

MEMORANDUM



Bellevue Parks &
Community Services

DATE: April 4, 2023
TO: Human Services Commission Members
FROM: Saada Hilts, Human Services Planner
Parks & Community Services Department
SUBJECT: Creating a Culture of Equity for the Commission's Work - Part V

The Commission will hear a brief presentation on cultural humility as a framework to consider the applications addressing fostering well-being in the face of racial and ethnic discrimination.

Background

Cultural humility involves an ongoing process of self-exploration and self-critique combined with a willingness to learn from others. It means entering a relationship with another person with the intention of honoring their beliefs, customs, and values. It means acknowledging differences and accepting that person for who they are.¹

Key Attributes to Cultural Humility

- **Recognition of power dynamics and imbalances**, a desire to fix those power imbalances and to develop partnerships with people and groups who advocate for others
- A personal **lifelong commitment to self-evaluation and self-critique**
- **Institutional accountability**
- **Empathy** and compassion

After viewing the video, "[What is Cultural Humility](#)," ponder the following questions:

- How is personal narrative and self-reflection beneficial in developing cultural humility?

¹ Tervalon, M & J. Murray-Garcia, "Cultural Humility versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education," *Journal of Health Care for the Poor and Underserved* 9 (2), 1998.

- How does cultural humility inform your approach in reviewing and prioritizing applications that promote a sense of positive cultural identity and/or offer culturally sensitive services to marginalized communities that have been disproportionately impacted by systemic racism and discrimination?

What Distinguishes Cultural Humility Apart from Cultural Competence

- Cultural Competency says, 'I'm the expert.' Cultural Humility says, 'You're the expert.'
- Cultural Competency is an end product. Cultural Humility is a lifelong process.
- Cultural Competency implies an objective set of best practices. Cultural Humility implies a subjective set of best practices."² (Cynthia L. Foronda, 2015)

² Foronda, Cynthia L., "Cultural Humility: A Concept Analysis" *Journal of Transcultural Nursing*, June 2015.