

Welcome to
The Culture of You, Me, & We

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

? Icebreaker Question
(answer in the chat)
If you were Santa Claus, what type of cookie would you want to be left out for you on Christmas Eve?

Survey & Certificate of Completion
Available following the training.

Connect With Us!

VISIT [CALTRIN.ORG](https://caltrin.org) & SCAN TO LEARN MORE

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Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CEBC/CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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UPCOMING TRAININGS
mark your calendars!

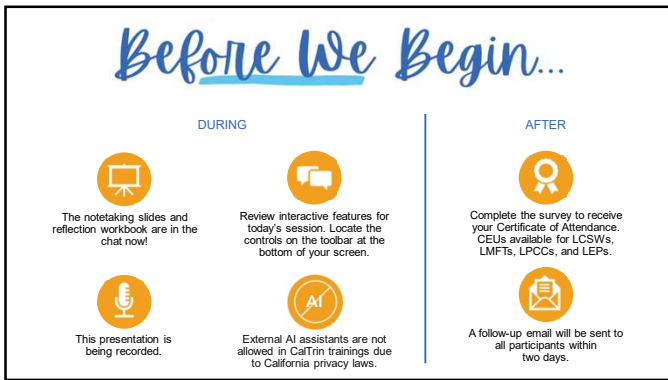
Visit caltrin.org to view and register for upcoming webinars or workshops

- December 9** | Leading Through Change
- December 10** | Psychological Safety & Inclusive Workspaces
- December 11** | Advanced Training on Secondary Traumatic Stress & Empathic Strain
- December 12** | Introduction to the ASQ-3
- December 16** | Knowledge of Parenting & Child Development

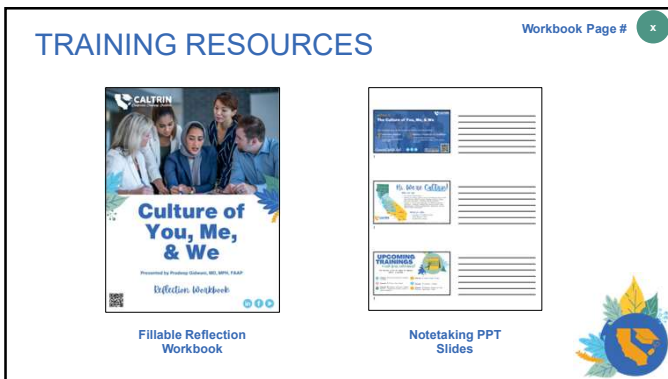
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Speaker SPOTLIGHT

- Pediatrician and community health leader
- Past President of AAP-CA3 and a member of the Board Governors at the San Diego Foundation
- Expertise in child development, infant and early childhood mental health, childhood trauma, parents' perception of childhood behaviors, and cultural issues in healthcare

Pradeep Gidwani, MD, MPH, FAAP
Medical Director, Healthy Development Services and First 5 First Steps Home Visiting Services, AAP-CA3

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Goals

- Today's session will give you the opportunity
 - to understand what is culture
 - to reflect upon your beliefs and consider how they developed
 - to consider how our beliefs and sense of identity contributes to our feelings of mattering and belonging

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Today's Expectations

- Safe space
- Respect and humility
- Active participation in whatever way is comfortable
- Vulnerability
- Willing to learn and change
- You are valued and add to the richness of our community
- We are on a journey

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Reflection – 1st Impressions

- Take a moment to write your 1st impression of me
- No one will see what you write, and we will check in later to how it changes
- It may include
 - My physical appearance
 - My voice
 - My bio

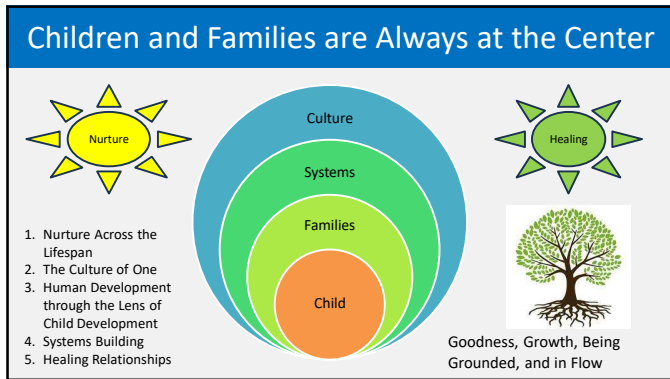
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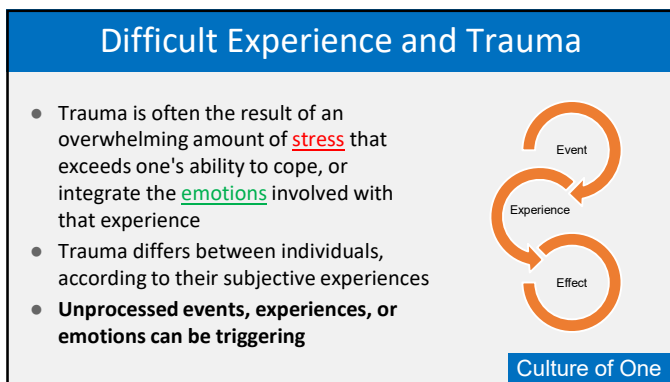
Promise of US



