

Living with Differences: Reflections and Conversations about Identities

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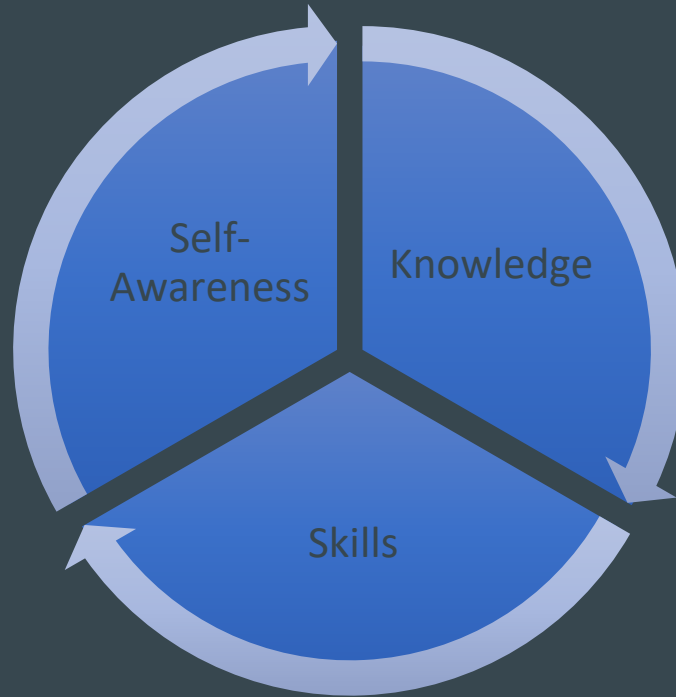


Who Are They?
What Are Their Identities?

Intersectional
Multidimensional
Contextual

Image: Cheney-Rice, Z. (April 10, 2014). National Geographic Determined What Americans Will Look Like in 2050, and It's Beautiful. Mic.

Cultural competency



Murray-Garcia and Tervalon

Cultural Humility Principles

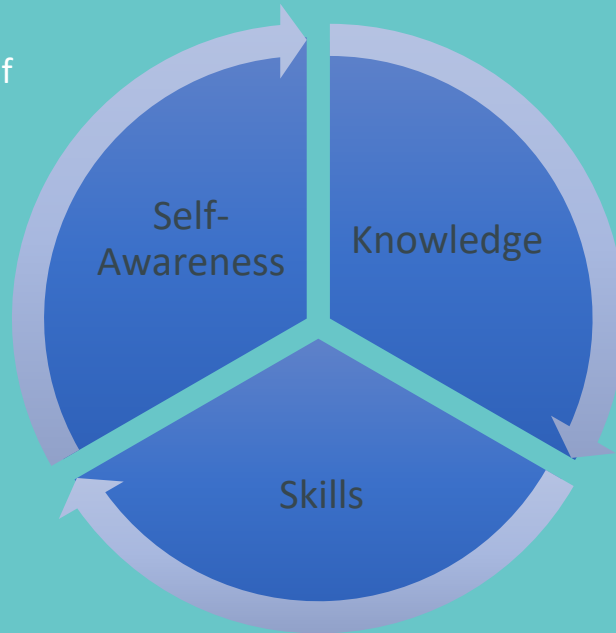
- Life-long learning
- Recognize and challenge power imbalances
- Institutional accountability

Chavez, V. (8.2.2012). Cultural Humility: People, Principles and Practices – Part 1 of 4. YouTube. (7 min)
https://www.youtube.com/watch?v=Mbu8bvKb_U
https://www.youtube.com/watch?v=Mbu8bvKb_U

Cultural Humility

Recognition of
blind spots,
biases and
limitations

Not making
assumptions



Open to other ways of being and doing
Working to change institutions and structures

Principles

- 1) Commit ourselves to an ongoing process of compassionate self-awareness and inquiry, supported by a community of trusted individuals whom are cognitively-diverse.
- 2) Be open and teachable.
- 3) Always bear in mind the social structures that have helped shape reality for all of us.

