



PRACTICING CULTURAL HUMILITY

Peer Support Strong Conference

Dec 01, 2020

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True Self Debwewendizwin Program

Video link: <https://vimeo.com/490949863>



Cultural Competence vs Cultural Humility

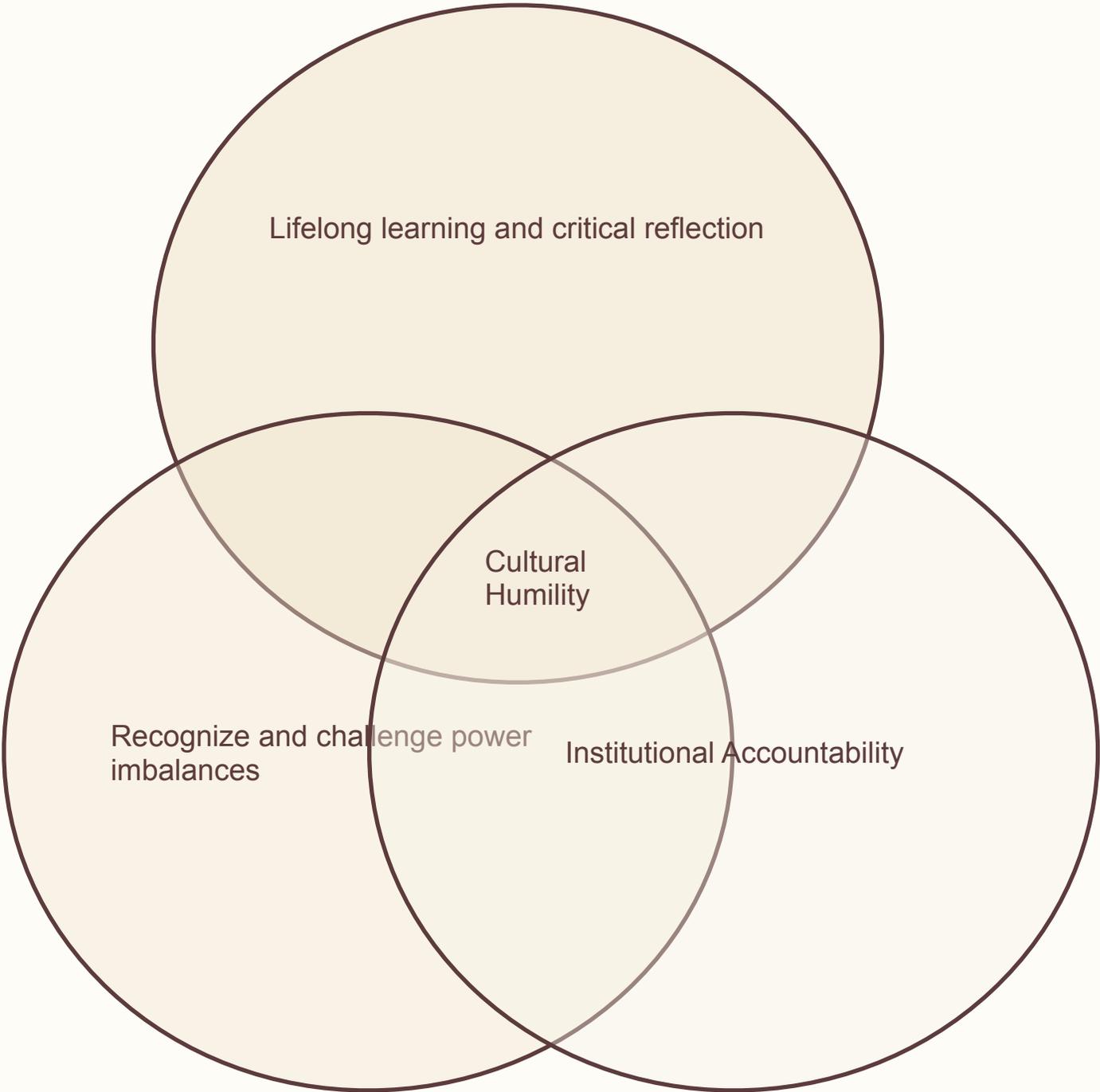
- Cultural competence comprises behaviors, attitudes, and policies that can come together on a continuum that will ensure that a system, agency, program, or individual can function effectively and appropriately in diverse cultural interaction and settings. It ensures an understanding, appreciation, and respect of cultural differences and similarities within, among and between groups. (<https://journals.sagepub.com/doi/full/10.1177/1524839919884912#> p. 249S)
- "Cultural Competency is the ability of individuals and systems to respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations and religions in a manner that recognizes, affirms, and values the cultural differences and similarities and the worth of individuals, families, and communities and protects and preserves the dignity of each."

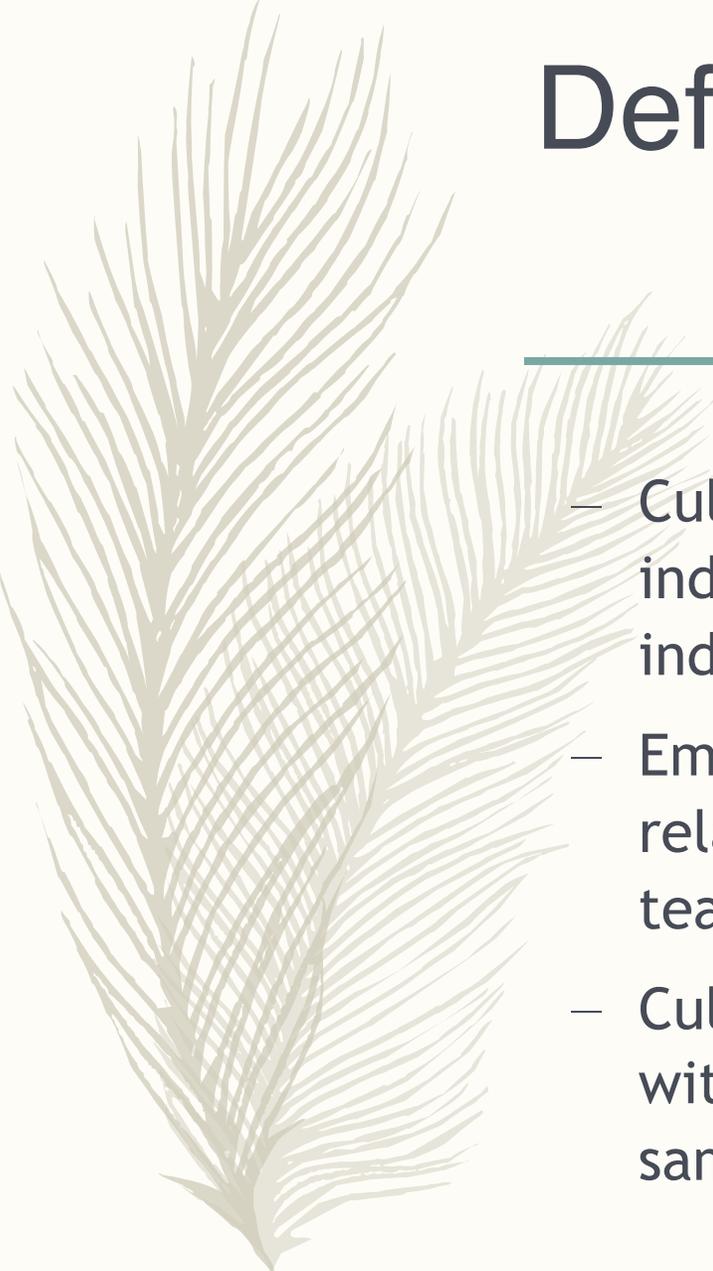


Cultural Competence vs Cultural Humility

- To practice cultural humility is to maintain a willingness to suspend what you know, or what you think you know, about a person based on generalizations about their culture. Rather, what you learn about your individuals' culture stems from being open to *what they themselves have determined is their personal expression of their heritage and culture*, what I call their *personal culture*.
- “Cultural competence means we’ve been educated about other cultures, humility is how we should be practicing that competence in the field.” *Sarah Elizabeth, social worker who blogs at RootedInBeing*

Cultural Humility has
'three dimensions.'





