Applications of Cultural Humility in Everyday AgrAbility

Tuesday, January 28, 2020
2020 AgrAbility Virtual National Training Workshop

Esmeralda Mandujano

California AgrAbility

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Basic Webinar Instructions

- Audio available through computer or phone.
- Check sound via Communicate menu at top left
- Closed captions: use arrow to expand or contact the Media Viewer window.
- Expand/contract any of the windows in the right–hand column with the arrows.
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Basic Webinar Instructions

Questions and comments

- Go to the Chat option in the right-hand column. Please send to "All Panelists". Enter message in box below TO and hit enter/return. You may enter questions about the presentation at any time.

- In addition, during the Q & A period, you may click the "Raise Hand" icon on the attendee list to indicate that you have a question. We will do our best to enable your microphone or phone connection.

Basic Webinar Instructions

- Please let me know if more than one person is viewing at your computer

- 4 quick survey questions + opportunity to share comments

- Session recorded and archived with PowerPoint files at www.agrability.org/online-training/virtualntw

- Problems: use chat window or email jonesp@purdue.edu

AgrAbility: USDA-sponsored program that assists farmers, ranchers, and other agricultural workers with disabilities.

- Partners land-grant universities with disability services organizations. Currently 20 state projects
- National AgrAbility Project: Led by Purdue's Breaking New Ground Resource Center. Partners include:
  - Goodwill of the Finger Lakes
  - APRIL (Association of Programs for Rural Independent Living)
  - Colorado State University
  - Washington State University
- More information available at www.agrability.org

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Esmeralda Mandujano

California AgrAbility Program

Ability Solutions for Agricultural Communities

Biological and Agricultural Engineering

University of California, Davis

National AgrAbility Program

**Virtual National Workshop**

January 28, 2020

Culture….what is it?

- What do you define as culture?
  - Food, traditions, holidays, etc.

- What is important in your culture?
  - Family customs, foods that evocate childhood memories, etc.

- What do you notice from others' responses?
  - Differences within cultures and individuals

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Differences…

AgrAbility
25 YEARS, 25 STORIES
1991-2016
Cultivating Independence for People with Disabilities in Agriculture

AgrAbility Clients

Horses
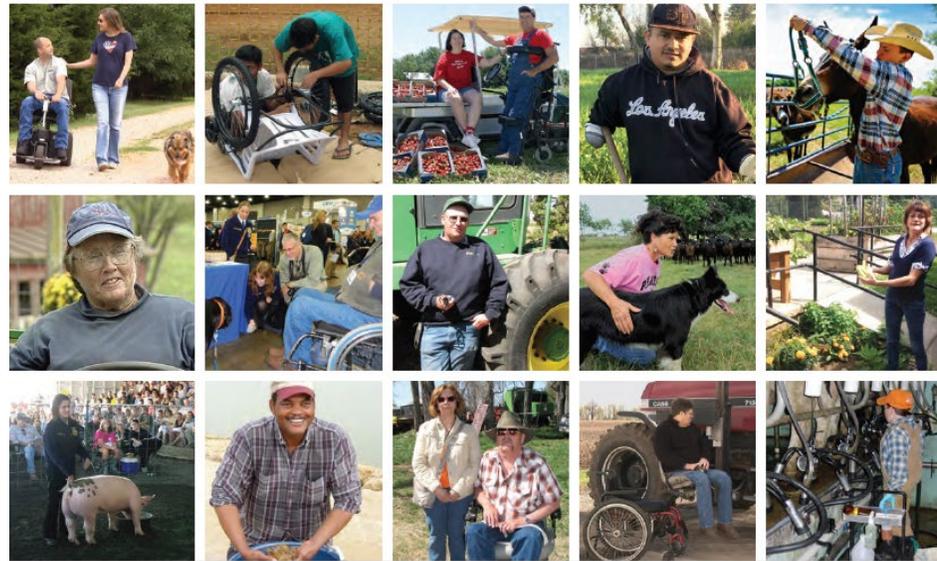
MICHAEL TROST:

Wounds of war slow, but don't stop, beginning farmer

On February 20, 2012, Captain Michael Trost lay face-down on a street in Robat, Afghanistan, his right thumb now missing and his legs pierced with four bullets. The shooter was a rogue Afghan officer who Michael had helped train.

It has taken more than 25 surgeries to get Michael to where he is now, and his health problems aren't over yet. However, after 32 years of military service, Michael has a new life away from the combat zone as a beginning farmer in East Tennessee. He and his wife Stephanie raise horses, donkeys, alpacas, chickens, vegetables, and hops. To help get him started, more than 100 volunteers, including other veterans, descended on their farmstead for an old-fashioned barn raising.

