CULTURAL HUMILITY: MOVING FROM THEORY TO DAILY APPLICATION

Presented by: Jessica Li and Fiona Oliphant, Esq.
GET TO KNOW US
GET TO KNOW US
OBJECTIVES

1. To establish a common understanding of how identity, oppression, and privilege affects us and impacts our work as advocates and/or survivors.

2. To define the distinction between Cultural Humility and Cultural Competency so that we may be better equipped to engage and serve survivors from marginalized communities.

3. To identify how a Cultural Humility framework may be utilized to conduct an organizational assessment and thereby strategically enhance service provision for sexual violence survivors.
GROUP AGREEMENTS CONTINUED

- There’s no room for the oppression Olympics in this space
- Expect and accept challenging moments
- Practice engaged listening
GROUP AGREEMENTS

-Step up, step aside

-Respect different lived experiences and perspectives

-Focus on your own learning

-Address the group not an individual

-Take care of yourself
THE TRUE FOCUS OF REVOLUTIONARY CHANGE IS TO SEE THE PIECE OF THE OPPRESSOR INSIDE US.

-AUDRE LOURDE
WHAT’S YOUR IDENTITY?

- Race
- Sexual Orientation
- Ability
- Religion
- Gender
- Class
- Sex
Margins/Main Stream

Margins

Mainstream
OPPRESSION

A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on individual, institutional and cultural levels.
Omnipresent

Confining

Hierarchical

Multifaceted

OPPRESSION’S CHARACTERISTICS
FORMS OF OPPRESSION

- Ableism
- Ageism
- Classism
- Heterosexism
- Racism
- Sexism
## OPPRESSION MATRIX

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PRIVILEGE

Advantages and benefits afforded to certain people based on their group identity or status.
PRIVILEGE & POWER ACTIVITY
A FRAMEWORK FOR CULTURAL HUMILITY
WHAT NARRATIVES WOULD YOU CREATE IF ONE OF THEM WERE YOUR CLIENT?
CULTURAL HUMILITY REQUIRES RECOGNIZING MORE THAN WHAT LIES ABOVE THE SURFACE
WHAT IS CULTURE?
CULTURE IS:

A set of shared experiences or commonalities that have developed and continue to evolve within a group of people according to changing social and political contexts.
CULTURAL COMPETENCY VS. CULTURAL HUMILITY
ELEMENTS OF CULTURAL HUMILITY

- Lifelong process of critical self-reflection.
- Mitigate power imbalances.
- Accountability.
- Develop respectful partnerships.
BE CURIOUS
BE UNCOMFORTABLE
BE VULNERABLE

If You Change The Way You Look At Things,

The Things You Look At Change.
DAY-TO-DAY
APPLICATION

-Promote Cultural Relevance
-Update policies and procedures to be more accessible
-Provide sustained training and support for staff
-Build trusted relationships
-Partnering with culturally specific organizations
CONDUCT AN ORGANIZATIONAL AUDIT

- Organizational Culture
- Environment
- Materials
- Policies
- Current populations served
- Target population reflected on staff and leadership
1. What are some steps that you can take individually to implement Cultural Humility?

2. What are some strategies that your organization can implement to foster an environment of Cultural Humility?

3. What can you do to foster culture change within your organization with or without leadership’s support and commitment?
change is difficult.
not changing is fatal.
QUESTIONS

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