



CULTURAL HUMILITY

is a process of openness, self-awareness, being egoless, and incorporating self-reflection and critique after willingly interacting with diverse individuals, resulting in mutual empowerment, respect, partnerships, optimal care, and lifelong learning.²

Embrace the complexity of diversity: Everyone occupies multiple positions with related identities and statuses, which intersect to distinguish us as individuals

Be open to individual differences and the social experiences due to these differences: Intersecting group memberships affect people's expectations, quality of life, capacities as individuals and parents, and life chances

Reserve judgment: Cultural humility encourages a less deterministic, less authoritative approach to understanding cultural differences, placing more value on others' cultural expressions

Relate to others in ways that are most understandable to them: Culturally appropriate communication and interaction skills enable people to describe their experience in their own words, reducing the need of mastering a wide range of cultural beliefs and practices

Consider cultural humility as a constant effort to become more familiar with the worldview of others: Treat this practice as an ongoing process rather than an outcome, including an awareness and appreciation of everyone's physical and social environment

Instill a spirit of collaboration: Encourage all staff to become involved in mutually beneficial, non-paternalistic, and respectful working relationships with others, as well as considering the factors at play when defining important priorities and activities needed to achieve common goals

Demonstrate familiarity with children and families' living environments, building on strengths while reducing negative factors: Learn to identify, understand, and build on the assets and adaptive strengths of children and parents and engage in efforts to disrupt or dismantle social forces that act to disenfranchise and disempower them

Know yourself and the ways in which biases interfere with an ability to objectively listen to or work with others: Use self-reflection and self-critique to engage in a process of realistic, ongoing self-appraisal of biases and stereotypes to challenge the ingrained behaviors and ideas that you have toward others

Critically challenge one's "openness" to learn from others: Assess the barriers our attitudes and behaviors present to learning from others

Build organizational supports that demonstrate cultural humility as an important and ongoing aspect of the work itself: Include an assessment of the organizational environment, policies, procedures, knowledge, and skills connected to organizational practices to identify ways to employ and promote a cultural humility perspective

¹Adapted from Ortega, R. M., & Coulborn, K. (2011). Training child welfare workers from an intersectional cultural humility perspective: A paradigm shift. *Child Welfare, 90*(5).

²Foronda, C., Baptiste, D. L., Reinholdt, M. M., & Ousman, K. (2016). Cultural humility: A concept analysis. *Journal of Transcultural Nursing, 27*(3), 210–217.