Defining Cultural Safety

- Cultural safety refers to what is felt or experienced by a individual when a service provider communicates with the individual in a respectful, inclusive way
- Empowers the individual in decision-making and builds a relationship where the individual and provider work together as a team to ensure maximum effectiveness of care.
- Culturally safe encounters require that providers treat individuals with the understanding that not all people in a group act the same way or have the same beliefs.



Qualities of a Culturally Safe Care Provider

- Flexible with programs and policies by adapting them to Indigenous values
- Has a clear understanding of the impact of colonialism and the historical traumas it has caused Indigenous people
- Practices cultural humility to ensure a less controlling, less authoritative style of communication
- Practices critical reflection by addressing their own perceptions and bias
- Acknowledges the power relations and tries to minimize them
- Participates with community functions as trust building

Achieving Culturally Safe Care

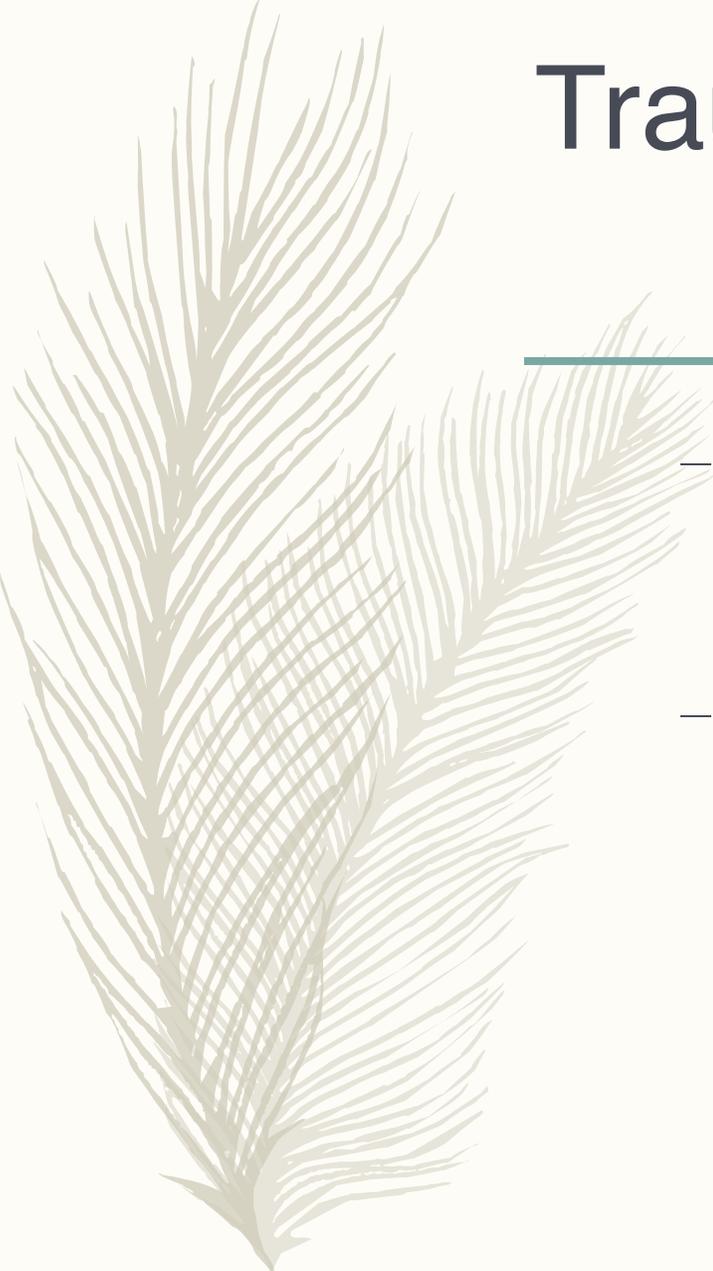
1. Understand colonization and post-colonial forces and their effect on the lives of Indigenous people
 - a) Recognizing the role of the Indigenous social determinants of health
 - b) Relationship between colonial acts (i.e., residential school, historical trauma transmission) and resulting intergenerational health outcomes
 - c) Knowledge of government practices (historical and current) that mediate and perpetuate health disparities for Indigenous people
2. Commitment to key principles that drive the Indigenous health movement such as reciprocity, inclusivity, respect, collaboration, community development and self-determination
3. Culturally safe communication and language
4. Recognition of Indigenous knowledge and practices to health and wellness



What does this mean

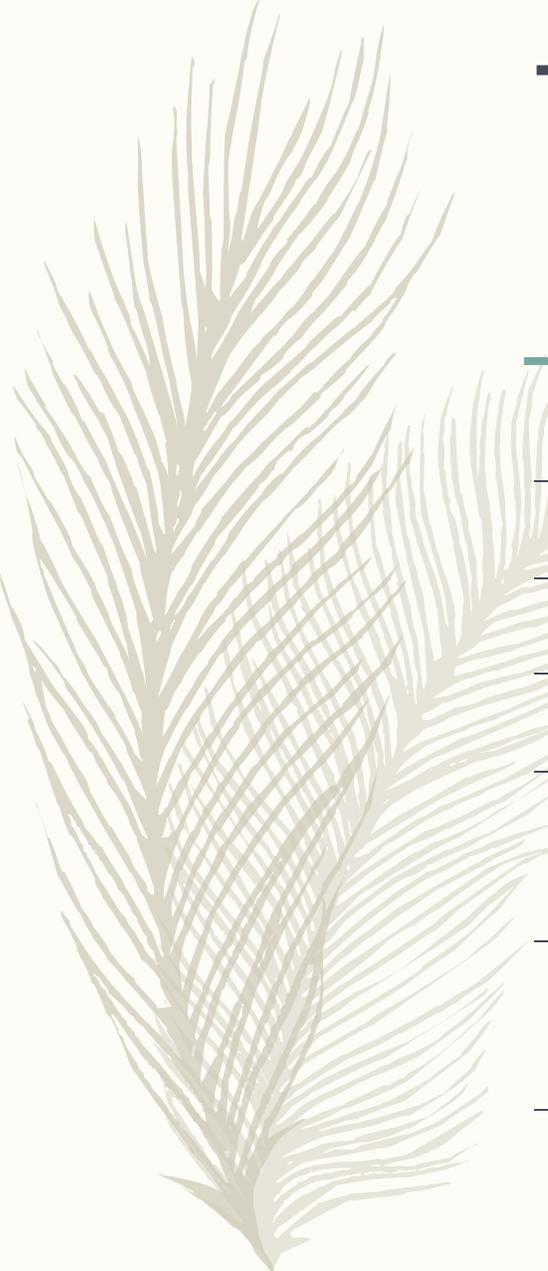
– As service providers we must:

- ✓ Recognize any conscious or unconscious biases we may have
- ✓ Be aware of our own cultural lens
- ✓ Recognize and balance power differences
- ✓ Learn about the impact of colonialism on Indigenous people
- ✓ Critically analyze the colonial aspects of our health system and how they continue to be imposed on Indigenous people
- ✓ Work to utilize initiatives, decisions, policies, and recommendations that ameliorate colonialism



Trauma Informed Care Defined

- An organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma.
- Trauma Informed Care also emphasizes physical, psychological and emotional safety for both consumers and providers, and helps those who have experienced trauma to rebuild a sense of control and empowerment.