Gottlieb, M. (Spring 2021). What Is Cultural Humility? 3 Principles for Social Workers. The New Social Worker.

<https://www.socialworker.com/feature-articles/practice/what-is-cultural-humility-3-principles-for-social->

Cultural humility

- An awareness of the limitations in our ability to understand the worldview and cultural background of others
- A stance toward people that is:
 - other-oriented
 - marked by respect
 - open to their worldview
- An ongoing process without an endpoint



HELLO

I'm

In an effort to enhance our self awareness, we are going to reflect on who we are by naming identities that are most important to our identity.

Self-Awareness is the Goal...no right or wrong answers.

Identity Pie

Draw a large circle.

Draw slices that represent about 5-10 facets of your identity.

You can use larger slices of the pie to represent dominant aspects of your identity/identities-or not.

Stay focused on your pie pieces. Don't work about what others are writing/drawing.

You will share some of this information with others here today.



BREAKOUT GROUPS

- Briefly share your pie identities with the group.
- Share the meaning you attach to **one** of the most significant elements you drew. How does this element show up or not show up in your life?
- Dialogue a bit by asking for clarification from others (Ex: what does it mean to that person to be a certain professions,, a Southerner, a Black woman, a Christian, etc)
- Make sure everyone shares

Identity Pie



BREAKOUT GROUPS DEBRIEF: IDENTITY



- Why did you choose the pieces you did? Is it because our culture said these are important? Is it how people see you or how you see yourself?
- What did you have in common, if anything?
- What identity was very important on yours but yet didn't show up on someone else's? Why might that be?
- What identities on your chart were you born into and which were ones you claimed/earned and do you feel differently about those?
- Which parts of your culture pie are immediately visible to others and which aren't and how does that relate impact your life?
- Are there aspects of your identity that are contextual that change depending on the context (ex: with family versus at work; at a place by choice versus mandated to be there)
- *If your identities are often marginalized as different from the norm in our culture (or in this group), were they more present for you while doing this activity? (Ex: people of color among a white group; women among men; LGBTQ individuals among straight, cis people).*
- *For those of you in the category that is considered the norm or that is more dominant in our culture, did you write down those identities (Ex: white, male, heterosexual, able-bodied, upper-income)*

BREAKOUT GROUPS DEBRIEF: CULTURAL HUMILITY

- How does this activity connect to cultural humility?
- Did you make any assumptions or realize anything about your biases once you started listening to others' pies?
- How does this activity help us think about the intersecting identities people carry? No one is "one" identity yet our culture and context can make certain identities more salient (ex: race, gender) - what does that mean for different people?
- How do you think your "location" – your perspective and culture influence your experiences when working with people from different cultures? (i.e. If your spirituality is a major piece of your pie and you are interacting with someone who is not religious, how might that play out?)
- When you meet someone with a very different pie, how do you work effectively with them?
- How can being aware of one's own cultural viewpoint and open to learning about other's impact us in our professional settings (and elsewhere)?
- How does this examination of cultural assumptions lead to action? For example, how might critical self-reflection challenge power imbalances across cultures and advance institutional accountability?



How do we cultivate cultural humility?

- Make an ongoing commitment to self-examination
- Invite feedback from others
- Pursue difficult conversations
- Reflect critically about social location and privilege
- Work together to alter implicit biases

Beyond the individual self

Cultural humility incorporates a lifelong **commitment** to self-evaluation and self-critique as well as to:

- redressing the power imbalances
- developing mutually beneficial partnerships
- practicing advocacy

Adapted from National Association of Social Workers Standards and Indicators for Cultural Competence. (2015). <https://naswcanews.org/nasw-2015-standards-and-indicators-for-cultural-competence-in-social-work-practice/>

Tervalon, M. and Murray-Garcia, J. (1998). *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* 9 (2).