



Aylmer Low German
Networking Conference
May 19 2023

**Cultural Humility:
Mitigating Power
Imbalances**

Presented by Susan Macphail

Land and Relationship Acknowledgments



Let us begin with respect and acknowledgement for this land and original people of the Aylmer area who were here since time immemorial. This is the traditional territory of the Attawandaron (or Neutral Nation), Anishinaabe, Mississauga Nation, Haudenosaunee (or Iroquois Confederation)

We do this in the spirit of truth and reconciliation and with the intention of being in good relationship with all, for the good of all and for the care of each other and for this land

WELCOME

ALL SIZES

ALL COLORS

ALL AGES

ALL CULTURES

ALL SEXES

ALL BELIEFS

ALL RELIGIONS

ALL TYPES

ALL PEOPLE

SAFE HERE



“THE WORLD IN WHICH YOU WERE BORN IS JUST ONE MODEL OF REALITY. OTHER CULTURES ARE NOT FAILED ATTEMPTS AT BEING YOU; THEY ARE UNIQUE MANIFESTATIONS OF THE HUMAN SPIRIT.”

~WADE DAVIS

To be truly Welcoming is a radical act



A collection of words for "Welcome" in various languages, including: Degemer, Ongietorri, Akwaba, Dobrodošli, Üdvözlet, Welkomma, Yokoso, Accogliere, Nau Mai, Bem-vindo, Willkommen, Haere Mai, Salve, Vitejte, Swaagat, Bonavinuta, Tervetuloa, Acchoje, Velkomin, Namaste, Hosgeldiniz, Benvignùo, Fáiilte, Swagata, Benvenuto, Welkom, Bienvéni, Witaj, Bun venit, Aloha, Bienvenue, and Huan Ying.



Dia dhuit!

Gaelic for Good Day!

Today in our gathering, let's practice cultural humility by....



- Co-creating a welcoming safe space for all
- Thoughtful, shared, speaking
- Open, non-judgemental, respectful & curious
- Good hearts, good minds
- Vulnerability and courage
- Compassion & empathy for self and others
- Lean into not knowing and our discomfort
- Confidentiality – people's stories are sacred



TVI asks us to think about and understand our own:

- Stories
- Experiences
- Biases
- Privileges
- Power
- Assumptions

We Have Multiple Identities



EMPATHY IS SIMPLY LISTENING, HOLDING SPACE, WITHHOLDING JUDGMENT, EMOTIONALLY CONNECTING, AND COMMUNICATING THAT INCREDIBLY HEALING MESSAGE OF "YOU'RE NOT ALONE."

Sometimes we hit tender or uncomfortable
places or moments in ourselves or with
others.....

A mindful moment can help us to breath,
ground, clear and centre ourselves to be able to
come back with open hearts and minds



Mindful
moment



Why
Cultural
Humility?





**Cultural Humility
can help support us
to be “other
oriented” to
continue our
conversations while
deepening our
understanding...**

