



Mountain Plains (HHS Region 8)

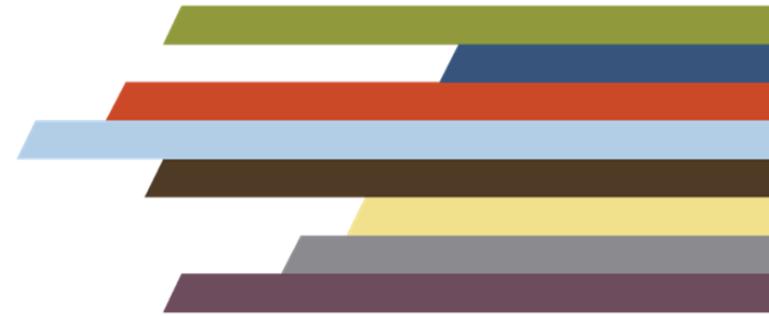
MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

ECE Webinar Series

Cultural Humility and Responsiveness

Presented by JaShawn Rogers, MS, MA and Laura McArthur, PhD



Disclaimer

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At the time of this presentation, Elinore F. McCance-Katz, served as SAMHSA Assistant Secretary. The opinions expressed herein are the views of Laura MacArthur, JaShawn Rogers and Stefanie Winfield and do not reflect the official position of the Department of Health and Human Services (DHHS), SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this Presentation is intended or should be inferred.

Connection Circle

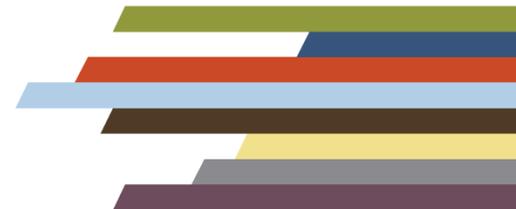


Key Points/Agenda

- Define cultural humility
- Check implicit bias
- Identify three equity tools
- Practice reflection and journaling

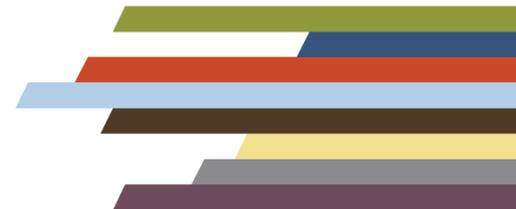
Please have the following available:

- Paper
- Pen or pencil
- Be comfortable



Virtual Norms

- Be present
- Share what feels comfortable
- Recording
- Please mute audio when you are not talking
- Maintain confidentiality
- Chat moderation—please post questions or comments in the chat box
- Feel free to speak to us after the training by email if needed.



What is Resilient Futures

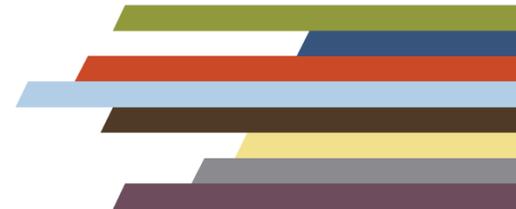
Our Mission:

To foster equitable, safe and resilient communities for all youth.

We define resilience as the capacity to grow and thrive, with strength and tenacity, in the face of trauma and oppression for both individuals and communities. We believe that this resilience can be developed and fostered amongst all.

Cultural Humility and Responsiveness

- We come from diverse social and cultural groups that may experience and react to stress and trauma differently.
- When we are open to understanding these differences and respond to them sensitively, we make each other feel understood and equity is enhanced.

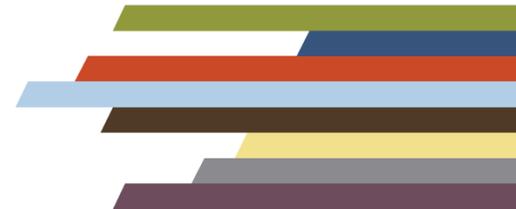
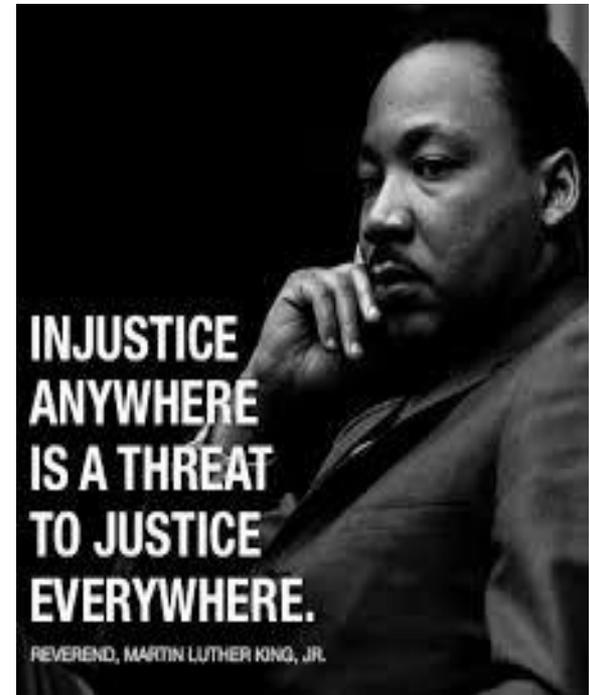


