Cultural Humility ~ Starting blocks and fuel for the journey

If one truly wants to interact with life in a way that honors the inherent good that is within all of us and demonstrates love and respect for all people, we must be willing to continually look deeply into ourselves. We must be willing to shine the light on all aspects of our being, those that stand out in the open and those that hide in the darkness. A willingness to explore the truth of who we are and what we believe is an unending prerequisite course to fuel our efforts. Then, we must merge this intention and efforts, with a genuine desire to learn and grow in our knowledge of and about others who differ from us. What a beautiful journey, together, this can be.

Please reach out to me with any comments, questions, feedback.
Respect and Light ~

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The toolkit resources included in this document were selected to assist individuals with growth and development in the two components of cultural humility.

Cultural Humility: Brief Overview

Involves 2 primary components:

1. Intrapersonal components
   - Critical self-examination of cultural biases
   - Self-awareness and Self-reflection

2. Interpersonal components
   - Being other-oriented
   - Open to another person’s cultural background and experience
   - Cultivating respect and a mutual partnership

PDF of the following articles can be found in the Toolkit:

1 This information is from a PowerPoint presentation titled, “Counseling Racially and Ethnically Diverse Clients”, created by Dionne Alexis “Lexi” Elsener, M.S., doctoral student in the Counseling Psychology Ph.D. program in the BSU Dept. of Counseling Psychology, Social Psychology, and Counseling. Much gratitude Lexi!
Resources to foster Self-Exploration, Self-Awareness, and Self-Reflection

Foreword by Tim Wise, Afterword by Derald Wing Sue

The book is available both as a paperback and ebook ~ (https://www.newharbinger.com/9781684032709/the-racial-healing-handbook/#nh-book-accessories)

The following is a description of the workbook, written by/provided by the publisher, New Harbinger Publications:

Handbook aims “…to provide practical activities to help both people of color and White people explore our socialized roles in systems of racial injustice, begin a journey of unlearning this socialization, and engage in individual and collective racial healing.”

A powerful and practical guide to help you navigate racism, challenge privilege, manage stress and trauma, and begin to heal.

Healing from racism is a journey that often involves reliving trauma and experiencing feelings of shame, guilt, and anxiety. This journey can be a bumpy ride, and before we begin healing, we need to gain an understanding of the role history plays in racial/ethnic myths and stereotypes. In so many ways, to heal from racism, you must re-educate yourself and unlearn the processes of racism. This book can help guide you.

The Racial Healing Handbook offers practical tools to help you navigate daily and past experiences of racism, challenge internalized negative messages and privileges, and handle feelings of stress and shame. You’ll also learn to develop a profound racial consciousness and conscientiousness, and heal from grief and trauma. Most importantly, you’ll discover the building blocks to creating a community of healing in a world still filled with racial microaggressions and discrimination.

This book is not just about ending racial harm—it is about racial liberation. This journey is one that we must take together. It promises the possibility of moving through this pain and grief to experience the hope, resilience, and freedom that helps you not only self-actualize, but also makes the world a better place.
The aims of The Racial Healing Handbook are to provide practical activities to help both people of color and White people explore our socialized roles in systems of racial injustice, begin a journey of unlearning this socialization, and engage in individual and collective racial healing.

Author, Dr. Singh, has created the following FREE resources. These documents can be found in the Toolkit folder or by going to New Harbinger Publications (https://www.newharbinger.com/9781684032709/the-racial-healing-handbook/#nh-book-accessories) and signing up for a free account.

- Worksheets
- Reading Group Guide
- Supplemental Guide for Clinicians

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**Anti-Racism & Racial Healing Webinars & Resources**

The Office of Diversity and Outreach at the University of California, San Francisco, has developed list of resources on anti-racism and racial healing for individuals self-guided learning ~ These resources can be found on their website (https://diversity.ucsf.edu/antiracism-training) and are listed below:

