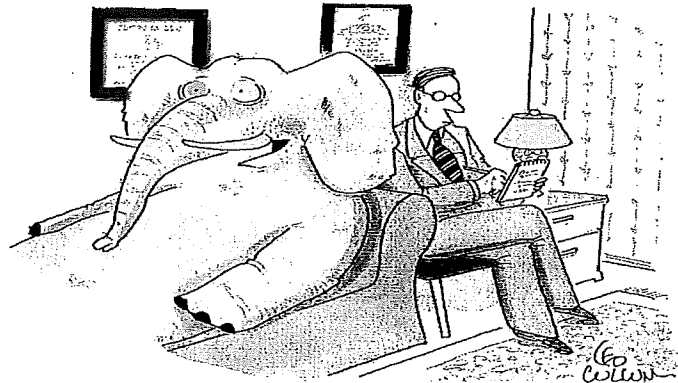


## PRINCIPLES AND APPLICATION



*"I'm right there in the room, and no one even acknowledges me."*

### **Critical Self-Reflection and Life Long Learning**

- Know your own identity and what you are bringing to an interaction
- In what ways are you bringing your identity, power and privilege to the work?

### **Client/Person as Expert**

- Can you listen and respectfully inquire in order to determine how best to meet your client/partner/students/co-workers where they are?
  - "No laundry list of cultural traits to check off"
- Choose to be a servant leader; choose humility

### **Community Advocacy and Care**

- Community is central to the work and we advocate in partnership
- Are you listening and co-creating the conditions for community voice?

### **Balance the Power Imbalance**

- Client as rich expert on identity, culture, isms
- Provider as rich expert on resources and "keys to kingdoms"
- Client and provider in dynamic partnership in the interest of the individual being served

### **Institutions and cultural humility**

- Humble, courageous and critical self-reflection
- Dialogue with the community, hear community input as expert and in the community venue of choice
- Work with the power imbalance by distributing the knowledge and decision making often and freely
- Establish facilitated "Communities of Dialogue" to work with community members, clients, and each other on tough issues