



Culturally Responsive Practices for Diverse Adult Learners

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Overview

Today we will cover topics ranging from cultural perspectives to cultural humility to implicit bias. We will also explore questions about how it relates to Adult Basic Education.

Learning Objectives

- Participants will practice conceptualizing and reflect on their culturally responsive practices related to diverse adult learners.
- Exploring benefits of learning about people in their cultural context
- Social location and cultural perspectives
- Identify basic skills and approaches and interventions for culturally responsive practices for adult learners from the collective.

Questions???

Based on what you know, what is cultural perspectives?

What could be the impacts of having a better understanding Cultural Perspectives for Adult Learners?

What could be the impact of ignoring Cultural Perspectives for Adult Learners?

True or False:

Are all experience is culturally based???

"We don't see people as they are; we see people as we are." Anaïs Nin



Culture is fundamental to how we do the following :



- Make meaning of our experiences
- Communicate what we are experiencing
- Understand the reasons for what is happening
- Make decisions about what to do

Meaning making happens within our social context and is influenced by our social groups.



Culturally Responsive Practice



Culturally Responsive Practice means considering individuals within their cultural context and being mindful not to default to cultural stereotypes

The Goal: Approach your instruction with informed flexibility.

A Single Story



“The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story.”

-Chimamanda Adichie



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Culture influences what kinds of emotions are desirable

Pride



Pride



Self vs. The collective

As an individual



As part of the whole



Culture influences how and with whom emotions are expressed





Hey guys, how's
the water?



What the heck is
water??



Cultural identity and values influence the way we do the following:

- Teach
- Learn
- Receive education
- Conceptualize education

Breakout Group Activity 5 minutes

Take turns discussing the topics presented. One recorder and one reporter

- What was my biggest takeaway or aha moment?
- How can I apply what was presented to Adult Learners?
- What questions do I still have?

