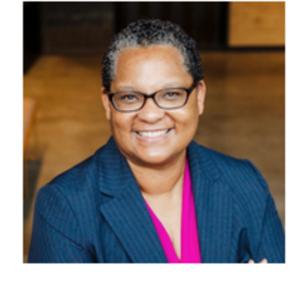
SPRING 2024 ISSUE

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.



• Reflect on one's cultural lens. Participants have the opportunity to reflect on

WORKSHOP OBJECTIVES:

- 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



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

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.

Foronda, C., Baptiste, D.-L., Reinholdt, M. M., & Ousman, K. (2016). Cultural Humility: A Concept

Danso, R. (2018). Cultural competence and cultural humility: A critical reflection on key cultural

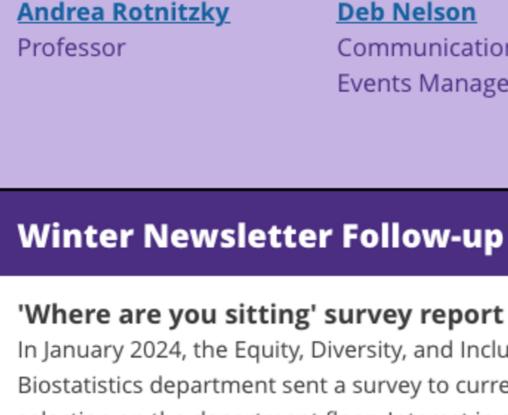
Analysis. Journal of Transcultural Nursing, 27(3), 210–217. https://doi.org/10.1177/1043659615592677

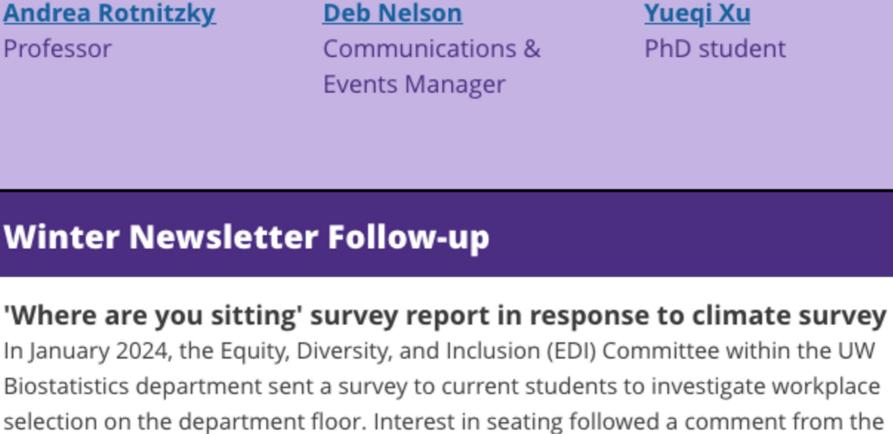
disempowerment and missed partnership opportunities.

diversity concepts. Journal of Social Work, 18(4), 410-430.

References:

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**





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

color as more prevalent in the south end, designated for quiet, independent work. See

of the north end, with open-space seating and desks; and international students of

The EDI Mental Health and Wellness Resources list is intended to help department



COMMITTEE INFO

survey findings (PDF) Mental Health and Wellness Resources

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

Upcoming Events

Building Trust and Belonging

UW HOME

 July 23-24, 2024 - Antiracist Leadership Institute, Power, Privilege, and (Becoming) an Antiracist Leader

• May 30, 2024 - <u>Cultural Competency Workshop: Culturally Sensitive Approach to</u>

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.

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