CREATING A CULTURAL HUMILITY PERSPECTIVE

WHEN WORKING WITH MEN WHO HAVE SEX WITH MEN
OBJECTIVES

Explain what “Cultural Humility” is and why it’s important.

Describe why implementing a cultural humility perspective can help support better health outcomes.

Identify how unconscious bias operates and influences the provision of services.
LOCAL DATA
CULTURE DECIDES WHAT SKILLS, STRENGTHS, & ACTIVITIES ARE APPRECIATED
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.

A critical definition of culture refers to shared experiences or commonalities that have developed and continue to evolve in relation to changing social and political contexts, based on:

Cultural Empathy
Write one thing you know, you learned, or you heard about the populations listed on the assigned sheets.
UNCONSCIOUS BIAS

Refers to a bias that we are unaware of, and which happens outside of our 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.

Biases can be based on stereotypes, ethnicity, skin color, gender, sexual orientation, age, height, weight, or any other characteristic.

(Wilkie, 2014 – adapted)
UNCONSCIOUS BIAS VIDEO
ADDRESSING BIAS

• Reflect
• Confront
• Engage
• Commit
• Maintain
• Discuss

“How can I address my biases if I don’t know that I have them?”
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
CULTURAL HUMILITY PRINCIPLES

Lifelong learning and Critical Self-Reflection

Recognize and Challenge Power Imbalances for Respectful Relationships

Institutional Accountability
PUTTING IT ALL TOGETHER
APPROACHES/METHODS

- Awareness of Biases
- Use of Cultural Humility
- Use of Strengths-Based Perspective
- MSM Sensitivity Training
- Stigma/SDH Training
- Technical Assistance
THANK YOU FOR YOUR PARTICIPATION

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Your feedback is valuable to us!