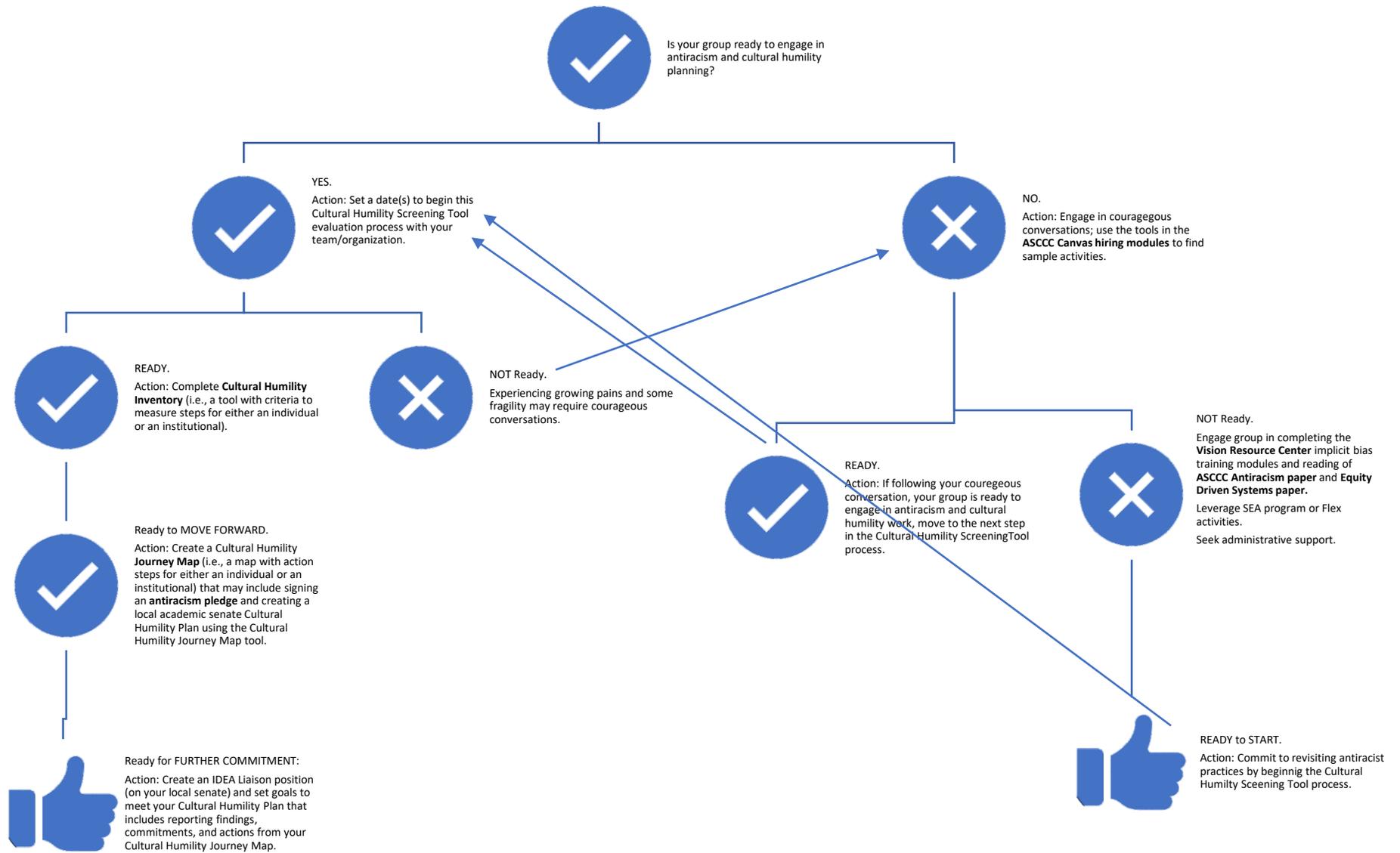


How to Use This Tool

1. The decision tree graphic below is intended as a tool for local senates and colleges to use in beginning action on developing a cultural humility plan. The tool includes links to resources to use in development of a local plan and also for self-reflection as individuals. Members of a group or institution begin by asking if the group/institution is ready to engage in antiracism and cultural humility work. The tool then branches in two directions: one to work immediately at a deep level and the other to engage in courageous conversations that may be needed to start the cultural humility work. Once groups are ready to begin the work, use the left side of the decision tree tool.
2. As groups work through the decision tree, a next step is using the Cultural Humility Inventory to determine where the group may need additional support, resources, or action. Details and directions on how to use the inventory tool are listed below in the inventory tool section.
3. Once reviewing and identifying criteria needing further action (i.e., using the Cultural Humility Inventory), the next step is to add those elements and actions to the Cultural Humility Journey Map. Details and directions on how to use the journey map are listed below in the map section.
4. In completing the journey map, your organization commits to the actions in an agreed timeframe. The journey map tool is created to provide a model of how to create ongoing commitments for continuous improvement. Cultural humility is a journey. Another suggestion is to support the appointment of a liaison to ASCCC from your local academic senate, who will help guide the work and keep the group accountable to the commitments made in the journey map.

