

# Cultural Humility and AgrAbility\_Panel

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**National AgrAbility Program**

**National AgrAbility Workshop**

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# Culture....what is it?

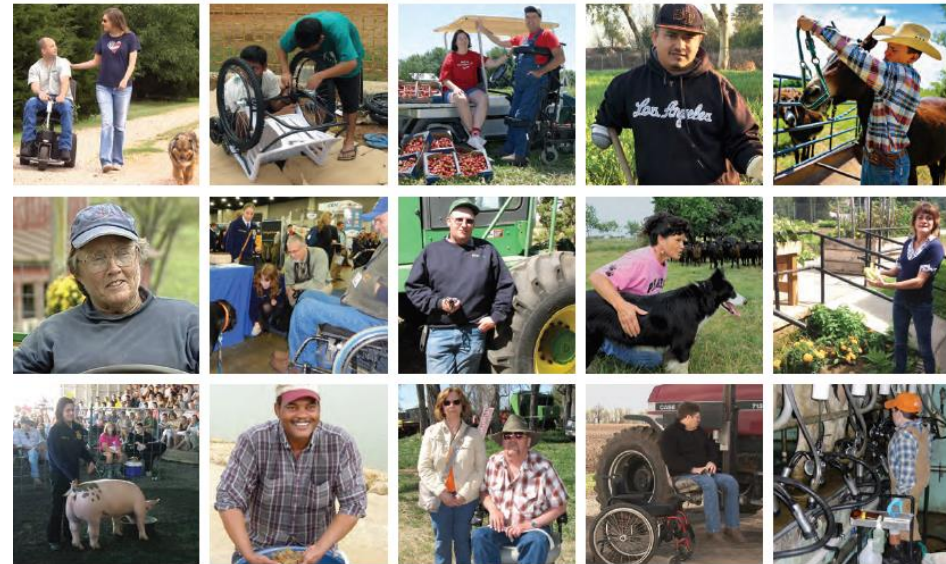
- What do you define as culture?
  - Food, traditions, holidays, etc.
- What is important in your culture?
  - Family customs, foods that evoke childhood memories, etc.
- What do you notice from others' responses?
  - Differences within cultures and individuals

# Differences...



## **AgrAbility** 25 YEARS, 25 STORIES 1991-2016

Cultivating Independence for People with Disabilities in Agriculture







## 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 leg. Michael said prior to losing a leg, "I'm gaining a thumb."

Tennessee AgrAbility has helped Michael and his wife as they expand their culture. They encouraged him to join the Farmer Veteran Coalition and a local chapter where they can be in good company with other veterans. As Stephanie says, "We

## AgrAbility Clients

## Horses



## ZANE VOLKMAN:

### 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 setbacks 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.

# Complexity of Culture

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

-Audrey Lorde

# 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 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*



# 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®

# 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

# Cultural Humility Dimensions

## *Culturally Humble Providers*

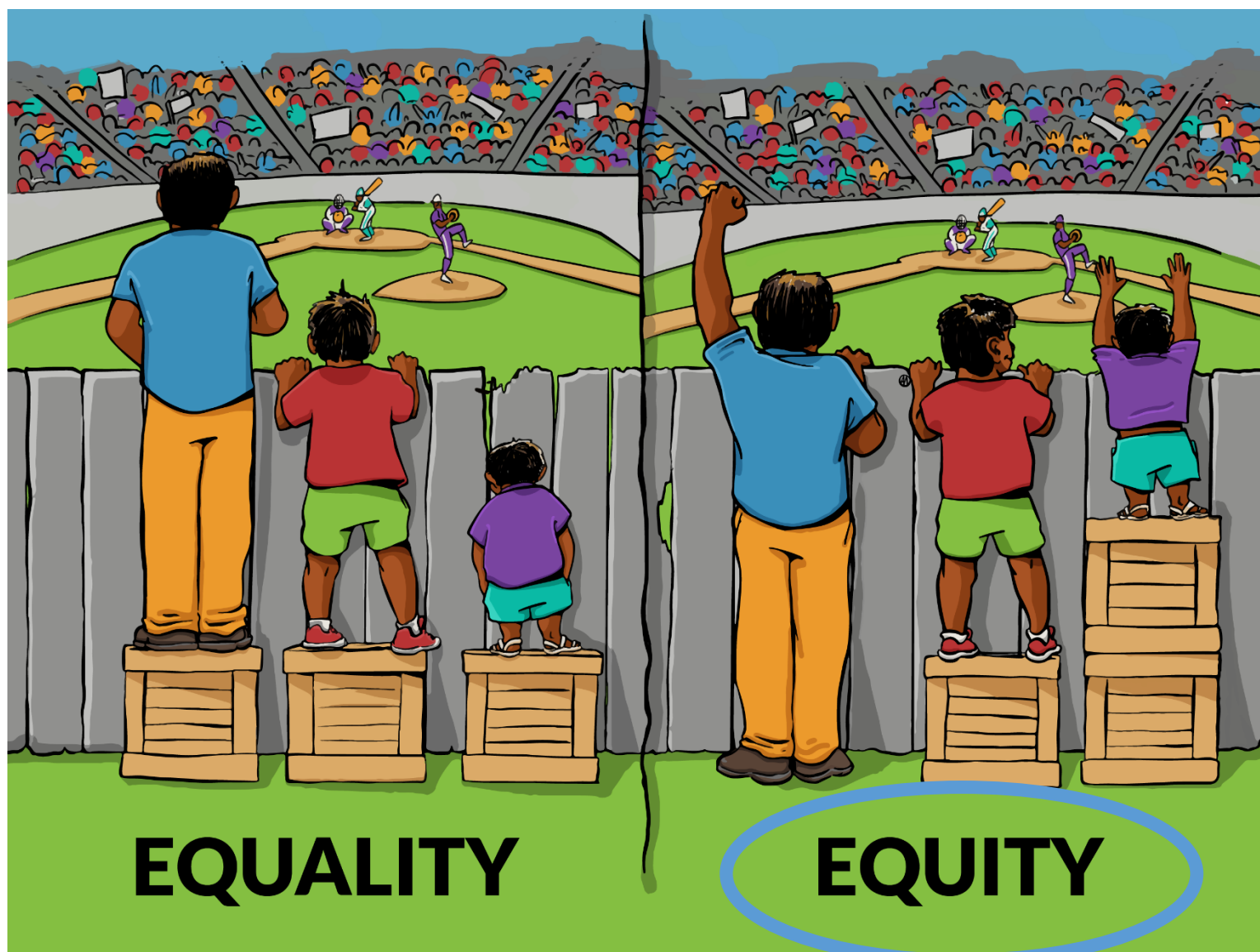
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  - *Commit to a lifelong process* of self-evaluation and self-learning
2. **Recognizing and Challenging Power Imbalances**
  - ***Desire to fix power imbalances* between program participants and service providers**
3. Institutional Accountability
  - *Develop community partnerships to advocate* within the larger organizations in which we participate/work



# 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

*Culture does not make people,  
people make culture.*



**EQUALITY**

Fairness

**EQUITY**

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)



**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

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Thank you!

## Questions?

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