

Cultural Humility as a Path to Educational Equity

Keynote by

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An Invitation to Engage

- Listen with your whole being; listen to learn
- Be fully present: attentive to oneself and others
- Share what you can; you have a choice/say in this lifelong learning process
- Not everything will be covered; stay open to outcome, not wed to it
- Remember: We are *all* perfectly imperfect
- This is a journey, not a destination!

SHIFTING OUR ATTENTION

*Cultural Humility Requires
Mindfulness*

“Mindfulness means
paying attention
in a particular way;
On purpose, in
the present moment,
and non-judgmentally.”

Jon Kabat-Zinn



Mindfulness is awareness cultivated through meditation and other mind-body practices to regulate and shape our attention and emotions.

AUTOPILOT

Automatic thoughts & feelings trigger unhelpful habits of mind & lead us to react in unskillful ways.

stimulus > reaction

MINDFULNESS

Mindful awareness disrupts automatic tendencies to create space to choose a different response.

stimulus > mindfulness > response

Mindfulness trains our minds, which over time, trains our brains.

PROVEN BENEFITS

- o Reduces stress & anxiety
- o Improves mood & working memory
- o Prevents relapse of depression
- o Increases emotional intelligence
- o Develops awareness & resilience

A Mindful Moment of Silence

Today we will learn all sorts of important information which will enable us to do better in our equity work, and in the world. But first, let us take a moment to be silent; to think about what is in our hearts and on our minds.

Breathe in... Breathe out... and be still.

Moving from Knowing To Doing

Moving from *knowing* to *doing/action* – both as individuals and as a community.

- How do we as colleagues move toward intentional actions to help shift our culture as an institution to one that is *equity-minded* at our core and what does that look like in our roles as faculty, classified professionals, and administrators?
- What does *equity-minded* look like for our students?
- In addition, as we all recently submitted our Equity Plans, we want to make sure that we focus on the barriers to equity we identified and that we are intentional in our actions for our identified DI student populations.

Rooted in Equity

Equity is defined as “the state, quality or ideal of being just, impartial and fair.”¹

The concept of equity is synonymous with fairness and justice.

It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a **structural and systemic** concept.

