2018-03-01: Creative Ways to Teach Cultural Humility

Resources shared during the chat:

- AAMC Group on Diversity & Inclusion [https://www.aamc.org/members/gdi/]
- Clarifying concepts: cultural humility or competency [https://www.ncbi.nlm.nih.gov/pubmed/24939335]
- CDC Cultural Competence [https://npin.cdc.gov/pages/cultural-competence]
- Dr. Pamela Hays Books (several on cultural issues) [http://drpamelahays.com/publications.htm]
- Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education [https://www.ncbi.nlm.nih.gov/pubmed/10073197/]
- Project Implicit [https://implicit.harvard.edu/implicit/takeatest.html]
- Use of Simulation to Integrate Cultural Humility into Advanced Health Assessment for Nurse Practitioner Students [https://www.ncbi.nlm.nih.gov/pubmed/28876446]
- Cultural Psychiatry (Francis Lu MD, ADMSEP member) [http://a.co/5GbeL6L]

MedEd Chat @mededchat 9 hours ago
Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined #meded

MedEd Chat @mededchat 9 hours ago
The topic & questions will be announced in a moment...for now, please introduce yourselves #meded

Gary Beck Dallaghan @glddallaghan 9 hours ago
@MedEdChat Gary here in Omaha #meded

Heather Paladine @paladineh 9 hours ago
Hi, it’s Heather - residency director and family physician here in NYC! #meded https://t.co/eT0KG7JQ67

MedEd Chat @mededchat 9 hours ago
If you are tuning in to the #meded chat, remember to use the #meded hashtag and try to answer with the Topic numbers (T1, T2, T3)

A.J. Kleinheksel @ajkleinhex 9 hours ago
Good evening #MedEd-ers! I’m sitting in rainy Augusta, Georgia tonight.
We will assume that all of your tweets are your own during this hour unless otherwise stated.

Topic 1: What is your understanding of cultural humility vs. cultural competency?

I'm still feeling like this is new ground for me. When I hear competence I think it implies you have mastered it. Can we ever truly say that about understanding other cultures?

My understanding is cultural competency is the older idea that you can learn details that will make you knowledgeable about each culture. Humility is understanding that’s not possible, every person is different, and openness to understanding.

As I understand it, cultural humility is an inward-facing transformative learning experience. It is meant to replace cultural competency, which is the improbable task of understanding and responding appropriately to all possible cultural variables.

How do we make cultural humility part of the culture?
RT @AJKleinhex: T1 As I understand it, cultural humility is an inward-facing transformative learning experience. It is meant to replace cul...

RT @AJKleinhex: T1 #meded There was a big movement for cultural competency training years ago that seemed to fall flat. Is cultural humility a replacement that is going to be more successful? If so, how?

@AJKleinhex

T1: Cultural humility (as I understand it) is a willingness to recognize potential cultural barrier in an human interaction. Cultural competency is less favored because it suggests to many a simple threshold can be met that applies to all situations #MedEd https://t.co/cIZjB48DJe

A.J. Kleinheksel

T1 As with much of the reflective learning that has to happen in #MedEd, a growth mindset is imperative. There has to be room to fail, reflect, integrate new experiences, and develop as an individual.

ADMSEP

@StephRStarr

T1 How does one overcome this barrier in the human interaction? There seems to be fear of being misunderstood or insensitive if you do. @AJKleinhex

A.J. Kleinheksel

@ajkleinhex

T1 I think that cultural humility has a far greater potential for success, because it focuses on the traits of the of the learner instead of reinforcing stereotypes about patients and colleagues. #MedEd

Gary Beck Dallaghan

@glbdallaghan

RT @admsep: @StephRStarr T1 #meded How does one overcome this barrier in the human interaction? There seems to be fear of being misundersto...

MedEd Chat

@mededchat

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MedEdBot

@mededbot

RT @paladineh: A1: My understanding is cultural competency is the older idea that you can learn details that will make you knowledgeable ab...