In 2016, Michael faced his latest battle: a below-the-knee amputation of his right leg, the result of repeated stress fractures, poor circulation, and an unsuccessful sciatic nerve transplant. However, doctors were able to use one of

his toes to reconstruct his right th[...]
positive spirit, Michael said prior[...]
losing a leg, I'm gaining a thumb[...]

Tennessee AgrAbility has b[...]
Michael and his wife as they exp[...]
culture. They encouraged him t[...]
Farmer Veteran Coalition and [...]
chapter where they can be in[...]
veterans. As Stephanie says, "We[...]

ZANE VOLKMANN:

Brain injury changed his life, but not his determination

It's hard to keep Zane Volkmann out of the saddle; even a brain injury and broken back couldn't keep him there for long. In 2012, just before his senior year in high school, the young horse trainer from New Franklin, Missouri, fell nine feet onto his head while riding at a livestock center. The impact resulted in three brain bleeds and other injuries, which kept him off horseback for six months – "the longest six months of my life," he says.

The road to recovery wasn't easy and included such set-backs as memory loss, but Missouri AgrAbility was there to help Zane and his family from the start. After graduating from high school on schedule (and fifth in his class), he moved on to Northeastern Oklahoma A&M College, where he recently completed his third year. AgrAbility assisted Zane in obtaining funding from Missouri Vocational Rehabilitation to help defray his college expenses and worked with him on business planning for his horse training and farrier enterprises.

Photo provided by the University of Missouri College of Agriculture, Food & Natural Resources

"AgrAbility helps you in every aspect of your injury," Zane says. "They drive me forward. Just because you have a brain injury, it doesn't mean you can't perform at your full potential."

Zane is also using his traumatic experience to benefit others. Through events like University of Missouri Extension safety expos, he shares with other riders about the importance of wearing helmets while on horseback.

Approaches

- Cultural Competence
    - Foundation
    - Achievable
    - Challenges
        - Practice, teaching, process
- Cultural Humility (1998)
    - Murray-Garcia & Tervalon
    - Expansion of Cultural Competence
    - Different way to practice

Attributes	Cultural Competence	Cultural Humility
View of Culture	• Group traits • Group label associates group with a list of traditional traits and practices • De-contextualized	• Unique to individuals • Originates from multiple contributions from different sources • Can be fluid an change based on context
Culture definition		
Traditions		
Context		
Results		
Focus		
Process		
Endpoint		

Yeager KA, Bauer-Wu S. Cultural humility: essential foundation for clinical researchers. *Appl Nurs Res*. 2013;26(4):251–256. doi:10.1016/j.apnr.2013.06.008

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Context	• Majority is the normal; other cultures are different ones	• Power differences exist and must be recognized and minimized
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Process		
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Endpoint	• Competence/expertise	• Flexibility/humility

Humility

- "Having a sense that one's own knowledge is **limited** as to what truly is another's culture" (Hook)
- Other-oriented rather than self-focused
- Respect for others
- Lack of superiority feelings
- Entertaining hypothesis rather than drawing conclusion

HUMILITY IS NOT THINKING LESS OF YOURSELF, IT'S THINKING OF YOURSELF LESS.

C.S. LEWIS

Cultural Competence: Main Limitation

- False sense of security
  - Blindfold professionals from seeing the bigger picture

- Certification
  - Basic understanding

- Not limited to cultural expertise course
  - Aware of the clues
  - Vigilant

Complexity of Culture

There is no thing such as a single issue struggle, because we do not lead single issue lives.

-Audrey Lorde

Cultural Humility Framework (1998)

- Experts in medicine, *rehabilitation, agricultural safety*
- Culture weights heavily in someone's thoughts, beliefs and the choices that they will make for their lives
- **Process oriented approach**
  - Considers who you are, your experiences, how you live the world, how you view the world through your own identities

Cultural Humility Dimensions
Culturally Humble Providers

1. **Lifelong Learning and Critical Self-Reflection**
   - *Commit to a lifelong process* **of self-evaluation and self-learning**

2. Recognizing and Challenging Power Imbalances
   - *Desire to fix power imbalances* between program participants and service providers

3. Institutional Accountability
   - *Develop community partnerships to advocate* within the larger organizations in which we participate/work

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Lifelong Learning & Critical Self Reflection

- Commit to lifelong learning and ongoing critical self-reflection (evaluation)
- We hold ourselves accountable for constant learning and curiosity to understand those around us
- Frees us from feeling that we have to be experts on others and their culture (competence)

More on self-evaluation…

Self-Awareness and Implicit Bias

- Assess your own implicit biases

- Project Implicit Health https://implicit.harvard.edu/implicit/selectatest.html

  - We have only a small window into how our own minds work

  - Discover your automatic reactions to a range of physical and mental health topics

  - 15 minute tests

    - Age, Weight, Disability, Language

  - "Call yourself on it!"

