

Today's Presenters



David A. Hurley

Associate Professor,
Discovery and Web Librarian,
University Libraries, University
of New Mexico



Sarah R. Kostelecky

Program Coordinator
(Indigenous Peoples), Policy,
Training & Cooperative
Programs Division, Library of
Congress



Lori Townsend

Professor, Assessment
Coordinator and Learning
Services Librarian, University
Libraries, University of New
Mexico

Cultural Humility in Library Work

Sarah R. Kostelecky (Zuni Pueblo), Lori Townsend (Shoshone-Paiute), & David A. Hurley
University of New Mexico

Presented for WebJunction, July 17, 2024.





Where are we going?

- Overview of cultural humility
- Key elements of humility & culture
- Cultural humility in practice
- Q&A

What curtains?



Questions to consider

- What was your first reaction on finding out they did it this way and how has it impacted you?
- Did you have to adjust your behavior or ideas about this?
- How did that adjustment go?

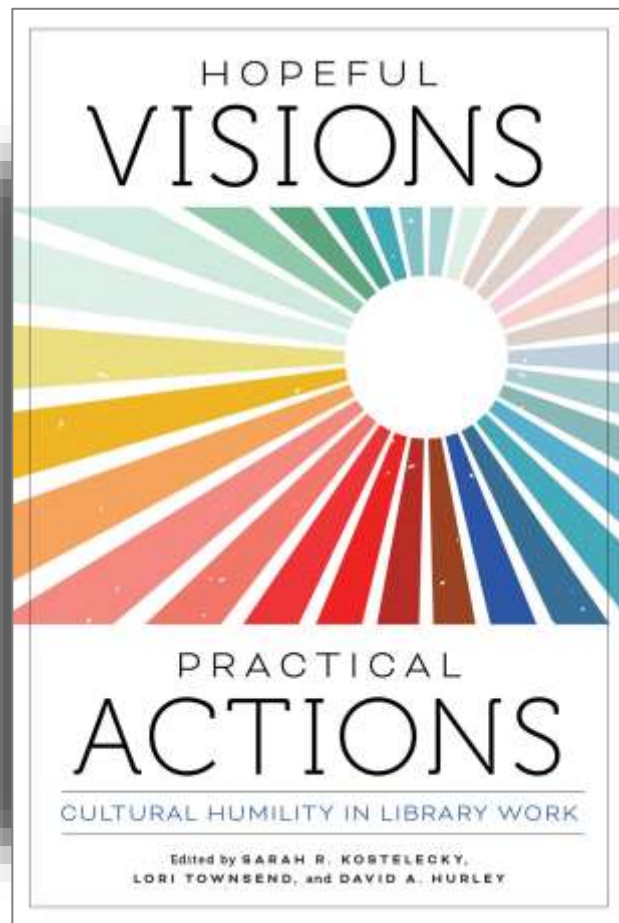
Overview of cultural humility

Hopeful Visions, Practical Actions: Cultural Humility in Library Work

Edited by Sarah R. Kostelecky,
Lori Townsend, and David A. Hurley

ISBN: 978-0-8389-3830-0

▶ FIND THIS BOOK AT alastore.ala.org

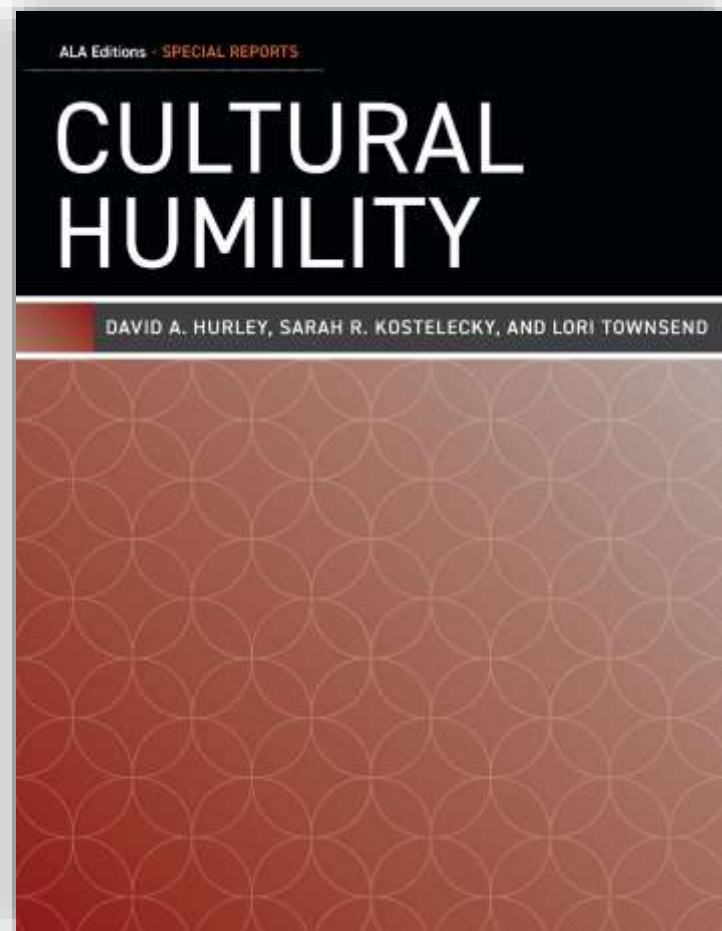


Cultural Humility

By David A. Hurley, Sarah R. Kostelecky,
and Lori Townsend

ISBN: 978-0-8389-4988-7

▶ FIND THIS BOOK AT alastore.ala.org





Challenge the status quo

but first you have to see it



My norms aren't "normal"



Change
your
perspective





Embedding Diné Culture in Individual and Institutional Cultural Humility Practices: A View from the Tribal College Library

by Rhiannon Sorrell



Structural Issues



Beyond Late Fees: Eliminating Access Barriers for Everyone

by Carrie Valdez



**Context
matters**



Listen

*But maybe not look
like you are about
ready to run*

Questions to consider

- In what way did the context impact the interaction or the outcome?
- How might it have gone differently if the other person had known the context?
- How might they have become aware of the context?

What is **culture**?





Culture is what
people do.

“

