

# Person-Centered Cultural Humility

## 10 Personal Commitments

1. We appreciate, welcome, and enjoy our own culture(s).
2. We acknowledge and accept that our own way of viewing the world is sprinkled with our own upbringing, within our native culture(s).
3. We strive to empathize with the other person's way of being and doing which may also be influenced by their own background.
4. We maintain a sense of curiosity and respect to better understand the person and their background so we can better serve and support the person.
5. We are open-minded and humble in our approach. We recognize there are things we do not know about the person. We do not stereotype, scapegoat, or make assumptions about the person.
6. We spend time in self-reflection about ways we can better communicate with the person. We strive to understand how the person wants to express their culture and how their family dynamics may impact their culture. We recognize that the person's expression of their culture may change from time to time and over time.
7. We are willing to embrace new cultural information about the person that helps us support them in living the life they want.

8. We are willing to check – self-critique – ourselves when it comes to how we interact with the person. Knowing that there are built-in power imbalances within a leader-member interaction, we strive to have ‘power with’ the person we serve and support while using a sense of ego-lessness.
9. We strive to support the person in contributing to their own community with their strengths, talents, interests, and passions. Within the community, we strive for mutually beneficial partnerships for people, and on behalf of people, we support.
10. Whenever we are in a formal or informal leadership role, we strive to make our workplaces more culturally aware and more psychologically safe. For example, wherever possible, we will acknowledge the person’s cultural holidays or special cultural occasions that they wish to celebrate. We will engage in micro affirmations to people we support who are from different cultural backgrounds.