



MidAtlantic AETC Webinar Wednesday Series

Understanding the Power of Cultural Humility in the HIV Community

Presented by:

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Delaware Regional Partnership of the MidAtlantic AIDS Education
and Training Center

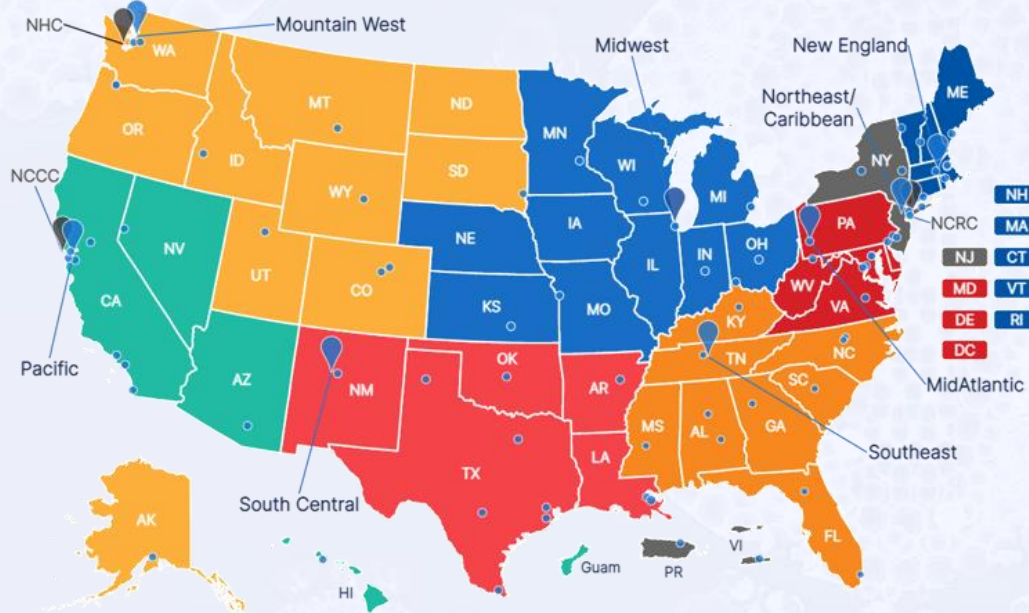
MAAETC & DE Regional Partnership

Delaware's Team

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Regional Coordinator



Objectives

- Describe what is meant by viewing cultural humility through a “trauma-informed lens”
- Define cultural humility versus cultural competence
- Discuss how cultural bias can affect decision making by patients, staff, and the healthcare team
- Delineate aspects of cultural humility that impact patient care for those with and at risk for HIV



Poll Question #1:

What is your background/profession?

- Please choose from the following or add to the chat:
 - Case Manager
 - Social Worker
 - Nurse
 - Nurse Practitioner
 - Physician Assistant
 - Doctor
 - Pharmacist
 - Other



What is Culture?



Culture Wheel - NMAC



What is Culture?

- Creates and maintains complex social systems
- Transmitted across generations
- Shared by a group, but perceived differently by individuals within the group
- Helps us meet basic needs of survival



Culture and Trauma Intersect

- Trauma can affect individuals, communities, and generations
- Trauma can shape a culture
- Culture influences the vulnerability, expression, and response to trauma and traumatic stress



Trauma in those living with HIV

- Approximately 1/2 of PLWH report childhood physical or sexual abuse
- 55% of women and 20% of men LWH experience intimate partner violence (IPV) and 24% of women experience IPV after disclosing their HIV serostatus
- 64% of those LWH have PTSD
- As high as 95% of those LWH have experienced 1 traumatic stressor



<https://www.europeanpharmaceuticalreview.com/article/163004/hiv-treatment-evolution-drug-development-to-meet-the-modern-needs-of-patients/>

How Can Culture/Trauma Affect PLWH's Health?