Culture is “what people think, what people do, and what people make” and “is shared, learned, transmitted cross-generationally, symbolic, adaptive, and integrated.”

- Tharp 2005

Culture is what gives
meaning to our lives.



Culture changes





Personal culture

“personal
expression of
heritage and
culture”

- Moncho 2013



Getting Past “Approachability”: What Cultural Humility Brings to Library and Information Education

**by Lilliana Montoya and Sarah
Polkinghorne**

“

It is essential to engage with the user with an interpersonal stance of humility and openness, rather than from a superior role as the expert. We can determine what is important to them; we can work on power imbalances and motivate them to feel they are equal participants in the interaction.

- Lilliana Montoya and Sarah Polkinghorne

Key elements of humility

WORK IN PROGRESS



**SORRY FOR ANY
INCONVENIENCE
CAUSED**

Can acknowledge **mistakes**
and **imperfections**

Project Ref

FOR

Developer/Own

Architect

Professional C

Professional M

Quantity Surve

Builder

Expected Date



Openness to **new ideas** &
information



Perspective



**Appreciative
valuing**

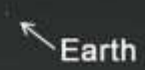


Accurate assessment

“

a **willingness to see the self accurately**
rather than the absolute attainment of
accuracy. . . accuracy is secondary to
whether a person is willing and able to
weigh information in a **nondefensive** way.

(Peterson & Seligman, 2004)



Earth

part of the
larger
universe



Reflect and move on

Becoming
unselved

“

True humility is more like **self-forgetfulness**. It leaves people free to esteem their special talents and, with the same **honesty**, to esteem their neighbor's. Both the neighbor's talents and one's own are **recognized as gifts** and, like one's height, are not fit subjects for either inordinate pride or self-deprecation.

(Buri, 1998)



Cultivating humility

It's not about shaming the arrogant

Cultural humility in
practice

Don't be defensive.

Defensiveness starts a fight

(Someone is trying to help them out)





**The best
defense is a
strong
offense**

Which is this?



Get curious

Recognize **other**
perspectives.

INFORMATION

What's the context?



Deep in the water
Where the fish hang out
Lies a glum gloomy swimmer
With an even grayer pool.