Project Implicit®

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Self-Awareness and Implicit Biases:
Disability Implicit Association Test Results

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images of Disabled Persons and Abled Persons.

During the IAT you just completed:

Your responses suggested no automatic preference between Disabled Persons and Abled Persons.

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AgrAbility Program Participant Disabilities (experiences)

- Leading disabling conditions in AgrAbility participants
  - Degenerative, chronic

- What works now, may not work tomorrow
  - Feel/experience (now)
  - Need (can change, can be more than one, you may not have it)

- Like cultural humility, case management is a process

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Recognizing and Challenging Power Imbalances

- Attempt to recognize when we are in a position of power and make attempts to neutralize this imbalance

- Recognize by pointing out and advocating
    - Example: As a govt/agency employee (power position), point out your own limitations and how you can advocate for the farmworker/farmer

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Institutional Accountability

- **Collaborators**
  - Scripts
  - Create opportunities through advocacy
- Community
  - Promotores Workgroup (time)
- Government
  - Vocational Rehabilitation
- Healthcare
  - Rehab Centers
  - Hospitals
  - Clinics
- **Reminds us to ask, not assume**
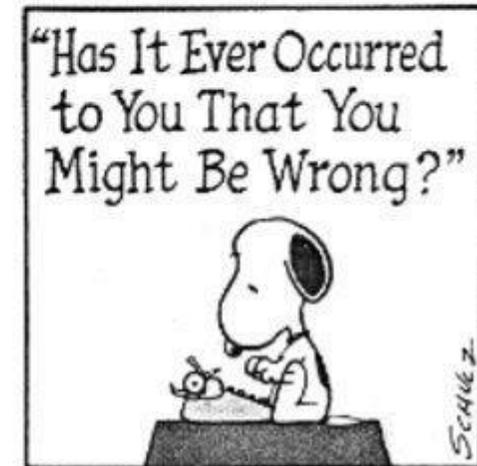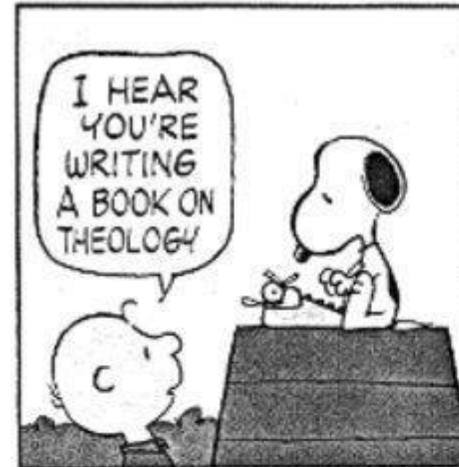
Institutional Accountability

Recognize and Challenge Power Imbalances Institutional Accountability

Provider practicing cultural humility through Community Based Participatory Research

- Show up

- Time

- Culture as more than just language
  - Many cultures

Case Example

- Mr. Lopez is a 56 year old male, monolingual-Spanish speaking Latino farmworker. He lives and works with hypertension, advanced vision problems and arthritis. He is not present at his scheduled site visit with you (the service provider) at home. After waiting 20 minutes for him to arrive, he reports not having made his vision appointment last week and did not look into the resource you recommended to help him (breakaway tractor mirrors).

Case Example: The Assessment

What are the issues leading Mr. Lopez to show up late and not follow recommendations?

Cultural Formulation
Cultural Competence

- Being late is part of his culture
- Stubborn
- **False beliefs**

Structural Formulation
Cultural Humility

- Limited income, rides
- No access to internet
- **Environment**

Case Example: Applying Cultural Humility

How would a culturally humble service provider…

- *Commit to a lifelong process* **of self-learning**
  - Ask him what is going on?
  - Do not make assumptions about what is driving his non-compliance
  - Did I ask the right questions?
- *Desire to fix power imbalances*
  - Involving Mr. Lopez in the decision making
  - Asking him what he thinks are the barriers
    - Become partners
- *Develop community partnerships to advocate*
  - Working with community organizations to help Mr. Lopez access the resources

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Culture does not make people, people make culture.

