



Cultural Humility 101

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ZOOM GUIDELINES

PLEASE

- Rename yourself
- Turn on your camera (if possible)
- Mute your microphone unless actively speaking

PARTICIPATE!

- Chat (Introduce Yourself!)
- Reactions
- Raise your hand
- Polls
- Breakout Rooms

We're here for your Zoom support as needed





SUSPEND

- Judgement
- Denial
- Guilt
- Assumptions
- Distractions
- Interruptions
- Side conversations
- Titles

EMBRACE

- Awareness towards **understanding**
- Leaning into discomfort
- Critical **self-reflection**
- Opportunities for cognitive dissonance
- Helping to create a **safe & brave space**
- Opportunity to **learn** about identities & biases
- **Vulnerability**, willingness to "catch" each other
- Speak from "I" perspective (not for an entire group); Allow others to tell their own stories (check first)
- **Share air time** - if you've spoken twice in a row, allow others to speak first
- Staying in the moment

WHAT'S SAID IN HERE, STAYS HERE (BUT THE LEARNING LEAVES!)



Inclusion:
How do these
groups (and their
intersections)
EXPERIENCE
your
organization?

Dimensions of Diversity

Primary Dimensions

- Gender & Gender Identity
- Race
- Age
- Religion
- Sexual orientation
- Ethnicity
- Physical or other ability
- National Origin
- Citizenship Status
- Appearance

