



Person Centered Cultural Humility

Najoli Learning Group is excited to hold space for people to learn and practice Person Centered Cultural Humility.

Person Centered Cultural Humility is a set of ideas and practices that focuses on self reflection and self critique by the person providing the services as well as their recognition of the built in power imbalances that are within a provider and person receiving support and services.

Person Centered Cultural Humility can be used as part of a planning process that includes a collection of ideas, thoughtful questions, artifacts, and practices that honors and respects a person's culture and cultural identity as they wish to express and experience them to effectively support them in their daily lives. This approach can be fully incorporated within the person centered practices the person wishes to experience or it can be facilitated as a stand alone exercise and brought into a person centered planning meeting.

Note: *This is not the same as an annual planning process that takes place with the person's interdisciplinary team (residential, medical, behavioral, day programming, etc.) Ideally, the person centered gatherings are informal, inviting, and held in non-service related, hospitable places of the person's choosing.*

Person Centered Approach Prerequisite:

Facilitators have any of the following ahead of the Person Centered Cultural Humility exercise: Personal Futures background map, one page description, person-centered description, Trauma-Informed notes, pre-PATH planning, pre-MAPS, or Liberty Plan planning for the focus person.

About the symbol:

The Adinkra symbols come from the Ashanti tribe who migrated to Ghana. The symbols were often used in pottery, fabric, walls and other architectural structures. The Adinkra symbol representing humility and strength is called Dwennimmen, which literally translates to "ram's horns". It signifies the idea that even the strong must be humble, and that strength and humility can coexist. The symbol is depicted as two rams butting heads, their horns representing both strength and humility.