

Cultural Humility

Why Cultural Humility is Important in the National DPP



EMORY
ROLLINS
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HEALTH

Emory Centers
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Technical Assistance

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Agenda

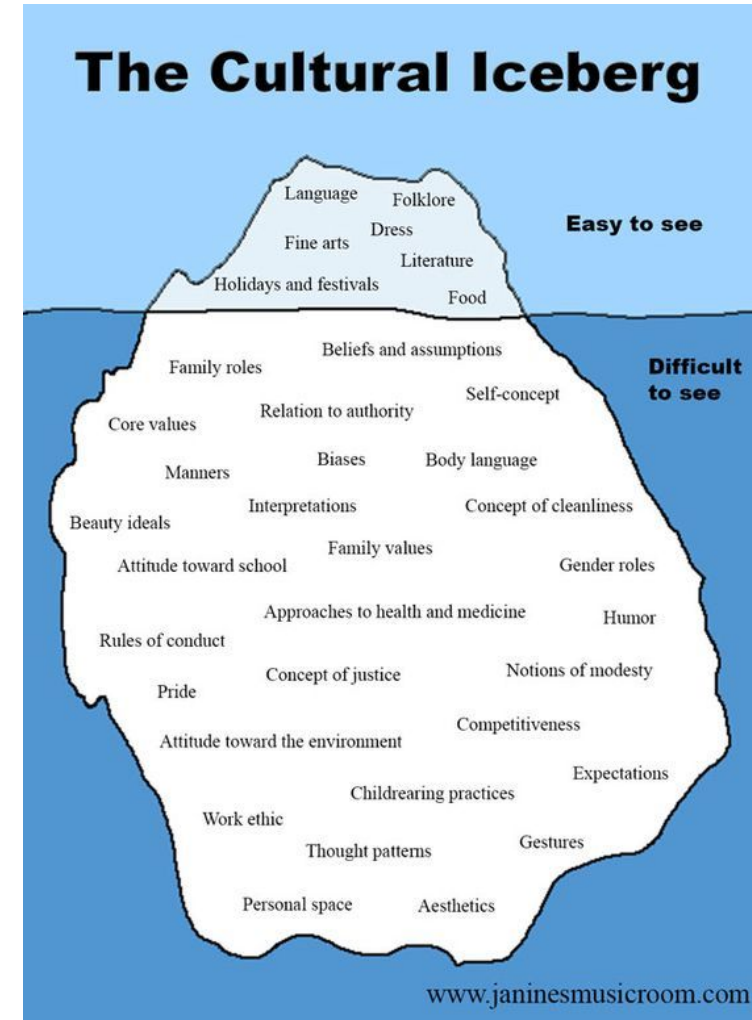
- What is Culture?
- LEARN model
- Culture and Diabetes

What is Culture?

The body of learned beliefs, traditions, principles, and guides for behavior that are commonly shared among members of a particular group. Culture serves as a roadmap for both perceiving and interacting with the world.

The Cultural Iceberg

- Race
- Ethnicity
- Gender
- Spirituality/Religion
- History of the culture
- Sexual Orientation
- Language



The Culture Tree

Shallow Culture:

