

# Cultural Humility: Learn to Honor

Four Directions: Cultural Awareness and Healing Support Wellness  
September 9, 2025

# Meet your Presenter!

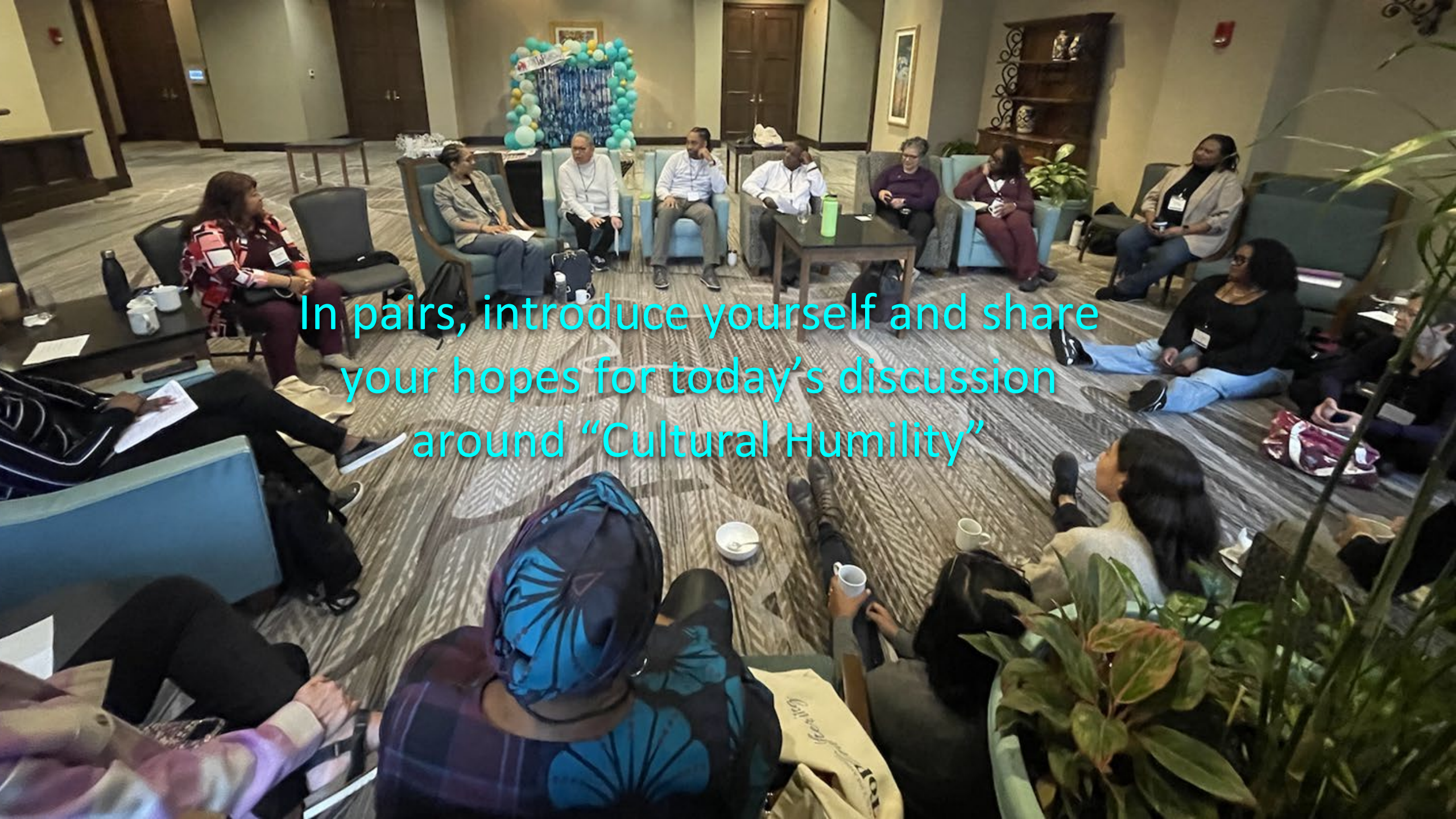
Dr. PrettyPaint is an enrolled member of the Blackfeet Nation and descendant of the Crow Nations in Montana.

She serves as Senior Facilitator at Kauffman & Associates, with 45 years of experience in administration, curriculum development, and strategic planning. She holds a Ph.D. in Social Work.

She is a leading authority on cultural resilience, educational persistence, strategic planning, and mental health prevention.