- The Annie Casey Foundation

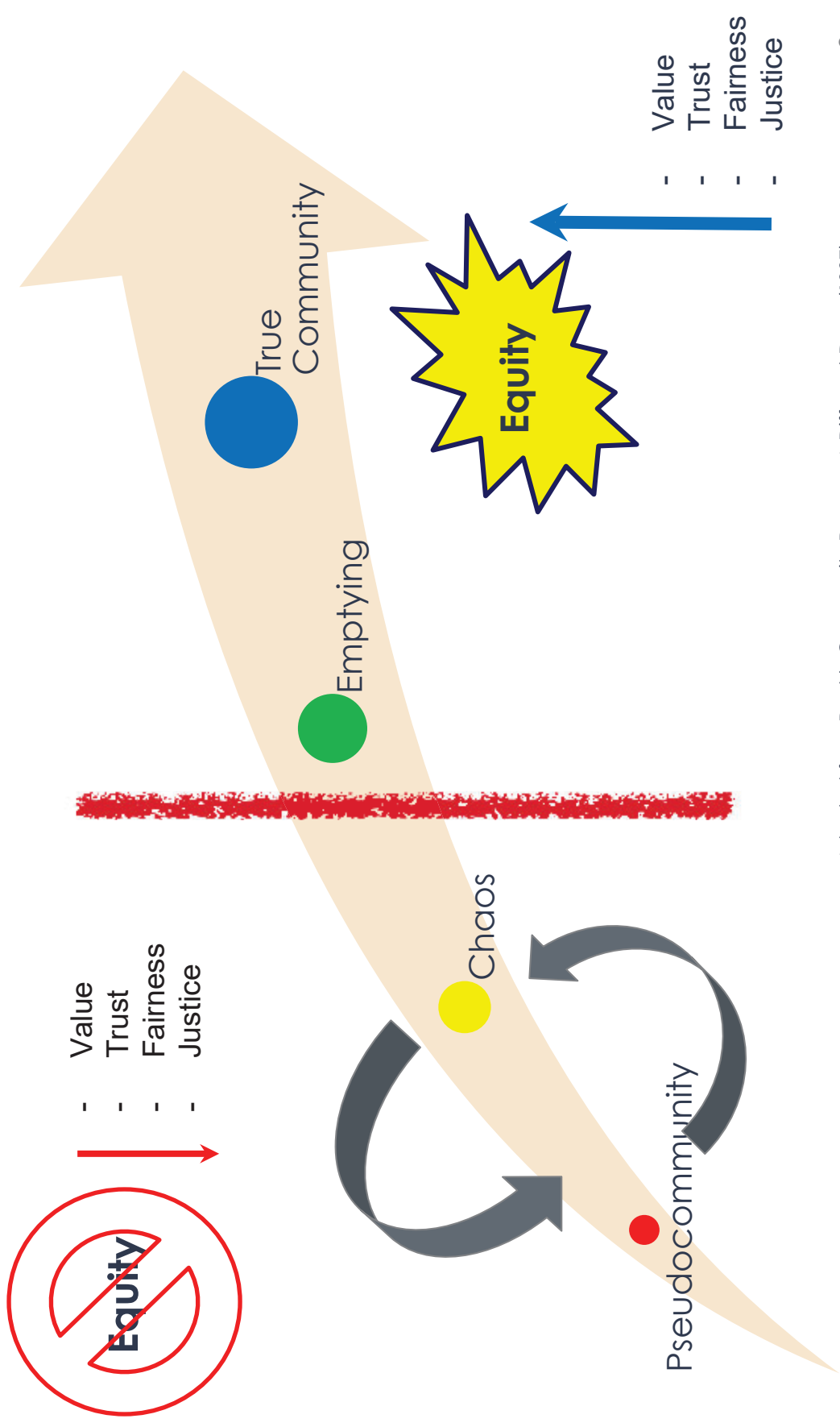


EQUITY

Seeking equity does not mean taking a slice of someone's pie; this breeds resentment that aligns with zero-sum thinking.

Equity means giving everyone access to essential ingredients and skills to bake their own pie.

Building An Equity -Centered Culture Rooted in Humility



What Is Culture?

- Shared systems of **values** & beliefs
- “World lens”
- Learned patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- Often individually defined



Pause &
Reflect

Describe the culture of our organization.

What are the cultural values that guide your organization?

-Summarized by Dr. Melanie Tervalon

Silent Reflection On Culture

Describe your individual cultural background.

How does your cultural identity/background influence:

Your personal and professional philosophy?

Your approach to students and colleagues?



What is Humility?

- Humility is the quality of being humble
- Doing something out of the goodness
- Doing something not for yourself
- **Recognizing the limits of one's talents, ability, or authority**
- **Freedom from pride and arrogance**

By: Marvin I. Adel Metro Batangas

Cultural Humility as a Path to Equity

1. A **lifelong commitment** to self-evaluation, reflection and self-critique (Intra)
1. Developing **mutually respectful and beneficial partnerships** with communities on behalf of individuals and defined populations; centering those you serve through solidarity, sharing power, and *real*/representation (Inter)
1. Identifying, understanding, and redressing **power imbalances** and **institutionalized privileges** (Cultural)
2. Advocating for and maintaining **institutional consistency**
...The organization must do #1-3 as well (Systems)

Tervalon M, Murray-Garcia J: "Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education," Journal of Health Care for the Poor and Underserved 1998; 9(2):117-124.

Cultural Humility: Principles And Practice

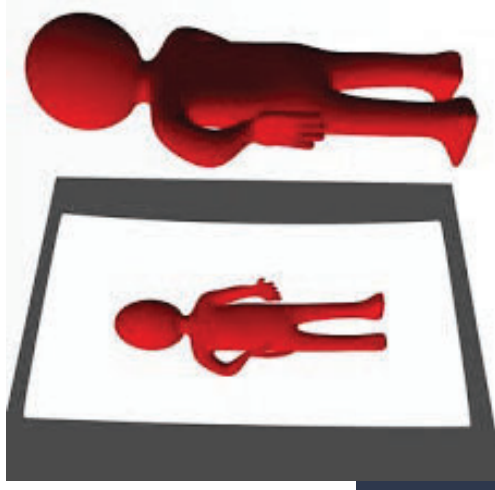
A Film By Vivian Chavez



CULTURAL HUMILITY PRINCIPLES

Principle 1

A lifelong commitment to reflection,
self-evaluation, and compassionate
self-critique



Cultural Humility Allows Equity to Thrive

“Personal Equity guides you through the process of centering yourself in equity and uncovering your own biases, stereotypes, and privileges.” -Linton

“Cultural humility, on the other hand, is a practice of self-reflection on how one’s own background, experiences, and expectations impact a situation or interaction.”