- *Unspoken Rules*

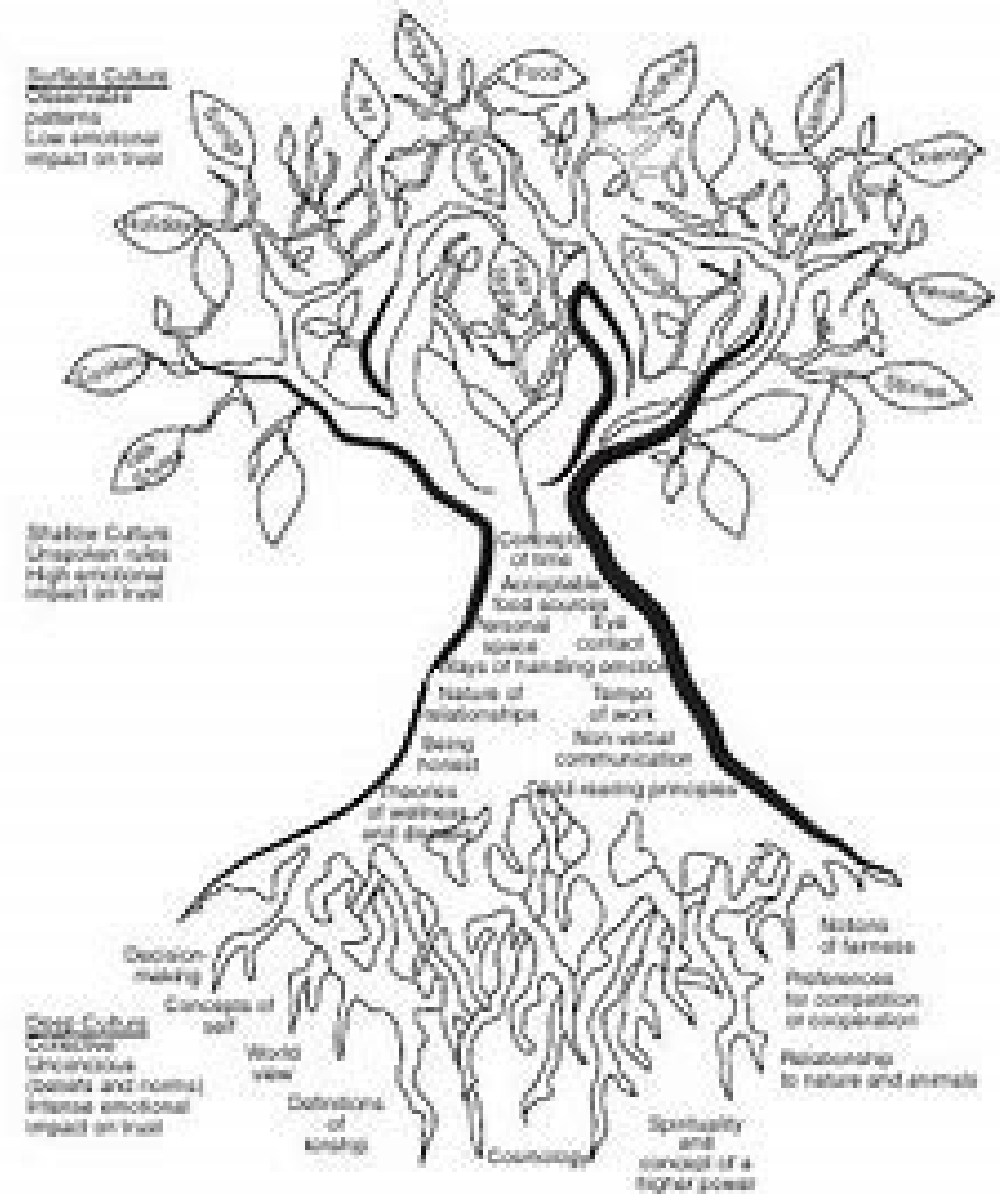
Surface Culture:

- *Observable Patterns*

Deep Culture:

- *Collective unconscious beliefs and norms*

Deep Culture is like the root system of a tree. It is what grounds the individual and nourishes his mental health



What Shapes Culture?

4 Major Factors or Forces That Have Most Impact on Culture

1. Economics

- Socioeconomic factors

2. Geography

- Food
- Clothes
- Resources

3. History

- Customs
- Beliefs/Practices
- Experience with oppression or discrimination
- Language

4. Politics

- Majority Culture
- Laws

Cultural Humility

Cultural humility is a humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Why is Cultural Humility Important in the National DPP?