Trauma Informed Care

- Requires an understanding of trauma in all aspects of service delivery
- Places the survivor's safety, choice and control as a priority
- Creates a treatment culture of nonviolence, learning and collaboration
- Treatment requires building confidence and trust to facilitate healing and recovery
- Facilitate engagement and meaningful participation by individuals & families in planning of services and programs
- Create collaborative relationships with other systems from the social determinants of health



Trauma Informed Principles

1. Trauma awareness -
 - ✓ Recognizing trauma is pervasive
2. Emphasis on safety and trustworthiness
3. Opportunity for choice, collaboration and connection - meaningful engagement
4. Strengths-based and skill building
5. Compassion

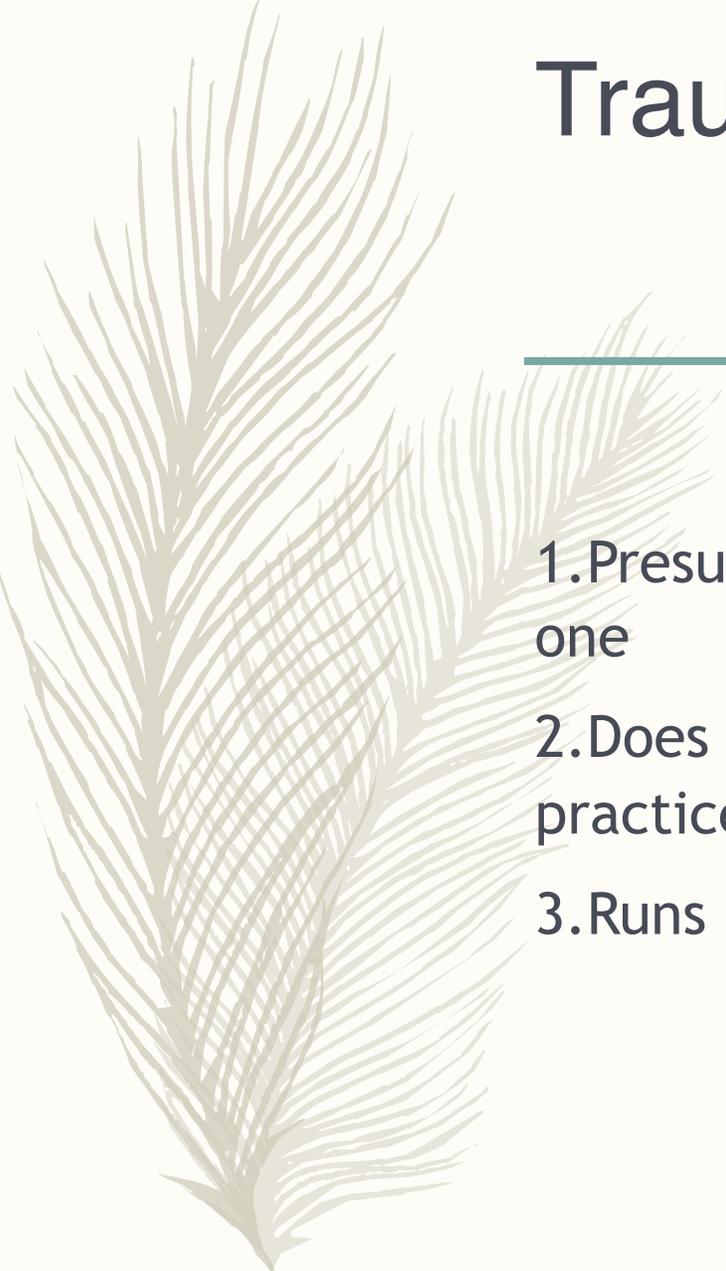
The shift in engaging the individual from the explorative question of “what is wrong with you?” to “what has happened to you and how can I help?”





Relational Aspects to Trauma Informed Approaches

- Providing an opportunity for the development of a healthy, supportive relationship is central.
- Indigenous knowledge and experience highlights the importance of relationships with all things within Creation.



Trauma Centered Care is Incomplete

1. Presumes trauma is an individual experience and not a collective one
2. Does not attend to root causes (environment, policies, systems, practices)
3. Runs the risk of focusing on trauma and not wellness



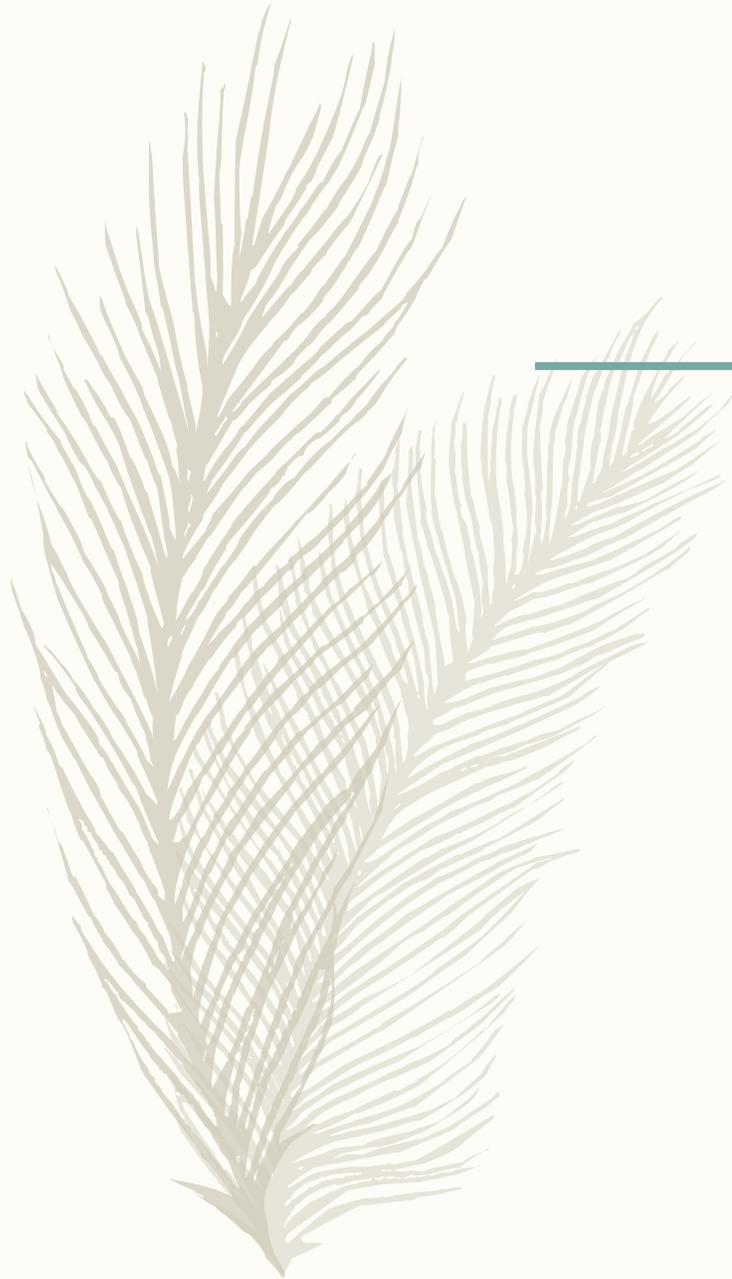
Creating Competency

- Having a comprehension of cultural effects to trauma
- Having a comprehension that cultural loss, degeneration and culture stress are significant forms of trauma
- Requires understanding cultural responses to addressing trauma



Indigenous People and Trauma

- 1. Single event = acute trauma response
- 2. Enduring or repeating event = post-traumatic stress disorder or developmental trauma
- 3. Cumulative effect = complex trauma
- 4. Historic event with prolonged impacts = intergenerational trauma
- 5. Personal event with impacts over generations = intergenerational (historical) trauma