Adilene Rogers

Equity Literacy Abilities

(Adapted from Gorski, 2014)

1. **Ability** to RECOGNIZE biases and inequities, including subtle biases and inequities in self, others, curriculum, and school practices.
2. **Ability** to RESPOND to biases and inequities in the immediate term.
3. **Ability** to REDRESS biases and inequities in the long-term.
4. **Ability** to CREATE and SUSTAIN a bias-free and equitable learning environment.
5. **Ability** to APPLY a equity cognitive-frame to individual and institutional practices.

Team Work: Name Stories

Instructions: In small groups of 3 or 4, please share one of the following about your name. You will each have about 5 minutes to share, for a total of 20 min.

Menu of Questions:

- What is the story of your first, middle, or last name?
- Who gave you your name? Why?
- What is the ethnic origin of your name?
- What are your nicknames, if any? Do you like them?
- What do you prefer to be called? Why?

Pavilion; retrieved: January 29, 2013; <http://www.edchange.org/multicultural/activities/name.html>

Cultural Humility Principles

Principle 2

Developing **mutually beneficial** partnerships:
Learning from each other's cultural differences, centering
those we serve & finding common ground

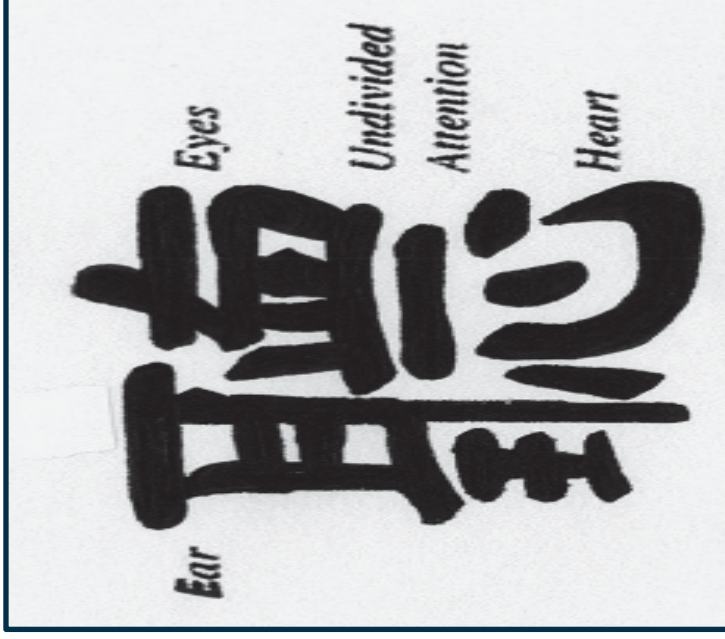
*being humble means
recognizing that we are not
ON EARTH TO SEE HOW
important we can become.
BUT TO SEE HOW MUCH DIFFERENCE
we can make in the
lives others.*
-gordon b. hinckley

“THERE IS INCREDIBLE
VALUE IN BEING OF
SERVICE TO OTHERS.”

