

CULTURAL HUMILITY & LIBRARIES: AN ALTERNATIVE TO CULTURAL COMPETENCE

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SHIFTING CONDITIONS

CULTURAL...

Awareness

Diversity Training

Competence

Humility?



Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professionals to work effectively in cross-cultural situations

CULTURAL
COMPETENCY
AT THE....

LIBRARY



Fully Native

Who is an Indian? A Native American? An indigenous person? American Indian, First Nation, or Aboriginal? All these labels are used, but none is entirely correct. Who decides?

Are you a full blood? Half blood? Quarter blood?

The question of how much "Indian blood" you have—also called "blood quantum"—began with European contact. This colonial way of thinking continues when we keep defining ourselves by blood.

What part of you is Native? Is it your head? Your heart? Maybe it's your thoughts. But it is not just your blood.

We are the sum of all our parts. All human. One hundred percent. And fully Native.

Jolene Rickard, guest curator, and Gabriella Toya, NMAI, 2004



LOOKS LIKE

"DIVERSITY" TRAINING





INTENTIONS
MATTER, BUT SO
DOES POWER



KK



INTERSECTIONALITY



STRUCTURAL POWER

ACHIEVE MASTERY

CHECKLIST APPROACH

Moving Day

1. Call Utilities

2. Forward Mail

3. Prescriptions

4. Final Walk-Through

5. Pay Movers

HUMILITY





A person wearing a brown and white patterned headscarf and a dark jacket is sitting on a set of stone stairs. They are holding a small, pinkish envelope in their hands. The scene is lit with warm, golden light, suggesting late afternoon or early morning. The background is slightly blurred, focusing attention on the person and the text.

WHO
ARE THE
HUMBLE?

