

Cultural Humility & Belonging

Annual Meeting of the
International IPS Learning Community

May 2024



**RACIAL
EQUITY
PARTNERS**

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Session Guidelines



- Expect to experience discomfort.
- Speak your truth (using “I” statements).
- Good intentions do not always have the intended impact. Apologize.
- Suspend judgement (rather, ask questions)
- Expect and accept non-closure.





Culture

What is Culture?



... the values, beliefs, practices, rituals and rules that groups share; that inform interactions and relationships.

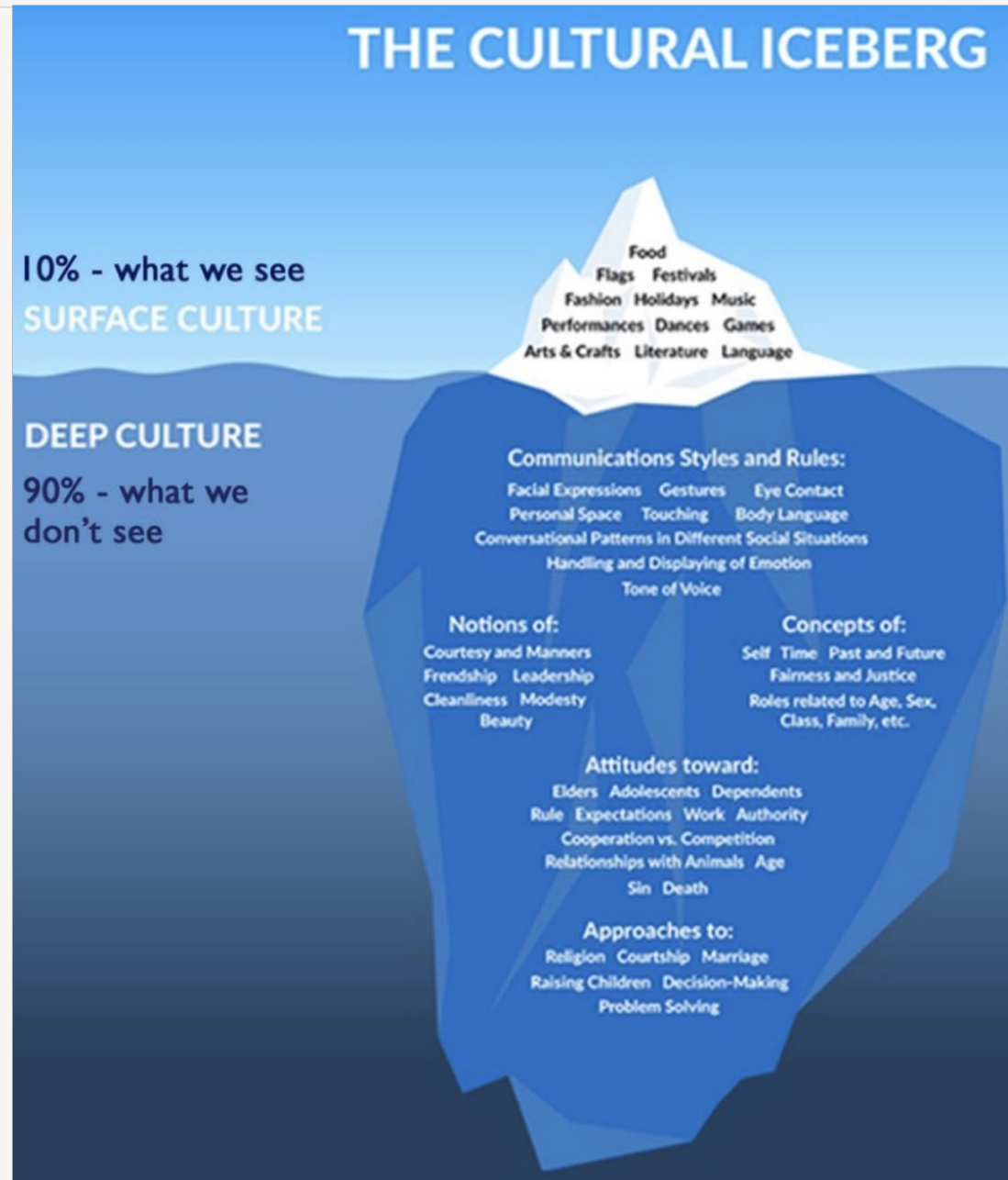
... is learned and often passed down from one generation to the next.