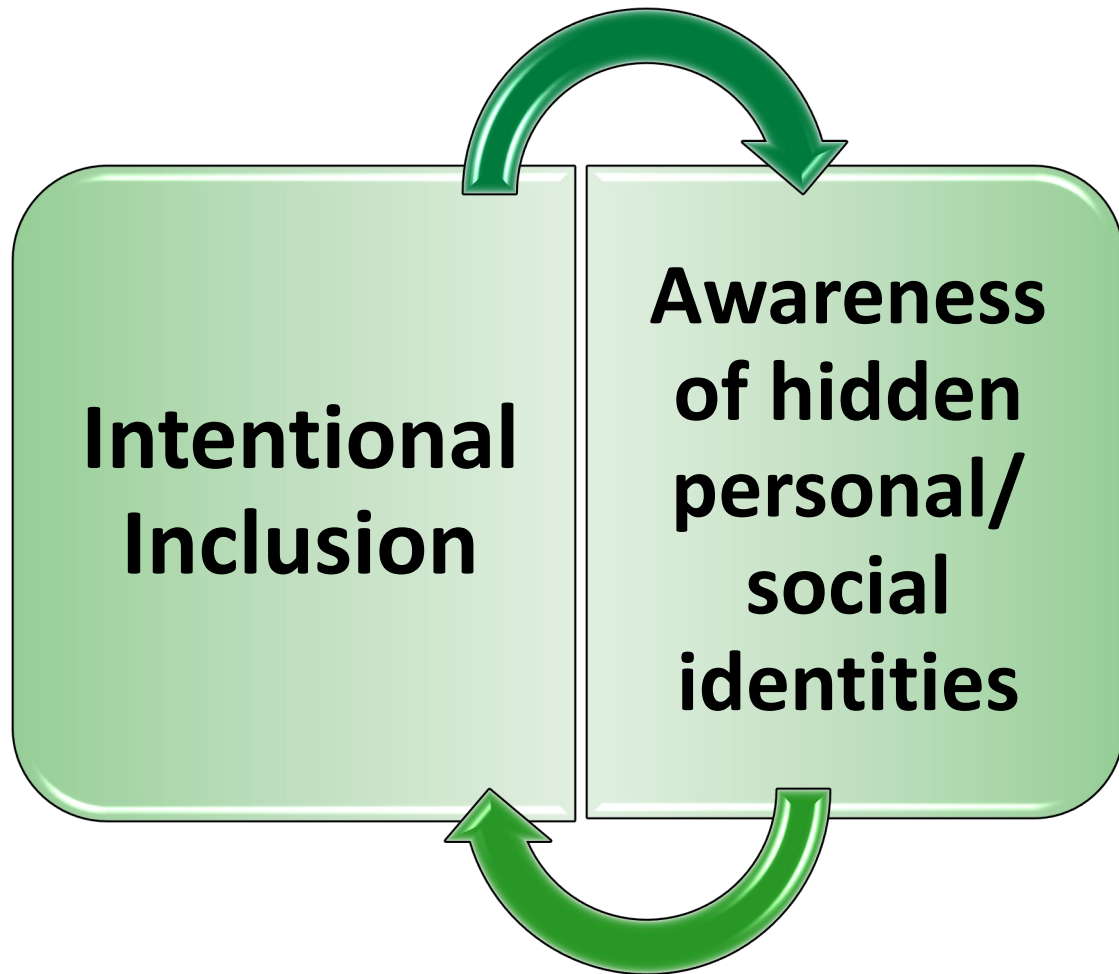
Secondary Dimensions

- Socioeconomic status
- Veteran status
- Education
- Marital status
- Geographic location
- Parental status
- Personality
- Belief systems and values
- Attitudes, habits



Tertiary Dimensions

- Hobbies and interests
- Job or career
- Nonprofit or volunteer involvement
- Political or social cause involvement
- Life experiences (ex. Abuse or illness survivor)
- Talents



Culture inherent in each identity

Cultural Competence vs. Cultural Humility

Cultural Competence

- ***Knowledge and training***
- The idea that one can become “competent” in other cultures
- Based on academic knowledge rather than lived experience
- Promotes skill building and working toward an end goal
- Supports myth that culture does not change or evolve

Cultural Humility

- ***Introspection and co-learning, both with and from students***
- No end goal or result
- Lifelong learning, continuous improvement
- Diminishes power dynamics, all have relative positional power