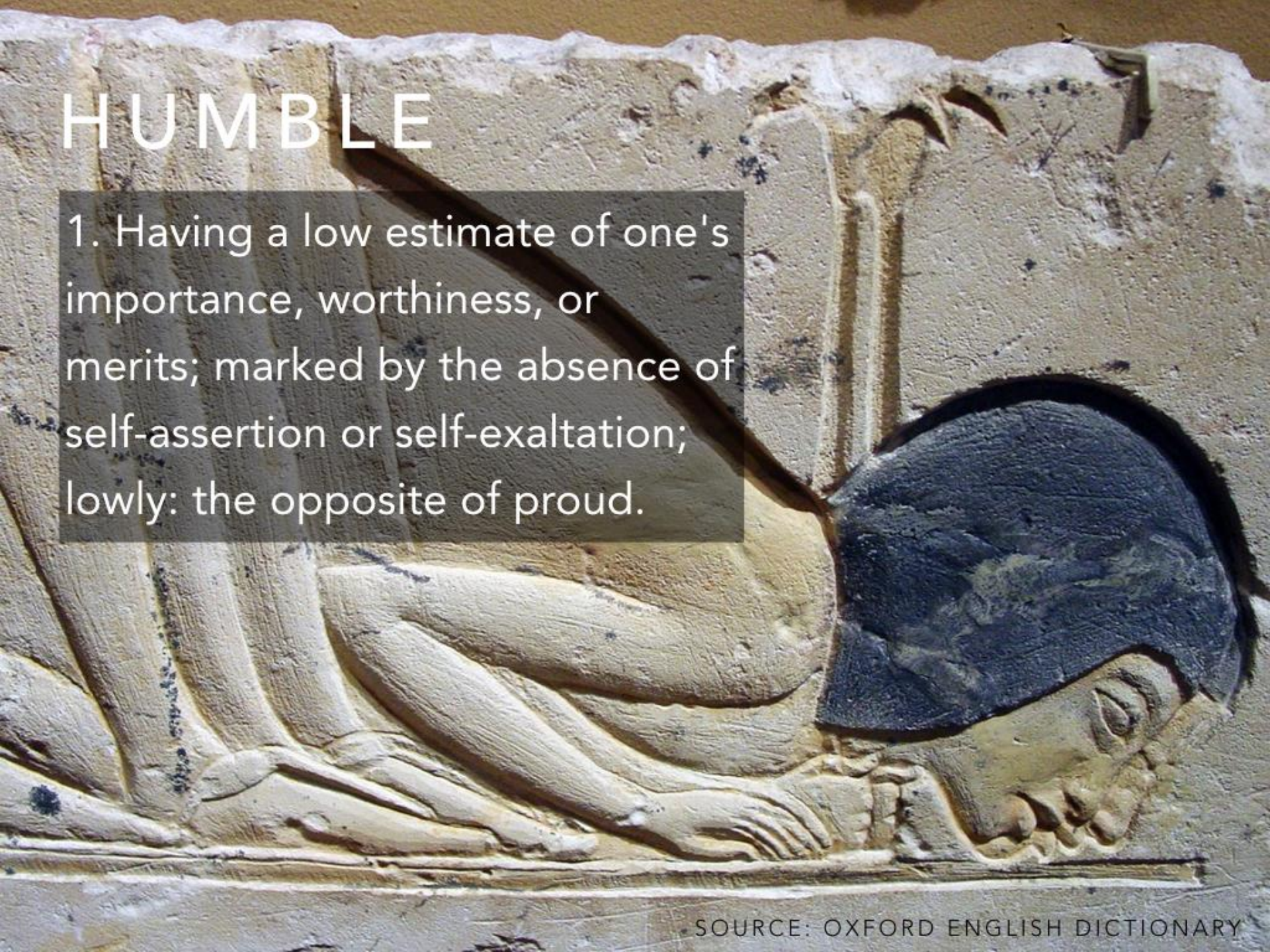
HUMILITY

1a. The quality of being **humble** or having a lowly opinion of oneself; meekness, lowliness, humbleness: the opposite of pride or haughtiness.



HUMBLE

1. Having a low estimate of one's importance, worthiness, or merits; marked by the absence of self-assertion or self-exaltation; lowly: the opposite of proud.



HOW DO WE
MEASURE
HUMILITY?



ARROGANCE

The taking of too much upon oneself as one's right; the assertion of unwarrantable claims in respect of one's own importance; undue assumption of dignity, authority, or knowledge; aggressive conceit, presumption, or haughtiness.

SOURCE: OXFORD ENGLISH DICTIONARY



WHAT IS HUMILITY?

KEY ELEMENTS OF HUMILITY, PT. 1

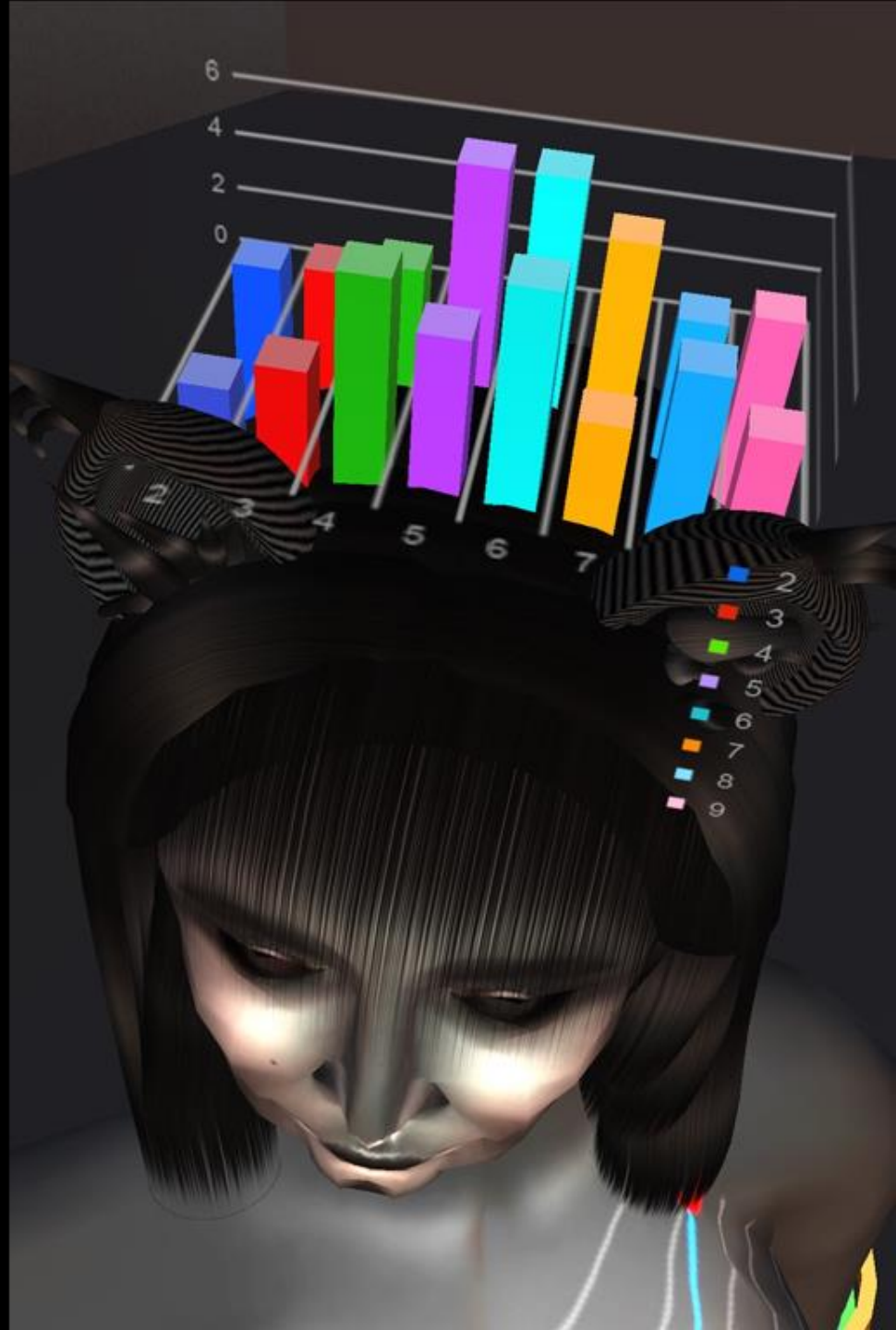
- an accurate assessment of one's abilities and achievements (not low self-esteem, self-deprecation)
- an ability to acknowledge one's mistakes, imperfections, gaps in knowledge, and limitations
- openness to new ideas, contradictory information, and advice