... is dynamic.

... can be different for each individual.



The Depth of Culture





More visible:

- Food, Clothing, Holidays
- Music, Art, Dance
- Books, Language

Less visible:

- Communication styles & 'rules'
- Eye-contact, personal space
- Expressions, gestures
- Notions of: friendship, courtesy, modesty
- Attitudes toward:
 - elders, children
 - work, authority
 - cooperation (vs. competition)



Turn & Talk

Think about your own identity.

If you had to describe your identity in **3 words**, what would they be?

- Reflect and write down your words. (1 minute)
- Turn and share with a partner. (1 min. each)



Artwork by Lynnie Z.

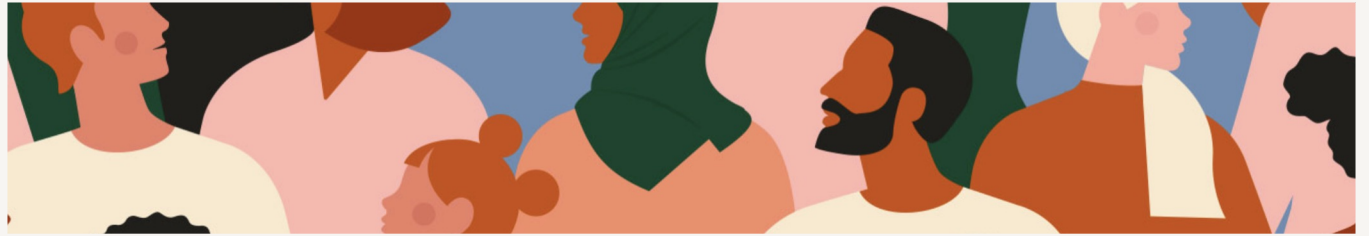


Cultural Competence

.. a developmental process.

-> increasing levels of awareness, knowledge and skills

-> improved capacity to work and communicate more effectively across and between cultures.



Cultural competence in practice:

- Learning about your own and others' cultural identities
- Combating bias and stereotypes
- Gaining new cultural experiences
- Respecting others' beliefs, values - and communications preferences
- Adapting your approach or service to each person's unique needs

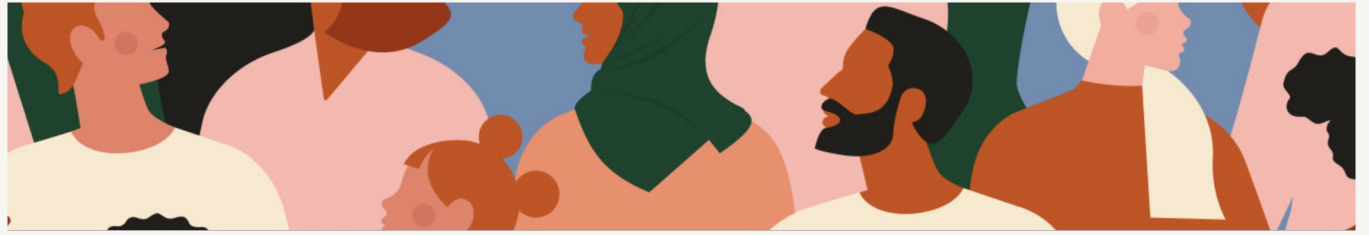


Cultural Humility

.. a **self-reflective process** of understanding one's biases and privileges.

-managing power imbalances

-maintaining an openness to aspects of another person's cultural identity.



Culture humility in practice:

- **Self-reflection**, including awareness of your own values, beliefs, privileges - and biases.
- Recognizing that you don't (and can't) know everything. Being open to learning.
- Empathizing with another's life experiences and identities.
- Learning and growing from people whose identities, world view and experiences differ from yours



Understanding cultural competence and cultural humility

Becoming culturally competent and practicing cultural humility are ongoing processes that change in response to new situations, experiences, and relationships. Cultural competence is a necessary foundation for cultural humility.