MedEdBot

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T1 #meded Here's an article that offers some distinction between the concepts https://t.co/3kjPHx6uqr

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RT @Alliance4ClinEd: T1 #meded Here’s an article that offers some distinction between the concepts https://t.co/3kjPHx6uqr

Ian Pereira @ianjpereira 8 hours ago
T1: I like @CDCgov’s definition of competence: "implies having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities" #meded #culturalcompetence

Richard Tran @rb_tran 8 hours ago
@MedEdChat A1: "Competency" is outdated. Cultural Humility is ACKNOWLEDGING the fact that we can never truly learn everything about a group's culture, not only is there much variation between cultural expression and identity, but culture is ever-changing as a sociological construct. #MedEd

A.J. Kleinheksel @ajkleinhex 8 hours ago
@admsep @StephRStarr T1 We have to first listen — a lot. Then we have to amplify the voices of non-majority cultures. Then, lastly, we have to be willing to try, to make unintentional missteps, and to apologize sincerely when we do. #MedEd

Stephanie Starr @stephrstarr 8 hours ago
T1: Most important point I’ve learned is from @aes_eliz @COMSEPediatrics — unless you grew up in my family and went to my high school etc., we likely have cultural differences. Not limited to ethnicity, race, etc. #meded https://t.co/nHoIFLxvM2

Ian Pereira @ianjpereira 8 hours ago
RT @MedEdChat: @AJKleinhex T1 #meded There was a big movement for cultural competency training years ago that seemed to fall flat. Is cultu...
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Topic 1: What is your understanding of cultural humility vs. cultural competency? #meded

I think this mindset is key to so much learning in #meded https://t.co/vb4tsnoZex

#meded https://t.co/5x1SXE39KS

I totally get the fear. Cultures are diverse, and their members even more so. It’s intimidating. But we can’t be allies to patients and colleagues from those cultures without trying. And imagine the greater damage done if we don’t try at all. #MedEd

Which begs the question of can anyone be truly competent at anything? We can all learn more https://t.co/PobOAWOeAG

Toipc 2: How do we enhance self-awareness of health care providers to develop cultural humility? #meded

What kind of #facdev can we offer to improve cultural humility? #meded

Use of the word "competence" may emphasize the ideal of "effectively operating in different cultural contexts" & actively working towards it by "altering practices to reach different cultural groups" https://t.co/B9r6ywOM8h ... v @CDCgov #MedEd
Time for more social construct education in #MedEd? https://t.co/vuEY7LlUkJ

RT @IanJPereira: Use of the word "competence" may emphasize the ideal of "effectively operating in different cultural contexts" & actively...

@SSawning T2 #meded For #medstudents or for faculty? Both?

@MedEdChat #MedEd don’t want to get stuck in the philosophical and stop evolving what about programs to foster cultural humility? Examples to share?

That’s why we’re here @MedEdChat, to learn, share ideas, question, laugh, and grow. #meded

RT @Kind4Kids: That’s why we’re here @MedEdChat, to learn, share ideas, question, laugh, and grow. #meded

T2 I’ve seen some great fac dev on Pamela Hays' ADDRESSING framework as a way to conceptualize non-dominant groups. Seeing differences is a great first step to learning about and from them. #MedEd

T2 #meded The @AAMCtoday Group on Diversity & Inclusion may have some resources https://t.co/BZo6QJNH26 https://t.co/DcljEXs5tU

T2 #meded Any links you could share? https://t.co/gCvBiS4n6X

RT @Alliance4ClinEd: T2 #meded The @AAMCtoday Group on Diversity & Inclusion may have some resources https://t.co/BZo6QJNH26 https://t.co/D...

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T2 #meded Here's an article about using stories to teach cultural humility https://t.co/y8VrOwXxqP

Ian Pereira @ianjpereira 8 hours ago
@MedEdChat Perhaps not? But we can always work towards improving "competence" in different areas based on outcomes-focused milestones/metrics. Perhaps hard to define for cultural competence? T1 #MedEd

MedEd Chat @mededchat 8 hours ago
RT @Alliance4ClinEd: T2 #meded Here's an article about using stories to teach cultural humility https://t.co/y8VrOwXxqP

Joannie Yeh MD @betamomma 8 hours ago
@MedEdChat T1: Saddened that this is the first I have heard of cultural humility. I attended #medschool 2005-09 & it was all about cultural competence. Apparently it’s been around for a while, this paper from 1998. #meded https://t.co/P0XiMu7IUx https://t.co/VBRuEgVyfX

