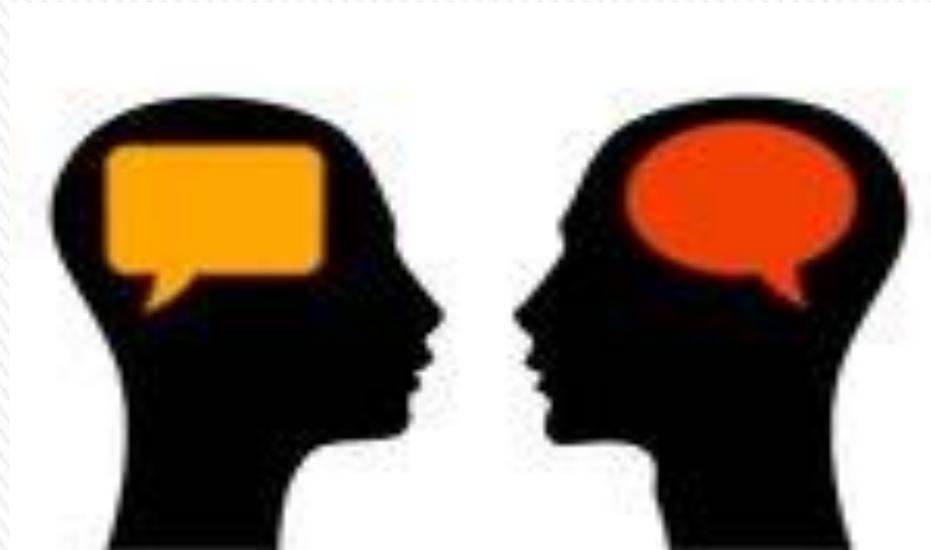




Cultural Humility: The Power of Engagement



Developed and Facilitated by:

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Defining Culture

Culture is ever changing and always being revised within the dynamic context of its enactment.

“Culture does not determine behavior, but rather affords group members a repertoire of ideas and possible actions, providing the framework through which they understand themselves, their environment, and their experiences.



Defining Culture

...Individuals choose between various cultural options, and in our multicultural society, many times choose widely between the option offered by a variety of cultural traditions.

It is not possible to predict the beliefs and behaviors of individuals based on their race, ethnicity or national origin.”

» ----- *Linda Hunt, Associate Professor of Anthropology at Michigan State University*



Defining Culture

*“The most important part of culture ...
Is that which is hidden and internal,
but which governs the behavior
encounter.”*

---- Hall 1976



Defining Culture

Consider the Fig Tree



**Fig trees blooms 3 seasons out of the year and
Requires personal Interaction.**



Defining Humility:

» **Tapeinophrosune**

(tap-i-nof-ros-oo'-nay)

"lowliness of mind" (tapeinos - under, and phren, "the mind"), is rendered "humility of mind" "lowliness of mind," "humbleness of mind," "humility."



Defining Humility:

- » Humility or humbleness is a quality of being courteously respectful of others. It is the opposite of aggressiveness, arrogance, boastfulness, and vanity.
- » Rather than, "Me first," humility allows us to say, "No, you first, my friend." Humility is the quality that lets us go more than halfway to meet the needs and demands of others.
- » A humble demeanor is not a denial of our worth as individuals. Rather, it is the tool that allows us, as much as possible, to be on good terms with others (all people).



Measuring Humility:



- » On the interpersonal level, humility involves a stance that is other-oriented rather than self-focused.
- » One main benefit of humility is that it appears to strengthen social bonds, especially in important relationships that may experience conflict, or where differences might threaten the security of the relationship
- » The team has begun to examine humility in several different types of relational contexts (e.g., married couples, therapist and client, supervisor and supervisee, church leader and church member). We briefly outline our model of relational humility



Measuring Humility:



- » First, *humility is most accurately judged when it is under strain.*
- » Second, *humility is easier to observe accurately in others than it is in oneself.*
- » Third, *humility strengthens social bonds. We call this the Social Bonds Hypothesis.*
- » Fourth, *humility might optimize the benefits of competitive traits by buffering the wear-and-tear they can have on relationships.*
- » Fifth, higher levels of humility may be related to better health outcomes.



Cultural Humility

- »is best defined not as a discrete end point but as a commitment and active engagement in a lifelong process that individuals enter into on an ongoing basis with patients, communities, colleagues, and with themselves.”



- » **Cultural Humility** is a lifelong process of self-reflection and self-critique.
- » Each individual is a complicated, multi-dimensional human being who can rightfully proclaim

***“My identity is rooted in my history...
and I get to say who I am.”***



Cultural Humility Requires:

- **Committing to a life long self-evaluation and critique**
- **Developing self-awareness and respect for differences**
- **Redressing power imbalances**
- **Developing mutually beneficial partnerships with communities**



Cultural Humility: Learning to See Twice

» How Are You?

(4 minutes 20 seconds Exercise)

» Respect – “I See You Twice”



Cultural Humility: Learning to See Twice

- » “... He regarded (*epiblepo*) the low estate of the handmaiden...”
---- Luke 1:48 (KJV)
- » “Let each of you look out (*skopeo*) not only for his own interests, but also for the interests of others.”
---- Philippians 2:4 (NKJV)



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