Aligning Cultural Humility and Trauma-Informed Approaches
Presentation Outline

I. Welcome and Introductions
II. Overview of Trauma-Informed Approaches and Cultural Humility
III. Panel Discussion
IV. Questions and Answers
V. Resources for Application
The Council of State Governments Justice Center

We are a national nonprofit, nonpartisan organization that combines the power of a membership association, serving state officials in all three branches of government, with policy and research expertise to develop strategies that increase public safety and strengthen communities.
Justice and Mental Health Collaboration Program

The Justice and Mental Health Collaboration Program (JMHCP) promotes innovative cross-system collaboration and provides grants directly to states, local governments, and federally recognized Indian tribes. It is designed to improve responses to people with mental illnesses and substance use disorders who are involved in the criminal justice system.
The U.S. Department of Justice Bureau of Justice Assistance

**Mission:** BJA provides leadership and assistance to local criminal justice programs that improve and reinforce the nation’s criminal justice system. BJA’s goals are to reduce and prevent crime, violence, and drug abuse and to improve the way in which the criminal justice system functions. In order to achieve such goals, BJA programs illustrate the coordination and cooperation of local, state, and federal governments. BJA works closely with programs that bolster law enforcement operations, expand drug courts, and provide benefits to safety officers.

Visit the BJA website to learn more.
Policy Research Associates, Inc. (PRA)

- A national leader in behavioral health technical assistance and research, PRA is a women-owned small business that was founded in 1987.
- In partnership with our sister non-profit, Policy Research, Inc. (PRI), we offer four core services: policy, research, technical assistance, and training.
- Through our work, we enhance systems that assist individuals with behavioral health needs on their journey to recovery.

www.prainc.com
Introductions

• Dr. Lisa Callahan, Senior Research Associate, Policy Research Associates, Inc.
• Tosa Two Heart, Community Behavioral Health Director, Great Plains Tribal Chairmen’s Health Board, Rapid City, SD
• Ashley Krider, Senior Project Associate, Policy Research Associates, Inc.
• Rachel Lee, Senior Policy Analyst, The Council of State Governments Justice Center
• Magdalena Morales-Aina, Director, El Paso County, TX, Community Supervision and Corrections Department
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Learning Objectives

By attending this webinar, participants will be able to:

• Describe what is a trauma-informed approach and what is cultural humility.

• Identify the differences between cultural competency and cultural humility.

• Incorporate a trauma-informed approach that aligns with an attitude of cultural humility into their own work.
Poll Questions

• In the last two years, have you taken any training on trauma?

• Are you familiar with the term cultural humility?

• Have you ever taken the Implicit Association Test (IAT)?
What does “Trauma-Informed” mean?

“A program, organization, or system that is trauma-informed realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization.”

6 Key Principles to a Trauma-Informed Approach

1. Safety
2. Trustworthiness and Transparency
3. Peer Support
4. Collaboration and Mutuality
5. Empowerment, Voice, and Choice
6. Cultural, Historical, and Gender Issues

An Updated ACE Pyramid

Why Cultural Humility?

- First coined in 1998 by healthcare professionals Melanie Tervalon and Jann Murray-García
- Originally a tool to educate physicians to work with diverse populations
- Generally, a process of self-reflection to learn about others’ cultures AND examine our own beliefs and identities
- Recognizes intersecting identities

Cultural Humility vs. Cultural Competence

- “Competence” suggests an endpoint and may lead to stereotyping
- Cultural humility is a lifelong practice!
- We need both competence (knowledge) AND humility (self-reflection)
- Humility includes historical and systemic awareness

Cultural Humility in Action

• “Do not assume someone from a different culture speaks a certain language, practices a certain religion or tradition, or behaves in a certain way.”

• In summary, avoid assumptions and ask for preferences (pronouns, name, relationship status, socioeconomic level, language, physical contact).

• Inquire about how a person’s intersectionality relates to them but be careful not to use this person’s response as your baseline knowledge on cultural humility (or intersectionality). Instead seek to inquire with each person you work with to learn about how their cultural factors uniquely impact them.

"Cultural humility can serve as a guiding concept for the practice of trauma-informed care in centering and empowering patients on their journey of healing, rather than making assumptions about the patient’s experience..."
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Panel Discussion

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Modifying EBPs and Developing an Equity Lens

• Modifying EBPs to Increase Cultural Competence
• Developing an Equity Lens in Criminal Justice Practices

Enhancing Equity in the Criminal Justice System: A Self-Reflection Tool

Source: Anjali Nandi, *Enhancing Equity in the Criminal Justice System: A Self-Reflection Tool* (Maryland: SAMHSA’s GAINS Center, 2021), [https://emma-assets.s3.amazonaws.com/w2ccb/eefc8a96c0ef6bf74cf08a7143e4cfdb/EquityCJSystem_Checklist_508.pdf](https://emma-assets.s3.amazonaws.com/w2ccb/eefc8a96c0ef6bf74cf08a7143e4cfdb/EquityCJSystem_Checklist_508.pdf)
Resources to Assess and Transform

- Creating Cultures of Trauma-Informed Care (CCTIC): A Self-Assessment and Planning Protocol
- Consider taking the Implicit Association Test
- Assess Cultural Humility across SAMHSA’s 10 Domains for Implementing a Trauma-Informed Approach
  - Governance and Leadership; Policy; Physical Environment; Engagement and Involvement; Cross Sector Collaboration; Screening Assessment; Treatment Services; Training and Workforce Development; Progress Monitoring and Quality Assurance; Financing; Evaluation
Additional Resources

- Trauma-Informed Care and Cultural Humility in the Mental Health Care of People From Minoritized Communities
- Concept of Trauma and Guidance for a Trauma-Informed Approach
- Posttraumatic Stress Disorder and Racial Trauma
- Understanding the Link Between Racial Trauma and Substance Use Among American Indians
- The Evolving Science on Implicit Bias: An Updated Resource for the State Court Community
Additional Resources

- National Center for Cultural Competence
- National Standards on Culturally and Linguistically Appropriate Services (CLAS)
- Practicing Cultural Humility | National Association of Criminal Defense Lawyers
- Cultural Humility (complete)
- The Danger of a Single Story | Chimamanda Ngozi Adichie
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Thank You!

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https://csgjusticecenter.org/resources/newsletters/

For more information, please contact Rachel Lee at rlee@csg.org

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