



**Justice Center**

THE COUNCIL OF STATE GOVERNMENTS

# Aligning Cultural Humility and Trauma-Informed Approaches

December 9, 2021 | Policy Research Associates, Inc.

# Presentation Outline

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- 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

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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

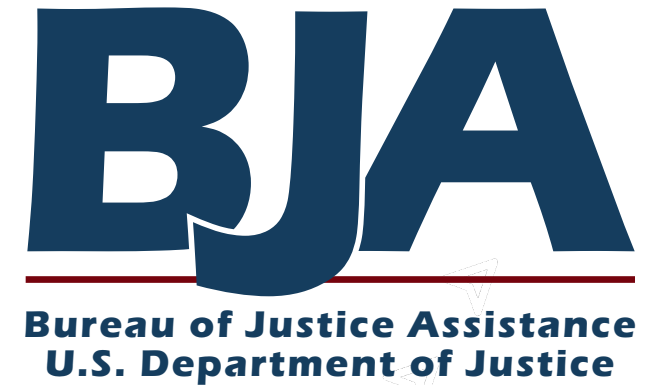
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The Justice and Mental Health Collaboration Program (JMHCP) promotes innovative cross-system collaboration and provides grants directly to states, local governments, and federally recognized Indian tribes. It is designed to improve responses to people 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

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**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)

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- 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](http://www.prainc.com)

# Introductions

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- 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

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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

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- 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?

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“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.”

Source: SAMHSA, *Concept of Trauma and Guidance for a Trauma-Informed Approach* (Rockville, MD: SAMHSA, 2014), <https://store.samhsa.gov/product/SAMHSA-s-Concept-of-Trauma-and-Guidance-for-a-Trauma-Informed-Approach/SMA14-4884>.

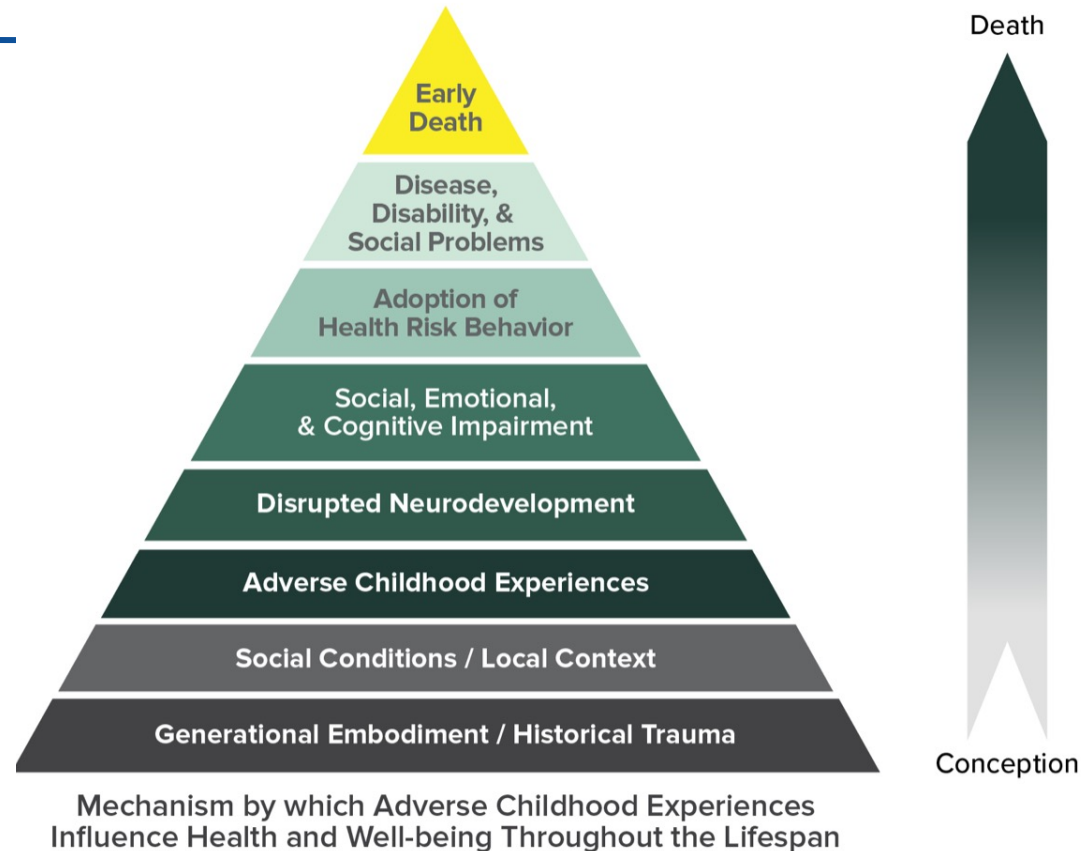
# 6 Key Principles to a Trauma-Informed Approach