Culture Matters

- How we communicate with our clients
- What foods our clients eat or have access to
- Where healthcare is accessed
- With whom healthcare is accessed
- Feelings or beliefs about health, healthcare, and how to heal
- It can strengthen or even hinder relationships with clients
- Can affect interventions and treatments

Cultural Competency vs Cultural Humility



Cultural Humility



<https://youtu.be/16dSeyLSOKw?si=jIOPYAeEQkAv6zPm>



Three Dimensions of Cultural Humility

- Lifelong learning and critical self-reflection
- Recognize and mitigate power imbalances
- Institution has to model as well



Self-Reflection



FIVE HABITS THAT ENHANCE **SELF-REFLECTION AND PERSONAL GROWTH**

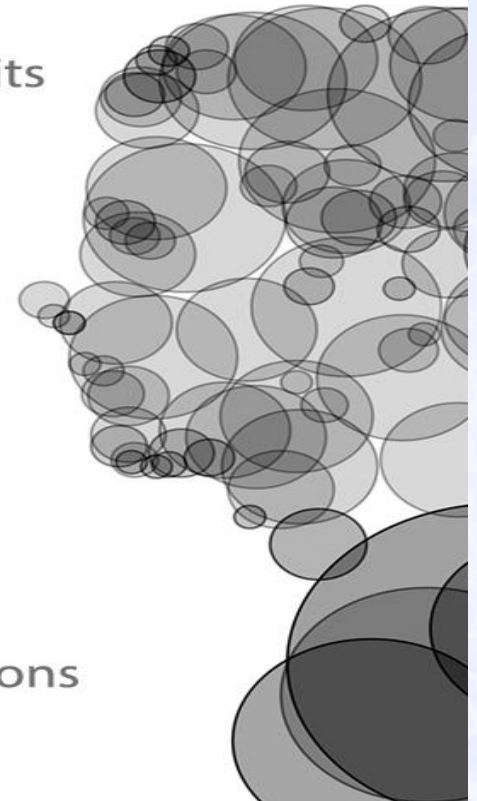
Be honest with yourself. Be honest with yourself about how things are going and how you are behaving.

Notice behavior patterns. Be aware of your habits so you can actively weaken the ones you don't want and strengthen the ones you do want.

Be able to articulate your core values. Take time to consider what's most important to you so that you can evaluate whether or not you're living those values.

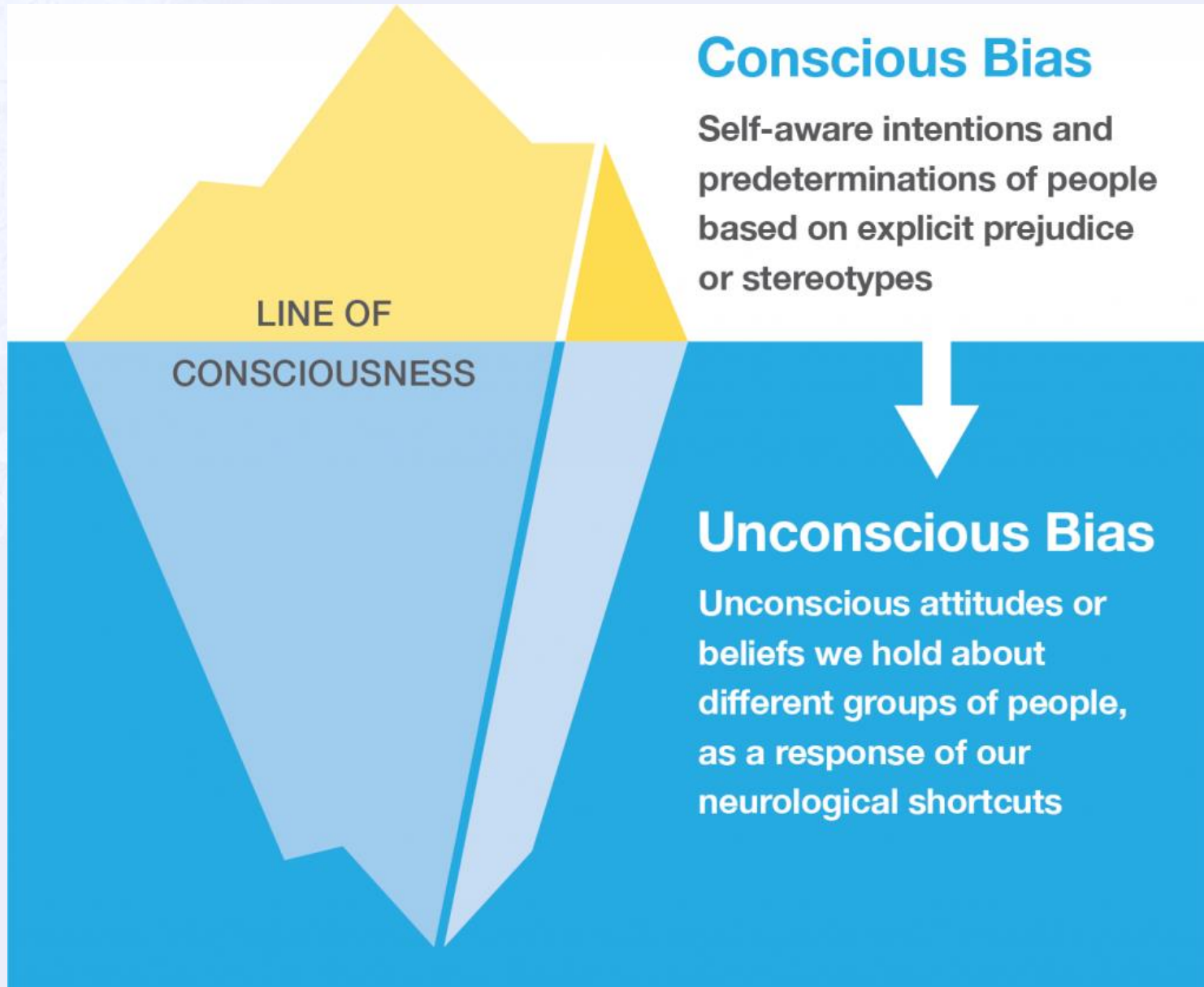
Be forgiving. Be gentle with yourself when you don't get it right. We all make mistakes

