I Don’t See Color:
Using Cultural Humility To Embrace Reality
Welcome and Background
Workshop Objectives

➢ Examine the differences between cultural competency and cultural humility and understand how cultural humility may improve social work delivery.

➢ Identify reasons why many people report feeling some anxiety and may resist openly talking about issues of race and race equity.

➢ Understand the importance of developing a personal and systemic race equity lens to foster more equitable social work practice.
Talking openly & transparently about race, ethnicity & culture can be challenging...and liberating.
Navigating the Road Safely

• Extend respect & grace.
• Embrace the difference between comfort & safety.
• Remain open & engaged.
• Find your growing edge.
• Respect other’s confidences.
• Refrain from the use of racial slurs.
• Take care of yourself.
• Manage technology.
Let’s Talk Inclusiveness

How do you define being inclusive? What does it look like?

Open to everyone... Not limited to certain people...
A challenge in practice...

How can systems and organizations effectively serve the needs of diverse groups of people?
Evolutions Since 1980’s

- Cultural Sensitivity
- Cultural Competence
- Cultural Diversity
- Multi-Cultural Competence
- Cultural Safety
- Cultural Humility
A Solution

One traditional way...
Assisting staff to become “culturally competent”.
Definition of Cultural Competency

“The ability of systems to provide care and services to people with diverse values, beliefs, behaviors, including tailoring delivery to meet people’s social, cultural and linguistic needs.”

Betencourt et. al., 2003
Trainings have frequently been built on assumptions that members of groups share specific

- Cultural traits
- Values
- Beliefs
- Attitudes

that strongly influence or determine complex behavior.
Trainings and textbooks have had a laundry list of the characteristics of the different ethnicities and races of people, which in essence, may serve to promote stereotypes rather than diminish them.

There has been no room for the uniqueness of individual people.
A More Helpful Approach...

Cultural Humility

- Means we are open and willing to listen and learn from one another and the people we serve.
- Means we are willing to put aside the information we thought we knew about about a person based on generalizations about their culture.
Cultural humility is a **practice** requiring genuine self-reflection and accountability.

Focuses attention on our own internal beliefs and thought process rather than on characteristics of others.

Genuine accountability for self and systems.
Cultural Humility...

Our Challenge to Embrace Cultural Humility:
Examine the ways we use appearance to shape the identity of others.

Our Goal in Adopting Cultural Humility:
Effectively address the needs of diverse groups of people.
ACTIVITY: As a group, develop a definition of the word assigned to your group. Write your definition on the chart paper provided. Choose a spokesperson to share your definition with the larger group.

- Stereotype
- Prejudice
- Discrimination
- Racism
- Power
Some Major Roadblocks to Cultural Humility

- Colorblindness
- Colorism
Invisible Knapsack Activity

How does each statement apply to you?
“The useful part of white identity’s vagueness is that whites don’t have to shoulder the burden of race in America, which, at the least, is utterly exhausting.”

*Nell Irvin Painter*
The 3 “A’s”

* Acknowledgement
* Awareness
* Action

“Privilege is when you think something is not a problem because it’s not a problem to you personally.”

David Gaider
So why is it so hard to talk about race?
Perspective...
Implicit vs. Explicit

Overt vs. Covert
Internalized Racial Oppression

A multi-generational process which manifests as empowerment of people who are white and disempowerment of people of color through messages we
• Receive
• Believe
• Accept
• Internalize
about ourselves and where we fit in American racial structure.
## Internalized Racial Inferiority

<table>
<thead>
<tr>
<th>Manifestations</th>
<th></th>
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<tbody>
<tr>
<td>Distancing</td>
<td>Protectionism</td>
<td>Colorism</td>
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<tr>
<td>Defensiveness</td>
<td>Assimilation</td>
<td>Fear</td>
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<tr>
<td>Blame</td>
<td>Hostility</td>
<td>Shame</td>
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<tr>
<td>Disempowerment</td>
<td>Exaggerated visibility</td>
<td>Anger</td>
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<tr>
<td>Self-destruction</td>
<td>Hypervigilance</td>
<td>Denial</td>
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<tr>
<td>Ethnocentrism</td>
<td>Self-doubt</td>
<td>Hopelessness</td>
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<tr>
<td>Low Self-esteem</td>
<td>Trapped</td>
<td>Sense of nothing left to lose</td>
</tr>
</tbody>
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# Internalized Racial Superiority

## Manifestations

<table>
<thead>
<tr>
<th>Silence</th>
<th>Entitlement/privilege</th>
<th>Expectation of comfort</th>
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</thead>
<tbody>
<tr>
<td>Arrogance</td>
<td>Perfectionism</td>
<td>Competitiveness</td>
</tr>
<tr>
<td>Escapism</td>
<td>Missionary mentality</td>
<td>Cultural appropriation</td>
</tr>
<tr>
<td>Fear</td>
<td>Anger</td>
<td>Guilt</td>
</tr>
<tr>
<td>Avoidance</td>
<td>Intellectualism</td>
<td>Individualism</td>
</tr>
<tr>
<td>Fear that the community will be lost</td>
<td>White as the standard</td>
<td>Blame</td>
</tr>
<tr>
<td>Dichotomous thinking: right/wrong, either/or, good/bad</td>
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Practical tools for more equitable practice...

- Apply a Race Equity Lens
- Focus on Systemic Outcomes
Something to Think About...

This work is primarily personal before it can ever become professional...
“Once social change begins it can not be reversed. You can not un-educate the person that has learned to read. You can not humiliate the person who feels pride. You can not oppress the people who are not afraid anymore.”

— César Chávez

Our lives begin to end the day we become silent about things that matter.

— Martin Luther King, Jr.

We must scrupulously guard the civil rights and civil liberties of all our citizens, whatever their background. We must remember that any oppression, any injustice, any hatred, is a wedge designed to attack our civilization.

— Franklin D. Roosevelt

YOU CAN CHOOSE COURAGE, OR YOU CAN CHOOSE COMFORT, BUT YOU CANNOT CHOOSE BOTH.

— Brené Brown
Embrace Reality...
A word of acknowledgement and appreciation...

Thank you for your commitment!
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