

Cultural Humility in Home Visiting





Kristina Sankar

Assistant Director

Refugee Development Center

Lansing, Michigan

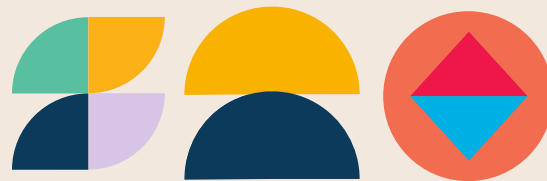


**refugee
development center**



A vibrant, daily center for programs and partnerships serving Newcomers.

All RDC programs have a home visiting component.



Cultural Humility in Home Visiting

CONCEPTS & FRAMEWORK

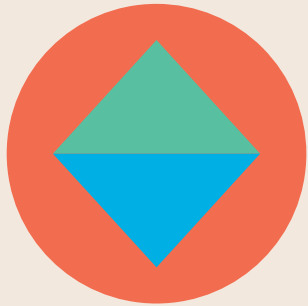
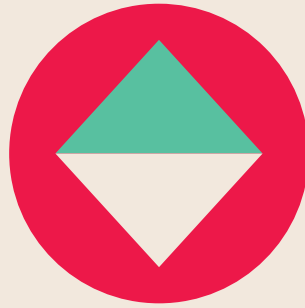
Cultural theory, definitions and how cultural humility compares to cultural competency.

CASE STUDIES

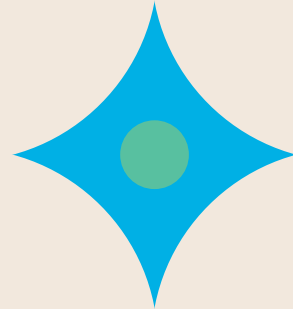
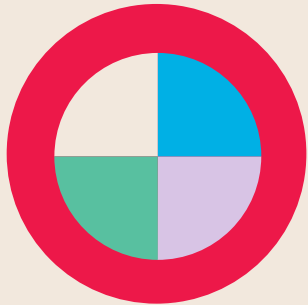
Real world examples from RDC home visiting programs.

