



# Redwood Coast Regional Center

Board Training: Cultural Humility

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**Presenter:**

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# Land and Reparations Acknowledgment



# Welcome and Framing

- **Purpose:** Support RCRC's ongoing commitment to respectful, equitable, and empowering service.
- **Focus:** Cultural awareness and humility when working with diverse children and families.
- **Time:** 20 minutes together—thank you for the invitation.



The background features a stylized landscape with rolling hills in shades of purple and pink. A large, bright white sun is positioned in the center, with a smaller, dimmer white sun below it. The foreground includes silhouettes of various plants, including tall reeds and leafy branches. The overall color palette is warm and pastel.

# Why This Matters

- Families deserve to feel respected, heard, and safe.
- Cultural humility helps us recognize and adjust for differences in worldview.
- Leads to more accurate assessments, effective plans, and better outcomes.



# Explore Your Own Biases

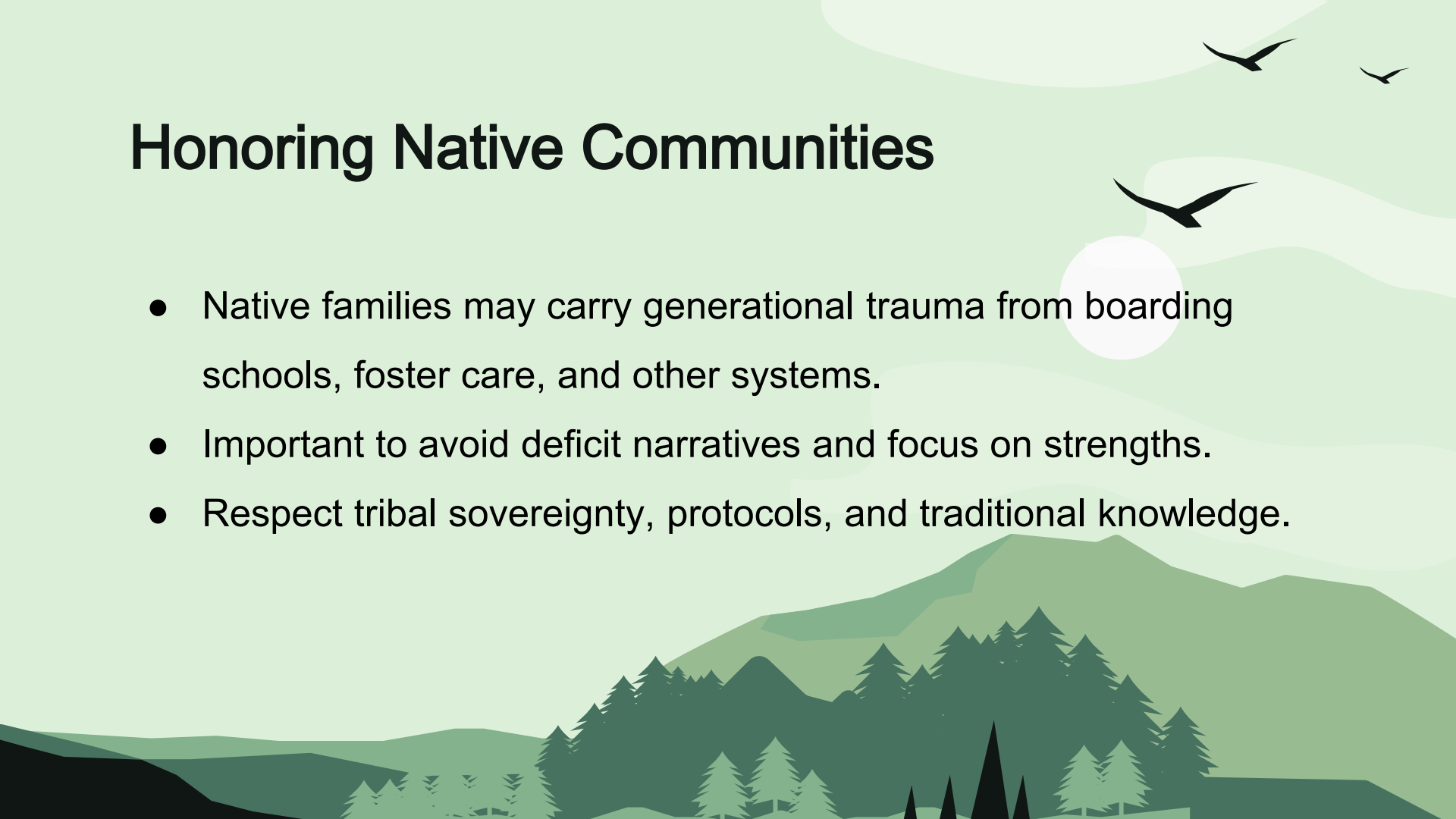
- Encourage you to take the Stanford bias test
    - We all have them
    - We grew up with them
  - Work to bring them to light to find ways around them until we can find ways **through** them
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# Cultural Humility V Cultural Competency

- Competency = mastery of knowledge.
- Humility = lifelong commitment to self-reflection and learning.
- Acknowledges power imbalances and systemic inequities.

