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Cultural Humility in Home Visiting Practice

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ika'kimaat

Try hard/persevere

Learning Objectives

1. Understand the concept of cultural humility and its relevance to the delivery of home visiting services to pregnant individuals and families with young children.
2. Identify common obstacles to providing culturally competent care within home visiting programs.
3. Acquire actionable cultural humility skills for meaningful engagement with families.
4. Identify strategies to advocate for inclusive practices among teams delivering services to pregnant individuals and families with young children.



Setting Our Intention

“Approach with curiosity and assume positive intent.”

~ Malinda Forsythe Carmouche

(PHN-PREP webinar: ‘Health Equity: Awareness, Advocacy and Action in Family Home Visiting’)



Culture

“Culture represents **‘patterns of being’** for a group of people and how those patterns are expressed. Culture shapes individuals’ experiences, perceptions, decisions and how they interact with others. It’s essentially **how groups of people believe, think and act.**”

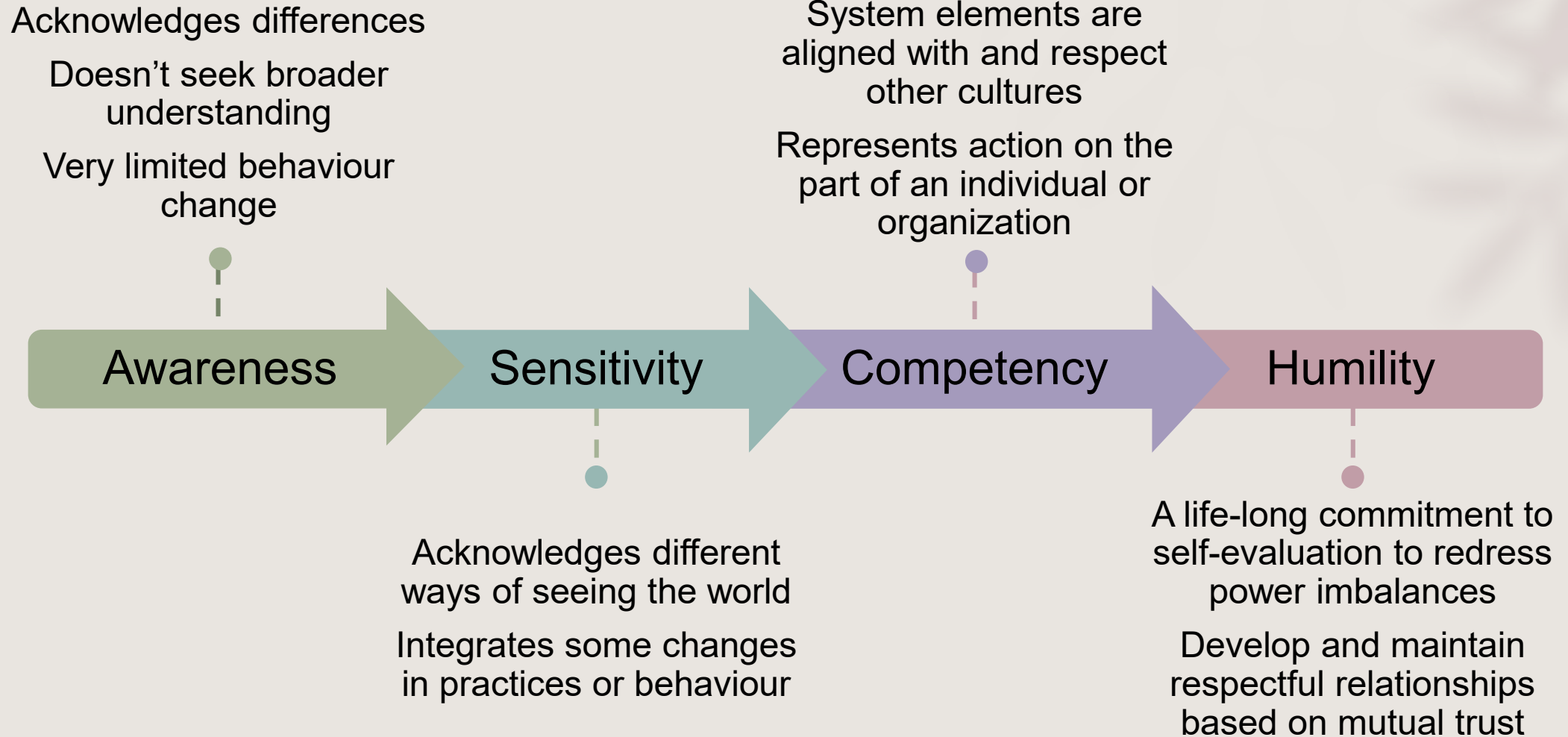
(Canadian Foundation for Healthcare Improvement (CFHI), 2020)

