

Cultivating Cultural Humility: The Experience of Family Engagement

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What inspires you?

When you think about the work you do with young children and their families what inspires you?



A View of Our Time Together

- Welcome to the Experience!
- Introductions, Agenda, and Outcomes
- An Invitation to Share: Life Artifacts
- The Significance of Culture
- Definition of Terms
- Culturally Responsive Practices
- Closing Thoughts and Reflections
- Evaluation



Learning Objectives

- **Foster** co-learning and mutual capacity building as a professional learning community to strengthen care and services to infants, toddlers, and their families
- **Explore** the definitions of cultural humility and cultural competence through reflection and interaction
- **Invite** participants to critically examine their beliefs, information, and biases to deepen their understanding of themselves as cultural beings
- **Nurture** the ability of home visitors and supervisors in growing their understanding of culturally responsive practices
- **Infuse** strategies and materials to help participants responsively serve infants, toddlers and their families in the context of their home settings

Linking the PITC Home Visiting Institute Sessions to Head Start Program Performance Standards

Performance Standards, title 45, Code of Federal Regulation

- 1304.40(a)(5) Meetings and interactions with families must be respectful of each family's diversity and cultural and ethnic background.

“Expectations”
What would you like to discover?





Framing the Dialogue through the Experience

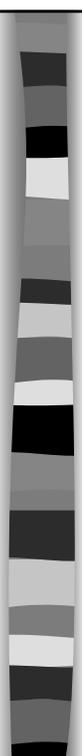




On Caring

by Milton Mayeroff

To care for another person
I must be able to understand them and their world,
as if I were inside it.
I must be able to see, as it were, with their eyes
what their world is like to them and
how they see themselves.
I must be able to be with them in their world,
going into their world in order to sense from inside
what life is like for them,
what they are striving to be
and what they require to grow.



Life Artifacts

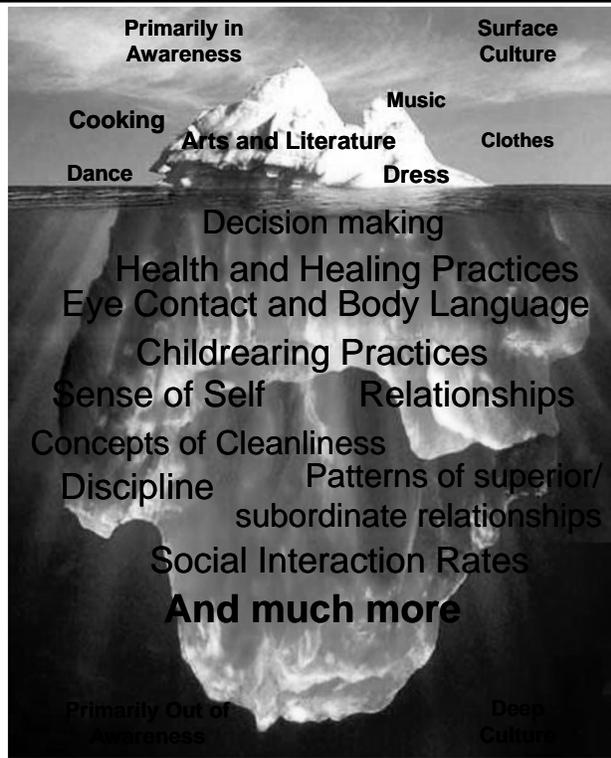
Reflect for a moment....
If you could choose 1 or 2 “things” from your
home that represent something you cherish,
what would those “things” be?
In what ways do they represent you?
And in what ways could they contribute to our
understanding about family and culture?

Find a partner and share

Inspired by Libriti Greene

Iceberg Concept of Culture

Weaver (1986)



Wisdom begins with the
definition of terms
-Socrates



Definition of Terms

- Bias
- Culture
- Cultural Competence
- Cultural Empowerment
- Culturally Responsive Care
- Dominant Group
- Ethnicity
- Ethnocentrism
- Equity
- Prejudice
- Privilege
- Race
- Social Identities
- Social Inequity



What Is Culture?

