


MI + Cultural Reverence

"Often it isn't the initiating trauma that creates seemingly insurmountable pain, but the lack of support after."
-S. Kelley Harrell

TIC Values + MI + CR



- Safety (Partnership, Acceptance, Compassion)
- Trustworthiness & Transparency (Partnership)
- Collaboration (Partnership)
- Empowerment (Evocation)
- Cultural, Historical, & Gender Responsiveness (Partnership, Acceptance, Compassion, + Cultural Reverence)

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Jojobahmaria Nsoroma



Cultural Reverence ...

- is the capacity to be willing and able to relate to, learn about and from and accept persons that one might otherwise experience as “different” or “other” - and is grounded in the belief that there are no disposable people.

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Cultural Humility's 4 Principles

- Self-reflection & Life Long Learner
- Served Person as Expert:
 - Person focused interviewing and care
- Community as Expert:
 - Community based care and advocacy
- Institutional-Reflection & Investment



What boxes could you check ...

- | | |
|--------------------|----------------------|
| • Race | • Gender |
| • Religion | • Age |
| • Ethnicity | • Primary language |
| • Nationality | • Immigration status |
| • Appearance | • Family of origin |
| • Body structure | • Occupation |
| • Physical ability | • Sexual orientation |
| • Sexual identity | • Gender identity |
| • Class | |

boxes

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Self Reflection & Life Long Learning: Surfacing Implicit Bias



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Bias and Your Clients

How do your clients experience bias?

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Neural Plasticity

Plasticity, or neuroplasticity, is the lifelong ability of the brain to reorganize neural pathways based on new experiences. As we learn, we acquire new knowledge and skills through instruction or experience. In order to learn or memorize a fact or skill, there must be persistent functional changes in the brain that represent the new knowledge.

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Cultural Groups Examples

- Ethnic
- Religious
- Age
- Physical ability
- Gender
- Sexual Orientation
- Professional/Educational
- Formed by social circumstance + experience
 - Homeless, previously incarcerated, veterans
- Special Interest (sports, arts, vegans, ...)
- Socioeconomic
- Geographic

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Working definition of Culture ...

- Shared systems of values, beliefs,
- “World lens”
- Learned patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- ***Often individually defined***

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Avoid Putting People in Boxes Anticipate Multiple Cultural Identities

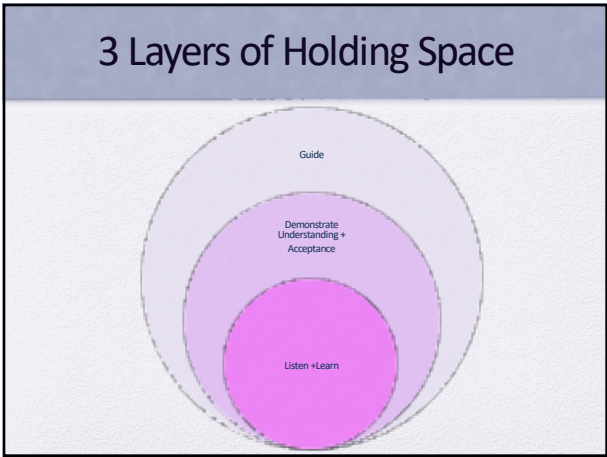




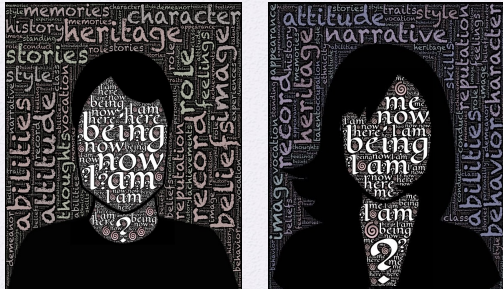
Served Person as Expert:
Person-focused Interviewing & Care

Spirit of MI alignment with Cultural Humility	
Partnership	Encourage the person's sharing of their story; Avoid the "expert" trap + "righting" reflex
Acceptance	Avoid the check list of "cultural traits" trap; Anticipate Multiple Cultural Identities
Compassion	Servant Leadership
Evocation	Practice respectful, curious inquiry

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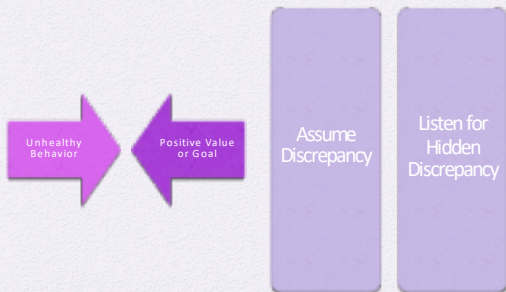


Served Person as Expert: Exploring Values



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Guiding: Developing Discrepancy



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What's the Mismatch?

I don't want to be lectured about drinking. I know that if I had been pulled over I could have been fired from my job at the mayor's office. I work a long day and by the time I get home, I'm exhausted and ready to relax. I'll usually have some wine while I'm making dinner. If I don't have the kids, I just fix something quick and then kick back, have a couple more drinks, and watch TV. I'll usually have wine with dinner and while I'm cooking, but ... I mean I make something a little nicer when the kids are there. I'm divorced; most of the time he has the kids. That's not how it's supposed to be but he's always been a control freak.

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Community as Expert

- Review & assess client experience from first to last interaction
- Dialogue with the community and hear their input as expert
- Engage Peer Specialists

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Community as Expert: MI + Groups

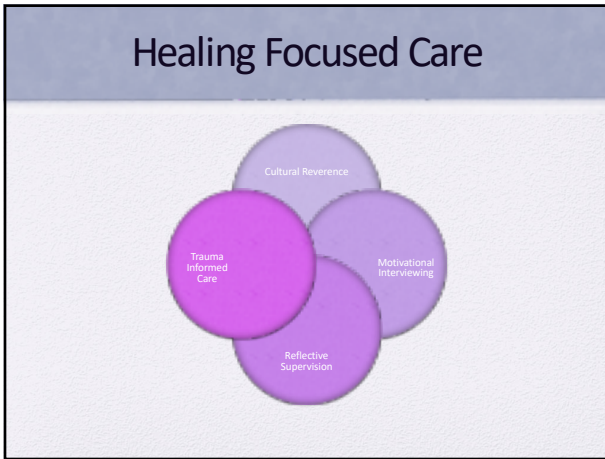


Institutional-Reflection & Investment

- Work with the power imbalance by distributing the knowledge and decision making often and freely
- Create "Communities of Dialogue", to work with each other on tough issues
- Implementation Approach + Organizational Learning vs. "One & Done" Training



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How can you embody these principles to be Culturally Reverent?

- Self-reflection & life long learner
- Served Person as Expert:
- Community as Expert:
- Institutional-Reflection & Investment

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Proxima B

- 25 trillion miles
- 4.2 Light years
- 78,000 years to get there

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