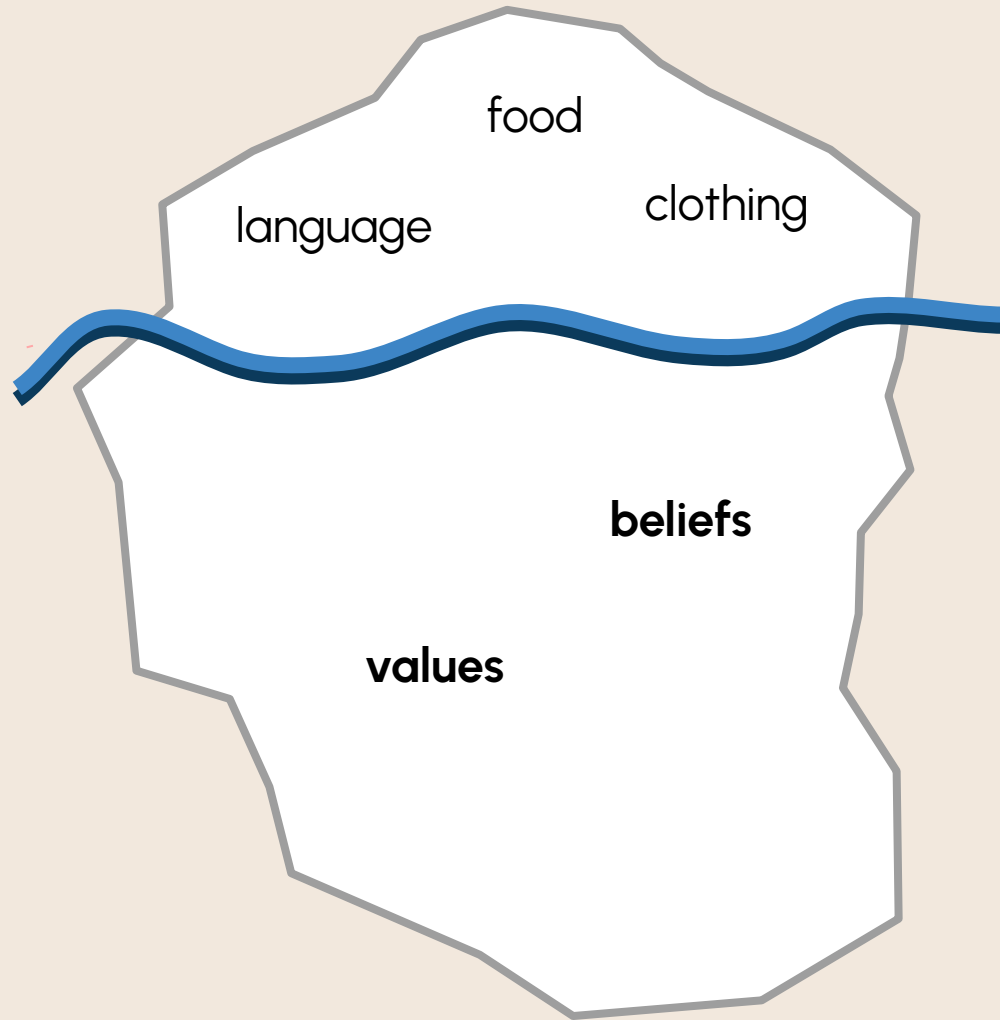
PUTTING IT INTO PRACTICE

Tips for making cultural humility a sustainable approach in your home visiting program.



FRAMEWORK





**Cultural Iceberg
Model
Edward T. Hall**

Competence vs. Humility

cultural competence

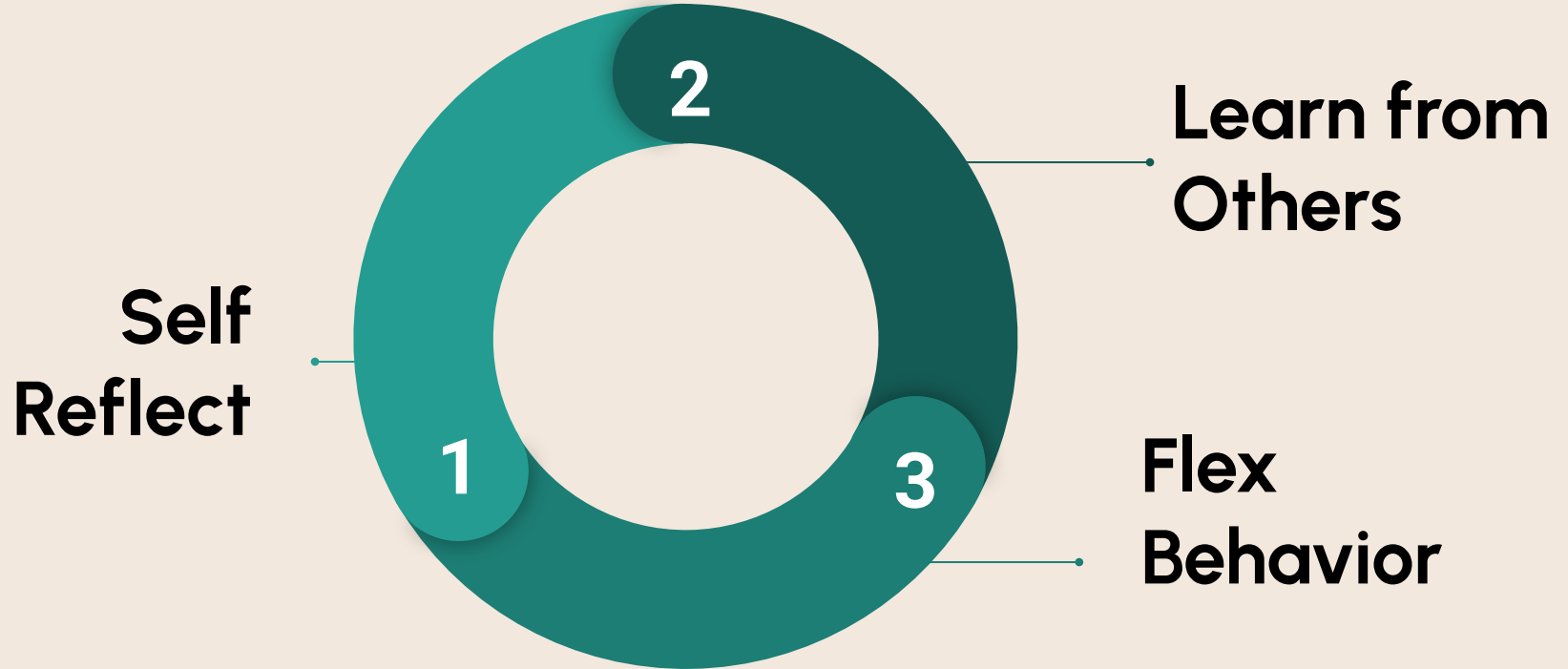
possession of the skills and knowledge that are appropriate for and specific to a given culture