CULTURAL COMPETENCE

Gaining cultural knowledge

- What are other cultures like, and what strengths do they have?

Developing cultural self-awareness

- What is my culture, and how does it influence the ways I view and interact with others?

CULTURAL HUMILITY

Holding systems accountable

- How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

Understanding and addressing power imbalances

- How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?

Source: Project READY. ready.web.unc.edu. Licensed under CC BY-NC-SA 4.0.





The American Identity & Racial Classification

Race - A Social Construct



GETTY IMAGES

- Has no genetic basis
- Evolved with freedom: granting privilege, based on skin color
- Justified social inequality and oppression of certain groups





Queue of black residents of Louisville KY waiting for distribution of relief supplies during the 1937 Ohio River flood; photo by Margaret Bourke-White (Public Domain)



Video: A conversation with Latinos on Race



<https://www.youtube.com/watch?v=tLLCHbCgJbM> Op-Docs, NY Times Series





Classification of Race

1790: First Census

Three racial categories on the census:

- **free whites, slaves, all other free persons**

1860: Indian category added (for Indigenous people)

1870: Chinese category added

1890: Other category added; later changed to
Some other race.

1910: Census includes complete count of **Indians** on reservations or tribal lands.





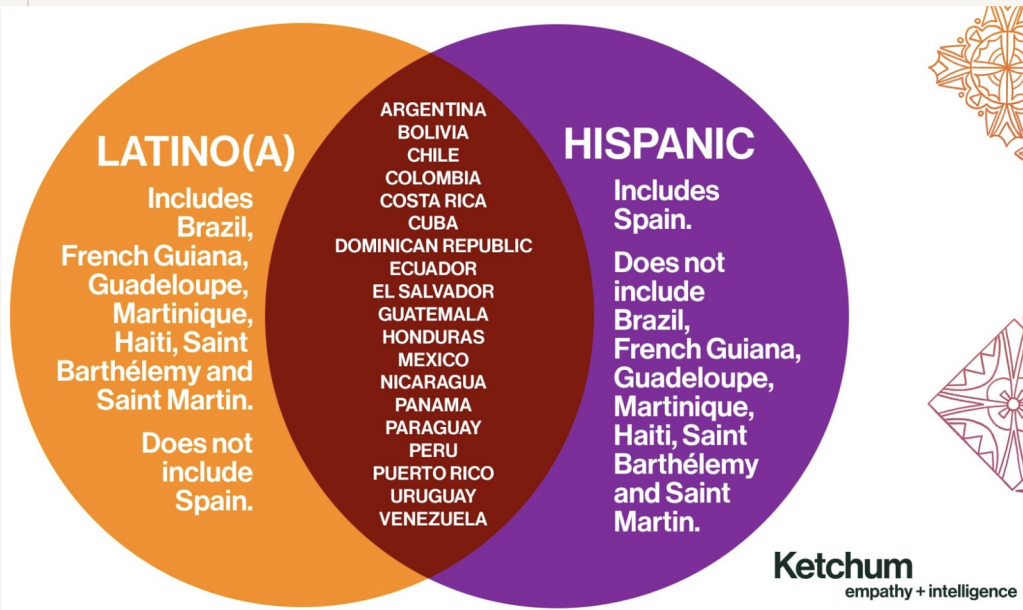
Classification of Race

1920-40: **Hindu** category added for Asian Indians

1930

- A person who was both black and white should be counted as Black, **“no matter how small the percentage of Negro blood”**
- People who were white-Indian should be counted as Indian **“except where the percentage of Indian blood is very small, or where he is regarded as a white person** by those in the community where he lives.”





1930 - **Mexican** category added and counted as a race for first and only time.

****** No option offered until 40 years later.

1970 - Census asks about Hispanic origin as a **separate question** from race.

Census now offers three Hispanic origin categories:

→ **NOTE:** Please answer **BOTH** Question 6 about Hispanic origin and Question 7 about race. For this census, Hispanic origins are not races.

