

Cultural Humility

Tuesday, September 12



MENTOR MD|DC

is a non-partisan organization that galvanizes the Maryland & DC mentoring movement.

We serve as community-based experts and create statewide infrastructure to expand quality relationships for young people.

Our young people deserve quality mentoring experiences.

www.mentormddc.org



MENTOR MD|DC provides training, research, public awareness, mentor recruitment, advocacy for its stakeholders and the critical link between MENTOR's National Efforts and local mentoring organizations.

Our young people deserve quality mentoring experiences.



Daon McLarin Johnson

MENTOR MARYLAND | DISTRICT OF COLUMBIA

Program Support / Outreach Manager – DC METRO Market

Experience...

Director of Mentorship / Community Youth Advance

ATPA Student Coach / Montgomery College

Collegiate Mentor / JHU France Merrick Fellows

Executive Director / Mentoring to Manhood

Dean of Students & Athletic Director / Christian Community Schools

Author...

The Art of Effective Mentoring

The Legend of Kondoo

Education...

BA – Clemson University

MA – Oral Roberts University

Values...

Equitable Access / Generational Wealth / Strength-Based Fulfillment



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Community Standards



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INCLUSIVITY

1

Our community is open to ALL - but we also acknowledge the deep-seated racism, sexism, homophobia and transphobia, misogyny, and ableism pervasive in our country.

We stand against these "isms" and actively work to this aim, especially with our youth, and acknowledge that we also approach our work differently and beautifully.



FLEXIBILITY

2

Share Openly!

Listen Openly!

Be Cognizant When Your Sharing Might Hurt!



POSITIVITY

3

Be Generous With Positive Assumptions!

Don't Be Afraid To Ask Genuine Questions!



EQUANIMITY

4

No Matter Your Role Today...Be A Host!

Hosts make sure that guests feel welcomed, cared for, and valued. They create a warm and welcoming environment for patrons the moment they enter the establishment. Source - Workable



INTENTIONALITY

5

We don't endeavor to create safe or comfortable spaces, but rather **brave spaces** where discomfort can be explored, and beliefs and practices challenged.



EXPRESSIVITY

6

We want this community and experience to be **supportive and educational**, but also **fun!**

Please bring your full (present) self – it is welcome!



CIVILITY

7 No fixing,
saving,
advising or
correcting each other.



Community Standards



AGREE?





**If you could
choose ANYONE
(dead or alive) to
be your mentor,
who would you
choose?**



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TODAY'S AGENDA

Defining Cultural Humility

What Is It?

Why Do It?

How To Do It?

The Power Differential

What's Next?



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Actively seek opportunities to learn about your mentee's culture,



The background is a complex, abstract composition of various shades of blue. It features numerous overlapping triangles of different sizes and orientations, some solid and some outlined. Thin, light blue lines crisscross the scene, creating a network-like structure. The overall effect is dynamic and modern, with a sense of depth and movement.

What Is It?

DEFINITIONS

Cultural Humility is an ongoing, lifelong process of self-reflection and learning about how social identity and experiences are shaped by systems of oppression, power, and privilege.



DEFINITIONS

Cultural Humility is an ongoing process of self-exploration and self-critique combined with a willingness to learn from others. It means entering a relationship with another person with the intention of honoring their beliefs, customs, values and accepting that person for who they are.”

Rachelle Morgan, MA, MT-BC



DEFINITIONS

Social Identity is a person's sense of who they are based on their group membership, which can reflect physical, social, and mental characteristics (e.g., race, gender, class, ability, sexuality, religion), and can be self-claimed or ascribed by others.



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Why Do It?

Why Practice Cultural Humility?

- Promotes Inclusivity
- Builds Trust and Relationships (organization wide)
- Challenges Biases and Stereotypes
- Enhances Cultural Competence
- Improves A Program's Effectiveness
- Empowers Authentic Engagement
- Fosters Equitable Environments (organization wide)



Why Practice Cultural Humility?

- Ethnic Identity Is An Important Component In The Healthy Development Of Adolescents Of Color
- Can Help Mentors Overcome Barriers In A Relationship With A Young Person
- When Mentors Are Not Attuned To Cultural Differences With Their Mentees, Their Mentoring Relationships Often End Early.





