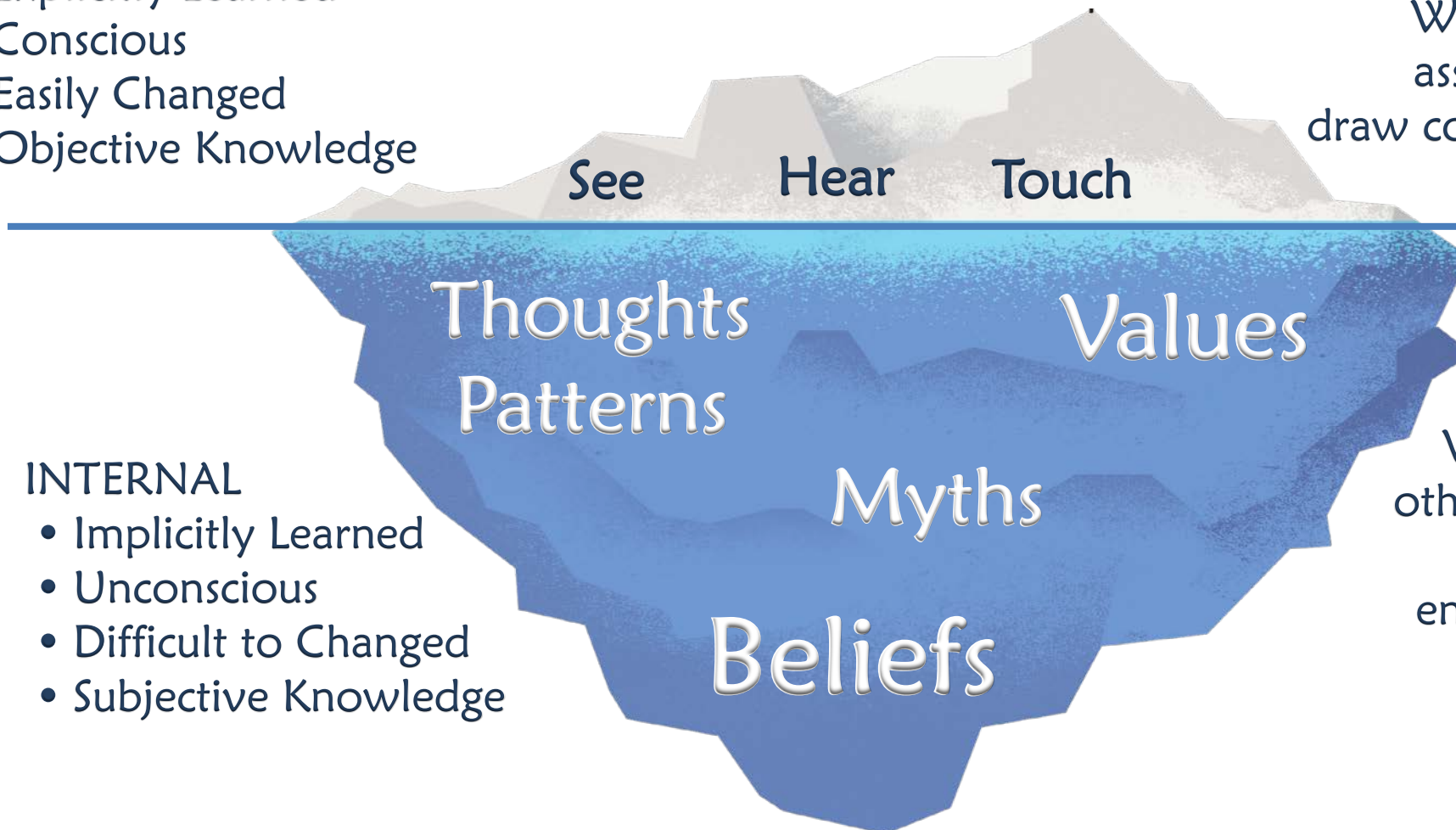
1. Race
2. Ethnicity
3. Socio-economic status
4. Sexual Orientation
5. Gender Identity
6. .Age
7. Religion
8. Something Else

# Iceberg Analogy & Culture

## EXTERNAL

- Explicitly Learned
- Conscious
- Easily Changed
- Objective Knowledge

Where we tend to make assumptions and start to draw conclusions about other – inaccurate.



