“Often it isn’t the initiating trauma that creates seemingly insurmountable pain, but the lack of support after.”

-S. Kelley Harrell
TIC Values + MI + CR

- Safety (Partnership, Acceptance, Compassion)
- Trustworthiness & Transparency (Partnership)
- Collaboration (Partnership)
- Empowerment (Evocation)
- Cultural, Historical, & Gender Responsiveness (Partnership, Acceptance, Compassion, + Cultural Reverence)

Jojopahmaria Nsoroma

Cultural Reverence ...

- is the capacity to be willing and able to relate to, learn about and from and accept persons that one might otherwise experience as “different” or “other” - and is grounded in the belief that there are no disposable people.
Cultural Humility’s 4 Principles

- Self-reflection & Life Long Learner
- Served Person as Expert:
  - Person-focused interviewing and care
- Community as Expert:
  - Community-based care and advocacy
- Institutional-Reflection & Investment

Self Reflection & Life Long Learning: Surfacing Implicit Bias

Neural Plasticity
Bias and Your Clients
How do you believe your clients experienced bias?

“There are many stories that make us up. Single stories create stereotypes, and stereotypes become incomplete and rob people of their dignity.
- Merkeb Yohannes

What boxes could you check ...
- Race
- Religion
- Ethnicity
- Nationality
- Appearance
- Body structure
- Physical ability
- Sexual identity
- Class
- Gender
- Age
- Primary language
- Immigration status
- Family of origin
- Occupation
- Sexual orientation
- Gender identity
Avoid Putting People in Boxes
Anticipate Multiple Cultural Identities

Cultural Groups ...

- Ethnic
- Religious
- Age
- Physical ability
- Gender and Sexual Orientation
- Professional/Educational
- Formed by social circumstance + experience
  - Homeless, previously incarcerated, veterans
- Special Interest (sports, arts, vegans, ...)
- Socioeconomic
- Geographic

Working definition of Culture ...

- Shared systems of values, beliefs,
- “World lens”
- Learned patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- Often individually defined
Self-Reflection + Life Long Learning: Identity Meets Identity

Served Person as Expert: Person-focused Interviewing & Care

<table>
<thead>
<tr>
<th>Spirit of MI alignment with Cultural Humility</th>
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<tbody>
<tr>
<td>Partnership</td>
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<td>Acceptance</td>
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<td>Compassion</td>
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<td>Evocation</td>
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Community as Expert

- Review & assess client experience from first to last interaction
- Dialogue with the community and hear their input as expert
- Engage Peer Specialists

Community as Expert: MI + Groups

Institutional-Reflection & Investment

- Work with the power imbalance by distributing the knowledge and decision making often and freely
- Create "Communities of Dialogue" to work with each other on tough issues
- Implementation Approach + Organizational Learning vs. One&Done Training
Healing Focused Care

Evolving Human Services: Out of the Factory and Back to Being Human

Jojopah’s 5 Foci for Evolving Human Services

- Re-Humanizing Those We Serve
- Reinventing the Human Service Professional
- Reimagining and Remodeling Our Work Environments
- Removing Our Blocks to Affluence
- Rethinking the Use Sociology
How can you embody these principles to be Culturally Reverent?

- Self-reflection & life long learner
- Served Person as Expert:
- Community as Expert:
- Institutional-Reflection & Investment

Proxima B

- 25 trillion miles
- 4.2 Light years
- 78,000 years to get there

Resources

- Almainstitute.org
- shawn@almacenter.org
- Dr. Joy DeGruy
- RaceForward (on YouTube)
- Cracking the Codes
- MI 3rd Edition
- 2nd annual WIMI Conference: April 24, 2018