Cultural Humility Tools and Strategies: What Does Cultural Humility Look Like and How Can It Lead To Trust-building?

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Unlike cultural competence, which suggests achieving a level of expertise or mastery in understanding different cultures, cultural humility focuses on recognizing the limits of one's own knowledge and understanding, and the importance of continually striving to expand one's cultural awareness and sensitivity. It involves acknowledging power imbalances, challenging stereotypes and biases, and actively listening to others' perspectives without making assumptions. We'll share tools and strategies for cultivating cultural humility that can lead to trust-building in your senate or other campus group.
Learning Outcomes

• Review of Cultural Humility
• Introduction to the ASCCC Cultural Humility Toolkit
• Sierra College's Journey of Cultural Humility
• Establish a foundation of trust for determining where we are as individuals and as an institution in our Cultural Humility Journeys
  • Trust the process...like grit, accepting where we are in the journey, allowing grace for making mistakes and being vulnerable are all necessary elements for bringing out the best in ourselves and others
WHAT IS CULTURAL HUMILITY?
Directions and Guidance:
1. Reflect and Analyze—using the **decision tree**
2. Explore and Grow—using the **inventory**
3. Take Action and Manage Goals—using the **journey map**
Cultural Humility Inventory Domains

Key Info:

- Transformative work through **self-assessment** and **self-awareness**
- **Courageous conversations** will likely be needed
- Criteria used in the inventory provide **framework** to cultural humility supported by **resources** to begin transformative work for each criteria (domain)

Inventory Criteria:

1. Awareness of Bias
2. Inclusion, Diversity, Equity, Anti-Racism, & Accessibility
3. Acknowledgement of Diverse Perspectives of Thinking
4. Understanding of Race Consciousness
5. Commitment to Disrupt Microaggressions
6. Commitment to Behavioral & Policy Change for IDEAA & Antiracist Practices
7. Commitment to Relate to Diverse Lived Experiences
RISE: A Tool To Check Your Bias

• **Recognize** your own biases and limitations

• **Identify** other possible explanations based on your cultural understanding of others

• **Seek** common ground – bridge your differences

• **Evolve** your practice

-Bow Valley College 2016
Self-Awareness

- Move from a difference avoiding mindset to a difference seeking mindset
- Understand and acknowledge power differentials
- Acknowledge different perspectives

- Learn to respect and leverage diverse perspectives and experiences
- Know those you work and interact with
- Be aware of your own negative and positive biases and the assumptions you make
Part of Our Journey at Sierra College

The examples of the work shared today has been accomplished by many hands, hearts, and minds across our district and was only possible through collaboration, community, and leaning into what might sometimes be uncomfortable.

- Executive Team
- Management Team
- Faculty
- Classified Professionals
- Students
- Contracted trainers and facilitators
- Labor Acknowledgement
Beyond the Classroom: The Breadth and Depth of Faculty Engagement

While our role in learning environments is the foundation of our work, our potential sphere of influence is much broader.

How can cultural humility improve how we engage in all areas?
"Using cultural knowledge, prior experiences, frames of reference, and performance styles of ethnically diverse students to make learning more appropriate and effective."


“I define culturally responsive teaching as: An educator’s ability to recognize students’ cultural displays of learning and meaning making and respond positively and constructively with teaching moves that use cultural knowledge as a scaffold to connect what the student knows to new concepts and content in order to promote effective information processing. All the while, the educator understands the importance of being in relationship and having a social-emotional connection to the student in order to create a safe space for learners....”

-Zaretta Hammond, Culturally Responsive Teaching and the Brain
Cultural Humility: Instruction

- **ASCCC DEI In Curriculum: Model Principles and Practices**
  - Questions: How do we make our content culturally relevant? How do we know what we don’t know? What are examples western/dominant culture? Where was our education within our discipline lacking perspective?

- **Cultural Humility Tool Kit**
  - Focus on using the toolkit and other resources as support for developing a process and mindset rather than a check box
Cultural Humility: Instruction

- **Equity and Inclusion Certificate Series (54 hours each)**
  - 1-Heart work, 2-Backwards Design, 3-Data/Reflection/Feedback

- **Equitable Instruction Workshop**
  - 3-day, creation of deliverables, facilitator partner 1-1 support

- **New Faculty Academy**
  - Semester long program including Unit 1 of Certificate Series

- **Dual Enrollment Faculty Orientation and Training**
  - Many of our DE faculty are K12 Teachers
Cultural Humility: Program Review and Evaluations

• Alignment with new changes in both areas has been key
• Using a race/identity conscious data informed lens
• Tenure Review
  o DIPA-Data Informed Plan of Action
  o Equity Observations in classes
• Program Review
  o Similar to DIPA, required to address specific strategies to address gaps
• Equity Partner Support Program
• Professional Development Support
"The recommended resources in this toolkit helped me to identify what I had already read/reviewed and how that aligns with cultural humility (e.g., Racelighting article). The toolkit gave me the courage to offer free "Bystander Intervention Training," to connect structural inequities with micro-aggressions, in my American Government classes when hate crimes spiked (or more like, were actually reported) during the pandemic."