Did someone say **stories?**



Putting on their glasses

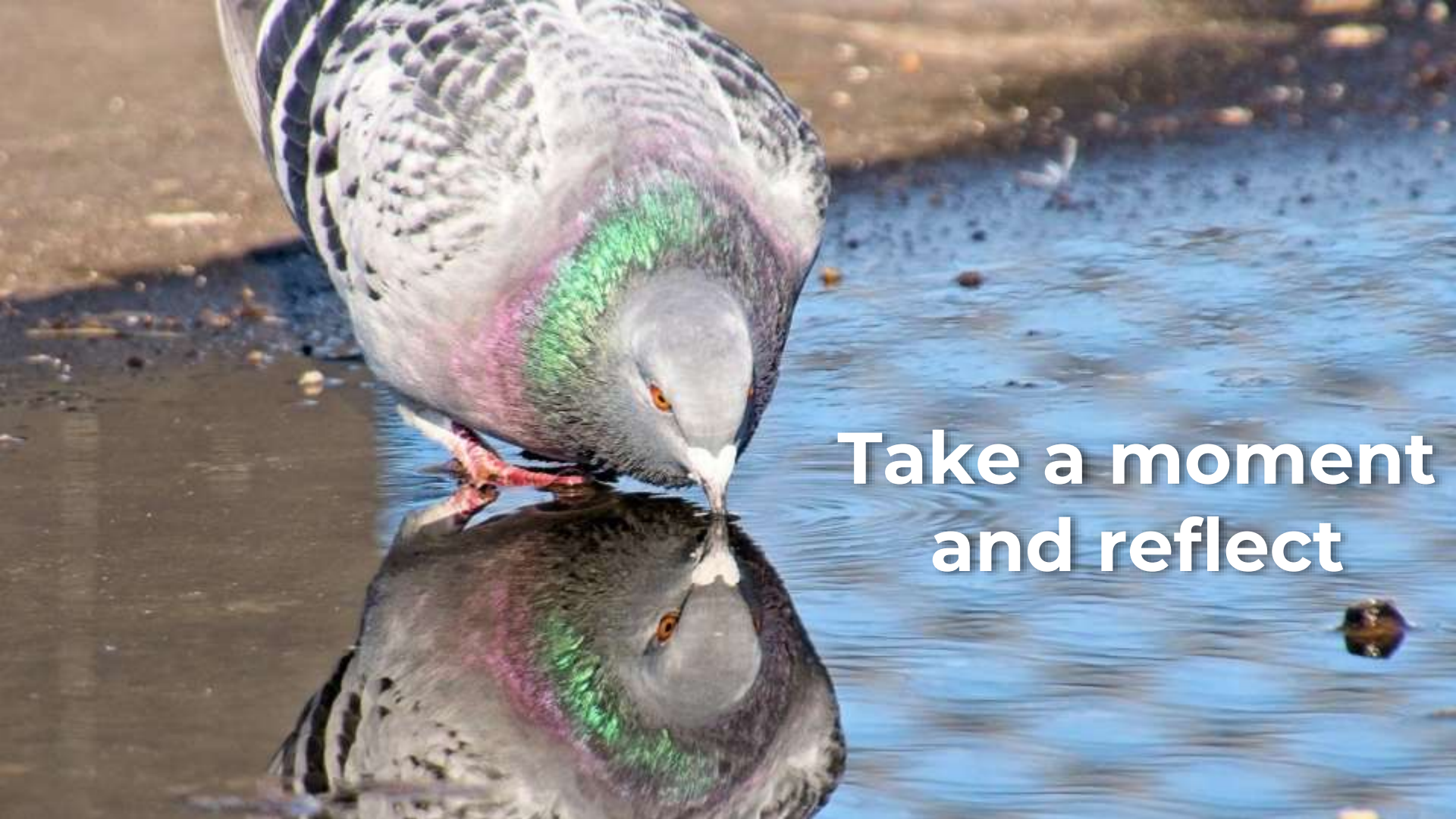
won't make
things clear



Seek out and
listen to **stories**



Critical **self-reflection**



**Take a moment
and reflect**



Cultural Humility and Evaluating Books for Young Readers

by Silvia Lin Hanick and Kelsey Keyes

“

As librarians selecting books for young readers, we read not only for ourselves, but also for our communities, in all their visible and invisible diversities. To meet our communities' needs, we must decenter our own reaction to a book to consider how someone unlike us might receive it.

- Silvia Lin Hanick and Kelsey Keyes

“

First Thoughts are the everyday thoughts. Everyone has those. **Second Thoughts** are the thoughts you think about the way you think. People who enjoy thinking have those. Third Thoughts are thoughts that watch the world and think all by themselves. They're rare, and often troublesome.

Terry Pratchett, A Hat Full of Sky

Cultural humility wizard?





