

# Developing a Personal Cultural Humility

## Toolkit

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# Outline

## Topics We'll Be Covering Today & Our Goal

- Introduction
- Acknowledgment of the Land  
Acknowledgement
- What is TLAM?
- Building your toolkit:
  - Cultural Competence  
versus Cultural Humility
  - Building Your Toolkit
  - Resources for further  
exploration
- Q & A

### *Today's Goal:*

*Define what cultural humility is and identify ways that you can begin or continue to engage in cultural humility practices.*

# Introduction

- Raised all over the Western Great Lakes
- Grand Portage Direct-Descendant
- Director of Tribal Libraries, Archives, and Museums (TLAM) Program at UW-Madison's iSchool
- Former Director of Library Services and Tribal Archives at Red Lake Nation College and Tribal Liaison for MDE, State Library Services
- Proud Momma of 2



# Land Acknowledgments

- Today's Land Acknowledgment
- What are Land Acknowledgments and why do we do them?
- Considerations when making a Land Acknowledgement
  - Reflect
  - Do your homework
  - Be intentional
  - Use ALL verb tenses
  - It doesn't have to be tragic
  - Identify specific actions



# What is TLAM?

## Tribal Libraries, Archives, and Museums Program

Working together, Wisconsin Tribal Nations and UW-Madison iSchool students build lasting relationships, deepen shared knowledge, and sustain the libraries, archives, and museums of Wisconsin's Tribal Nations.

- Service-Learning Course
- Student Group
- Community!

TLAM is also a commitment to respectful and reciprocal relationships between the iSchool and WI Tribal Nations.



**TLAM=Practicing Cultural Humility before I even knew what that was...**



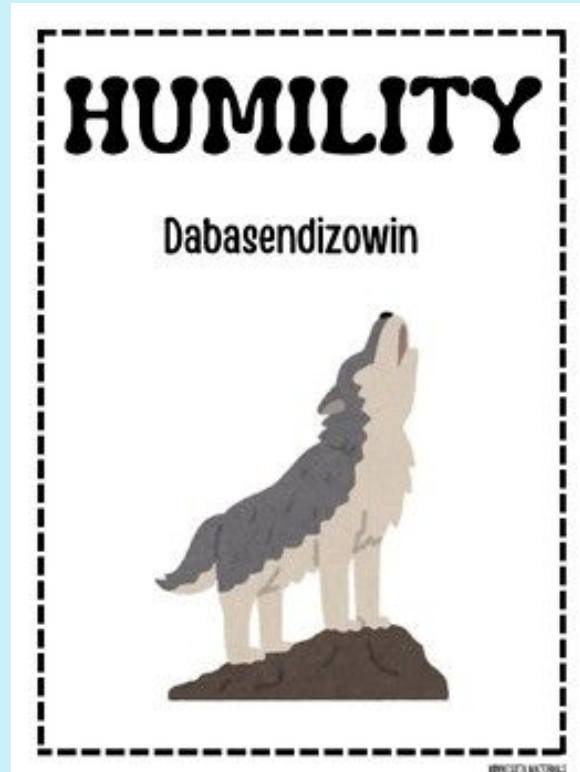
*Cultural Humility is at the center of what TLAM is and does. Without the practice of Cultural Humility, it's a slippery slope from service-learning and community-building to volun-tourism and "charity" work.*



# Cultural Competence vs Cultural Humility

## Cultural COMPETENCE

- Self-awareness
- Attitude: Feeling like you are an “expert” on cultures other than your own
- There appears to be an endpoint or mark of completion
- Knowing facts about other cultures
- “I know”



## Cultural HUMILITY

- Critical Self-Reflection
- Attitude: Being vulnerable, humble, and willing to admit you don't have all the answers
- ONGOING learning, curiosity, and understanding
- “I want to know more”

# The 3 Pillars of Cultural Humility



**1-Lifelong  
Commitment to  
learning &  
Self-Reflection**



**2-Recognizing &  
Addressing Power  
Imbalances**



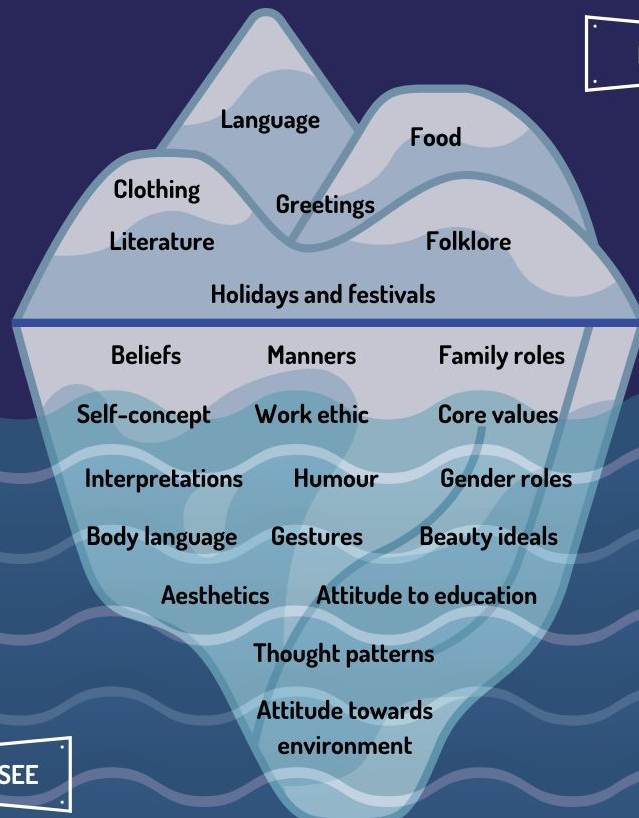
**3-Institutional  
Accountability**



# Understanding Culture with THE CULTURAL ICEBERG

## THE CULTURAL ICEBERG

EASY TO SEE



NOT EASY TO SEE

# Cultural Humility Toolkit #1

## Critical Self-Reflection



- Which identities do you think about most often? (top 3)
- Which identities do you think about least often? (bottom 3)
- Which identities do you have implicit bias toward?
  - This one may take some tough reflection to admit...