Othering

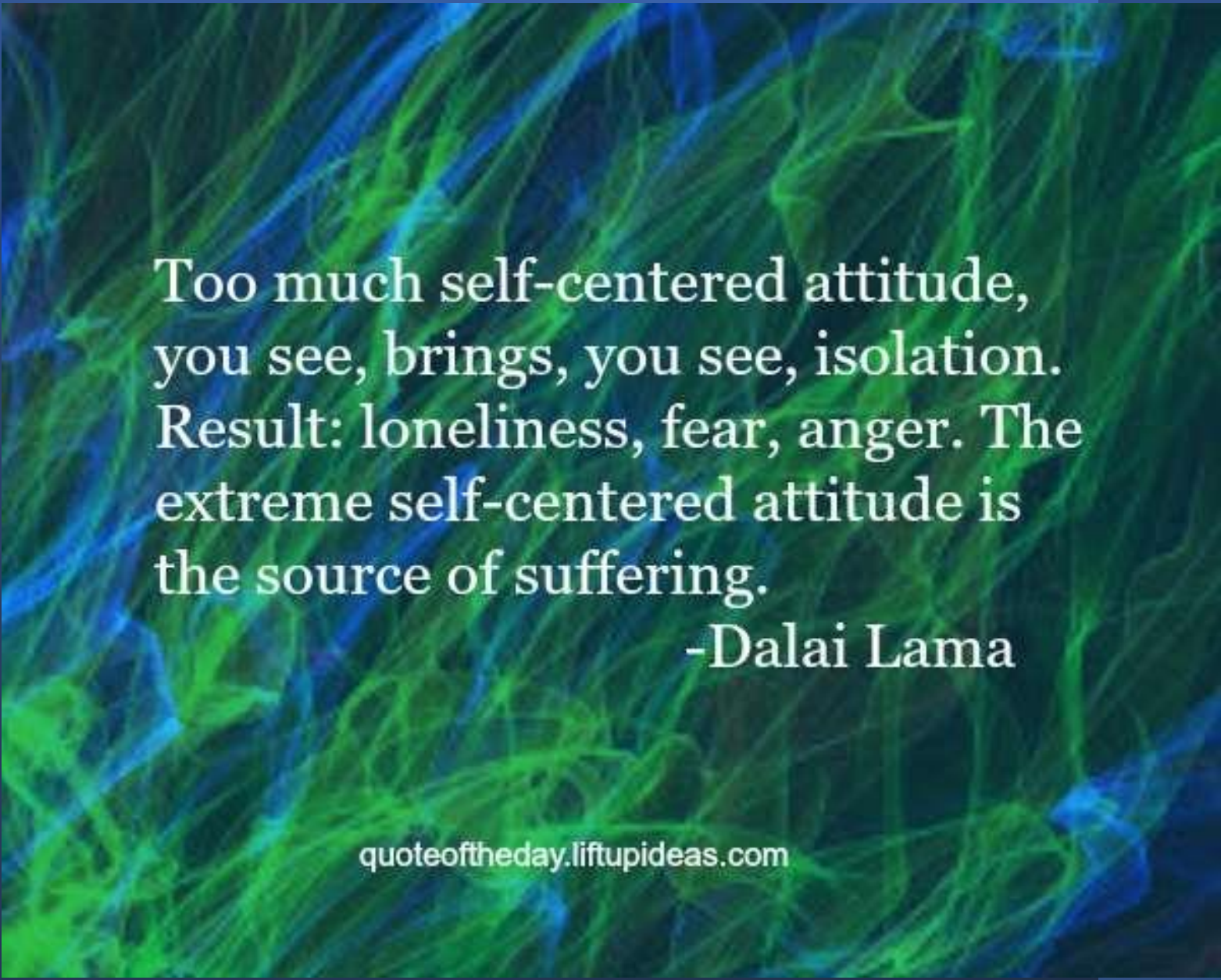






Are we currently living in a time
of extreme focus on self?





Too much self-centered attitude,
you see, brings, you see, isolation.
Result: loneliness, fear, anger. The
extreme self-centered attitude is
the source of suffering.