6. Is this person of Hispanic, Latino, or Spanish origin?

- ☐ **No**, not of Hispanic, Latino, or Spanish origin
- ☐ Yes, Mexican, Mexican Am., Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, another Hispanic, Latino, or Spanish origin – *Print, for example, Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian, etc.* ↗

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Photo source: "A Narrative of Invisibility," by C.Hamilton. The Georgetown Voice

2000: Six different Asian categories added.

2010: People able to identify more than one 'race' category

2020: See forms

→ **NOTE:** Please answer BOTH Question 6 about Hispanic origin and Question 7 about race. For this census, Hispanic origins are not races.

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- ☐ **No**, not of Hispanic, Latino, or Spanish origin
- ☐ Yes, Mexican, Mexican Am., Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, another Hispanic, Latino, or Spanish origin – *Print, for example, Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian, etc.* ➤

7. What is this person's race?

Mark ☒ one or more boxes **AND** print origins.

- ☐ White – *Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc.* ➤

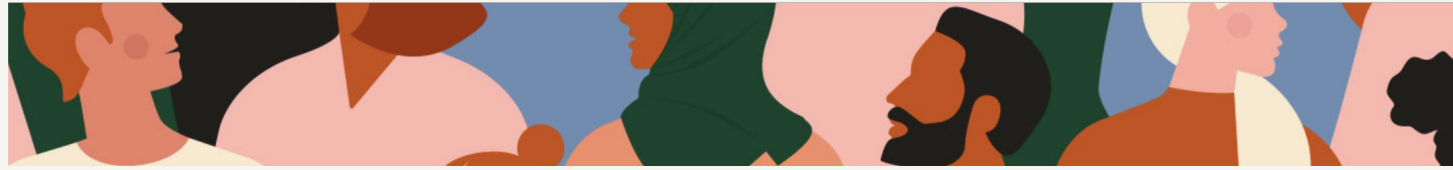
- ☐ Black or African Am. – *Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.* ➤

- ☐ American Indian or Alaska Native – *Print name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.* ➤

- | | | |
|---|--|--|
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Native Hawaiian |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Korean | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Japanese | <input type="checkbox"/> Chamorro |
| <input type="checkbox"/> Other Asian – <i>Print, for example, Pakistani, Cambodian, Hmong, etc.</i> ➤ | <input type="checkbox"/> Other Pacific Islander – <i>Print, for example, Tongan, Fijian, Marshallese, etc.</i> ➤ | |

- ☐ Some other race – *Print race or origin.* ➤

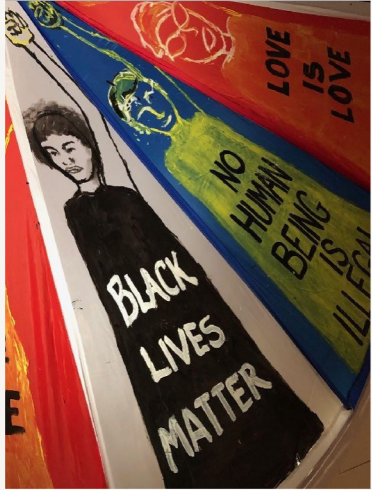
Key Points



Culture humility in practice

- Race is a social construct. Yet, the impact of racism and discrimination is very real.
- Our racial & ethnic identity often shapes who we are - and how we experience the world.
- Structures and systems continue to shape notions of identity, citizenship and nationality.
- **Self-reflection** is central to cultural humility - and creating more inclusion in our work environments.





Belonging

Belonging (beyond inclusion)



Photo credit: Sasha Bryer-Gottesman

“Belonging means more than just being seen. Belonging entails having a **meaningful voice** and the **opportunity to participate in the design** of social and cultural structures. Belonging is more than just feeling included.belonging means that your well-being is considered and your **ability to design and give meaning to ... structures and institutions is realized.**”

john a. powell

Belonging

Requires Psychological Safety



Photo credit: <https://www.aaup.org/article/what-intersectionality-and-why-it-important#.YYEqdnML0o>

