

EXECUTIVE SUMMARY

Building Cultural Humility and Cultural Responsiveness

In this interactive training, APS supervisors will be introduced to the concepts of cultural humility and cultural responsiveness. Through self-reflection and group discussion activities, participants will explore ways to promote and practice these concepts individually, with staff, and within their organizations. Utilizing information and tools presented, participants will be encouraged to continue the learning and application of these concepts throughout their work.

Virtual Training:

- The following virtual instructional strategies are used throughout the course: short lectures (lecturettes), interactive activities/exercises including breakout groups, chat box discussions, poll options, and Q&A periods. PowerPoint slides and role-playing/demonstrations are used to stimulate discussion and skill development.
- Participants will need access to a computer with video conferencing capability and be able to connect to the virtual platform being used to deliver this training. A headset or earbuds with microphone and a video camera are highly encouraged. Participant Manual is a fillable PDF if using Adobe Acrobat. Participants are encouraged to either print a hard copy or ensure access to Adobe Acrobat to allow for highlighting, typing in comments and filling out worksheets.

Course Requirements:

- Pre-Training Assignment: Prior to the training, participants will be asked to complete the Social Identity Wheel. This activity will take approximately 10 minutes to complete. This must be completed prior to attending the training. These results will be included in a processing activity and needs to be readily available for the training.
- Completion of the entire module is required to receive course completion credit.
- **IMPORTANT NOTE**: Understanding Implicit Bias and Structural Racism (Module 2A) and Building Cultural Humility and Cultural Responsiveness (Module 2B) are complementary and build upon each other. It is important that participants take Module 2A first, followed by this module.

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Target Audience: This workshop is intended for APS Supervisors both new and experienced.

Outcome Objectives for Participants:

By the end of this training, participants will be able to:

- 1) Discuss the definitions of cultural humility and cultural responsiveness.
- 2) Identify ways to promote cultural humility and responsiveness within their organization.
- 3) Describe the potential challenges and benefits of systemically committing to ongoing learning, assessment, and adjustment.

Transfer of Learning: *Ways supervisors can prepare for the training and then utilize knowledge and skills acquired during the training on the job.*

BEFORE the training

As a pre-training assignment, the Social Identity Wheel is an activity to help participants consider their own identities critically and reflect on how their experience influences their work within APS. This will facilitate learning and thinking about the concepts of cultural humility and cultural responsiveness.

Supervisors are also encouraged to reflect on the impact of implicit bias and structural racism, concepts introduced in Module 2A.

AFTER the training

Supervisors can engage in the following activities:

- Use the Social Identity Wheel activity with your team to help them consider how their own identities critically and reflect on how their experience influences their work within APS.

Teach back what you learned in Modules 2A and 2B. Utilize the articles and the videos outlined in the Transfer of Learning Activity with your team members to facilitate discussion on how to identify and address implicit bias and structural racism, and how to apply the concepts of cultural humility and cultural responsiveness.