**Nice to meet you!**





In pairs, introduce yourself and share your hopes for today's discussion around "Cultural Humility"

## Rational Aims

- Unveil cultural humility through the lens of Indigenous ways
- Identify the essential understandings & cultural resilience factors
- Implications for practice

## Experiential Aims

- Shift from competence to humility
- Examine your own beliefs, assumptions, and biases
- Move beyond generalizations and stereotypes and focus on learning from individuals and communities

# Contextual Definitions Conceptual Framework

Ways of Practice



# What is Cultural Humility?

## **Cultural Humility** (behavioral Health context):

- a process of being aware of how people's culture can impact their health behaviors and in turn using this awareness to cultivate sensitive approaches in treating patients.

## **Cultural Humility** (educational context):

- Hook, Davis, Owen, Worthington and Utsey (2013) conceptualize cultural humility as the “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]” (p. 2).

# WAYS TO PRACTICE

## **Cultural Competency is a Goal**

- Learn about other cultures
- Control your biases
- Adapt your behaviors and communication style
- Using knowledge about different groups

## **Cultural Humility is a Mindset**


- Being aware of power imbalances and biases and respecting others' values
- Lifelong learning



# Ways to practice cultural humility

- Recognize that no culture is better than another
  - Engage in Self-reflection
  - Be honest when you're not sure
  - Learn about other cultures
  - Find a support system
- NO ONE CAN GET IT RIGHT ALL THE TIME**





# Unveil cultural humility through the lens of counseling, prevention, and service

## Conceptual Framework

Cultural Background

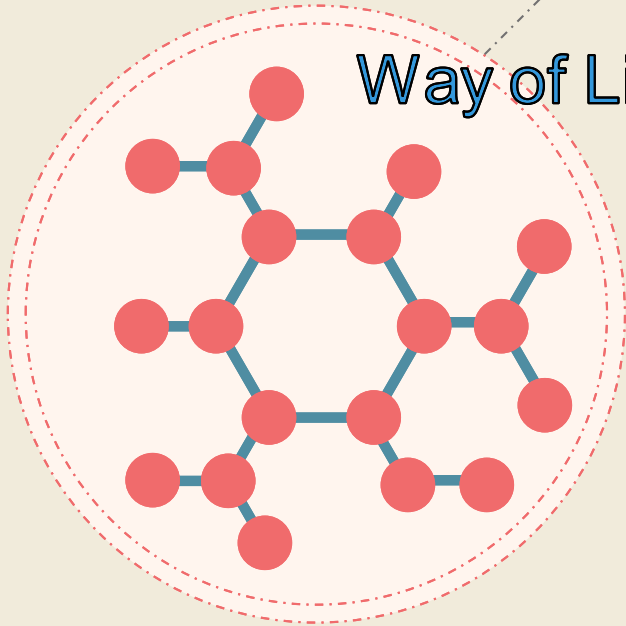


Self-Reflection



Self-Critique

Way of Life



Culturally Sensitive Approaches



Communication Skills



# Cultural Background

- Social & historical context
- Shared values & Beliefs
- Customs & Traditions
- Language & Communication
- Sense of Belonging & Identity
- Influence on Behavior & Attitudes
- Dynamic & Evolving

CULTURAL HUMILITY: LEARN TO  
HONOR

## Individual Brainstorming-2 mins

What are your  
different cultural  
identities?

## Pair Share - 8 mins

What are  
your different  
cultural  
identities?

What identity  
are you most  
connected  
to?

## Cultural Competency

- Awareness, acceptance, and valuing of cultural differences
- Awareness of one's own culture and values
- Understand the range of dynamics that result from the interaction between people of different cultures
- Developing cultural knowledge of the community served or to access cultural brokers who may have that knowledge
- Ability to adapt individual interventions, programs, and policies to fit the cultural context of the individual, family, or community