Cultural Humility

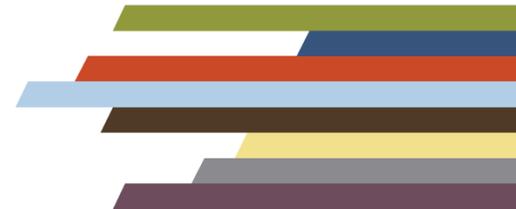


Equity Tool: Practicing Cultural Humility

“Cultural Humility is a process of communal reflection to analyze the root causes of suffering and create a broader, more inclusive view of the world.”



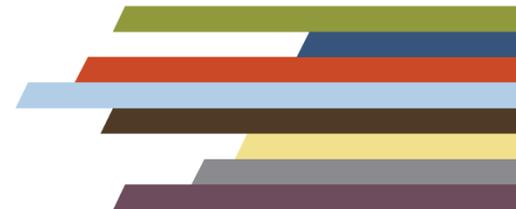
Let's Take a Break



Reflect

Identify your own cultural and family beliefs and values. For example, What are some of the key lessons you learned growing up that you would like to pass on to your children and students?

When is a time you noticed these key lessons/values were different than someone else's? What was that like?

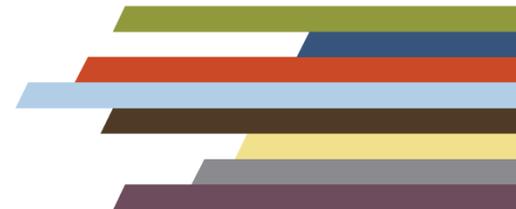


Journaling Activity

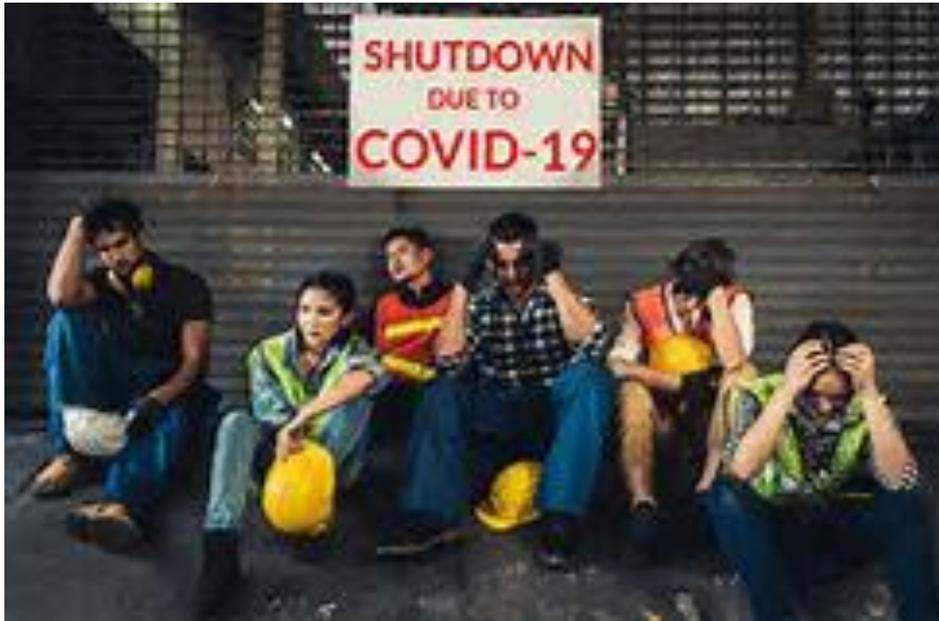
Journal: How much of your life is impacted by race? What influences your answer?



