

What is Cultural Humility?

The concept of cultural humility was developed by Melanie Tervalon and Jann Murray-Garcia in 1998 to address inequities in the healthcare field to learn more about experiences and cultural identities of others and increase the quality of their interactions with clients and community members. Cultural humility is the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person. Cultural humility is different from other cultural competency because it focuses on self-humility rather than being an other-directed "they/them" way of achieving a state of knowledge or awareness. Cultural humility requires:

1. A personal lifelong commitment to self-evaluation and self-critique
2. Recognition of power dynamics and imbalances, a desire to fix those power imbalances and to develop partnerships with people and groups who advocate for others
3. Institutional accountability (Tervalon & Murray-Garcia, 1998)

	Cultural competence	Cultural humility
Goals	To build an understanding of minority cultures to better and more appropriately provide services	To encourage personal reflection and growth around culture in order to increase service providers' awareness
Values	<ul style="list-style-type: none"> • Knowledge • Training 	<ul style="list-style-type: none"> • Introspection • Co-learning
Shortcomings	<ul style="list-style-type: none"> • Enforces the idea that there can be 'competence' in a culture other than one's own. • Supports the myth that cultures are monolithic. • Based upon academic knowledge rather than lived experience. Believes professionals can be "certified" in culture. 	<ul style="list-style-type: none"> • Challenging for professionals to grasp the idea of learning with and from clients. • No end result, which those in academia and medical fields can struggle with.
Strengths	<ul style="list-style-type: none"> • Allows for people to strive to obtain a goal. • Promotes skill building. 	<ul style="list-style-type: none"> • Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding. • Puts professionals and clients in a mutually beneficial relationship and attempts to diminish damaging power dynamics.