Culture is defined by the customary beliefs, social norms, and material traits of a racial, religious, and/or social group.
Cultural competence?

Dr. Julianna Mosley, educator and assistant to president of the Diversity, Equity, and Inclusion at Salis University, defines cultural competence as an academic training that helps individuals gain the knowledge, skills, and attitudes to work effectively with individuals from different cultures. Competence suggests that there is an end goal or a cap of what you can learn about different cultures.
Cultural Humility

A life-long process oriented approach that evaluates one-self and our experiences and how we view others and their experiences; understands and challenges power imbalances; and advocates for equity and humanity.

3 elements to cultural humility

1. Life-long commitment to self-evaluation and self-critique
2. Recognition of power imbalances
3. Institutional accountability

*Yeager, Katherine A., and Susan Bauer-Wu. 2013*
Implicit bias exercise

2. Recognition of power imbalances and having a desire to fix those imbalances.


3. Institutional accountability, or providing strategies to move their institutions to being culturally inclusive
General ideas

- Helmet options for natural/protective hairstyles and hijabs.
- Name tag with preferred name and pronouns.
- Understanding medical discontinuation - being open to hear participants report of their symptoms while acknowledging doctors’ Dx.
- Including inclusivity on social media (not specific to certain months).
  - Providing pictures of sessions incorporating individuals of different cultures;
  - Professional commenting on certain relevant news and advocating for change; outreach to multicultural opportunities.
- Adding fillable area for cultural considerations on intake paperwork or during eval.
- Having conversations with staff and participants from different cultures on ideas to include activities relative to their culture.
- Other ideas??
Scenario 2
A participant who recently immigrated to the US mentions during lessons that eating horse is their favorite delicacy from their home country—while practicing cultural humility, how do you have a conversation with another participant who is upset after overhearing that comment?

Scenario 3
A participant asks why another participant, who is part of the LGBTQ+ community, always wears a dress to lessons when they appear to look like a boy. How do you have a conversation with this participant asking the question while being culturally humble?

Scenario 4
You have a participant who is only Spanish-speaking. Taking into consideration the resources you are provided in your community, what accommodations can you make to be culturally inclusive?
Remember

- To know someone, you need to communicate and ask the questions that may seem uncomfortable and awkward
- Being culturally competent is impossible; start practicing cultural humility
- Never quit being curious and wanting to get to know about others
- Find ways to be inclusive and culturally aware, even if you don’t have diversity in your programs.

Resources

- Challenges and Rewards of a culturally-informed approach to mental health | Jessica Dere | TEDxUTSC
  - https://youtu.be/VrYmQDiunSc
- Cultural Humility | Juliana Mester, Ph.D. | TEDxWestChester
  - https://youtu.be/WwQ02fJ7I7U
- You’re Doing It Wrong: The evolution of cultural competence | Raquel Martin | TEDxB Frauenfeld
  - https://youtu.be/5TNc94ZG0k
- A Comprehensive Culturally Responsive Glossary: Concepts to Increase Awareness Toward Health Equity
  - https://pttcnetwork.org/centers/global-pts/products/comprehensive-culturally-responsive-glossary-concepts-increase

Final exercise: privilege walk