Keep track of your self-reflection. Start a journal where you record your observations and monitor your personal growth.



<https://www.healthyplace.com/blogs/livingablissfullife/2016/12/self-reflection-a-valuable-tool-for-personal-growth>





<https://ecampusontario.pressbooks.pub/buildingcommunityintrotoedi/chapter/chapter-3-acknowledge-your-biases/>



Implicit Bias

“...an aspect of implicit social cognition: the phenomenon that perceptions, attitudes, and stereotypes can operate prior to conscious intention or endorsement.”

American Psychological Association



Poll Question #2:

Do healthcare professionals have implicit biases?

- Please choose one of the following that best answers the above poll according to what you have personally experienced:
 - a) No—they should act "professionally" and be "above bias."
 - b) Rarely
 - c) Often
 - d) Yes—it is inevitable!



Do healthcare professionals have implicit biases?



[Six Biases About Bias, Debunked \(forbes.com\)](https://www.forbes.com)

Blind Spots: Challenge Assumptions



<https://youtu.be/BFcjfqmVah8?si=i1CbotlLkIHAAoof>



Project Implicit



Project Implicit®

PROJECT IMPLICIT SOCIAL ATTITUDES

Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

LOGIN

REGISTER

Or, continue as a guest by selecting from our available language/nation demonstration sites:



United States (English)

GO!

PROJECT IMPLICIT HEALTH

Find out your implicit associations about exercise, anxiety, alcohol, eating, marijuana, and other topics! **GO!**

PROJECT IMPLICIT FEATURED TASK

Project Implicit is thrilled to introduce a collaboration with interdisciplinary artist and activist Bayeté Ross Smith to create two Implicit Association Tests based on the Race Attitudes IAT and Race Weapons IAT. **GO!**

[LOG IN](#) [TAKE A TEST](#) [ABOUT US](#) [EDUCATION](#) [HELP](#) [CONTACT US](#) [DONATE](#)



