CULTURAL HUMILITY COMPONENTS

OPENING/INTRODUCTION (Respect)

- □ Addresses everyone respectfully (asks for name/ pronunciation/pronoun) [1,2,5,6]
- □ Presents an open posture [1,3,5]
- □ Warmly greets everyone [2]
- □ Asks opening questions to build rapport [6]
- □ Upon entering the room, look everyone in the eyes and smile [2,5]

PARTNERSHIP BUILDING (Trust + Respect)

- □ Believes/Acts as though everyone is of equal value as a person [2,5]
- □ Treats everyone equitably [1,7]
- □ Explicitly articulates/values hearing varying perspectives [2,6,7]
- □ Explicitly promises and provides a safe environment [1,2,5]
- □ Establishes ground rules and expectations (grounded in cultural humility) [2,6,7]
- □ Reinforces and role models ground rules and expectations [2,6,7]
- □ Illustrates concepts with multiple and diverse examples and inclusive language [1,2,5,6,7]
- □ Explicitly articulates/acts that everyone is important ("This is about you.") [5]
- □ Explicitly establishes the role of a support resource (somebody who can identify and supply resources to address needs, but does not take on undue responsibility) [3,6,7]
- □ Explicitly states/acts that they are a vault and do not share information discussed unless ethically compelled [4]
- □ Elicits Perspectives (ideas, expectations, and concerns, demonstrate curiosity over knowing) [1,2,5,6,7,8]
- □ Achieves a shared plan [8]
  - □ Provides possible options for the way ahead [5]
  - □ Goal setting [3]
  - □ Takes co-accountability for success; it takes a team (colleagues, students, patients, etc.) [3]
- □ Disclosing vulnerabilities (Humility) [3,5]
  - □ Acknowledges possible mistakes or blind spots when it comes to others' lived experiences [1,4,7]
  - □ Welcomes others to let them know when something isn't okay [7]
  - □ Apologizes when appropriate [1,4,7]

VERBALIZES (Empathy)

- □ Naming Emotion – ("I can see this is stressful") [3,8]
- □ Understanding – ("I can appreciate that this is concerning to you, I'd have felt that way too!", I want to acknowledge and honor that you feel this way.) [3,8]
- □ Respect – ("I am sharing this with you because I want you to know my expectations for creating a culturally humble environment") [3,8]
- □ Support – (without taking undue responsibility; "What can I do for you to make this more inclusive?") [3,8]

COMMUNICATION (Active Listening)

Verbal Facilitation

- □ Uses clarifying statements to promote open and inclusive conversations ("It sounds like…", "I am hearing you say…, is this correct?") [5,7,8]
- □ Uses praise or affirmation [8]
- □ Echoing statements and short statements to promote open and inclusive conversation ("yes, uh huh, right") [5,8]
- □ Avoids assumptive or judgmental language [2,3,5]
- □ Summarizes comments periodically [2,5,8]
- □ Uses open-ended questions ("because…, How so?, Tell me more.") [1,5,7,8]

Non-Verbal Facilitation

- □ Avoids any negative body language (facial expression, tapping hands, shift in body language, etc.) [8]
- □ Appropriate facial expressions (eg. nodding and smiling) to match the context [1,3,5,8]
- □ Body language and eye contact/eye level adjust to empathically mirror the context [1,3,5,8]

Paraverbal Facilitation

- □ Paces conversation to encourage engagement [3,8]
- □ Tone encourages engagement [1,3,8]
- □ Allows the speaker to finish each point before speaking [5,8]

ALLYSHIP

- □ Addresses cultural rupture(s) when appropriate [1,6,7]
  - □ Micro/macroaggressions [7]

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