## INTERNAL

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

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

**“WE ARE, AT ALMOST EVERY POINT OF OUR  
DAY, IMMERSED IN CULTURAL DIVERSITY:  
FACES, CLOTHES, SMELLS, ATTITUDES, VALUES,  
TRADITIONS, BEHAVIOURS, BELIEFS, RITUALS.”**

**RANDA ABDEL-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

# 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](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."**

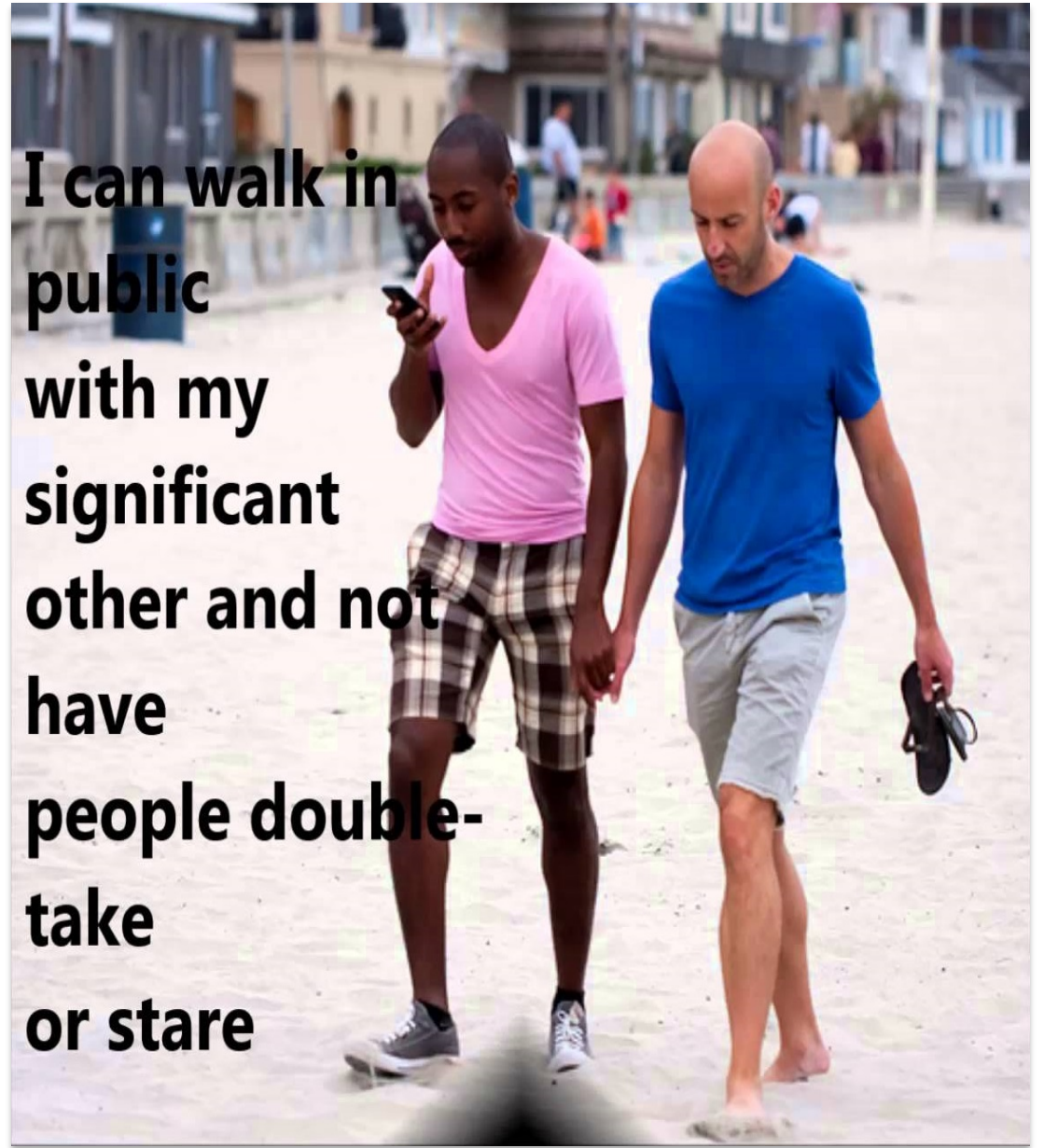
(Paul, 1998)