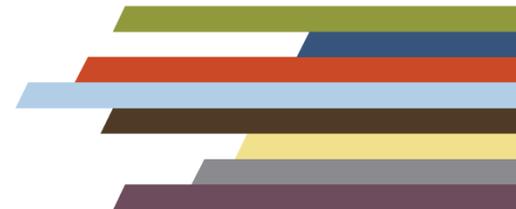
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Equity during COVID-19



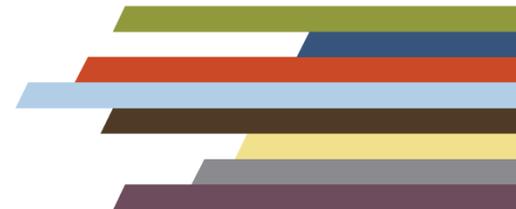
- Racial/gender disparities
- Access to healthcare
- Housing challenges
- Support system
- Financial stress



Equity during COVID-19

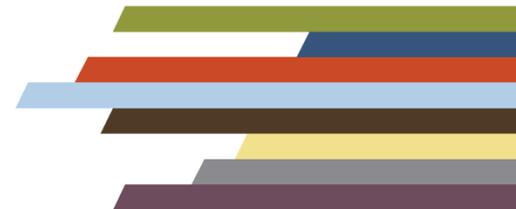


- Emotional stress
- Connection to community resources
- Educational resources
- Ability to work from home
- Food/ supply scarcity



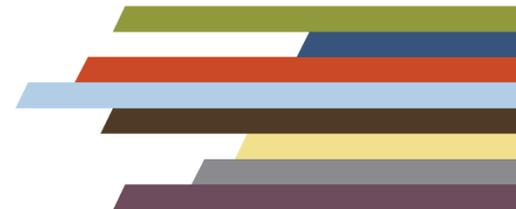
Equity Tool: Holding a Courageous Conversation

- Speak YOUR truth
- Experience Discomfort
 - Stay Engaged
- Expect/Accept Non-Closure



