F-2: Cultural Humility

Putting Actions into Words
Panelists & Moderators

- Ajaye Bloomstone, Acquisitions Librarian, Louisiana State University (Coordinator)
- Anna Lawless-Collins, Associate Director for Systems & Collection Services, Boston University School of Law (Moderator)
- Shira Megerman, Senior Legal Information Librarian, Boston University School of Law (Panelist)
- Kirstin Nelson, Senior Law Librarian and Diversity & Inclusion Executive Director, USDA National Agricultural Library (Panelist)
- Sarah Ryan, Director of the Law Librarianship Program, University of North Texas (Panelist)
Roadmap

- Defining cultural humility
- Cultural humility in the library context
- Cultural humility scholarship over time
- Breaking down DEI & Intersectionality
- Cultural humility in practice
- Roundtable discussions
Defining Cultural Humility (for Librarians)

No profession(al) is immune from bias

“A recent study found that in online services, library employees are less likely to respond to information requests from ‘Black-sounding’ names and when they do respond, their tone is less friendly (Giulietti, Tonin, Vlassopoulos, 2019).” –Hurley, Kostelecky, & Townsend, 2022, p. 1
What is your library like for a person who is ...
“Good UX [user experience] starts from the assumption that there is not one single ‘right way....’” –Hurley, Kostelecky, & Townsend, 2022, p. 3
Cultural Humility: An idea ahead of its time

Melanie Tervalon and Jann Murray-Garcia, medical educators, proposed cultural humility as an ameliorative to cultural competency in 1998.

The idea took awhile to catch on...
Citations of the Tervalon & Murray-Garcia article over time. The same pattern holds for “cultural humility” as a Web of Science search term.

“Cultural humility incorporates a lifelong commitment to self-evaluation and critique, to redressing the power imbalances in the physician-patient dynamic, and to developing mutually beneficial and nonpaternalistic partnerships with communities on behalf of individuals and defined populations.” –Tervalon & Murray-Garcia, 1998, p. 123

“Cultural humility isn’t about subscribing to one particular doctrine, it’s about creating and maintaining relationships in the face of cultural differences as we each do our work in the world and pursue positive change...deep listening; a commitment to redressing power imbalances ...” –Hurley, Kostelecky, & Townsend, 2022, p. 39
Diversity vs Inclusion vs Equity

Diversity asks:
How many QTBIPOC people are represented in the leadership team?

Inclusion asks:
How do we create an environment that allows QTBIPOC people to thrive at work?

Equity asks:
How do we create the structures to promote QTBIPOC people to leadership positions?
Our Individual Identities are Layered
Keys to Practicing Cultural Humility

1. Defuse your defensiveness
2. Practice critical self-reflection & self-honesty
3. Be curious about other perspectives
4. Decenter yourself
Self-Awareness

Self-aware people:

- Accurately perceive their own emotions, thoughts, and feelings
- Understand how they tend to respond in certain situations
- Recognize their own intentions and priorities
- Combat unconscious biases and beliefs

Improving self-awareness:

- Solicit feedback from accountability partners
- Journal
- Practice mindfulness
- Practice reflection
- Complete self-assessments
Roundtable Scenario 1
Roundtable Scenario 2
Questions & Answers

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Thank you!