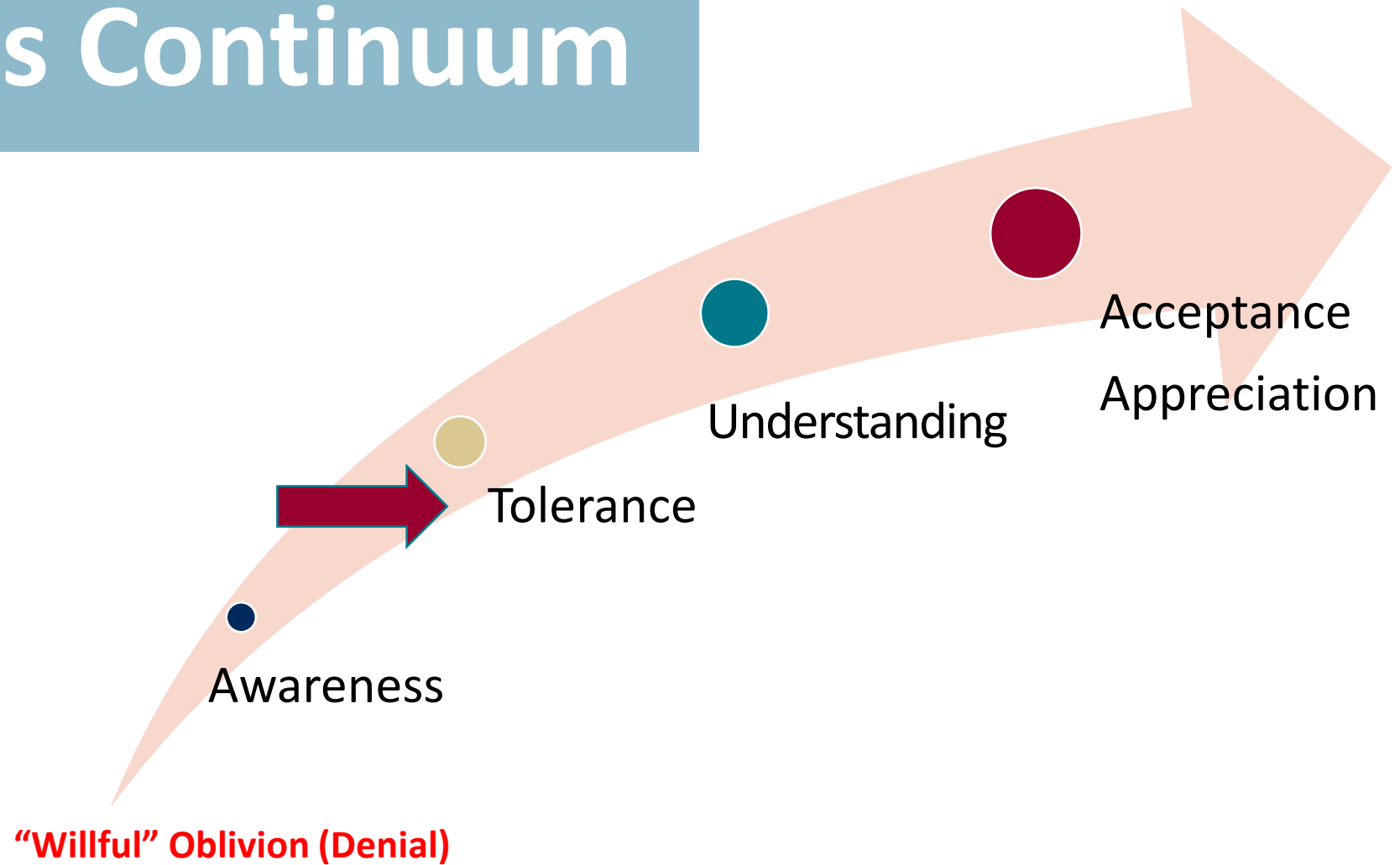
Cultural Humility

Allows **culturally competent individuals** to identify the **presence** and **importance** of differences between **their orientation and that of each person they interact with** and to explore **compromises** that would be **acceptable** to **both**.

A **lifelong process** of **self-reflection** and **self-critique**.

***Acknowledging differences without judgment,
awareness of biases and assumptions,
and self-assessment***

Awareness Continuum



*Ignorance/
Oblivion*

Can people tell the difference?

Willful (avoidance)



Oblivion (unaware)



Connecting to the “Awareness Continuum” on the last slide, how does willful (avoidance) vs. oblivion (unaware) effect or IMPACT the relationship between people?

Activity #1: Knowing Ourselves to Know Others

- Please find your Participant Guide (emailed to you)
- We have sent the file in the chat if you need to download it now

Activity #1: Knowing Ourselves to Know Others

Step 1: Using Page 3 of your Participant Guide or a piece of paper, write the top three identities that have the most impact on your perspectives, experiences, and interactions.

- Example: Age, Gender, Race/Ethnicity, Education, Hobbies, etc.

Step 2: For each identity, consider the following questions:

- How do they **inform** or **impact** your perspectives when engaging with others? In an academic or work setting?
- How might they **limit** your perspectives when interacting with *those who are different*?

Step 3: You have 5 minutes to complete this activity individually. You will share with a partner afterwards.

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Tertiary Dimensions

- Hobbies and interests
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- Talents

What are your top 3 identities that have the most impact on your perspectives, experiences, and interactions?

Your Identities	How do they inform or impact your perspectives when interacting with others?	How might they limit your perspectives when interacting with those who are different?