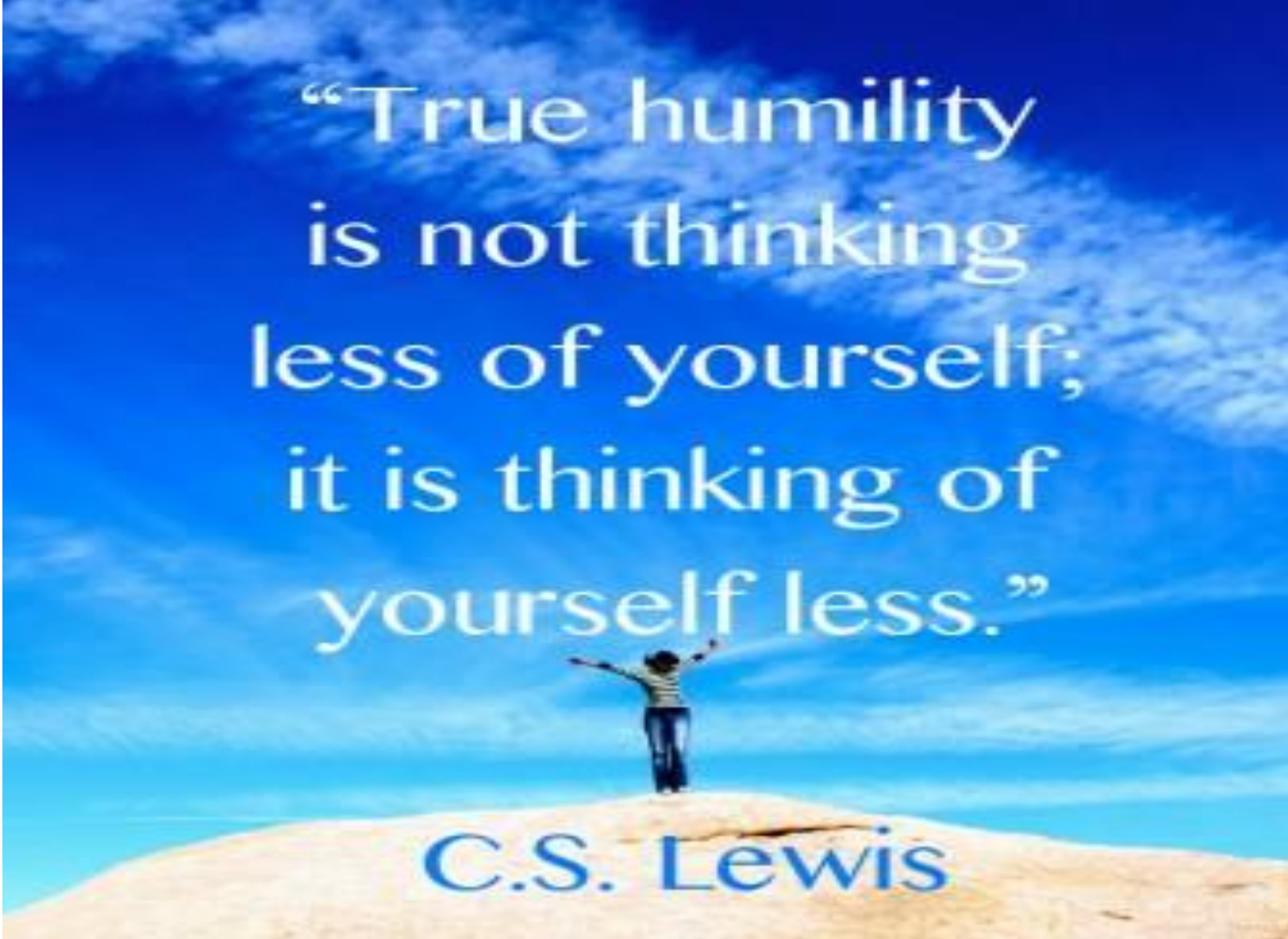
-Dalai Lama

quoteoftheday.liftupideas.com



◀ Arrogance

Humility ▶

A person stands on the peak of a sand dune, their arms raised in a gesture of triumph or joy. The background is a vast, bright blue sky filled with soft, white clouds. The overall scene conveys a sense of achievement and freedom.

“True humility
is not thinking
less of yourself;
it is thinking of
yourself less.”