# Honoring Native Communities

- Native families may carry generational trauma from boarding schools, foster care, and other systems.
- Important to avoid deficit narratives and focus on strengths.
- Respect tribal sovereignty, protocols, and traditional knowledge.





The background of the slide is a stylized landscape. It features a light pink sky with a large white sun in the upper right corner. Several black birds are flying across the sky. In the foreground, there are dark purple mountains and hills. The middle ground is filled with a dense forest of pink evergreen trees. The overall color palette is soft and pastel, with shades of pink, purple, and white.

# Moving Forward Together

- Review your intake & feedback process – does it build trust?
- Consider reframing findings with community strength language
- Use a shared decision-making approach in next steps
- Let families lead the pace of explanation

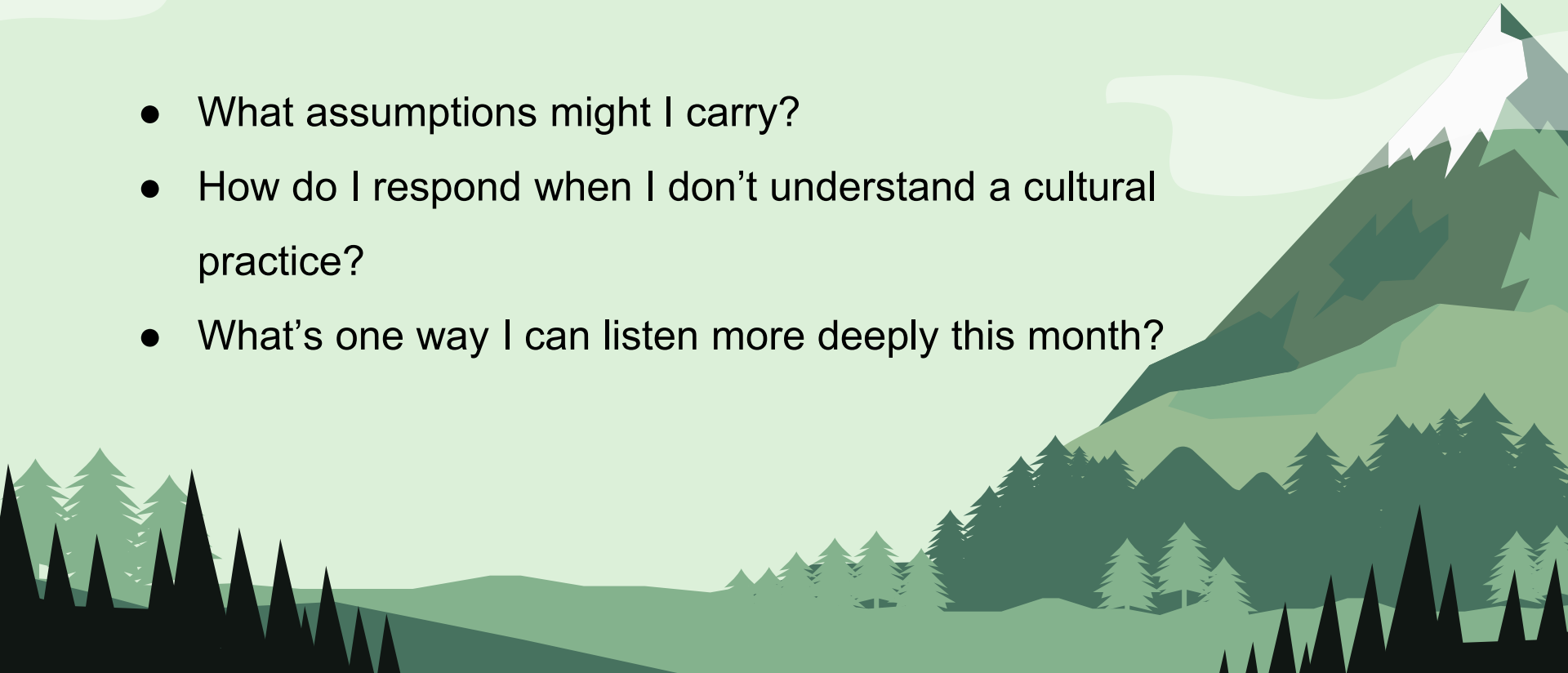
The background is a stylized landscape illustration. It features rolling hills in shades of pink and purple. On the left and right sides, there are jagged mountain peaks in dark purple. In the foreground, there are silhouettes of evergreen trees and small shrubs. Several birds are depicted in flight against the light pink sky. A large, white, circular sun or moon is positioned in the upper right corner.


# Supporting Advocacy & Agency Navigation

- Help families navigate complex systems (education, mental health, etc.).
- Empower them with knowledge and respectful encouragement.
- Acknowledge their lived expertise.

# Individual Reflection and Action

- What assumptions might I carry?
- How do I respond when I don't understand a cultural practice?
- What's one way I can listen more deeply this month?





# Woh - hlew (Thank you)!

- Thank you for your leadership.
- Every role matters in building culturally respectful systems.
- Questions or thoughts?