

SPRING 2024 ISSUE

## Cultural Competency Workshop

### Culturally Sensitive Approach to Building Trust and Belonging

**Facilitator:** Kelli Houston, Chief Equity Officer, Community Health Plans of Washington

**Date:** Thursday, May 30 from 11:30 a.m. - 1 p.m.



#### WORKSHOP OBJECTIVES:

- **Reflect on one's cultural lens.** Participants have the opportunity to reflect on their group memberships that may be based on race, ethnicity, social class, and/or gender. Participants will gain understanding of how their life experiences and those group memberships may create biases that can influence their interactions with students, families, and colleagues.
- **Developing and practicing cultural responsiveness with humility.** This session will draw on participant's cultures and life experiences and how cultural biases, stereotypes, and the stress of culture may exist.
- **Develop a Culture of Respectful Communication in the Workplace** that promotes respect for differences through modeling how we should respect one another and embrace fellow classmate's social, gender, cultural, and linguistic differences.

#### ABOUT THE FACILITATOR

[Kelli Houston](#) brings over 18 years of DEI Leadership experience across the health and human sector with emphasis on health and racial equity and ensuring that culturally diverse communities live healthier lives and receive the care they need and deserve.

## Cultural competence versus cultural humility



Written by: Biostatistics EDI TA [Dhruv Mehta](#)

The value and understanding of the term diversity have evolved and progressed over the past several decades. Diversity has been increasingly recognized as an area of emphasis or core value in health care through leading organizations such as the Institute of Medicine (2010) and the National League for Nursing (2013). To address the increasing diversity in a globally connected society, there has been a movement to use the terms cultural sensitivity and cultural competency in embracing cultural humility. Cultural humility has been endorsed as more profound and politically correct than cultural competency, but this shift begs the question, "What is cultural humility?"

Rooted in a lifelong commitment to self-evaluation and critique, cultural humility transcends mere competence. It embodies openness, self-awareness, and a willingness to discard ego in favor of supportive interactions. A continual self-reflection and learning process is essential in today's interconnected world. Cultural humility recognizes the antecedents of diversity and power imbalances, understanding that mutual empowerment and respect are its consequences. It fosters partnerships and optimal care, enriching healthcare and beyond.

Illustrated through a model case, we see cultural humility in action—nurses and physicians navigating hierarchies with mutual respect, empowering each other for optimal patient care. Conversely, in a contrary case, a lack of cultural humility leads to disempowerment and missed partnership opportunities.

In essence, cultural humility is not just a buzzword but a transformative approach to embracing diversity, fostering respect, and enriching interactions. It is about recognizing differences, navigating power dynamics, and continually striving for mutual understanding—a journey toward inclusive excellence.

#### References:

Foronda, C., Baptiste, D.-L., Reinholdt, M. M., & Ousman, K. (2016). Cultural Humility: A Concept Analysis. *Journal of Transcultural Nursing*, 27(3), 210–217. <https://doi.org/10.1177/1043659615592677>

Danso, R. (2018). Cultural competence and cultural humility: A critical reflection on key cultural diversity concepts. *Journal of Social Work*, 18(4), 410-430.

Campinha-Bacote, J. (2002). The process of cultural competence in the delivery of healthcare services: A model of care. *Journal of transcultural nursing*, 13(3), 181-184.

## Community Spotlight



[Andrea Rotnitzky](#)  
Professor



[Deb Nelson](#)  
Communications &  
Events Manager



[Yueqi Xu](#)  
PhD student

## Winter Newsletter Follow-up

### 'Where are you sitting' survey report in response to climate survey

In January 2024, the Equity, Diversity, and Inclusion (EDI) Committee within the UW Biostatistics department sent a survey to current students to investigate workplace selection on the department floor. Interest in seating followed a comment from the 2023 Climate Survey describing an observed racial divide on the floor within the Hans Rosling Center (HRC). Domestic, white students were described as the main occupants of the north end, with open-space seating and desks; and international students of color as more prevalent in the south end, designated for quiet, independent work. [See survey findings \(PDF\)](#)

### Mental Health and Wellness Resources

The EDI Mental Health and Wellness Resources list is intended to help department members navigate a complex network of support services and understand how to best take advantage of the abundant resources around Seattle (both locally on campus and beyond the campus boundaries) to help address mental health **issues** of all shapes and sizes.

The resource list is scheduled to be released by the end of **Spring** quarter and updated before the start of Autumn quarter. Bookmark the [resources web page](#) for status updates.

## Upcoming Events

- May 30, 2024 - [Cultural Competency Workshop: Culturally Sensitive Approach to Building Trust and Belonging](#)
- July 23-24, 2024 - [Antiracist Leadership Institute](#), Power, Privilege, and (Becoming) an Antiracist Leader

## CONTACT THE EDI COMMITTEE

Your input is invaluable and it is extremely important that our committee represents the voices in our department. To provide input or learn more about upcoming events and meetings, send an email to the EDI co-chairs at [biostgp@uw.edu](mailto:biostgp@uw.edu).

[UW HOME](#)[BIostatISTICS](#)[COMMITTEE INFO](#)

#### EDI Newsletter Archives

<https://biostat.washington.edu/about/diversity/edi>



[CONTACT US](#) | [PRIVACY](#) | [TERMS](#)

© 2023 UW Department of Biostatistics EDI Committee

This email was sent to [bstatweb@uw.edu](mailto:bstatweb@uw.edu)  
[Unsubscribe or change your email preferences](#)