KEY ELEMENTS OF HUMILITY, PT. 2

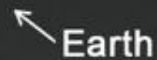
- keeping one's abilities and accomplishments -- one's place in the world -- in perspective
- a relatively low self-focus, a "forgetting of the self," while recognizing that one is but part of the larger universe
- an appreciation of the value of all things, as well as the many different ways that people and things can contribute to our world

AN **ACCURATE** ASSESSMENT OF
ONE'S ABILITIES AND
ACHIEVEMENTS

SELF-KNOWLEDGE
ACCURACY?



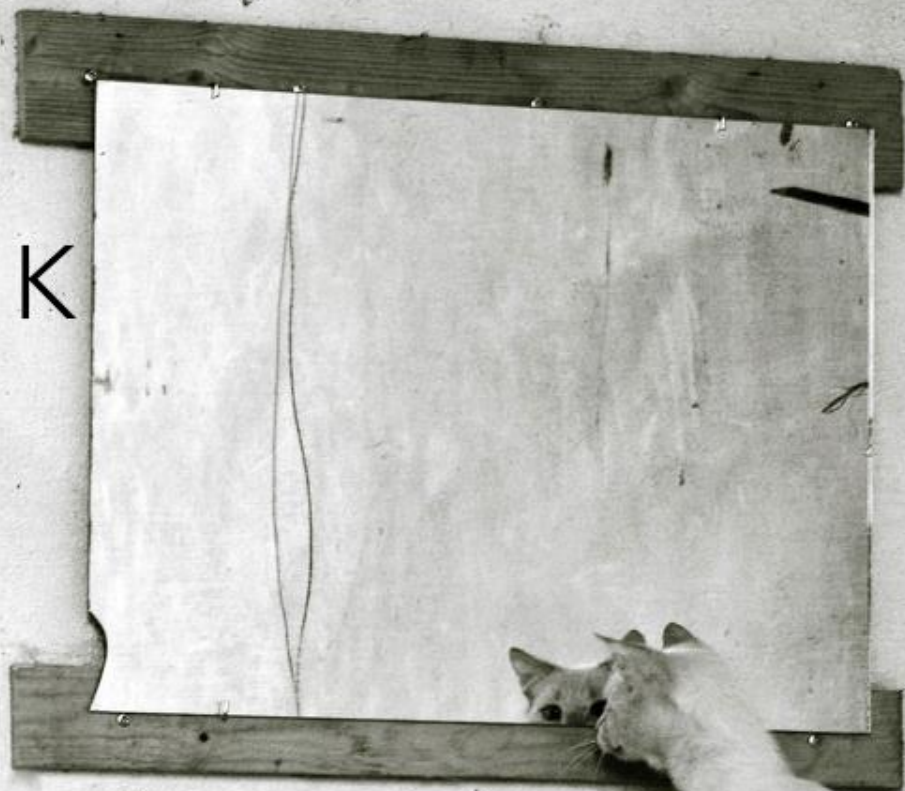
A willingness to see the self accurately
rather than the absolute attainment of
accuracy. Nonetheless, from our
perspective, accuracy is secondary to
whether a person is willing and able to
weigh information in a *nondefensive way*.



