

Institutionalizing Cultural Humility at the University of Oregon

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Presentation to the
House Education Committee and
Representative Alonso Leon

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Cultural Humility Design Team:

- VP, Equity and Inclusion
- Special Assistant to VP for Equity and Inclusion
- COS, President's Office
- CHRO, Human Resources
- Associate Provost, Office of the Provost
- Assessment, Faculty Committee, College of Education
- Assistant VP, Content Strategy, Communications



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Definition of Cultural Humility:

A lifelong process of self-reflection and self-critique whereby students, faculty and staff not only learn about another's culture, but start with an examination of their own beliefs and cultural identities. Cultural humility is based on an ethic of care and respect that values the worth of all identities, employment categories, ranks, families and communities, while protecting the dignity of each person. Cultural humility is a pre-requisite for treating people fairly and equitably.

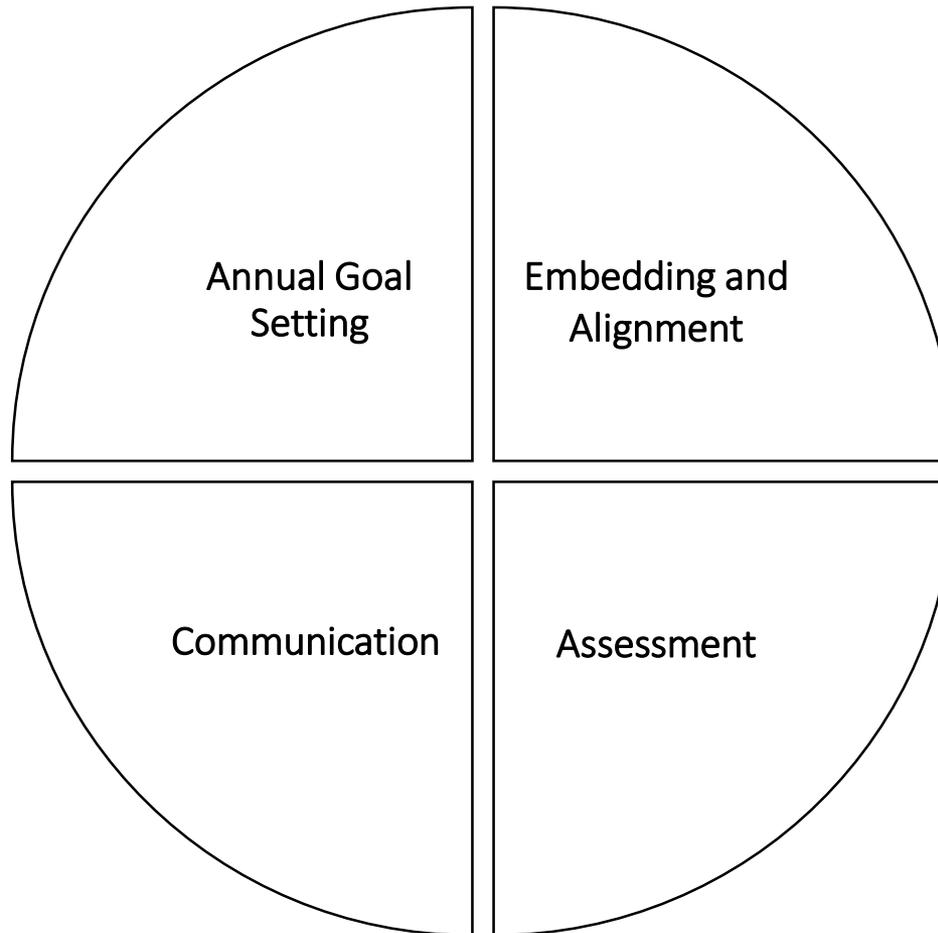


Four Goals:

1. Equip students, faculty and staff with the tools to (1) learn, teach, research, advocate, serve and work in ways that are inclusive and equitable and (2) resist or fight efforts to harm people based upon their race, ethnicity, indigeneity, religion, nationality, gender, gender identifications, sexual orientations, ideological beliefs, veteran statuses, ability statuses, economic statuses, and language backgrounds. (Individual)
2. Incorporate cultural humility into institutional policies and practices, including teaching, recruitment, retention, conflict resolution, onboarding, research, engagement, performance management and our understanding of merit as well as success. (Institutional)
3. Incentivize and recognize the use of cultural humility as a tool for supporting effective and appropriate inter-cultural engagement so that the collective good prevails. Help faculty, students and staff to understand how to address differences through bilateral engagement, understanding and discussion. (Interpersonal)
4. Leverage cultural humility to “enhance the social, cultural, physical, and economic wellbeing of our students, Oregon, the nation, and the world.” (Societal)



Current Status:



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Questions?



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