How To Practice Cultural Humility

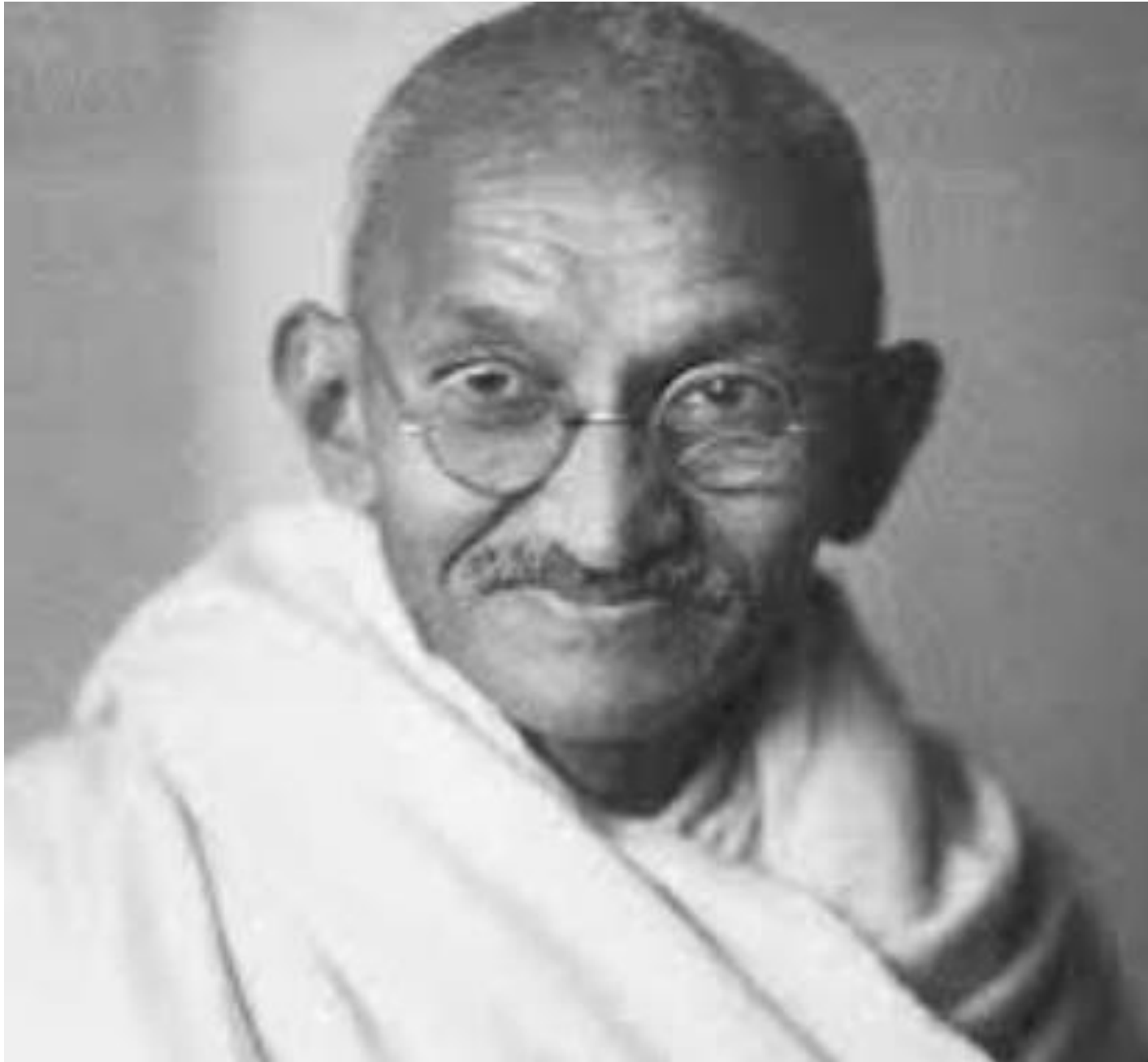


The Culturally Humble Mentor

(1) continuously **reflects** on their own social identity



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The Culturally Humble Mentor

(2) make efforts to learn and reflects on their mentee's social identity, experiences, and background.





