



Cultural Humility

Paradigm Shift

Cultural humility is a new way to think about an old idea. That old idea is about how to improve communication and understanding in a diverse world.

Cultural humility constitutes a paradigm shift in the way we engage in cultural learning. We can use cultural humility to help ensure that we understand fully all of those whom we seek to work with and for. And, we can use cultural humility to ensure a truly inclusive conversation about the issues we hold dearest.

When we include racially diverse community members in our activities, we expand our circles of influence and the conversation changes. That, in turn, builds a strong foundation of good will, social cohesion and harmony among diverse people that can ultimately strengthen our community.

Building Bridges

There are many questions that we need to ask ourselves if we want real change and truly healthy communities. We must first start by asking: How can we build bridges so that more people can learn about cultural

issues in both their personal and professional lives? Cultural humility can help us build those bridges.

Cultural humility is an approach that opens up opportunities for ourselves and our community because it requires us to honestly



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explore the complexity of culture, racial bias and prejudice. Cultural humility moves beyond “competence.” It is arrogant and counter-productive to assume we can ever know everything we need to know about others.

Self-Evaluation

Self-evaluation is key to cultural humility. This self-evaluation includes:

1. Examining our own multicultural backgrounds;
2. Acknowledging the existence of inherent power and privilege that result in power imbalances that affect how we interact with others, and how they interact with us;
3. Exploring and understanding the factors contributing to bias, unequal treatment, prejudice, and both individual and institutional racism;
4. Interrupting our own unintentional and intentional discriminatory practices.

A New Way

Cultural humility embraces a new way of learning based on a lifetime commitment to being open to others by consciously listening to others.

Feedback from Cultural Humility workshop participants:

“Inspirational”

“It’s about time we talk about these issues”

“It truly was an ‘a-ha’ moment of my personal view of white culture”

“Frank, open discussion”

“Strong dialog”

“Awakened to my point of view”

“Great presenters”

“Wonderfully engaging”

Clients Include: NE Department of Education; Douglas County Health Department; Metropolitan Community College; Big Brothers Big Sisters; Legal Aid of Nebraska; Partnership 4 Kids; Salvation Army

PRI's Cultural Humility Workshops

Our workshops provide opportunities for individual reflection, small-group and large-group exploration, analysis and skills-building. All of our workshops can be adapted as needed, and run from three hours to all day. We provide both introductory and advanced workshops, as well long-term strategic planning for race equity. Find general workshop descriptions, below:

Intro to Cultural Humility

An introduction to the concept of cultural humility.

- Moving beyond "competence"
- Understanding cultural humility
- Overcoming challenges:
 - Implicit bias
 - Institutional racism
- Awareness to action planning



Intro to White Fragility

An in-depth conversation about race issues, and why this topic can be so touchy in our society.

- Power & privilege
- Race disparities
- White fragility
- "Color of Fear"
- A healthier path



Dismantling Structural Racism

An advanced course in identifying and implementing the steps necessary to incorporate a cultural humility lens and race equity perspective within an organizational or institutional context.

- A history of power & wealth
- White supremacy & white privilege
- Race equity
- Barriers to racial justice
- Levers for action

Wading into Whiteness

An advanced course to get participants thinking deeply about what it means to be white in a racially diverse world.

- Analyzing white identity
- Critiquing white supremacy
- Understanding race equity & racial justice
- Opportunities for effective engagement

Applying Skills to Build Bridges

Developing the interpersonal skills needed to engage in constructive race-related dialog.

- Dimensions of racial power
- Dynamics of racial prejudice & structural racism
- Personal & societal costs and benefits of racism
- Expanding racial intelligence
- Developing practical skills for appropriate inter-racial conversations



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***Policy Research & Innovation
makes change happen!***

We apply a race and class equity lens to promote change and unite diverse communities through policy, facilitation, and community engagement.

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