

*Cultural Humility:  
Challenging  
Assumptions for  
Life-Long Learning*

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**Behavioral Expectations**

- Expect that your opinion may differ from others
  - Disagree with OPINIONS, not people
- Use “I” statements to reflect your perspective on topics at hand
- Treat everyone with respect and kindness. This is a learning environment and judgment has never had a positive impact on learning outcomes.

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**Before we get started...  
a GROUP icebreaker**

- Get into groups of 8
- Identify 6 things you have in common (similarities)
  - This will likely require you to have a leader AND a note taker
  - Group will need to identify one person to share commonalities
- Why is it important to identify similarities?

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## Goals

- To be able to define cultural humility.
- To increase knowledge of how to integrate cultural humility into work with constituencies (individuals, families, groups, organizations).
- To be able to analyze current agency practices and perceptions and how these may be incompatible with the HUMBLE model of cultural humility.
- To be able to define and identify microaggressions; and to apply self-evaluation to shift away from these practices.
- To begin examining the role that whiteness (white privilege) and the centering dominant perspective have on agency policies or practices.

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## First Exercise

- PREJUDICE AND DISCRIMINATION EVALUATION
- Complete the questionnaire independently;
- Complete the discussion questions;
- Process your answers with a partner
- Group Discussion

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## Allegheny County Demographics (American Community Survey, 2016)

One or in combination with one or more other races				
Total population	1,229,605	*****	1,229,605	(X)
White	1,015,860	+/-1,559	82.6%	+/-0.1
Black or African American	180,750	+/-594	14.7%	+/-0.1
American Indian and Alaska Native	9,675	+/-766	0.8%	+/-0.1
Asian	51,152	+/-321	4.2%	+/-0.1
Native Hawaiian and Other Pacific Islander	1,147	+/-226	0.1%	+/-0.1
Some other race	6,966	+/-752	0.6%	+/-0.1

- We know there is growing diversity in the south hills
- Bhutanese population grew substantially from 2015-2018
- However the number of persons employed in the helping professions from this population doesn't quite match the need

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## What is cultural humility?

- Hook (2014) defines cultural humility as an ongoing process at both the interpersonal and intrapersonal levels, as opposed to a skill that can be mastered as is implied with the term cultural competency
- Remember - All human services work is cross cultural!
- The idea that our life experiences impact how we interact with others
  - The judgments we make
  - The rules we create in our workplace
  - The expectations we have of clients
  - The expectations we have of ourselves

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## Cultural Humility Video

- <https://www.youtube.com/watch?v=16dSevLSOKw>

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## Questions based on Video

- How do you react to the idea of continually learning about your clients' backgrounds and the systemic factors that oppress populations?
- How is this reflected in professional development offered by your agency or profession?

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## Cultural Humility (HUMBLE) Model

(Borkan et al., 2008)

H: Be Humble about the assumptions you make about knowing the world from your clients' shoes

U: Understand how your own background and culture can impact how you interact with your clients

M: Motivate yourself to learn more about the client's background, culture, health beliefs and practices, as well as the unique points of view of their families and communities

B: Begin to incorporate this knowledge into your social work practice

L: Life-long learning

E: Emphasize respect and negotiate plans

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## Reflecting on how to integrate cultural humility...

- Exploring one's own concepts of culture to include, for example, the elements of race, ethnicity, class, gender or sexual orientation encourages students to gain insight into their own perceptions of culture and the role they play in societal oppression.
- Take the time to answer these questions for yourself:
- Where do I come from?
- What barriers almost prevented me from getting here?
- Who helped me along the way?
- When did I need more help but didn't really get it?
- What aspects of my culture/background/family life have influenced the student/future social worker that I am today?

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## What is Whiteness? (white privilege)

- The social identity of Whiteness exists if one enjoys the privilege of being White
- **Peggy McIntosh** – study on the privilege of being white
  - Considered financially reliable
  - Taking a job and your race is not questioned (anonymity)
  - Never having to speak for all or represent all of one's race
  - Seeing one's race represented widely in the media
  - Race does not work against you in court or medical care etc.

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## Whiteness & the “Centering Dominant Perspective”

- Centering Dominant Perspective – that “standard” practices are often reflective of white majority cultural practices
    - How does this X out non-white populations?
- For example:
- Are missed appointment policies responsive to the barriers that non-dominant client populations face?
    - Late bus
    - Friend who fails to provide a ride
    - Child care doesn't arrive on time

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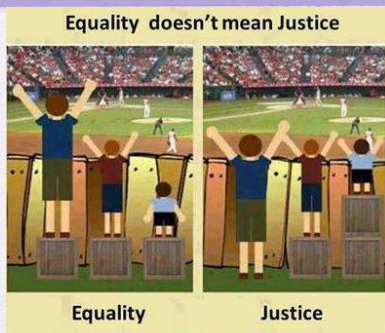
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## Equity and Equality




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## Critical Race Theory

Critical Race Theory (CRT) explains racial inequality in the USA by discussing the 1) normalcy of racism, 2) racist cultural mythology, 3) interest convergence and 4) call to context.

1. Normalcy of racism, existing institutional and cultural racism are proof that racism is ingrained in our society.
2. Racist cultural mythology, narratives and myths which support beliefs that minority groups are inferior, thus providing resistance to changes on their behalf.
3. Interest convergence, Whites tolerate racial advances only if they also promote White self-interest.
4. Call to context, calls attention to the experiences of oppressed groups as a reminder that racism harms real individuals and families, sometimes for several generations (Crenshaw, Delgado, Lawrence and Matsuda, 1993).

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## Critical Race Theory

Describes the dilemma of how the quest to “equalize oppressions under a multicultural umbrella unintentionally promotes a color-blind mentality that eclipses the significance of institutionalized racism” (Abrams & Moio, 2009, p. 245).

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## What is a microaggression?

Brief, everyday exchanges that convey denigrating messages...

- Can be intentional OR unintentional and unconsciously delivered in the form of subtle snubs, dismissive looks, gestures and tones.
- particularly salient in the context of relational dynamics and inherent in power dynamics which further complicate the impact

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## Microaggression Dilemma

### Invisibility of Unintentional Bias

- Race does not effect how you are treated or your opportunities for success
  - The most accurate assessment of a bias statement is from those disempowered rather than from those that enjoy the privilege of position or power

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## Dilemma continued...

- Perceived Minimal Harm
  - Those not affected consider them minor and encourage those affected to not waste time or effort on addressing them
    - The cumulative effects of microaggressions contribute to self-doubt, frustration, and isolation

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## What impact does diversity have in your workplace?

- Reflect on the composition of your client populations vs. staff
- What is true about rural and suburban populations in PA?
- Does diversity present itself differently in certain academic programs?
  - Where do you see the most diversity?
  - Where do you see the least?

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## How does this impact our practice?

- Encourage a culture within your workplace that inspires a discussion of culturally humble practice (Tori & Ducker, 2004)
- An understanding of concepts such as oppression, white privilege, Anglo conformity, racism, disability, etc. can lay the framework for students to understand the impact dominant cultural has on cultural minorities.

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## Microaggressions

- **Subtle, Covert**
- "... one must not look for the gross and obvious. The subtle, cumulative mini-assault is the substance of today's racism" (Pierce, 1974, p. 516)

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## Acknowledgments

- All student photos from Kiyun via Heben Nigatu at BuzzFeed <https://www.buzzfeed.com/linnaitw/racial-microaggressions-you-hear-on-a-daily-basis-when-you-are-a-black-woman>
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