ACADEMIC SENATE
for California Community Colleges
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Cultural Humility Tools and Strategies: What Does Cultural Humility Look Like and How Can It Lead To Trust-building?

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Description

- Unlike cultural competence, which suggests achieving a level of expertise or mastery in understanding different cultures, cultural humility focuses on recognizing the limits of one's own knowledge and understanding, and the importance of continually striving to expand one's cultural awareness and sensitivity. It involves acknowledging power imbalances, challenging stereotypes and biases, and actively listening to others' perspectives without making assumptions. We'll share tools and strategies for cultivating cultural humility that can lead to trust-building in your senate or other campus group.

Learning Outcomes

- Review of Cultural Humility

- Introduction to the ASCCC Cultural Humility Toolkit

- Sierra College's Journey of Cultural Humility

- Establish a foundation of trust for determining where we are as individuals and as an institution in our Cultural Humility Journeys
  - o Trust the process…like grit, accepting where we are in the journey, allowing grace for making mistakes and being vulnerable are all necessary elements for bringing out the best in ourselves and others

Cultural Humility Toolkit Design

Directions and Guidance:

1. Reflect and Analyze–using the **decision tree**
2. Explore and Grow–using the **inventory**
3. Take Action and Manage Goals–using the **journey map**

Cultural Humility Inventory Domains

Key Info:

- Transformative work through **self-assessment** and **self-awareness**
- **Courageous conversations** will likely be needed
- Criteria used in the inventory provide **framework** to cultural humility supported by **resources** to begin transformative work for each criteria (domain)

Inventory Criteria:

1. Awareness of Bias
2. Inclusion, Diversity, Equity, Anti-Racism, & Accessibility
3. Acknowledgement of Diverse Perspectives of Thinking
4. Understanding of Race Consciousness
5. Commitment to Disrupt Microaggressions
6. Commitment to Behavioral & Policy Change for IDEAA & Antiracist Practices
7. Commitment to Relate to Diverse Lived Experiences

RISE: A Tool To Check Your Bias

- ***Recognize*** your own biases and limitations

- ***Identify*** other possible explanations based on your cultural understanding of others

