

# Adopting a Cultural Humility Approach with Adult Learners

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# Objectives

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- Explore the definition of Cultural Humility and how it differs from Cultural Competence
- Identify 2 self-check questions that will help you implement Cultural Humility when working with adult learners

# Agenda

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1. Intros/Overview & Objectives
2. Ground Rules
3. Activity - Assumption or Fact?
4. Cultural Humility vs Cultural Competence
5. America the Stereotype
6. Cultural Identifiers
7. Review/Take-Aways
8. Conclusion/Evaluations

# Ground Rules

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- Share the talk time
- Speak from your own experience
- Use *active listening*
- Keep confidentiality
- Other...







# Is what your seeing/interpreting...

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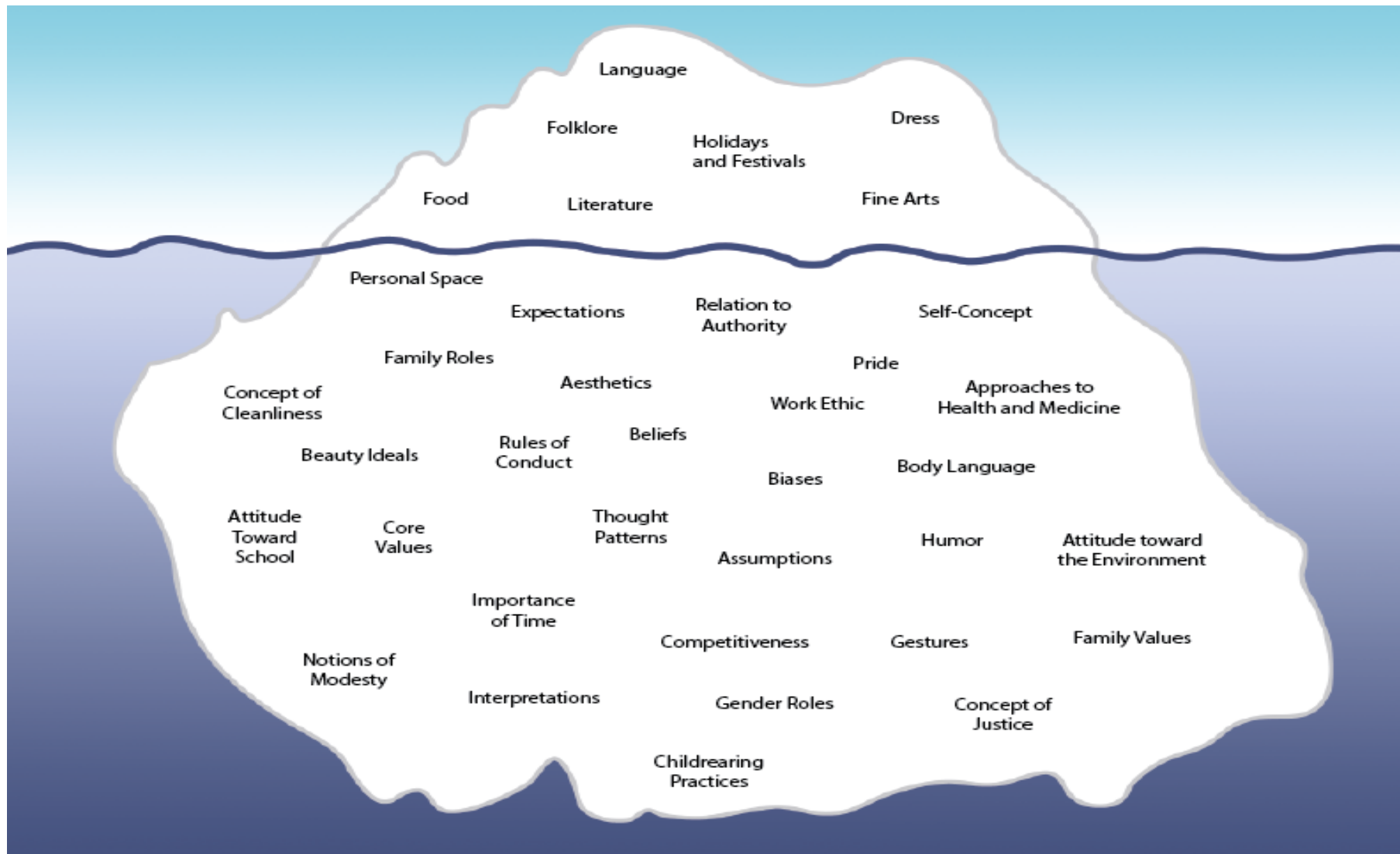
**Assumption?**

