

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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WPPNT Reminders

How to join the Zoom webinar

- **Online:** <https://dhs.wi.zoomgov.com/j/1606358142>
- **Phone:** 669-254-5252
- Enter the Webinar ID: 160 635 8142#.
 - Press # again to join. (There is no participant ID)

Reminders for participants

- Join online or by phone by 11 a.m. Central and wait for the host to start the webinar. Your camera and audio/microphone are disabled.
- The evaluation survey opens at 11:59 a.m. the day of the presentation. A link to the evaluation survey is posted when the materials are posted.
- Ask questions to the presenter(s) in the Zoom Q&A window. Each presenter will decide when to address questions. People who join by phone cannot ask questions.
- Use Zoom chat to communicate with the WPPNT coordinator or to share information related to the presentation.
- [Participate live to earn continuing education hours](#) (CEHs). Complete the evaluation survey within two weeks of the live presentation and confirmation of your CEH will be returned by email.
- A link to the video recording of the presentation is posted within four business days of the presentation.
- Presentation materials, evaluations, and video recordings are on the WPPNT webpage: <https://www.dhs.wisconsin.gov/wppnt/2025.htm>



Cultural Humility to Cultural Reverence

“No soul is desolate as long as there is a human being for whom it can feel trust and reverence.”

- George Eliot (Mary Ann Evans)

Learning Objectives

1. Describe the 4-Principles of Cultural Humility: 1) Self-reflection + Lifelong Learning; 2) Served Person as Expert; 3) Community as Expert; 4) Institutional Reflection, Investment, + Modeling
2. Define Cultural Reverence.
3. Define and Discuss: Culture, Cultural Groups, and Identity

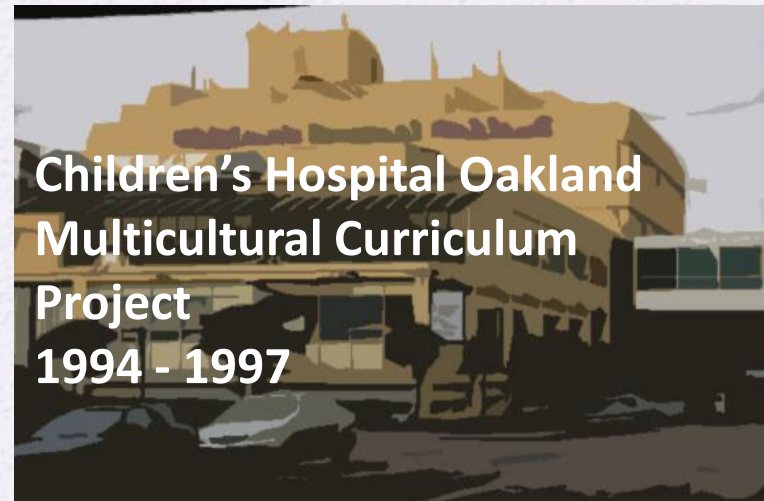


Description of Presentation

In this brief 1-hour overview, we'll explore how Cultural Humility to Cultural Reverence (CH2CR) can provide us as individual practitioners, teams, programs, agencies or systems with a structure to honor the identity of those we serve, colleagues, and folks we walk past in the grocery store. Specifically, we'll cover the 4-Principles of Cultural Humility, a definition of Cultural Reverence, and how we can listen for and honor identity facets.



The Story of Cultural Humility



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Cultural Humility Principles

- Self-reflection & Lifelong Learner
- Served Person as Expert:
 - Person-focused interviewing and care
- Community as Expert:
 - Community-based care and advocacy
- Institutional-Reflection, Investment + Modeling



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The Aspiration: Cultural Reverence ...

Cultural Reverence is the capacity to relate to, learn from and accept persons traditionally labelled "different" or "other." Cultural Reverence is grounded in the belief that there are no "disposable" people because there is no "other". Everyone has value. Everyone has purpose. A culturally reverent person values diversity and practices inclusivity because it generates our mutual human growth and development so that we may all achieve + experience equity.

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- Jojopahmaria Nsoroma



Historical Approach to Honoring Identity

1-hour HR video in a cubicle by oneself

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Our Belief

- Not going to overcome 500 years of systemic oppression with a one-and-done training
- Requires an implementation/integration mindset and approach: A Journey not a Destination
- Not going to blame and shame into change. Need to energize/motivate people to develop a deeper sense of empathy + compassion for folks with a unique identity from our own
- Get everyone on the same page

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Addresses this Fact: Everyone is at a different point along the Journey

Just Beginning



Been on the Journey



What Journey?



