

PRI and Cultural Humility

Through our Cultural Humility Workshops, we provide a framework to improve cross-cultural understanding and encourage healthy interactions. Our workshops on race and inclusion provide a combination of engaging presentation, frank, open discussion, and concrete skills building and application. We want to open eyes, inspire, get folks talking and thinking, as well as applying new lessons, ideas and insights. Always, the goal is to think in new ways, build bridges and grow stronger in a racially diverse world.

The Presenters / Facilitators:

- A’Jamal Byndon is Douglas County Disproportionate Minority Contact and Compliance Coordinator. He has taught diversity and multicultural courses for 25 years at Nebraska Methodist College, Metro Community College and UNO, and was one of the seven founding members of the original Omaha Table Talk.
- Karen Abrams, MPH, is a public health and strategic planning consultant. As Acting Executive Director of Policy Research & Innovation (PRI), a local nonprofit, she helps foster partnerships, craft research-based policy and analysis, and create opportunities for civic and community engagement.

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About Policy Research & Innovation (PRI): *PRI is a catalyst for change!* We conduct research, promote policies and unite diverse communities to create the kinds of places we all want to live in. www.prineb.org

PRI’s ADVANCED CULTURAL HUMILITY WORKSHOPS

(1) **Advanced Cultural Humility: Dismantling Structural Racism:** This 3-hour workshop will help participants learn how to identify and implement the steps necessary to incorporate a cultural humility lens within an organizational or institutional context. This workshop will provide opportunities for individual reflection, small-group and large-group exploration.

Learning Objectives:

- *Terminology:* Understand and define racialization, structural racism, racial equity, systems framework, dominant world view, white privilege and white supremacy.
- *Reflection & Analysis:* Learn how to use a systems analysis to understand the structural inequalities that underlie racial disparities and impede people of color.
- *Skills-Building:* Develop the skills to be discerning observers of the individual and institutional behaviors that promote white supremacy. Learn strategies to help dismantle structural racism by counteracting the mechanisms that undermine racial inclusion and participation.

(PRI's ADVANCED CULTURAL HUMILITY WORKSHOPS, contd.)

(2) **Wading into Whiteness:** This 3-hour workshop will get participants thinking deeply about what it means to be white in a racially diverse world. We will examine the connections between white identity and white supremacy, and learn how overcoming white supremacy is essential to achieving racial equity and justice. This workshop will provide opportunities for individual reflection, small-group and large-group exploration.

Learning Objectives:

- *Terminology:* Understand and define whiteness, dominant culture, white supremacy, white privilege, individualism, racial stress, race equity and racial justice.
- *Reflection & Analysis:* Analyze and critique the morality of white supremacy versus racial equity. Learn strategies to combat white supremacy and achieve racial justice.
- *Looking Ahead:* Identify opportunities and establish benchmarks to measure effective engagement with others from different racial worldviews. Map out steps to begin working towards racial justice as individuals and within organizations.

(3) **Advanced Interpersonal Skills in Cultural Humility:** This 3-hour workshop will help participants understand the multiple dimensions of racial power and the complex dynamics behind racial prejudice and structural racism; the personal and societal costs and benefits of racism; and how to develop the interpersonal skills needed to engage in constructive race-related dialog. This workshop will provide opportunities for individual reflection, small-group and large-group exploration.

Learning Objectives:

- *Terminology:* Understand and define power, privilege, racism, white fragility and cultural humility.
- *Self-Reflection & Identity:* Characterize personal world view including any cultural biases and/or blind spots. Assess the ways in which power and privilege shape interactions.
- *Skills-Building:* Expand racial intelligence and develop the skills necessary to engage in rewarding inter-racial conversations. Practice cultural humility techniques for appropriate interracial interactions including power analysis, active listening, reflecting, reserving judgement, constructive inquiry and productive conflict.