Cultural Humility for Transformative Change

Michele J. Upvall, PhD, RN, CRNP
Professor of Nursing
Outcomes

- Articulate the evolving role of cultural concepts within nursing practice
- Analyze the conceptual basis of cultural humility
- Integrate the conceptual definition of cultural humility into practice for transformative change
Cultural Humility Defined

- Incorporates a lifelong commitment to self-evaluation and self-critique, addressing power imbalances in the provider-client relationship and to the development of mutually beneficial and dynamic partnerships.
  - Tervalon & Murray-Garcia, 1998
Cultural Competence

Cultural Humility
Cultural Competence

- A complex know-act grounded in critical reflection and action, which the health care professional draws upon to provide culturally safe, congruent, and effective care in partnership with individuals, families, and communities living health experiences and which takes into account the social and political dimensions of care.
- Garneau & Pepin, 2015, p. 12
Conceptual Basis of Cultural Humility

- What does it mean to be “humble”?
- Where is humility in the literature?
- Qualities of humility as a virtue
  - Self-knowing
  - Mode for genuine gratitude to others
Transformative Change

- How do we integrate cultural humility for change?
  - Self in relation to the community
  - Working in collaboration with the community
  - Nursing practice in a globalized world
Goals of Partnerships

- Transformation of guest and host partners
- Transformation of organizations
- Improved outcomes for individuals and/or populations
Nurse as Guest

- The guest should be invited and not force a way into the community
- No demand should be made to the community to adhere to predefined biomedical standards
- Self-serving attitudes should be replaced with an attitude of other-serving when participating in projects
- Co-participation is required of all
References


References