**We're all in
this together**



**What do you
think?**

Image Credits



Photo by Ethan Wright-Magoon on Unsplash
<https://unsplash.com/photos/l0iyYnf5L3w>



Photo by Manny Becerra on Unsplash
<https://unsplash.com/photos/MXJZjfTzba8>



Photo by zero take on Unsplash
<https://unsplash.com/photos/WvHrrR1C5Po>



Photo by David Tyemnyák on Unsplash
<https://unsplash.com/s/photos/hidden>



uniformity. Some rights reserved by jubilo haku (flickr). <https://flic.kr/p/wCzoy>



Photo by NASA
<https://en.wikipedia.org/wiki/File:Apollo17WorldReversed.jpg>



Image by Alex Block on Unsplash
<https://unsplash.com/photos/OFTASntRc2M>



Photo by David Hurley



Photo by Manny Becerra on Unsplash
<https://unsplash.com/photos/XWtaWaOFJwM>



Photo by Magda Ehlers:
<https://www.pexels.com/photo/deer-behind-grass-561870/>



Photos by Gael Varoquaux on flickr and Vitaliy Lyubezhanin & Henry & Co. on Unsplash.



Photos by Gang Hao, Vlah Dumitru, and Larisa Birta on Unsplash.



It's the little things... like cats in costumes by Kerri Lee Smith on flickr. <https://flic.kr/p/FPiLFz>



One of the “smart” set
<https://www.loc.gov/resource/ppmsca.19072/>

Image Credits (cont.)



Photo of Deb Haaland by Celeste Sloman for The [New York Times](https://www.nytimes.com)



Work in progress. Some rights reserved by Alexander Baxevanis (flickr). <https://flic.kr/p/76tGGk>



Who's scared of whom. Some rights reserve by Jason Mrachina (flickr). <https://flic.kr/p/a13kEq>



Size is just a construct of the mind. Some rights reserved by KayYen (flickr). <https://flic.kr/p/ndacaa>



Love the World. Some rights reserved by jennie-o (flickr). <https://flic.kr/p/htqXxG>



Textured mirror photo by Ludomił (Unsplash). <https://unsplash.com/photos/CpRgdiz24z0>



NASA Jet Propulsion Laboratory. https://climate.nasa.gov/climate_resources/89/earth-from-mars/



Image by Aafke (Pixabay). <https://pixabay.com/photos/mirror-cat-animal-kitty-reflection-1359469/>



Panda cat. Some rights reserved by Nick Stanley (flickr). <https://flic.kr/p/oRCL7p>



Photo by Long Ma on Unsplash <https://unsplash.com/photos/HsZmwr8MvPk>



Photo by Neuvalence on Unsplash <https://unsplash.com/photos/ABWDv-4Vpq4>



Photo by Chris Arthur-Collins on Unsplash <https://unsplash.com/photos/qGkVJ7Tx36s>



Photo by Philip Strong on Unsplash <https://unsplash.com/photos/iOBTE2xsYko>



Photo by mentatdgt <https://www.pexels.com/photo/photo-of-a-boy-reading-book-1250722/>

Image Credits (cont.)



Photo by Nathan Dumlao on Unsplash
<https://unsplash.com/photos/VJHb4QPBgV4>



Photo by Howie R on Unsplash
https://unsplash.com/photos/CjI_2QX7hvU



Photo by engin akyurt on Unsplash
<https://unsplash.com/photos/luvvjm8zHvk>



Photo by Christina Morillo:
<https://www.pexels.com/photo/woman-wearing-blue-top-beside-table-1181712/>



Mirrored. Some rights reserved by Hindrik Sijens (flickr). <https://flic.kr/p/2ofKhw1>



Wizard. Some rights reserved by Ivan Svatko (flickr).
<https://flic.kr/p/PtpVe2>



Photo by Anusha Barwa on Unsplash
<https://unsplash.com/photos/ppKcYi1CXcl>



Photo by Camylla Battani on Unsplash
<https://unsplash.com/photos/AoqgGAqrLpU>

References

- Hurley, D. A., Kostelecky, S. R., & Townsend, L. (2022). *Cultural humility*. ALA Editions.
- Kostelecky, S. R., Townsend, L., & Hurley, D. A. (2023). *Hopeful Visions, Practical Actions: Cultural Humility in Library Work*. ALA Editions.
- Moncho, C. (2013, August 26). Cultural Humility, Part II - Promoting Cultural Humility In the Workplace. *The Social Work Practitioner*.
<https://thesocialworkpractitioner.com/2013/08/26/cultural-humility-part-ii-promoting-cultural-humility-in-the-workplace/>
- Tascon, S., & Gatwiri, K. (2020). Towards Cultural Humility: Theorising Cultural Competence as Institutionalised Whiteness. *Social Work & Policy Studies: Social Justice, Practice and Theory*, 3(1), 1-16.
<https://openjournals.library.sydney.edu.au/index.php/SWPS/article/view/14406>



**Questions?
Let's talk!**

sarah@culturalhumilityinlibraries.com

lori@culturalhumilityinlibraries.com

david@culturalhumilityinlibraries.com