Earth

A relatively low self-focus, a "forgetting of the self," while recognizing that one is but part of the larger universe.

TAKE A PEEK
AND THEN
MOVE ON



UNSELVED

“True humility is more like self-forgetfulness... It leaves people free to esteem their special talents and, with the same honesty, to esteem their neighbor's. Both the neighbor's talents and one's own are recognized as gifts and, like one's height, are not fit subjects for either inordinate pride or self-deprecation.”

BURI, 1998



CULTIVATING HUMILITY

HINT: IT'S NOT ABOUT SHAMING THE ARROGANT

CULTURAL HUMILITY

↑
Diversity



CULTURAL HUMILITY INVOLVES THE ABILITY TO MAINTAIN AN INTERPERSONAL STANCE THAT IS OTHER-ORIENTED (OR OPEN TO THE OTHER) IN RELATION TO ASPECTS OF CULTURAL IDENTITY THAT ARE MOST IMPORTANT TO THE CLIENT.

OF COURSE I GET IT

ME



WHAT DO WE BRING WITH US?



REDRESSING

POWER IMBALANCES





W(8Ω)
POWER

SANSUI ELECTRIC CO., LTD.

MEASURING CULTURAL HUMILITY

WHY CULTURAL HUMILITY

IN LIBRARIES?



LIBRARY

GROW
INSPIRED
THINK
DISCOVER
EXPLORE
ANYWHERE
ENJOY

LET'S
READ

Talking
Singing
Reading
Writing
Playing
CHILD
Ready to READ

NAALTSOOS BÁHOOGHAN



T'ÁÁ'AŁTSXOH BÁ

HOLD ON...

WHAT ABOUT CULTURAL PRIDE?



PRIDE

1.a. A high, esp. an excessively high, opinion of one's own worth or importance which gives rise to a feeling or attitude of superiority over others; inordinate self-esteem.

REPRESENT, **PRIDE** PUPPER

3. a. A consciousness of what befits, is due to, or is worthy of oneself or one's position; self-respect; self-esteem, esp. of a legitimate or healthy kind or degree.

SOURCE: OXFORD ENGLISH DICTIONARY





The More You Know!

The image features the phrase "The More You Know!" in a bold, 3D, sans-serif font. The letters are primarily blue and purple, with a slight gradient. To the right of the text is a large, bright yellow five-pointed star. Below the text and star is a vibrant, multi-colored trail that resembles a comet or a nebula, with colors transitioning from red and orange at the top to green and blue at the bottom. The entire scene is set against a dark, starry night sky.

ACCURACY!

