

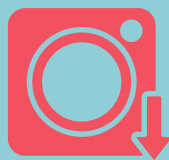
# Hello

Center for Cultural Humility

@berkeleychum |

humility@berkeley.edu

humilitycenter.com





# CENTER FOR CULTURAL HUMILITY

[WWW.HUMILITYCENTER.ORG](http://WWW.HUMILITYCENTER.ORG)

# WHAT'S THE CENTER FOR CULTURAL HUMILITY (CHUM)?



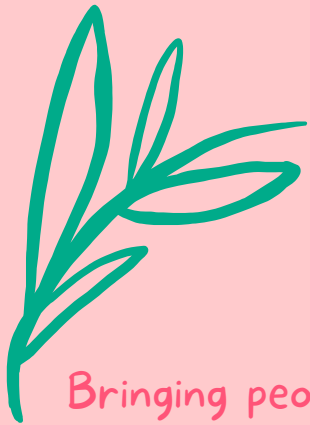
We are...

An interdisciplinary academic center passionate about embedding culturally responsive ideals into practice, policy, and research

We focus on...



Using evidence-based approaches to help people form better relationships with people "who aren't like them"



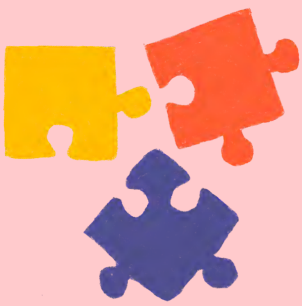
We also focus on...

Bringing people who are typically excluded from meaningful roles in social debate and decision-making into academic settings

Our vision is to...



Create impactful new paradigms for cultivating non-performative, sustainable Diversity, Equity, and Inclusion initiatives



Our team...

Consists of a diverse mix of researchers, students, and community members in New York State and beyond

We hope...



You find something inspiring and useful in your quest for professional and personal growth





Center for Cultural Humility

# Our Evidence-Based Trainings



## CULTURAL HUMILITY TRAINING

A training on generating self-awareness and approaches to enhancing cross-cultural relationships



## ANTI-RACISM TRAINING

A training focused on strategies for recognizing, combating, and undoing racist paradigms and behaviors



## TRAUMA-INFORMED CARE TRAINING

A training addressing techniques for developing a “trauma gaze” and reducing secondary traumatic stress



## EQUITABLE RESEARCH DESIGN TRAINING

A training on building equity into recruitment and engagement with culturally diverse study participants



## RESTORATIVE JUSTICE TRAINING

A training geared at imparting the skills necessary to engage in restorative approaches in mediating conflicts



## CITIZEN SCIENCE TRAINING

A training providing skills for identifying and mitigating environmental threats and advocating for structural solutions

P.S. We also offer “train the trainer” programs for each of the above trainings!



# CHUM'S TRAIN THE TRAINER PROGRAM

CHUM offers an evidence-based "train the trainer" (TTT) program for each of its six core trainings (cultural humility, trauma-informed care, restorative justice, anti-racism, citizen science, and equitable research design/Community-Based Participatory Research). Each TTT consists of 30 hours, broken into two segments. Segment 1, which lasts 10 hours, consists of two days of "didactic" lectures that focus on the core pedagogies, including theoretical foundations, key terms, as well as approaches + techniques for staging a vibrant and engaging CHUM training, recruiting trainees, thoughtfully interacting with trainees in the training, and developing a robust evaluation strategy. Segment 2 consists of 20 hours of virtual shadowing," where you sit in on one of our live, real-time Zoom trainings and help co-lead our trainees. Upon completion of the two segments, you will receive official accreditation from CHUM and ongoing tactical and technical support for your efforts.