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Throughout Our Time Together

Before we get into the material, we will be talking about things that are real in your life.

Tune into your body and mind, if you need to take a breath or a break, you can at anytime.

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Part 1

What is culture

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What is Culture

“What comes to your mind when you hear the word culture?”

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Culture is

- It is way of life, especially as it relates to the **socially transmitted** habits, customs, traditions, and beliefs that **characterize a particular group of people at a particular time.**
- It includes the behaviors, actions, practices, attitudes, norms and values, communications (language), patterns, traits, etiquette, spirituality, concepts of health and healing, superstitions, and institutions of a racial, ethnic, religious, or social group.
- **It is the lens through which we look at the world**

(Edwards, Ellis, Ko, Saifer, & Stuczynski 2011)

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Under Our Radar

- Our own culture is often hidden from us
- We frequently describe it as “the way things are.”
- For the majority cultural group, identifying certain values and norms of behavior as being connected to cultural background may be difficult

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Our Current Conversation

- Focused on Race and Ethnicity
 - **Race** is based on phenotypic features, primarily skin color
 - **Ethnicity** is a group of people who identify with each other based on shared attributes that distinguish them from other groups, such as a common set of traditions, ancestry, language, history, society, culture, nation, religion, or social treatment within their residing area
- Typically, individuals identify with their country of origin and ethnicity (Lewis, 2000)
- Are the terms Latino or Asian meaningful?

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Consider with a Wider Lens

- How does
 - A child growing up in US, with dark skin color categorized by US census as ‘black American’ (race)
 - but may be Jamaican American (ethnicity)
 - and is a fourth-generation immigrant, her cultural heritage is ‘American’ (culture)
- See herself?
- How might it influence her receiving help?

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Is every interaction cross-cultural?



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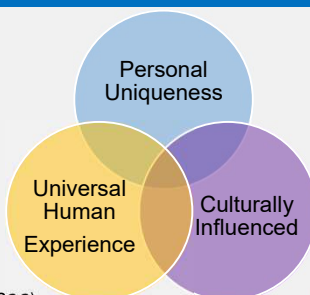
Cultural Pothole



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Three dimensions



(Marsella et al., 1996)

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Universal dimensions

1. Biological features

- Basic needs: food, reproduction, physical comfort, safety, movement, growth, health, awareness of mortality

2. Emotions

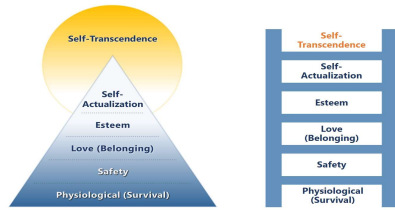
- Happiness, sadness, fear, anger, disgust, contempt, surprise, envy, excitement, boredom, shame, guilt, love, hate
- Physical expression of some emotions (facial expressions, laughter, crying, etc.)
- Empathy

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Maslow

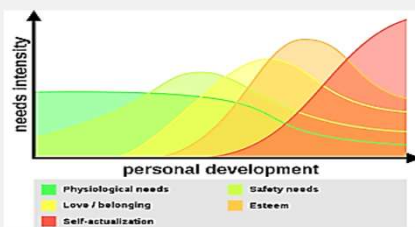
Maslow's Hierarchy of Needs *Revised Pyramid & Ladder Visual Interpretation*



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Maslow Never Created a Pyramid



Maslow is adamant that "any behavior tends to be determined by several or all of the basic needs simultaneously rather than by only one of them (Maslow, 1943)" (Bridgman et al., 2018, pp. 90-91).