The entirety of this work described above is a cultural humility planning process. These are suggested opportunities and recommendations that could serve as models for action and are not intended to be a mandate. The ASCCC is available to support colleges and local senates in beginning and advancing antiracism and cultural humility. Email info@asccc.org for additional support.



Cultural Humility Inventory

In the context of institutional change, it is vital to engage in self-awareness. This Cultural Humility Inventory is intended to be a tool providing a way to engage in both individual and institutional transformation. It is one possible resource to be utilized to do transformative work and begin the conversations that lead to a Cultural Humility Journey Map for growth, accountability, and continuous improvement.

Directions:

- **INDIVIDUALS:** For each of the seven criteria below that provide a framework to cultural humility, choose all the boxes that apply to you as an individual in the first column titled “self-awareness.” Openly share your self-awareness findings with the group only if you are willing. Use the recommended resources listed in the middle criteria column to grow as an individual.
- **INSTITUTIONS:** For the column on the right titled “institutional awareness,” select all the statements that best apply to your institution/group. Collectively discuss and decide the criteria in which your group would like to invest as you continue your cultural humility journey. Use the recommended resources listed in the criteria column to grow as an institution or group.
- **COLLECTIVE ACTION:** To further growth and development as either an individual or for continuous improvement as an institution/group, consider using the resources listed in the criteria column as starting points toward action that your group commits toward your cultural humility journey or to validate the work you have already been doing. A next step following the use of this inventory tool is using the Cultural Humility Journey Map.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> <input type="checkbox"/> I am aware of my biases and am ready to grow and learn more. <input type="checkbox"/> I am not sure of my biases, and I may be ready to learn about my biases. <input type="checkbox"/> I do not have any biases. 	<p>Awareness of Bias</p> <p>Resources Recommended:</p> <p>Vision Resource Center Implicit Bias training</p> <p>Harvard Project Implicit</p>	<ul style="list-style-type: none"> <input type="checkbox"/> We allocate resources and require diversity, equity, inclusion, accessibility, and anti-racism (DEIAA) professional development and implicit bias training. <input type="checkbox"/> We have allocated some resources and offer opt-in/optional DEIAA professional development and implicit bias training. <input type="checkbox"/> We do not have DEIAA professional development or implicit bias training available locally.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> □ I intentionally engage in diversity, equity, inclusion, accessibility, and anti-racism (DEIAA) initiatives and am ready to grow and learn more. □ I engage in DEIAA professional development, if required. □ I do not engage in DEIAA professional development. 	<p style="text-align: center;">Awareness of Diversity, Equity, Inclusion, and Accessibility and Antiracism (DEIAA)</p> <p style="text-align: center;">Resources Recommended:</p> <p>ASCCC Equity Driven Systems and Antiracism papers</p> <p style="text-align: center;">@ONE Equity & Culturally Responsive Online Teaching</p> <p>Take 5: Critical Race Theory Toolkit</p>	<ul style="list-style-type: none"> □ We have an established diversity, equity, inclusion, accessibility, and anti-racism (DEIAA) office and/or a vice president/chancellor/director. □ We are trying to establish a DEIAA office and/or a vice president/chancellor/director position. □ We have not tried or begun conversations on establishing a DEIAA office and/or a vice president/chancellor/director position.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> <input type="checkbox"/> I have some knowledge of diverse perspectives. <input type="checkbox"/> I acknowledge and make space for diverse perspectives. <input type="checkbox"/> I am still learning about diverse perspectives. 	<p style="text-align: center;">Acknowledgement of Diverse Perspectives of Thinking</p> <p style="text-align: center;">Resources Recommended:</p> <p style="text-align: center;">Chancellor's Office DEI Glossary</p> <p style="text-align: center;">ASCCC Equity Driven Systems and Antiracism papers</p> <p style="text-align: center;">@ONE Equity & Culturally Responsive Online Teaching</p>	<ul style="list-style-type: none"> <input type="checkbox"/> We avoid group thinking and value individual agency, providing space intentionally for diverse voices at every meeting. <input type="checkbox"/> We are aware of the need to have more diversity in governance and in positions of leadership. <input type="checkbox"/> We tend to do the same things we have always done with the same people who have always done them. There is a dominant culture of thought that perpetuates Whiteness and status quo in faculty governance and chairs of committees.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> <input type="checkbox"/> I am aware and recognize racial and ethnic groups by both their group members and as individuals within the larger society, and I recognize and understand the harm of being race neutral. <input type="checkbox"/> I understand the harm of being race neutral and am taking steps toward race consciousness by engaging in discussions and education on racism. <input type="checkbox"/> I do not see “color” nor am I consciously aware of race or ethnicity as members of a group or within the larger society; I am not conscious of the harm of race neutrality. 	<p style="text-align: center;">Understanding of Race Consciousness</p> <p style="text-align: center;">Resources Recommended:</p> <p style="text-align: center;">Vision Resource Center Cultural Competency training</p> <p style="text-align: center;">Racelighting article (Wood and Harris)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> We, as an institution, define race consciousness and reject the idea of race neutrality by actualizing anti-racist practices, policies, and procedures. <input type="checkbox"/> We encourage investigations, questions, and actions to move toward full racial consciousness and awareness with anti-racist practices, policies, and procedures. <input type="checkbox"/> We have not yet begun to recognize or become aware of racial and/or ethnic groups within the larger society.