- ***Seek*** common ground – bridge your differences

- ***Evolve*** your practice

-Bow Valley College 2016

Self-Awareness

Move from a difference avoiding mindset to a difference seeking mindset

Understand and acknowledge power differentials

Acknowledge different perspectives

Learn to respect and leverage diverse perspectives and experiences

Know those you work and interact with

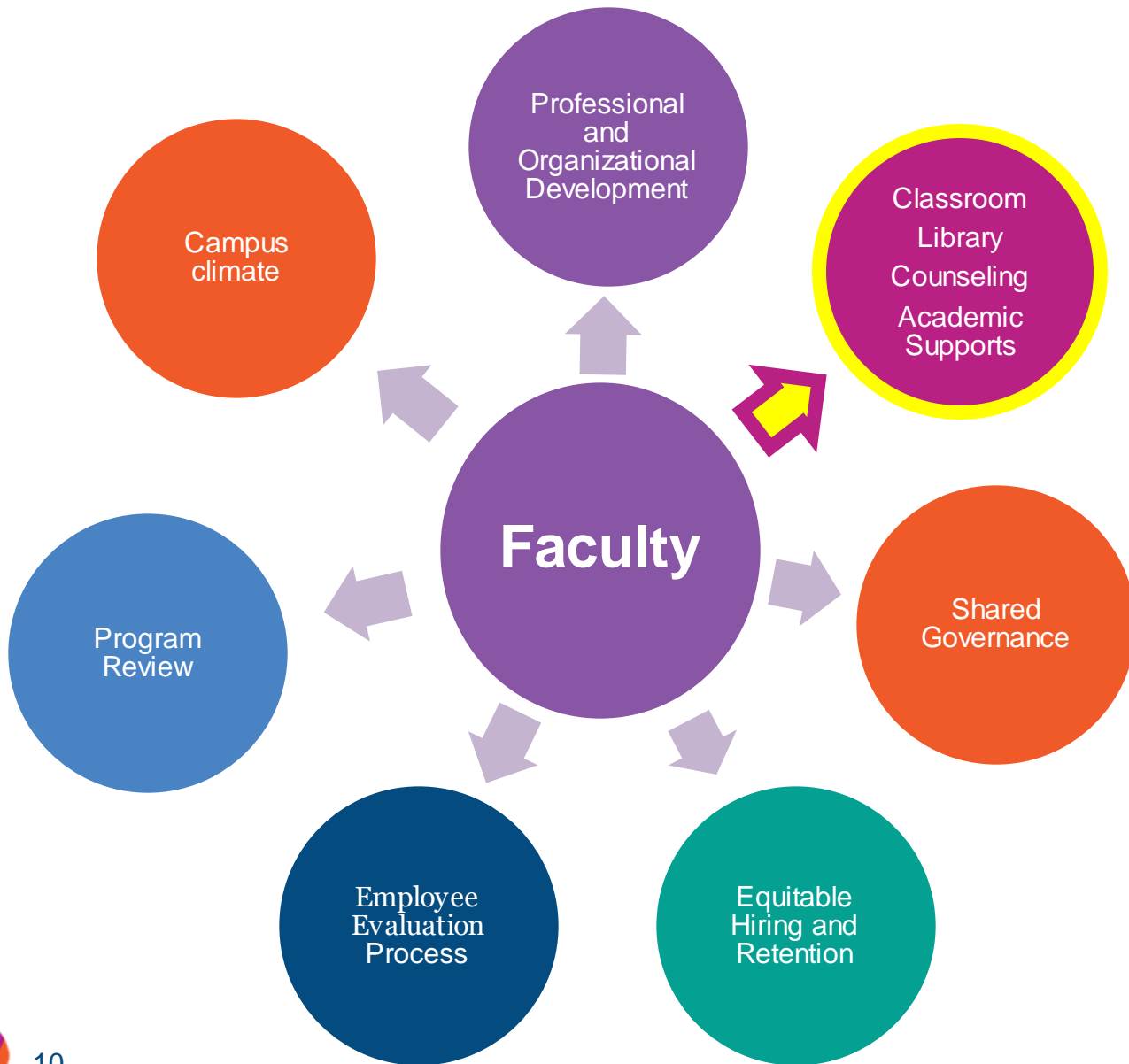Be aware of your own negative and positive biases and the assumptions you make

Part of Our Journey at Sierra College

The examples of the work shared today has been accomplished by many hands, hearts, and minds across our district and was only possible through collaboration, community, and leaning into what might sometimes be uncomfortable.

- Executive Team

- Management Team

- Faculty

- Classified Professionals

- Students

- Contracted trainers and facilitators

- Labor Acknowledgement

Diagram: Central circle labeled **Faculty** with arrows pointing outward to surrounding circles:
- Professional and Organizational Development
- Campus climate
- Classroom Library Counseling Academic Supports (highlighted)
- Program Review
- Shared Governance
- Employee Evaluation Process
- Equitable Hiring and Retention

Beyond the Classroom: The Breadth and Depth of Faculty Engagement

While our role in learning environments is the foundation of our work, our potential sphere of influence is much broader.

How can cultural humility improve how we engage in all areas?

Cultural Humility: Instruction

"Using cultural knowledge, prior experiences, frames of reference, and performance styles of ethnically diverse students to make learning more appropriate and effective."

-Geneva Gay, Culturally Responsive Teaching: Theory Research, and Practice (2000).

"I define culturally responsive teaching as: An educator's ability to recognize students' cultural displays of learning and meaning making and respond positively and constructively with teaching moves that use cultural knowledge as a scaffold to connect what the student knows to new concepts and content in order to promote effective information processing. All the while, the educator understands the importance of being in relationship and having a social-emotional connection to the student in order to create a safe space for learners...."