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Culture Influences Universal Experiences

- Universal capacity to experience and express basic emotions (e.g. Izard, 1994)
 - Joy, fear, anger, sadness, disgust, shame, guilt
- All humans have the capacity to experience and express fear, helplessness, horror
- Although cultural factors may influence the likelihood that fear will be evoked or expressed

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Cultural Influences

3. Social constructs

- Family, territorial, and other groups; in-group/outgroup distinction
- Marriage; rules and customs governing sex
- Status and roles; division of labor
- Special occasions, rituals, rites of passage, mourning
- Trade and gift-giving
- Law, government and leadership
- Art, music, dance, poetry, games, play
- Religious and supernatural beliefs

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Cultural Influences

4. Values

- Sense of right and wrong; conscience
- Justice; reciprocity – positive (Golden Rule) and negative (retaliation, redress of wrongs) • Generosity
- Honesty (or the appearance thereof)
- Avoidance of conflict, condemnation of violence
- Commitment to something greater than the self (e.g. state, community, cause, religion)
- Self-respect, humility, self-discipline, & accountability
- Service to humankind; helping others
- Respect and caring for people, other living things, and environment

Sources: Brown, 1991; Kinnier et al., 2000; Malinowski, 1960 (cited in Brown, 1991, pp. 66-67); Matsumoto et al., 2000; McCrae, 2000; Moore et al., 1999

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3 Levels Cultural

The Tree – Surface Culture - What you can see – Surface Culture

- Elements of culture such as language, food, dress, including hairstyle, folklore, art, music, literature, housing, holidays & celebrations

The Roots – Shallow Culture - Unspoken rules/norms

- Displays of emotions, attitudes towards elders and raising children, concepts of time, verbal and nonverbal communication like eye contact, understanding of hierarchy, gender, privacy, work & money, who is a trusted source of information, honesty & integrity

The Soil – Deep/Core Culture - Challenging to uncover

- Underlying values and notions of truth, identity, and society that govern our worldview (unconscious assumptions). It also contains the cosmology that guides ethics, spirituality, health, and theories of group harmony



Zaretta Hammond's tree model from *Culturally Responsive Teaching and the Brain* (2015)

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Personal Reflection

- How would you describe your culture to someone from another culture?
 - Cultural Tree (what is easy to see)
 - Cultural Roots (what is underneath)
 - Cultural Soil (what is deeply held)



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Our Personal Uniqueness

Our Lenses and Filters are created by

- Experiences
 - Personal
 - Family
 - Cultural (Current and Historical)
 - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories

Effect How We See
the World



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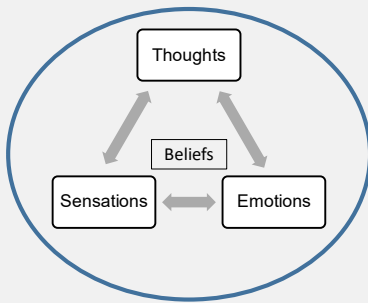
Our Lens and Filters Create Our Bubble of Perception



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Looking into Our Bubble of Perception



Words
Stories

Actions
Behaviors

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Looking into a Mirror

Explore our

- Experiences
 - Personal
 - Family
 - Cultural (Current and Historical)
 - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories



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My Cultural Journey - Childhood

- Born in Bombay (Mumbai), India
- Immigrated to US at 18 month (1st Generation Immigrant)
- Grew up in Cleveland, Ohio
- Frequent trips back to India – 5, 7, 9, 11, 13, and 17 (Seeing inequality and suffering)
- Tight-knit Progressive Indian Community (No native language)
- Mother - 1st surgeon at the Cleveland Clinic (Women's rights)
- Father – Engineer who worked at GE for 25 years (Systems approach – QI)
- My parents experienced Partition of India, and my grandparents lost a everything and re-built their lives in their 50s (Family's story of resiliency)
- Our "Housekeeper" was a significant family member

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My Cultural Journey – Education and Work

- Public School in the Suburbs of Cleveland
- College Anthropology Major (Culture and Covert Inequality)
- Field Working - the CDC in STD Prevention (Health Inequality)
- Congressional Commission Infant Mortality (+ Gender communication style)
- Medical School (2nd Generation MD) (Study some TCM and Mind/Body)
- Pediatric Residency – Cincinnati, OH (Population Health)
- Fellowship & MPH – Research in Boston (Culture and ADHD) (Herbert Benson)
- Asthma & Chronic Illness in San Diego (Health Inequality)
- Studied with don Miguel Ruiz (former Neurosurgeon and Shaman)
- Yoga Teacher Training
- Development and Behavioral Services in San Diego

