Cultural Humility vs. Cultural Competence: What’s the Difference?
“To be culturally competent doesn’t mean you are an authority in the values and beliefs of every culture. What it means is that you hold a deep respect for cultural differences and are eager to learn, and willing to accept, that there are many ways of viewing the world.”

- Okokon O. Udo
What do these terms even mean?

- Cultural Awareness
- Cultural Sensitivity
- Cultural Competence
- Cultural Humility
Cultural Humility
Cultural Humility: 3 Factors

(Tervalon & Murray-Garcia, 1998)

• Lifelong commitment to self-evaluation and self-critique
• Fix power imbalances
• Develop partnerships with people and groups who advocate for others
The Attitude is the Father of the Action
Culture: Ethical Considerations

• We are all culture bound individuals. We all participate in multiple cultures: ethnic, national, professional, among others.

• We carry our culture with us at all times – and it has an impact on how we view and relate to people from our own and other cultures.

• Culture helps determine our behavior!
• Behavior and Values developed in one’s own culture appear “natural” or “logical” or the “right” thing to do.

• Behavior and values from other cultures can appear “wrong,” unnatural or abnormal!

• Remember, *the attitude is the father of the action!*
In practicing cultural humility, rather than learning to identify and respond to sets of culturally specific traits, the culturally competent provider develops and practices process of self-awareness and reflection.
Your Comfort Zone ➔ Where the magic happens
Let’s Get Pumped Up!!!!
Self-Awareness Exercise

• In your group, think about and discuss the first time you were aware of being “different” and what that was like for you.
Self-Awareness Exercise

• See handout “Self-Assessment: Valuing Diversity.”
When we have inflexible judgments of people based on prejudgments, we are using stereotypes.

Stereotypes distort reality – from both a positive and negative perspective. Not ALL people in a group are ever...whatever the stereotyped description is going to be. (Beckett, J, & Dungee-Anderson, D. 1995)
Cultural Humiliation?
Self-Reflection: *Unfiltered*

- Number a sheet a paper from 1-27
- Write out your immediate thoughts or feelings
- Allow yourself to respond unfiltered
Self-Awareness Question: Culture-Bound Professionals

Based on our professional (often Westernized) training, what are, potentially, some of our biases, assumptions and expectations we bring with us into our work with culturally diverse individuals?

Possibilities:

• An assumption of the universality of “normality” or “abnormality.”
• An emphasis on individualism or independence.
• An expectation of openness
• An expectation of self-disclosure
Cultural Humility & Competency: The Toolkit
Engagement: *From a Cultural Humility Perspective*

- Stance of informed curiosity
- Ask different questions
- Ask questions differently
The Cultural Formulation Interview

• See handout
Toward Multicultural Competency: Knowledge and Skills for the Toolkit

- **Know Yourself: Self-Awareness**
- Acknowledge cultural differences
- Know other Cultures – “other” awareness
- Identify and value differences (*DSM-5 Cultural Formulation Interview*)
- Identify and avoid Stereotypes – not always easy!
- Empathize with people from other cultures
- Adapt rather than adopt – make adjustments and compromise
- Acquire recovery skills
How Do I Master all this Knowledge?

Bottom Line?

Recognize the need to obtain this knowledge *throughout your career and take steps to gain it when it is essential and immediately applicable for your current work.*

Culturally sensitive practice “is manifested at the level of daily practice behavior...”
(Reamer, 1998)
A setting, situation and/or relationship where all differences are considered, identified, acknowledged, accepted, valued and respected so that strengths and skill-based effective contextual interactions are possible.
Thank You!


**Cultural Formulation Interview:**
[http://www.dsm5.org/Pages/Default.aspx](http://www.dsm5.org/Pages/Default.aspx)

**Video Cultural Humility (Edited):**
[https://www.youtube.com/watch?v=16dSeyLSOKw](https://www.youtube.com/watch?v=16dSeyLSOKw)

**Video What Kind of Asian Are You?**
[https://www.youtube.com/watch?v=DWynJkN5HbQ](https://www.youtube.com/watch?v=DWynJkN5HbQ)