You

Age

National Origin

First Language

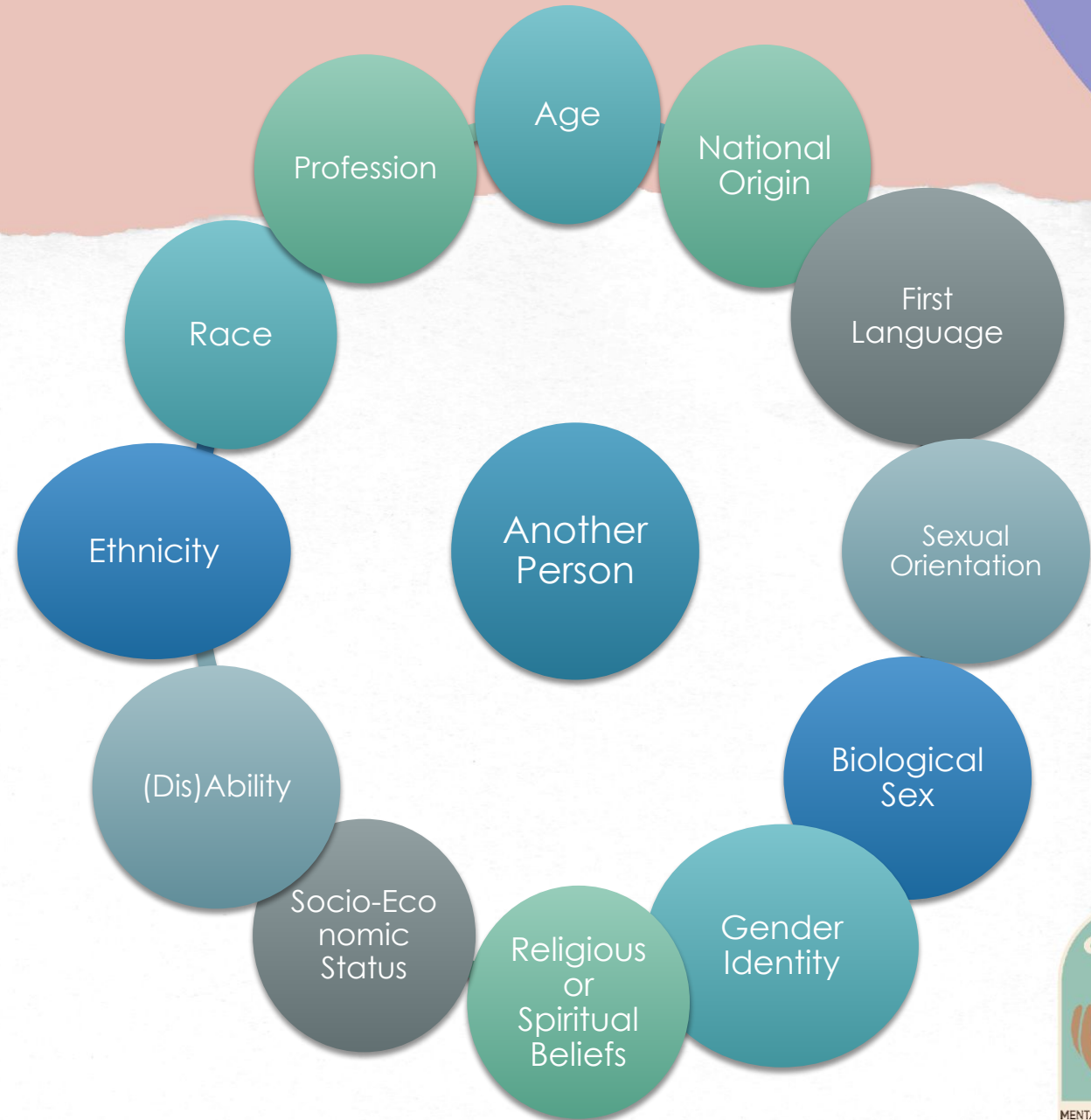
Sexual Orientation

Biological Sex

Gender Identity

Religious or Spiritual Beliefs

Socio-Economic Status



Social Location

Take a moment to reflect on your social location map.

Choose two aspects of your identity to enter into the chat.

Briefly explain how each aspect shape your approach to your professional role

-or -

Discuss which can provide privilege and which can cause discrimination

You

- Age
- National Origin
- First Language
- Sexual Orientation
- Biological Sex
- Gender Identity
- Religious or Spiritual Beliefs
- Socio-Economic Status
- (Dis)Ability
- Profession
- Race



Social Location

Each aspect of our identity gives us a certain set of social roles and rules, power, and privilege (or lack of) which heavily influence our identity and how we see the world.

For professionals, it is important to recognize the presence and impact of power & privilege in helping relationships

You

- Age
- National Origin
- First Language
- Sexual Orientation
- Sex
- Gender Identity
- Religious or Spiritual Beliefs
- Socio-Economic Status
- (Dis)Ability
- Ethnicity

Social Location

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Implicit Bias

Gender Preferences Subconscious
Unconscious Judgement
IMPLICIT BIAS
Cognition Stereotypes Behavior Disrespect
Prejudice Race Research Decisions
Unfair Ethnicity Psychologist
Reaction Beliefs People Groups
Social Hidden Subtle Train

IMPLICIT
BIAS ?



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What is bias and how does it work?

- A bias is a tendency, inclination, or prejudice toward or against something or someone.
- Biases can be positive and helpful, for e.g., staying away from someone who has knowingly caused harm.
- Many biases are often based on stereotypes, rather than actual knowledge of an individual or circumstance.
- Such cognitive shortcuts can result in prejudgments that lead to rash decisions or discriminatory practices.

Social Categorization



Social Categorization

- It's natural for us to sort and categorize so our brain can make sense of the world. it can also be troublesome because we can make wrong assumptions.
- Bias is activated involuntarily and without an individual's awareness or intentional control.
- “We don't know what we don't know”. We can make wrong assumptions and if we are not working to be aware of our categorizing it can be harmful, hurtful, and damaging.