cultural humility

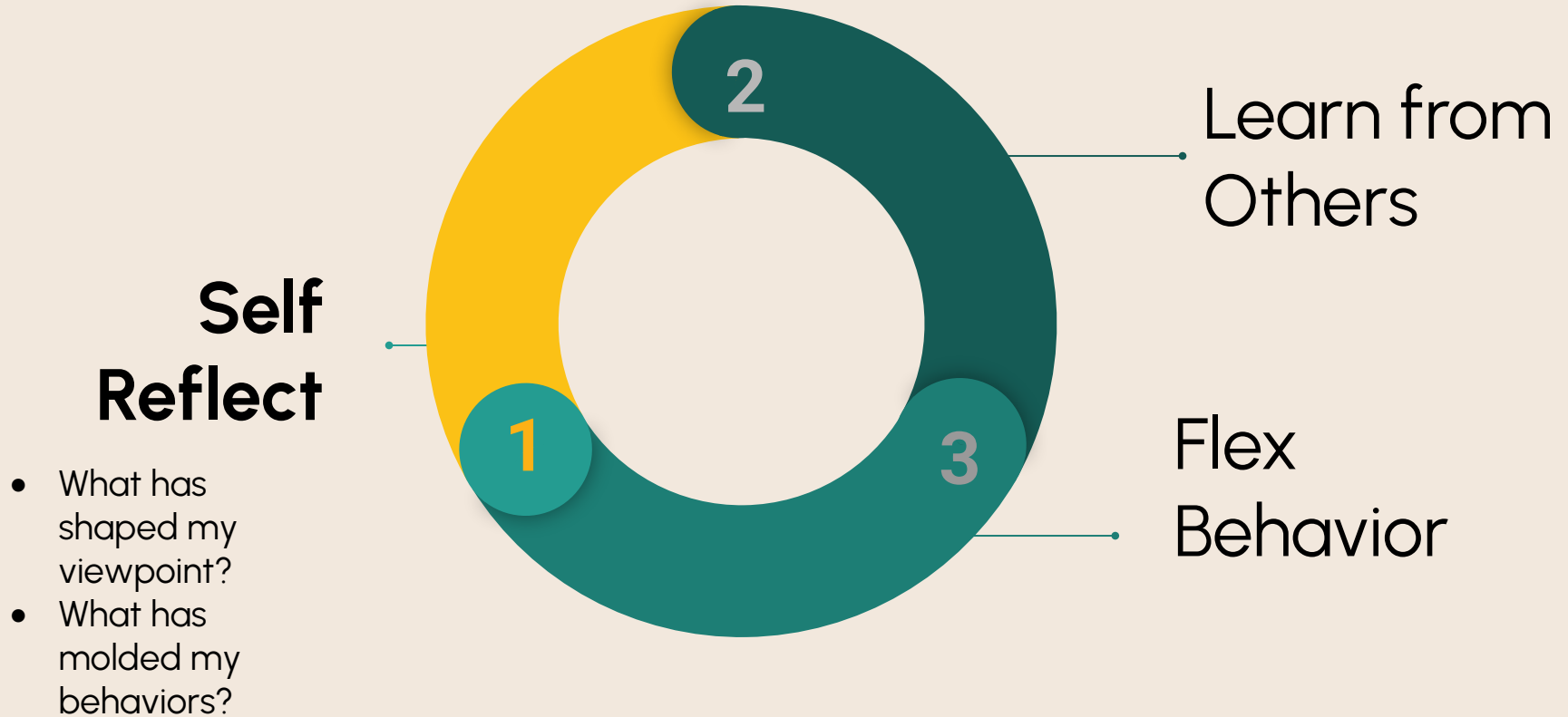
a dynamic, continual process of self-reflection, learning, and flexing practices