Equity Tool: Holding a Courageous Conversation

- I feel
- I think
- I believe
- I see

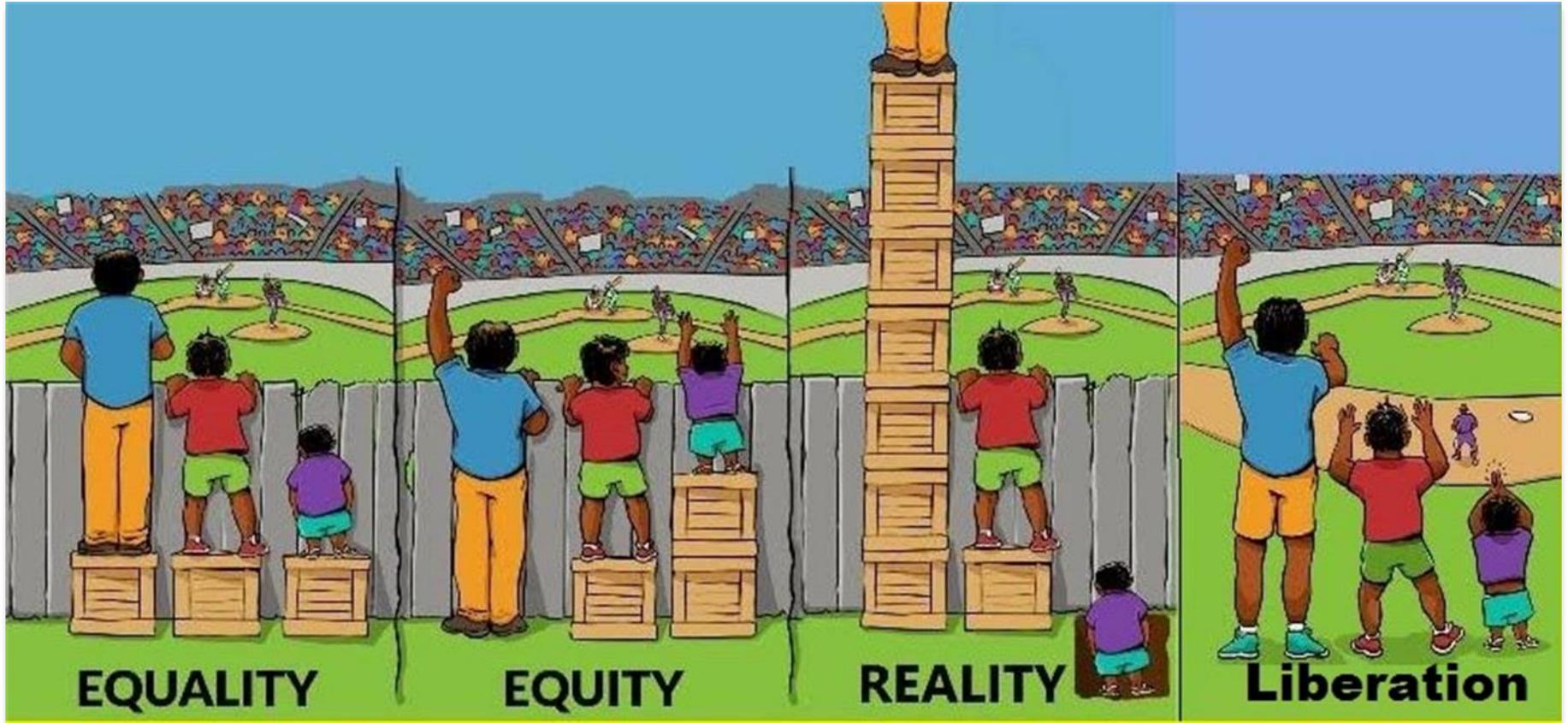


Working Towards Equity: Understanding Context

“Fair is NOT everyone getting the same thing, Fair is everyone getting what they need to do their best”

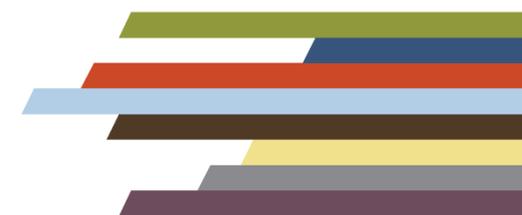
J. Dorado (2015)

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What is Implicit Bias

- Unconscious attitudes and stereotypes that shape our responses to certain groups
- Implicit Bias is involuntary
- Implicit Bias is NOT implicit racism



How do we check our Implicit Bias in practice?

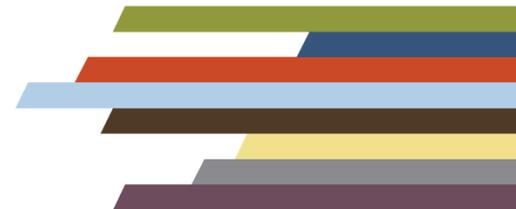
Stop. Breath. Reflect.

Check Assumptions

Observe Your Choices

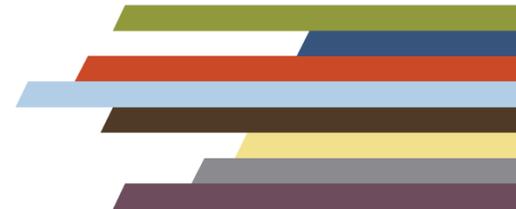
Question Yourself Thoughtfully

- I wonder if I would have responded that way to a different student?
- Am I having a response because this is unacceptable or is it just because it's different than what I'm used to?
- Is this a pattern for me?



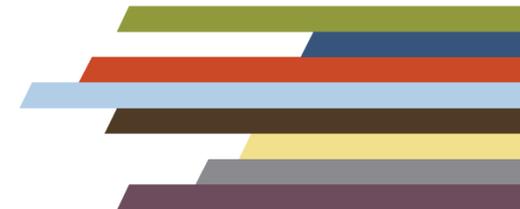
Microaggressions are Like Drops of Acid Falling on A Stone...

“Doing battle every day against an army of small toxic agents... like drops of acid falling on a stone” (Maria Root)



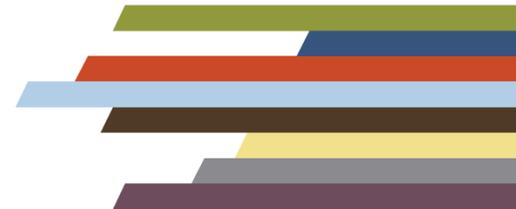
Equity Tool: Address Microaggressions

- Engage - start conversations, build relationships
- Sustain - continue to build, learn more, model
- Deepen - lifelong learning, more exposure, support others



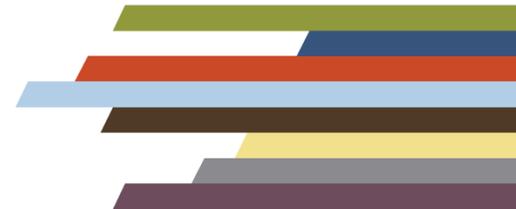
“The first step to defeating our hidden biases is to be honest with ourselves about the blind spots we have. Having a bias is only human. The only shame is in making no effort to improve.”