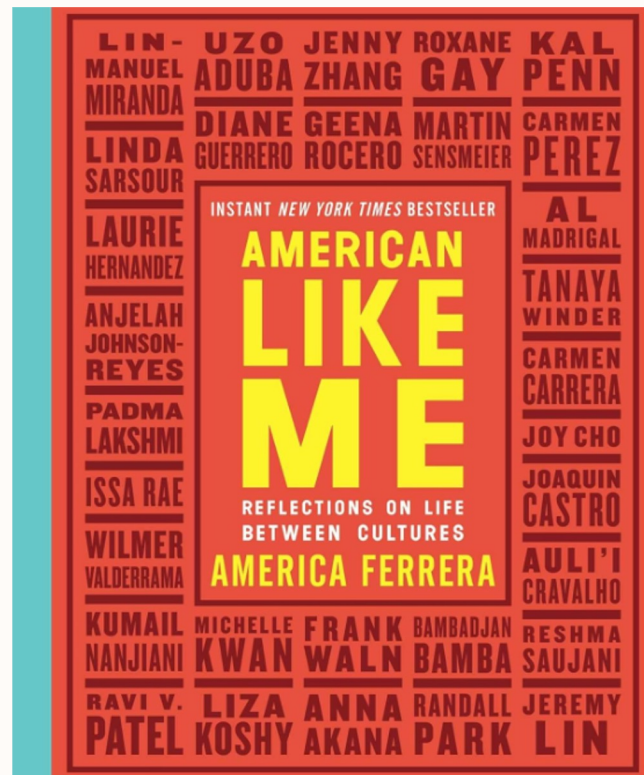
- trust and mutual respect enable people to be themselves.
- shared belief that (the team) is safe for taking risks (e.g. sharing an idea or speaking up)
- a sense of confidence that the team will not reject, embarrass or punish someone for speaking up.

Sources: [9 Strategies to Create Psychological Safety at Work](#), Amy Edmonson
<https://www.chieflearningofficer.com/2022/02/25/a-culture-of-belonging-starts-with-psychological-safety/>



“ *Finding community and a sense of belonging emboldened me to not only own my experiences but to also celebrate them and to create from them.*

–America Ferrera
Actress and Author





Strategies for Inclusion

Acknowledge Bias



Photo by Moa Kiraly on [Unsplash](#)

Bias is inevitable:

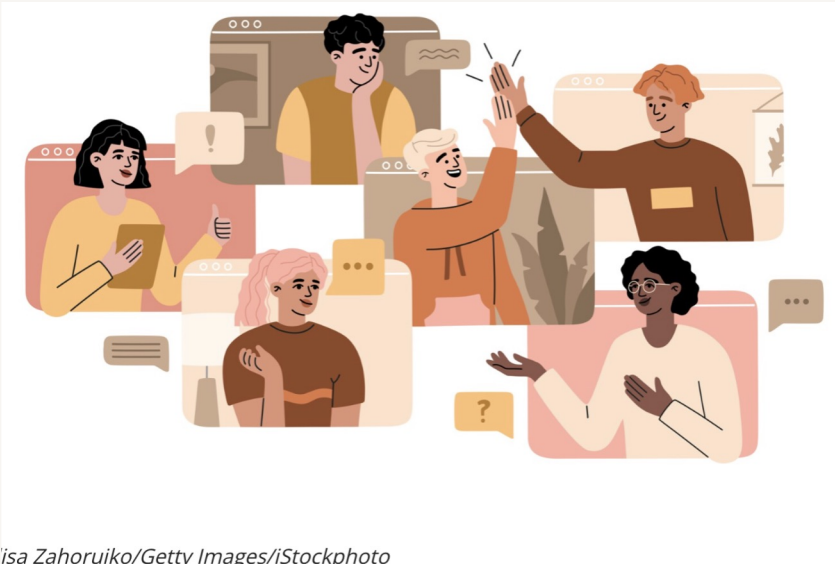
- We all have it; the trick is to notice it.
- 99% of what our mind processes is unconscious.
- Prone to bias under time pressure.