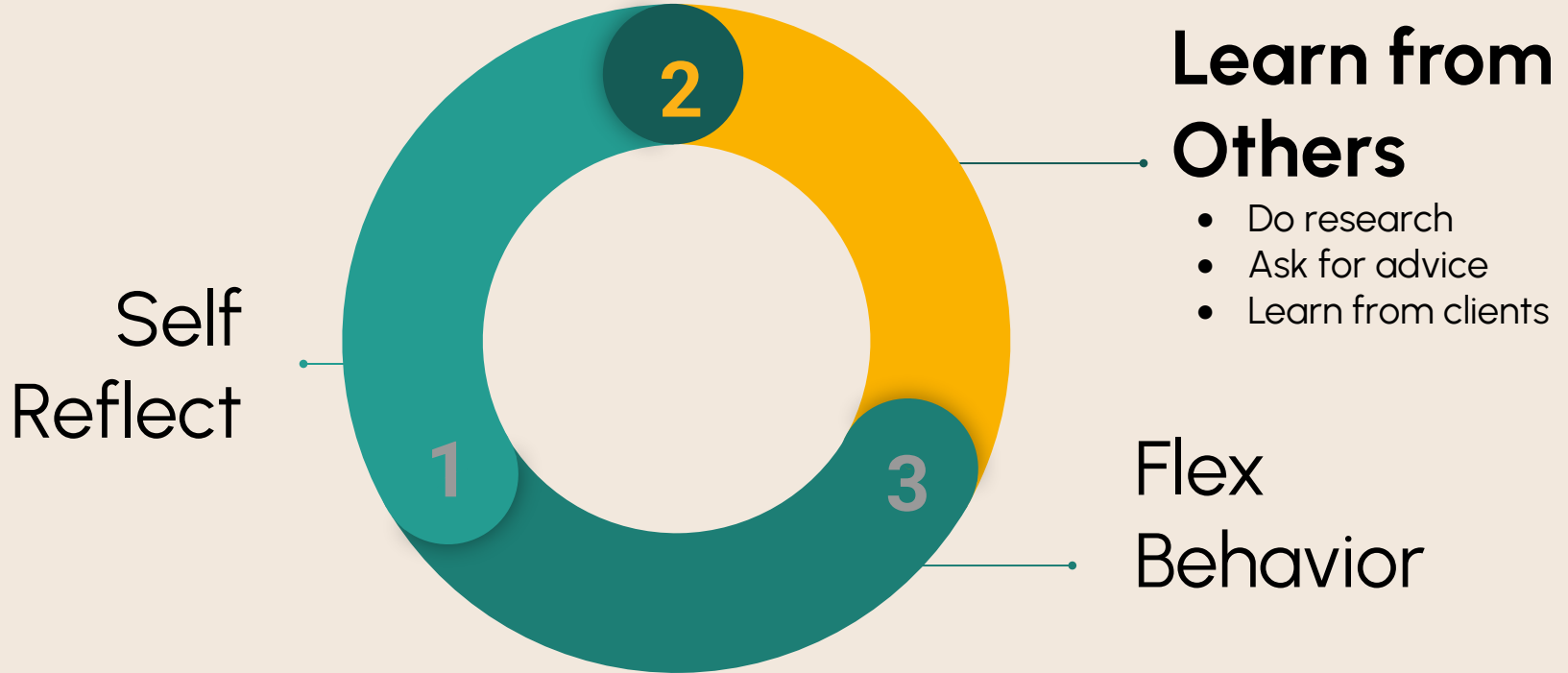
CULTURAL HUMILITY



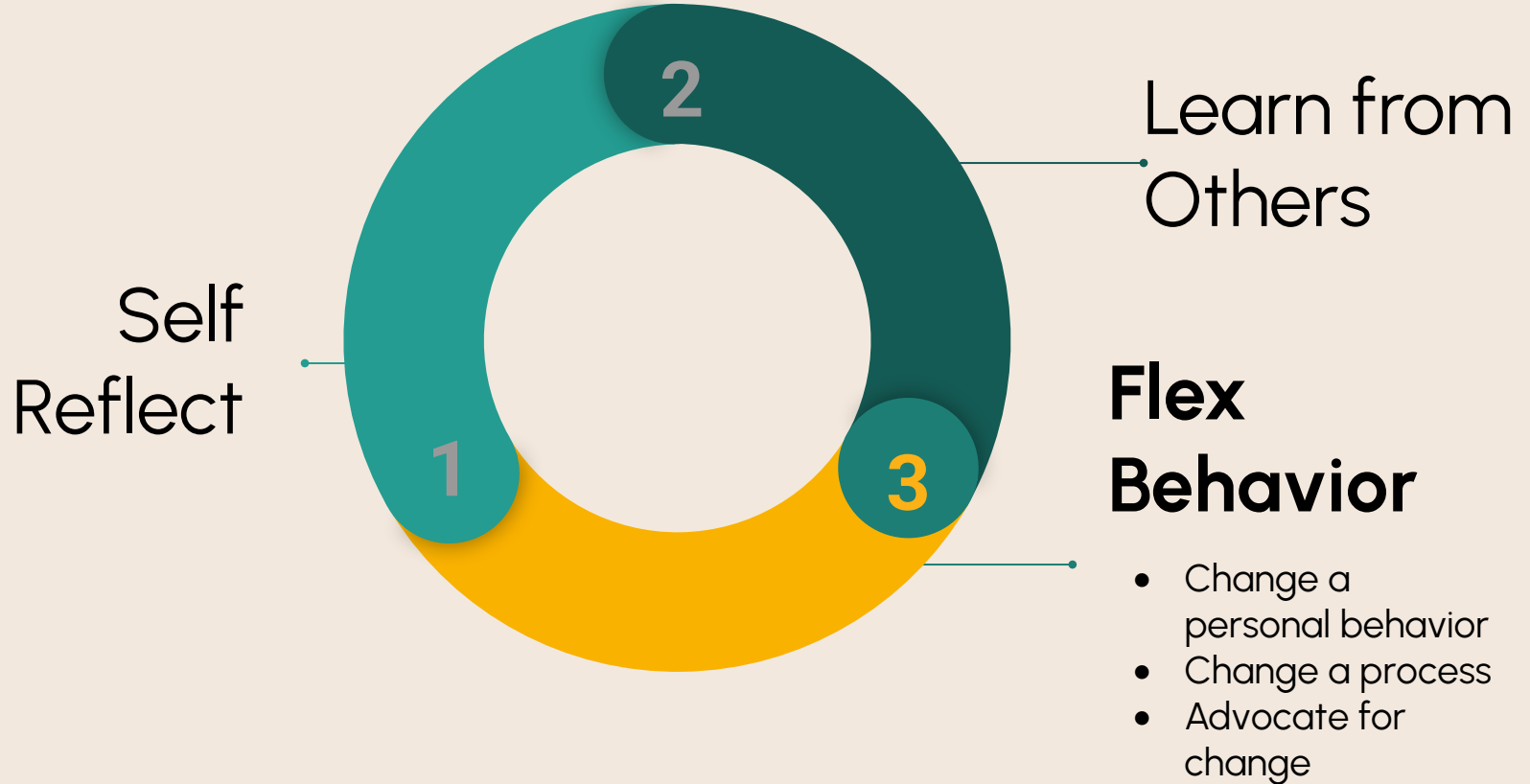
CULTURAL HUMILITY

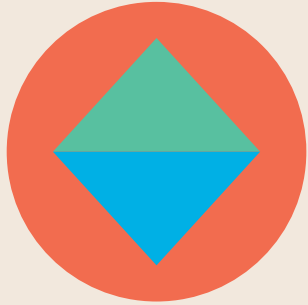
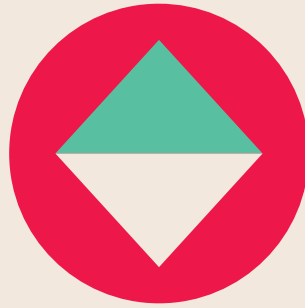


CULTURAL HUMILITY

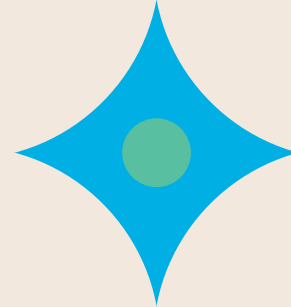
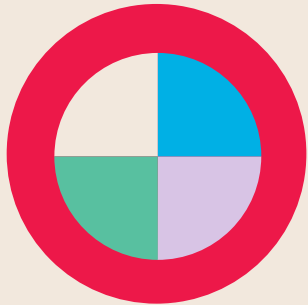


