

## **Council Cultural Humility Statement**

In order to fully realize our mission and vision, we are committed at every organizational level of the Council to actively foster a culture of humility as a path to full inclusion and equity throughout our programmatic, developmental, and operational efforts. It is the shared commitment of all Council members to model and uphold the values of cultural humility in the way we work together, arrive at decisions, and resolve conflict.

### **What is Cultural Humility?<sup>1</sup>**

*Cultural humility* is a lifelong process of self-reflection and self-critique. It is a commitment to understanding and respecting different points of view, and engaging with others humbly, authentically, and from a place of learning (Tervalon & Murray-Garcia, 1998). Tervalon and Murray-Garcia developed this concept while addressing disparities and institutional inequities in the field of public health care.

### **An Expanded Look**

*Cultural humility* is a unique framework for moving us toward equity. It is a philosophy that addresses the role of power and privilege in a system, including the imbalanced powers of voice and power to make decisions. Understanding institutional, interpersonal, and internalized oppression is an essential and ongoing aspect to this approach to organizational transformation.

*Cultural humility* upholds each individual or community group as the experts and teachers on the content of their personal culture. Thus, creating time and space for sharing personal stories, world views, approaches to trust/team building, and workplace dynamics should become part of the day-to-day strategy for inclusion and organizational development. This dialogue can help deepen organizational understanding around questions such as:

- What does it mean to be professional?
- What does it mean to be a team member?
- What does it mean to be successful?
- What does it mean to be a role model?

Questions such as these are culturally informed and shape the way all Council members engage and help meet the Council's larger vision and mission.

*Cultural humility* asks that we meet each person where he or she is, by suspending judgment and resisting the need to impose personal values, beliefs, "truths," and notions of right and wrong. This reduces the harm of prejudice and oppression and opens opportunities for equity. Meeting each person where they are, challenging and naming assumptions/biases, sharing the hidden rules of success, and redefining the cultural norms of an organization are part of deepening individual and organizational cultural humility.

***The Goal of the Cultural Humility Initiative is Institutional Equity***

Specifically, cultural humility focuses on:

- Shared voice and power
- Enhanced sense of value and trust
- Enhanced sense of intergroup understanding and commitment to professional and personal development
- High performing culturally inclusive teams
- Organizational consistency

This Cultural Humility Initiative aims to achieve a more equitable experience for all, which will result in better decisions and outcomes.

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<sup>i</sup> Summary developed by Veronica A. K. Neal, Ed.D., Equity Specialist, 2012.

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