The Culturally Humble Mentor

(3) reflects about the similarities and differences that are shaped by inequalities in society



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SOCIAL iDENTiTY THEORY

Henri Tajfel

Social Identity Theory

...a person's sense of who they are based on their group membership(s).

Tajfel (1979) proposed that the groups (e.g. social class, family, football team etc.) which people belonged to were an important source of pride and self-esteem. Groups give us a sense of social identity: a sense of belonging to the social world.



OUR BLESSED HOMELAND

THEIR BARBAROUS WASTES

OUR GLORIOUS
LEADER

THEIR WICKED
DESPOT

OUR GREAT
RELIGION

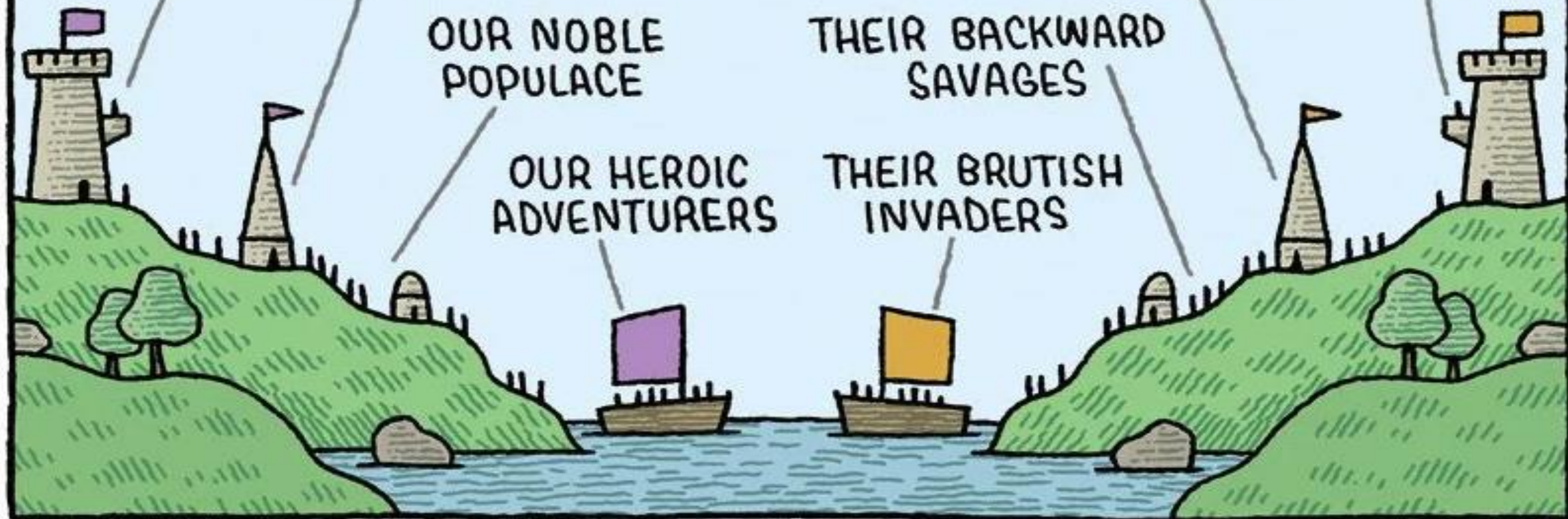
THEIR PRIMITIVE
SUPERSTITION

OUR NOBLE
POPULACE

THEIR BACKWARD
SAVAGES

OUR HEROIC
ADVENTURERS

THEIR BRITISH
INVADERS



Stage One: Categorization

We categorize objects in order to understand them and identify them. In a very similar way we categorize people (including ourselves) in order to understand the social environment.



Stage Two: Identification

We adopt the identity of the group we have categorized ourselves as belonging to. There will be an emotional significance to your identification with a group, and your self-esteem will become bound up with group membership.