- ELIZABETH BERG

Listening with TING

**Listening with Ting By Sally Huang-Nissen
(1999)**



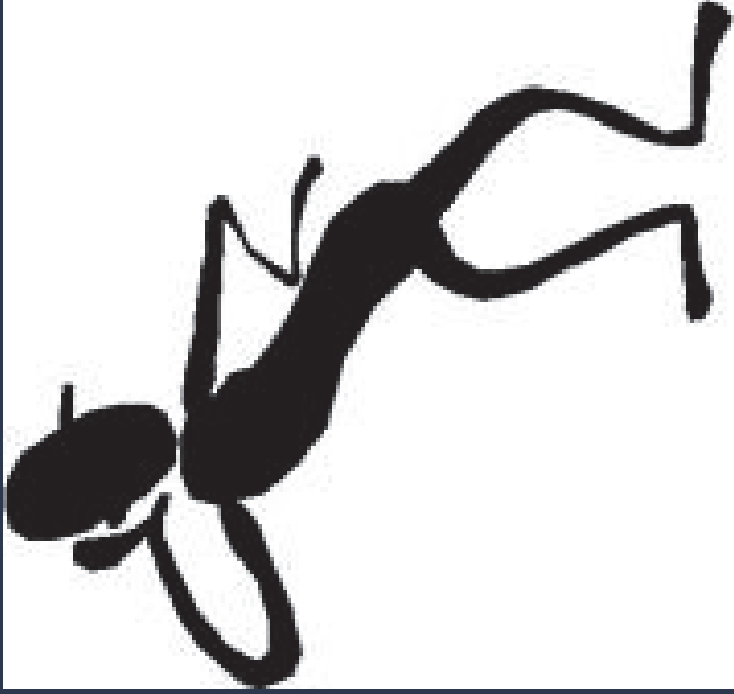
Listen with your ears...
to hear the word,
the tone,
and the pitch.

Listen with your mind to understand,
to analyze,
and to broaden perspectives.

Listen with your eyes to see the facial expression,
to read the body language,
and to look at the “window of the soul”

Listen to your heart to feel the emotions.
To empathize.
To respond.

Practice Deep Listening



Listening
=
Learning

*“To be culturally
humble means
that I am willing
to learn,”*

- Joe Gallagher

Transformative Solidarity

“The word ‘transformative’ is important because it signifies a change, an evolution, and a maturation. Contrast this with a transactional practice, which begins and ends with the action.”

“Transactional solidarity is more like being a spectator and a bystander or a mildly interested participant. Transformative solidarity requires us to challenge ourselves rather than stay in comfortable bubbles, to figure out what we are willing to risk, to deepen relationships rather than walk away when they become hard, to commit for the long-term, and to disrupt the status quo.”

- Deepa Iyer (2019) *Beyond Hashtags and Slogans: When Solidarity Becomes Transformative*

Team Work: Transformational Solidarity

Prompts you can utilize if you would like to deepen your own solidarity practice by Deepa Iyer

1. Do I know enough about the cause/communities I want to support? How can I learn more?
2. What relationships do I have with those engaged in the cause? How can I deepen these?
3. What is my point of entry into the cause I'd like to support? What systems of power are being addressed – and what's my own stake?
4. Are there ways I can use my privileges to disrupt the status quo or to be in service to those who are leading the cause?
5. How am I changing in terms of my understanding and orientation to power and to social change?

Read the full article about [transformative solidarity](#) by Deepa Iyer at Building Movement Project.

Cultural Humility Principles

Principle 3

Redressing power imbalances

knowing your power
is what creates
humility.
not knowing your power
is what creates
insecurity.

— ego

Pride is concerned
with who is right.

Humility is concerned
with what is right.

— Ezra Taft Benson

"Humility is not thinking less of yourself,
but thinking of yourself less."

—C.S. Lewis

Shifting Power In Discourse

Discourse I/Dominant Discourse: Dominant ways of seeing and engaging with colleagues that maintains existing practices and serves to reproduce social inequality, old ways of doing things, and perpetuating systems of privilege and power.

- **Discourse I Attributes:**

- Singular truths ...My truth is THE Truth!
- Answers and technical fixes
- Improving what exists, which is working just fine
- Externalization; no blame: “Look out the window”
- Limited time and ability
- Higher value placed on “objective” facts, data, linear thinking