Embrace a growth mindset:

- We will ALL make mistakes.
- Critical to assume a stance of constant learning, especially from our mistakes
- Goal is not to be right, rather, to **GET IT right.**



Structural Supports

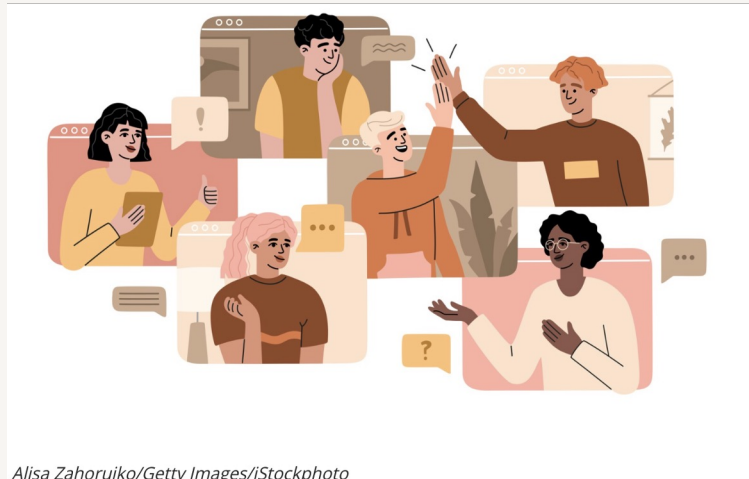


- **Meeting Management**
 - agenda (for preview)
 - space to think (2 min. silence, when asking for feedback)
 - multiple modes for providing feedback
- **Coaching for Managers**



Intentional Practice

- **Listen to people when they share.** And resist the urge to discount what may seem improbable to you.



Alisa Zahoruiko/Getty Images/iStockphoto

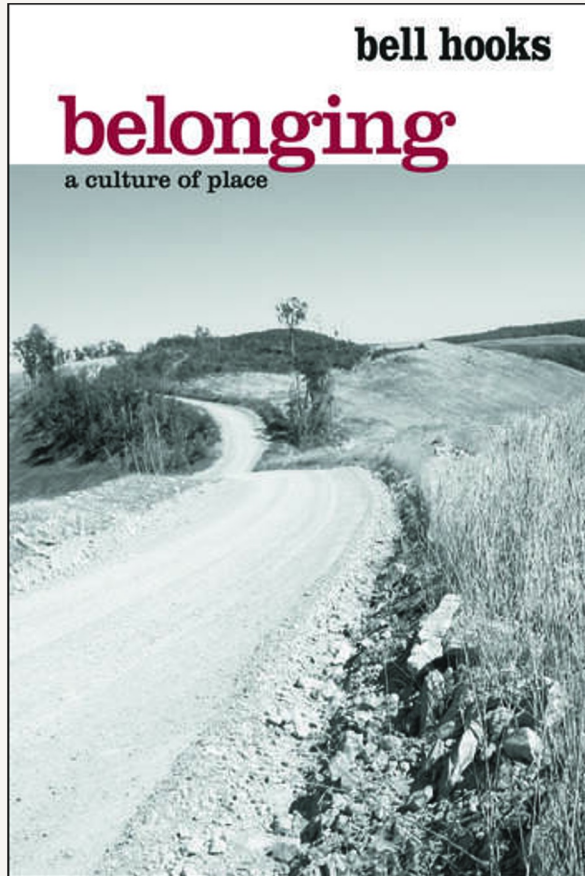
- **Establish language for and a practice of “calling in”.**
 - Use your ally privilege to speak up if you experience someone being dismissed, looked over or harmed in another way.
 - Whose voices are missing? Check in with people who have not spoken.



Discussion

Share a **practice or structure** that you have incorporated into your role or workplace, that encourages cultural humility.



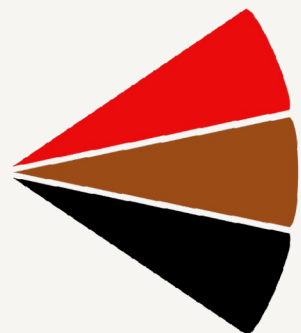


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We can restore our hope in a world that transcends race by building communities where self-esteem comes not from feeling superior to any group but from one's relationship to the land, to the people, to the place wherever that may be.

When we create beloved community, environments that are anti-racist and inclusive, it need not matter whether those spaces are diverse. What matters is that should difference enter the world of beloved community it can find a place of welcome, a place to belong.





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