“Culture is the expression, the life-ways, and the spiritual, psychological, social, material practice of this Indigenous worldview.”

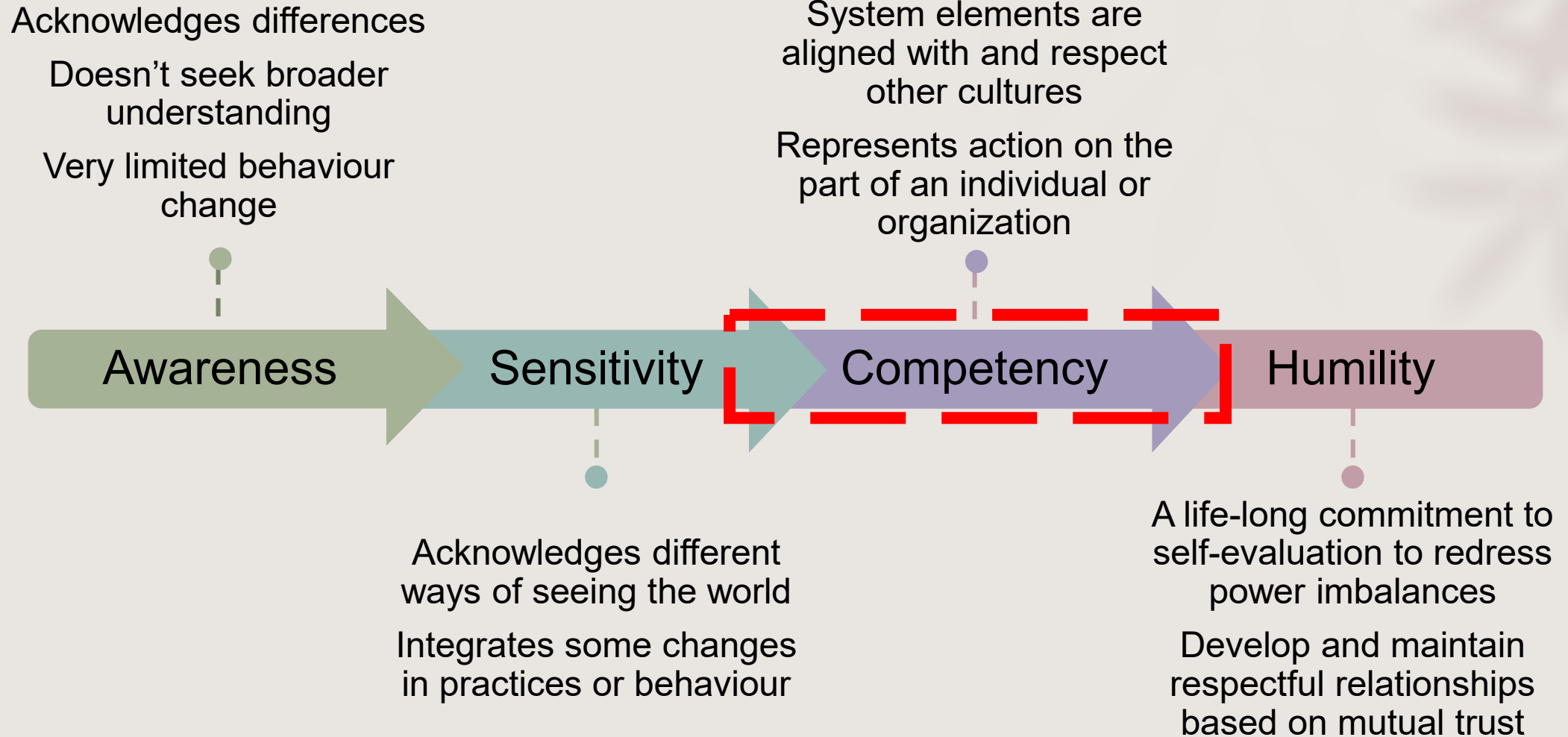
Indigenous Wellness Framework

(Thunderbird Partnership Foundation, 2020)