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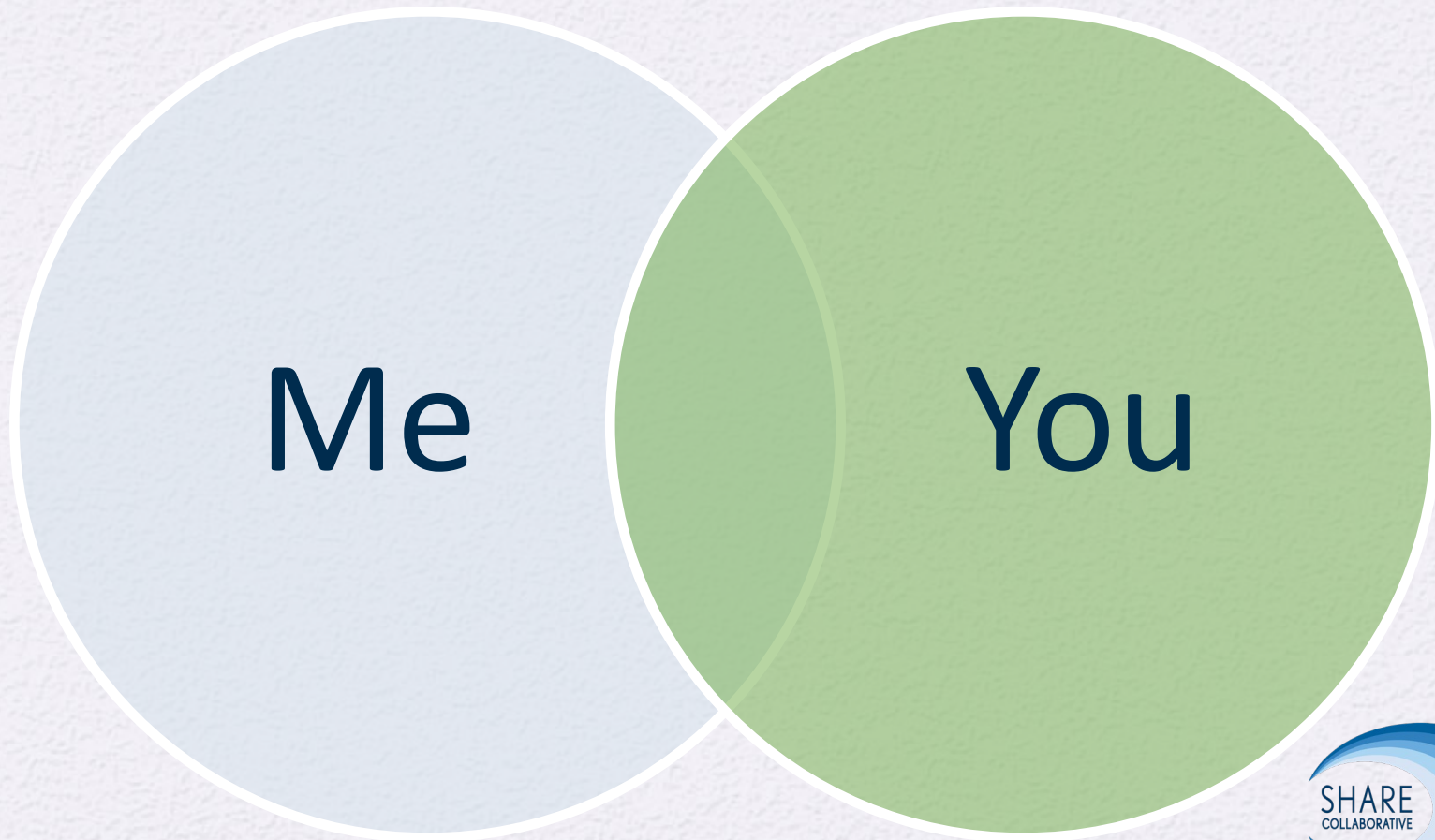




A Story of You

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What We are Learning: Points of Connection and Points of *Uniqueness*



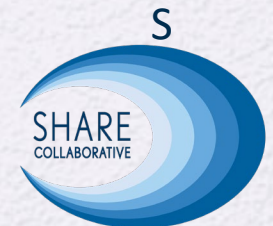
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What boxes could you check ...