If you have categorized yourself as a student, the chances are you will adopt the identity of a student and begin to act in the ways you believe students act (and conform to the norms of the group).



Stage Three: Comparison

Once we have categorized ourselves as part of a group and have identified with that group we then tend to compare that group with other groups. If our self-esteem is to be maintained our group needs to compare favorably with other groups.

This is critical to understanding prejudice, because once two groups identify themselves as rivals, they are forced to compete in order for the members to maintain their self-esteem.

Competition and hostility between groups causes competition for resources like jobs but also the result of competing identities.



SELF REFLECTION

A circular self-reflection form. At the center is a small circle containing a horizontal line above the word "Name". Surrounding this central circle is a larger circle divided into seven equal segments by radial lines. Each segment is labeled with a different aspect of identity: "Community" (top-left), "Race/Ethnicity" (top-right), "Hobbies/Interests" (right), "Beliefs/Values" (bottom-right), "Gender" (bottom), "Family" (bottom-left), and "Religion/Spirituality" (left).

Community

Race/Ethnicity

Hobbies/Interests

Beliefs/Values

Gender

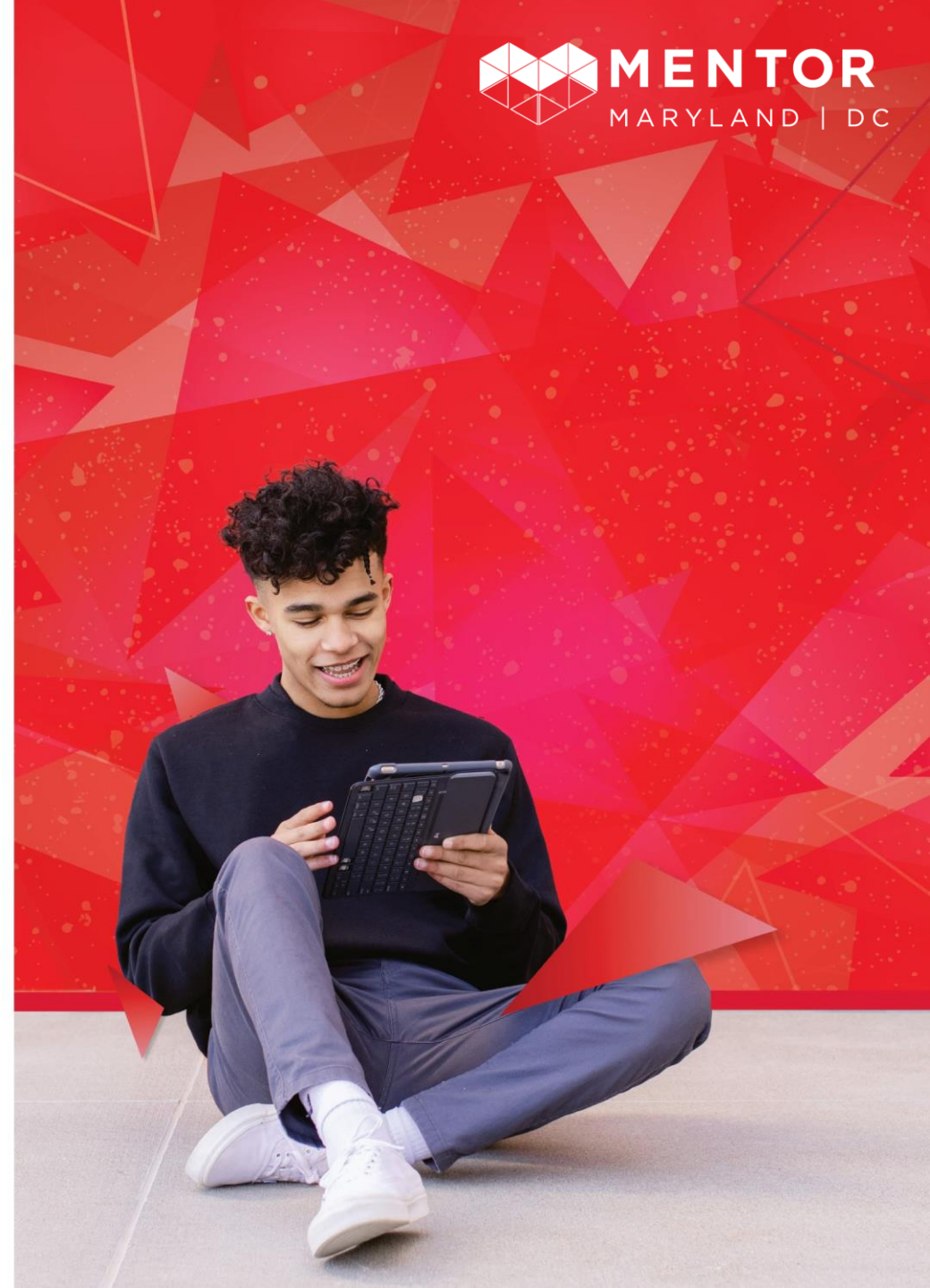
Family

Religion/Spirituality

Name

Identity Wheel


Take two minutes to fill in each piece of the wheel with a dimension of your identity you consider to be among the most important in defining yourself.



Let's Discuss

- I. An experience when you were especially proud to identify with one of the descriptors on your wheel
- II. An experience where you felt pain/embarrassment being associated with one of your descriptors





**How To Practice
Cultural Humility?
Part 2**

A LEARNING POSTURE

- open ended questions
- non-judgmental curiosity
- active listening / eye contact
- no rushing / don't be preoccupied
- viewing your mentee as the expert of their own experiences, desires, and interests



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One More Thing...

Understanding the Power Differential

- Adulthood / Sexism
- White Mentor Paired With A Black Youth
- A U.S.-Citizen Mentor Paired With An Immigrant Mentee
- A Professional, Middle-class Mentor Paired With A Mentee Living In Poverty
- A Heterosexual Or Cisgender Mentor Paired With A Gay Or Transgendered Mentee



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What's Next?

Questions for Critical Self-Reflection

- What are my social identities? (race/ethnicity/gender/class/orientation)
- What social identities are most important to me?
- How do my identities shape my worldview?