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

Source: SAMHSA, *Concept of Trauma and Guidance for a Trauma-Informed Approach* (Rockville, MD: SAMHSA, 2014),  
<https://store.samhsa.gov/product/SAMHSA-s-Concept-of-Trauma-and-Guidance-for-a-Trauma-Informed-Approach/SMA14-4884>.

# An Updated ACE Pyramid



Source: "Violence Prevention: About the CDC-Kaiser ACE Study" Centers for Disease Control and Prevention, accessed November 2, 2021, <https://www.cdc.gov/violenceprevention/aces/about.html>

# Why Cultural Humility?

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- 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

Source: Jann Murray-García and Melanie Tervalon, "Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education," *Journal of Health Care for the Poor and Underserved* 9, no. 2 (1998): 117-125.

# Cultural Humility vs. Cultural Competence

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- “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

Source: Julia Sufrin, November 5, 2019, "3 Things to Know: Cultural Humility," Hogg Blogg, November 5, 2019, <https://hogg.utexas.edu/3-things-to-know-cultural-humility>.

# Cultural Humility in Action

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- “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.

\*Source: Noshene Ranjibar et. al., “Trauma-Informed Care and Cultural Humility in the Mental Health Care of People From Minoritized Communities,” *Focus American Psychiatric Association Publishing* 18, no. 1 (2020): 8-15.



# Link Between Trauma and Cultural Humility

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“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...”

Source: Noshene Ranjibar et. al., “Trauma-Informed Care and Cultural Humility in the Mental Health Care of People From Minoritized Communities,” *Focus American Psychiatric Association Publishing* 18, no. 1 (2020): 8-15.

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# Panel Discussion

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- Tosa Two Heart, *Community Behavioral Health Director, Great Plains Tribal Chairmen's Health Board, Rapid City, SD*
- Magdalena Morales-Aina, *Director, El Paso County, TX, Community Supervision and Corrections Department*

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# Questions and Answers

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# Modifying EBPs and Developing an Equity Lens

Modifying Evidence-Based Practices to Increase Cultural Competence: An Overview

**Why adapt evidence-based practices (EBPs) for different cultural groups?**

**Culture is key.**  
Social factors related to culture, such as poverty, racism, and discrimination, may impact mental well-being. Culture also affects how patients show symptoms of mental illness and help-seeking behaviors. For providers, cultural factors may impact how they diagnose or treat consumers.

**EBPs aren't always effective across cultural groups.**  
While EBPs meet rigorous criteria, they aren't always designed for a variety of cultural groups or tested among different populations. To achieve the desired outcomes, cultural-specific needs may need to be addressed further.


**Working with Communities**  
Organizations must engage community stakeholders to appropriately identify and incorporate cultural beliefs and values. It's important to devote dedicated staff time and resources for community engagement and to treat community stakeholders with patience and respect. While community engagement is the first step, it should be continued throughout the process to stay connected.

- 1 Identify the types of individuals needed for a successful working group**  
Make a list of the attributes, organizations, professions, and community member roles that will understand the unique characteristics of the cultural group and the relevant mental health issue.
- 2 Request individuals to serve on the working group**  
Clearly identify the working group's purpose, goals, time commitment, as well as the reasons why the person is being asked to join and potential benefits of participation.
- 3 Encourage champions within the organization and community**  
Enlist champions from the community and organization who represent the cultural group, have strong relationships with others, and are well-respected leaders to increase the likelihood of project success.
- 4 Establish the collaborative process**  
Plan meetings and communications based on group members' preferences, and conduct regular meeting evaluations to assess member satisfaction with the process.
- 5 Establish working group goals and processes**  
Begin working by creating mutually agreed upon goals and processes for the work group.
- 6 Put the working group into action**  
Discuss relevant behavioral health issues and the barriers to addressing these issues through prevention or treatment. Then, begin the process to select an EBP.


