



Cultural Humility

OFFICE OF CAREER DEVELOPMENT, RSPH, AND ISSS

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Overview of Cultural Humility

Humility is a form of temperance that is neither having pride nor indulging in self-deprecation. The word comes from Latin humus – Earth, humilis – grounded or from the Earth.

Cultural Humility – modest views of one's culture's own importance.

What is culture? It is more than just your own experiences in any particular region, referred to as a filter through which we experience the world.

As international students, you are learning about “new cultures” in the United States and you will meet people from all around the world particularly as you get an internship or applied practice opportunity (APE).

Culture

“The learned and shared values, beliefs, and behaviors of a group of interacting people.”

-Janet M. Bennett, Ph.D. © 2011

Culture, Identity and Behavior



“Most people are not aware of how much their culture shapes their attitude toward time, space, and interpersonal communication, to name three major areas of difference.”

-Susan Fries (Cultural, Multi-cultural, Cross-cultural, Intercultural: A moderator's proposal)

Cultural Humility



***Cultural humility** is a commitment to critical self-reflection and lifelong reevaluation of assumptions, increasing one's capacities for appropriate behaviors and actions in varying cultural contexts.*

This capacity for appropriate, culturally relevant action is coupled with awareness of one's positionality within systems of power and aligned in service of collaboratively reconsidering and reconstructing assumptions and systems to enact a deeper and broader embrace of shared dignity, redressing historic inequities. (Hartman et al. 2018, 96–97)

Cultural Humility is not weakness but instead...



1) recognizing that one's own knowledge has limits as to what is truly another's culture



2) about increasing one's self-awareness of one's own biases and perceptions and engaging in a life-long self-reflection process about how to put these aside and learn from others

Importance of Cultural Humility

Allows us to understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.

Provides a knowledge base of other cultures.

Improves the development of relational skills, that are sensitive to other cultures and to differences among people and cultural groups.

Conducive of educating oneself about and seeking to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status and mental or physical disability.

Practicing Cultural Humility

1

See yourself as the life-long learner

2

See others as capable

3

Work to understand others' worldview and oppression or any discrimination that they may have experienced

4

Use your best communication skills (open-ended questions and reflective listening) to explore others' concerns, thoughts, and ideas

5

Resist the urge to provide advice or direction as though you are the expert in others' lives

6

Examine your intentions, continually challenge yourself and keep an openness to learn from those you serve and with whom you work.



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10 Tips for Effective Cross Cultural Communication

Be Honest

Be Flexible

Listen Actively

Respect Differences

Ask Questions

Build Self Awareness

Avoid Stereotyping

Distinguish Perspectives

Think Twice

Recognize the Complexity

A few more tips

1


Remember each person is an individual and should be treated as such.

2

Humbly reflect on the fact that one's knowledge is always partial, incomplete, and inevitably biased." (Wear 626)

3

Pay attention to and challenge any power inequities



https://www.ted.com/talks/christine_porath_why_being_respectful_to_your_coworkers_is_good_for_business

CHRISTINE PORATH, PHD – WHY BEING RESPECTFUL IS GOOD FOR BUSINESS



Thank you!

QUESTIONS AND ANSWERS TO FOLLOW