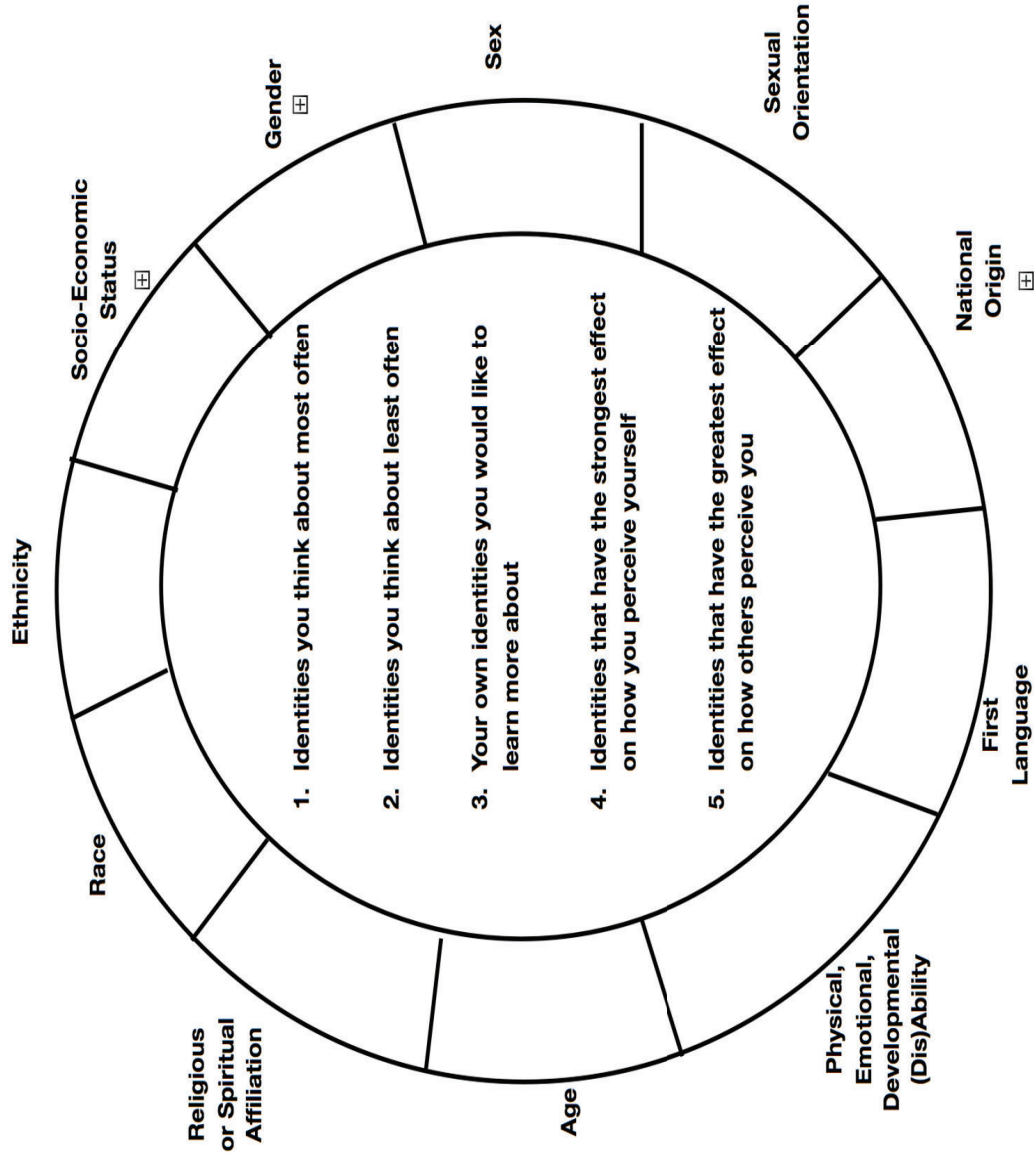
Shifting Power: Discourse II

Discourse II/Marginalized Voices : Ways of seeing and engaging colleagues that challenges the status quo by naming uncomfortable and unequal conditions and dynamics while pushing for deeper inquiry.

- **Discourse II Attributes:**
 - Multiple stories
 - Inquiry and adaptive challenges
 - Addressing root causes
 - Internal reflection: “Look in the mirror”
 - Getting started anyway
 - Value placed on subjective experience and objective truths
 - Linear and circular conversations valued
 - Readdress power and privilege, in real time