Activity #1: Knowing Ourselves to Know Others

Dimensions of Diversity

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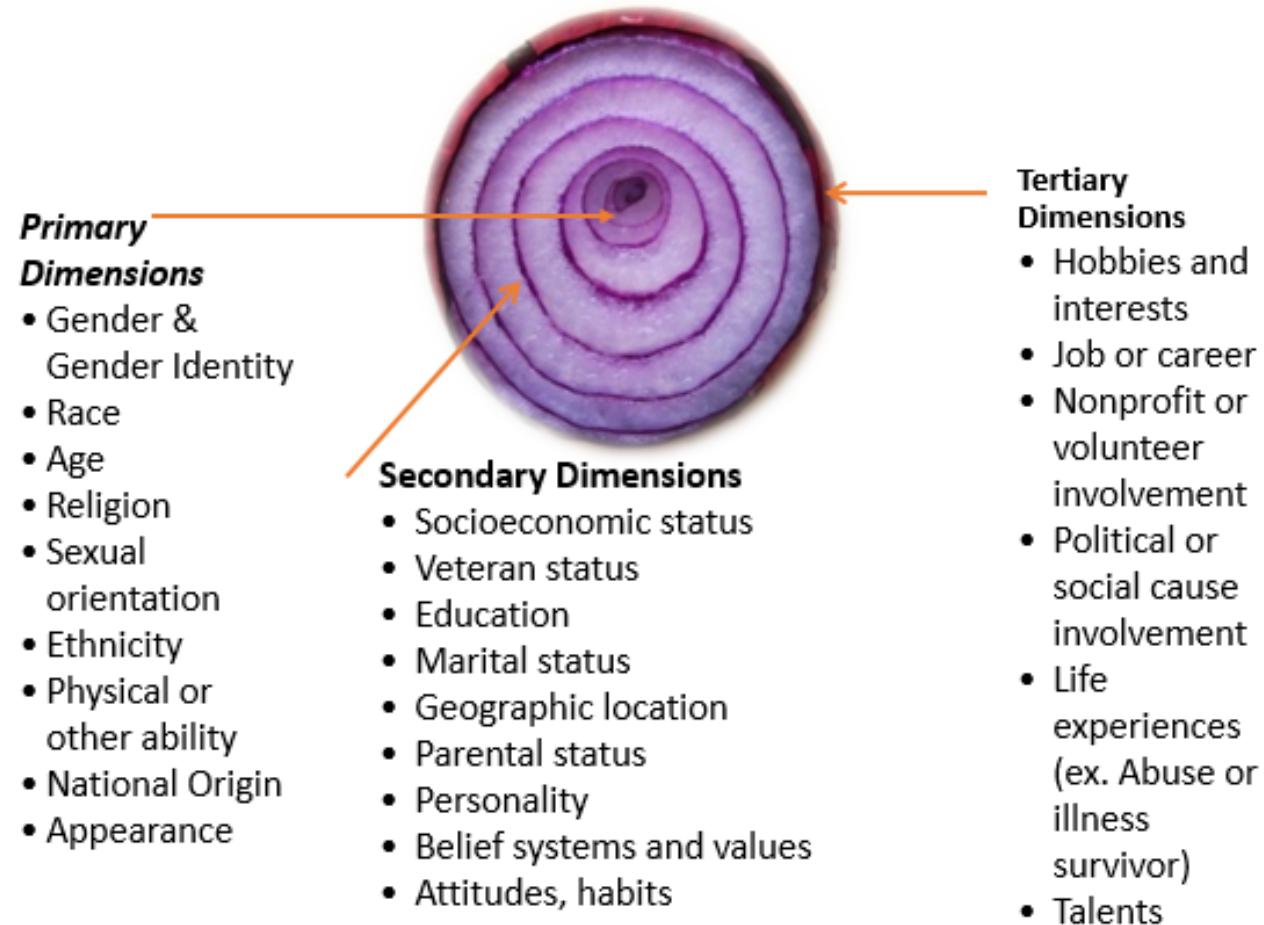
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Breakout Room Activity #1: Knowing Ourselves to Know Others