How would you describe...

- Race
- Religion
- Ethnicity
- Nationality
- Appearance
- Body structure
- Physical ability
- Sexual identity
- Class
- Gender
- Age
- Primary language
- Immigration status
- Family of origin
- Occupation
- Sexual orientation
- Gender identity



What we are Learning ... to Avoid

Me

You

S



The Agreements: A Structure for Having Healthy + Generative Conversations About Identity + Culture + On

- **Assign** Agreements evenly amongst your small groups
- **Review** Agreements as assigned (i.e., what is an example of or what does it mean to you to “Practice ‘I’ statements when speaking”, etc.)
- **Report** out to group your examples
- **Intros!**

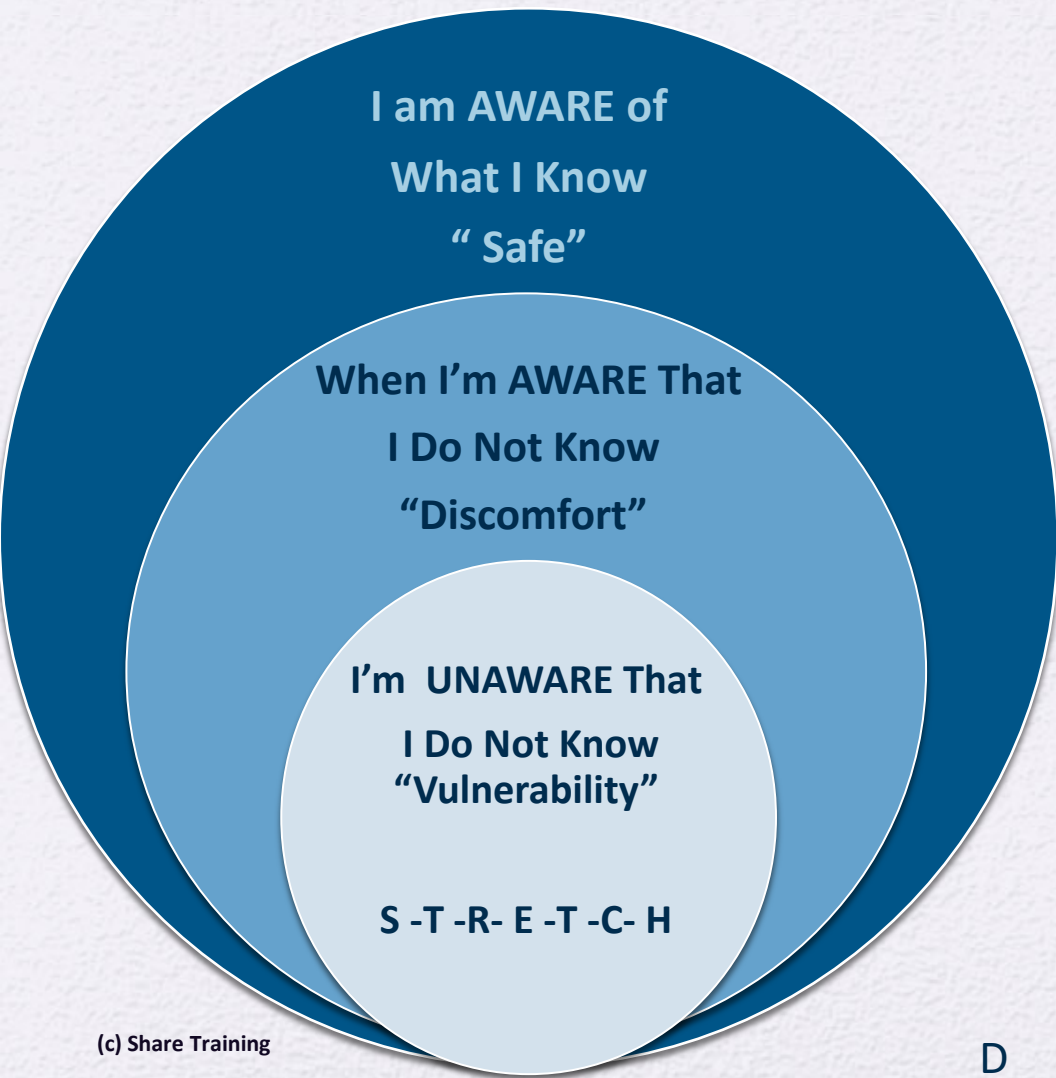
Agreements

1. Listen from a place of acceptance; take 3 breaths
2. Silence is ok
3. Use “I” statements when speaking; speak to be understood.
4. Ok to *respectfully* disagree
5. No fixing or saving
6. Take risks; No pressure to speak; Share what you can
7. Be disciplined about not making assumptions
8. Be inclusive of all; not exclusive of any
9. No blaming, no shaming (self or others);
10. Confidentiality is essential
11. Courage to interrupt if something is going amiss or being left unsaid (make the *invisible* visible)
12. Use “oops” and “ouch” if you hear something that offends you, and be open to learning what the speaker meant; attend to impact vs. intention
13. Be fully present: attentive to oneself and others
14. This is an ongoing learning process
15. Take thy hat off: we are equals –peers- in this learning space
16. Our values, cultural identities, heritage, and past experiences matter