**OR**

**Fact?**



# The Cultural Iceberg



# Cultural Humility...

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- Is a *humble and respectful attitude* toward other individuals
- Pushes one to recognize and challenge our *own cultural biases*
- Realizes *we can never know everything* about other cultures
- Is a *lifelong learning process*
- Helps us stay curious and see the *learner as the expert* about their own culture

	Cultural competence	Cultural humility
Goals	To build an understanding of minority cultures to better and more appropriately provide services	To encourage personal reflection and growth around culture in order to increase service providers' awareness
Values	<ul style="list-style-type: none"> <li>•Knowledge</li> <li>•Training</li> </ul>	<ul style="list-style-type: none"> <li>•Introspection</li> <li>•Co-learning</li> </ul>
Shortcomings	<ul style="list-style-type: none"> <li>•Enforces the idea that there can be 'competence' in a culture other than one's own.</li> <li>•Supports the myth that cultures are monolithic.</li> <li>•Based upon academic knowledge rather than lived experience. Believes professionals can be "certified" in culture.</li> </ul>	<ul style="list-style-type: none"> <li>•Challenging for professionals to grasp the idea of learning with and from clients.</li> <li>•No end result, which those in academia and medical fields can struggle with.</li> </ul>
Strengths	<ul style="list-style-type: none"> <li>•Allows for people to strive to obtain a goal.</li> <li>•Promotes skill building.</li> </ul>	<ul style="list-style-type: none"> <li>•Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding.</li> <li>•Puts professionals and clients in a mutually beneficial relationship and attempts to diminish damaging power dynamics.</li> </ul>

[https://en.wikipedia.org/wiki/Cultural\\_humility](https://en.wikipedia.org/wiki/Cultural_humility)



# Common Cultural Identifiers

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- RACE
- ETHNICITY
- GENDER IDENTITY
- GENERATION / AGE
- NATIONALITY
- LANGUAGE OF ORIGIN
- FAMILY
- SEXUAL ORIENTATION
- RELIGION / SPIRITUALITY
- EDUCATION
- SOCIO-ECONOMIC CLASS
- PHYSICAL ABILITIES/QUALITIES

# Five Self-Check Questions

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AM I...

1. Paying attention to my own biases when engaging with my learner/s?
2. Seeing my learner as their own life expert
3. Being aware of making assumptions without the facts
4. Taking a "not knowing stance" and *really listening* to my learner?
5. Staying curious and recognizing this is an ongoing process



# Resources

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Defining Cultural Humility, Melanie Tervalon & Jann Murray-Garcia

<https://www.youtube.com/watch?v=SaSHLbS1V4w>

Cultural Humility, Juliana Moseley PhD- TEDx West Chester

[https://www.youtube.com/watch?v=Ww\\_ml21L7Ns](https://www.youtube.com/watch?v=Ww_ml21L7Ns)

Wikipedia Definition of Cultural Humility

[https://en.wikipedia.org/wiki/Cultural\\_humility](https://en.wikipedia.org/wiki/Cultural_humility)

Project Implicit

<https://implicit.harvard.edu/implicit/research/>

Danger of a Single Story

[https://www.ted.com/talks/chimamanda\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story](https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story)

NYTimes - What's going on this picture?

<https://www.nytimes.com/column/learning-whats-going-on-in-this-picture>