C.S. Lewis

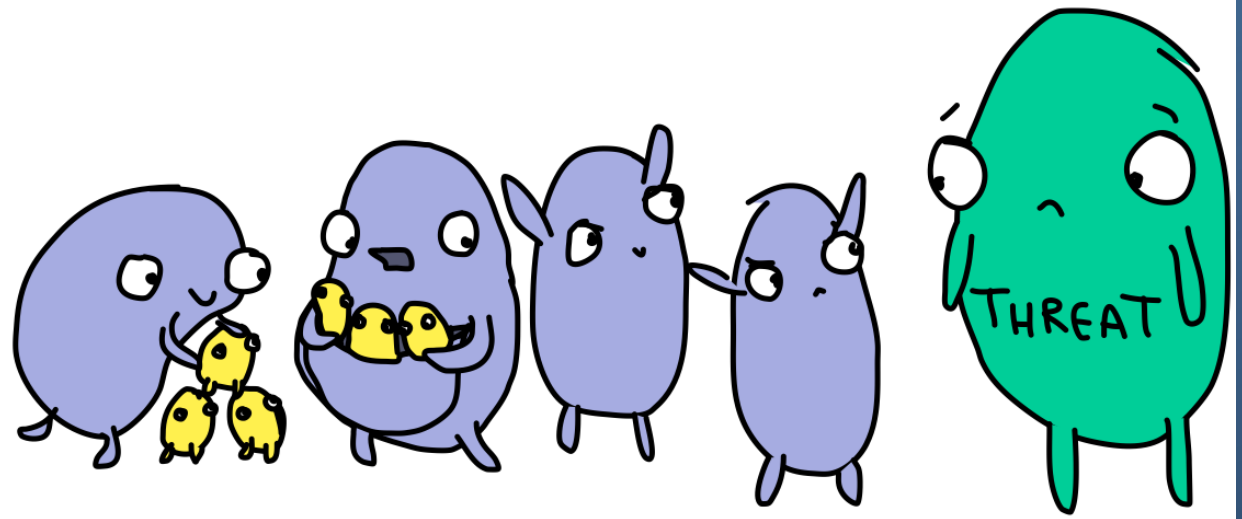
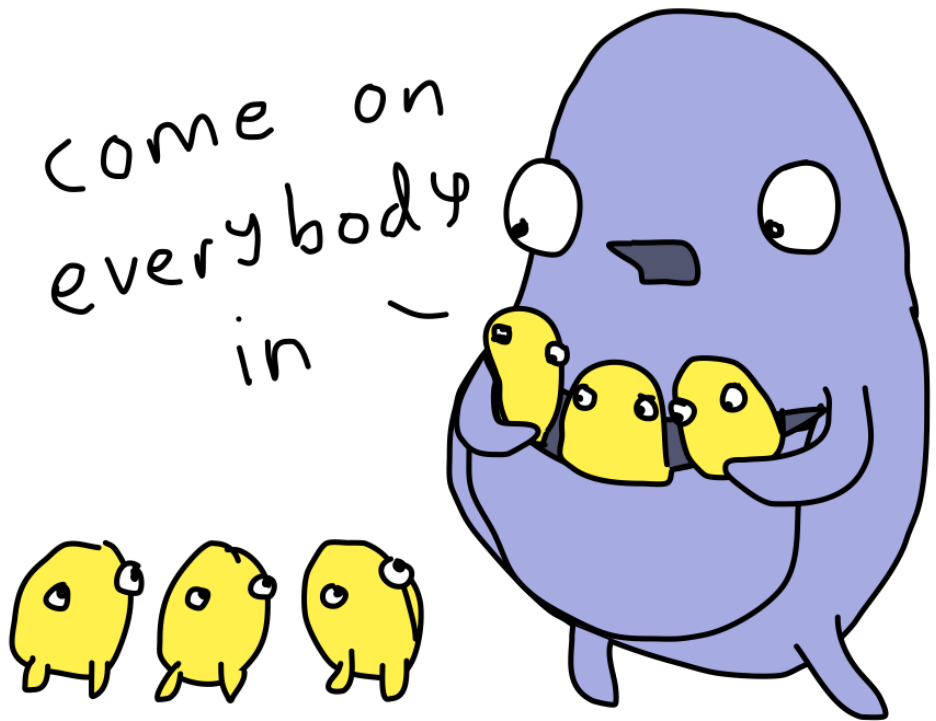


WE DON'T
HEAL IN ISOLATION,
BUT IN COMMUNITY.

S. KELLEY HARRELL

TEND
TO YOUNG & MOST
VULNERABLE

BEFRIEND:
TURN TO SOCIAL GROUP
FOR SUPPORT





BELOVED COMMUNITY



Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world.

bell hooks

Culture is something that
unites people.