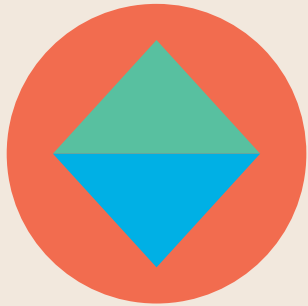
CULTURAL HUMILITY



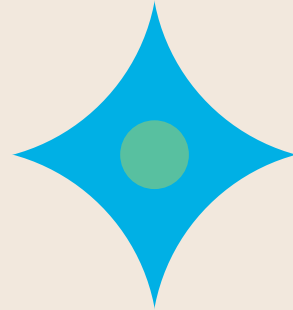
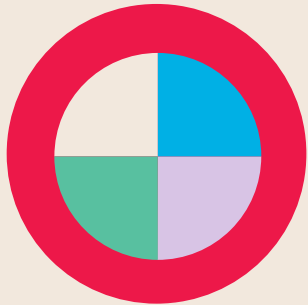


Do you bring personal, lived experience as part of a refugee or immigrant household into your work in homevisiting?





CASE STUDIES



SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.

SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.

- What has shaped your personal experience?



SELF REFLECT

SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.



LEARN



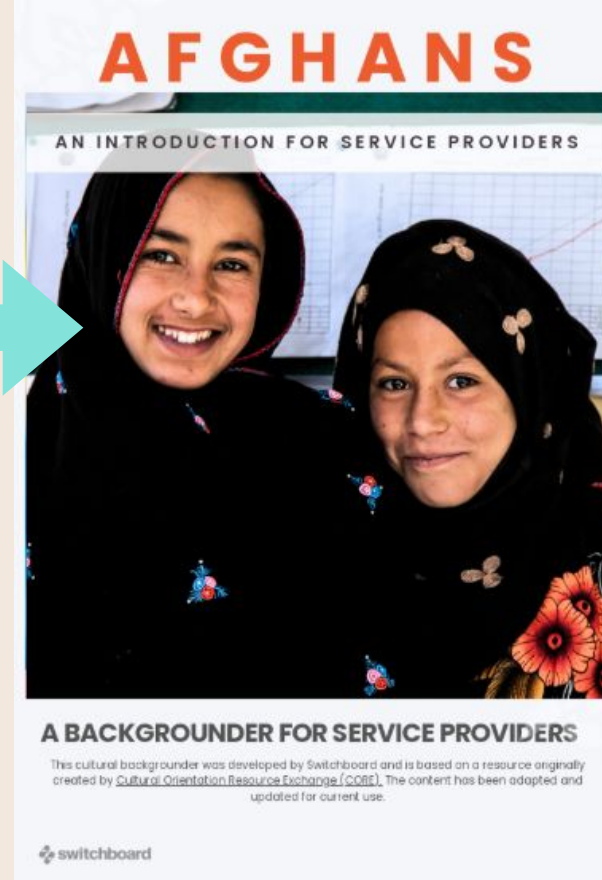
CONGOLESE BACKGROUNDER

MAY 2022



In general, classes
are highly
teacher-centered,
emphasizing rote
memorization.

[Primary school]
often relies on rote
memorization.



AFGHANS

AN INTRODUCTION FOR SERVICE PROVIDERS



A BACKGROUNDER FOR SERVICE PROVIDERS

This cultural backgrounder was developed by Switchboard and is based on a resource originally created by Cultural Orientation Resource Exchange (CORE). The content has been adapted and updated for current use.

switchboard

SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.

- **Be curious and ask questions once you have a trusted relationship**
 - What was school like in your country?
 - How did your parents play with you as a child?
 - Who taught you to cook?



LEARN

SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.

- Typical school age starts at 6 or 7
- Challenging to see play as learning
- Varied experience with formal education



LEARN

SCENARIO: Parenting & School Readiness



You visit a newcomer family whose child is eligible for a 3 year old or 4 year old preschool program but the family is hesitant to enroll.

- **Build relationship**
- **Use curious questions**
- **Provide information and allow families to make the decision best for them**



FLEX

SCENARIO: Safe Sleep

You present a Safe Sleep curriculum designed by the local health department to newcomer families.



SCENARIO: Safe Sleep

You present a Safe Sleep curriculum designed by the local health department to newcomer families.



- **What has shaped your personal experience?**



SELF REFLECT

SCENARIO: Safe Sleep

You present a Safe Sleep curriculum designed by the local health department to newcomer families.



- **Cosleeping is the standard for many newcomer families**
- **Babies can often be carried on caregivers backs for naps**



LEARN

SCENARIO: Safe Sleep



You present a Safe Sleep curriculum designed by the local health department to newcomer families.