# CHUM IS

## EVIDENCE-BASED AND GOAL-ORIENTED

We're committed to creating and disseminating best practices in cultural humility. All of our trainings are rigorously developed and evaluated with the goal of **improving trainees' mentalities and actions with people from different backgrounds.**

**AFTER OUR TRAININGS, 93%\* OF TRAINEES REPORT IMPROVEMENTS TOWARD PERSONAL CULTURAL HUMILITY IN TERMS OF THEIR...**

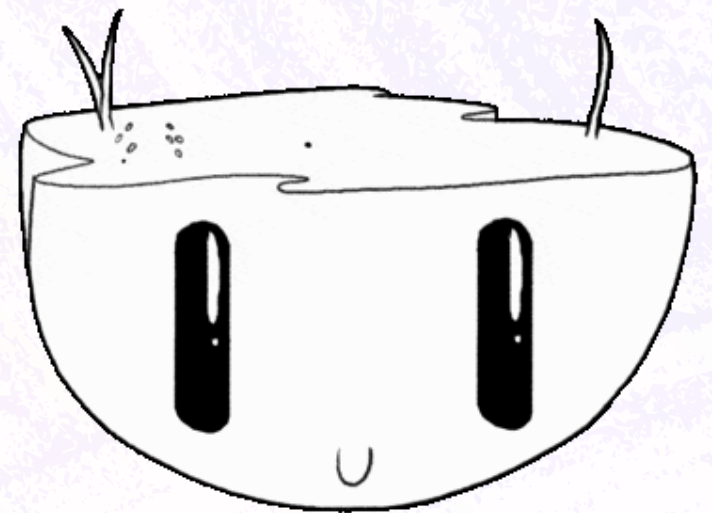
- Knowledge
- Interest
- Confidence
- Capacity

Learn more at [humilitycenter.com](https://humilitycenter.com)

\*As of 10/20/2022

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# CHUM ANCHORS



## 1-ON-1 CONSULTATIONS ON YOUR CULTURALLY DIFFICULT CASES

Our “Anchors” program, guided by trained CHUM staff, provides you with focused, confidential 30-minute consultations on navigating cultural differences, including challenges you may face in engaging diverse clients and staff.

[humilitycenter.com](https://humilitycenter.com)

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# CHUMMIES

Cultural humility is genuinely a lifetime practice, and we want our trainees to be fully immersed in the world of cultural humility well past the end of our trainings. With that in mind, we created CHUMMIES! CHUMMIES are our virtual therapeutic workgroups, held bi-weekly over Zoom with CHUM's global network of trainees and practitioners. During our structured two-hour CHUMMIES, we'll practice mindfulness as we discuss and navigate issues in cultural responsiveness and cultural exchange.



DE-STRESS WITH US



DIALOGUE WITH US



LEARN WITH US



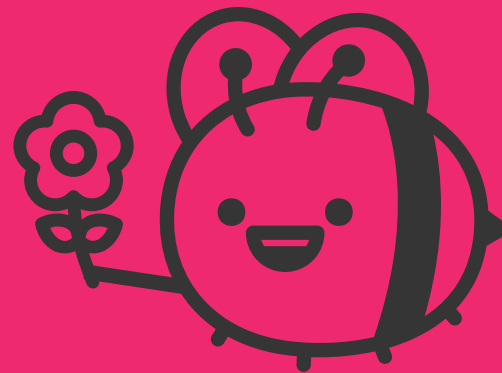
HEAL WITH US



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# WHAT TO EXPECT IN YOUR CHUM TRAINING

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## Self Reflections

As we cover core concepts, we'll invite you to meditate (figuratively ... or literally if that's your thing) and use a notepad or tablet to reflect on who you are and what you believe (and why), going as deep as you wish.

## Group Activities

We'll link you up with one or more people to discuss your feelings and experiences, in an effort to help you learn more about yourself and others.

## Case Studies

Against some artistic backdrops, we'll present a few tailored case studies related to cultural humility, giving you a chance to roleplay and flex your problem-solving muscles--and perhaps your acting muscles.

## Evaluation

On several occasions, we'll ask you to provide us with confidential feedback that will help you gauge where you're at and aid us in improving this training.