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T2 #meded Here is a link to Dr. Pamela Hays blog https://t.co/gfVLQgmd28

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Can draw upon similar principles used in inter-professional education #meded

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Gary Beck Dallaghan @glbdallaghan 8 hours ago
@Kind4Kids T2 #meded How well are you doing with IPE? I know it’s not as well received at my institution. Still feels like cultural competency training of the 90s. :( 

Joannie Yeh MD @betamomma 8 hours ago
@MedEdChat T2: Ask open-ended questions, give the patients & families time (& preferred language) to respond. Be sincere. #meded

MedEd Chat @mededchat 8 hours ago
RT @BetaMomma: @MedEdChat T2: Ask open-ended questions, give the patients & families time (& preferred language) to respond. Be sincere. #m...

A.J. Kleinheksel @ajkleinhex 8 hours ago
T2 It’s worth pointing out that cultural humility is *perfectly* suited to Mezirow’s Transformative Learning Theory. #MedEd

Alliance4ClinEd @alliance4clined 8 hours ago
T3: How can we teach learners cultural humility? How will this help in the care of patients? #meded

MedEd Chat @mededchat 8 hours ago
Topic 3: What techniques can medical schools implement to teach cultural humility? #meded

Ian Pereira @ianjpereira 8 hours ago
@MedEdChat Perhaps by leveraging other #MedEd frameworks in use? E.g. for indigenous health https://t.co/XGkZ30936B v @royal_college T2 https://t.co/2AaHbU1Sgx

ADMSEP @admsep 8 hours ago
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RT @IanPereira: @MedEdChat Perhaps by leveraging other #MedEd frameworks in use? E.g. for indigenous health https://t.co/XGkZ30936B v @ro...
Ian Pereira @ianjpereira 8 hours ago @GLBDallaghan @Kind4Kids Has cultural competence/awareness/knowledge/humility training really come that far? T2 #MedEd

Gary Beck Dallaghan @glbdallaghan 8 hours ago @Alliance4ClinEd T3 #meded Although this isn't a suggestion for how to teach but a need to have support and promotion from the top of food chain.

Terry Kind, MD MPH @kind4kids 8 hours ago We must also learn from our learners. #meded

Terry Kind, MD MPH @kind4kids 8 hours ago And from our patients #meded

A.J. Kleinheksel @ajkleinhex 8 hours ago T3 Provide low-risk spaces that ensure psychological safety where students and faculty can learn and grow together. Simulation does that exceedingly well. #MedEd

MedEd Chat @mededchat 8 hours ago RT @admsep: T3: One of our members has developed quite an inventory of books on cultural humility https://t.co/bGHqLREVsa #MedEd

A.J. Kleinheksel @ajkleinhex 8 hours ago T3 Also look for ways to provide exposure to a greater diversity of experiences. Experience is a master teacher of humility. #MedEd

Gary Beck Dallaghan @glbdallaghan 8 hours ago @AJKleinhex T3 #meded I’m teaching my LGBTQ elective this month. I tell the #medstudents our seminar room is Las Vegas so we can openly and honestly confront misconceptions & stereotypes. It’s quite refreshing.

Stephanie Starr @stephrstarr 8 hours ago T3: Dr. Q @MayoClinicSOM asks our students to draw a picture, share story re the first time they remember feeling ‘different’ #meded https://t.co/wAcUEfNC1r

MedEd Chat @mededchat 8 hours ago RT @StephRStarr: T3: Dr. Q @MayoClinicSOM asks our students to draw a picture, share story re the first time they remember feeling ‘differ...
COMSEP @comsepediatrics 8 hours ago
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Ian Pereira @ianjpereira 8 hours ago
@AJKleinhex For the self-motivated this may work, but would it work at scale in a #MedEd culture that tends to train for the test? T1 #reflection

COMSEP @comsepediatrics 8 hours ago
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COMSEP @comsepediatrics 8 hours ago
RT @Kind4Kids: We must also learn from our learners. #meded

A.J. Kleinheksel @ajkleinhex 8 hours ago
T3 It’s important to note that cultural humility will be important to students if it’s perceived to be important to the institution and its faculty and staff. Make sure we’re leading where we want them to follow. #MedEd

Alliance4ClinEd @alliance4clined 8 hours ago
@AJKleinhex @COMSEPpediatrics T3 #meded If you live in states with little diversity it is challenging....particularly in clinical settings.