17. Conflict is always possible, and conflict is OK and can be transformational
18. We are all prejudiced; prejudice is learned and can be unlearned
19. We are here to learn from and with each other
20. We will support each other to maintain these agreements.

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EXPANDING AWARENESS: Inside-Out Work



Working definition of Culture ...

- Shared systems of values, beliefs
- “World lens”
- **Learned** patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- ***Often individually defined***

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Cultural Groups ...

- Race
- Nationality
- Ethnicity
- Religious
- Age
- Physical ability
- Gender and Sexual Orientation
- Professional/Educational
- Formed by social circumstance + experience
- Homeless, previously incarcerated, veterans
- Special Interest (sports, arts, vegans, ...)
- Socioeconomic
- Geographic



Identity



Identity Definition

- **Technical Def:** A human's self-ascribed characteristics, qualities, values, cultural group affiliations + allegiances that they uniquely manifest + express.
- **Connectible Def:** Who you are – your genuine and authentic self.



Listening for Identity Facets

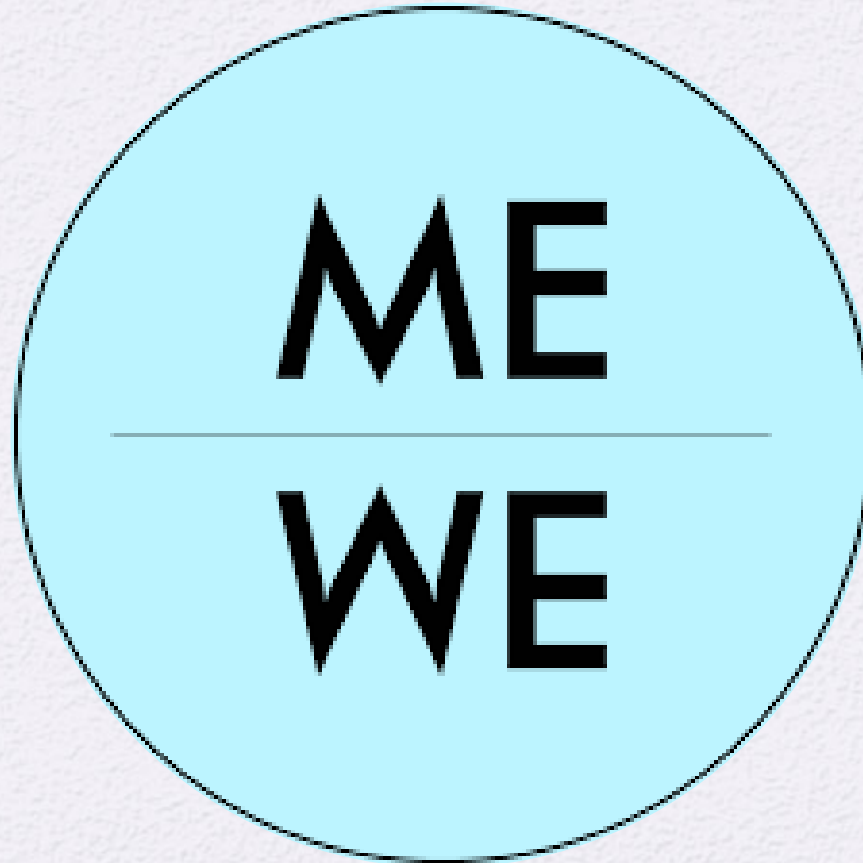
- *“I’m part of the queer and disabled community. Being part of all three communities at once – it feels insurmountable sometimes. Can I have one thing that’s not actively working against me. Often times, one will get in the way of another. There are queer friendly spaces that are not accessible for physically disabled people, or vice versa.”*



