Today’s Presenters

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Cultural Humility in Library Work

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Where are we going?

- Overview of cultural humility
- Key elements of humility & culture
- Cultural humility in practice
- Q&A
What curtains?
Questions to consider

● What was your first reaction on finding out they did it this way and how has it impacted you?
● Did you have to adjust your behavior or ideas about this?
● How did that adjustment go?
Overview of cultural humility
Challenge the status quo

but first you have to see it
My norms aren’t “normal”
Change your perspective
Embedding Diné Culture in Individual and Institutional Cultural Humility Practices: A View from the Tribal College Library

by Rhiannon Sorrell
Structural Issues
Beyond Late Fees: Eliminating Access Barriers for Everyone

by Carrie Valdez
Context matters
Listen

But maybe not look like you are about ready to run
Questions to consider

● In what way did the context impact the interaction or the outcome?

● How might it have gone differently if the other person had known the context?

● How might they have become aware of the context?
What is culture?
Culture is what people do.
Culture is “what people think, what people do, and what people make” and “is shared, learned, transmitted cross-generationally, symbolic, adaptive, and integrated.”

- Tharp 2005
Culture is what gives meaning to our lives.
Culture changes
Personal culture

“personal expression of heritage and culture”

- Moncho 2013
Getting Past “Approachability”: What Cultural Humility Brings to Library and Information Education

by Lilliana Montoya and Sarah Polkinghorne
It is essential to engage with the user with an interpersonal stance of humility and openness, rather than from a superior role as the expert. We can determine what is important to them; we can work on power imbalances and motivate them to feel they are equal participants in the interaction.

- Lilliana Montoya and Sarah Polkinghorne
Key elements of humility
Can acknowledge **mistakes** and **imperfections**
Openness to new ideas & information
Appreciative valuing
Accurate assessment
a *willingness to see the self accurately* rather than the absolute attainment of accuracy. . . accuracy is secondary to whether a person is willing and able to weigh information in a *nondefensive* way.

(Peterson & Seligman, 2004)
part of the larger universe
Reflect and move on
Becoming unselfed
True humility is more like self-forgetfulness. It leaves people free to esteem their special talents and, with the same honesty, to esteem their neighbor’s. Both the neighbor’s talents and one’s own are recognized as gifts and, like one’s height, are not fit subjects for either inordinate pride or self-deprecation.

(Buri, 1998)
Cultivating humility

It's not about shaming the arrogant
Cultural humility in practice
Don’t be defensive.
Defensiveness starts a fight

(Someone is trying to help them out)
The best defense is a strong offense.

Which is this?
Get curious
Recognize other perspectives.
What’s the context?
Did someone say stories?
Putting on their glasses won't make things clear
Seek out and listen to stories
Critical self-reflection
Take a moment and reflect
Cultural Humility and Evaluating Books for Young Readers
by Silvia Lin Hanick and Kelsey Keyes
As librarians selecting books for young readers, we read not only for ourselves, but also for our communities, in all their visible and invisible diversities. To meet our communities’ needs, we must decenter our own reaction to a book to consider how someone unlike us might receive it.

- Silvia Lin Hanick and Kelsey Keyes
First Thoughts are the everyday thoughts. Everyone has those. **Second Thoughts** are the thoughts you think about the way you think. People who enjoy thinking have those. Third Thoughts are thoughts that watch the world and think all by themselves. They’re rare, and often troublesome.

Terry Pratchett, *A Hat Full of Sky*
Cultural humility wizard?
We’re all in this together
What do you think?
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It’s the little things… like cats in costumes by Kerri Lee Smith on flickr. https://flic.kr/p/FPiLFz

One of the “smart” set
https://www.loc.gov/resource/ppmsca.19072/
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Spatial protection is an essential principle for the future of our planet. It’s about preserving the biodiversity of our natural world and ensuring that the Earth’s resources are used sustainably. [Photo by Philip Strong on Unsplash](https://unsplash.com/photos/iOBTE2xsYko)
References

Questions?
Let’s talk!