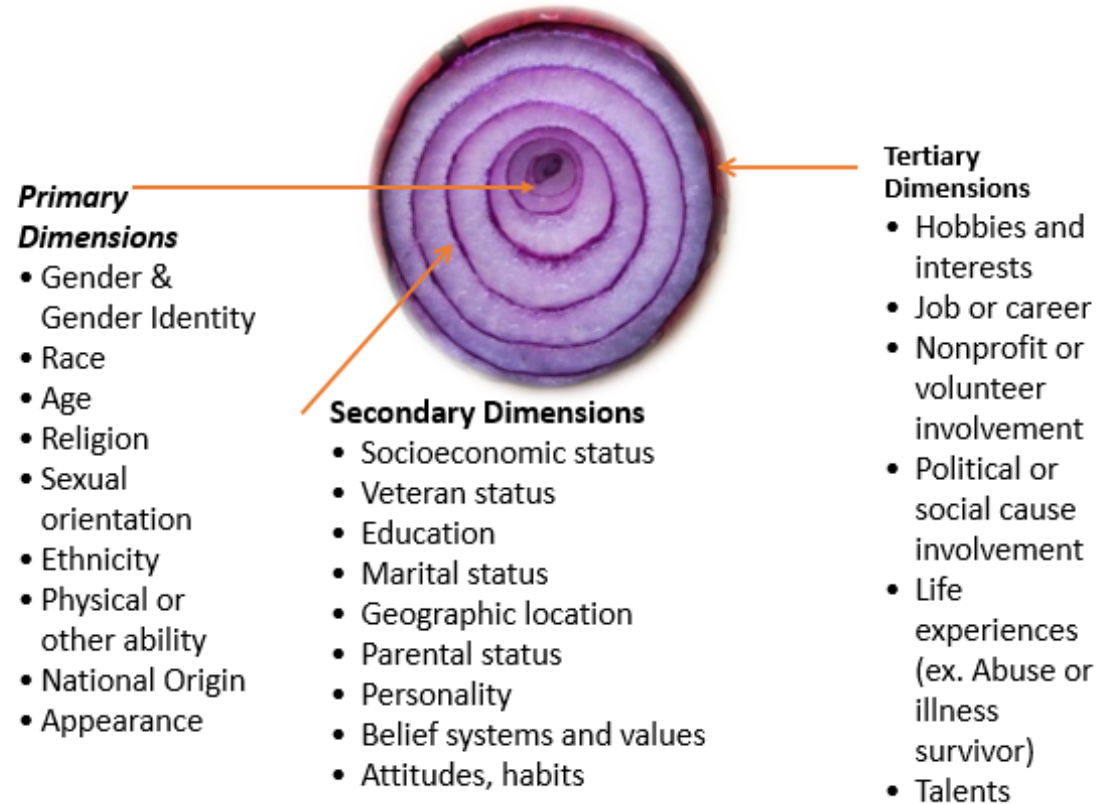
- You will now move to a randomly assigned Breakout Room to pair share your identities and their impact.
 - Step 1:** We will open the Breakout Rooms and you will be prompted to click “Join.”
 - Step 2:** Introduce yourself
 - Step 3:** Each participant should share their response for **5 minutes.**
- There will be a timer visible at the top of your Zoom window.
- We will send a message halfway through when you should switch sharing.

Dimensions of Diversity



How many of your top three identities were hidden?

Dimensions of Diversity



How do they **inform** or **impact** your perspectives when engaging with others? In an academic or work setting?

How might they **limit** your perspectives when interacting with *those who are different*?

Volunteers to share your identities and their impact?

Raise hand and unmute to share

Share in chat:



**How might you use
what you have
learned today?**

Diversity & Inclusion Resources

- [Subscribe to our e-newsletter Culture Connection!](#)
- [Harvard Implicit Association Test \(IAT\)](#)
- [Developing Inclusive Communities Begins with Inclusive Supervision](#)
- [Report: Day-to-Day Experiences of Emotional Tax Among Women and Men of Color in the Workplace](#)
- [UNT Libraries Digital Resources for the Division of Institutional Equity & Diversity](#)
- [Employee Resource Groups \(ERGs\)](#)
- [Unlikely Allies in the Academy Series](#)
- [Virtual Diversity & Inclusion Training](#)



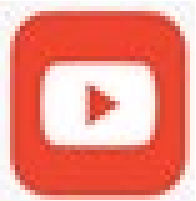
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Thank you for your time!