Identify three things you know and one thing you are curious about.

What Is Culture?

- Culture is reflected in behavior
- Culture evolves and changes over time
- Identity is vitally tied to culture
- Early childhood educators, including home visitors, are transmitters of culture
- The early childhood education field must move toward a culturally inclusive perspective. Culture is a fundamental determinant of child-rearing beliefs and practices.

- See Appendix A for notes.

Reaching for Answers: A Workbook on Diversity in Early Childhood Education. BANDTEC

Cultural Considerations:

- Ethnicity
- Race
- Country of Origin
- Gender
- Age
- Socio-economic Status
- Primary Language
- English Proficiency
- Power Imbalances
- Spirituality / Religion
- Literacy Level
- Sexual Orientation
- Employment
- Geographic Location
- Physical Ability/Limitations
- Immigration Status
- Criminal Justice Involvement
- Political Climate

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Defining Cultural Humility: A Multidimensional Concept

- **Life long** learning and critical **self-reflection**
- **Recognize** and mitigate power **imbalances**
- Model the principles of **relationship-based care**

Adapted from Tervalon, Melanie Tervalon & Jann Murray-Gracia



Continuing the Dialogue on Cultural Humility

- It means being a student of the family and the community — not an expert
- Respectful, curious inquiry
- Way to establish authentic conversations and relationships
- It means admitting what you don't know, and seeking to learn what you need to
- It means learning the fine art of negotiation, and the finer art of putting what we think is best in the background, focusing instead on what the person or community thinks is best

Adapted from Tervalon, Melanie Tervalon & Jann Murray-Gracia



**What is the difference between
cultural humility and
cultural competence?**

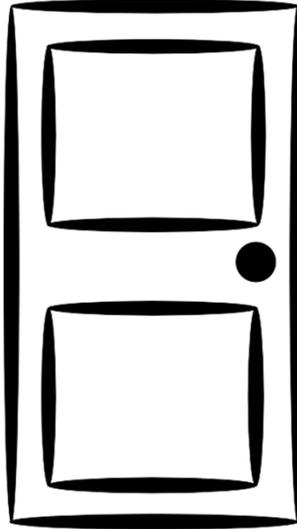


“An Invitation of The Heart”

A life long process that individuals consciously enter into with families, colleagues, friends and themselves.