LOOKING GOOD



CULTURAL HUMILITY IN REAL LIFE

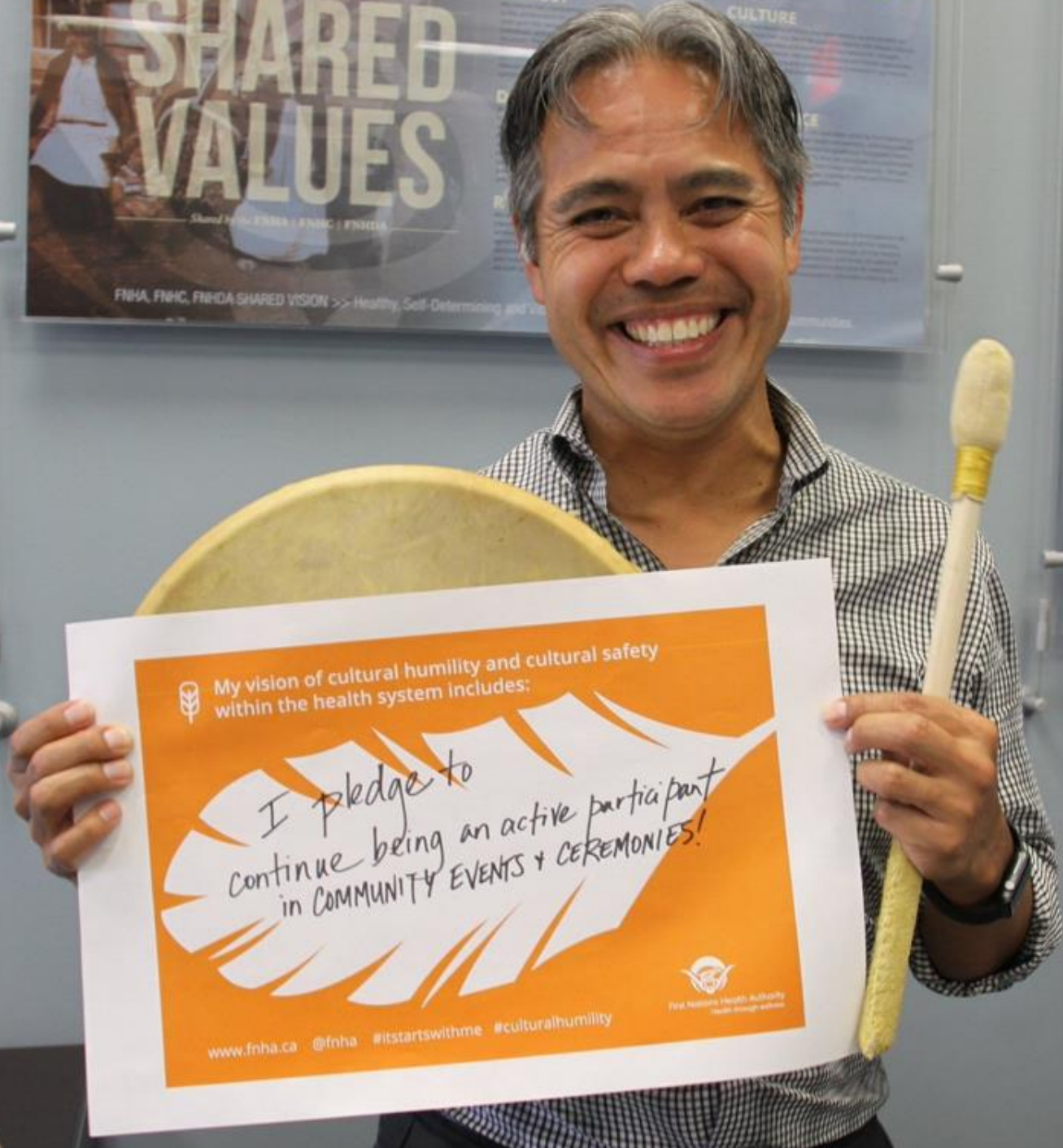
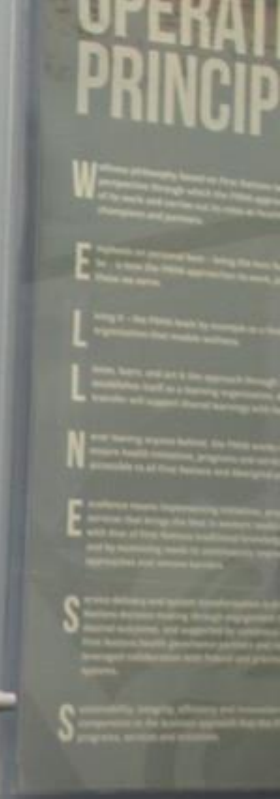
GENERAL
ROBERT E.
LEE



MAYOR LANDRIEU



GENERAL ANDREW JACKSON
AND HENRY CLAY
SPOKE FROM THIS SLAVE BLOCK
IN HAGERSTOWN
DURING THE YEAR 1830



My vision of cultural humility and cultural safety within the health system includes:

I pledge to continue being an active participant in COMMUNITY EVENTS + CEREMONIES!

www.fnha.ca @fnha #Itstartswithme #culturalhumility

First Nations Health Authority
Health through wholeness

IMAGE CREDITS

- sand dunes: <https://flic.kr/p/GiqJPs>
- Zimmerman Library by Gregory Peterson, <https://flic.kr/p/oq3ard>
- NMAI exhibit <https://flic.kr/p/21wYFj>
- workshop <https://flic.kr/p/SPfu13>
- why? <https://flic.kr/p/9yaos5>
- big and little dinosaurs: <https://flic.kr/p/7PLuwb>
- alvaroarenas_dedpxl02_02: <https://flic.kr/p/mC3qra>
- capitol building Madison, WI: <https://flic.kr/p/axqVsw>
- checklist: https://c2.staticflickr.com/8/7617/16802594172_a4246fe63d_b.jpg
- Pope washing feet: http://www.gannett-cdn.com/-mm-/4252e7af1a3888197136b717f5f93523f21f8eb2/r=x1683&c=3200x1680/local/-/media/USATODAY/USATODAY/2013/03/28/gty-164815601-16_9.jpg
- orange legs in line: <https://flic.kr/p/dKeG4B>
- beggar: <https://flic.kr/p/5FZpFi>
- statue with hand on face <https://flic.kr/p/53BAmx>

IMAGE CREDITS (CONT.)

- bowing down <https://flic.kr/p/gbB1Ad>
- measuring baby <https://flic.kr/p/73aZuR>
- arrogant cat: <https://flic.kr/p/6yWmS6>
- picture of Earth from Mars: <https://www.jpl.nasa.gov/spaceimages/details.php?id=PIA17936>
- cat in mirror,white: <https://flic.kr/p/o6G6Sv>
- cat in panda hat: <https://flic.kr/p/oRCL7p> 29 dark measure: <https://flic.kr/p/e3X66U>
- diversity on sidewalk: https://photos.google.com/share/AF1QipNPUSTCoyqpkI9P3N8L8phoX3JSnAoyu_9byBM3QVKpiRbZPRg9gSaSaxVp61FHtg?key=QUxhb2hoVERySIRJSXFBZ213cII0Tkl2dWxMcmNR
- uniformity, houses, <https://www.flickr.com/photos/jubilo/20100355448/>
- old-timey guy gets it <https://flic.kr/p/EVzfxj>
- Crusoe the celebrity wiener dog, http://68.media.tumblr.com/282e48ef1cf80796813d089db517abe5/tumblr_opp9mwZVyH1s4lxj4o1_1280.jpg
- Berlin wall http://mauer.visitberlin.de/wp-content/uploads/BERLINER-MAUER3_c_berlin-da-806x495.jpg

IMAGE CREDITS (CONT.)

- dark measure: <https://flic.kr/p/e3X66U>
- boy scout badges: <https://www.flickr.com/photos/gazeronly/10279177113/> Central & Unser Library in ABQ, <https://newmexicoarchitecturalfoundation.org/2015/04/28/central-unser-library/#jp-carousel-672>
- Libraries are for Everyone, <https://hafuboti.com/2017/02/02/libraries-are-for-everyone/>
- that's bullshit <https://gfyca.com/LamePleasedCob>
- Samosa the dog https://www.yelp.com/biz_photos/sukhmani-jewelry-albuquerque?select=ktl5_uos-YVvdv6JE6jWEA
- Koi and waterlily, <https://flic.kr/p/p79F61>
- The More You Know https://i.ytimg.com/vi/GD6qtc2_AQA/maxresdefault.jpg
- Statue of Robert E. Lee https://thenypost.files.wordpress.com/2017/05/confederate_statues_new_orleans.jpg?quality=90
- Mayor Landrieu of New Orleans <http://esq.h-cdn.co/assets/17/21/980x490/landscape-1495562629-mayor-02.jpg>
- Slave block https://i2.wp.com/www.historicalperceptions.com/wp-content/uploads/2017/03/20170320_094145.jpg

THANK YOU!
QUESTIONS?