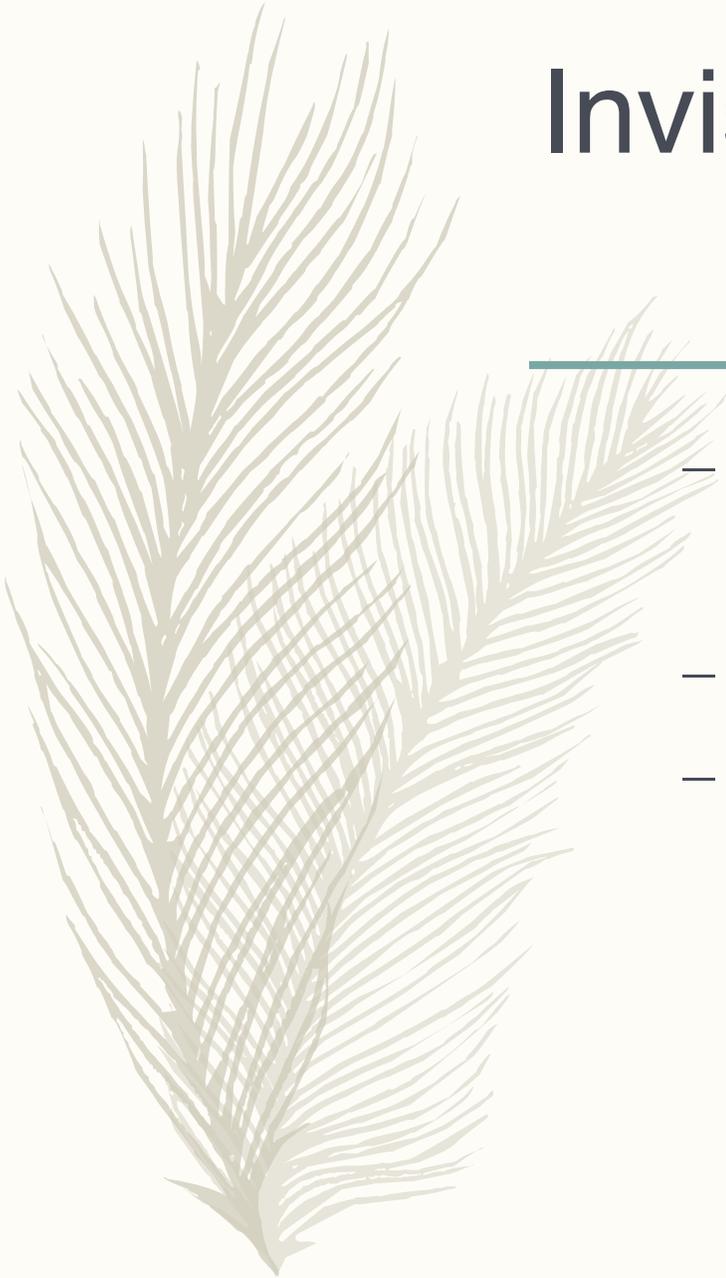
Impacts of Trauma are Multi-Layered

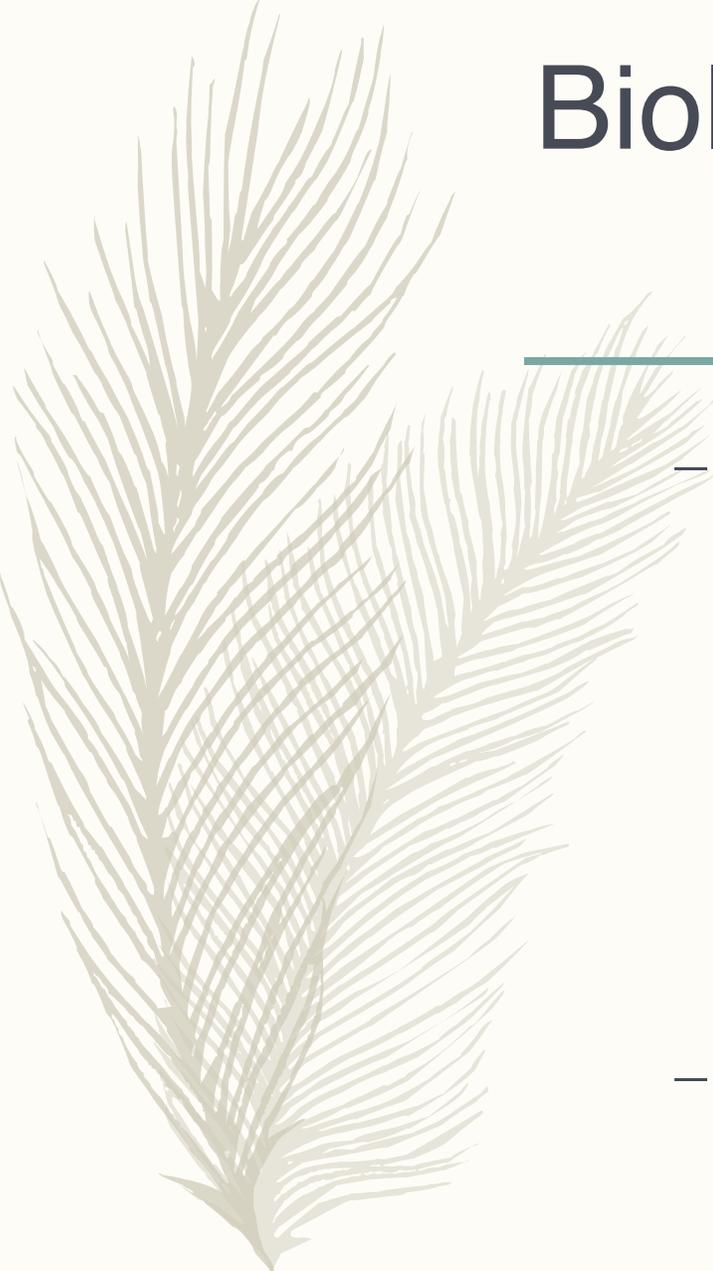
- Individual & Family
- Mental
- Emotional
- Physical
- Spiritual
- Relationships & attachment
- Arrested development
- Poor modeling of healthy identity, coping and auton
- Loss of cultural understanding and cultural behaviors to effectively deal with trauma



Invisible changes occur

- It changes biology!
 - ✓ Unable to regulate & brain malfunction
- Neurobiological and physiological changes
- It changes our brain
 - ✓ Social cues, memory impairments, rumination, difficulty learning
 - ✓ Related to mental health changes: brain changes is linked to higher rates of depression and anxiety





Biology of Trauma

- Many trauma individuals experience symptoms that may limit their ability to function normally such as:
 - ✓ regulate emotions
 - ✓ maintain steady relationships
 - ✓ function competently
 - ✓ maintain a steady pattern
- Can be misdiagnosed as depression, anxiety, and other mental illness

Collective trauma can modify community functioning:

Community level changes:

- erosion of basic trust
- Silence
- deterioration in social norms, morals and values

Community impacts:

- poor leadership
- unconcealed alcohol and drug misuse among community members
- lack of cultural opportunities including transmission of language skills, history, traditional values and spirituality
- unwillingness to reclaim community members
- low levels of capitalism such as trust, reciprocal helping relations and social engagement

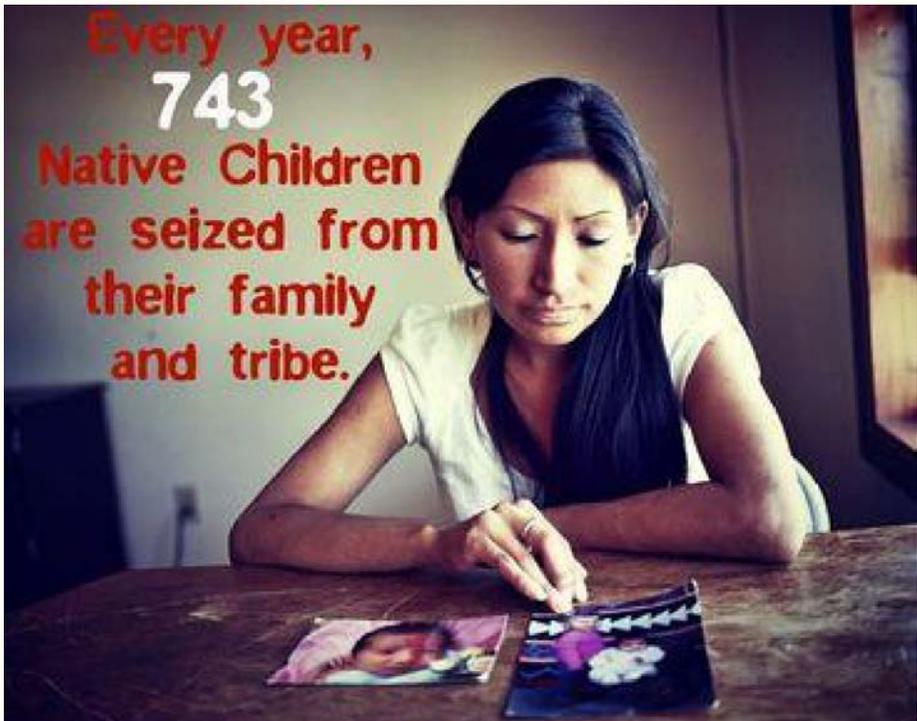
Nation impacts:

- popularization of negative stereotypes
- social policies that perpetuate colonization of Indigenous peoples
- lack of support for holistic programs and services targeting Aboriginal needs
- lack of support for community
- lack of support for community self-determination



Collective Trauma Impacts

- PTSD & anxiety disorder more likely
- Decline in social relations
- Decline in subsistence production and distribution activities
- Perceived increase in the amount of and problems with addictions and domestic violence
- Undermine Indigenous identity & ideology



Every year,
743
Native Children
are seized from
their family
and tribe.