— ANASTASIYA O., RUSSIA



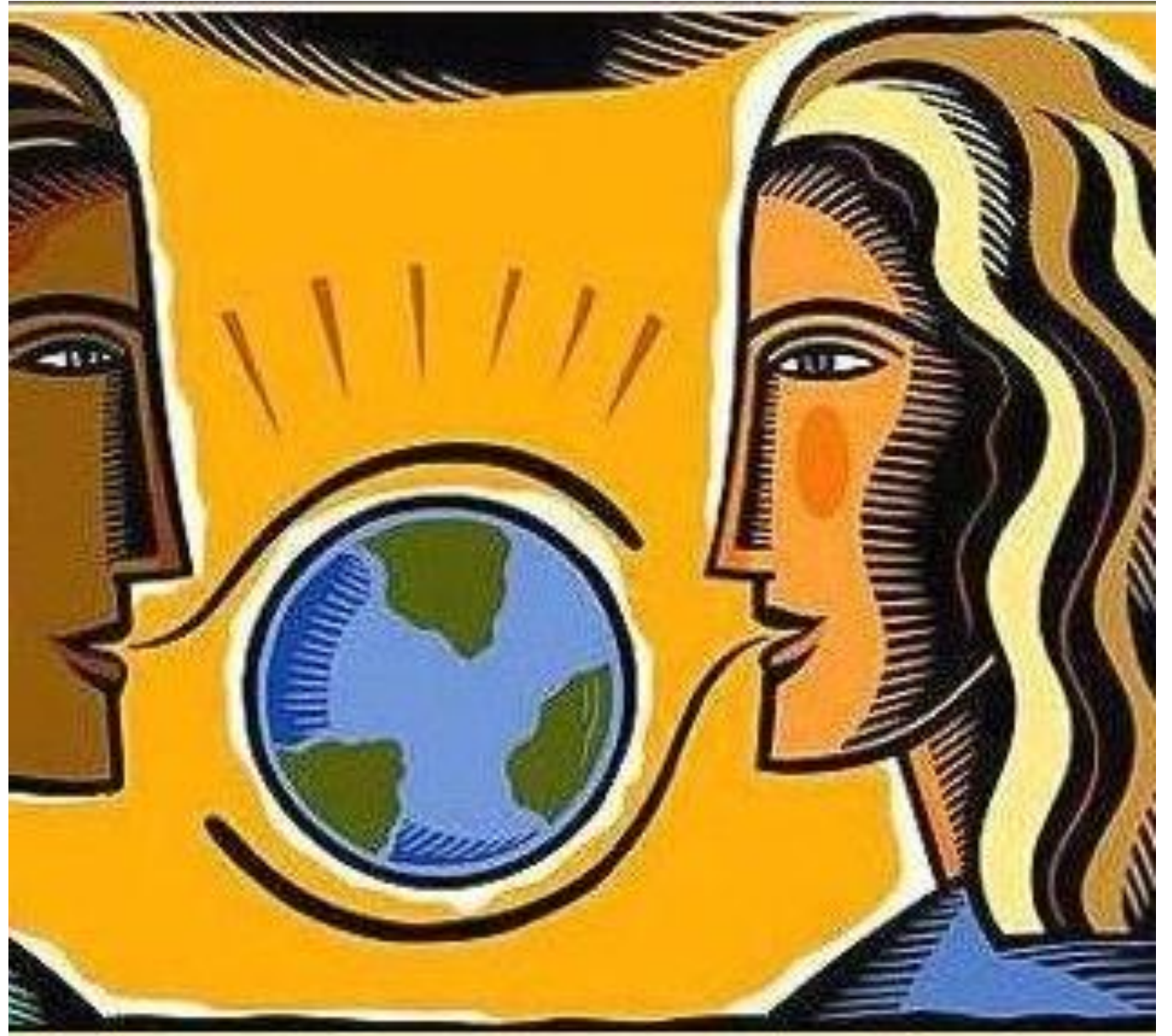
Language and culture
cannot be separated.
Language is vital to
understanding our unique
cultural perspectives.
Language is a tool that is
used to explore and
experience our cultures and
the perspectives that are
embedded in our cultures.

