



# CULTURAL HUMILITY

# GROUP NORMS FOR EXPLORING CULTURAL HUMILITY

- Assume Positive Intentions
- Speak for yourself and not others
- Be open to learning and changing for the sake of the children we serve



# INTRODUCTIONS

Tell us where you tutor and what you are hoping to get out of today's time together.



Remembering growing up, who were people who believed in you? What do you remember about them?



PEOPLE WILL FORGET  
WHAT YOU SAID.  
PEOPLE WILL FORGET  
WHAT YOU DID.  
BUT PEOPLE WILL  
NEVER FORGET HOW  
YOU MADE THEM FEEL.

*Maya Angelou*

# WHY IS CULTURAL HUMILITY WORTH TALKING ABOUT?

1) We get to know ourselves – and what influences how we see the world and those around us.

We avoid falling into the false narrative of being the “savior” of these children.

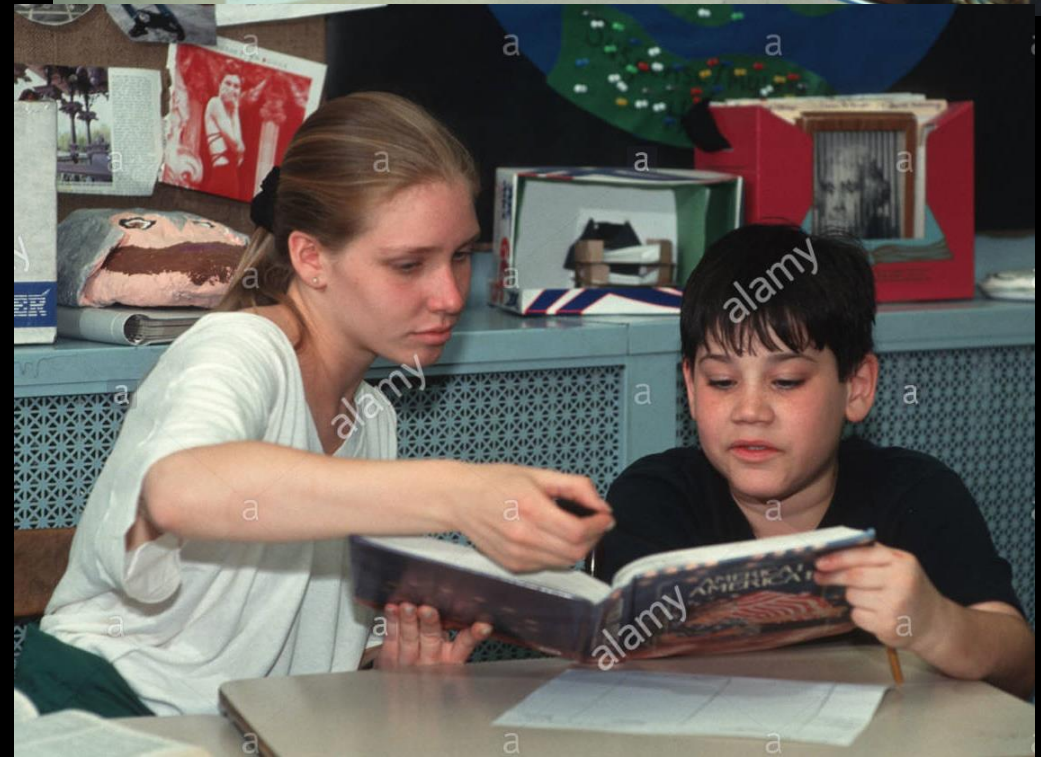
2) We seize the opportunity to truly connect and understand the students we are hoping to support. When we have a two-dimensional image of our students we miss encountering their essential self and isn't that the real reason we are doing this work?

3) We demonstrate respect for the other person and for the complexity of being human.

4) We can contribute to undoing Institutional and Personal Racism (define racism- power plus prejudice) In fact, we can add to our reason for engaging a young student to close the opportunity gap vs achievement gap.

# CONFRONTING THE SINGLE STORY

- Google search “Volunteer Elementary School Tutoring “ here are the first 4 pictures





# WHAT IS THIS? – AN ATTEMPT AT DEFINING CULTURAL HUMILITY

**Cultural competence** means we've been educated about other cultures, **humility** is how we should be practicing that competence in the field.

To practice **cultural humility** is to maintain a willingness to suspend what you know, or what you think you know, about a person based on generalizations about their culture.

**Cultural humility** is one construct for understanding and developing a process-oriented approach to competency. Hook, Davis, Owen, Worthington and Utsey (2013) conceptualize cultural humility as the “ability to maintain an interpersonal **stance that is other-oriented** (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”




# WORKING DEFINITION

“Making room for the other person”

# THE DANGER OF A SINGLE OF STORY

[https://www.ted.com/talks/chimamanda\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story](https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story)

Chimamanda Ngozi Adichie



*“The single story creates stereotypes...and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story.”*

Make a list of the potential “Single Stories” that people may have created or *could* create about you.



## WHAT NOW?

As Chimamanda Adichie says “stories can break and also repair one’s dignity”. How can growing in cultural humility impact the students you tutor? How can it change us?

# HOW DO WE KNOW THAT WE ARE EMBRACING CULTURAL HUMILITY?

- We begin to see others as more complex people whose stories are their own to share.
- We begin to work to fix power imbalances. We join others who work towards justice. We understand the difference between achievement gap vs opportunity gap.
- We realize that the work we do as volunteers is a two way relationship. We get as much or more out of it.