

FOCUS AREA 5 ACTIVITY

Practicing Cultural Humility

Use these activities to evaluate your content from a cultural humility lens. You can complete these worksheets on your own or as a group.

BACKGROUND

We all have identities that shape us. We may not always realize that the way we navigate the world is different than someone else.

Cultural humility is a mindset to approaching cultural differences with a positive, reflective lens. It includes reflecting on our own culture and identities, recognizing our biases and privileges, and seeking to understand others' perspectives without judgment.

Some characteristics of cultural humility are:

Curiosity

about other cultures, practices, and ways of thinking.

Reflection

on our own culture, biases, and privilege.

Awareness

of systems and practices that may cause harm.

Courage

to listen to others and try new things.

Flexibility

in doing things, especially when we can meet others' needs better.

Commitment

to reducing harm and uplifting marginalized voices.

Even if you don't think of your role as a "position of power," you may have control or have the ability to make important decisions. For example, maybe you ultimately decide who gets access to certain resources, who a specific process might help the most, or who might be included or left out of important conversations. That's part of the reason this work is never done - things are always changing and there is always more to learn.

Thinking About Images: What Story Are You Telling?

Choose 2-5 images from your website and other promotional documents. Remove any attached text and reflect on the questions below:

1. If someone knows nothing about your work, what message would they take from each image?

2. What do you notice that's similar and different across images?

3. Do these images reflect the communities you serve in a positive way? Are there any stereotypes reflected in these images?

4. For images of actual participants, how would a person feel if a friend or family member saw the image? Do you have explicit permission to use their likeness?

5. Do any of these images need to be replaced? If yes, what alternatives would better align with your organization's values?

Thinking About Messaging: How Do You Talk About Your Work?

Select a communication piece from your work. This could be a letter to donors, passages from your website, your annual report, or something else. Respond to the questions below:

1. As you read your document, make three lists:

Words and phrases that describe the work you do	Words and phrases that describe the communities you serve	Words and phrases that talk about funders and partners

2. What is the tone/feeling of each list? Do any lists feel more positive than others?

3. Imagine someone from each group overhears you talking about that group. Would you feel comfortable with what they heard? If no, why not?

4. Are there any words or phrases you want to change? What are some new ways to talk about your work and the community?

Thinking About Processes: Whose Comfort Do You Prioritize?

Choose one process that involves people who aren't employees. This could be something like your intake process, hiring steps, volunteer recruitment, etc. Respond to the questions below:

1. What is the purpose or goal of this process?

2. Does the process include collecting personal or sensitive information? If yes...

- Do you explain why the information is needed?
- Can people opt-out of sharing this information? Is this transparent, if so?

3. What parts of this process could feel challenging or uncomfortable for participants? Is the timeline clear? Do people know what to expect?

4. How can participants get help or express concerns about this process? Is it clear how to get support or ask questions?

5. What parts of this process do you want to change? How will you incorporate community input in making those changes?