Buffy Sainte-Marie



WHAT IS CULTURAL HUMILITY?

Culture Humility was developed in 1998 by medical doctors Trevalen and Murray-Garcia to deepen understanding and increase quality of connections and interactions with communities that are not our own



Cultural Humility: Definition

- “It is a process that requires humility [each has something of great value to learn from the other] as individuals continually engage in self-reflection and self-critique as lifelong learners and reflective practitioners... to redress power imbalances to develop mutually beneficial non-paternalistic partnerships in care”

(Tervalon & Garcia, 1998, p. 117)

Cultural Humility focuses on the 3 P's

People

Principles

Practices

Cultural Humility values and skills

Assumes we are all complicated multi dimensional human beings

Promotes:

Emotional fluidity and intelligence – requires skill building

Empathy, courage and compassion for self and others

Actively attending to power imbalances

Creating respectful partnerships with communities not our own

Personal and institutional accountability

Modeling our values “walk the talk”

**“PRIVILEGE IS WHEN
YOU THINK SOMETHING
IS NOT A PROBLEM
BECAUSE IT’S NOT A
PROBLEM TO YOU
PERSONALLY.”**

FACEBOOK/STOPTHETEAPARTY

Principles of Cultural Humility

Life long commitment and process of critical self reflection and awareness

Recognizing and redressing dynamics of power and privilege

Developing and fostering mutually beneficial relationships with communities not our own

Advocating and maintaining institutional accountability that parallels the above

The background consists of a dark wooden surface covered with numerous colorful sticky notes. Each sticky note features a simple black outline of a person's head and shoulders. The colors of the sticky notes include shades of yellow, green, purple, blue, and pink. The text is overlaid on this background.

People, Principles and Practices
Note that the 3 P's do not include

PERFECTION!!!

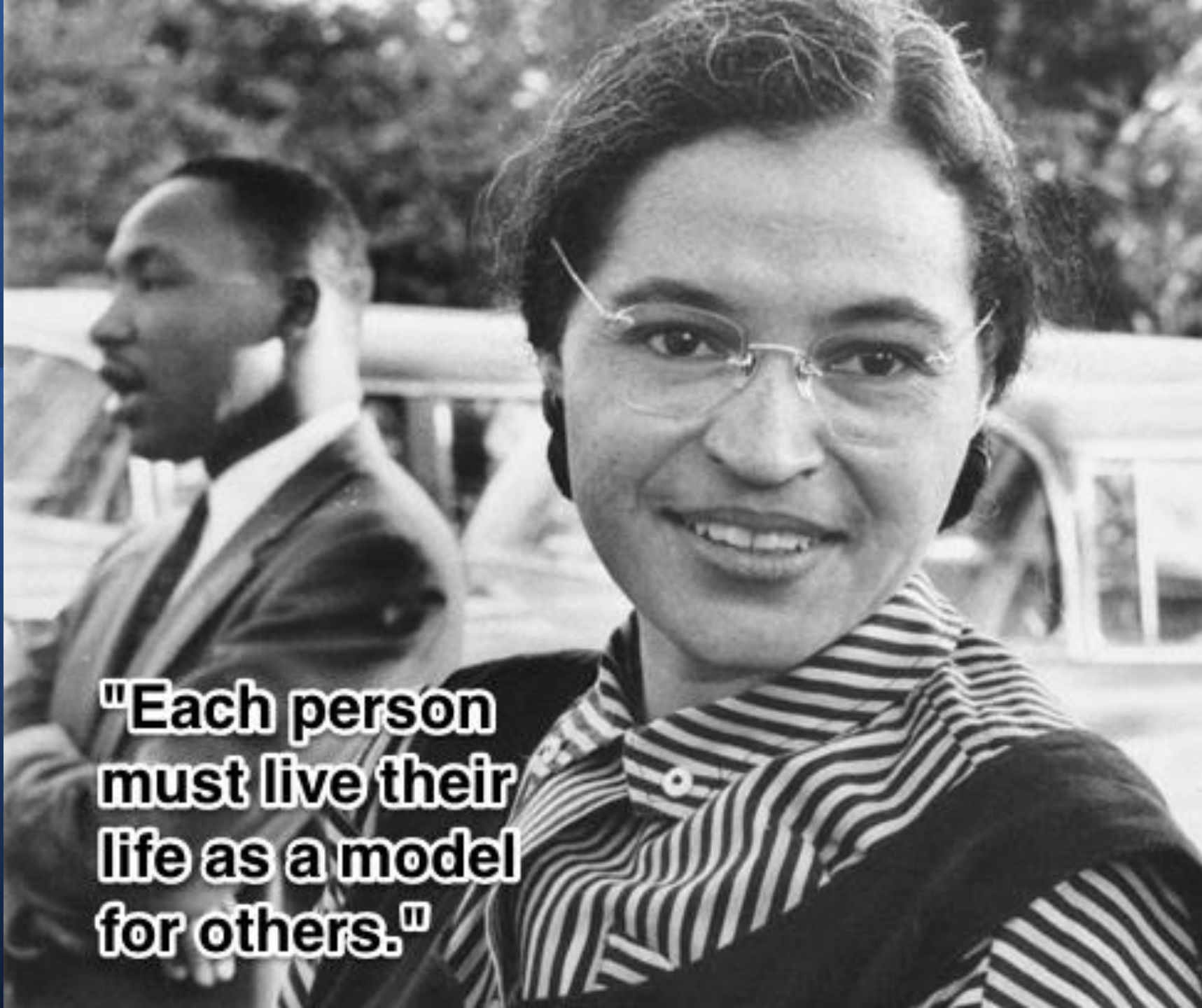
Cultural Humility Looks Like.....