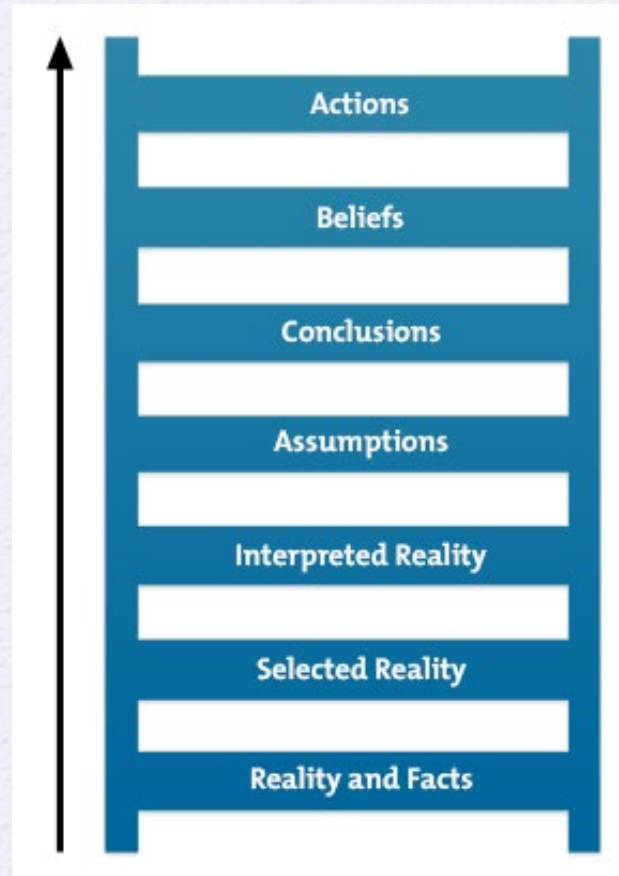
What We are Learning: Humans are Multifaceted



What this results in ... Belonging



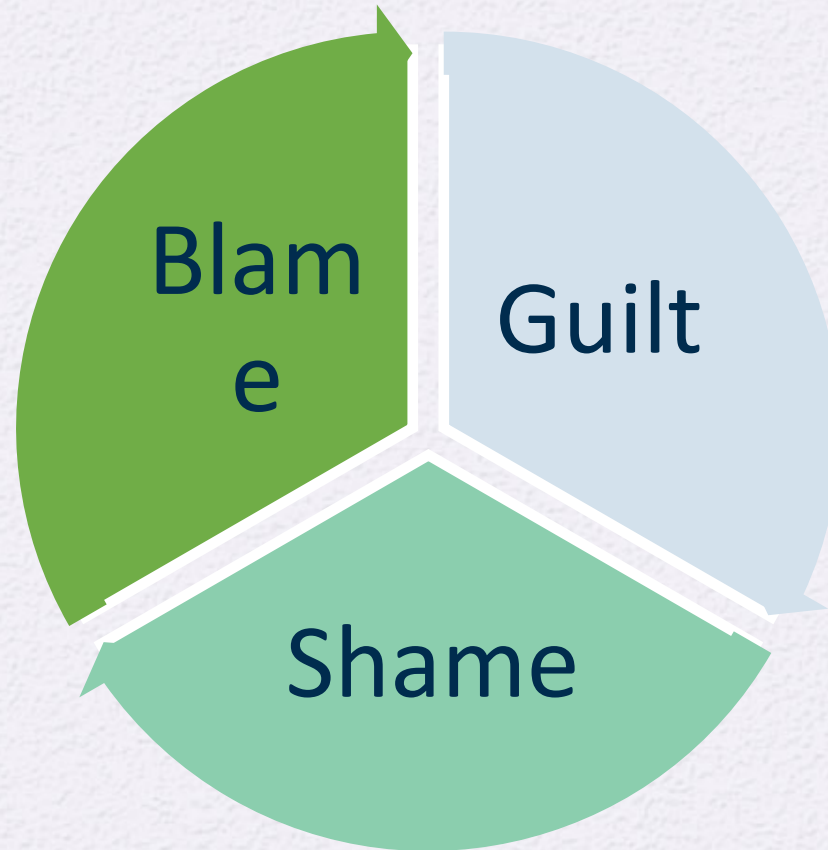
The Work of *Self-Reflection and Lifelong Learning*: Surfacing Bias:



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Reactions + Wellness



Self-Reflection: Upending the Single Story

1. Who is someone in your life or work that you have single-storied?
2. Bring to mind the key beliefs, thought you hold about the person.
3. Are they true? Are they one-sided? Who made up this story?
4. What would happen if you let these belief, thoughts go?
5. How can you let them go?



