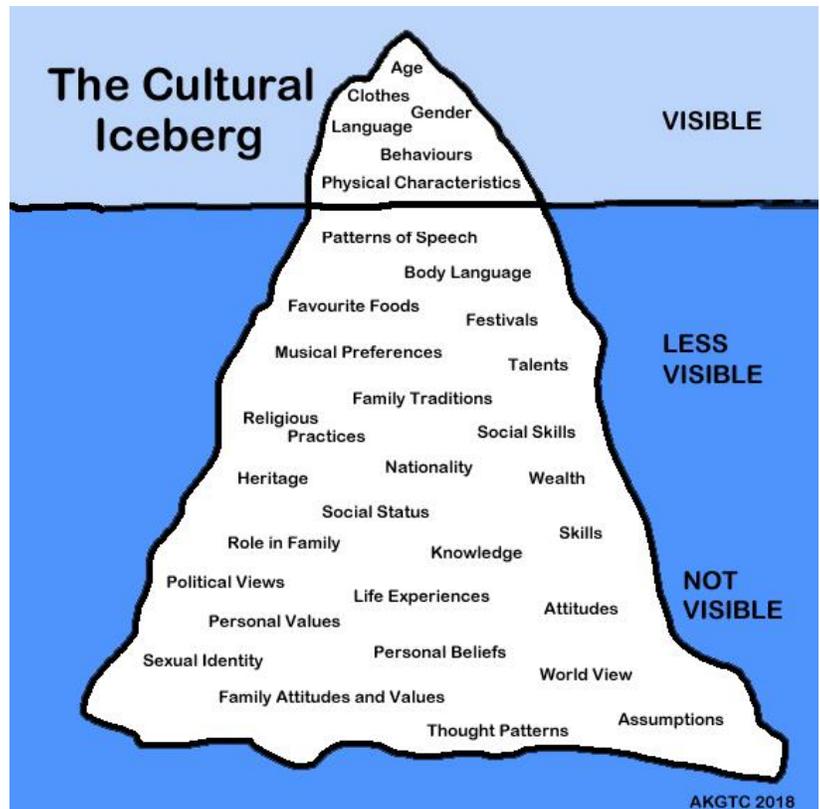


The Cultural Iceberg

Becoming culturally competent and practicing cultural humility are ongoing processes that change in response to new situations, experiences, and relationships. As Nicole Cooke (2017) points out, “each community is distinct and has its own needs; there are also communities within communities, all of which deserve recognition and special attention” (p. 18). Knowing about one community does not make us culturally competent about all communities. Additionally, communities are dynamic and change over time. Maintaining cultural competency and practicing cultural humility require continuous and intentional work.

Cultural competence is a necessary foundation for cultural humility.

Source: <https://ready.web.unc.edu/section-1-foundations/module-8/>



Source: <https://akgtcanada.com/if-i-really-knew-you/>

Definitions

Cultural competence refers to the ability to interact effectively with people of different cultures. Generally speaking, cultural competence involves four components:

- Awareness of one’s own cultural worldview
- Attitude towards cultural differences
- Knowledge of different practices and cultural views
- Cross-cultural skills

Cultural humility starts with an examination of one’s own beliefs and cultural identities, and continues as a lifelong process of self-reflection and self-critique.

Cultural competency implies that acquiring knowledge and developing specific skill sets is a finite and adequate process that leads to full mastery. Cultural humility, on the other hand, acknowledges that there is no ceiling or fixed end point—and that an ongoing process is needed to address power imbalances, promote interpersonal sensitivity, learn from differences, remain open, maintain an interpersonal stance that is other-oriented vs self-oriented, and intentionally commit to institutional accountability.

PROVIDED BY SLONE PARTNERS

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Understanding cultural competence and cultural humility

Becoming culturally competent and practicing cultural humility are ongoing processes that change in response to new situations, experiences, and relationships. Cultural competence is a necessary foundation for cultural humility.

CULTURAL COMPETENCE

Gaining cultural knowledge

- What are other cultures like, and what strengths do they have?

Developing cultural self-awareness

- What is my culture, and how does it influence the ways I view and interact with others?

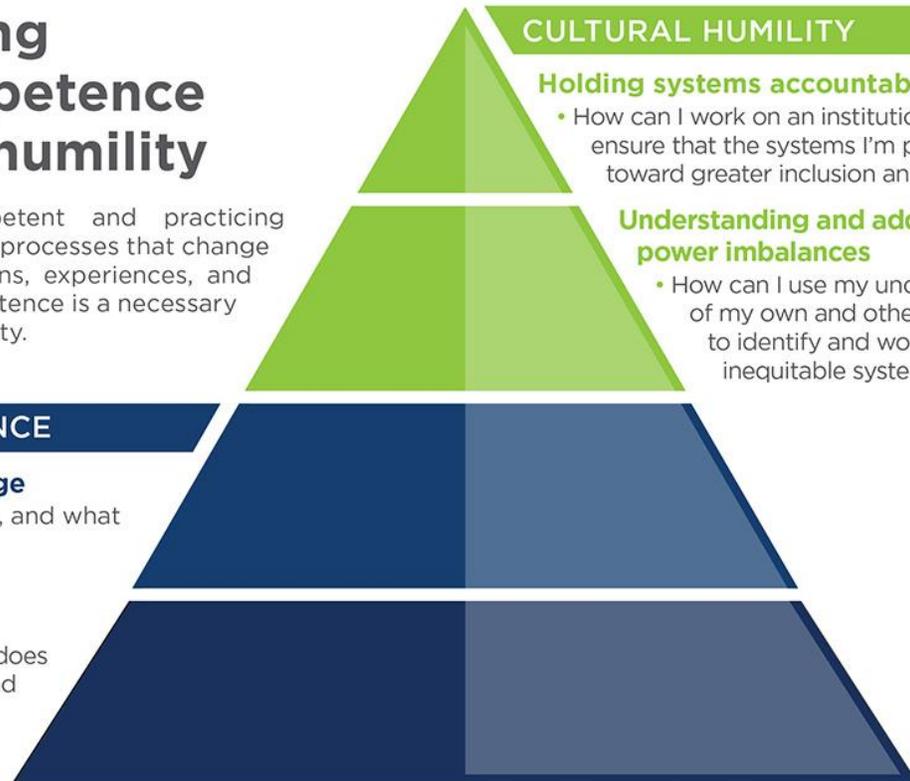
CULTURAL HUMILITY

Holding systems accountable

- How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

Understanding and addressing power imbalances

- How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?



Source: Project READY. ready.web.unc.edu. Licensed under CC BY-NC-SA 4.0.

Source: <https://www.avma.org/resources-tools/diversity-and-inclusion-veterinary-medicine/cultural-competence-and-humility>

Cultural humility “stretches the idea of cultural competence,” challenging library staff to not only recognize power dynamics and imbalances, but to redress these imbalances.

-Nicole A. Cooke, 2017, 20