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

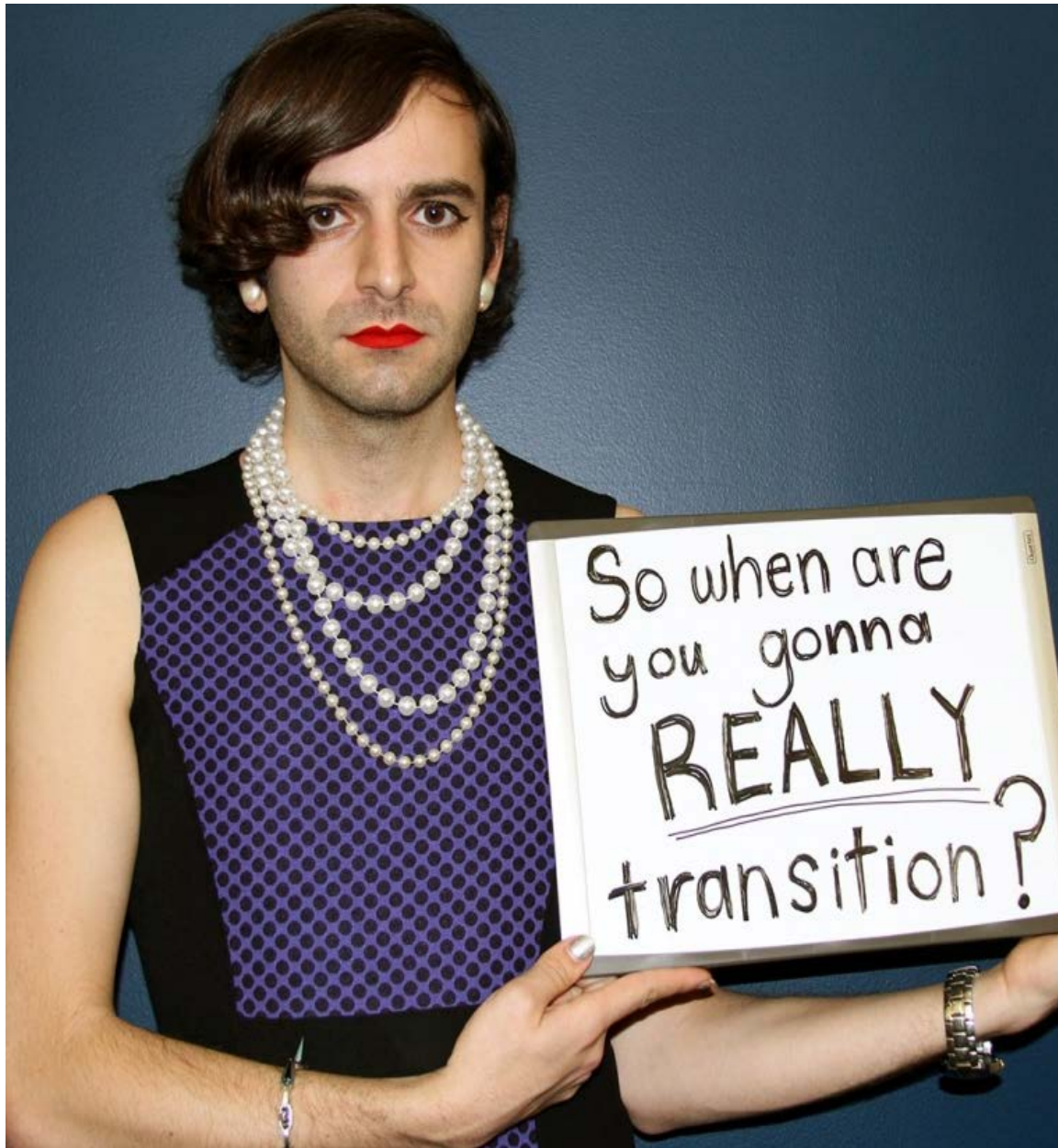
- Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's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

# 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"*

Sue, (2010) Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation.

# 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.



Source: Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin (2007). Racial microaggressions in everyday life. *American Psychologist*, 62(4), 271-286.