A culture of dependency and ongoing trauma



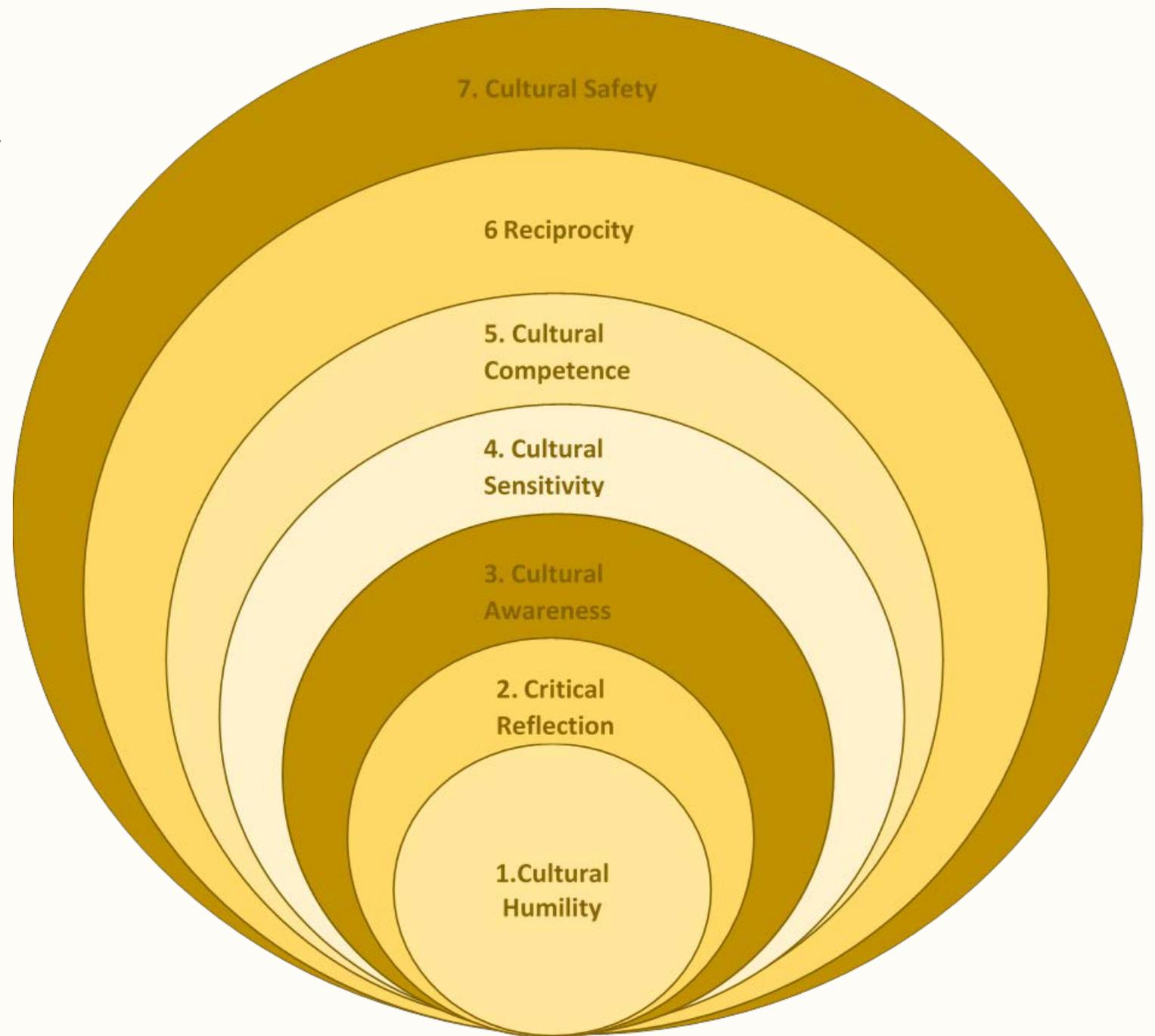
Hope, Belonging, Meaning, & Purpose

Across the 7 Stages of Life

(Peter Ochiese, Aki winini)



Stepping Stones for Cultural Safety





SHIFTING TO HEALING CENTERED CARE

- A healing centered approach is holistic involving culture, spirituality, civic action and collective healing. A healing-centered approach views trauma not simply as an individual isolated experience, but rather highlights the ways in which trauma and healing are experienced collectively.

•Ginwright, 2018

Practice Standards

- Build relationships based on respect, trust and safety.
- Use a strengths-based perspective.
- Frame questions and statements with empathy, being careful not to be judgmental.
- Frame the individual's coping behaviors as ways to survive
 - ✓ explore alternative ways to cope as part of the recovery process
- Respond to disclosure with belief and validation (Havig, 2008).



Practice Standards

- Help the individual regulate difficult emotions before focusing on recovery.
- Acknowledge that what happened to the individual was bad, but that the individual is not a bad person.
- Recognize that the individual had no control over what happened to them.
- Be prepared to offer appropriate and knowledgeable response
- Watch for and try to reduce triggers and trauma reactions



Creating Safety

- Safety is the first step to healing!
 - ✓ Ask the individual what safety means to them.
 - ✓ Use the information to set a safe environment
- Establish a safe and comfortable environment
- Informing individual about service delivery and all aspects of approaches
- Listening and validating their story
- Going at the pace of the individual
 - ✓ Meet the individual where they are at
- Checking with the individual on his/her level of safety
- Help identify safe coping strategies currently being used
- Other ideas?



