

Cultural Humility Practice Principles

1. **Embrace the complexity of diversity:** In our day-to-day existence we occupy multiple positions with related identities and statuses. These identities operate together (intersect), to distinguish us as individuals.
2. **Be open to individual differences and the social experiences due to these differences:** Intersecting group memberships affect people's expectations, quality of life, capacities as individuals and parents, life chances, and so on. They draw attention to the whole person, power differences in relationships, different past and present experiences based on positional ties and social contexts, and potential resources (or gaps) that are available and accessible.
3. **Reserve judgment:** Cultural humility encourages a less deterministic, less authoritative approach to understanding cultural differences, placing more value on others' (children and families, agency staff, and community partners) cultural expressions of concern and perspective.
4. **Relate to others in ways that are most understandable to them:** Communication skills and culturally appropriate interaction techniques enable others to describe their experience, thus reducing the need to master completely the wide range of cultural beliefs and practices.
5. **Consider cultural humility as a constant effort to become more familiar with the worldview of the children and families we serve and the agency staff and community partners who serve them:** Involvement with others must be considered an ongoing process rather than an outcome; involvement includes an awareness and appreciation of the physical and social environment in which children and their families live and agency staff and community partners operate.
6. **Instill a collaborative effort in help-giving:** Agencies should encourage all staff to become involved in mutually beneficial, non-paternalistic, and respectful working relationships with families, other staff, and

agency partners, and to become sensitized to factors at play in defining important priorities and activities needed to achieve common goals.

7. **Encourage staff and community partners to offer help that demonstrates familiarity with the living environment of children and families being served, building on their strengths while reducing factors that negatively affect the goals of safety, permanence, and well-being:** From a cultural humility perspective, child welfare staff are challenged to learn to identify, understand, and build on assets and adaptive strengths of children and parents and perhaps engage in efforts to disrupt or dismantle the kind of social forces that act to disenfranchise and disempower them as members of society.
8. **“Know thyself” and the ways in which biases interfere with an ability to objectively listen to or work with others, including children and families, agency staff, and community partners:** A cultural humility perspective calls for self-reflection and self-critique. Everyone can engage simultaneously in a process of realistic, ongoing self-appraisal of biases and stereotypes. They must challenge the false sense of security that these cognitive shortcuts and related behaviors toward diverse groups bring to the service context.
9. **Critically challenge one’s “openness” to learn from others:** A cultural humility perspective requires us to assess the barriers our own attitudes and behaviors present to learning from others, since knowledge alone will not sustain new insights, awareness, and behavioral change.
10. **Build organizational support that demonstrates cultural humility as an important and ongoing aspect of the work itself:** Cultural humility should include an assessment of the organizational environment, policies, procedures, knowledge, and skills connected to agency practices. Agency staff must make an effort to identify ways in which the agency employs and promotes a cultural humility perspective. Likewise, staff must work to uncover barriers and obstacles within the organization that inhibit a cultural humility approach.