- **Adjust information to communicate risks and best safe practices for all sleep methods**
- **Discuss airways, sleep positioning, overheating**



FLEX

SCENARIO: Concerns and Referrals



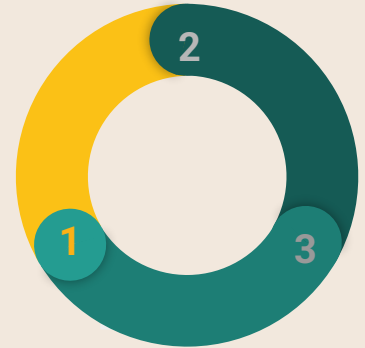
A two year old child from a family who recently was displaced from Afghanistan. Teachers observed behaviors indicating the child may be on the autism spectrum.

SCENARIO: Concerns and Referrals



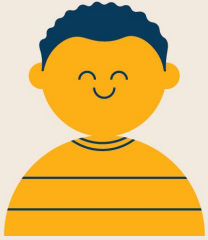
A two year old child from a family who recently was displaced from Afghanistan. Teachers observed behaviors indicating the child may be on the autism spectrum.

- **What has shaped your personal experience?**



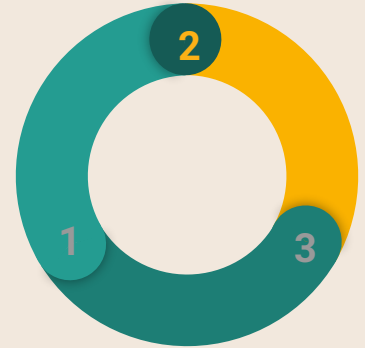
SELF REFLECT

SCENARIO: Concerns and Referrals



A two year old child from a family who recently was displaced from Afghanistan. Teachers observed behaviors indicating the child may be on the autism spectrum.

- Lack of vocabulary and understanding regarding autism
- Stigma surrounding disabilities



LEARN

SCENARIO: Concerns and Referrals

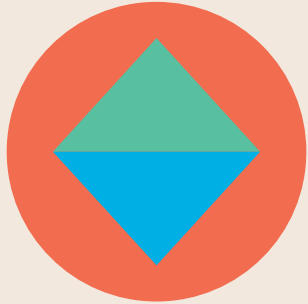
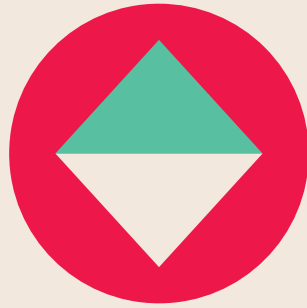


A two year old child from a family who recently was displaced from Afghanistan. Teachers observed behaviors indicating the child may be on the autism spectrum.

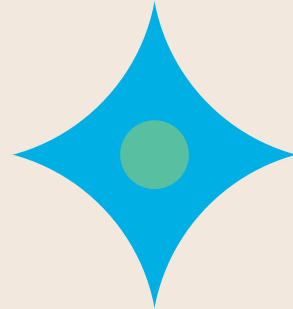
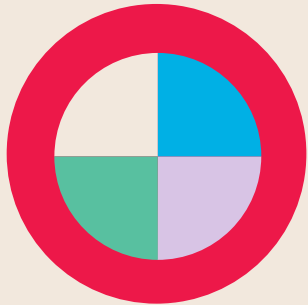
- **Establish trust**
- **Address immediate basic needs first**
- **Coach interpreters**
- **Ask curious questions that illustrate answers**
 - What do you do when X happens?
 - How does your child respond with Y?
- **Support referrals**



FLEX



PRACTICES



PRACTICE INTO HABIT

- Study your own culture relative to others
- Value deep culture in hiring - build representative teams
- Create room for relationship building in schedules



PRACTICE INTO HABIT

- Build networks before you need them
 - Referral networks
 - Community organizations
- Normalize cultural humility conversations - before it gets awkward!



PRACTICE INTO HABIT

- Make cultural humility a habit
 - Standing item in meetings
 - Prompt team members to share examples
 - Core values



RESOURCES AND TOOLS

Cultural Backgrounders

Switchboard

Cultural Dimensions-Based
Tools

The Culture Map





Thank you! Questions?

Kristina Sankar
Assistant Director
Refugee Development Center

ksankar@rdclansing.org