

Resources/Bibliography:

Cultural Humility Navigating Systems Without Losing Survivors

Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education Tervalon, M., & Murray-Garcia, J. (1998).

National Institute of Health, "Rethinking Cultural Competence: Shifting to Cultural Humility," <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7756036/>

World Psychiatry, "Parenting and child mental health: a cross-cultural perspective" <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3799257/>

<https://ww1.up.edu/inclusion/files/101---microaggressions-accessible.pdf>

Sample Policies, Templates, and Tools: Hello Seven Guide To Inclusive Language

[A Cultural Humility Primer: Bridging the Gap Between Knowledge & Authentic Connection](#)

Systemic Racism: White Supremacy Culture: Internalized Racism

Online Tools for Understanding Bias:

Harvard Implicit Association Test – Information Page

<https://implicit.harvard.edu/implicit/iatdetails.html>

Harvard's Project Implicit FAQ Page

<https://implicit.harvard.edu/implicit/faqs.html>

Cultural Humility Definitions

Core Concepts & Foundational Language

Cultural Humility

A lifelong process of self-reflection and learning, grounded in respect for others' lived experience, with attention to power, privilege, and systems.

(Tervalon & Murray-García, 1998)

Key Tenets:

1. Lifelong Learning & Critical Self-Reflection

We never “arrive”, we learn, unlearn, and stay curious.

2. Recognizing and Challenging Power Imbalances

Humility means noticing and shifting how power is used.

3. Fostering Partnerships and Mutual Respect

People are experts in their own lives, we listen and co-create.

4. Institutional Accountability

True humility requires change at the policy and system level.

Cultural Humility in Action (Tips for Practice)

Action	Example
Ask before assuming	"Can you tell me what would make you feel most respected in this process?"
Own mistakes without defensiveness	"Thank you for naming that. I didn't realize the impact of my words."
Center lived expertise	You know your family/situation best. What would you recommend here?"
Check your power	"In this role, I make decisions that affect others, how do I stay accountable?"
Stay curious, not conclusive	"I'd like to understand more. Can you help me see it from your perspective?"

Cultural humility is a practice not a destination.

