Cultural Humility

OLC Accelerate 2019
#culturallyhumbleolc

Dayra Fallad-Mendoza, MA
Doctoral Student Organization, Information and Learning Sciences
Center for Teaching and Learning - Program Specialist for Online Learning
University of New Mexico
For the next hour... I encourage you to be... you.
Activity
What We Do Not See

● When others look at you what do they see?
● What don’t they see? Why?
● What do you wish they’d see? Why?
● If others wanted to see the real you what do you need or want from them for that to happen?
Mindful Inquiry

“What I heard you say was…”
”Tell me more about what you meant by…”
“What about is important to you?”
“What’s familiar about..?”
“How did that affect you?”
“How does it affect you now?”

Activity adopted from StirFry Seminars & Consulting
In one word, what was it like to share with someone else about yourself in this way?
Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner... These biases both good and bad, are activated involuntarily without an individual being aware.

They cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age and appearance and develop over time.

http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/
Stereotypes

“The little pictures we carry around inside our heads”

-(Lippmann, 1922)
Microaggression

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.
Cultural Humility

Is the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”.

(Hook, Davis, Owen, Worthington & Utsey, 2013, pg. 2)
One of my many...

Culturally Humbling Moments
Lifelong learning and Critical Self Reflection

- We are complicated, multidimensional beings.
- We all have a history and our identity is rooted in it.
- My own biases and personal experiences were dictating the services I was creating for my students.

What stereotypes do you bring to your programs/courses?

To your work with others?
Culture

“A set of values, beliefs, and ways of thinking about the world that influences everyday behavior.”

(Zepeda, Gonzalez-Mena, Rothstein-Fisch, Trumbull, 2006, p.2)
Recognize & challenge power imbalances

- In my own privilege I was dictating to the students I was trying to serve who and what they should be.
- I decided change the curriculum, get help and balance the power.
- We created a values based time management module.
- We included activities that allowed them to make connections between their values, goals and how they chose to spend their time.

Institutional Accountability

- We are the institution.
- I am more aware and challenge my perceptions, those of my colleagues and institution when the voices of our students are not represented or heard.
- Being in the room does not mean representation.

“It is only when diverse perspectives are included, respected, and valued that we can start to get a full picture of the world, who we serve, what they need, and how to successfully meet people where they are.”

Brene Brown, Dare to Lead
Activity

In your tables answer the following questions:

1. What does a culturally humble educational setting look like?
   a. Paint it for us, give details.

2. How can we apply cultural humility in our work?
   a. What does lifelong learning and critical self reflection look like for you?
   b. How can you recognize and challenge power imbalances?
   c. What role can you play in having institutional accountability?

Please enter your group answers in the google doc.
Access to the google doc:

http://bit.ly/2XmCosS
In one word what does a culturally humble educational setting look like?
Suggested Resources/Readings

Books:

Identity and Agency in Cultural Worlds by Holland, et al.
Braving the Wilderness by Brene Brown
Leadership and self deception by The Arbinger Institute
The Anatomy of Peace by The Arbinger Institute
Suggested Resources/Readings

Articles:

Duntley-Matos, R. (2014). Transformative complicity and cultural humility: de-and re-constructing higher education mentorship for under-represented groups. *Qualitative sociology, 37*(4), 443-466


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Must submit evals using the OLC Conferences mobile app or website
Thank You

Dayra Fallad-Mendoza
dfallad@unm.edu
References