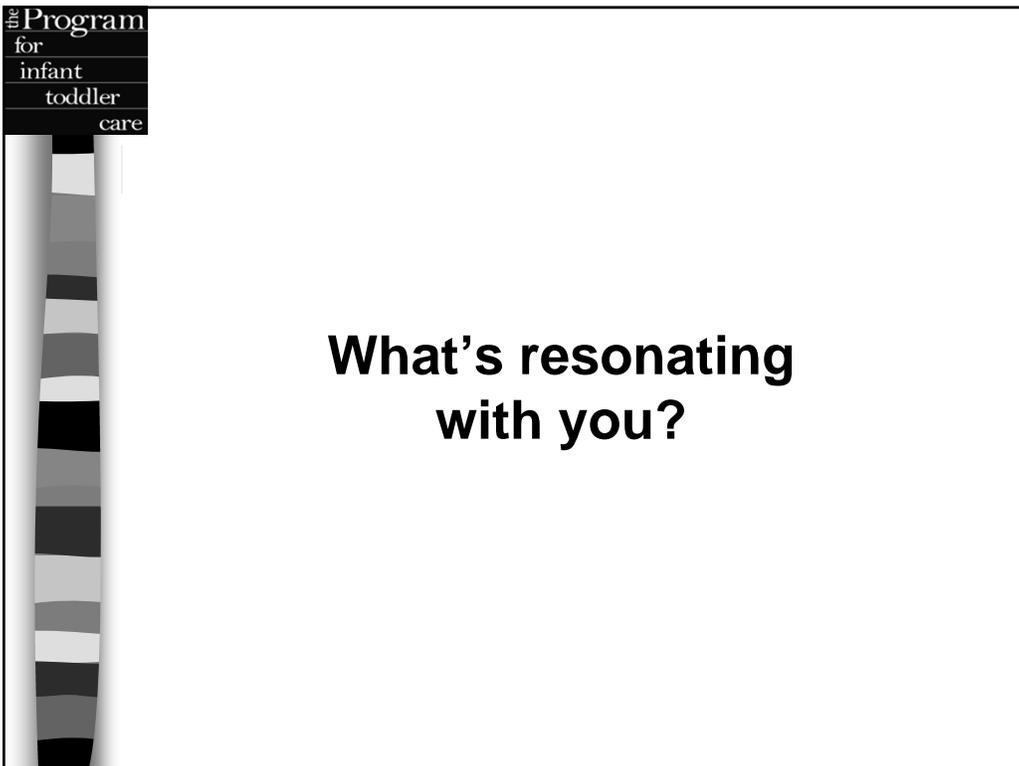
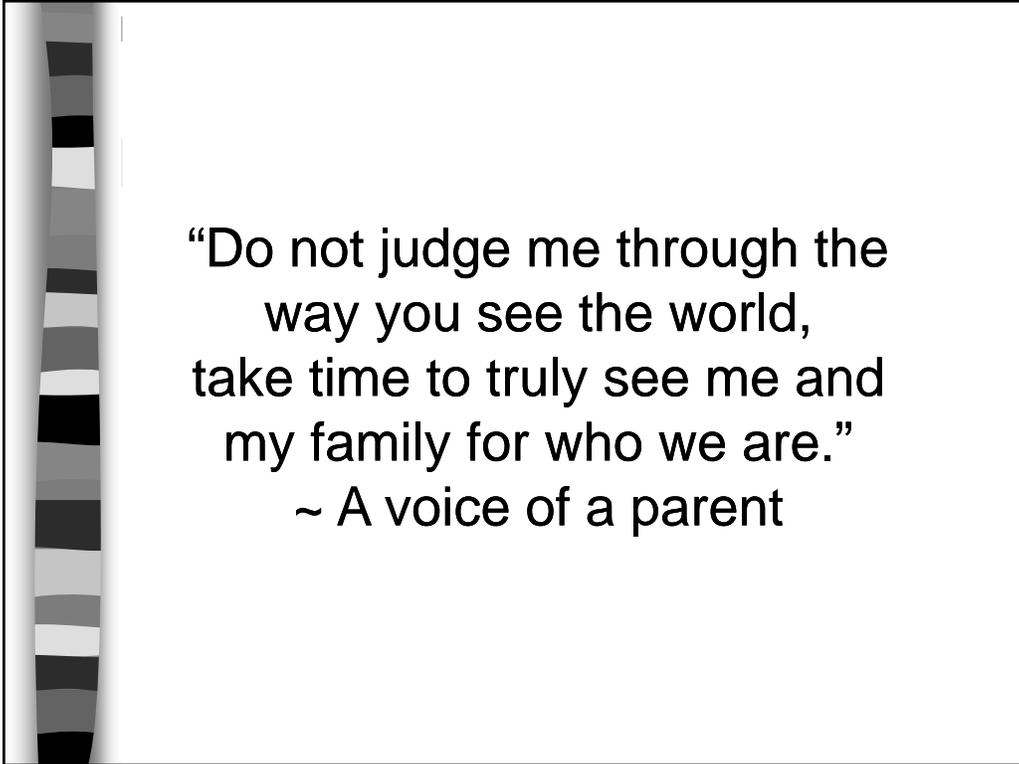
A Knock on the Door...

An introduction to the child's "life space"



What is Family Life?

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Culturally Responsive Care and Identity Formation

- Culture is the fundamental building block of identity
- Through cultural learning children gain a feeling of belonging, a sense of personal history, and security in knowing who they are and where they come from

Adapted from J. Ronald Lally, (1995) "The Impact of Child Care Policies and Practices on Infant/Toddler Identity Formation."

