



CREATING A CULTURAL HUMILITY PERSPECTIVE

WHEN WORKING WITH MEN WHO HAVE SEX WITH MEN

OBJECTIVES

Explain what “Cultural Humility” is why it’s important.

Describe why implementing a cultural humility perspective can help support better health outcomes.

Identify how unconscious bias operates and influences the provision of services.

LOCAL DATA





INTRODUCTION & DISCUSSION

CHALLENGES

CULTURE DECIDES WHAT SKILLS, STRENGTHS, & ACTIVITIES ARE APPRECIATED



A PRACTICAL DEFINITION OF CULTURE

Culture: A way of *life* of a people. It is the sum of their *learned behavior, patterns, attitudes and materials.*

It is not *innate* but *learned* and it is *shared* and in effect defines the boundaries of different groups.

A CRITICAL DEFINITION OF CULTURE

A critical definition of culture refers to **shared experiences** or commonalities that have developed and continue to evolve in relation to changing social and political contexts, based on:

Syphilis/HIV

Race

Gender

Physical-Mental
Ability

Sexual Identity

Age

Immigration
Status

Ethnicity

Class

Geography

Class

Religion/Spirituality





TELL US WHAT YOU KNOW

Write one thing you know, you learned, or you heard about the populations listed on the assigned sheets

UNCONSCIOUS BIAS



UNCONSCIOUS BIAS

Refers to a bias that we are unaware of, and which happens outside of our control. They are the bias that are informed by our past experiences which influence our thinking in the “background” It is a bias that happens automatically and is triggered by our brain making quick snap judgements.

Biases can be based on stereotypes, ethnicity, skin color, gender, sexual orientation, age, height, weight, or any other characteristic.

(Wilkie, 2014 – adapted)



UNCONSCIOUS BIAS VIDEO



ADDRESSING BIAS

- Reflect
- Confront
- Engage
- Commit
- Maintain
- Discuss



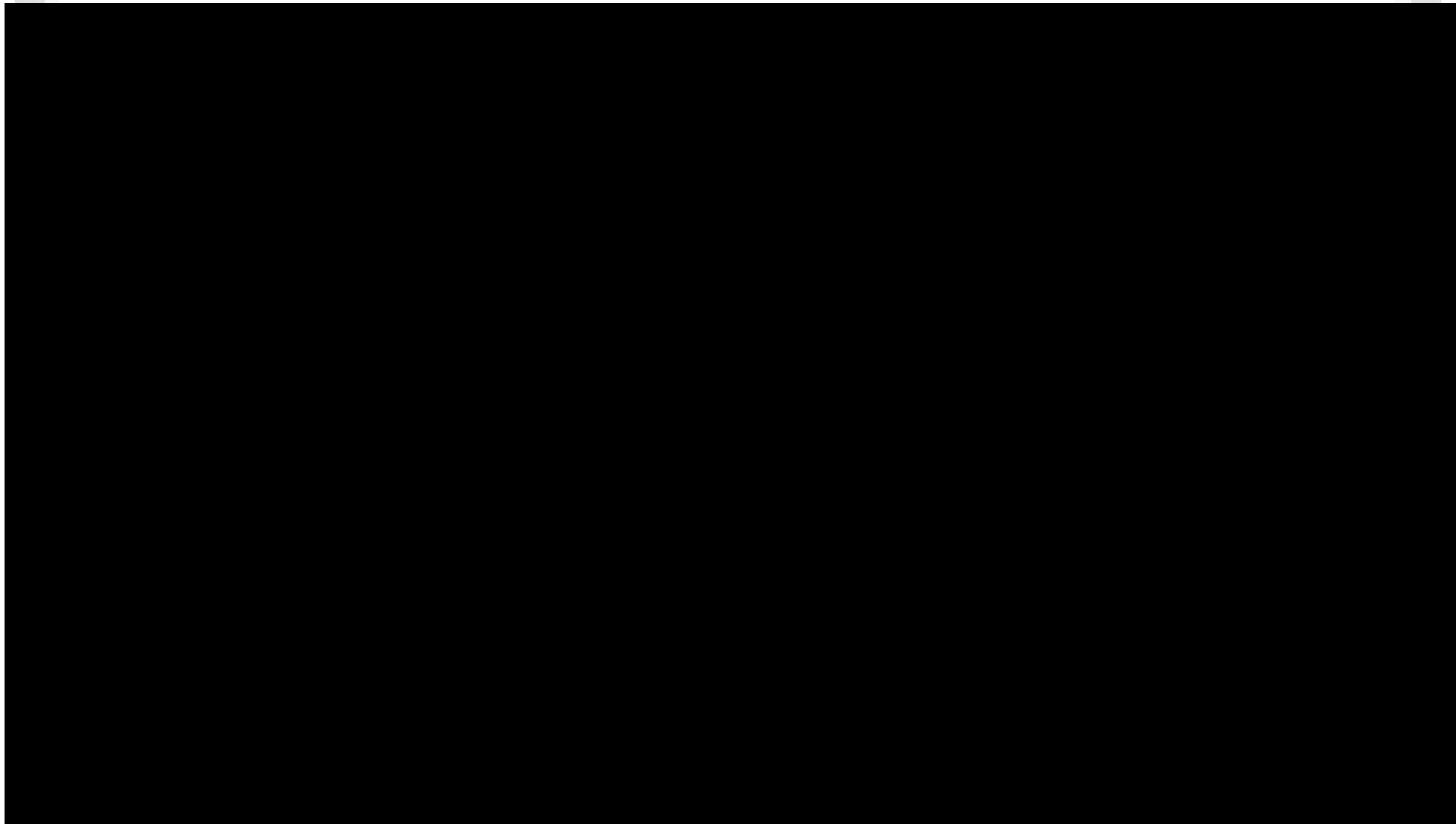
CULTURAL



CULTURAL HUMILITY

“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 [person].”

CULTURAL HUMILITY VIDEO



CULTURAL HUMILITY PRINCIPLES

Lifelong
learning
and Critical
Self-
Reflection

Recognize
and
Challenge
Power
Imbalances
for Respectful
Relationships

Institutional
Accountability



PUTTING IT ALL TOGETHER



APPROACHES/METHODS

- Awareness of Biases
- Use of Cultural Humility
- Use of Strengths-Based Perspective
- MSM Sensitivity Training
- Stigma/SDH Training
- Technical Assistance



THANK YOU FOR YOUR PARTICIPATION

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**Your feedback is valuable to
us!**