Cultural Spectrum (CFHI, 2020)



Cultural Spectrum (CFHI, 2020)



Competence = **skills** (to do what is right)
+ **ability** (to do it well)

Cultural competency = **act** + **know** + **believe**

...but cultural competency alone is not enough...

Cultural Spectrum



Humility

A **life-long commitment to self-evaluation**
to redress **power imbalances**

Develop and maintain **respectful**
relationships based on **mutual trust**

Cultural Humility

“A life-long process of self-reflection and self-critique to understand personal biases and to develop and maintain mutually respectful partnerships based on mutual trust”

(First Nations Health Authority, 2017)

“Cultural humility involves an awareness of oneself as a learner in relation to understanding someone else's experiences.”

(PHAC, 2019)

Cultural Spectrum – Is something missing?

Acknowledges differences
Doesn't seek broader understanding
Very limited behaviour change

Awareness

Sensitivity

System elements are aligned with and respect other cultures
Represents action on the part of an individual or organization

Competency

Humility

Acknowledges different ways of seeing the world
Integrates some changes in practices or behaviour

A life-long commitment to self-evaluation to redress power imbalances
Develop and maintain respectful relationships based on mutual trust

Cultural Safety is about *how the client feels*
in your presence.

The cultural humility spectrum reflects the
practitioner's approach.

**So how can I
work towards
cultural humility
in my home
visiting practice?**

Baby steps!



Source: Microsoft Stock Images

Organizational Cultural Humility

- Organizational assessment (A Journey We Walk Together Appendix B; CIHI 'Measuring Cultural Safety in Health Systems)
- Hiring, orientation, and performance appraisals
- Reflective supervision (There are PHN-PREP documents for that!)
- *Safe, effective* feedback opportunities
 - Are there culturally safe complaints processes? Do they result in any meaningful change?
- Partnerships
- Modelling cultural competency
- Community feedback
- Strong and concrete plans
- Manager/supervisor cultural humility training
 - Association between nurse managers' cultural humility practices and nurse retention (Scharfenberg, 2023)

Individual Cultural Humility

- A Journey We Walk Together (CFHI, 2020) Appendix A: Individual Assessment
- Cultural Humility Assessment (Foronda et al, 2021)
- Work on developing:
 - Knowledge
 - Attitude
 - Skills

Individual Cultural Humility Assessment

(Foronda et al, 2021)

Items on the cultural humility scale include
(edited for brevity):

Factor 1: Context for difference in perspective

Do you consider the following as factors for difference in perspective?

- Diversity
- The physical environment
- Historical precedent
- The political climate
- Power imbalances
- The situational context

Do you attempt to be open to considering the differing perspective?

Factor 2: Self-attributes

Do you self-reflect and critique yourself afterward?

Do you attempt to be flexible?

Are you aware of your own biases?

Do you attempt to shed your ego?

Factor 3: Outcomes of cultural humility

Do you seek to establish respect?

Do you seek to provide optimal care?

Do you focus on the other person in addition to yourself?

Do you seek to empower others?

Do you work toward a mutual benefit?

Do you seek to develop a partnership?

Do you strive for a supportive interaction?

Do you see yourself as a lifelong learner?