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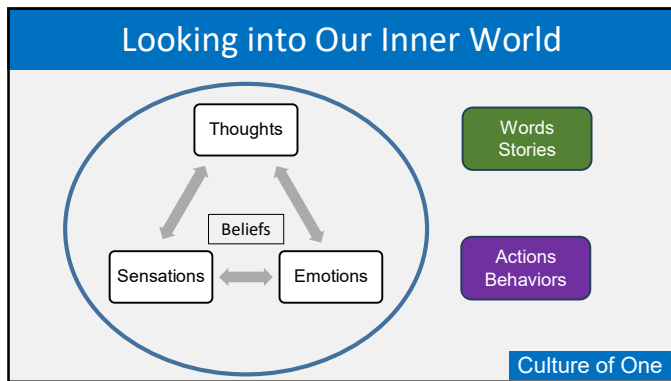
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My Lens and Filters

- Relationships are central to everything (especially family)
- Resilience
- Indian-ish
- Cultural
- Inequality and justice – race/ethnicity and gender
- Medical – Western (Allopathic) trained – open to other traditions
- Developmental – Attachment/Attunement/Regulation
- Trauma and Post-Traumatic Growth
- Family Support and Strengths-based Approach
- Nurture throughout the lifespan
- Open and curious about others

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Reflection - Looking Through a Window

I shared 2 windows into my world
What is your view of me, now?
What changed? Why?

We can only have a window into
another person's world

We can see only a part of another's
world

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Part 2

Now, it your turn

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Remember to Breathe



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Looking into a Mirror

Explore our

- Experiences
 - Personal
 - Family
 - Cultural (Current and Historical)
 - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories



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Personal Reflection

- Reflect on "What contributes to your personal culture?"
 - Your childhood? Your family? Your community?
 - Your experiences? Your education? Your work?
 - Your inter-generational history?
- How does your personal culture influence how you see the world (your lens and filters)?

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Personal Reflection

- When does the culture of your family given strength?
- When has the culture of your family limited you?
- Where have you not fit in with your culture of origin?

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My Brother – Same Culture?



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Differences Between and Within

Members of the same culture vary widely in their beliefs and actions. We all have unique identities that we develop within our cultures, but these identities are not fixed or static. This is the reason that stereotypes do not hold up: **no two individuals from any culture are exactly alike.**

Ahearn et al. (2002)

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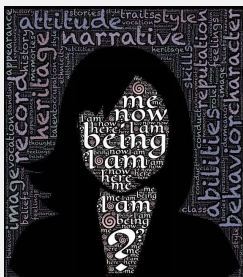
Personal Reflection

- Think of a family member who your personal uniqueness overlaps with?
- Think of a family member who your personal uniqueness does not overlaps with?

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Identity



Refers to properties to which we feel a special sense of attachment or ownership.

Consists of those properties she takes to “define her as a person” or “make her the person she is”, and which distinguish her from others.

Personality traits, abilities, likes, dislikes, your belief system or moral code, and the things that motivate you — all of these factors contribute to self-image or **your unique identity as a person.**

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Personal Reflection

- What do you most identify with in your unique personal culture?
 - It can be more than 1 aspect
 - It might be different in different situations

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De-Identifying from Identity

- Working with don Miguel Ruiz – Recapitulation exercise - we wrote our personal story so many times as a process of becoming less identified with our story
- What are the benefits of being less identified with your own story
 - One of the 4 Agreements – Don't Take Things Personally
 - Being less defensive, more open to others

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What Creates Cultural Gaps?



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What Other Gaps Can You Think of?

- | | |
|----------------------|------------------------------|
| • Race | • Income level |
| • Language | • Education |
| • Nationality | • Occupation |
| • Immigration | • Military Service |
| • Religion | • Where you grew up |
| • Age/Generation | • Marriage/Long term partner |
| • Gender | • Children |
| • Sexual orientation | • Pets |

What else creates potential gaps?

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Personal Reflection

- Where have you seen and/or experienced cultural gaps?

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Our Sense of Identity and Connection/Belonging are also created by

- | | |
|----------------------|------------------------------|
| • Race | • Income level |
| • Language | • Education |
| • Nationality | • Occupation |
| • Immigration | • Military Service |
| • Religion | • Where you grew up |
| • Age/Generation | • Marriage/Long term partner |
| • Gender | • Children |
| • Sexual orientation | • Pets |

What else creates a sense of connection?