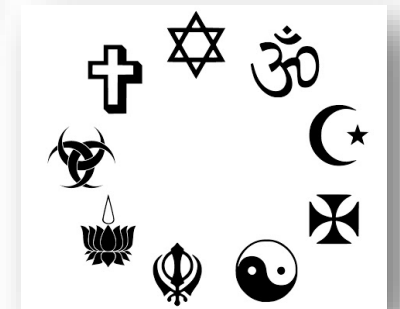
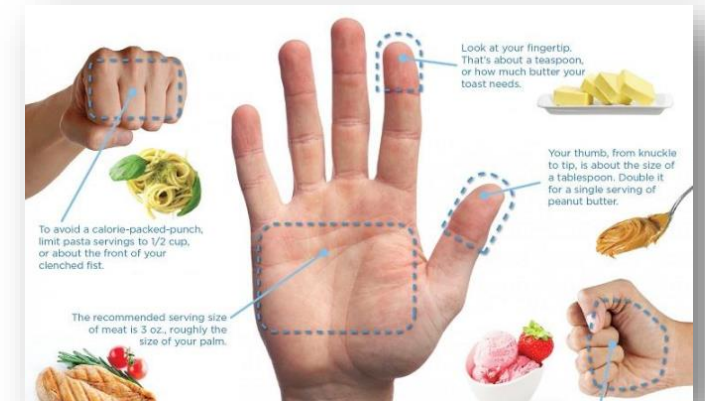
- Cultural forces are powerful determinants of health-related behavior
- A lack of knowledge or curiosity to health beliefs and practices of different cultures can limit one's ability to provide quality coaching
- Imperative for participant retention (inclusion, belonging, trust)



Examples

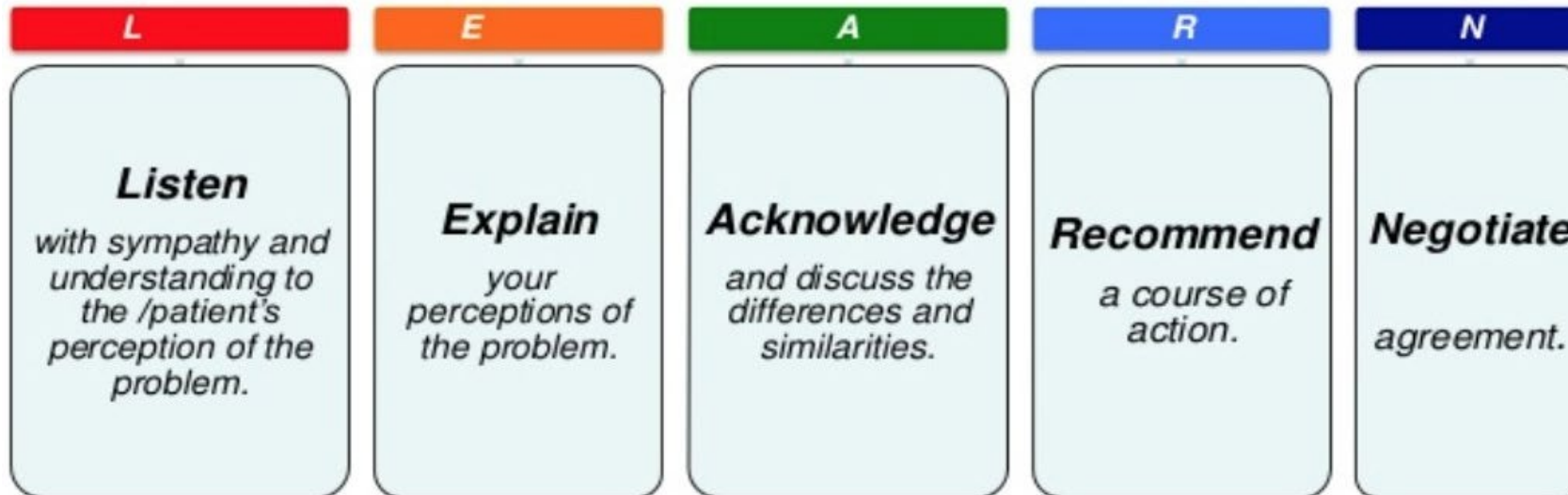
Some examples for consideration:

- My Plate
- Using visual aids
- Language barriers or concepts
- Importance of religion
- Ethics and Values
- Educational achievement
- Experience with group support
- Social organization of different racial/ethnic groups



How Can I Be More Culturally Humble?

The LEARN Model



L - Listen

- Listen with sympathy and understanding to the participant's perception of the problem
- Empathy
 - The ability to understand and share the feelings of another
- Facilitation Skills
 - Non-verbal support
 - Active Listening
 - Silence
 - Open-ended questions



L - Listen

What makes listening difficult?