COMSEP @comsepediatrics 8 hours ago
RT @GLBDallaghan: @AJKleinhex T3 #meded I'm teaching my #LGBTQ elective this month. I tell the #medstudents our seminar room is Las Vegas s...
Ian Pereira @ianjpereira 8 hours ago
@GLBDallaghan @AJKleinhex This would be great if "what happens in Vegas stays in Vegas." Not sure if in much of #MedEd this is true? T3

MedEd Chat @mededchat 8 hours ago
RT @AJKleinhex: T3 It’s important to note that cultural humility will be important to students if it’s perceived to be important to the ins...

Joannie Yeh MD @betamomma 8 hours ago
@MedEdChat T3: Small groups and ground rules to ensure respect and confidentiality are key components to giving students a safe space to explore & addressing biases. Similar to what’s described here. #meded https://t.co/Rpl9f7WI9A

Nupur Verma @nverma21 8 hours ago
@MedEdChat #t3 by example, recruit + retain and reward #meded educators which show high cultural humility, create humility the unspoken high value norm @ the institution

COMSEP @comsepediatrics 8 hours ago
RT @MedEdChat: Topic 3: What techniques can medical schools implement to teach cultural humility? #meded

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Susan Sawning @ssawning 8 hours ago
T3 provide “real world” experiences/exposure to varying cultures...recruit a diverse SP pool, have med students out the community, use reflective writing to help students understand their experiences. #Meded
RT @SSawning: T3 provide “real world” experiences/exposure to varying cultures...recruit a diverse SP pool, have med students out the commu...

RT @StephRStarr: T3: Dr. Q @MayoClinicSOM asks our students to draw a picture, share story re the first time they remember feeling ‘differ...

RT @nverma21: @MedEdChat #t3 by example, recruit + retain and reward #meded educators which show high cultural humility, create humility t...

RT @AJKleinhex: T3 It’s important to note that cultural humility will be important to students if it’s perceived to be important to the ins...

Absolutely. I think even having trigger videos to use for discussions would be helpful.

RT @BetaMomma: @MedEdChat T3: Small groups and ground rules to ensure respect and confidentiality are key components to giving students a s...

Absolutely. I think even having trigger videos to use for discussi...

T2 I’ve seen some great fac dev on Pamela Hays' ADDRESSING framework as a way to conceptualize non-dominant groups. Seeing...
Here's an article that offers some distinction between the concepts https://t.co/3kjPHx6uqr

Here is another article that used simulation to train nursing students about cultural humility https://t.co/…

I wonder if this is key - does the culture of #MedEd regardless of location reinforce teaching humility/awareness/competence for different cultures? Perhaps it doesn't work for some (and should it)?

I think it can be! But it requires careful planning and an abundance of caution (e.g., don’t have non-members of a culture role play members). You have to stay on the right side of the line between authentic experience and reinforcing stereotypes. #MedEd

Any good experiences with co-creation for cultural simulation? #MedEd

Maybe you should play the other role to attempt to walk in someone else’s shoes. Don't you think that might help?
Gary Beck Dallaghan @glbdallaghan 8 hours ago
@IanJPereira @AJKleinhex @Alliance4ClinEd @COMSEPediatrics T3 #meded I have not. I’d love it if there were good resources available. I’ve not checked @MedEdPORTAL to see if they have any.

A.J. Kleinheksel @ajkleinhex 8 hours ago
@Alliance4ClinEd @COMSEPediatrics I think it’s more important to find ways to promote and foster cultural humility in environments that don’t offer a large amount of diversity. But it’s also obviously a lot more work. #MedEd

Alliance4ClinEd @alliance4clined 8 hours ago
RT @AJKleinhex: @Alliance4ClinEd @COMSEPediatrics I think it’s more important to find ways to promote and foster cultural humility in envir...