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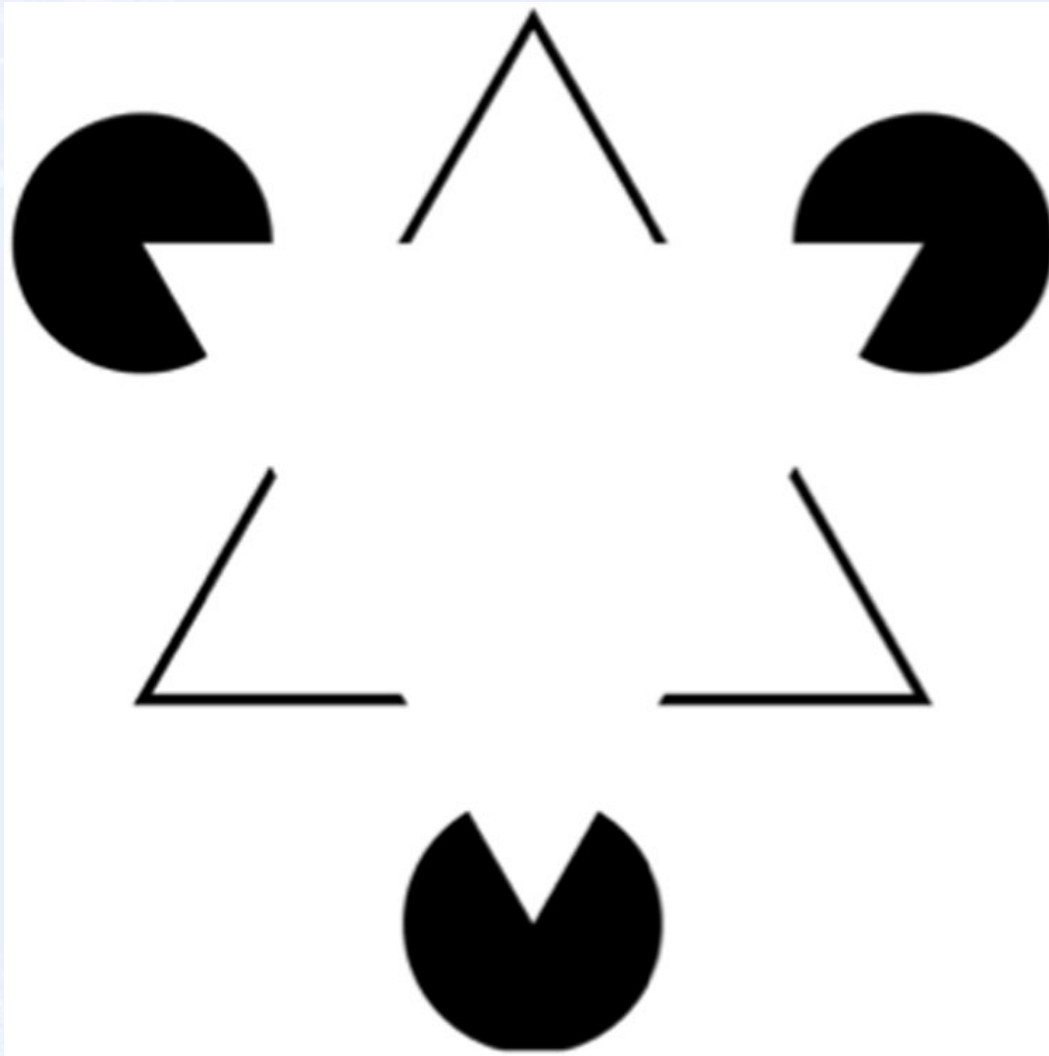
<https://implicit.harvard.edu/implicit/index.jsp>



Poll 3: What do you see?

- Please choose one option in the poll or type your answer in the chat to this question concerning the picture on the following slide:
 - a) A white triangle over a black outlined triangle, with the corners of the white triangle also covering three black circles
 - b) Lines and circles on a page
 - c) Three Pac-mans and three “Vs”
 - d) Something entirely different





https://www.researchgate.net/figure/The-Kanizsa-triangle-illustrates-two-forms-of-filling-in-illusory-contours-and-amodal_fig6_322439175



