

# CULTURAL HUMILITY PRACTICES

## THINKING

### CELEBRATE WINS AND SHARE GRATITUDE

Dismantling systems of oppression is arduous, unending, emotionally laborious work. Progress may seem small, but the ripple effect may be the actual difference in life or death for someone else. Acknowledgment isn't just "nice", it keeps things going.

### GIVE YOURSELF GRACE

We are affected by the world around us. We are still adjusting to a pandemic, while a national conversation about racism is continuing digitally with political turmoil. Our environmental stress is heightened.

### SELF & COMMUNITY CARE IS THE WORK

Building awareness of how it affects you physically, emotionally, spiritually, etc, and exploring how to support yourself (and how to reach out to others for support) is essential to sustainability of any progress. Take space if you need to.

### "BREAK UP" WITH BLAMING OR SHAMING

Pay attention to when feelings of shame come up - do you feel the need to prove you are a good person? Observe ways that you may be attempting to blame others for your feelings.

## FEELING

### BEGIN SELF FOCUS

You are the expert on your own lived experiences. Practice speaking from your own experiences, rather than making assumptions about others.

### PRACTICE "BOTH/AND"

Notice when 'either/or thinking' is excluding multiple possibilities. Substituting 'and' for 'but' in our language can make space for multiple experiences.

### OBSERVE YOUR INNER VOICE WHEN LISTENING

Try to avoid planning what you'll say as you listen to others.

### EXPLORE NEW IDEAS

Notice how you feel in your body when met with a new idea. Practice sitting with new ideas, information, or ways of doing things that might not be what you prefer or are familiar with. We haven't yet experienced living in a fully liberated society, so tapping into our own imagination and sense of wonder is necessary to create it.

## DOING

### MOVE UP/MOVE BACK

Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider "moving back" and vice versa.

### ACKNOWLEDGE THE DIFFERENCE BETWEEN INTENT & IMPACT

Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction. Accept that even your best intentions may cause harm.

### USE "OOPS", "OUCH" and "THANKS"

Everyone can and should be able to make mistakes in a learning space. What if we held the feedback we received about our mistakes as a gift?

### CO-CREATE CONSENT PRACTICES

Get consent first before sharing anything someone disclosed to you personally. Practice sharing learnings without identifying anyone other than yourself.