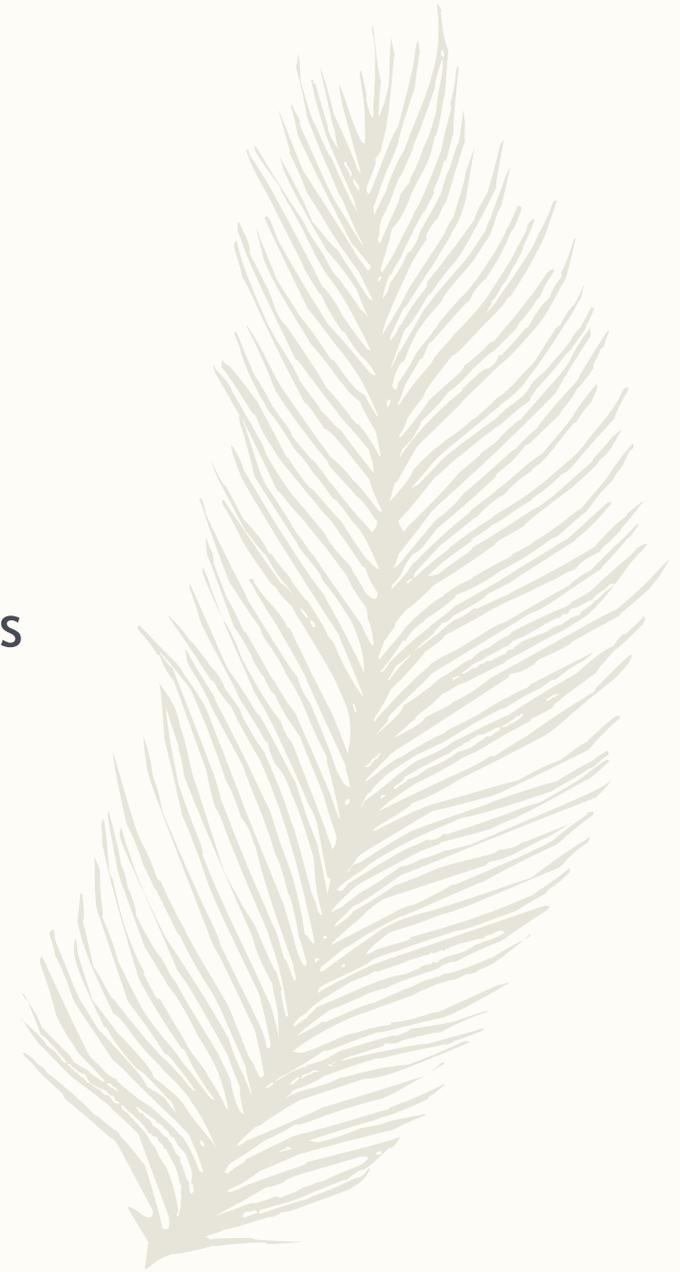
Engagement with the individual

- Strive to be culturally competent and informed. Practice cultural humility
- Understand the meaning the individual gives to the trauma from their own (cultural) perspective.
- Understand what healing means to the individual.
- Advocate on behalf of individuals who speak English as a second language
- Work through historical distrust (Brokenleg, 2008).
- Teach Western ways as skills, not as identity replacement (Brokenleg, 2008).
- Involve other service providers that are already involved in the individual's approaches.



Engagement with the individual

- Involve the individual in the decision-making process
- Inquire about counselling in the past and offer referrals
- Ensure that the individual feels comfortable during assessments and procedures
- Allow the individual to set the pace
- Continually inform the individual of what is happening (Havig, 2008).
- Where possible, give the individual choices





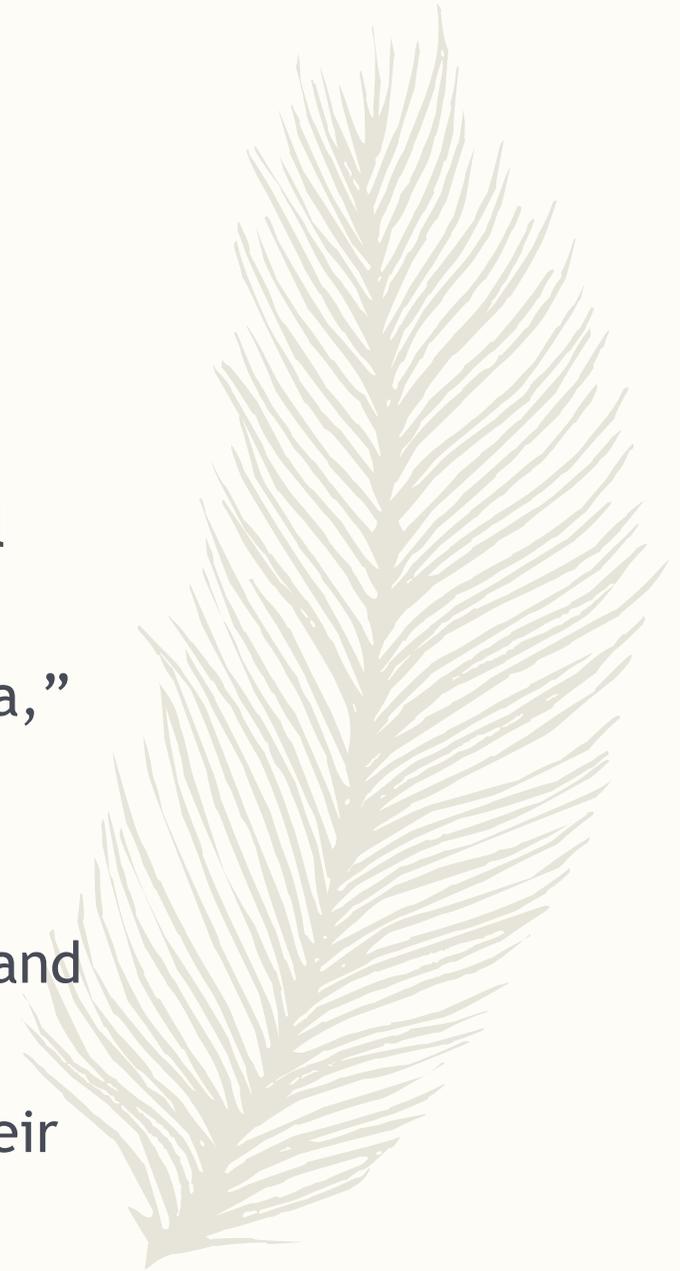
“Some **changes** look **negative** on the surface but you will soon **realize** that **space** is being created in your **life** for something new to **emerge.**”

~ Eckhart Tolle

illuzone
www.illuzone.net

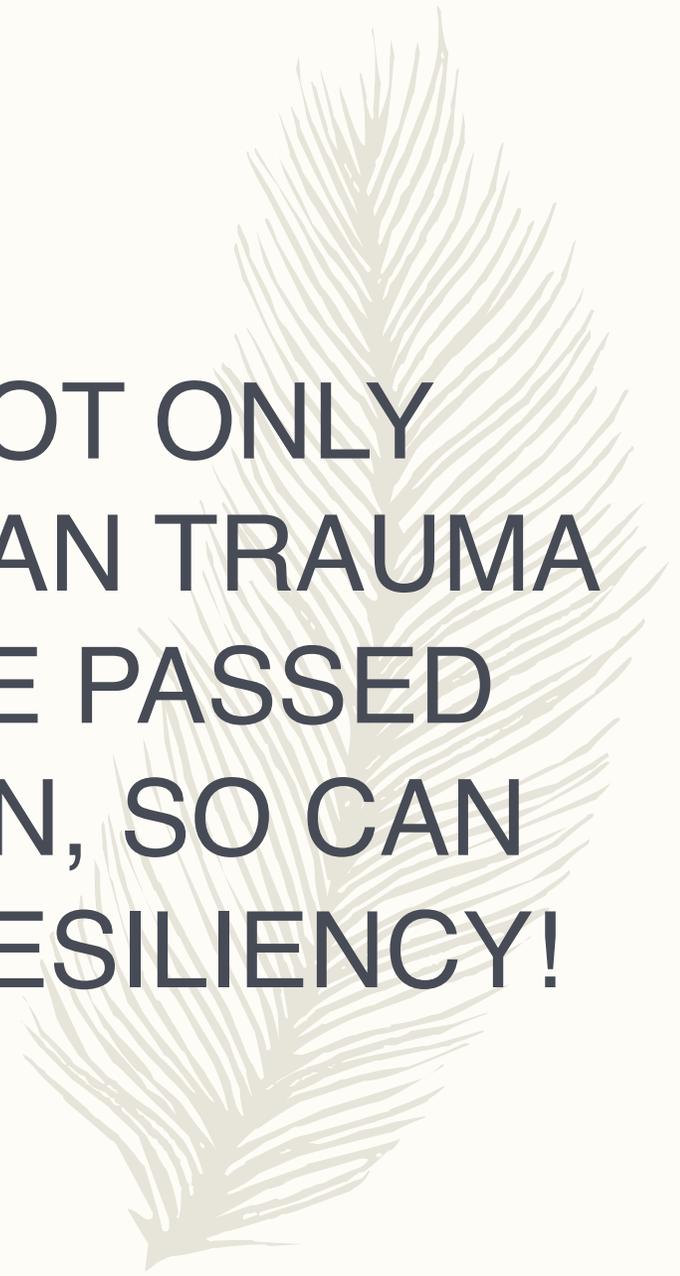
Create Hope

- Acknowledge the individual’s abilities to survive and even grow from adversity.
- Acknowledge the strength it takes to get to where the individual currently is.
- Refer to the individual as “someone who has experienced trauma,” and who is more than what has happened to them.
- Focus on healing and recovery as “possible.”
- Move beyond mere survival to the context of a healing process, and let the individual decide what their path to healing consists of.
- Let the individual know that you believe in them and support their efforts to heal.