- An attitude that is “other oriented”
- Reflecting on our own personal biases, power, privileges
- Fostering respectful relationships
- Building mutual trust
- Learning how to be with each other
- Tolerance for not knowing & ambiguity
- Vulnerability

Cultural
Humility fosters:

Kindness
Civility
Respect



**"Each person
must live their
life as a model
for others."**

We all have stories to tell



“When you hear someone else’s story you stand in their shoes. They are no longer an ‘other’ , a stranger or a statistic. They are as complex and human as you are”

-Meera Syal



STORIES HELP

BUILD CONNECTIONS

AND

STRONGER

COMMUNITIES

Our stories may
be different but
we have our
humanity in
common

⋮ "We may have all come
on different ships, but
we're in the same boat
now."

-Martin Luther King Jr.



Reflection on Our Story

Think of one way you identify
from a personal or cultural
perspective

What is an important value
from this part of your identity?

How has this shaped who you
are?



**Our stories are
still being
written.....**

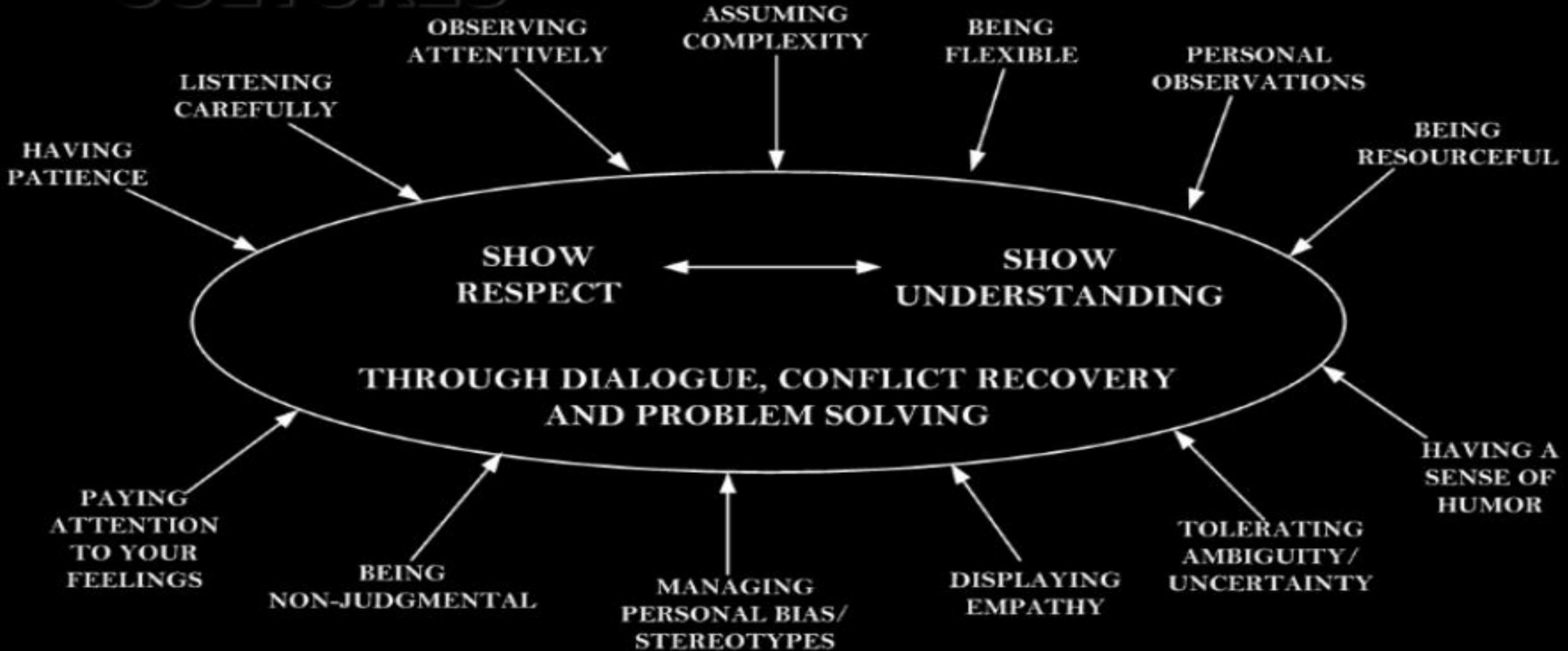
**Someone else's story
can have a significant
impact on us and
change our story.....**



A Cultural Humility Responsive Framework

- Each individual experiences/identifies with their culture in their own unique way
- Focus on strengths and assets without brushing away realities
- Focus on what makes us well as opposed to what makes us not well
- Incorporate a TVIC approach- understand historical and intergenerational aspects
- Learn, understand and respect the communities' world view
- Create a middle ground- ethical space, 2 eyed seeing, harmonizing
- Do your own cultural humility work!

Practicing Cultural Humility



Cultural Humility (HUMBLE) Model