"Even as a member of the LGBTQ+ community, I realize that there are plenty of experiences within this community that I am not fully aware of. This is what prompted me to take the campus's "Safe Space Training" and to incorporate QPOC contributions to U.S. democracy in my courses while also highlighting violence against this community, esp. for transgender folx."
"It affirmed how much professional development I've done over the last 7-8 yrs. and how I've actively applied what I learned to my classes and relationships with students. I found this very helpful. Otherwise, I wouldn't know how to measure my progress. Taking so many training at different campuses as an adjunct faculty member got overwhelming without a helpful way of measuring my own progress until the toolkit."

"It helped me to understand what is possible at the institutional level as well as what we've done so far as a campus. This was especially helpful in my role as a former Academic Senator because we did so much in AS. The toolkit served as a roadmap. It also served as evidence that there is ongoing institutional support for equity work beyond the classroom. Because of this, it makes the campus environment feel safer to do equity work."
Culturally Humility: Campus Climate

- **Employee Resource Groups**
  - Grass roots BIPOC initially-EEO Grant Funds to establish a framework to further develop and add Latinx, Pan African, Asian/Asian American, LGBTIQ+
  - We are not monoliths-Cultural humility within and across groups

- **Campus Events**
  - Intersectional, educational, experiential
Dialogue and Action for Equity and Anti-Racism as a White Affinity Group

- Examine our power, privilege, biases, and prejudices
- Create intentional and necessary space for continued learning and growth
- Strive and take action to move from allies to co-conspirators
- Sharpen skills to recognize and respond to racist or exclusionary practices within our communities
- Increase our cultural humility and race consciousness
- Take accountability for and accept our own learning
- Further understand the purpose of DEI (diversity, equity, and inclusion) and antiracism work
- Build trust and relationships
- Recognize that equity is a life long journey
Cultural Humility: Across Campus

- Equitable Hiring
- Creation of materials & assessing equity mindedness in app materials and responses
- Equivalency Hearings
- Required Anti Bias Training (3 parts) and EEO training
- Presidential Equity Advisory Committee
- Equity Task Force (classroom focus)
- Student Conduct
- All committee work and engaging in all spaces!
Cultural Humility: What I Am Learning

• Every conversation is unique based on how we each show up in space
• Center the humanity
• Consider all the components of equitable learning environments and use them to also create personal and professional learning space
• The journey, relationships, and growth are more than worth the discomfort
Invitation to Create a Necessary Space

Together we will create a "necessary" space
Because there is no such things as a "safe space."
We exist in the real world
We all carry scars and we have all caused wounds

In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow
We have the responsibility to examine what we think we know.

We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be
But
It will be our necessary space together,
And
We will work on it side by side

*Source: National Equity Project Fall 2022 training and adapted from Beth Strano and Micky Scott Bey Jones

"Things move at the speed of trust."
- Dr. J. Luke Wood
The Journey is Ongoing!

- What is race and what are the impacts of race neutrality?
  - Social construct
  - Systemic barriers
- What does the social justice journey entail?
  - The struggle is part of the path
  - The work requires intentionality to level the playing field
  - We all win when we all have equity
- Where can I get common definitions?
  - CCC DEI Glossary
  - Updated CCC DEI Glossary (Spring 2024)
  - ASCCC Equity-driven Systems Paper
  - ASCCC Antiracism Paper
ASCCC Resources

IDEAA Tools & Resources Tab on ASCCC Website

Anti-Racism Education in California Community Colleges: Acknowledging Historical Context and Advancing Effective Anti-Racism Practices for Faculty Professional Development (2020)

Rostrum-Black Voices and Perspectives (Summer 2020) 18 Articles

Decolonizing Your Syllabus, an Anti-Racist Guide for Your College (ASCCC Rostrum, Nov 2020)

Our Obligation to Equitable Hiring Practices: A Partnership Approach to Ensuring an Equity-Minded Selection and Recommendation Process (Rostrum, Nov 2020)

Anti-Racism and Guided Pathways Implementation (Rostrum, Nov 2020)

Academic Freedom and Equity (Rostrum, Nov 2020)
Thank you!!

• For more information: info@asccc.org