NOT ONLY
CAN TRAUMA
BE PASSED
ON, SO CAN
RESILIENCY!



Cultural Genocide



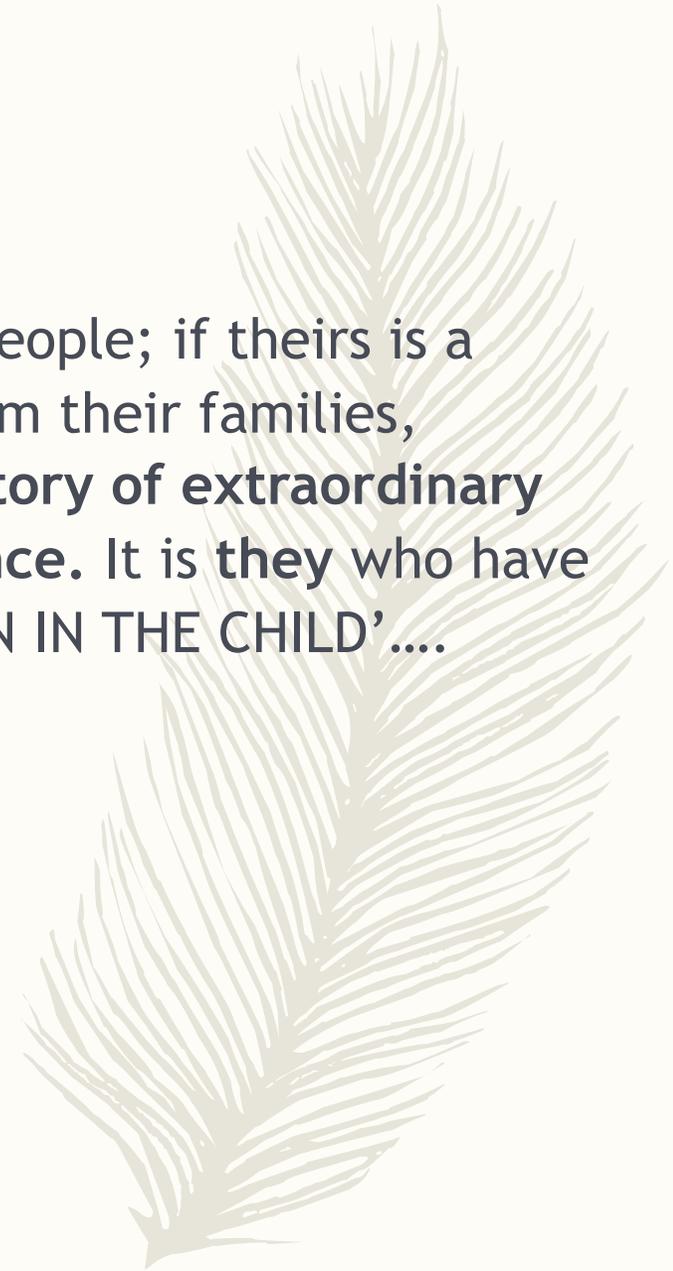
**Before & After Photo of a Young Cree Boy
Forced to Attend A Canadian
"Indian School" (1910)**

**"A great general has said
that the only good Indian is a dead one..."**

**In a sense, I agree with the sentiment...
all the Indian there is in the race should be dead.
Kill the Indian in him, and save the man."**

Richard Pratt
Founder of Carlisle Indian Industrial School

- The survivors are extraordinary people; if theirs is a story of pain, loneliness away from their families, suffering and abuse, it is also a story of **extraordinary courage, resilience and endurance**. It is they who have not allowed us to KILL THE INDIAN IN THE CHILD'

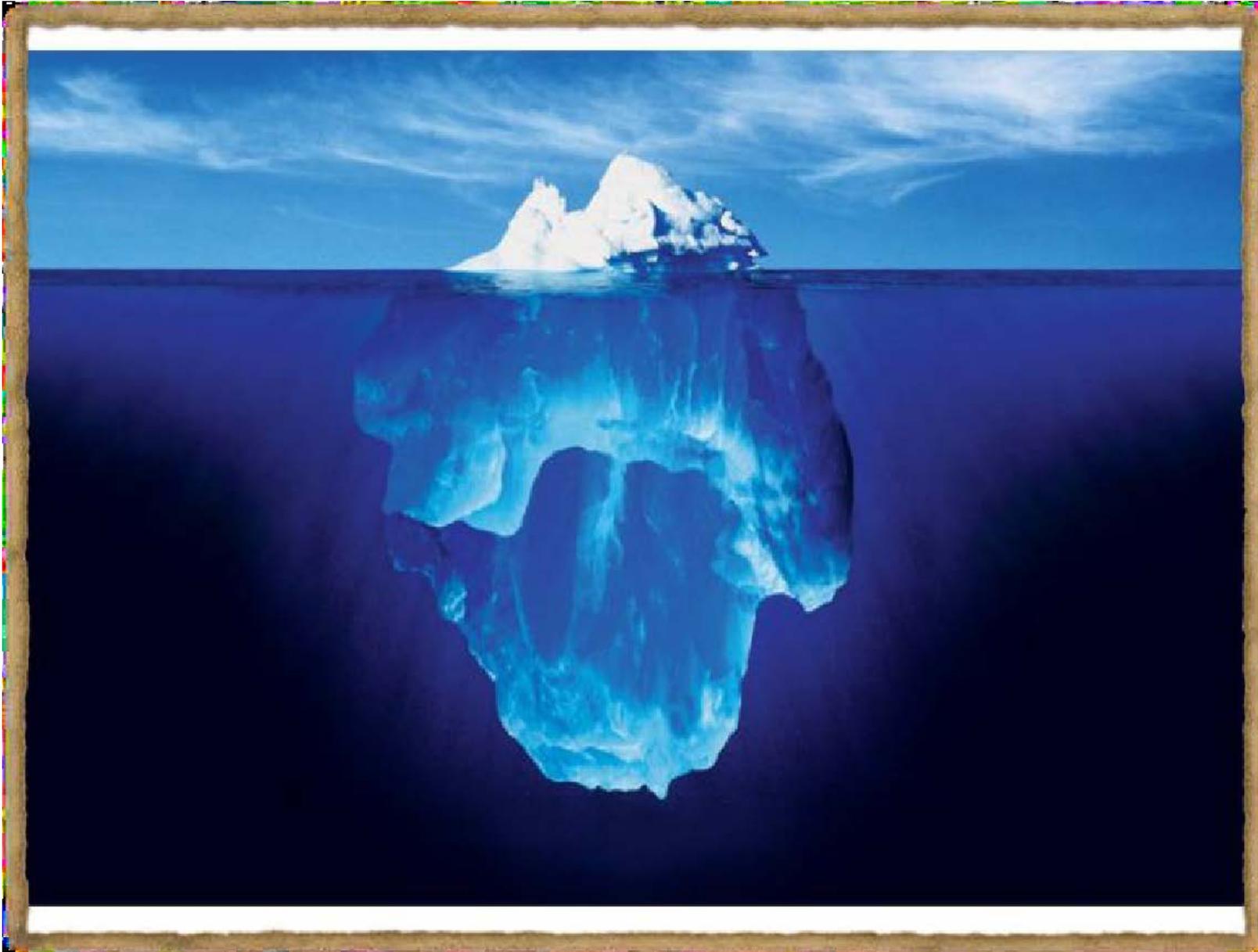




CULTURAL INTERVENTIONS PROMOTE WELLNESS

Mental wellness is a balance of the spiritual, emotional, mental, and physical. This balance is enriched as individuals have:

- ✓ HOPE for their future and those of their families that is grounded in a sense of identity, unique Indigenous values, and having a belief in spirit (spiritual wellness)
- ✓ a sense of BELONGING and connectedness within their families, to community, and to culture (emotional wellness)
- ✓ a sense of MEANING and an understanding of how their lives and those of their families and communities are part of creation and a rich history (mental wellness)
- ✓ PURPOSE in their daily lives whether it is through education, employment, caregiving activities, or cultural ways of being and doing (physical wellness)



Strengths Based Approach

The reality is, the strength is in what we cannot see... or have not invested in seeing.