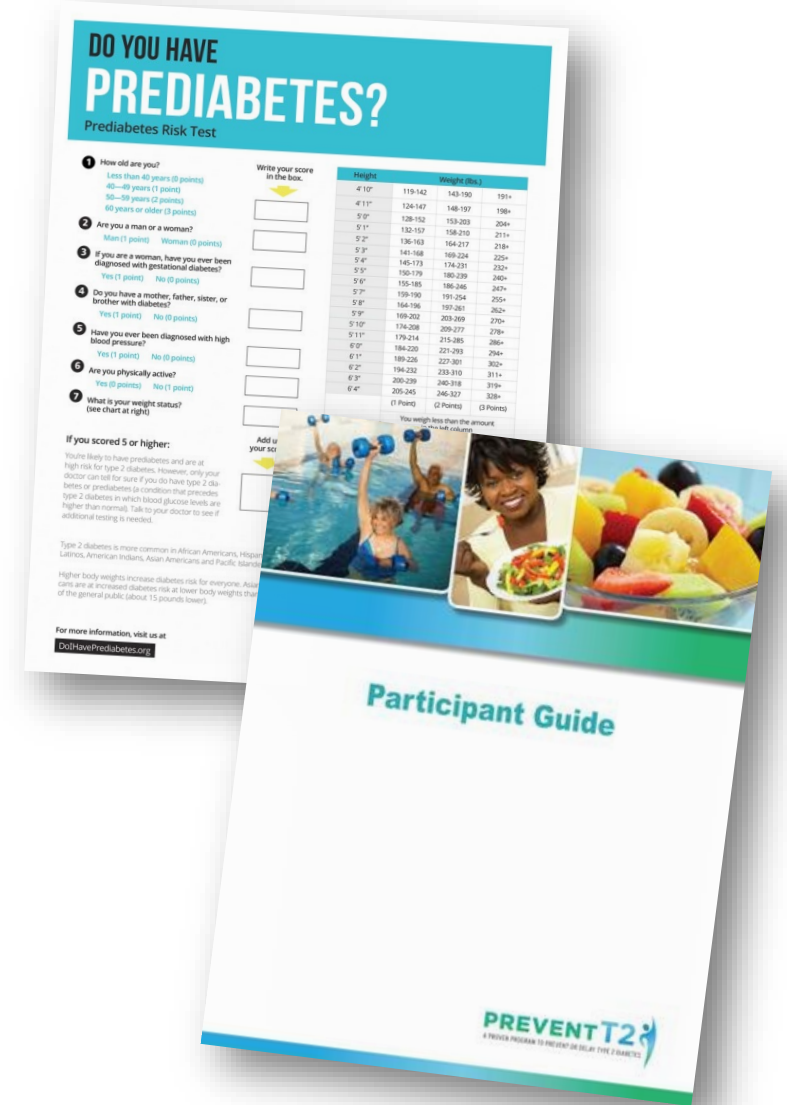
- Multiple demands
- Lack of adequate or continuous training
- Stressful conditions (time-limited, unrealistic expectations, etc)
- Too many participants

Most people
do not listen with the
intent to understand;
they listen with the
intent to reply.

Stephen R. Covey

E - Explain

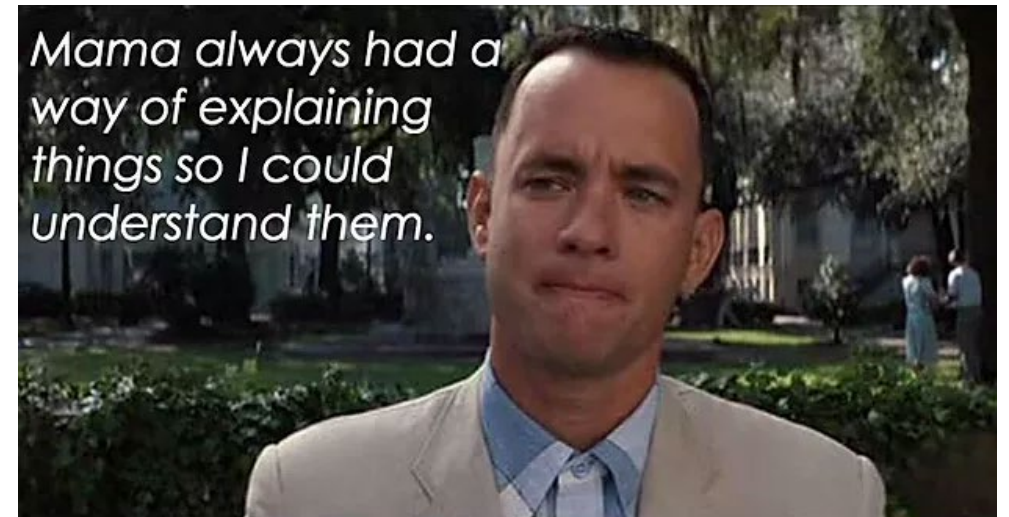
- Explain your perceptions of the problem
- “Problem” = prediabetes/diabetes
- Perception of “illness” and “disease”



