




Cultural Humility

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Requests

- Cell phones on silent or off
- Active participation
- Willingness to be open
- One speaker at a time
- Regard everyone's input as valid and important
- Respect differences



Concepts we will explore

- Culture
- Cultural Humility
- Cultural Competency
- Values

Do you have culture?

Do others?

Activity

1. Read the greeting card to yourself only.
2. Stand up, circulate around the room and follow the rules on your card.
3. Pay attention to your reactions as you do this activity.
4. Greet as many people as possible

Everything we do carries culture

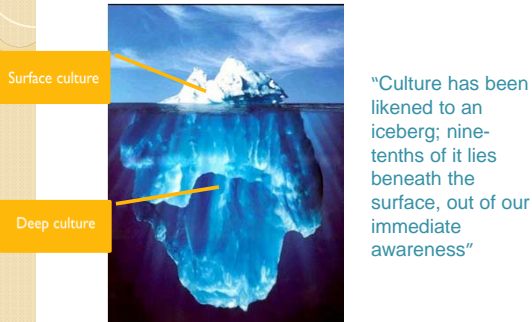
Why talk about culture?

- Authentic engagement and communication
- Increasing diversity of our communities
- Complexity of an individual - (multi)cultural beings

What is culture?

In the broadest sense, culture is a set of values, beliefs, attitudes and, rules for behavior by which we organize and give meaning to the world.

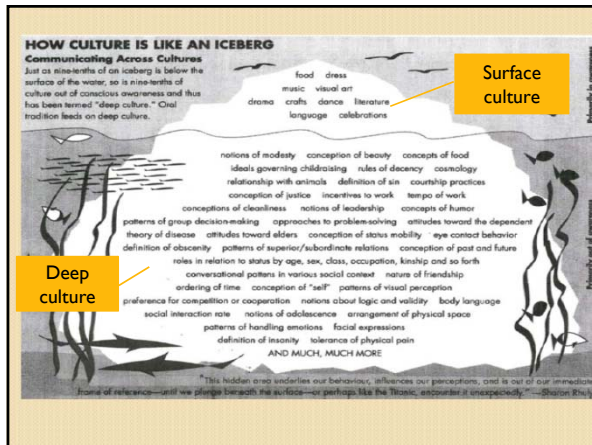
Sharon Ruhly's Cultural "Iceberg"



Why talk about culture?

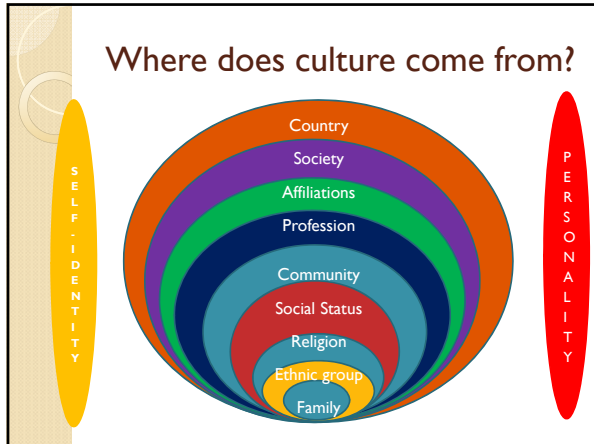


- Complex
- External and internal
- Provides a context
- Constructed
- Transmitted
- Learned
- Changes



“We do not see things as they are, we see things as we are.”

The Talmud



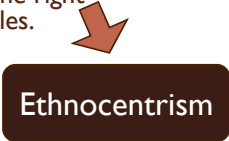
- Activity**
1. Choose a partner you do not know.
 2. Stand facing each other.
 3. The person whose birthday is soonest starts first.
 4. Look at your partner and silently guess the following characteristics.
 5. We will reverse roles.

- Look at your partner and silently guess these characteristics
- Gender
 - Age
 - Appearance
 - Body structure
 - Race
 - Sexual orientation
 - Nationality
 - Region of origin
 - Immigration status
 - Primary language
 - Accent
 - Religion
 - Family constellation
 - Physical ability
 - Level of education
 - Occupation
 - Ideology
 - Social class

Everything we do carries culture.


We are rule-bound.

The problem arises when we believe our rules are the right or more important rules.



Ethnocentrism

Ethnocentrism



Power Imbalance

Beliefs
Attitudes
Treatment
Willingness to do or refrain from doing
Communication

Cultural Humility

- ⇒ A lifelong commitment to self-evaluation and self-critique
- ⇒ Redressing the power imbalances in the client=service provider dynamic
- ⇒ Respectful and curiosity inquiry
- ⇒ Focus on clients' needs and rights
- ⇒ Institutional consistency

Cultural Humility

“... not a discreet endpoint, but a commitment and active engagement in a lifelong process that individuals enter into on an ongoing basis with [clients], communities, colleagues, and with themselves.”
(Leland Brown, 1994)

Self-reflection and Life-long learning

Courageously ask:

- What do I think about his cultural group(s)
- How do I know this to be true?
- What are my biases?
- What are they based on?
- What are the consequences in my relationship with this person, this community, if I act on these biases?
- What can I learn here? And how?

In your professional capacity you need to understand what is happening with you and then decide what to do

Balance the power imbalances

See individual as rich expert and teacher on the content of culture, “isms”, community life

See service provider as a student, partner and facilitator, with access to resources and knowledge

Listen, learn and negotiate the relationship in the best interest of the individual being served

Institutional Consistency

All this means very little if the institution does not engage in self-reflection.

Institutional Consistency

Commitment to cultural sensitivity:
An ongoing awareness of our own and other's cultural contexts. It is a continued willingness to see the world from many different and equally valid perspectives.

Continuous dialogue:

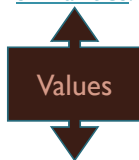
We are multicultural and complex beings.
Changes are constant.

Cultural Humility requires:

- Awareness
- Commitment
- Dialogue and negotiation

Dialogue and Negotiation

We can focus on differences or become aware of the differences and focus on the similarities.



Values are guiding principles that shape the way we see the world and interact with the world based on what we consider important.

Activity

1. You will be divided into groups.
2. Think of one value you have as a member of that group (put yourself in the shoes that group)
3. Then, join other members of that group and collect all your values. Choose one person who will share them out loud at the end.

References

- Dresser, Norine. *Multicultural Manners, Essential Rules of Etiquette for the 21st Century*
- Fadiman, Anne. *The Spirit Catches You and You Fall Down*
- Ruhly, Sharon. *Orientations to Intercultural Communication*
- Steward E. & Bennet M. *American Cultural Patterns: A Cross-Cultural Perspective*



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