What are Cultural Competence and Cultural Humility?

**Cultural Competence**
- Knowledge:
  - Organizational systems
  - Cultural resources to facilitate care
  - Understanding local demographics

**Cultural Humility**
- Awareness:
  - of personal bias

- Behaviors:
  - Listen rather than assume
  - Identify what is beneath the surface

**Goal:**
- Discover what the patient, family, community brings to the encounter
- Understand and pay attention to what the patient, family, community take away from interactions

Four Components for Cultural Competence and Humility

**AASK**
- Awareness of one's own cultural worldview
- Attitude towards cultural differences
- Skills to navigate successfully an increasingly diverse world
- Knowledge base of different cultural practices and worldviews
Model of Cultural Competency & Humility

Understanding Our Social Group Identities

Multiple Intersecting Identities

Paradox of Diversity

- We are unique and like no one else
- We are each like some other people and unlike other people
- We are each like all other people

Your Brain on Diversity

- Thalamus: “Air Traffic Controller” Translates signal into brain language
- Visual Cortex: Analyses and interprets brain language
- Amygdala: “Emotional Center”

Fight or Flight Response:
- Heart rate and blood pressure increase
- Large muscles prepare for quick action

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CHALLENGES VS. THREATS

Physiological Responses: 
- more blood sent to muscles and brain enhancing physical and cognitive performance
- Energizing!

Physiological Responses: 
- Blood flow restriction, cortisol release, digestion halt 
- Diminishing!

WORK WE HAVE TO DO 
ENGAGE OUR BRAIN TO:

YES
- Reason
- Make
- Distinctions
- Act egalitarian
- Challenge

NO
- Reactive
- Not Quick
- Generalizations
- Stereotypes/Unconscious Bias
- Threat/Fear

Understanding Invisible Privilege in the Dominant Culture in Doing Our Work as RAs

DIVERSITY PETAL
What is Implicit (Unconscious) Bias?

- Unconscious perception that influences understanding, actions and decisions
- Activated involuntarily beyond awareness or intentional control
- Favorable or unfavorable evaluations toward groups of people
- Normal human processes that occur on an unconscious level

HOW DO WE DEVELOP IMPLICIT BIAS?

Implicit Bias

Brain Associations (innate)

Social Loadings (culture, media)

Activated Quickly and Unconsciously

Moving from Certainty to Curiosity
Implicit Association Test

Implicit Association Test (IAT)

- The IAT was introduced in the scientific literature in 1998 by Anthony Greenwald, Debbie McGhee, and Jordan Schwartz.
- A measure tool within social psychology designed to detect the strength of a person’s automatic association between mental representations lodged in memory.
- Has demonstrated good predictive validity for behaviors that are not under full conscious control.
- Has demonstrated reliability and validity in over 200 published studies
- Used in nearly 40,000 studies
- Over 13 million people taken the online test
- Assesses implicit bias across a number of diversity dimensions, including race, gender, weight, sexuality, and religion
From Unconscious Bias to Unconscious Awareness

Implicit Association Test Questions for Reflection

1. What are your initial reactions to your IAT results?
2. Are you surprised by your results? If so, in what ways?
3. What are you open to learning as a result of your results?
4. What do you think you may do differently as a result of this new level of bias awareness?
5. How can you support yourself to deal with these new insights?
6. How can you relate this to your role as an RA?

Thank You!
Coming Soon: “Sim-formed” Consent

Session 1 Learn to Sim
Session 2 Understanding Implicit Bias
Session 3 Sim a lot!