Cultural Humility, Empathy, & Compassion

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Culture

- How do you define “Culture”? 
- What is important in your culture? 
- What are you noticing from others responses?
Cultural Humility

- Cultural competence?
- Cultural Humility (Tervalon & Murray-Garcia, 1998)
Three Dimensions of Cultural Humility

- Lifelong learning & critical self-reflection
- Recognize and challenge power imbalances
- Institutional accountability
Lifelong Learning & Critical Self-reflection

- Coming from a place of knowing that we don’t know
- Being able to accept our own limitations
- Encouraged to be curious tied to that place of not knowing
- Openness – we can feel open to those around us who want to learn about us
Lifelong Learning & Critical Self-reflection

- All leads to lifelong learning and ongoing critical self-reflection
- We hold ourselves accountable for constant learning and curiosity to understand those around us
- Frees us from feeling that we have to be experts on others and their culture
Recognize and Challenge Power Imbalances

- We attempt to recognize when we are in a position of power and make attempts to neutralize this imbalance.
- We notice when there is a power imbalance in systems and acknowledge this difference, also taking responsibility to point out and advocate.
Institutional Accountability

- At an institutional level, we need to encourage this philosophy/culture
- If the system has embraced this philosophy, it will be much easier for the individuals to feel safe with the practice
Empathy

- The ability to understand and share the feelings of another (dictionary.com)
- A key skill is making sure we are able to do our best to understand what it might feel like in that person’s shoes
- We can guess, however, we really don’t know without an open conversation
Empathy

- If we feel like the victim, we attempt to have empathy for the perpetrator
  - If someone hurts us – intentionally or unintentionally, the person has some reason for this (personal experience, history, family culture, etc.)

- If we are the perpetrator, we attempt to have empathy for the victim
  - If we hurt someone – intentionally or unintentionally, it is our responsibility to take a step back, recognize what happened, check how, where, why, this came up for us, take action to address what we’ve done
Compassion

- A feeling of deep sympathy for another who is stricken by misfortune, accompanied by a strong desire to alleviate the suffering (dictionary.com)
- When we know someone has been hurt, by us or someone/something else, we ask how we might help
- When someone recognizes we are hurt, we try to be open for dialogue
Successful Settings for CHEC

- Classroom
- Diversity Trainings
- Conference Lectures
- Personal Interactions
Questions & Discussion

- Thoughts about CHEC?
- Ideas to expand the concept?
- How can you implement this in any setting you are in?
- Is this a sustainable way to have deep discussions?