**CSF Webinars**

- [Anti-Blackness & Its Link to Racism, Privilege, and Power, Part I](#) (1hr 23mins)
- [Anti-Blackness & Its Link to Racism, Privilege, and Power, Part II](#) (1hr)
- [Anti-Blackness & Its Link to Racism, Privilege, and Power, Part III](#) (2hrs 3mins)
- [Anti-Blackness & Its Link to Racism, Privilege, and Power, Part IV](#) (1hr)
- [Anti-Blackness & Its Link to Racism, Privilege, and Power: Impacts of White Supremacy on Housing](#) (1hr)
- [The Intersection of Race and Redlining](#) (1hr 23mins)
- [Unlearning Anti-Blackness in the Asian American Pacific Islander Communities](#) (1hr)
- [Racial Trauma and the Mental Health Impacts on Undocumented Communities](#) (1hr)

**Community Webinars & Panels**

- [Racial Equity & Liberation Virtual Learning Series](#) (6 weeks; Movement to End Violence)
- [A Conversation on Race & Privilege](#) (Angela Davis and Jane Elliot)
- [Uncovering Privilege and Addressing Microaggressions](#) (American Library Association)
- [White Fragility](#) (Family Action Network w/ Robin DiAngelo)

**Additional Resources**

The following topics include resources for your self-guided learning.

- [Cultural Humility Video Series](#) (Tervalon and Garcia)
- [Anti-Racism](#) (Ibram Kendi - Aspen Ideas)
- [Racial Equity & Anti-Blackness](#) (UCSF Multicultural Resource Center)
- [5 Tips for Being An Ally](#) (Franchesca Ramsey)
- [Racial Equity Tools](#) (Glossary & Evaluation terms)
- [Addressing Bias, Discrimination, and Hate](#) (UCSF Office of Diversity and Outreach)
Antiracism/Social Justice/Advocacy Training & Resource Materials
https://docs.google.com/spreadsheets/d/1RbxVVfw41zXazJCFLnePKhg0xJoOHyLW6dSkv82vtk/edit?usp=sharing

The link above contains a WEALTH of resources divided into 5 categories. Each category then has various sub-categories with specific resources. CHALLENGE: What if you decided to peruse 1 thing ~ each day??!!

1. Antiracism Resources
   - ACTION steps
   - Organizations
   - Videos
   - American Psychological Association Town Hall Meetings

2. Parenting/Youth Resources for Antiracism
   - Resources for children/adolescents
   - Resources for parents

3. Black Voices
   - Podcasts
   - Books
   - Articles/Prose/Poetry

4. Social Justice
   - Advancing Diverse Representation in Science
   - Instruction Ideas
   - Articles
   - Books
   - Movies and Television
   - Videos

5. Clinical Resources and Training (Psychology)
   - Racial Trauma and Other Clinical Topics
   - Resources for Black Clients
   - Resources for Black Clinicians
   - Advancing Diversity Issues in Clinical Training

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It's Time to Talk (and Listen)
Excellent “how to” book ~ would be a great book for faculty of a department to review in book club format. The information below is from the publishers:

Conversations about controversial topics can be difficult, painful, and emotionally charged. This user-friendly guide will help you engage in effective, compassionate discussions with family, friends, colleagues, and even strangers about race, immigration, gender, marriage equality, sexism, marginalization, and more.

We talk every day—and we often do it without thinking. But, as you well know, there are some things that are harder to talk about—especially issues pertaining to politics, culture, lifestyle, and diversity. If you’ve ever struggled in a conversation about a “controversial” topic with a loved one, work colleague, or even a stranger, you know exactly how uncomfortable and heated the discussion can become. And even if you are one of the lucky few that expresses themselves eloquently, how do you move beyond mere “lip service” and turn words into actionable change?

This groundbreaking book will show you how to get to that important next level in difficult conversations, to talk in an authentic and straightforward way about culture and diversity, and to speak from the heart with tools from the head. Using a simple eight-step approach, you’ll learn communication strategies that are supported by research and have been practiced in classrooms, work meetings, therapy sessions, and more.

We constantly hear about friends and colleagues whose family members are not speaking to each other because of different political opinions, who’ve exchanged words that have mutually offended one another. If silence is one end of the continuum and verbal conflict anchors the other, how do we reach a middle ground? How do we take part in the “in between” spaces where both parties can speak and listen?

With this book as your guide, you’ll learn to navigate these difficult conversations, and take what you’ve learned beyond the conversation and out into the world—whether it’s through politics, social justice movements, or simply expanding the minds of those around you.

Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race Paperback – February 1, 2016
by Derald Wing Sue (Author) (https://www.wiley.com/en-us/978111924198)
The information below is from the publishers. There is a section in this book that provides: “concrete advice for educators and parents on approaching race in a new way.”

Turn Uncomfortable Conversations into Meaningful Dialogue If you believe that talking about race is impolite, or that "colorblindness" is the preferred approach, you must read this book. Race Talk and the Conspiracy of Silence debunks the most pervasive myths using evidence, easy-to-understand examples, and practical tools. This significant work answers all your questions about discussing race by covering: • Characteristics of typical, unproductive conversations on race • Tacit and explicit social rules related to talking about racial issues • Race-specific difficulties and misconceptions regarding race talk • Concrete advice for educators and parents on approaching race in a new way.

The following information is from the hollaback! website: (https://www.ihollaback.org/about/)

WHO WE ARE:
Hollaback! is a global, people-powered movement to end harassment — in all its forms. We believe that we all deserve to be who we are, wherever we are.

We believe we all have a role to play in disrupting harassment and building a culture where it is no longer seen as "just the price you have to pay" for being a woman, LGBTQ+, a person of color, or any other marginalized identity. We teach people to take action, and to reach across their own identities to ally with others and establish a united front against harassment each time we witness it.

MISSION
Our mission is to end harassment in all its forms by transforming the culture that perpetuates hate and harassment.
We carry out this mission by building the power of everyday people to create safe and welcoming environments for all.

FREE bystander intervention trainings ~ https://www.ihollaback.org/bystanderintervention/

• To stop Anti-Asian-American and xenophobic harassment
• To stop police sponsored violence and Anti-Black racist harassment
• To stop Anti-LGBTQ+ harassment
• Address gender-based street harassment
• Bystander intervention in the workplace
• To stop voter harassment at the polls
• Training for youth: How to stand up for others
• How to be an ally when you witness online abuse
• To stop stigma around learning differences

The 5D’s of Bystander Intervention, by Hollaback!
Here are also some good resources/educational sites:

- [https://www.aclu.org/](https://www.aclu.org/)
- [https://www.standagainsthate.org/](https://www.standagainsthate.org/)
- [https://www.advancingjustice-aajc.org/expertise](https://www.advancingjustice-aajc.org/expertise)

* This self-guided training can be found in the toolkit folder *

### Navigating Difficult Moments in Teaching Diversity and Social Justice 1st Edition

Editors: Mary E. Kite, Kim A. Case, Wendy R. Williams


One of the editors of this book is Dr. Mary Kite, Professor of Social Psychology in the BSU Dept of Counseling Psychology, Social Psychology and Counseling. Dr. Kite is also the Director of the Master’s Program in Social Psychology and Director of the Undergraduate Minor in Counseling Psychology

The following is a description of the workbook, written by/provided by the publisher, American Psychological Association:

This essential resource helps educators tackle the most common and challenging dilemmas that arise in today’s classroom—such as diversity, privilege, and intersectionality.

This book examines common challenges that arise for educators teaching social justice and diversity-related courses and offers best practices for addressing them. Contributors cover issues such as the many roles instructors play, inside and outside of college and university classrooms, for example, in handling personal threats, responsibly incorporating current events related to social justice into classroom discussion, navigating one’s own stigmatized or privileged identities, dealing with bias in teaching evaluations, and engaging in self-care.
The authors' backgrounds offer unique perspectives from which to approach such complex subject matter; several contributors are feminist or intersectional scholars with the experience and expertise to address the pedagogical dilemmas that often arise in teaching social justice. Many of the issues discussed arise from the authors' own experiences as teachers in the current social climate; however, they also are verified by research on quality teaching in general and teaching about diversity specifically.

**American Psychological Association: Racism, bias, and discrimination resources**

[https://www.apa.org/topics/racism-bias-discrimination](https://www.apa.org/topics/racism-bias-discrimination)

This website has a wealth of FREE resources addressing a variety of topics, including:
* Understanding and combating racism
* Addressing bias in policing
* Advancing health equity
* “Speaking Psychology” podcasts


According to the website, “Materials for the new virtual Pitt course that educates students about anti-Black racism in the U.S. and around the globe are now available for anyone to access, thanks to interest from people across the University of Pittsburgh and beyond.”