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

Source: Policy Research Associates, Inc., *Modifying Evidence-Based Practices to Increase Cultural Competence: An Overview* (Maryland: SAMHSA, 2017), <https://www.prainc.com/wp-content/uploads/2021/10/ModifyingEBPs0914.pdf>; Anjali Nandi, *Developing An Equity Lens In Criminal Justice Practices* (Maryland: SAMHSA's GAINS Center, 2021), <https://www.prainc.com/gains-equity-lens-cj-practices/>.

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



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Substance Abuse and Mental Health  
Services Administration

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

Anjali Nandi, Ph.D., LAC, MAC

SUPPORTING DOCUMENT: CHECKLIST

JUNE 2021

To build a supportive system that respects the dignity and humanity of all individuals served, criminal justice system stakeholders should enhance their understanding of criminogenic needs and criminal thinking. Use the checklist below to explore how your agency can become more equitable.

### Develop an Equity-Informed Lens

Our beliefs about people that are convicted of crimes inform how we act towards them and the decisions we make regarding their care. Without an equity-informed lens, these beliefs can perpetuate injustice. Developing an equity-informed lens means accounting for our biases when framing issues around criminal thinking or interacting with a justice-involved person. This is a lifelong process that encourages us to do the following:

- ☐ Recognize that we all have biases that influence the way we act toward others
- ☐ Examine and challenge our own biases, to reduce their negative influence
- ☐ Acknowledge the impact of systemic racism and historic and racialized trauma on behavior
- ☐ Consider how issues of power and privilege affect our interpretation of a person's behavior
- ☐ Monitor how our values are driving our expectations of the person
- ☐ Affirm the person's cultural identity and value the individual's wisdom regarding their needs
- ☐ Watch for misinterpretations of individual characteristics that result in perceptions of increased risk
- ☐ Avoid confusing needs (which inform services and interventions) with risks (which inform containment or supervision)

### Reconceptualize Criminal Thinking

When working with people from any marginalized identity, it is profoundly important to consider how we approach what we deem criminal thinking. Most often, the beliefs of marginalized people who do things that are against the law are neither faulty nor irrational and are frequently based on experiences of marginalization. It is important to invite the individual to share their experiences to understand their motivations better. Try to do the following:

- ☐ Be respectfully curious about the person's lived experience

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- ☐ Ask questions from a place of compassionate interest versus judgment
- ☐ Check presumptions of faulty or irrational thinking before engaging with the individual
- ☐ Focus on the utility of the thoughts given the individual's context versus their external validity or rationality
- ☐ Seek to understand the person's worldview and get curious about the impact of race, identity, or intersectionality on the development of certain beliefs
- ☐ Validate their feelings and their experiences and acknowledge that we live in a society that isn't always fair
- ☐ Challenge thoughts that reinforce internalized racism and result in an identity shaped by biases
- ☐ Work to change the environment where possible before trying to change or challenge the person's beliefs
- ☐ Emphasize strengths and supports when determining next steps

### Expand Your Understanding of Interventions and Evidence-Based Practices

Although many interventions or programs have been deemed evidence-based practices, not all have been evaluated in terms of efficacy with a diverse population. When selecting interventions for people in the criminal justice system, consider interventions that meet the following criteria:

- ☐ Value the wisdom of each individual and are person-centered
- ☐ Attend to the cultural, social, and psychological needs of the individual
- ☐ Have been validated on a diverse population and are culturally responsive
- ☐ Focus on self-determination and success instead of containment and control
- ☐ Utilize a trauma-informed lens

#### About

SAMHSA's GAINS Center for Behavioral Health and Justice Transformation focuses on expanding access to services for people with mental and/or substance use disorders who come into contact with the justice system.

#### Contact Us

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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/ef6c8a96c0ef6bf74cf08a7143e4cfdb/EquityCJSystem\\_Checklist\\_508.pdf](https://emma-assets.s3.amazonaws.com/w2ccb/ef6c8a96c0ef6bf74cf08a7143e4cfdb/EquityCJSystem_Checklist_508.pdf)



# Resources to Assess and Transform

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- 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

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- [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

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- [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](#)

# Contact Information

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- Magdalena Morales-Aina, *Director, El Paso County, TX, Community Supervision and Corrections Department*  
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# Thank You!

Join our distribution list to receive updates and announcements:

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For more information, please contact Rachel Lee at [rlee@csg.org](mailto:rlee@csg.org)

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