Knowledge

On your own:

- Books
- Independent films/documentaries
- Community events (keeping in mind ‘closed practices’)
- Language and expressions

With the client:

- Information from Assessments (In-Depth Assessment, histories)
- Life History Timelines (previous PHNPREP webinar by Dr. Susan Jack)

Attitude

- Life-long commitment to developing cultural humility
- Acknowledging power imbalances
- Respect
- Relationship
- Mutual Trust
- Flexibility
- Aware of our own biases
- Commitment to providing optimal care

Skills

- Managing power imbalances
- Trauma and Violence Informed Care (TVIC)
- Reflective practice
- Consider using/teaching 'social scripts'
- Assessment Skills (eg. Life History Timelines)
- Advocate, advocate, advocate
- Motivational interviewing
- Appropriate use of interpretation services and cultural brokering (Filingeri et al, 2023)



“Don’t call
people out... call
them in”

~ Malinda Forsythe Carmouche

(PHN-PREP webinar: ‘Health Equity: Awareness,
Advocacy and Action in Family Home Visiting’)



Thank you



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References

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- Canadian Institute for Health Information. Measuring Cultural Safety in Health Systems. Ottawa, ON: CIHI; 2021. <https://www.cihi.ca/sites/default/files/document/measuring-cultural-safety-in-health-systems-report-en.pdf>
- Filingeri, Victoria; Mendez, Heather M.; Ssu Yu Lin, Alisa; Burks-Abbott, Gyasi; Szarkowski, Amy; and Fogler, Jason. (2023). Cultural Humility and Cultural Brokering in Professional Training: Insights from People of Color (POC) and Persons with Disabilities (PWD). *Developmental Disabilities Network Journal*, 3(1), Article 13. <https://digitalcommons.usu.edu/ddnj/vol3/iss1/13>
- First Nations Health Authority [FNHA]. (2017). #it starts with me: Creating a climate for change. <https://www.fnha.ca/Documents/FNHA-Creating-a-Climate-For-Change-Cultural-Humility-Resource-Booklet.pdf>
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- Making Treaty 7 Cultural Society. (2023). *Ikakimaat*. <https://www.ikakimaat.com>
- Public Health Agency of Canada. (2019). *Addressing stigma: towards a more inclusive health system*. <https://www.canada.ca/en/public-health/corporate/publications/chief-public-health-officer-reports-state-public-health-canada/addressing-stigma-toward-more-inclusive-health-system.html>
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- Thunderbird Partnership Foundation. (2020). Indigenous wellness framework reference guide. National Native Addictions Partnership Foundation. <https://www.thunderbirdpf.org/IWF>

Further Reading/Watching

- FNHA 'A Journey We Walk Together' document:
<https://www.healthcareexcellence.ca/en/resources/a-journey-we-walk-together/>
- Thunderbird Partnership Foundation. (2020). Indigenous wellness framework reference guide. National Native Addictions Partnership Foundation.
<https://www.thunderbirdpf.org/IWF>
- First Nations Health Authority (FNHA) webpage on cultural humility:
<https://www.fnha.ca/what-we-do/cultural-safety-and-humility>
- Indigenous Cultural Competency Training (recommended by the FNHA Cultural Safety and Cultural Humility Webinar Action Series): <https://sanyas.ca/>

Videos:

- Tedx Talks: https://www.youtube.com/watch?v=Ww_ml21L7Ns and <https://www.youtube.com/watch?v=deYUUfak08Y>
- NYU Panel on Cultural Humility vs Cultural Competence:
https://www.youtube.com/watch?v=CXlrHPg_-kY

Further Reading/Watching

For Managers:

- What it is like to be a cultural broker in the workplace and considerations for supporting staff who are cultural brokers within their work:
 - Filingeri, Victoria; Mendez, Heather M.; Ssu Yu Lin, Alisa; Burks-Abbott, Gyasi; Szarkowski, Amy; and Fogler, Jason. (2023). Cultural Humility and Cultural Brokering in Professional Training: Insights from People of Color (POC) and Persons with Disabilities (PWD). *Developmental Disabilities Network Journal*, 3(1), Article 13. <https://digitalcommons.usu.edu/ddnj/vol3/iss1/13>
- Relationship between nurse managers' cultural humility practices and nurse retention:
 - Scharfenberg, J (2023). *Relationship between nurse managers' cultural humility practices and nurse retention* (Publication No. 12202) [Doctoral Dissertation, Walden]. Walden Dissertations and Doctoral Studies. <https://scholarworks.waldenu.edu/dissertations/12202>