

Healthy minds, healthy lives, healthy communities

# Mental Health Partners Expanding the JEDI Horizon with Cultural Humility

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Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

## CULTURAL HUMILITY

### GAINING CULTURAL KNOWLEDGE

*What are other cultures like, and what strengths do they have?*

### DEVELOPING CULTURAL SELF-AWARENESS

*What is my culture, and how does it influence the ways I view and interact with others?*

### HOLDING SYSTEMS ACCOUNTABLE

*How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?*

### UNDERSTANDING AND REDRESSING POWER IMBALANCES

*How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?*

## CULTURAL COMPETENCE



## Lifelong Learning and Critical Self-reflection Tools

- To Learn
  - Cultures and Identities
  - Privilege/Oppression (Ideological, Institutional, Interpersonal, Internal)
- To Do
  - Check biases and assumptions
  - Be mindful of affective responses
  - Open self to feedback and criticism
  - Change, shift, adapt, apologize



# Interaction Patterns (Suarez, 2018)

## Patterns of Domination

1. Tolerance: allow small doses of difference
2. Objectification: remove history from the interaction
3. Assimilation: incapable of seeing difference
4. Authority: rationality is hidden
5. Objectivity: ignores power-laden realities
6. Accumulation: quantity stands in for quality
7. Certainty: asserting one's reality as if there is no other

## Patterns of Resistance

1. Sign Reading: power to see signs of patterns of domination
2. Deconstruction: power to understand the relationships between the signs of patterns of domination
3. Reconstruction: power to use signs to tell a different, more mutual story