PERSPECTIVES IN CULTURAL HUMILITY

Ms. Xan Goodman
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INTRODUCTION
ABOUT THIS SESSION

This session is designed to introduce healthcare students to the concept of cultural humility as a tool to add to their practice.

Students will participate in reflective activities that encourage an exploration of their personal identities and cultures and how those particular elements translate to a deliberate practice of cultural humility in the workplace.

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Session Outcomes

☑ Begin to identify elements of your culture.

☑ Begin to develop an awareness of cultural humility

☑ Begin the journey of thinking about how to implement this framework into your practice as a healthcare professional
Tasks

- Information sharing
- Identifying elements of your culture
- Discussion questions
- Assessment

Criteria for Success

- You experience a desire to learn more about cultural humility
A little about me

Your Culture

What does your culture feel like?
Your Culture

What does your culture smell like?

Your Culture

What does your culture look like?
Question

Have you heard the terms “cultural competence” or “cultural humility” before?
In what context?
What do they mean to you?

Source: Institute for Healthcare Improvement
Definitions

- Culture
- Cultural humility
- Cultural competence

Culture

Culture is a group’s program for survival in and adaption to its environment. The culture program consists of knowledge, concepts, and values shared by group members through systems of communication. Culture also consists of shared beliefs, symbols, and interpretation within a human group.

Cultural Humility

• Humility as a professional/clinician engages in self-reflection & self-critique.

• Humility in approach to the power imbalances that exist in the dynamics of clinician and patient communication by using patient interviewing and care.

• Humility to develop and maintain mutually respectful and dynamic partnerships with communities on behalf of individual patients and communities in the context of community based clinical and advocacy training modules.

Cultural Humility Outcomes

• Mutual empowerment
• Optimal care
• Respect
• Partnerships
• Lifelong-learning

Cultural Competence

The ability to interact effectively with people of different cultures; a set of congruent behaviors, attitudes, structures, and policies that come together to work effectively in intercultural situations.
Minorities Receive Lower Quality Healthcare Than Whites

- Institute of Medicine, 100 studies reviewed over past 10 yrs.
- Full report [www.nap.edu/books/030908265X/html](http://www.nap.edu/books/030908265X/html)
- More likely to have leg amputations for diabetes
- Poorer relationships with MDs

Ethnic Disparities in Health care

- African American women are more likely to die from breast cancer, despite having a lower incidence of the disease.
- Infant mortality rates are 2.5 times greater for African Americans and 1.5 times greater for Native Americans.
- Influenza death rates are higher for African Americans and American Indian/Native Alaskans.
The Causes of Healthcare Access and Quality Inequities are Multiple and Influence Each Other
The mal-distribution of health care resources relative to community need-created and reinforced by residential segregation and market forces “Medical apartheid” – separate and unequal care Institutional policies and practices (e.g. failure to respond to growing ethnic and linguistic diversity) Provider biases-often implicit-and aspects of the clinical encounter. Source: Smedley 2015

Question
How might you try to incorporate cultural humility into your work with patients or with colleagues?
If you have experience what tactics have you tried, and what were the results?
Source: Institute for Healthcare Improvement
Question

What are some of the cultural influences that affect your beliefs and behavior? How might you be aware of them when working with others?

Source: Institute for Healthcare Improvement

Takeaways

1) Cultural humility is an ongoing process.

2) Commit to learning about your identity and culture.

3) Challenge yourself.
References


References

Institute for Healthcare Improvement. (n.d.) Why use the term “cultural humility.”


Merriam-Webster Dictionary.


References


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Thank You

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Questions