**-Zaretta Hammond, Culturally Responsive Teaching and the Brain**

Cultural Humility: Instruction

What we Teach

How We Teach

Relationships
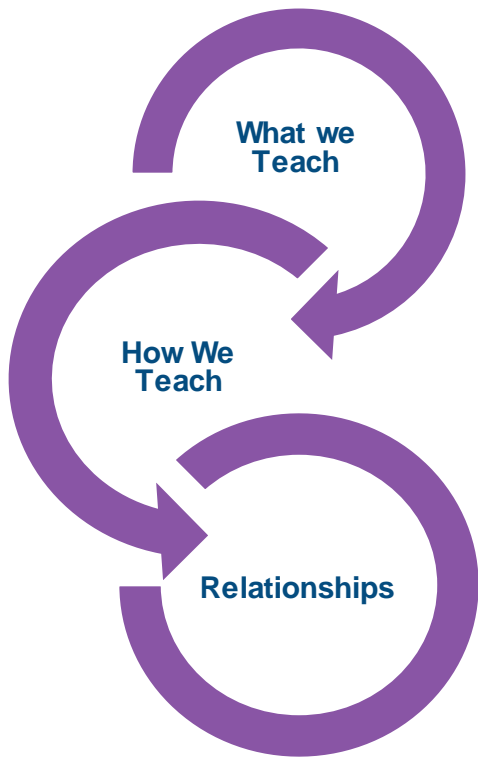
- **ASCCC DEI In Curriculum: Model Principles and Practices**
  - Questions: How do we make our content culturally relevant? How do we know what we don't know? What are examples western/dominant culture? Where was our education within our discipline lacking perspective?

- **Cultural Humility Tool Kit**
  - Focus on using the toolkit and other resources as support for developing a process and mindset rather than a check box

Cultural Humility: Instruction

What we Teach

How We Teach

Relationships
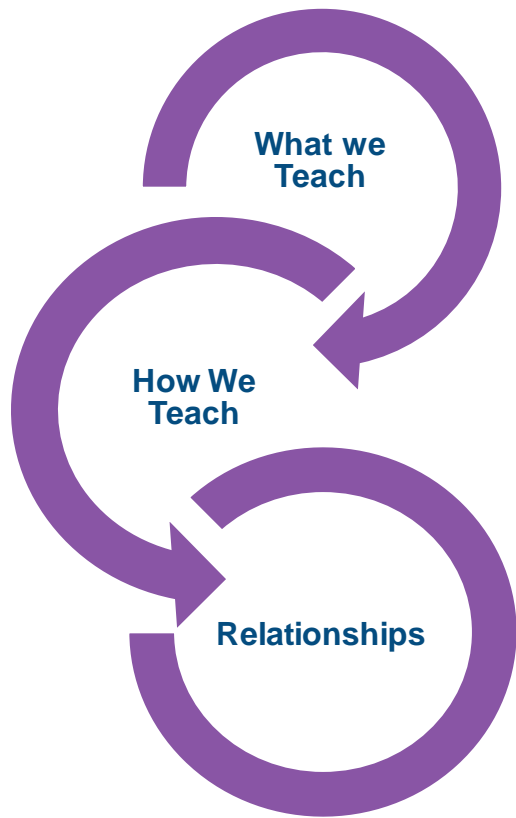
- **Equity and Inclusion Certificate Series (54 hours each)**
  - 1-Heart work, 2-Backwards Design, 3-Data/Reflection/Feedback
- **Equitable Instruction Workshop**
  - 3-day, creation of deliverables, facilitator partner 1-1 support
- **New Faculty Academy**
  - Semester long program including Unit 1 of Certificate Series
- **Dual Enrollment Faculty Orientation and Training**
  - Many of our DE faculty are K12 Teachers

Cultural Humility: Program Review and Evaluations

- Alignment with new changes in both areas has been key
- Using a race/identity conscious data informed lens
- Tenure Review
  - DIPA-Data Informed Plan of Action
  - Equity Observations in classes
- Program Review
  - Similar to DIPA, required to address specific strategies to address gaps
- Equity Partner Support Program
- Professional Development Support

"The recommended resources in this toolkit helped me to identify what I had already read/reviewed and how that aligns with cultural humility (e.g., Racelighting article). The toolkit gave me the courage to offer free "Bystander Intervention Training," to connect structural inequities with micro-aggressions, in my American Government classes when hate crimes spiked (or more like, were actually reported) during the pandemic. "

"Even as a member of the LGBTQ+ community, I realize that there are plenty of experiences within this community that I am not fully aware of. This is what prompted me to take the campus's "Safe Space Training" and to incorporate QPOC contributions to U.S. democracy in my courses while also highlighting violence against this community, esp. for transgender folx."