Prejudice

... feelings, opinions, or attitudes, especially of a hostile nature, regarding an ethnic, racial, social, economic, religious, or “other” group.



Bias to Prejudice

Bias

- An attitude, belief, or feeling that results from inference

Prejudice

- ... feelings, opinions, or attitudes, especially of a hostile nature, regarding an ethnic, racial, social, economic, religious, or “other” group.



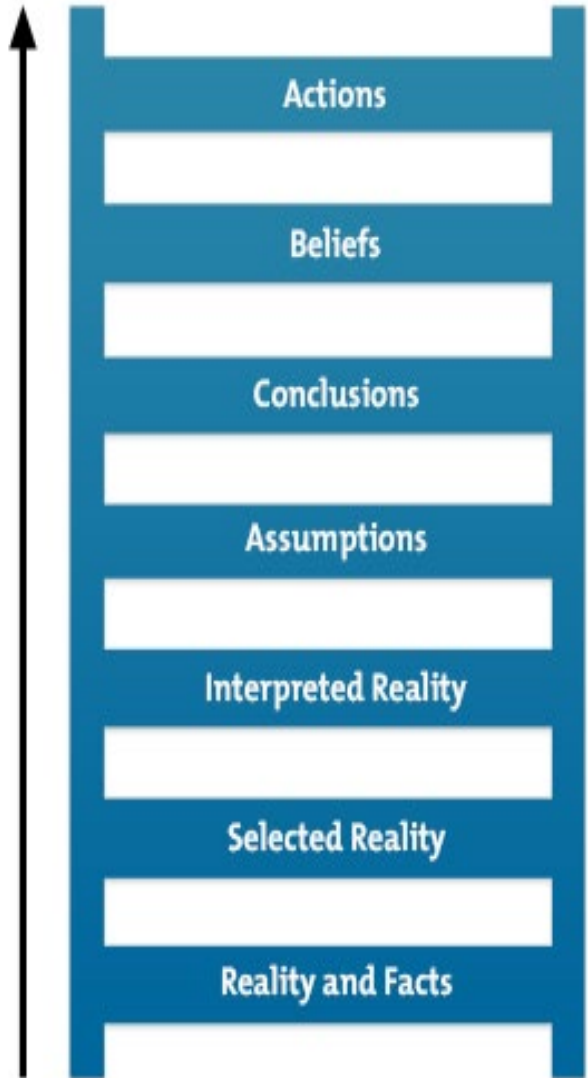
Race
Gender
Religion
Orientation
Ability
Nationality
... ism

- Belief in the superiority of one group over another
- Legitimized by exclusion of some groups from resources + power by those who have power



The Continuum of Oppression:

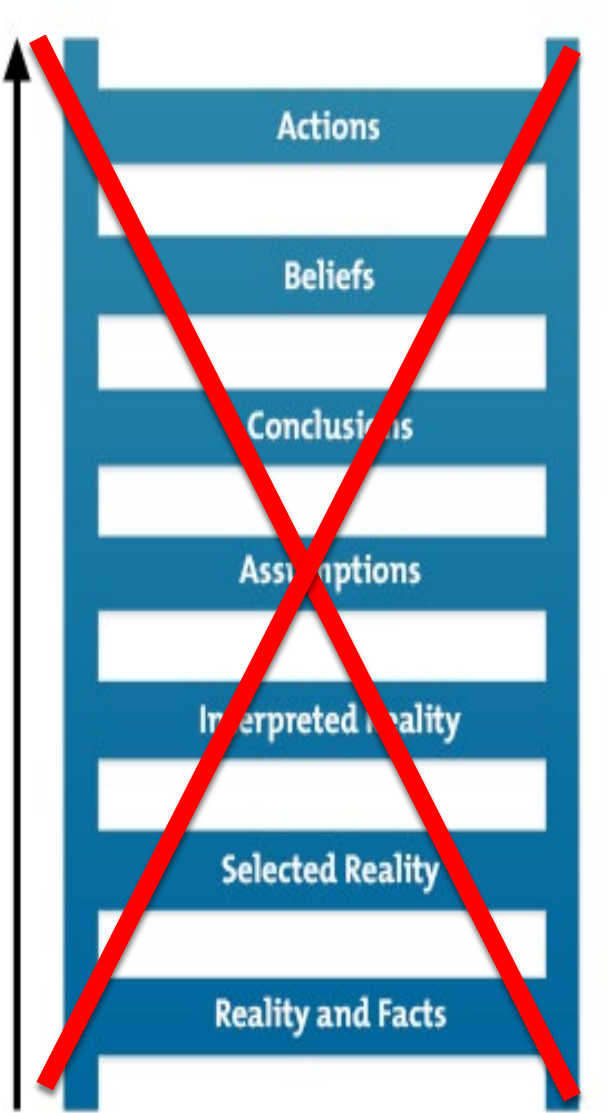
Bias -> Prejudice -> 'ism

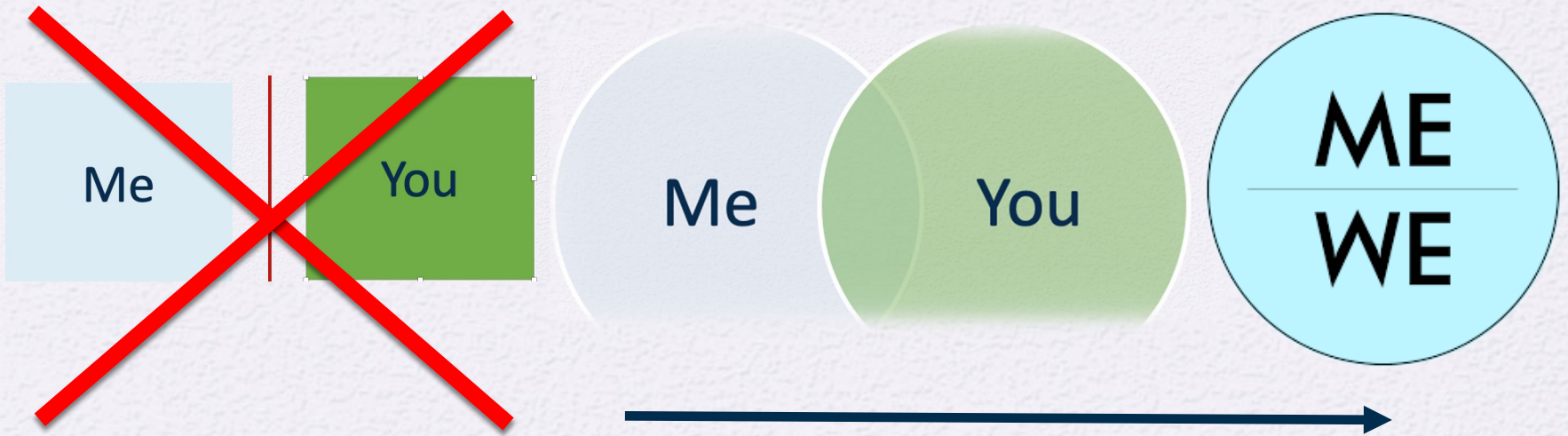


**PEOPLE
DON'T GET
FIRED
FOR BEING
STRAIGHT**

(But they can if they're gay, lesbian, bisexual or transgender.)

Disrupt The Continuum of Oppression to Achieve Equity + Inclusion





Things 2 Do

- Increase awareness of implicit bias
- Doubt Objectivity
- Slow Down
- Make a checklist of criteria for decision making
- Thank you (express gratitude). Apologize. Commit.
- Structuring Statements
 - “When I do this ... the first thing I talk about is what is going well ... Then what needs to work and then take any questions you have.”
- Jessica Price ...

Gratitude: L. Song Richardson




A Beginning: Designed for Implementation



- A growing online Library of 21 modules Deeper dives into Cultural Humility's 4 Principles
 - Including: Experiences of Bias, Self-Care, Engaging Peer Specialists, Integrations with Trauma Informed Care + Motivational Interviewing, Systems Thinking and Advocacy, and more ...
- Steward Development
- Responds to the need for the conversation to continue





What does this have to do with your
Work?

What's Next



Being Seen + Seeing

- “True identity is that which exists within one’s own heart and is seen by another. We are so busy fighting to be seen, we forget to see each other. Fight to see.”

– Derek DelGaudio from “In & of Itself”.