Learn more and sign up  
at [humilitycenter.com!](https://humilitycenter.com)

An underwater scene with coral and a yellow circle. The background is a deep blue ocean. In the foreground, there is a large, textured, light-colored rock or coral formation. To the right, there is a large, dark, branching coral structure. A bright yellow circle is positioned in the upper right quadrant of the image. The text 'CENTER FOR CULTURAL HUMILITY' is overlaid on the right side of the image in a bold, white, sans-serif font with a slight shadow effect.

# CENTER FOR CULTURAL HUMILITY

## OUR FLEXIBLE ANCHOR METHOD

CAN YOU DO SIX BACKFLIPS, BACK-TO-BACK? PROBABLY NOT. UNLESS YOU'RE A SEASONED GYMNAST, NO ONE WOULD EXPECT THAT. SO, WHY DO WE EXPECT PEOPLE TO KNOW HOW TO DO THINGS THAT AREN'T OTHERWISE OBVIOUS? CHUM'S FLEXIBLE ANCHOR METHOD (FAM) IS ALL ABOUT PRACTICALITY. THINGS LIKE SELF-AWARENESS AND EMPATHY ARE NOBLE ASPIRATIONS, BUT WE AREN'T OFTEN REALISTIC ABOUT WHAT IT TAKES TO HARVEST THESE STATES IN OURSELVES. OUR FAM APPROACH CENTERS EQUITY AS THE GOAL - BUT WHERE YOU START, OR WHERE YOU'RE AT (AT ANY GIVEN POINT), DOESN'T MATTER. IN TRYING TO USE THIS METHOD, WE REMAIN "ANCHORED" TO EQUITY WHILE ACKNOWLEDGING THAT WE'RE ALL COMING FROM DIFFERENT LEVELS OF AWARENESS AND READINESS.

give yourself



some humility

[www.humilitycenter.org](http://www.humilitycenter.org)

# WHAT'S CULTURAL HUMILITY?

Keepin' it short and sweet:  
Cultural humility is an  
evidence-based approach to  
improving human interactions.  
It tells us that everyone  
sees, experiences, and  
engages the world in  
different ways and that we  
need to affirm—not  
necessarily understand—these  
differences to generate  
better relationships.

“Cultural humility” is an  
expression that was coined by  
Melanie Tervalon and Jann  
Murray-Garcia, circa 1998,  
building off of concepts of  
“cultural competence” from  
Josepha Campinha-Bacote and  
Terry Cross a decade earlier.

# An especially brief rundown of how to do cultural humility

- 1 Be self-aware**  
Focus on who you are, why you are that way, and how others see you
- 2 Be trauma-informed**  
Consider the hard, disorienting experiences people have had and how this impacts their views and behaviors towards you and others
- 3 Be strengths-based**  
Reflect on the inherent strengths, skills, and abilities that ALL people have (irrespective of their weaknesses) and work to build upon them

# HOW DO YOU COME OFF?

## #humaction

Cultural humility is all about "self-awareness"... by that, we mean how you see yourself and how others see you. Here's our suggestion on how to do it: Once a month, challenge yourself by asking a different person from the groups below "how you come off" as far as your personality, approachability, or problem-solving skills. (Yes, it's a bit awkward, but it gets us to keep in mind how we're constantly impacting one another!)



A co-worker or colleague



A family member or friend



A stranger you've just had a conversation with

Cultural humility focuses us on the innate strength, skills, and abilities that we all have.

Unfortunately, we're often socialized to (only) see certain people's flaws and needs. This and our well-meaning use of terms like "disenfranchised" and "marginalized" can undermine our ability to see some people holistically and as capable.

Being strengths-based just means you thoughtfully consider everyone in terms of what they can do, as opposed to what they can't or don't, while affirming what they can do.

How to be it: Whenever you interact with someone, actively think about what "works in them." Also, ask them what kinds of things they value in themselves. And when working with or engaging with them, be oriented towards building upon their strengths (not just fixing what's "wrong")!