Team Work: Recognizing Your Power & Privilege

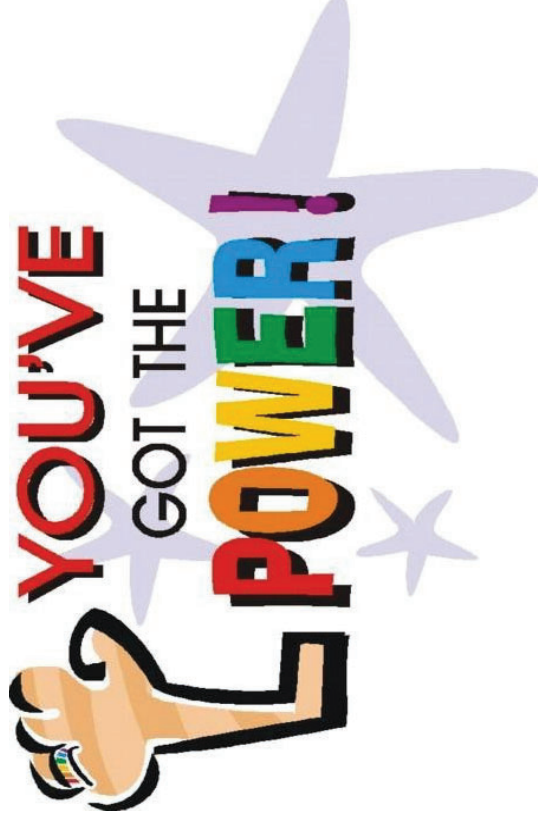
Where I have power and privilege determines where I can also have great influence and effect and change.



Cultural Humility Principles

Principle 4

Advocating for & maintaining
institutional consistency



Equitable Culture

Institutional Equity explore how your school and school system can overcome institutionalized factors that limit student achievement, especially for racialized communities and those from marginalized backgrounds.

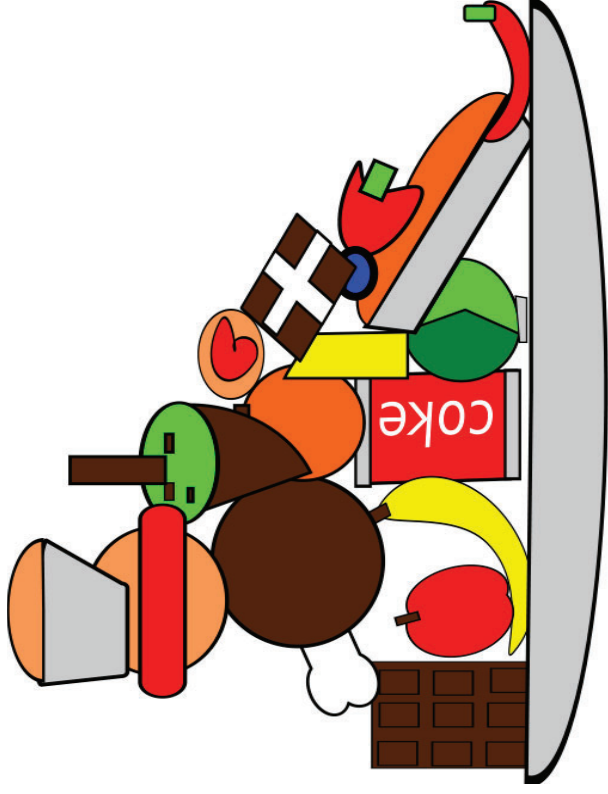
Professional Equity focuses your efforts on successfully implementing equitable practice so as to guarantee individualized support for all students.