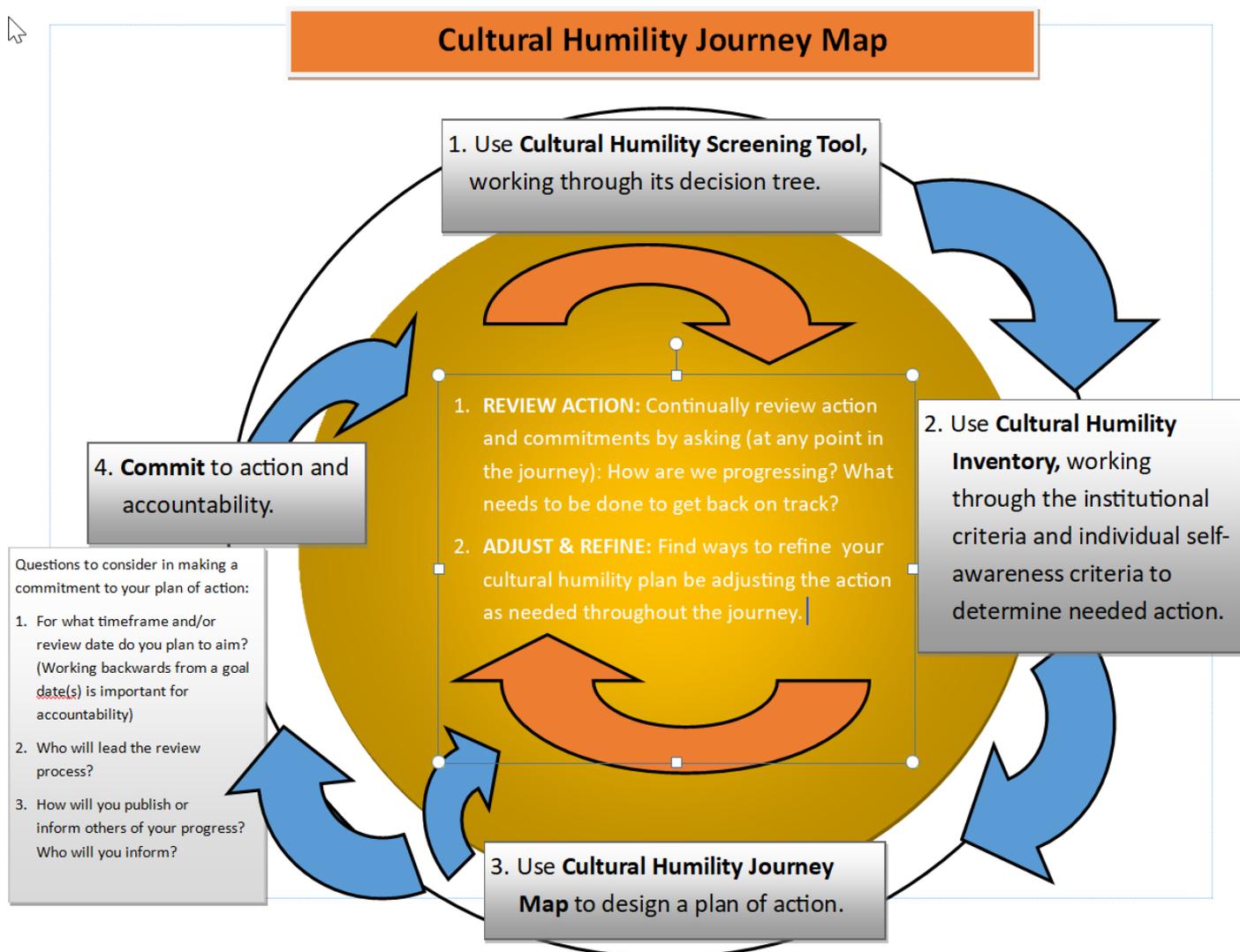
Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> <input type="checkbox"/> I respectfully question, disrupt, and willfully engage in crucial conversations with perpetrators of microaggressions towards others unlike themselves. <input type="checkbox"/> I acknowledge that microaggressions are real and happening. <input type="checkbox"/> I do not question, confront, or otherwise engage with anyone perpetrating microaggressions towards others. 	<p style="text-align: center;">Commitment to Disrupt Microaggressions</p> <p style="text-align: center;">Resources Recommended:</p> <p style="text-align: center;">Vision Resource Center Implicit Bias training</p>	<ul style="list-style-type: none"> <input type="checkbox"/> We, as an institution, support bystander witnesses of racialized patterns or indiscriminate behavior and have policies and mechanisms to reporting discriminatory and racist behavior that go beyond compliance. <input type="checkbox"/> We are considering and discussing policies and mechanisms to support reporting racist or discriminatory behavior. <input type="checkbox"/> We are not taking any actions to support bystander witnesses of racialized patterns or indiscriminate behavior, nor do we have clear policies or mechanisms to report discriminatory or racist behavior.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> <input type="checkbox"/> I am fully onboard and committed to all curricular and policy changes that promote DEIAA practices. <input type="checkbox"/> I will attend professional development provided and acknowledge DEIAA curriculum, practices, and policies. <input type="checkbox"/> I am not onboard with policy changes or curriculum designed to change my behavior towards DEIAA practices. 	<p style="text-align: center;">Commitment to Behavioral and Policy Change for DEIA and Antiracist Practices</p> <p style="text-align: center;">Resources Recommended:</p> <p style="text-align: center;"><u>Antiracism pledge</u></p> <p style="text-align: center;"><u>IDEA Liaison commitment</u></p> <p style="text-align: center;">ASCCC <i>Rostrum</i> article on <u>DEI in the COR</u></p>	<ul style="list-style-type: none"> <input type="checkbox"/> We agendize DEIAA at every meeting and have updated all committee charges with an equity and antiracism lens. <input type="checkbox"/> We have begun conversations about agendizing DEIAA at every meeting and updating committee charges with an equity and antiracism lens. <input type="checkbox"/> We have not begun conversations about agendizing DEIAA at every meeting and updating all committee charges with an equity and antiracism lens.