"It affirmed how much professional development I've done over the last 7-8 yrs. and how I've actively applied what I learned to my classes and relationships with students. I found this very helpful. Otherwise, I wouldn't know how to measure my progress. Taking so many training at different campuses as an adjunct faculty member got overwhelming without a helpful way of measuring my own progress until the toolkit."

"It helped me to understand what is possible at the institutional level as well as what we've done so far as a campus. This was especially helpful in my role as a former Academic Senator because we did so much in AS. The toolkit served as a roadmap. It also served as evidence that there is ongoing institutional support for equity work beyond the classroom. Because of this, it makes the campus environment feel safer to do equity work."

Culturally Humility: Campus Climate

- **Employee Resource Groups**
    - Grass roots BIPOC initially-EEO Grant Funds to establish a framework to further develop and add Latinx, Pan African, Asian/Asian American, LGBTIQ+
    - We are not monoliths-Cultural humility within and across groups
- **Campus Events**
    - Intersectional, educational, experiential

Dialogue and Action for Equity and Anti-Racism as a White Affinity Group

- Examine our power, privilege, biases, and prejudices
- Create intentional and necessary space for continued learning and growth
- Strive and take action to move from allies to co-conspirators
- Sharpen skills to recognize and respond to racist or exclusionary practices within our communities
- Increase our cultural humility and race consciousness
- Take accountability for and accept our own learning
- Further understand the purpose of DEI (diversity, equity, and inclusion) and antiracism work
- Build trust and relationships
- Recognize that equity is a life long journey
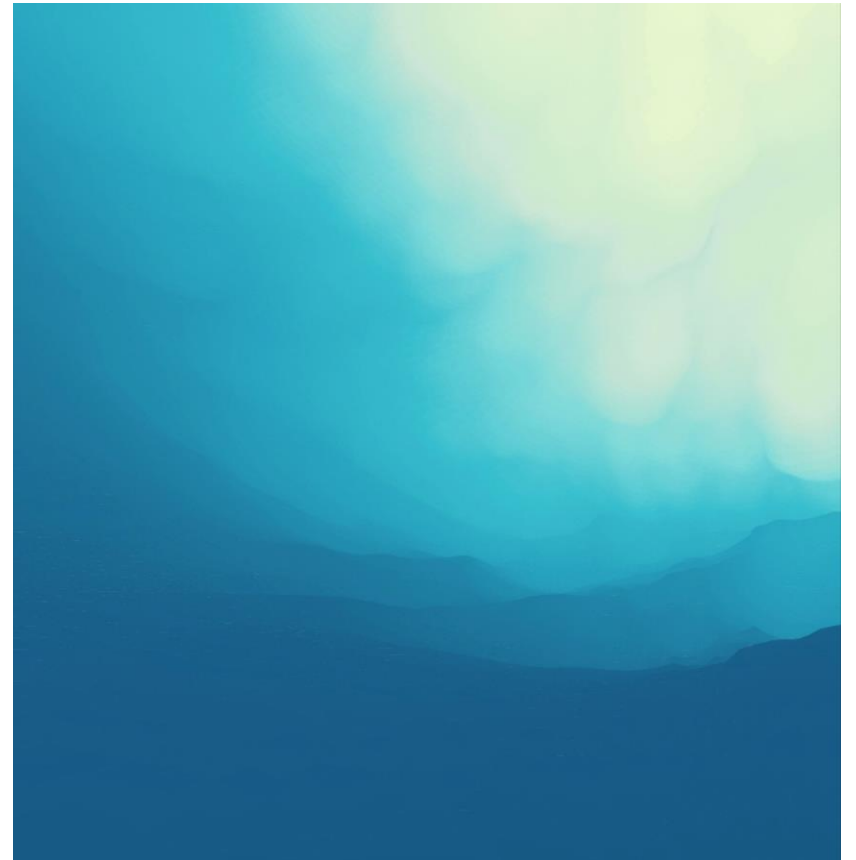
Cultural Humility: Across Campus