- How do my identities help/hinder my relationship with my mentee?
- Which of MY social identities may be most meaningful to my mentee?
- What are my assumptions about my mentee and their life experiences?
- How do I make space in my mentoring interactions for my mentee to express their identities?
- What have I learned about myself through listening to my mentee?



Questions for Critical Self-Reflection

- What are my mentee's social identities? (race/ethnicity/gender/class/orientation)
- What social identities are most important to my mentee?
- What are the cultural values of my mentee and their family? How might these values shape my mentee and their parent's interactions with me?
- How have systems of privilege and oppression shaped my mentee's identity?
- How have systems of privilege and oppression shaped my mentee's familial experiences?
- What is the history of my mentee's local community?
- What is the history of my mentee's cultural group in the United States?



Questions?



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Additional Reading & Resources

- **A Race Is a Nice Thing to Have: A Guide to Being a White Person or Understanding the White Persons in Your Life**, 3rd edition(2020) by J.E. Helms
 - This book is written for White people to help them understand and accept their racial identity, take responsibility for ending racism, and learn how racism negatively affects them. Each chapter is filled with reflection exercises to help readers engage in this process.
- **Critical Mentoring: A Practical Guide** (2017) by Torie Weiston-Serdan
 - This book is written to help mentors and program staff engage in a transformational practice that challenges the idea that youth of color need to be “fixed” or “saved.” It teaches mentors how to partner with youth to create social change while validating their culture and values.
- **Piecing Me Together** (2018) by Renee Watson
 - This is a young adult novel about a Black teenage girl who is in a mentoring program. Even though her mentor is a Black woman, the class differences between the mentor and mentee show up as good intentions, sympathy, and negative assumptions when the girl simply wants to be seen for who she is. This is a great lesson on cultural humility

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What's Next?

Questions?



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Thank You



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Thank you!

“A mentor is someone who allows you to see the higher part of yourself when sometimes it becomes hidden to your own view.”

– OPRAH WINFREY

Stay in Touch!

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Take our survey!



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