Institutionalizing Equity

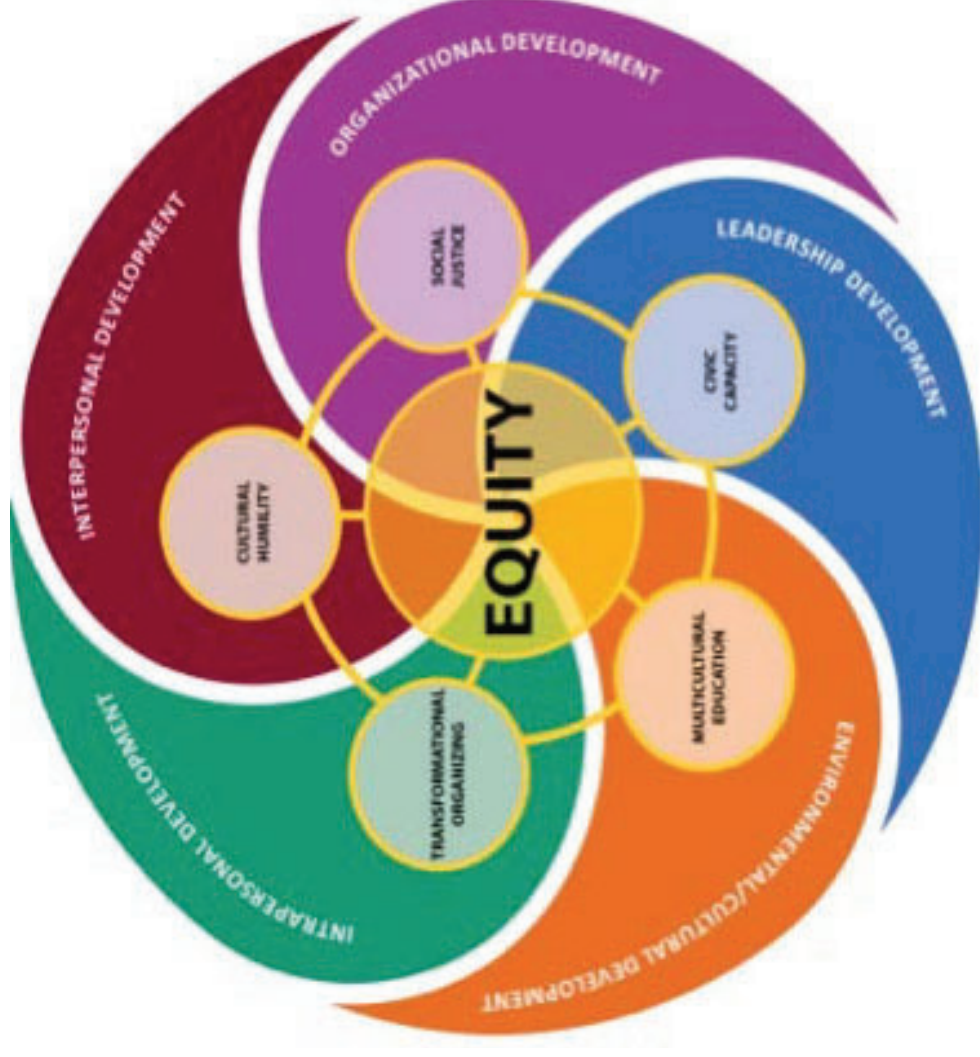
“Without a clear **equity framework**, few of these (equity) strategies can drive sustainable success...‘closing the gap’ strategies have little lasting impact because the framework defining why the work matters is never clearly articulated.”

-Linton, 2011

With and Without A Framework



Sample College Framework



Team Work: Make a Commitment to Fairness & Justice

- I understand that although I did not design/create the institution I am working for, I share the responsibility for improving all aspects that inequitably impact (intentionally or unintentionally) employees and student success.
- I understand that equity work is deep culture change work, requiring everyone's commitment and active participation. I am committed to doing what I can, when I can, and wherever I am.
- I understand that we must have uncomfortable dialogues, daily, in order to understand and readdress systems of inequality and inequity.
- I will stay open to engaging in conversations about equity, power/privilege, race, gender, orientation, etc. on our campus, beyond the data, and with an eye toward truth and reconciliation.
- I will stay open to hearing feedback from those I stand with in solidarity; even when it's hard, I invite reflective feedback and dialogue on my equity practices.