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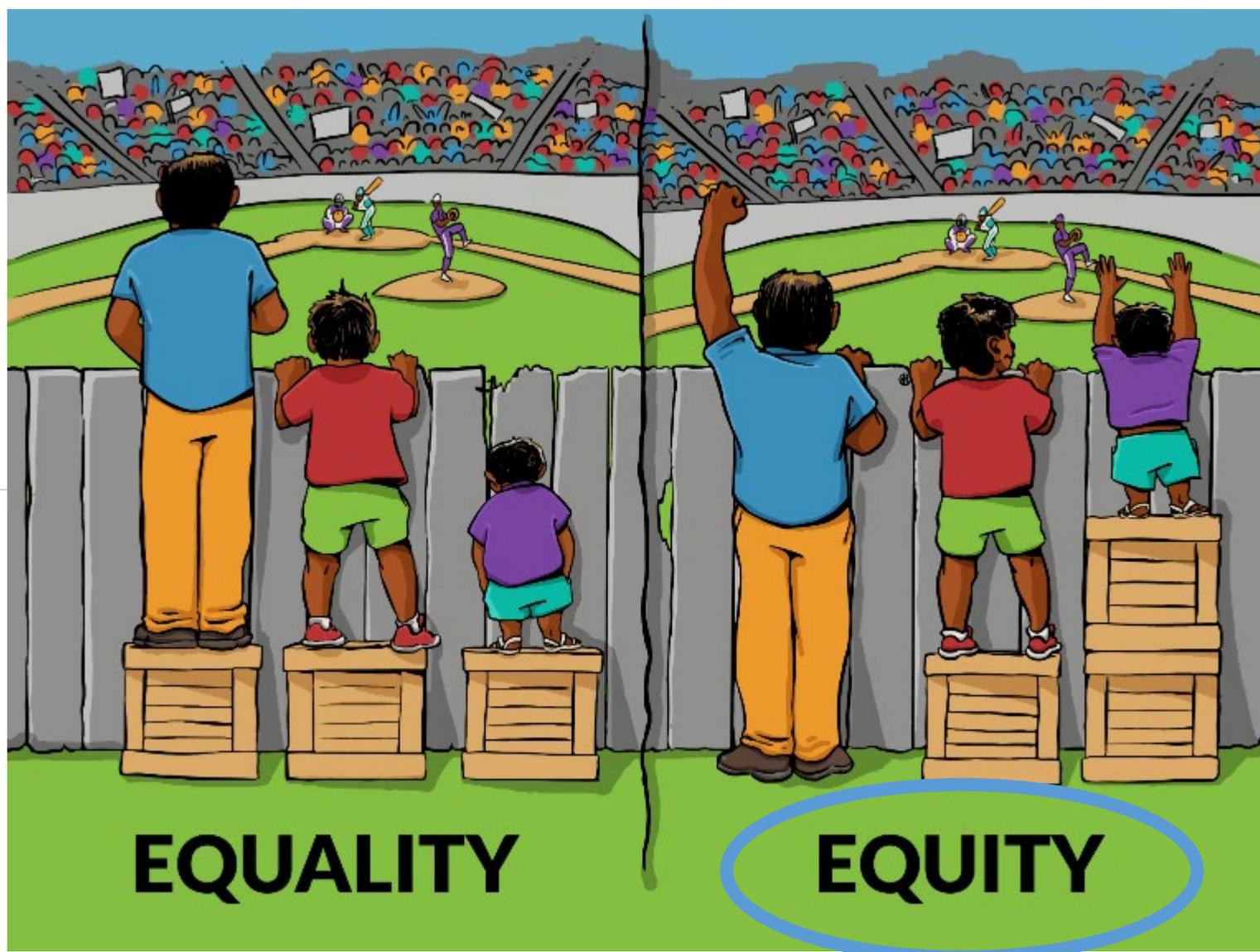
EQUALITY

EQUITY

Fairness

Sameness:
Providing the specific thing needed

Cultural Humility:
People, Principles & Practices

LOVE

COMPASSION

ESSENCE

OPEN

"ESCUCHAR"
LISTEN

RECEIVE

"One more framework, to contribute to what has got to be our ultimate goal…[which is] that there will be a sense of equity and a **kind of respect that we are driving forward.**" (Tervalon)

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PRACTICE

Cultural Humility

Guide to Practicing Cultural Humility:

ASSESS

- **A**sk questions in a humble, safe manner
- **S**eek self-awareness
- **S**uspend judgement
- **E**xpress kindness and compassion
- **S**upport a safe and welcoming environment
- **S**tart where the client is at

Acknowledgements

Thank you!

Questions?

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https://twitter.com/CalAgrAbility