What Indigenous Knowledge Says About Resiliency

The elasticity in Indigenous peoples' resiliency comes from one's spiritually endowed identity & values

- A core constellation of values have been found to be sufficiently resistant to acculturation so as to persist over time and through various assimilative forces. (Dumont, 1993)
- Change is directed toward connecting to one's identity vs. changes to fix deficits



Wholistic Resiliency

1. Caring and Supportive Community
2. High Expectations for Success
3. Opportunities for Meaningful Participation
4. Positive Bonds
5. Clear and Consistent Boundaries
6. Life Skills
7. Self Identity





Build Resilience

- Encourage relationship development
- Encourage stability and predictability in life
- Help them recognize their relationship to all things and being interconnected
- Focus on strengths
- Maintain hope

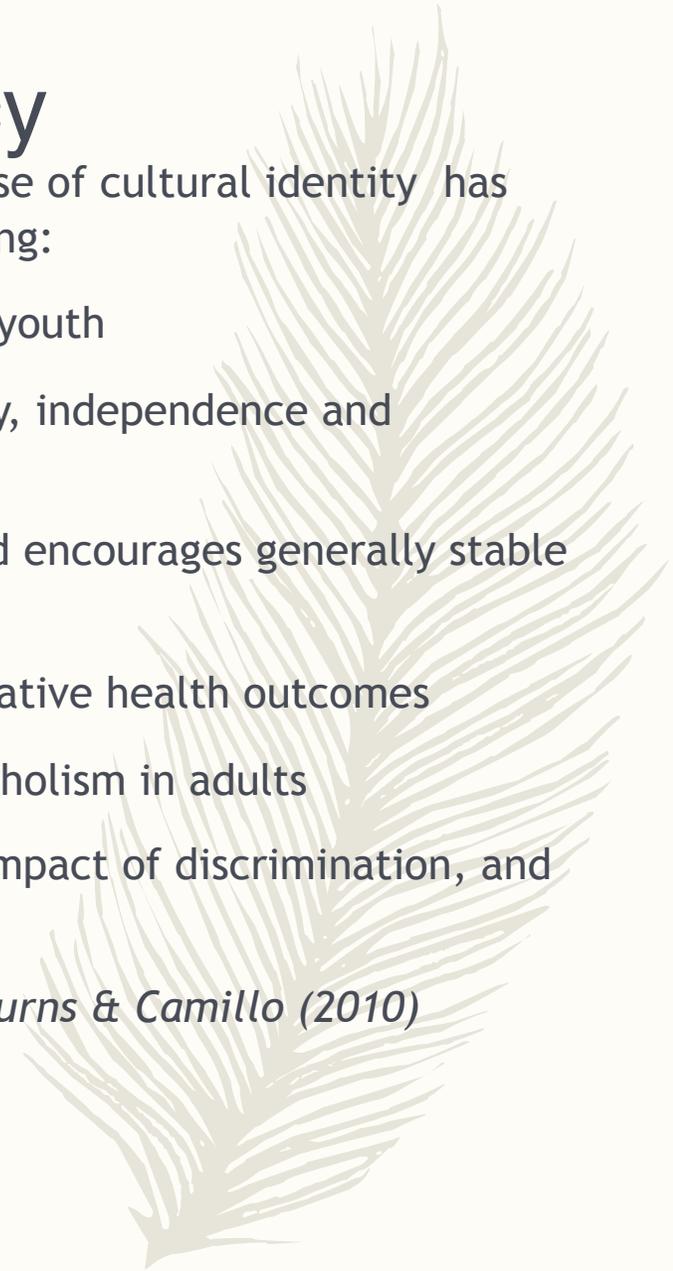


Culture & Resiliency

Connection to culture and a strong sense of cultural identity has been found to demonstrate the following:

- Associated with prosocial behavior in youth
- Increases values of belonging, mastery, independence and generosity in youth
- Discourages risky health behaviors and encourages generally stable and positive health practices
- Combats the effects of stress and negative health outcomes
- Buffers depressive symptoms and alcoholism in adults
- Protects against alcohol misuse, the impact of discrimination, and suicide

As listed in Crooks, Chiodo, Thomas, Burns & Camillo (2010)



Creating Systems that Support Wellness-Using Trauma Informed and Cultural Safety Concepts in our Workplace-Dr Brenda Restoule January 2020

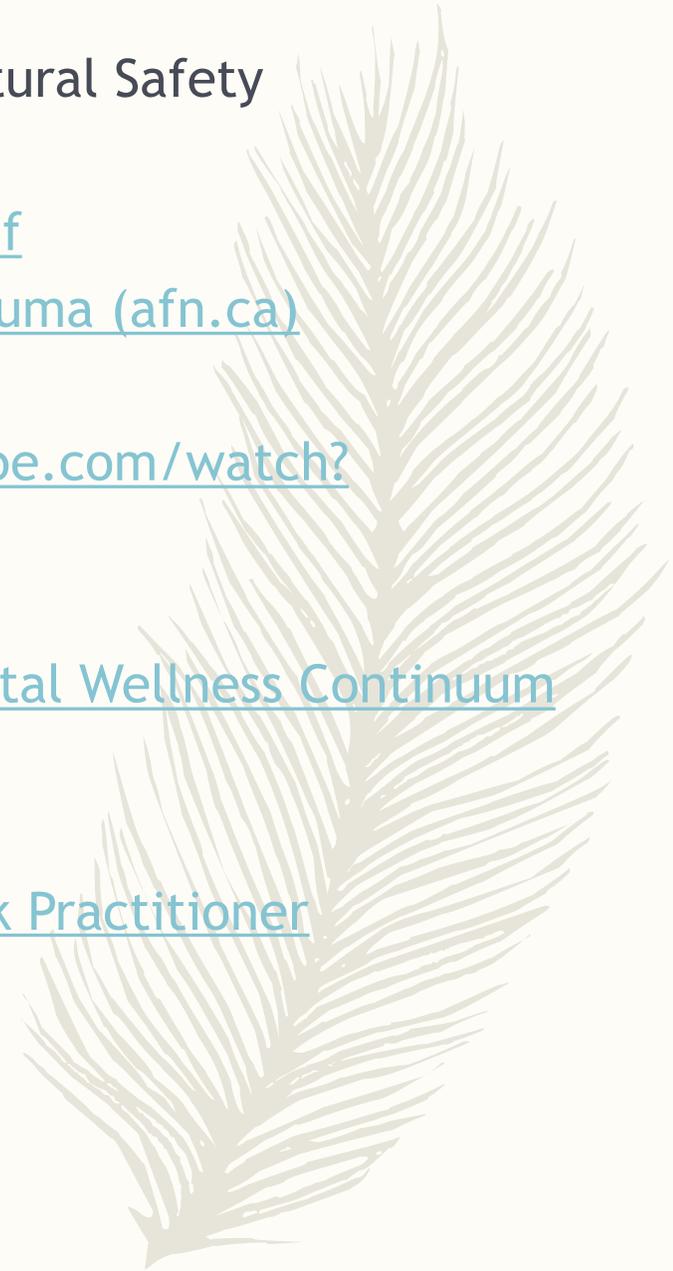
https://www.prevnet.ca/sites/prevnet.ca/files/brestoule_workshop.pdf

[Dr. Brenda Restoule's Keynote on Indigenous Knowledge in Addressing Trauma \(afn.ca\)](#)

Cultural Humility: People, Principles and Practices -https://www.youtube.com/watch?v=_Mbu8bvKb_U

First Nations Mental Wellness Continuum Framework-[First Nations Mental Wellness Continuum Framework | Thunderbird Partnership Foundation \(thunderbirdpf.org\)](#)

[Cultural Humility, Part I – What Is ‘Cultural Humility’? | The Social Work Practitioner](#)



Questions/Comments



Miigwech

Thank you for attending!



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