Closing & Next Steps

Cultivating Cultural Humility

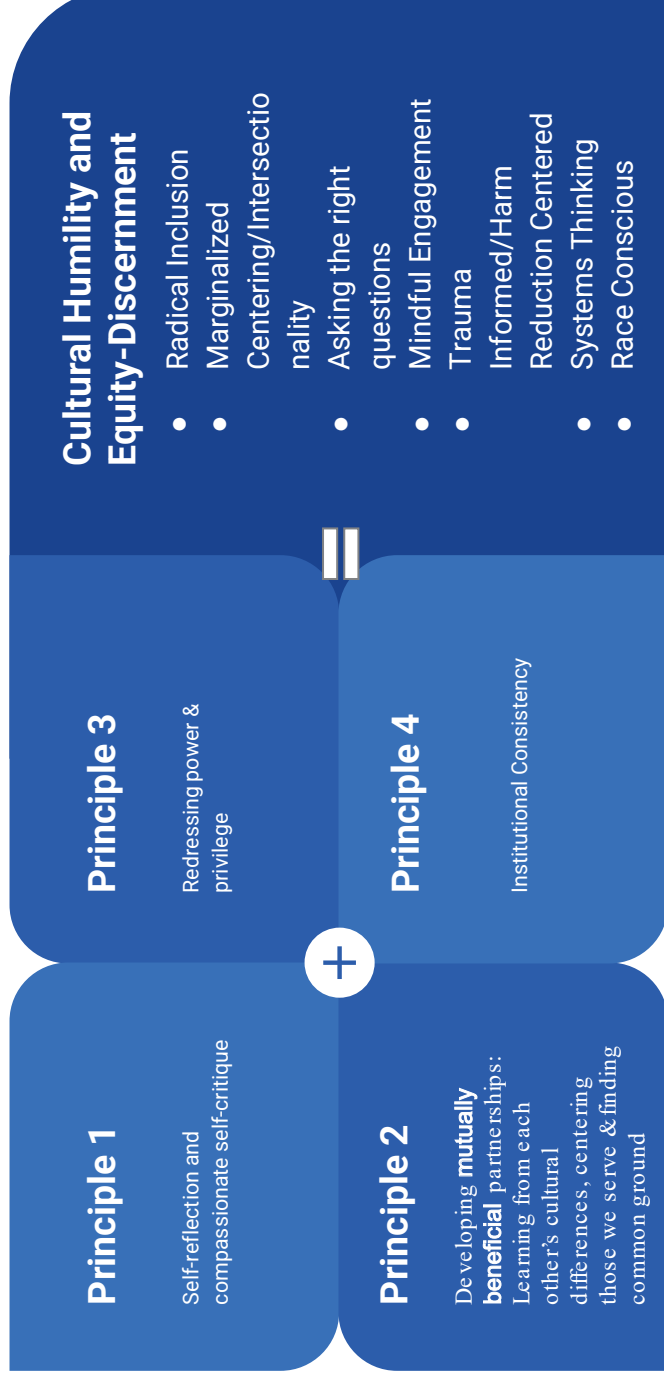
Step outside your own culture and learn more about another. Here are some tips to get started:

- **Practice viewing your own culture as unfamiliar** instead of the norm.
- **Listen with genuine curiosity** toward understanding.
- **Be open to adjusting your own way of thinking.**
- **Be comfortable with discomfort;** messiness is where magic happens!
- **Adopt an attitude of gratitude** - you are a guest learning another's way of life.
- **Put relationships first:** learn languages, manners and customs to connect with others who differ.
- **Think growth and journey, not goal.** Intercultural relationships are not about mastery; they are about genuine connection and seeing the value in each other.

**We do not arrive
at a particular
goal; we simply
journey together.**

Source: The Peace Center

Cultural Humility as an Equity Lens



Institutional Areas of Growth

San Diego Miramar College self-identified institutional areas of growth:

- **Resources** to directly support efforts to close gaps for DI groups
- Quantitative/Qualitative **data** to determine areas of strength/weakness to support DI groups
- **DI representation** in staffing to reflect our DI student population
- Targeted **professional development** on strategies/practices to support DI student groups' success
- **Structures/programs** to support success of DI student groups and student engagement opportunities
- **Materials/curriculum/programming** related to the DI student groups' history, experiences, and culture

Team Work

1. Together with your team/department, review today's materials and complete each of the activities.
2. Identify a cultural humility and equity partner and schedule regular check-ins
3. Watch Cultural Humility: Principles and practices by Dr. Vivian Chavez and dialogue with your team
4. Integrate the “core four” cultural principles into your planning, implementation, assessment, and redesign efforts.

Final Thought: Learning from Indigenous Wisdom

Here is a story of grandfather's advice to his grandson, who came to him with anger at a friend who had done him an injustice: "Let me tell you a story. I too, have felt a great hate for those that have taken too much, with no sorrow for what they do. But hate wears you down, it is like taking the poison you wish upon your enemy. I have struggled with this many times." He continued, "It's as if there are two wolves inside me. One is good; he lives in harmony; and rarely takes offense. He will only fight for the right causes in the right way. But the other wolf is full of anger. The littlest thing will set off his temper. He fights everyone, all the time, for no reason. He cannot think clearly because his anger and hate are so great. It is a helpless anger that changes nothing. Sometimes, it's hard living with these two wolves inside me, as both try to dominate my spirit." The boy looked intently into his grandfather's eyes and asked, "Which one wins?"

The grandfather smiled and quietly said, ***"The one I feed."***

THANK YOU!



Stay humble. Be Kind.
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