E - Explain

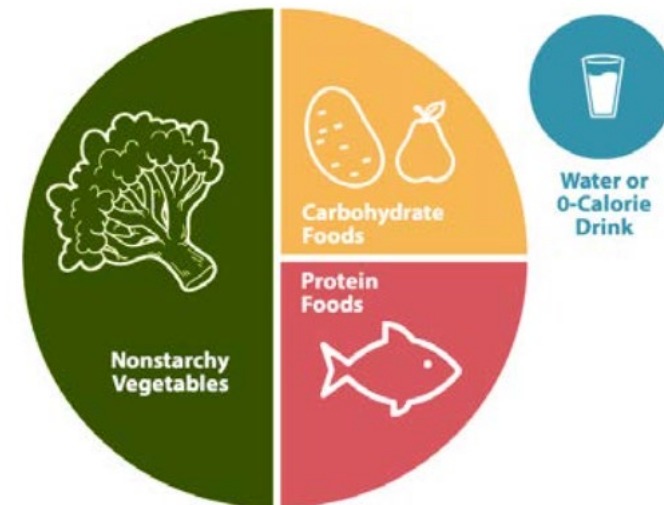
What makes explaining difficult?

- Language barriers
- Educational background
- Lack of inclusive materials



A - Acknowledge

- Acknowledge and discuss the differences and similarities
- Different ≠ Wrong/Bad









A - Acknowledge

What makes acknowledging differences and similarities difficult?

- Time
- Resources
- Knowledge

Other Healthy Plates

Breakfast	Lunch	Dinner
		
Acai fruit smoothie bowl with berries and fresh fruits	Two chicken salad wraps	Shrimp with mixed vegetables
		
Oatmeal with apple slices, almonds, honey, and cinnamon	Black beans crust pizza with corn, spinach, tomatoes, black beans and red onion	Pan roasted Cajun seasoned salmon, served with organic steamed vegetables, bell peppers, squash, carrots, and zucchini

R - Recommend

- Recommend a course of action
- Listen for opportunities for course correction
- Propose or “recommend” processes or interventions in certain areas

Jerry, what a great idea about incorporating in more vegetables! Perhaps something to consider for your Action Plan Journal this week.

Shayla, you mentioned wanting to get more active this week. Why don't we brainstorm some ways that you could accomplish that goal.

R - Recommend

What makes recommending difficult?

- Participant decides what changes they want to make
- Power of influence

Nothing influences people more than a recommendation from a *trusted friend*.

N - Negotiate

- Come to an agreement
- What is feasible for participant?
- Knowing who you can push and who you cannot

**8 sodas this week
would be a great goal!**

**The recommended amount of
physical activity each week is 150
minutes. You said that is unrealistic
for you, what would be reasonable
for you to do this week?**

N - Negotiate

What makes negotiating difficult?

- Taking less than what you wanted
- Feeling “defeated”



What makes L.E.A.R.N easy?

Knowing the cultural characteristics of your population

- What cultures are predominantly represented in your field?
- What are the values, beliefs, traditional concepts particular to these groups?
- Who are the “gatekeepers” of health within these groups?
- What is the group’s perception of life and their reality?

