



Cultural Awareness and Humility in Research

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Discussion Points

1. Commitment to diverse perspectives in research
2. Cultural Awareness - *Competency vs. Humility*
3. Considering culture, customs, beliefs and history
4. Fostering Cultural Awareness and Humility
5. Reframing dominant narratives through inclusive language
6. Utilizing a Equity, Diversity, and Inclusion (EDI) lens in research



Commitment to diverse perspectives in research

Make a **personal** commitment to enhance diverse perspectives in research through...

- Self-reflection
- Self-examination of cultural assumptions and bias
- Acknowledgment of personal limitations in cultural **awareness**, knowledge, and understanding
- Lifelong learning



Cultural Humility

Lifelong process of **self-reflection** and **self-critique** accompanied by the commitment to:

- Examine personal beliefs and cultural identities
- Learn about cultures different than your own
- Mitigate the desire to be an “expert” about a particular culture



I am curious about who you are
vs.
I know who you are already

Tervalon & Murray-Garcia, 1998

Cultural Humility

Lifelong process of **self-reflection** and **self-critique** accompanied by the commitment to:

- Learn from diverse communities in the spirit of...
 - ✓ Appreciation vs. Tolerance
 - ✓ Respect for diverse cultures, customs, beliefs, and values
 - ✓ Developing skills to interact with people from any culture



Competency vs. Humility



- **“Competency”** implies a finite number of things to know; however, culture and language are always evolving



- **“Humility”** acknowledges that we cannot possibly know everything (and that’s okay!), but we can keep an open mind for new perspectives

Considering Culture, Customs, Beliefs and History

- Health Beliefs & Customs: Personal beliefs and roles of family members in decision-making.
- Ethnic Customs: Customary gender roles in accepting medical treatment(s).
- Religious Beliefs: Health care-seeking behavior, value alignment with treatment plans and/or desired behavior change(s).
- Dietary Customs: Foods and customary cooking methods.
- Interpersonal Customs: Eye contact, physical touch, etc.
- History of Racial Bias: In U.S. Healthcare System - Mistrust of medical community by communities of color.

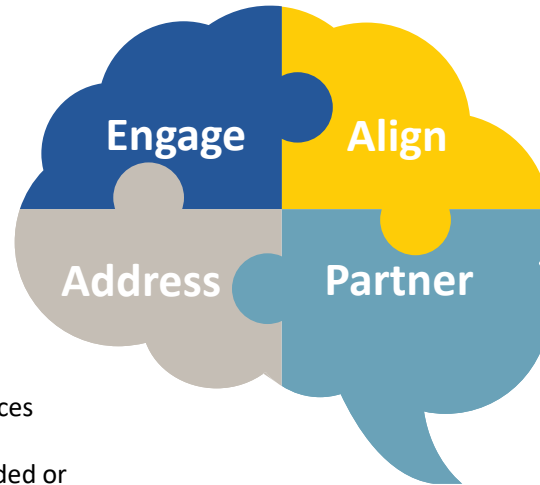
Fostering Cultural Awareness and Humility

Community Engagement:

- Actively engage members of the community being explored in research
- Engage subjects in research questions, methods, and interpretation of findings

Address Power Dynamics:

- Recognize and address power imbalances between researchers and participants
- Consider how diverse groups are included or excluded in society



Culturally Aligned Methods:

- Collaborate with diverse populations
- Consider barriers to participation
- Adapt consent processes, research methods, language, and data collection tools to be culturally aligned and accessible

Develop Community Partnerships:

- Engage with community organizations leaders and key stakeholders to recruit diverse participants
- Facilitate bias and cultural humility training for research team members

Reframing dominant narratives through inclusive language

- **Language:** (words) provide an opportunity to convey empathy and understanding to other people.
- **Words:** can be exclusionary, have roots in oppression, and reproduce bias- words can make all the difference in creating connections or creating distance with other people.
- **Dominant Narratives:** include historically represented and privileged socioeconomic groups (White, heterosexual, non-disabled, cisgender persons, male, wealthy, English-speaking, Christian, and U.S.-born)
- **Opportunity** to utilize language to counteract dominant narratives through inclusivity (ability, gender identity, language, race, ethnicity and more!)

Utilizing an EDI lens in research...

- Carefully define study population, collaborate with diversity liaisons and key stakeholders.
- Consider disaggregating demographic data into smaller categories/groups to expose hidden trends or patterns when establishing the scope of a problem.
- Identify and stay within the scope of research efforts (true value of interest) (race, ethnicity, ability, sex, sexual orientation, gender identity, etc.)
- When considering historically marginalized communities consider the broader historical and cultural context of social issues.



Ruzycki, S.M., Ahmed, S.B. Equity, diversity and inclusion are foundational research skills. *Nat Hum Behav* 6, 910–912 (2022).
<https://doi.org/10.1038/s41562-022-01406-7>

Thank you

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Optional Lunch Discussions – Select 1

Community Think Tank



Moderators:

Office of COE &
Community Members

Cliffs

Discussing the community relevance of your research and receiving support for community-centered studies by connecting you with community partners.

Trainee Voices



Moderators:

Ursula Worsham, EdD
Edward Nelson, MD
Claudia Benavente, PhD

Wedge

Discussing the trainee experience at UC Irvine, providing feedback, and sharing your goals to help us enhance programs and support your success.