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Personal Reflection

- What part of your identity gives you a sense of belonging?

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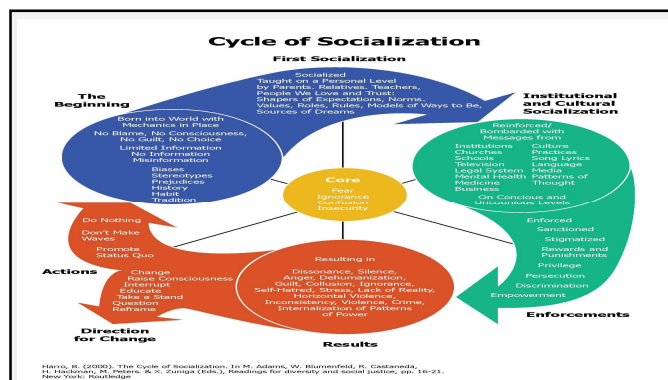
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Part 3

Enculturation and Socialization

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The Beginning

- Born into World with Mechanics in Place
- No Blame, No Consciousness, No Guilt, No Choice
- Information No/Limited/Misinformation
 - Biases
 - Stereotypes
 - Prejudices
 - History
 - Habit
 - Tradition

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First Socialization

- Socialized By People We Love and Trust:
- Taught on a Personal Level by Parents, Relatives, Teachers, Peers, Mentors
 - Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams
- Reinforced by group affiliations (who you hang out with that is taught the same message)

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Personal Reflection

- What messages did you receive and from whom?
- Consider your First Socialization
 - Taught on a Personal Level by Parents, Relatives, Teachers, Peers, Mentors
 - Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams
 - Reinforced by group affiliations (who you hang out with that is taught the same message)

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Institutional and Cultural Socialization

Reinforced/ Bombarded with Messages from

- | | |
|---------------------|-----------------|
| • Institutions | • Television |
| • Culture Practices | • Language |
| • Churches | • Legal System |
| • Businesses | • Media |
| • Schools | • Mental Health |
| • Song Lyrics | • Medicine |
- On Conscious and Unconscious Levels
 - These perceptions become normalized; you do not question the way things are

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Personal Reflection

- What messages did you receive and from whom?
- Consider Institutional and Cultural Socialization
 - Institutions, Culture Practices, Churches, Businesses, Schools, Legal System, Mental Health, Medicine
 - Television, Language, Media, Song Lyrics

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Enforcements

- Rewards & punishments, support & stigmas
 - You receive positive messages when you act according to what you are taught even if it isn't truth
 - You receive negative messages when you question the status quo
- Enforced vs Sanctioned
- Stigmatized vs Rewarded
- Punished vs Privileged
- Persecution/Discrimination vs Empowerment

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Results

- Internal feelings and social standing
 - "Normal:" confidence, security, autonomy, access to opportunities
 - "Abnormal:" shame, silence, isolation, anger, stress, barriers to achieve
- Dissonance, Silence, Anger, Dehumanization, Guilt, Collusion, Ignorance, Self-Hatred, Stress, Lack of Reality, Horizontal Violence, Inconsistency, Violence, Crime, Internalization of Patterns of Power

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Personal Reflection

- What Enforcements have you experienced?
- What either made you go along or rebel?
- How did those situations or expectations make you feel? (Results)

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Remember to Breathe



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Actions

1) Continue back to "The Beginning" and perpetuate biases, stereotypes, norms, histories, habits & traditions

- Do Nothing
- Don't Make Waves
- Promote Status Quo

2) Break the Cycle--
Cycle of Liberation

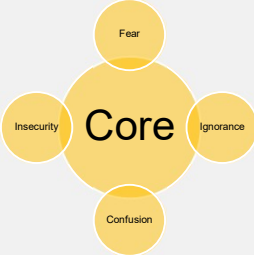
- Change
- Raise Consciousness
- Interrupt
- Educate
- Take a Stand
- Question
- Reframe

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Core

- Why do we go along with what we are socially taught?
 - We know what it feels like to be isolated
 - We are scared of what we don't know



Biologically the need to belong = Survival

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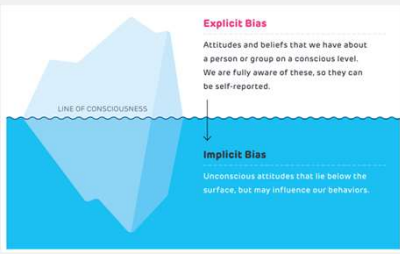
Personal Reflection

- Can you remember times when you went along with what you were social taught?
- Can you remember times when you did not go along with what up were social taught?
- Can you see how powerful our social conditioning is? (Our need to belong)

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Bias – Explicit and Implicit



Explicit Bias
Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

Implicit Bias
Unconscious attitudes that lie below the surface, but may influence our behaviors.