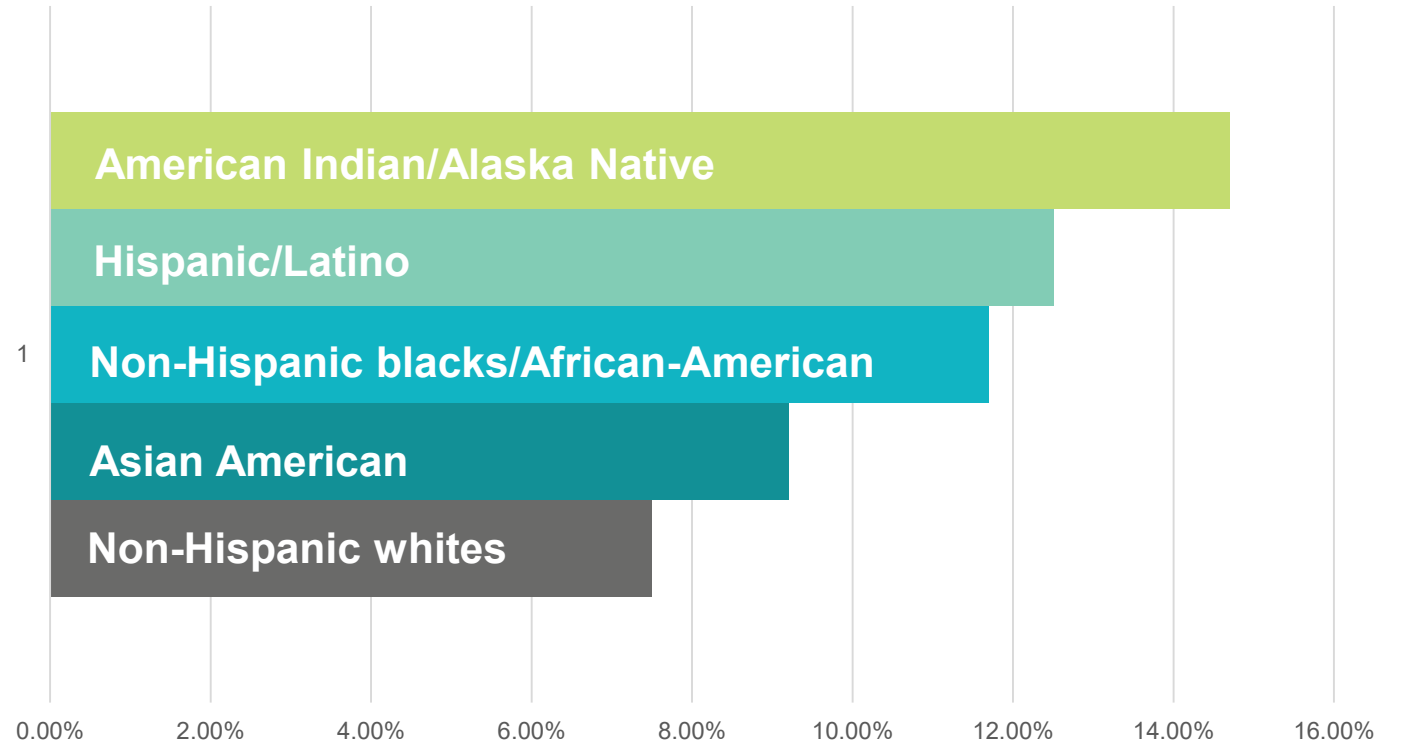
Cultural Variables for Consideration

- Ethnicity
- Race
- Gender
- Spirituality/religion
- History
- Sexual orientation
- Language

Culture and Diabetes

- Prediabetes prevalence similar among all racial/ethnic groups
- Racial/ethnic groups more likely to develop type 2 diabetes
 - Black/African-American
 - Hispanic/Latino
 - American Indian/Alaska Native

Diagnosed Diabetes among adults by race/ethnicity



Engaging with Culture at the Center

Western

- Individual focus
- Self-reliance
- Open & Direct
- Personal achievement
- Competition
- Cause & effect thinking
- Importance of doing

Communities of color

- Group focus
- Interdependence
- Indirectness
- Interpersonal relations
- Cooperation
- Relationship-oriented thinking
- Importance of being

Key Takeaways

- Culture is a set of learned beliefs, traditions, principles, and guides for behavior that are commonly shared among members of a particular group.
- Economics, geography, history, and politics shape culture.
- Use the LEARN model to be more culturally humble and respectful of other cultures.
 - Listen, Explain, Acknowledge, Recommend, and Negotiate
- A focus on race/ethnicity cultural considerations are important due to communities of color developing diabetes at faster rates.