- H:** Humble about the assumptions you make
- U:** Understand your own background and culture
- M:** Motivate yourself to learn more about the other person's background
- B:** Begin to incorporate this knowledge into your work
- L:** Life-long learning
- E:** Emphasize respect and negotiate service plans

Adapted from: [Using Cultural Humility to Navigate Challenging](#)

Listening more and respecting everyone's lived experience!

- Jami Brown, BC Patient Safety & Quality Council

www.fnha.ca @fnha #itstartswithme #culturalhumility



First Nations Health Authority
Health through wholeness

Be respectful and always be open to learning. Be the change. Be kind. Be humble. Be sincere and open and make space for change.

- Northern Health Staff

www.fnha.ca @fnha #itstartswithme #culturalhumility



First Nations Health Authority
Health through wholeness



My vision of cultural humility and cultural safety within the health system includes:

To always be mindful of what makes each one of us so uniquely special.

- Neil McInnes, FNHA



My Commitment to Cultural Safety and Humility:

Remember that learning is a continuous process.

- Michelle Cyca, BC Patient Safety & Quality Council





“How lovely to think that no one need wait a moment. We can start now, start slowly changing the world.”

~ Anne Frank



we are the Beloved Community™

the dreamer, Dr. Martin Luther King, Jr.

A vibrant, multi-colored graphic featuring a central white cloud-like shape containing the text "Thank you!". The graphic is composed of numerous teardrop-shaped elements in various colors including blue, green, purple, orange, yellow, and red, arranged in a circular pattern around the central text. The background is white, and the entire graphic is set against a green border.

Thank you!