Childhood Conditioning

1. No human being is born with racist, sexist and other oppressive attitudes.
2. As children, we received messages both overt and subtle that conditioned us to think about people different from ourselves in stereotypical ways.
3. The messages were not necessarily intentional.
4. We got those messages family, friends, from the society-at-large – from TV, from textbooks...
5. Our responses to stereotypes affected how we saw people, felt about them and automatically responded to them.
6. It is possible to get off of automatic, become aware of our reactions and make choices about how to respond.



Adapted from Project Craft, California State University, Northridge.



The Givens of Culture

- We all have biases and prejudices and discussing them is risky.
- Not every conflict involving people who are different is caused by a cultural problem.
- In every culture, people respond to respect and disrespect.
- Cultural conflict does not disappear because we decide to ignore it.
- Improving intercultural relationships and valuing diversity require patience, tolerance for ambiguity, flexibility, humility, an open mind, and a sense of humor.

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Cultural Self-Awareness

- See Handout



Self-Awareness

- Everyone has culture, and all cultures have built-in biases.
- Often people are not aware of the ways in which their culture influences their behavior and interactions with others.
- This may be even truer of Anglo-Europeans who are part of the mainstream dominant U.S. culture because Anglo-Europeans have predominated in the United States, and their culture norms have shaped the norms of American society more than any other single group.

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Self-Awareness

- Home Visitor's own cultural beliefs may affect the manner in which they interact with families.
- Home Visitors therefore need to examine their own firmly held beliefs about families and children and how they play out in relation to the beliefs and practices of their culturally diverse families.
- This means examining one's own cultural lens and cultural filters through which one views others, especially those who are different in any way.

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Key Practice Issues

- Understand how race, language, class, and culture have impacted your development and beliefs and also your way of interacting with families.
- Understand how poverty affects family dynamics and functioning.
- Affirm each family's cultural identity.
- Help families negotiate aspects of the dominant culture they need for survival.

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Basic Knowledge about the Family's Culture

This includes:

1. Knowledge of the other group's religious/spiritual orientations and views of metaphysical harmony;
2. Cultural views of children;
3. Cultural style of communication – whether information is transmitted primarily through spoken words or through the context of the situation, the relationship, and physical cues;

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Basic Knowledge about the Family's Culture, cont.

4. Culturally prescribed and proscribed behaviors in formal and informal relationships;
5. Family structure and roles; child-rearing practices including nurturing, meeting physical and psychosocial needs, methods of discipline (including use of corporal punishment);

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Basic Knowledge about the Family's Culture, cont.

6. Norms of interdependency, mutuality, and obligation within families, and kinship networks;
7. Health and healing practices, and;
8. Views of change and intervention.

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Developing the Ability to Adapt Practice Skills to the Family's Cultural Context

- One of the most crucial skills for culturally competent practice is the ability to engage a culturally different family in an accepting, genuine, non-offensive manner.
- This requires the skill of cross-cultural communication, that is, being able to communicate with the families even when the styles of communication are different.

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Developing the Ability to Adapt Practice Skills to the Family's Cultural Context, cont.

- Different languages and different meanings attached to particular words and gestures pose their own unique difficulties.
- When the home visitor and the client come from cultures with different communication styles or languages, the risk of misunderstanding is very high.
- The onus is upon the home visitor to understand the client's messages, however they are communicated, and to respond in a way that will foster client's trust.

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Communication Effectiveness is Improved When the Home Visitor:

- Respects individuals from other cultures,
- Makes continued and sincere attempts to understand the world from others point of view,
- Is open to new learning,
- Is flexible,
- Has a sense of humor,
- Tolerates ambiguity well, and
- Approaches others with a desire to learn.

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Reflective Practice

- Think about

- Act upon

What are you thinking about in this moment so far and what do you want to act upon as a result of your thinking?

**Change is the end result of
all true learning.**

Leo Buscaglia



Thank you for sharing your
passion, expertise and
commitment!

Best wishes and
great outcomes!