*#humaction*

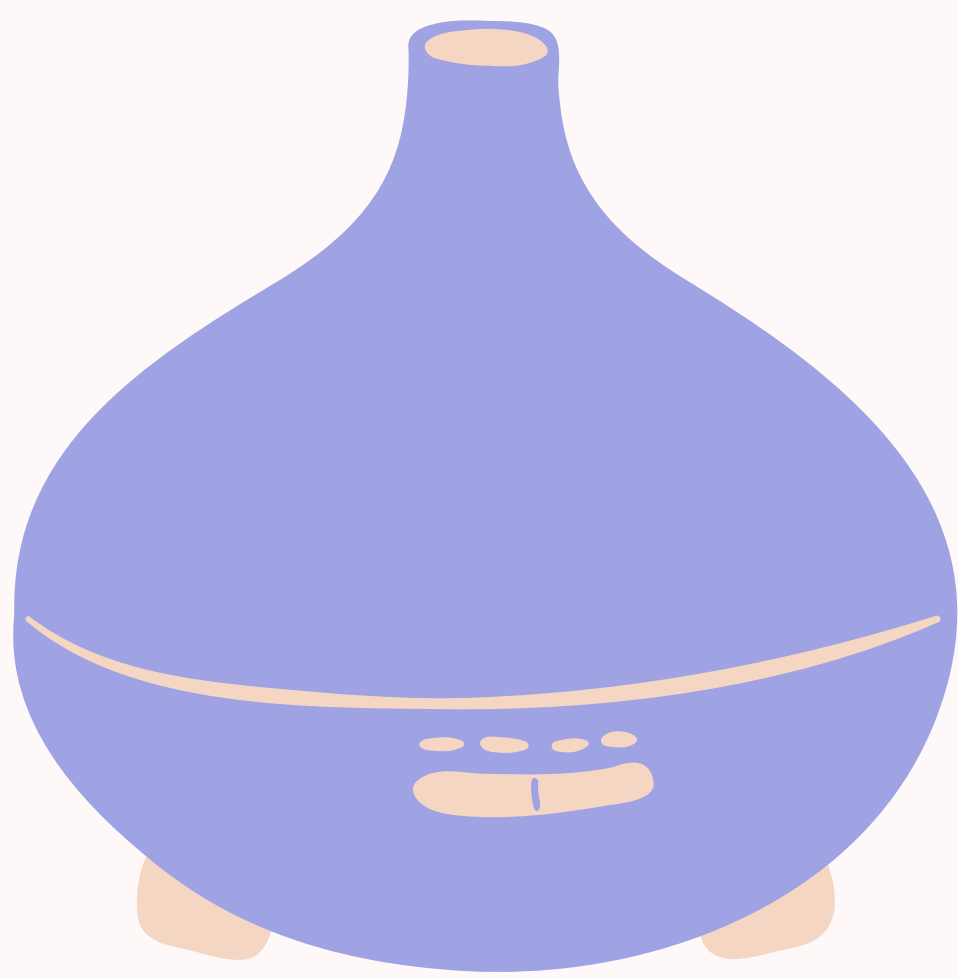


**being**

**strengths-based**

# CHUM'S CULTURAL HUMILITY

## #MANTRAS



**"I SEE THIS  
PERSON."**

**"I RECOGNIZE THIS  
PERSON IS DIFFERENT  
FROM ME."**

**"I ACKNOWLEDGE THAT CERTAIN  
EXPERIENCES/EXPOSURES HAVE  
MADE THIS PERSON DIFFERENT  
FROM ME."**

**"I CAN IMPROVE MY ABILITY TO  
ENGAGE THIS PERSON BY  
SEEKING TO IDENTIFY AND  
ACKNOWLEDGE THEIR NEEDS AND  
STRENGTHS."**

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# Cultural Humility Myths and Facts



## MYTHS

It's possible to be competent in and understand another person's culture

Cultural humility is about being "woke" and saying and doing all the right things when it comes to culture

Cultural humility is about changing my values and standards

Our positive and negative feelings about people are most centrally connected to things like their race, gender, etc.