## Cultural Humility

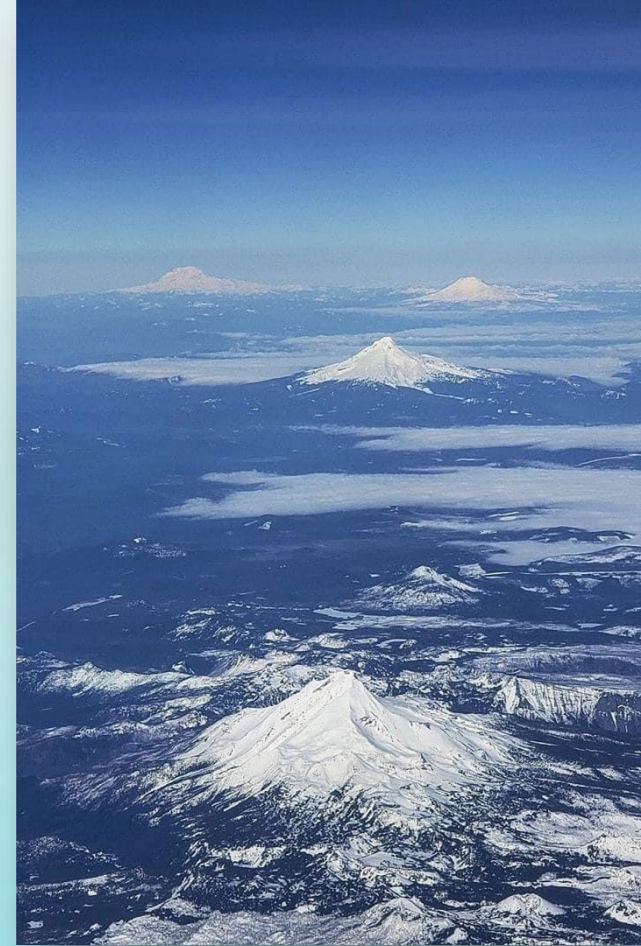
- Lifelong process of self-reflection and self-critique that involves acknowledging one's own biases and cultural identities to understand others better.
- Emphasizes respecting and understanding diverse identities, redressing power imbalances in relationships and communities, and developing mutually beneficial partnerships with people and groups.
- Unlike cultural competence, which aims to master knowledge of other cultures, cultural humility is an ongoing commitment to be open, curious, and to continually learn and grow, recognizing that full understanding of another's culture is unattainable.

# Way of Life

- Myths and Facts
- Tribal Sovereignty
- Regional and Cultural Differences
- Cultural Customs
- Spirituality
- Communication Styles
- Historic Distrust
- Cultural Identity
- Role of Veterans and Elders
- Strengths in AI/AN Communities
- Health & Wellness Challenges
- Self-Awareness & Etiquette

# Indigenous Worldview

A conceptual framework that ties everything in this life together; helps us understand our place in the world and universe; helps us make critical decisions which shape our future; synthesizes the gathered wisdoms; provides a picture of the whole; helps us cope with complexity and change.



# Cultural Resilience

## Ceremony and Ritual

- Sweat lodge ceremony
- Learning sacred dances
- Talking circles
- Attending powwows and other sober community activities
- Smudging
- Going on a vision quest
- Storytelling and listening to stories

## Traditional Life

- Learning your tribal language
- Subsistence activities
- Participating in tribal sports
- Horsemanship
- Camping and participating in culture camps

# Cultural Resilience

## Talents

- Making regalia
- Carving
- Making ribbon shirts/skirts
- Beading
- Weaving
- Traditional food preparation
- Making jewelry
- Making cradle boards

## Academic Gifts

- Mentor
- Translations
- Capturing your story
- Support groups
- Resource management
- Participation
- Networking

# Reflection Questions

- What makes you strong?
- Who was that one person for you, in your life, that cared for you unconditionally?
- Share a time when someone provided an opportunity for you to participate in something that you had never done.

# Self-Reflection/Self-Critique

## Self Reflection

- One's own cultural identity, values, beliefs and how they shape one's understanding of the world.
  - Bias
  - Power imbalance
  - Cultural lens

## Self Critique

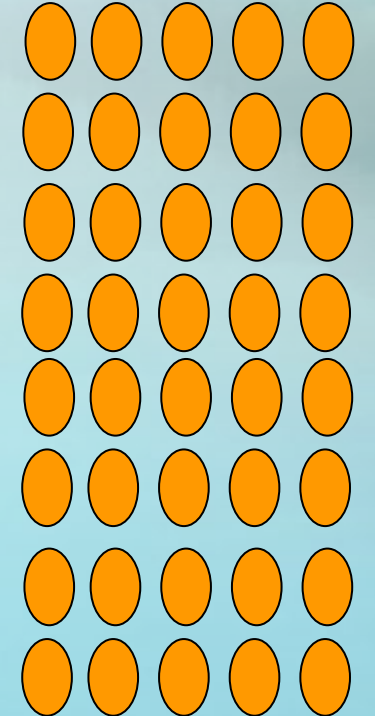
- Critically evaluating your own actions and behaviors in cross-cultural interactions
  - Analyze your interactions
  - Identify areas of growth
  - Seek feedback