The poster series shows portraits with the heading "SIERRA COLLEGE CELEBRATES DIVERSITY" and individual quotes:

- RANSOME JACKSON — "Diversity inspires resilience and empowerment"
- KARIN GREEN — "Celebrating diversity provides community, self-confidence, resilience, and growth."
- KWAME ESHUN — "Education is the key to overcoming societal and personal barriers. At Sierra College, we connect students to their possibilities."
- HEATHER EUBANKS — "Empowering... celebrating... allyship... representation..."
- ARIELLA RANDALL — "Diversity is the great cultural awakening that helps students build networks and resources creating new levels of success for their families"
- DONNA M. SMITH — "I do not care where you start. It is where you finish, and you will finish on top! My job is to infuse that belief in my students..."
- SONI VERMA — "I celebrate diversity by embracing the uniqueness and richness of the multitude of cultures at Sierra College."
- DARLENE PRECIADO
- ANA GASHI-ARRA — "Sierra College is a place of safety, support, and peace. Use Sierra College as a bridge to your dreams."
- MELISSA LEAL — "Celebrating diversity means making college more accessible for Native students and creating spaces on campus where students feel at home."
- PREETI TICKOO — "We need to celebrate our uniqueness, not assimilate, and stand out confidently and be proud of our heritage."
- ELVIRA COVARRUBIAS-MARTINEZ

- Equitable Hiring
  - Creation of materials & assessing equity mindedness in app materials and responses
  - Equivalency Hearings
  - Required Anti Bias Training (3 parts) and EEO training
- Presidential Equity Advisory Committee
- Equity Task Force (classroom focus)
- Student Conduct
- All committee work and engaging in all spaces!

Cultural Humility: What I Am Learning

- Every conversation is unique based on how we each show up in space

- Center the humanity

- Consider all the components of equitable learning environments and use them to also create personal and professional learning space

- The journey, relationships, and growth are more than worth the discomfort

Invitation to Create a Necessary Space

Together we will create a "necessary" space

Because there is no such things as a "safe space."

We exist in the real world

We all carry scars and we have all caused wounds

In this space

We seek to turn down the volume of the outside world,

We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love

We have the right to start somewhere and continue to grow

We have the responsibility to examine what we think we know.

We will not be perfect.

This space will not be perfect.
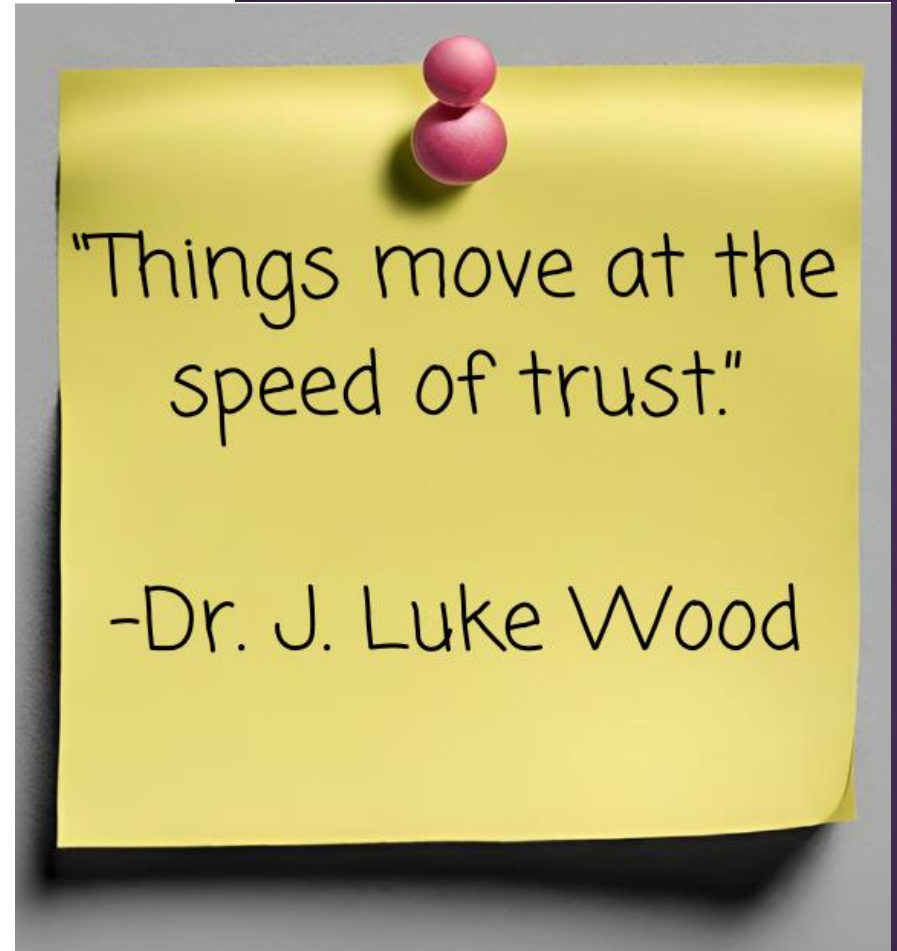
It will not always be what we wish it to be