Self-Awareness	Criteria	Institutional Awareness
<ul style="list-style-type: none"> □ I engage with a variety of cultures and provide culturally responsive practices in educational spaces. □ I acknowledge there are other cultures and that others may come from a different lived experience than me. □ I do not engage with cultures outside my own, nor do I provide culturally responsive practices in educational spaces that incorporate different lived experiences. 	<p style="text-align: center;">Commitment to Relate to Diverse Lived Experiences</p> <p style="text-align: center;">Resources Recommended:</p> <p style="text-align: center;">Becoming Intercultural Competent article</p> <p style="text-align: center;">CSU San Marcos Land Acknowledgement Toolkit</p> <p style="text-align: center;">ASCCC Summer 2020 Rostrum</p> <p style="text-align: center;">ASCCC <i>Rostrum</i> Inclusivity article</p>	<ul style="list-style-type: none"> □ We intentionally engage in actions that value diverse lived experiences by celebrating differences, mitigating triggers and traumas, and making space for Black, Indigenous, people of color, LGBTQ+, and people with disabilities, investing in resources to foster equitable environments. □ We are committed to and understand that one’s lived experiences may include and not be limited to cultural differences, triggers, and traumas, and/or resources to manage and support equitable environments appropriately. □ We have not yet implemented a consistent effort to understand that one’s lived experiences may include and not be limited to cultural differences, triggers, and traumas and/or resources to manage and support and provide space appropriately.

Agenda (February) item request: ASCCC Exec to complete to provide feedback on the utility and validity of the tool and to begin Journey Map in March.

Cultural Humility Journey Map: A graphic tool for use in creating a cultural humility plan.



Agenda (March) item request: ASCCC Exec to complete an ASCCC Journey Map for the 2022—2025 years.