MedEd Chat @mededchat 8 hours ago
Join us again next week at 9 pm Thursday. #SDRME will be our guest host next week! #meded @myheroistrane @tealmeded @BJBRoman

Joannie Yeh MD @betamomma 8 hours ago
T3: What a great topic, I learned so much! Just like how I try to integrate small bits of untraditional #meded like coding & finances with my clinic students, I will try to include a few pearls/questions about cultural humility in our conversations as well. https://t.co/UuqlGF2may

Terry Kind, MD MPH @kind4kids 8 hours ago
One issue is that in medicine we are taught to recognize patterns, but in providing care we should treat people as individuals. #meded

Susan Sawning @ssawning 8 hours ago
We have to help med students understand their privilege more. Great chat @MedEdChat! I should do this more.#meded https://t.co/6N4KcFA8kF

Nupur Verma @nverma21 8 hours ago
@MedEdChat Competency was stressed in (my) classical #meded, humility is next level... not just tolerating with respect x y z but rearranging your internal framework to manage any future interactions without needing a frame of reference

Ian Pereira @ianjpereira 8 hours ago
@nverma21 @Alliance4ClinEd @AJKleinhex @COMSEPediatrics I agree about the need for some confrontation for thoughtful analysis, but when time-pressed and (dis)incentives favor avoidance... #MedEd

MedEd Chat @mededchat 8 hours ago
That's a wrap...I will be posting the archive tomorrow morning. Thanks everyone for participating! #meded
@nverma21: @MedEdChat Competency was stressed in (my) classical #meded, humility is next level... not just tolerating with respect x y z...

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A.J. Kleinheksel @ajkleinhex8 hours ago
@IanJPereira @Alliance4ClinEd @COMSEPediatrics T3 Both good and bad. A couple takeaways: 1) Learning objectives are even more important than usual (and “exposure” doesn’t cut it). 2) Don’t ask one member of a culture to be the representative for everyone in that culture. #MedEd

Gary Beck Dallaghan @glbdallaghan8 hours ago
RT @admsep: T3: One of our members has developed quite an inventory of books on cultural humility https://t.co/bGHqLREVsa #MedEd

Madhu #BoycottTheNRA @thinkalot8 hours ago
@MedEdChat T3 I think Problem based learning, case studies, art, movies, documentaries can all be used in small groups to teach cultural humility. Best done throughout medical training #meded

Heather Paladine @paladineh8 hours ago
Thank you for another very educational @MedEdChat #meded https://t.co/y7gwWqNV0B

A.J. Kleinheksel @ajkleinhex8 hours ago
@GLBDallaghan @IanJPereira @Alliance4ClinEd @COMSEPediatrics @MedEdPORTAL I think the crux of the issue is that both quality and quantity of experiences are important. You can’t be humble if you have one experience and think you’ve got it figured out. You need volume to appreciate nuances. #MedEd

Gary Beck Dallaghan @glbdallaghan8 hours ago
RT @AJKleinhex: @GLBDallaghan @IanJPereira @Alliance4ClinEd @COMSEPediatrics @MedEdPORTAL I think the crux of the issue is that both qualit...

Ian Pereira @ianjpereira8 hours ago
@GLBDallaghan @AJKleinhex @Alliance4ClinEd @COMSEPediatrics I try to do this as part of self-reflection when trying to understand an unusual encounter, but would not feel comfortable walking in those shoes in front of anyone else. #MedEd T3

Ian Pereira @ianjpereira8 hours ago
RT @AJKleinhex: @IanJPereira @Alliance4ClinEd @COMSEPediatrics T3 Both good and bad. A couple takeaways: 1) Learning objectives are even mo...

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PettyHomoSoontobeMD: RT @SSawning: T3 provide “real world” experiences/exposure to varying cultures...recruit a diverse SP pool, have med students out the commu...

Richard Tran: RT @MedEdChat: Join us March 1st at 9PM Eastern as we discuss creative ways to teach about diversity! #meded https://t.co/Kvcx9KL4ZU

Tamara Hancock: RT @BetaMomma: @MedEdChat T3: Small groups and ground rules to ensure respect and confidentiality are key components to giving students a s...

Ian Pereira: @MedEdChat @myheroistrane @tealmeded @BJBRoman CT: With technology changing, the therapeutic relationship may become even more important. This likely includes culture, both how we understand and adapt to it for therapeutic ends. Thanks for the great discussion #MedEd

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