But

It will be our necessary space together,

And

We will work on it side by side

*Source: National Equity Project Fall 2022 training and adapted from Beth Strano and Micky Scott Bey Jones

"Things move at the speed of trust."

-Dr. J. Luke Wood

The Journey is Ongoing!

- What is race and what are the impacts of race neutrality?
  - Social construct
  - Systemic barriers
- What does the social justice journey entail?
  - The struggle is part of the path
  - The work requires intentionality to level the playing field
  - We all win when we all have equity
- Where can I get common definitions?
  - CCC DEI Glossary
  - Updated CCC DEI Glossary (Spring 2024)
  - ASCCC Equity-driven Systems Paper
  - ASCCC Antiracism Paper

ASCCC Resources

IDEAA Tools & Resources Tab on ASCCC Website

Anti-Racism Education in California Community Colleges: Acknowledging Historical Context and Advancing Effective Anti-Racism Practices for Faculty Professional Development (2020)

Rostrum-Black Voices and Perspectives (Summer 2020) 18 Articles

Decolonizing Your Syllabus, an Anti-Racist Guide for Your College (ASCCC Rostrum, Nov 2020)

Our Obligation to Equitable Hiring Practices: A Partnership Approach to Ensuring an Equity-Minded Selection and Recommendation Process (Rostrum, Nov 2020)

Anti-Racism and Guided Pathways Implementation (Rostrum, Nov 2020)

Academic Freedom and Equity (Rostrum, Nov 2020)
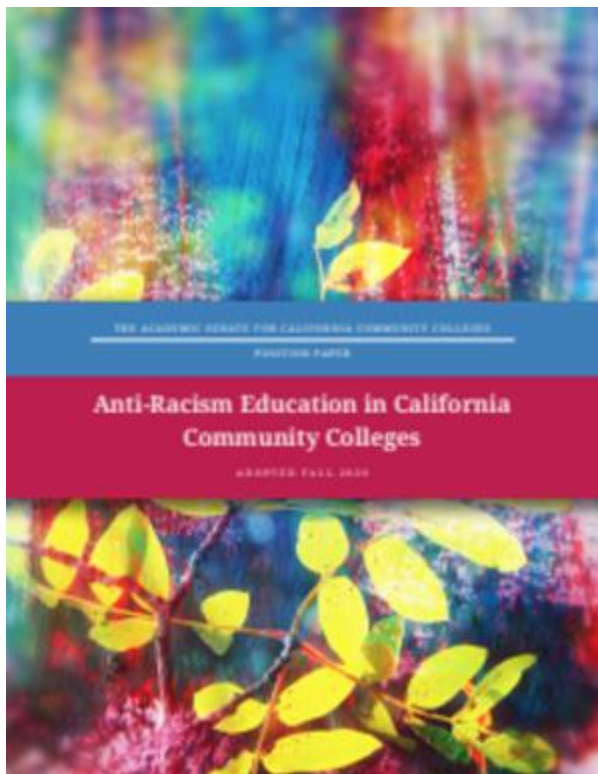
Thank you!!

- For more information: info@asccc.org