You need to relate to people to have good relationships with them

## FACTS

The best that we can do is be aware *and* affirm that people have different ways of thinking and being (and know this thinking/being is for **very specific** reasons).

Cultural humility is a grand acknowledgment of our *imperfections*, where we make an earnest effort to make people feel better (which actually makes us feel better!).

Cultural humility just asks you to consider what you say and do (and why), and to weigh the potential benefits of changing.

We first form opinions of what people are "likely" to think and do... and *then* we tend to associate this to their particular race, gender, etc.

You can have good relationships with people by simply acknowledging there are particular reasons why they are the way that they are.

# A N T I R A C I S M



It's great talking about how bad systemic racism and institutional racism are.



But, after that, let's make sure we talk about what to actually do about them!

Anti-racism says that it's not enough to simply not be racist - you need to fight against it. The problem is, we're often not very thoughtful or practical in how we discuss racism or how to be anti-racist. We're just preachy.

**CHUM's anti-racism training focuses on practical, non-judgmental approaches to adopting and sustaining a deep anti-racist pedigree in individuals and organizations**

SIGN-UP AT  
[HUMILITYCENTER.COM](https://humilitycenter.com)



# RESTORATIVE JUSTICE IS ABOUT...

Listening and healing through deliberate acts of self-reflection, engagement, and goal-setting

Understanding that conflict is inevitable, but that feelings of resentment and vulnerability are not

## CHUM's Training Focuses On...

1

Creating Space.

2

Active Listening.

3

Fostering Accountability.

Learn more @ [www.humilitycenter.com](http://www.humilitycenter.com)



# EQUITABLE RESEARCH DESIGN

COMMUNITY-BASED

PARTICIPATORY RESEARCH

TRAINING

The depth and persistence of disparities--in the realm of education, health, economic opportunity, and beyond--calls for more precise and intuitive research. Equitable research design, also known as Community-Based Participatory Research (CBPR), refers to research that is directly oriented around the needs and expectations of those being researched, namely those coming from minoritized and "hidden" backgrounds. Historically, research conducted with these populations has not only failed to induce substantive improvements in participants' outcomes or quality of life, it has been disenfranchising and helped foment distrust and disengagement, thereby directly maintaining disparities.



CHUM's equitable research design/CBPR training is designed for researchers (and budding researchers!) who are looking for evidence-based ways of generating purposeful, ethical, and equitable research that has a high degree of fidelity with marginalized communities and elevated translational potential. The training has two foci, beginning with a robust concentration on recruitment, retention, and engagement approaches in quantitative and qualitative research. Parallel to this, the training provides trainees with the socioemotional assets needed to do collaborative, generative research.



WHAT DOES TRAUMA DO TO US? People who experience trauma are more likely to become socially isolated and to have feelings of anger and fear. That means they may have big difficulties connecting with and maintaining relationships. Cultural humility can play a big role in bridging these gaps.

WHAT IS TRAUMA? Trauma is a recurring sense of vulnerability and alarm that results from an individual's exposure to a highly stressful and disempowering experience, such as exposures to violence and harassment often connected to their race, gender, nationality, class, and/or sexual orientation.

BEING  
TRAUMA-INFORMED

A TRAUMA-INFORMED,  
CULTURALLY HUMBLE  
PERSON...

...IS aware of and alert to trauma signs (e.g, intense distrust, angry outbursts, being easily startled, etc.).

...IS mindful of how trauma can negatively impact how people deal with them (and really tries to accept that it's not, strictly speaking, about them).

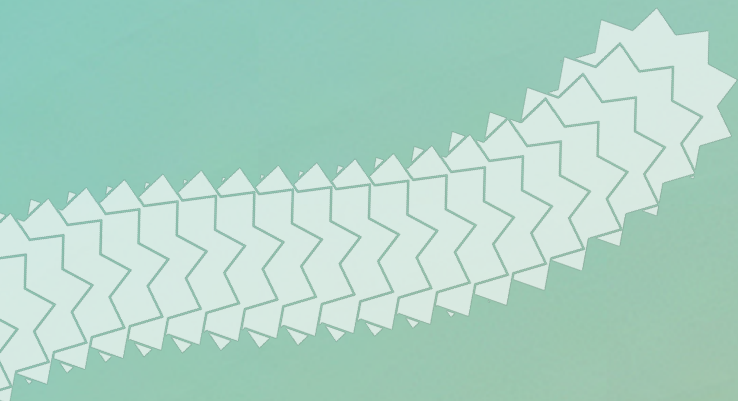
...PROVIDES support as they can and as is desired.