Similarity Bias

Giving special, positive attention and judgments to those who remind us of ourselves

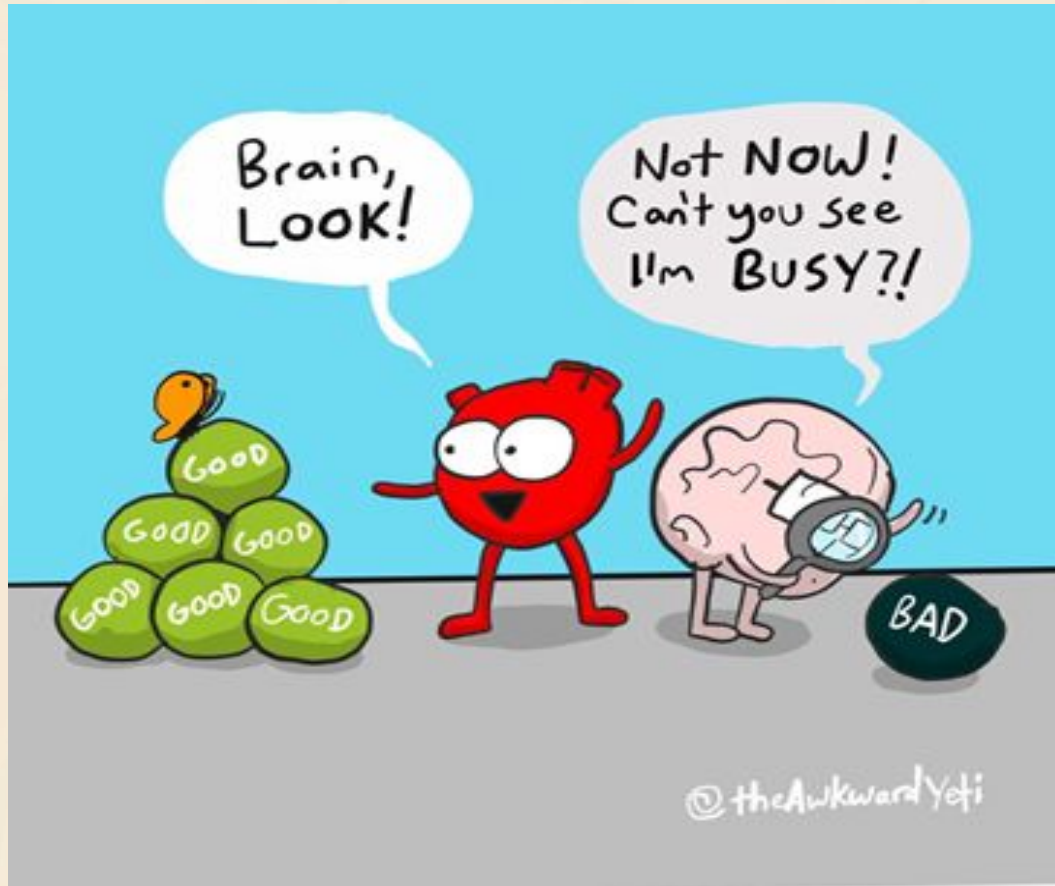


Spillover Bias



**Paying too much
attention to past
information**

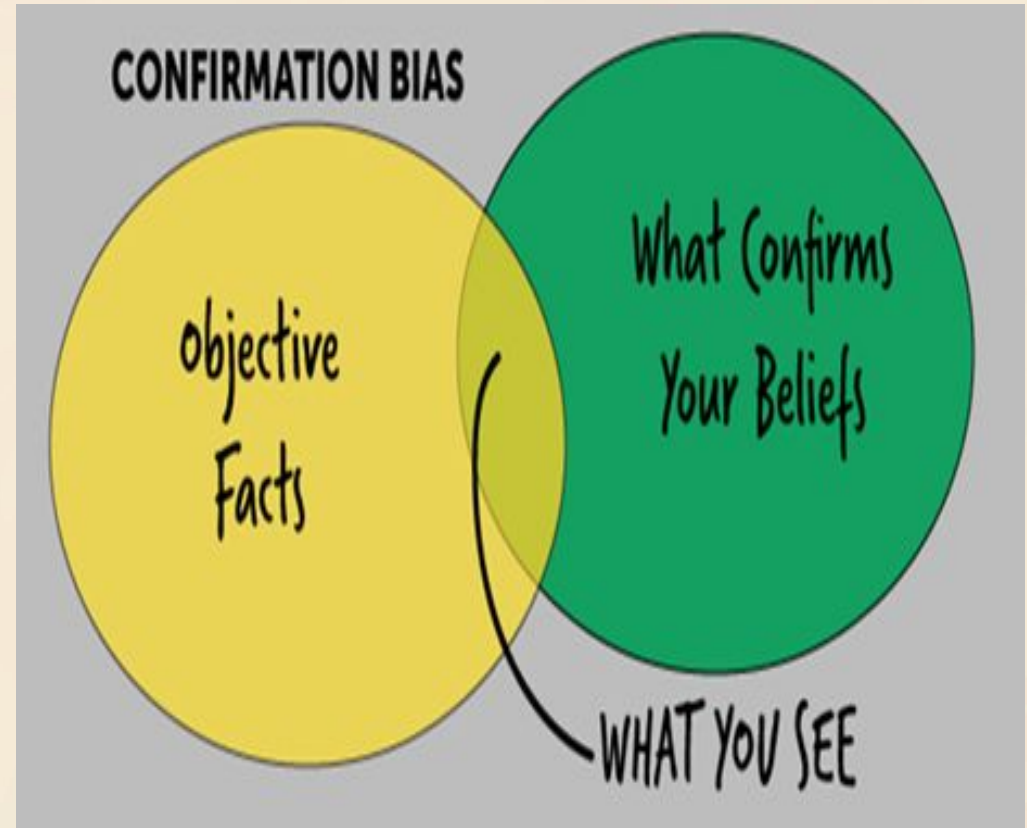
Negativity Bias



When presented with information about a situation, some of which is positive and some of which is negative, we are prone to give more attention to the negative information.

Confirmation Bias

Unknowingly paying attention to only a portion of the information available to you



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Cultural & Intergenerational Trauma Leads to Underserved Cultural groups



Wounded Yellow Robe, Henry Standing Bear and Timber Yellow Robe before and after their Pennsylvania boarding school gave them "proper" clothes and haircuts.

Credit: John N. Choate/Dickinson College Archives & Special Collections

“Historical (Collective) trauma occurs in history to a specific group of people, causing emotional and mental wounding both during their lives and to the generations that follow.”

~Maria Yellow Horse Brave Heart

Cultural Humility

The National Institutes of Health (NIH) defines **cultural humility** as “a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's **culture**, but one starts with an examination of her/his own beliefs and **cultural** identities.”

The term was first coined in 1998 by ...Nov 5, 2019



What can I do today

- Look for opportunities to learn from the diverse perspectives of student e.g. student feedback
- Acknowledge that you have a culture
- Find comfort being uncomfortable
- Google it. e.g. Youtube etc

Of all the forms of inequality, injustice in health care is the most shocking and inhumane.

— Dr. Martin Luther King, Jr.



Review

- We used a case to forge theory with the practice of navigating culturally responsiveness.
- We reflect on our current culturally responsive practices
- Explored our social location and cultural perspectives
- We explored reasons it is essential to learn about adult learners in their cultural context.
- We Identified basic skills and approaches for culturally responsive practices for adult learners.



Thank you!!!

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