- Individual
- Institutional
- Internalized

Does the Cycle of Socialization help you understand implicit bias develops?

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Remember to Breathe



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Group Reflection

- What did you learn from the Cycle of Socialization?
- Reflect on "What has shaped your beliefs about belonging and mattering through the lens of the Cycle of Socialization?"
 - Your experiences? Your friendships?
 - Your family? Your community?
 - Your education? Your work?
 - Social and cultural institutions?
 - Media?

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Part 4 - Building Bridges



By HikingArtist.com

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Bridging Different Worlds

- Relationships would be based on two-way communication, cooperation, and coordination, and also on collaboration
- Breakdowns are more often to differing **needs, values, and levels of trust** than a lack of interest or unwillingness

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Our Current Challenge: Can We Consider

Level	Needs	Values	Trust
Individual/ Family			
Workplace/ Community			
USA			
Humanity			

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Is every interaction cross-cultural?



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Self-Awareness

- What are our personal needs, values, attitudes, beliefs, biases, and behaviors
- How do they influence (consciously or unconsciously) our interactions with other people?
- What are our assumptions and expectations for other people's behavior?
- How does our level of trust impact our perceptions and interactions?
- How does our level of stress impact our perceptions and interactions?

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Assumptions

- Making assumptions happens automatically, believing your assumptions becomes a choice when you train yourself to see them
 - First, you must become aware of your assumption (or implicit belief/bias), then you can reflect
 - You can choose to re-frame your underlying belief
- "Don't make assumptions, have the courage to ask questions."
don Miguel Ruiz – The 4 Agreements

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Reflection Promotes Growth

Relationships create resiliency (strength) by developing the capacity to regulate, reflect, and reframe



It is said that we learn from experience when in truth, we learn from reflecting on our experiences. Kristie Brandt, CNM, DNP

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Bridges to Other People

- Build trust
- Learn about other people – their needs, ways of responding, what their behavior is saying
- Ask with openness and genuine curiosity
- Set the expectation and check if it is understood
- Encourage two-way communication
- Focus on strengths
- Create positive moments, memories, and stories
- Create a sense of us (belonging and mattering)

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Safety & Trust are Foundational

- What makes you feel safe?
- What makes another person feel safe?
- What creates trust?
- How do you know when you are trusted?
- What helps another person to feel heard, seen, and “felt” by you?
- What helps another person feel important to you? (Mattering and Belonging)

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Trust

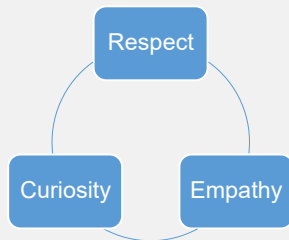
- **Benevolence:** The degree to which the other party takes your best interests to heart and acts to protect them
- **Reliability:** The extent to which you can depend upon another party to come through for you, to act consistently, and to follow through
- **Competence:** Belief in the other party's ability to perform the tasks required by his or her position
- **Honesty:** The degree to which the other person or institution demonstrates integrity, represents situations fairly, and speaks truthfully to others
- **Openness:** The extent to which the other party welcomes communication and shares information

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Cycle of Communication

- Willingness
- Openness
- Humility
- Understanding



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Nonverbal Communication



7% Words

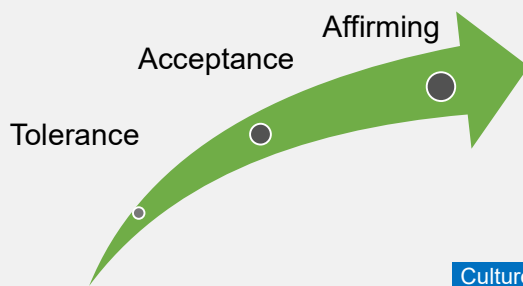
38% What You Hear

55% What You See or Feel

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The Need to be Seen and Heard



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Group Reflection

What Can You Do
When You Step Into a
Cultural Pothole?



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Group Reflection - Values

- What are "American Values"
 - Majority culture
 - Minority cultures
 - Unfilled Promise of US
 - Unhealed wounds (ruptures)
- What are common human values?

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Remember to Breathe



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