


Raising Self-Awareness & Self-Examination to Deepen Cultural Humility

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Assumptions

A small green succulent plant with thick, rounded leaves is growing in a light blue ceramic pot. The plant is positioned on the left side of the image, partially overlapping the text.

We all **benefit** from
and are **hurt** by
systemic
oppression.

All oppression is
connected.

TERMS

PRIVILEGE

A special advantage or right that a person is born into or acquires during their lifetime. Often unaware of it and goes unexamined. Privilege implies power.

INTERSECTIONALITY

Describes the ways in which systemic oppressions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.

BIAS

A prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.



ALLY

A member of a privileged group who examines their privilege and bias; supports and affirms others; seeks understanding and social change against oppressive symptoms. A committed practice based on trust, accountability and consistency.

ACCOMPLICE

Dismantles, disrupts, challenges oppressive systems. Works with the stakeholders in the oppressed group. They understand that their liberation is tied to others'...They drive the getaway car.



CULTURAL HUMILITY

- 1) Lifelong learning and critical self-reflection—
—we are complex beings with rich histories,
experiences, and are contextual
- 2) Recognize & Challenge Power Imbalances—
in our relationships/dynamics
- 3) Institutional accountability

It is a philosophy—nothing to master

It is (compassionate) *listening* over knowing

Self-Compassion Mindfulness & Affirmation Exercise

Brene Brown & Kristin Neff



Identify Power Identities & Discussion

What's an identity that the **most** holds
power/privilege:

What do you **LIKE** about it?

What do you **DISLIKE** about it?

What's an identity with
less power/privilege:

What do you **LIKE** about it?

What do you **DISLIKE**
about it?



Connection

What's an identity that the **most**
holds power/privilege:

How does it help you connect with others?
How does it contribute to disconnection?

...an identity that holds the
least holds power/privilege

connection?
disconnection?

Compassion Reminder

Listen with the assumption that we are trying our best.

We are here to grow/change.

It takes courage to say or write these thoughts.

We will lean into understanding and compassion.

Acknowledge your reactions (i.e. muscle tension, bias, hurt, anger...)



GROWTH

Identify an area of growth with a particular group, identity or concept

(i.e. men, sizeism, LGBTQ+ population...)

Identify why this is an area you want to work on.

(i.e. "I notice that I avoid working with this type of client"..."I've been hurt by folks with this identity"...I want to be better for my son.")

What has been the barrier to growth?

(i.e. bias? shame? lack of access to knowledge?)

GROWTH

Where did you get messages about this group?

(i.e. my dad, media...)

Label the terms of oppression

(i.e. transphobia, sexism, racism...)

How you benefit from these messages?

(i.e. "I keep my privileges"..."the world accommodates me")

How do these messages hurt you?

(i.e. "I don't have a good relationship with my dad"..."My views hurts those I love"...)

Goals and Plan of Action to Bridge the Gap

Think of how you've worked
on other gaps

How can you start?

What resources do you
need?



Resources

AORTA: Anti-Oppression Resource and Training Alliance

Lee Mun Wah

Kathy O'Bear

M. Tervalon, J. Murray-Garcia (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*, Vol. 9, No. 2. (May 1998), pp. 117-125.