# Knowledge Areas

Development across the Life Span Cycle:		Theories:	
• Biological		• Socialization	
• Psychosexual		• Role	
• Psychosocial		• Humanistic	
• Cognitive		• Cognitive-Behavioral	
• Moral		• Behavioral	
• Spiritual		• Communication	
• Self-actualization		• Stress/Conflict	
• Self-awareness		• Group Process	
		• Populations at risk	
		• Psychological	
		• Family Systems	

# Knowledge Areas

Macro-Mezzo Knowledge:	
• Organizational theory	
• Political science	
• Legislative processes	
• Social policy	
• Anthropology	
• Sociology	
• Community resources	
• Public/private organizations	
• Social welfare	



# Skills

Relationship Skills	Problem-Solving Skills	Political Skills
<ul style="list-style-type: none"> <li>Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Problem identification</li> </ul>	<ul style="list-style-type: none"> <li>Advocate</li> </ul>
<ul style="list-style-type: none"> <li>Listening - Responding</li> </ul>	<ul style="list-style-type: none"> <li>Data collection</li> </ul>	<ul style="list-style-type: none"> <li>Taking legal action</li> </ul>
<ul style="list-style-type: none"> <li>Feeling/sensing</li> </ul>	<ul style="list-style-type: none"> <li>Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Providing evidence</li> </ul>
<ul style="list-style-type: none"> <li>Paraphrasing</li> </ul>	<ul style="list-style-type: none"> <li>Goal setting</li> </ul>	<ul style="list-style-type: none"> <li>Bargaining</li> </ul>
<ul style="list-style-type: none"> <li>Clarification</li> </ul>	<ul style="list-style-type: none"> <li>Planning/task defining</li> </ul>	<ul style="list-style-type: none"> <li>Organizing</li> </ul>
<ul style="list-style-type: none"> <li>Information giving</li> </ul>	<ul style="list-style-type: none"> <li>Implementation</li> </ul>	<ul style="list-style-type: none"> <li>Publicizing</li> </ul>
<ul style="list-style-type: none"> <li>Referrals</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating</li> </ul>
	<ul style="list-style-type: none"> <li>Termination</li> </ul>	
Professional Skills: Recording, Research, Time Management, Teamwork		

# Emotions Overview

<b>Key Emotion</b>	<b>Triggered by:</b>	<b>When honored:</b>
<b>Fear</b>	Potential Pain	Intuition & Action
<b>Anger</b>	Pain + Violation of Dignity	Protection & Restoration
<b>Sadness</b>	Pain + Violation of Dignity + Holding on to Pain (trauma)	Release & Rejuvenation
<b>Inequality Injustice</b>	Pain + Violation of Dignity + Holding on to Pain + Repeated Trauma	Restoring Integrity & Renewed Relationships



**“Chatfall”**

**What is one thing you are taking away from our time together?**

**What do you appreciate about today’s practice?**



# A'ho (Thank you)

Dr. Iris PrettyPaint  
[iris.prettypaint@yahoo.com](mailto:iris.prettypaint@yahoo.com)

## CULTURAL BACKGROUND ELEMENTS IN THE CONTEXT OF HEALING

### 1. Social and Historical Context:

Cultural backgrounds are deeply rooted in the **histories** and **social structures** of a particular group. This includes the historical events, political systems, and social norms that have shaped your cultural identity and experiences. *(level of directness; non-verbal cues; open dialogue or more reserved; research to understand expectations and styles)*

### 2. Shared Values and Beliefs:

Cultural background(s) often includes a set of shared values, beliefs, and principles that guide the **behavior and worldview** of individuals within that culture. *(time affects tasks and commitments; building consensus may mean considering idea not Yes)*

### 3. Customs and Traditions:

Cultural background(s) encompasses specific customs, traditions, rituals, and practices that are **passed down through generations** and form a part of daily life. *(adapt greetings; use of names; attire)*

### 4. Language and Communication:

Language is a crucial element of a cultural background, serving as a primary means of communication and **transmitting cultural knowledge**. *(perceive authority and hierarchy)*

### 5. Sense of Belonging and Identity:

Cultural background plays a significant role in shaping an individual's sense of belonging and identity, influencing how **they perceive themselves** and their place within the larger society. *(some prefer building relationships and trust first; some prefer direct task-oriented approach; transparency; accountability)*

### 6. Influence on Behavior and Attitudes:

Cultural background significantly influences how individuals interact with others, their **attitudes** towards different aspects of life, and their overall behavior. *(Listen attentively; learn to honor)*

### 7. Dynamic and Evolving:

Cultural background is not static; it can evolve over time due to various factors, including migration, globalization, and **interactions with other cultures**. *(cultural knowledge deficit; cultural bias; assumptions; privilege; embrace new perspectives to emerge)*