-Dr. Mahzarin Banaji



Key Points in Equity Work

- We have varying levels of knowledge and understanding.
- Our personal experiences determine how we internalize information.
- Developing cultural humility & equity in schools is not about “fixing children”; it is about building adult capacity.



Shifting our Perspective:

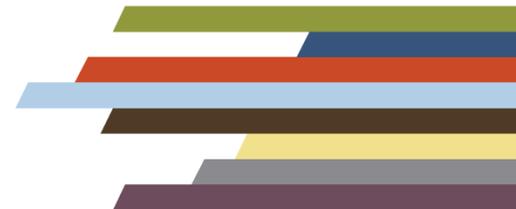
Intentionally Seek to Know our Students...

Change the paradigm from one that asks,

"What is wrong with you?"

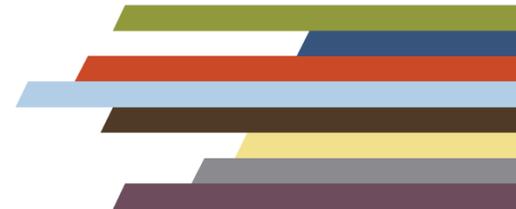
to one that asks,

"What has happened to you?"



What does Racial Equity in Early Childhood Education look like?

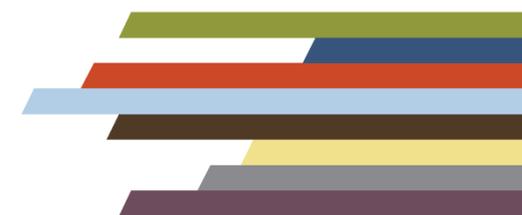
- All children are engaged with pedagogies that affirm and promote their sense of self-worth from a racial and ethnic standpoint.
- The Early Childhood Learning community recognizes that young children are able to recognize and speak out against racial discrimination absorbed in their social and cultural environments.
- The Early Childhood Learning Community educators intentionally take on issues of race and racism.



Reflection Activity

Consider:

Student Behavior	<ul style="list-style-type: none">• What is the student's race?• What do we know about the student's culture?• What might they have learned about other cultures?
Parent Interaction	<ul style="list-style-type: none">• I wonder what it felt like to be that parent as a (race/sexuality/etc) person in that moment?
Parent Struggles	<ul style="list-style-type: none">• I wonder if there is more work WE could do to understand their perspective?• What do they need from us?
Staff Stress	<ul style="list-style-type: none">• What sort of trends do you notice in the classroom? Any? What's behind that?• <u>Be a model</u> "I've been really looking at my own biases and feel _____ about it."
Community Trauma or Event	<ul style="list-style-type: none">• I wonder how it feels to live in that world?• What barriers does this create for (race specific) families?• What does it feel like for them to be at school today?

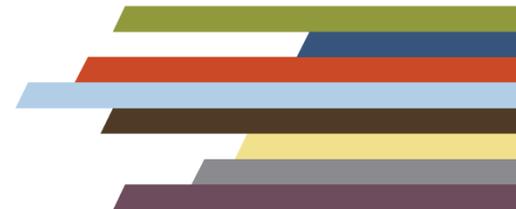


*“Every child needs one person who is
crazy about them.”*

- Urie Bronfenbrenner, 1977

3 Tips to Raise Equity

- Do it
- Do it Often
- Do it in the Community

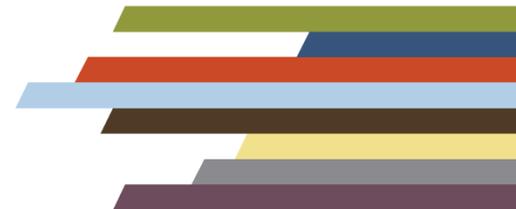


Body Scan

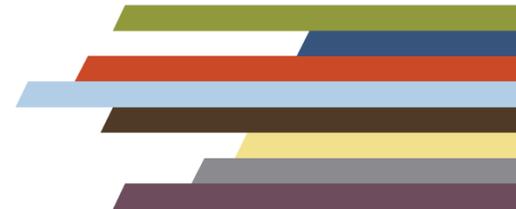


Journaling Activity

Journal: Identify 2-3 ways you will work to address implicit bias



Let's Take a Break



Thinking about Cultural Humility & Responsiveness

1. What are you taking back to your community about microaggressions?
2. What are some things that will be different for you moving forward?

Connection Circle



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