

# UNDO & Re-LEARN

## A Cultural Humility Tool

### Understand hiStories

- Educate yourself on untold, alternate perspectives
- Reach out to hear and learn cultural histories from those you do not understand, agree with, or do not feel comfortable

### Name strengths

- In every story of someone with who you do not agree, or feel comfortable or understand, explicitly search for their strengths
- State their strengths to them in a real and honest way
- Remember the strengths you have and use them to manage discomfort, take risks, and learn from mistakes

### Describe your culture/language

- List all your cultural influences (SES, gender, ethnicity, race, national origin, language, etc.)
- Define how they have changed over time
- Delineate how they contribute to your current values, beliefs, the things you hold as true

### Own bias

- Recognize that you, along with everyone else, have biases
- Some biases we know we have, but most we are unaware
- When situations arise where you are made aware of your biases, own up to them and the possible consequences. This is the beginning of being able to make change.
- Making change starts inside each one of us. You only have the power to change your beliefs, and no one else's

### Re-lect

- Reflect on the situation and your feelings
- Take time to UNDO
- Reflect on steps to actively change your own perspective/biases

### Listen

- With empathy, for strengths, suspending your own reality

### Empathize

- Use your words to demonstrate a deeper understanding and connection

### Acknowledge

- Be clear in acknowledging the other person's perspective
- Be clear, calm, and okay with verbalizing differences in perspective

### Resources

- Connect yourself to appropriate resources to better UNDO your own biases and see the other's reality
- Connect the other person to resources that may be more relevant or may better integrate the other person's cultural reality

### Negotiate

- Find ways forward that are different from what you would have done in the past, that integrate the other's cultural perspective, and that shift bias.