Three Dimensions of Cultural Humility

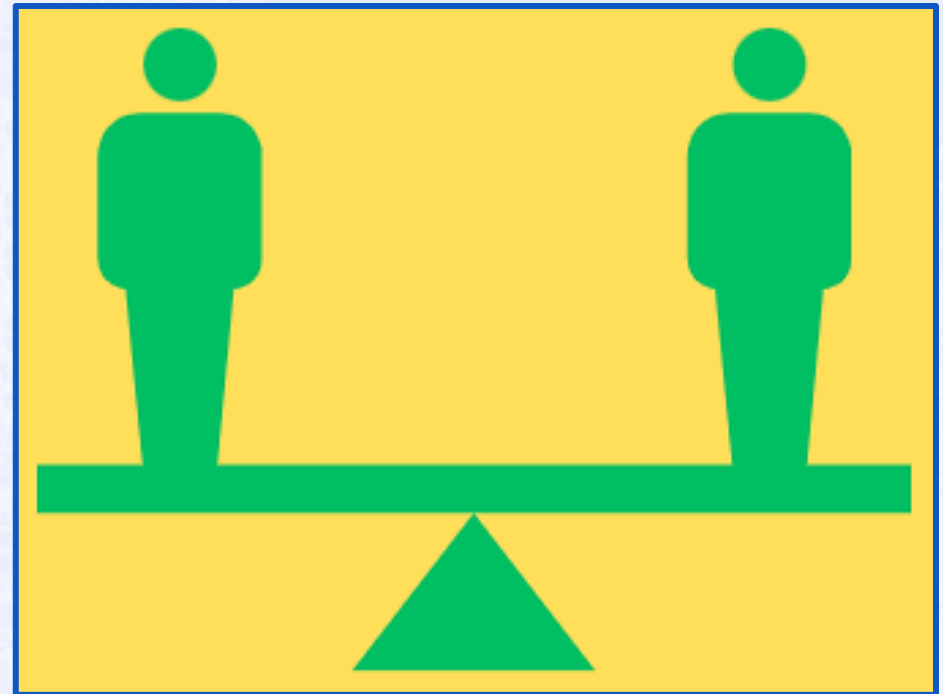
- Lifelong learning and critical self-reflection
- **Recognize and mitigate power imbalances**
- Institution has to model as well



Recognizing and Mitigating Power Imbalances

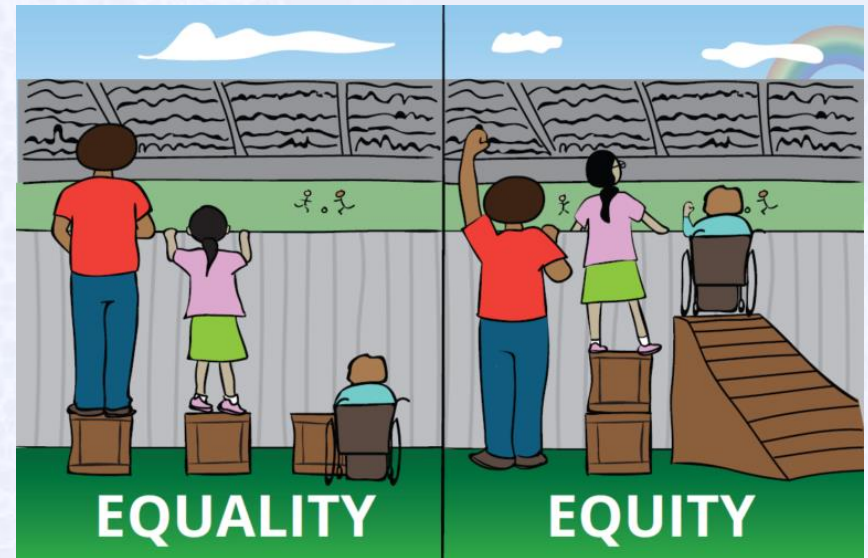
Ryan White HIV/AIDS Program (RWHAP)

- 9/10 clients receiving HIV care are virally suppressed (2022)
- Over half the people with HIV receive RWHAP services (2022)



Equality & Equity in the HIV Community

- **Equality:** means each individual or group of people is given the same resources or opportunities.
- **Equity:** recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.



<https://www.equitytool.org/equity/>

Medication Compliance vs. Adherence: What's the Difference?

Compliance

- Clinician-centered
- Clinician dominance
- Information is dictated
- Goal: patient obedience
- Activities are dictated
- Rules are dictated
- Persuade, coerce
- Resistance is not tolerated

Adherence

- Patient-centered
- Clinician-patient collaboration
- Information is exchanged
- Goal: patient self-mastery
- Activities are negotiated
- Rules matched to lifestyle
- Discuss, negotiate, motivate
- Resistance provides information for adaption

Three Dimension of Cultural Humility

- Lifelong learning and critical self-reflection
- Recognize and mitigate power imbalances
- Institution has to model as well



Recognize the “Script”



Cultural Humility Continuum



Benefits of Cultural Humility



- Improve health outcomes
- Encourage patient engagement
- Increase treatment adherence
- Benefit provider and staff wellness
- Improves patient satisfaction
- Reduce health inequalities

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