Strengthen Cultural Humility and Dismantle Implicit Bias in Maternal Healthcare

Presented by Dr. Sayida Peprah-Wilson
Clinical Psychologist, Doula, and Founder of Diversity Uplifts, Inc.

“Racism, not race, drives disparities”

- California Preterm Birth Initiative
The New York Times Magazine
Black Mothers Respond to Our Cover Story on Maternal Mortality

Why are black mothers and babies in the United States dying at more than double the rate of white mothers and babies? The answer has everything to do with the lived experience of being a black woman in America.

Stages of Cultural Conscientiousness

From Historical Racism to Cultural Safety
## Stages of Cultural Conscientiousness

From Historical Racism to Cultural Safety

<table>
<thead>
<tr>
<th>Cultural Destructiveness</th>
<th>Cultural Incapacity</th>
<th>Cultural Blindness</th>
<th>Cultural Pre-Competence</th>
<th>Cultural Competence</th>
<th>Cultural Proficiency</th>
<th>Cultural Humility</th>
<th>Cultural Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forced assimilation, subjugation, rights and privileges for dominant groups only</td>
<td>Racism, maintain stereotypes, unfair hiring practices</td>
<td>Differences ignored, “treat everyone the same”, only meet needs of dominant groups</td>
<td>Explore cultural issues, are committed, assess needs of the organization and/or individual(s)</td>
<td>Recognize individual and cultural differences, seek advice from diverse groups, hire culturally unbiased staff</td>
<td>Implement changes to improve services based upon cultural needs</td>
<td>In a perpetual state of listening, allow client and culture to lead, knows own worldview is not the norm</td>
<td>Recipient of care feels safe and empowered, trust and rapport are prioritized</td>
</tr>
</tbody>
</table>


### Cultural Humility

- Knowing that your worldview is not the norm or “right”
- A perpetual state of listening, learning, adjusting to others in order to be as congruent as possible
- Allowing other’s culture to lead/guide/dictate how you engage
- Seeking to understand the client/patient’s perspective of their needs, their problem(s)
- Assuming your client/patient has important knowledge to share with you, about their needs, symptoms, care plan, treatment, interventions
- A practice of tuning into your client/patient, as an individual, to help assess what they need, before making decisions
Cultural Safety

- The **recipient** of care feels safe
- Anchored in **participation, protection and partnership**
- Practitioner recognizes the **power dynamics inherent** in any practitioner-patient/client interaction and is committed to minimizing them
- Practitioner has **self-awareness** that their own cultural beliefs and values impact and may disadvantage the recipient of care
- Practitioner is culturally competent, respectful and humble
- **Time and priority** are given to establish trust and build rapport
- **Patient/Client feels empowered** to discuss openly their needs, concerns, to disagree and to refuse any intervention, treatment or care

**SELF ASSESSMENT**

Cultural Scripts and Worldview
How does your Cultural Script impact your worldview?

- Adverse Childhood Experiences/Trauma
- Popular vs. Unpopular
- Family status
- Level/Type of Education
- Work Experience/
  Organizational Role
- Military Experience

- Age

- Gender
  Racial/
  Ethnic identity

- Mental &
  Physical Abilities/
  Characteristics

- Sexual orientation

- Travel experiences
  Geographic location
  Religion/Spirituality
different than family of origin

- Personal
  Characteristics

- Learning Style
  Communication style
  Introvert/Extrovert

- Exposure
  Personal Experiences

- Societal
  Experiences

- Religion/Spirituality
  Culture/Language
  Historical/
  Transgenerational
  Trauma

- From the Majority/
  Dominant Group
  From a Minority/
  Marginalized Group
  Current income level

- Training & Education
  Level/Type of Education
  Work Experience/
  Organizational Role
  Military Experience

- Family of origin
  Culture/Language

- Historical/
  Transgenerational
  Trauma

- Family status
- Adverse Childhood
  Experiences/Trauma
- Popular vs. Unpopular
- Military Experience

- General Experiences

- Primary influences: outer circle
- Secondary influences: inner circle

Diagram key:

Developed by Dr. Sayida Peprah, 2020. Adapted from The Inclusive Workplace, City of Pasadena.
Human Resource Dept. Organizational & Training Division Model.

Final Thoughts...
Strengthening Cultural Humility, Dismantling Implicit Bias as a Way of Life
Working Toward Cultural Humility

• Recognize that “normal” is relative and that your worldview is only one of many

• Know your own “cultural script”
  • How does my (nationality, region, heritage, beliefs, values, religion, political orientation, biological sex, gender identity, age group, social class, significant life events, closely held values) affect my perception of others?

Working Toward Cultural Humility

• Understand common assumptions/errors you make.
• Tune into and respect other’s worldview
• Be curious, take in full story before final assessment
• Engage in immersion/cross-cultural exercises and experiences regularly
• Deepen your empathy for others
Recommendations

Recommended Readings
Collaborate with Community Doulas

Doulas provide...
- Continuous physical, emotional and informational support, before, during and shortly after childbirth... as well as in the postpartum period (DONA, 2019)

Community Doulas...
- Are often members of the community they serve
- Share same background, culture, and/or language
- Have additional training
- Are cost accessible
- Provide added home visits
- Are competent in perinatal loss, abortion support...
- Provide local referrals (Advancing Birth Justice, 2019)

Engage with and Support Your Local Community-Based BIPOC Organizations

For example...
Homework

1. Read and share the recommended readings.
2. Fill out your cultural script worksheet, area by area. Repeat over time.
3. Engage in discussions with thoughtful, objective individuals to process and deepen your understanding of how your cultural script impacts your worldview and implicit biases.
4. Stay open and continue to learn!

Sayida Peprah-Wilson, PsyD
info@DiversityUplifts.org
Personal: www.DrSayidaUplifts.com
Non-Profit: www.DiversityUplifts.org
Follow me @DrSayida Uplifts on FB/IG/Linked In
Video Reference Links

• Kamala Harris featuring Dr. Peprah and others on Implicit Bias trainings [https://youtu.be/rZKleIn14rw](https://youtu.be/rZKleIn14rw)
• How language shapes the way we think | Lera Boroditsky [https://youtu.be/RKK7wGAYP6k](https://youtu.be/RKK7wGAYP6k)

References

References


• Implicit Bias Review, Ohio State University, 2015. http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/?_sm_byp=iVVQ5FT2J103vtP7


• What Would You Do? Bike Theft (White Guy, Black Guy, Pretty Girl) https://youtu.be/ge7i60GuNRg