

# Cultural Humility

*\*This activity is designed to be completed after the Exploring Culture PD Minis\**

## OBJECTIVE

To understand what cultural humility is and to know what it looks like in practice.

## GROUP AGREEMENTS

Remind participants of the [Group Agreements](#)

## INTRODUCTION TO CULTURAL HUMILITY (5-10 minutes)

Write “Cultural Humility” across the top of a piece of flipchart paper. Start by acknowledging that for some or even many of us, cultural humility might be a new or slightly unfamiliar term. Ask participants to throw out phrases or words that they imagine would describe someone who approaches their work with cultural humility.

Pass out the handout: [What is Cultural Humility?](#) Acknowledge that there are lots of different definitions of cultural humility but for the purposes of this activity and for simplicity, we are choosing to define cultural humility as both:

1. A commitment to learning and self-reflection AND
2. A belief that each one has something of great value to learn from the other.

Emphasize that cultural humility is not just about acquiring cultural knowledge but rather reflects a mindset and a way of showing up in our work that honors the cultures, traditions, and experiences of children and families.

Take some time to go over the attributes of cultural humility that are listed on the handout and draw out connections to any related words and phrases that you wrote down on the flipchart paper earlier.

## VIDEO & DISCUSSION (10+ minutes)

Watch the Video: [Learning About a Child’s Family Culture](#) (2:35) from the Center for Early Childhood Education (CECE). Ask participants to be looking for ways Dr. Tanya Moorehead demonstrates cultural humility.

Afterwards Discuss:

1. Using your handout for reference, in what ways did you see Dr. Tanya Moorehead

demonstrate cultural humility in this video?

2. At the end of the video, Dr. Moorehead says:

*“We need to find that balance between what are the expectations in that household and what are the greater expectations within our school and in our society and not try to change our students to have them belittle their own culture but value both of them at the same time.”*

What are some ways programs might intentionally or unintentionally belittle the cultures of children and families? How can we hold value for both/all?

### **CULTURAL HUMILITY VIGNETTES (20+ minutes)**

Pass out the 3 [cultural humility vignettes](#). Depending on the size of the group, you might want to split participants into smaller groups. For each vignette, have participants read through it together and answer the following questions:

1. What attributes of cultural humility (from the handout) do you see reflected in this scenario?
2. What else could the educator have done?

If time allows, provide opportunities for groups to share some themes and takeaways from the conversation. Ask participants to reflect for a moment on their own practices:

1. What attributes of cultural humility come most naturally to you?
2. Where would you like to grow?
3. How might you intentionally cultivate cultural humility in your work with children and families?

Close by reading this quote:

“Cultural humility is a journey that is endless unless we decide to get off the train. There is always more to learn, know, and experience.”

- [RecoveryU Diversity and Cultural Humility Module, UW-Madison](#)

Acknowledge that we are all made up of layers of culture and subcultures and that cultural missteps are often complex and multifaceted. Cultural humility, rather than providing us with all the answers, gives us tools for the journey that we embark on together with colleagues, families, and communities.

## OPTIONAL ACTIVITY (10+ minutes)

\*Participants will need a computer for this activity

Ask participants to pull up NAEYC's Advancing Equity in Early Childhood Education Position Statement and locate the [Recommendations for Everyone](#) page and the [Recommendations for Early Childhood Educators](#) page. Have them read through the recommendations and look for ways these recommendations connect to cultural humility.

## ADDITIONAL RESOURCES

- NAEYC's Advancing Equity in Early Childhood Education Position Statement: <https://www.naeyc.org/resources/position-statements/equity-purpose>
- Culturally Appropriate Positive Guidance with Young Children: <https://www.naeyc.org/resources/pubs/yc/mar2017/culturally-appropriate-positive-guidance>
- The Stance of Cultural Humility: <https://www.psychologytoday.com/us/blog/cultural-humility/202312/the-stance-of-cultural-humility>
- 4 Ways to Lead With Humility & Vulnerability In High-Performance Teams: <https://www.forbes.com/sites/brentgleeson/2023/10/10/the-4-ways-to-lead-with-humility-and-vulnerability-in-high-performance-teams/>

## EVALUATION & CONTINUING EDUCATION CREDITS

1. The Strengthening Diversity Community of Practice would love to hear your thoughts on how well the content supported your learning. Please complete the [PD Mini Feedback Form](#). A link to the training certificate will be made available upon submission. Facilitators are encouraged to provide participants with the link to the feedback form.
2. Participants who are a part of the Wisconsin Registry can receive credit for completing a PD Mini. Refer to the [Registry Credit Instruction Document](#) for further details.

## FACILITATOR SUGGESTIONS

1. Lead by example! Spend some time self-reflecting on your own experiences and come prepared to share some examples from your own life of some of the elements of cultural humility or even times you fell short. Hearing examples from others can open up reflection for participants that perhaps haven't spent a lot of

time thinking about this.

2. Depending on how much time you have, you might want to divide up the scenarios among the groups rather than having each group discuss all three.
3. If possible post the quote on a piece of flipchart paper and hang it up.
4. If you are short on time, consider having participants complete the optional activity on their own and provide space at a later time to share highlights.
5. After facilitating the conversation, consider sharing your feedback on how it went using the Feedback Form.