# 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



# I Get Bit....

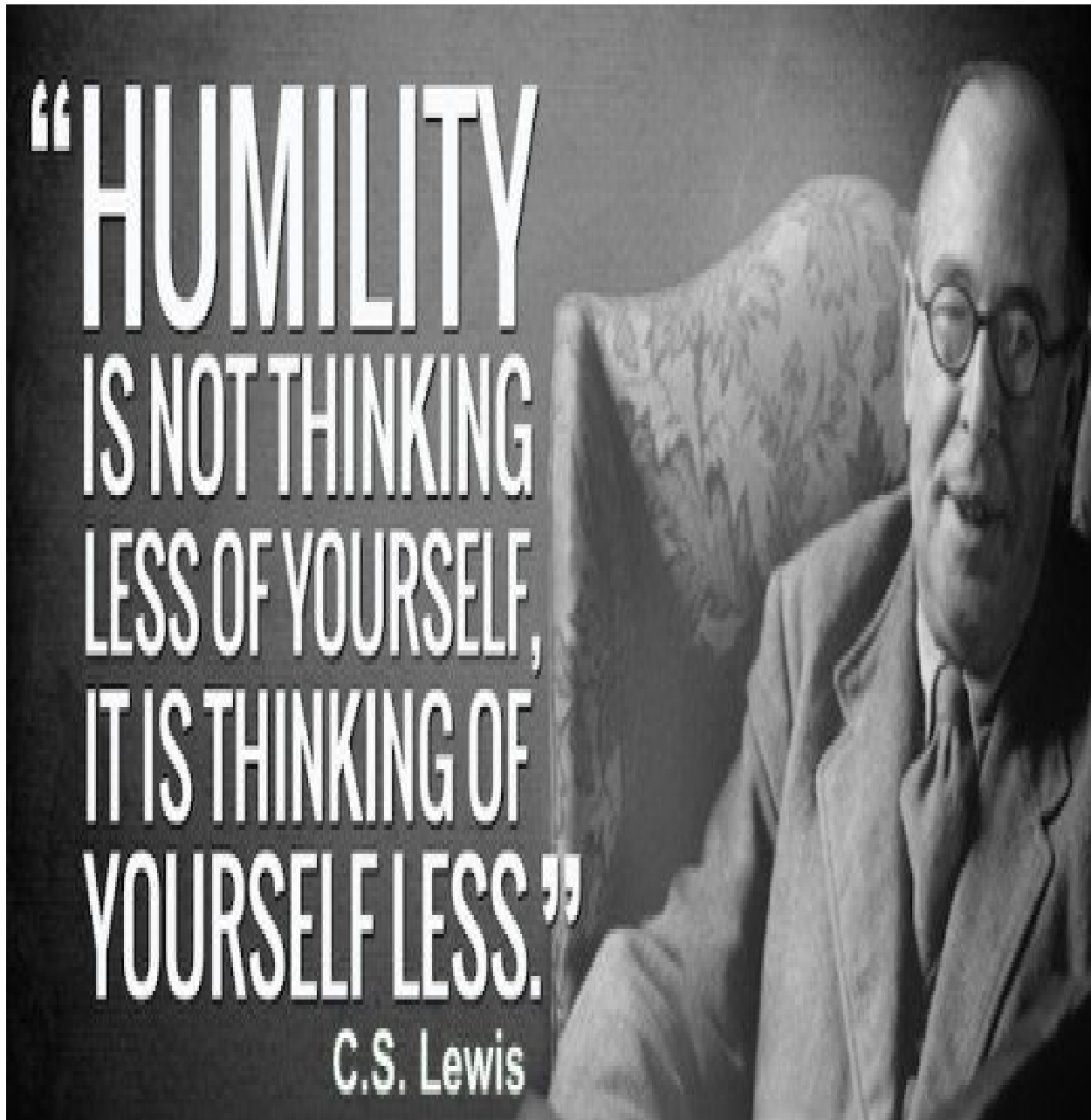
1- Constantly

2- Regularly

3- From time  
to time

4- Hardly ever

5- Never



## Module 6

# Applying the Principles of Cultural Humility

# Cultural Humility can impact the prevention and treatment of STDs


Strongly  
Agree

Agree

Disagree

Strongly  
Disagree

# Addressing Cultural Humility

The text is written in a black, cursive, handwritten style. It is set against a background of several overlapping, horizontal brushstrokes in shades of light blue, teal, and lime green. The text reads: "be humble, be teachable and always keep learning".

*be humble,  
be teachable  
and always  
keep learning*

- 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 with all my patients

1- Strongly  
Agree

2- Agree

3- Hard to  
Tell

4- Disagree

## Module 8

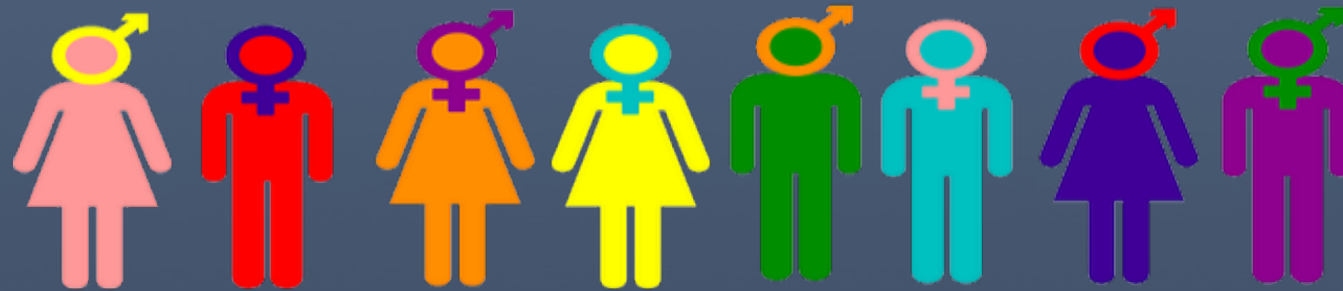
# Commitment to Change



“Do the  
best you  
can until  
you know  
better.  
Then when  
you know  
better, do  
better.”

- *Maya Angelou*

# Thanks for your participation



## Contact Information

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