# citizen science



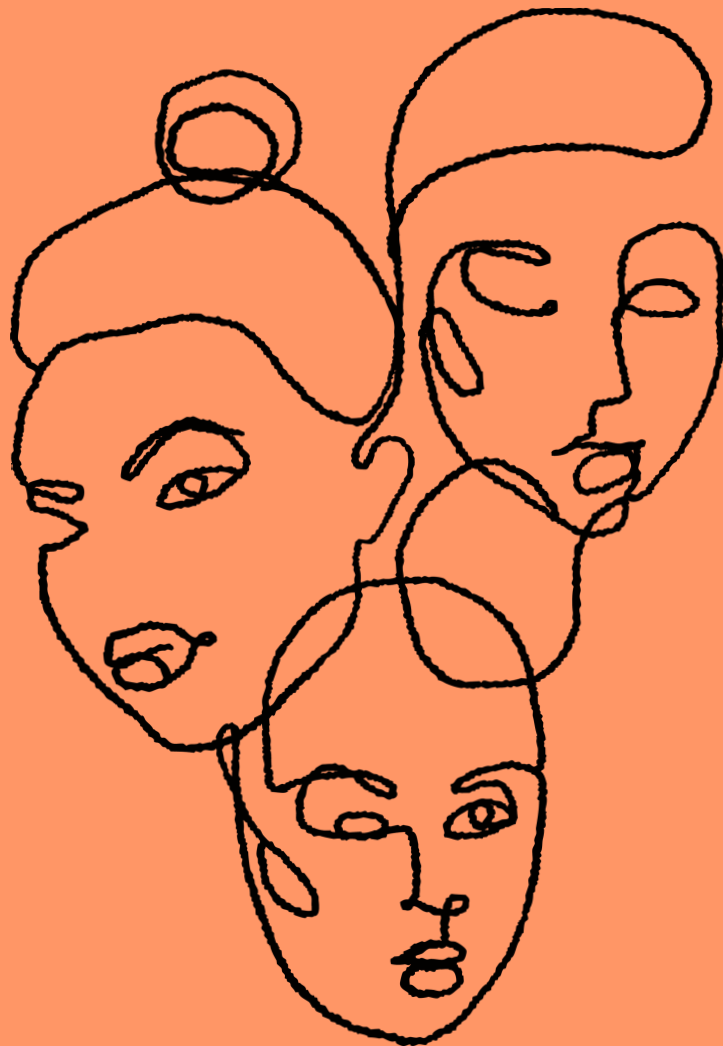
Citizen science, perhaps better known as community science, speaks to the practice of developing and deepening knowledge and capacity among community members to address local and residential concerns. As opposed to “top-down” approaches that stress a need for intervention from government and institutions, citizen science centers communities as the primary force in determining risks and marshaling the resources necessary to both prevent and mitigate these risks. CHUM’s citizen science training is oriented around helping individuals in communities better understand the various hazards that are or may impact their communities, such as air, water, and soil contamination, and provides them with the knowledge and tools to address those risks. Going a step further, CHUM’s training provides trainees with information and tools to support advocacy and activism among policymakers and other stakeholders.





“ *Would you make a small change in what you typically do or say if you knew it would make someone feel better?* ”

**CHUM's "Feeling Good" principle says that most would change how they approach a situation or speak about things if they knew it would bring happiness or comfort to someone (even if just in the moment).**



**Cultural  
humility is...**



HAVE YOU  
FILLED  
IN

YOUR BLANK YET?

