CULTURAL HUMILITY & LIBRARIES: AN ALTERNATIVE TO CULTURAL COMPETENCE

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CULTURAL... Awareness
Diversity Training
Humility?
Competence
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 professions to work effectively in cross-cultural situations.

CULTURAL COMPETENCY AT THE...
LOOKS LIKE

"DIVERSITY" TRAINING
Why?
INTENTIONS MATTER, BUT SO DOES POWER
INTERSECTIONALITY
ACHIEVE MASTERY

CHECKLIST APPROACH

1. Call Utilities
2. Forward Mail
3. Prescriptions
4. Final Walk-Through
5. Pay Movers

Moving Day
HUMILITY
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.

SOURCE: OXFORD ENGLISH DICTIONARY
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.

SOURCE: OXFORD ENGLISH DICTIONARY
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.
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
“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
WHY CULTURAL HUMILITY IN LIBRARIES?
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.

SOURCE: OXFORD ENGLISH DICTIONARY
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
ACCURACY!

LOOKING GOOD
CULTURAL HUMILITY IN REAL LIFE
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 and ceremonies!
IMAGE CREDITS

- sand dunes: https://flic.kr/p/GiqJPs
- NMAI exhibit https://flic.kr/p/21wYFj
- workshop https://flic.kr/p/SPfu13
- 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
bowing down https://flic.kr/p/gbB1Ad
measuring baby https://flic.kr/p/73aZuR
arrogant cat: https://flic.kr/p/6yWmS6
cat in mirror, white: https://flic.kr/p/o6G6Sy
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=QUxhb2hoVERySJRJXFBZ213cll0TkI2dWxMcmNR
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
- Libraries are for Everyone, https://hafuboti.com/2017/02/02/libraries-are-for-everyone/
- that’s bullshit https://gfycat.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
THANK YOU! QUESTIONS?