

**MAB  
ADI  
LIKO**

# Research Engagement Network (REN) – Cultural Humility

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# About Mabadiliko

We are passionate about creating workplaces and communities that are **inclusive, emotionally safe and equitable for all.**



**Influencing and advocating for the 'seldom listened to'**



**Culturally-sensitive mental health services**



**Cultural Humility and Antiracism Behaviour Change**



**Health Research and Community Engagement**



## What we will cover today

- **The role of trust in diverse participation in research**
- **Overview of cultural humility and how it can help drive an equitable approach**
- **Individual self-reflection on the feelings associated with doing things differently**
- **Small group Ideas generation on how cultural humility practices can be applied to REN projects**
- **Wrap-up**



## Staying Safe...



Remember that **all voices are valuable, unique and equal**



There are **no wrong questions or wrong answers**



Expect **moments of discomfort**, lean into them!



Keep an eye on how you're **feeling**, take a pause if needed



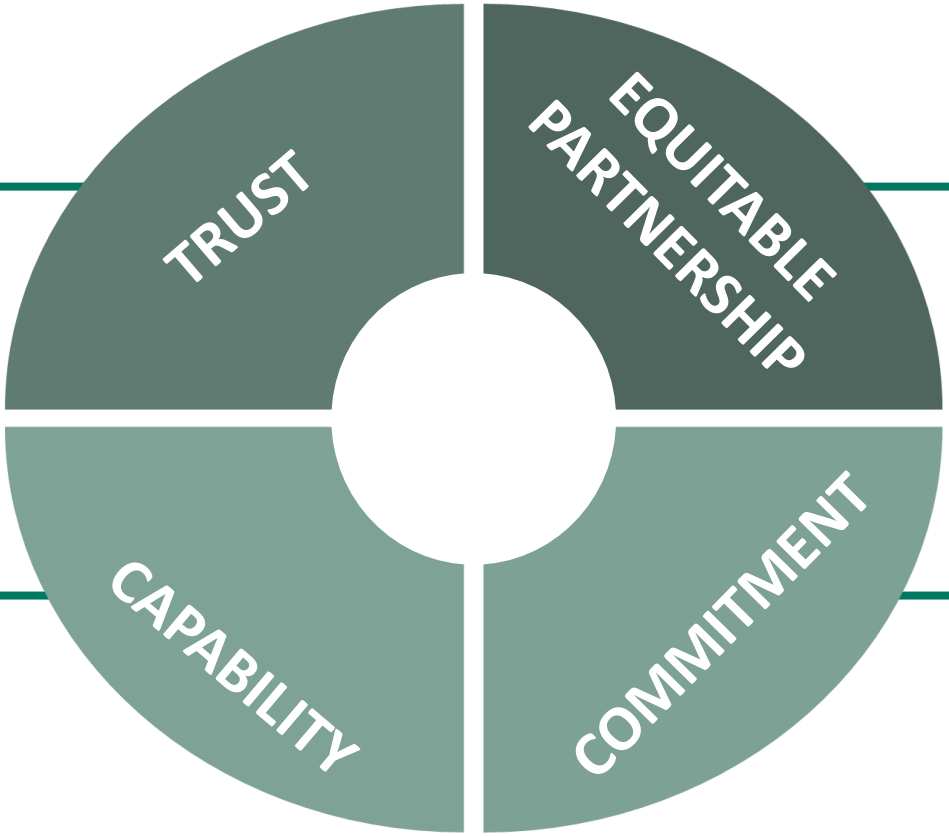
**Chatham House rules apply** (i.e. do not identify individuals)



# What we learned about barriers to participation

- Personal experiences of discrimination within the health service.
- Negative feelings about research conducted into 'us', by 'others'.
- Awareness of historical research malpractice / fear of data misuse.

- Unclear on benefit of research participation (for individuals or communities).
- Unclear how to participate.
- Lack of accessible training, educational opportunities and resources to equitably partner.



- Lack of alignment in what defines 'meaningful research'.
- Lack of equity in relationships with voluntary sector / community groups.
- Perceived power imbalances / Western hierarchies of knowledge.

- Perceived low levels of commitment from the health system to change the status quo and power-share.
- Low prioritisation of building community-based infrastructure and capacity.



## A question of trust...



*“They're **trying to do what they've always done and expect a different result.** And COVID has shown them...this is a problem that existed before COVID. Now you're forced to deal with it. Particularly the black community, or minoritised communities, **they're not going to participate in no survey, they rather die with all of their illness because they don't trust you.** They don't want to change because you ain't changing. You can't expect the community to change, and you are not changing. That don't make sense. **You change. They change. Yeah?”***

# Cultural Humility

**A lifelong process for individuals and organisations  
which includes critical self-reflection and evaluation  
and leads us to becoming more comfortable with the  
uncomfortable.**

# Cultural Humility Illustration

## Traditional approaches ask...

- Why are minoritised groups less likely to engage with health services?
- How do cultural attitudes impact perceptions of health treatments?
- Does it cause offence if we mention identity or oppression?
- Why do minoritised groups continue to experience inequality over generations?

## Cultural Humility asks...

- ▶ • How do our historical and current practices disengage minoritised groups?
- ▶ • How do our attitudes towards alternative treatments affect people's dignity and autonomy?
- ▶ • Have we actively taken steps to address our own blind spots and any shame, guilt or discomfort?
- ▶ • Am I ready for the personal cost of changing the status quo?



# Cognitive Biases and Heuristics

## **Affinity Bias**

A tendency to get along with others who are like us, and to evaluate them more positively than those who are different.

## **Moral Bias**

Deriving confidence from past moral behaviour that we are more likely to engage in immoral or unethical ways later.

## **Status Threat**

Perceived threat when our relative importance, pecking order or power is challenged.

## **Conformity Bias**

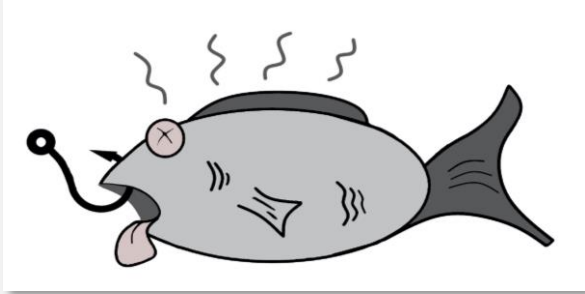
A tendency to take cues for proper behaviour in most contexts from the actions of others rather than exercise our own independent judgement

## **Loss**

### **Aversion**

The tendency to give more weight to avoiding losses than receiving gains when making a decision

# Breakout session activity



- What's making you feel afraid or anxious?
- What is everybody thinking but no one is saying?
- What are the past issues we can't get over?

*Adapted from Stinky Fish Model : Fearless Culture*

- Please take 10 minutes **individually to reflect on these questions and write answers on post-it notes for each question.**
- Remember to use FEELING words, *e.g. I'm anxious about how change may affect my job security*
- Place your post-it notes on the **wall.**

# Breakout session activity



- **Make a pair and make a friend!**
- In your pairs have a look at the post-it notes on the wall and **pick one or more post-it notes that are mutually interesting and discuss.**
- In your pairs, **think of some ideas of how Cultural Humility could be applied to your REN programme.**
- We will have a short **debrief session** afterward and invite a few pairs to share their experience.

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**Thank you.  
Use this QR  
code to get in  
touch with us.**

