

Cultural Humility: Working in Partnership with Individuals, Families and Communities

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Diya Kallivayalil PhD

Jaime Lederer, MSW, MPH

Cultural Humility Versus Cultural Competence: A Critical Distinction In Defining Physician Training Outcomes In Multicultural Education

A lifelong process of critical self-reflection and self-critique

Redressing the power imbalances in the patient-provider dynamic

Developing mutually beneficial partnerships with communities on behalf of individuals and defined populations

Advocating and maintaining institutional accountability that parallels the three principles above



Jann Murray-Garcia, MD, MPH



Melanie Tervalon, MD, MPH

Tervalon M, Murray-Garcia J: "Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education," Journal of Health Care for the Poor and Underserved 1998; 9(2):117-124

Cultural Competence and Cultural Humility

What's the difference?

Cultural Humility

- Learner/student
- Fluid
- Flexible, dynamic
- Personal, authentic
- Partnership
- Evolving
- Path to Equity

Cultural Competence

- Mastery/expert
- End point
- Rigid
- Technical
- Hierarchy
- Linear
- Status quo

Why Humility

- ❓ Marked by modesty in behavior, attitude or spirit; showing patience, gentleness and moderation about ones own abilities and values
- ❓ Not arrogant or prideful, which in the context of the original article meant curbing the physician drive towards being all right and all knowing in all areas of all things!

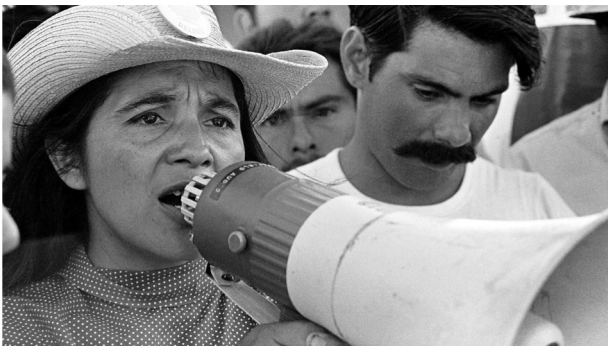
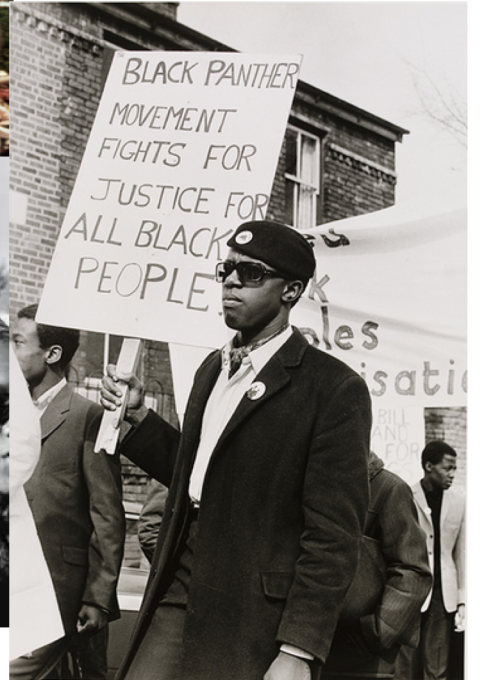


The ground on which we stand



STONEWALL

BLACK LIVES MATTER



Transformation: Ideas to action - hope to change