# Cultural Humility Toolkit #2

## Lifelong Learning

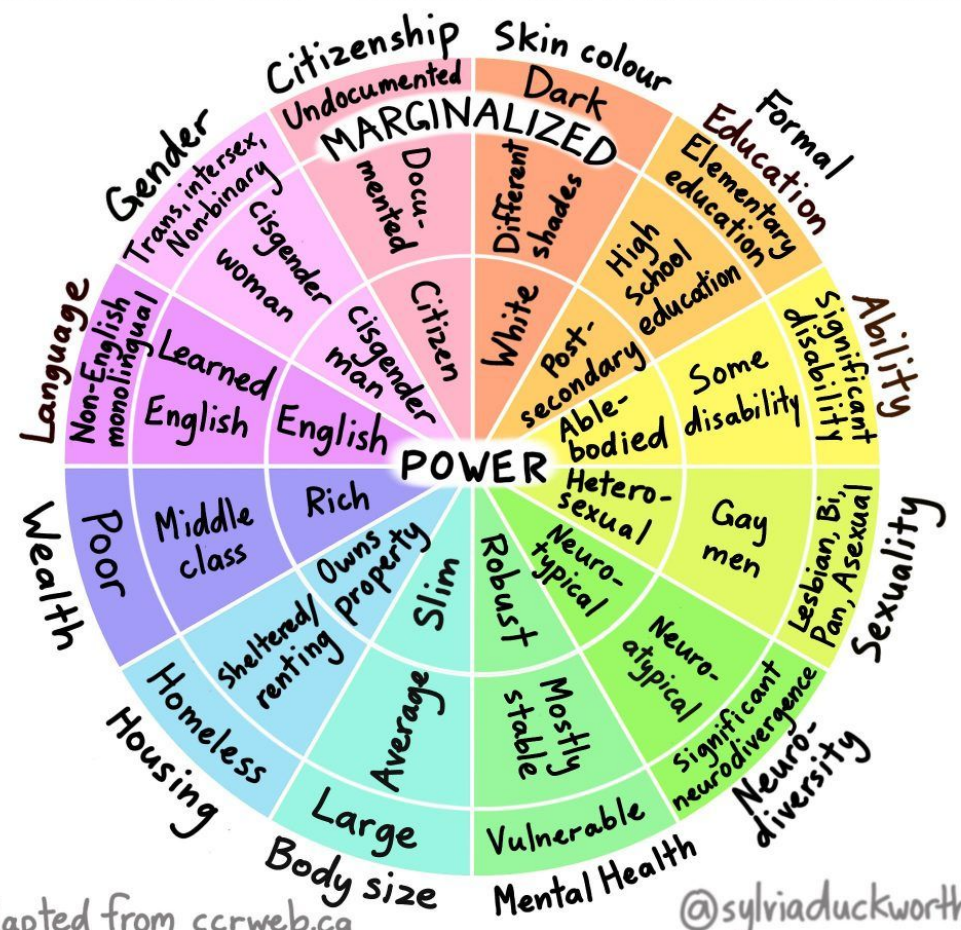


- What activities do you engage in to promote lifelong learning?
- How can we encourage lifelong learning within workplaces and communities?
- How do you find more information about things you're curious about?

Remember: Cultural Humility has no endpoint! There is always more to learn!



# WHEEL OF POWER/PRIVILEGE



# Cultural Humility Toolkit #3

## Addressing Power Imbalances

- How close or far away from the center are you?
- How does your level of power shift as you place yourself in different identity categories?
- Consider your peers and your patrons: Where does your power level fit in with those?

Adapted from ccrweb.ca

@sylviaaduckworth

# In the Chat: Addressing Power Imbalances

***What are actions you can take in your professional role to address power imbalances?***

# In the Chat: Addressing Power Imbalances

***What are actions you can take in your professional role to address power imbalances?***

*Actively listen to others, Collaborate with underrepresented communities on displays, programming, etc., consider how you answer questions*



COMMUNITY IS BUILT ON



ACCOUNTABILITY

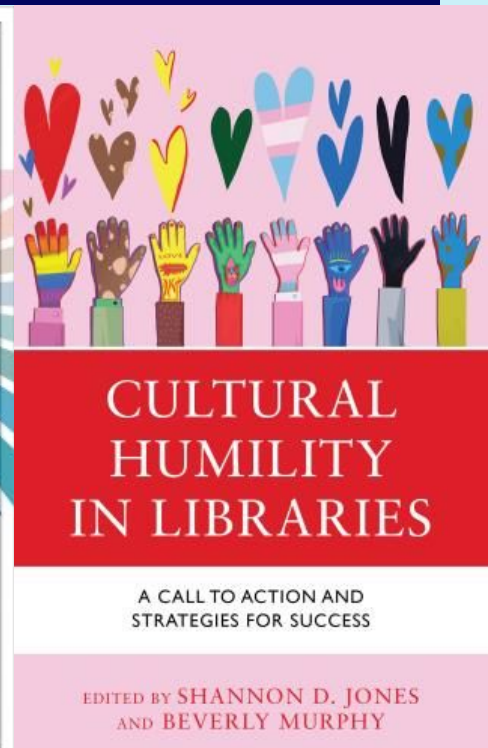
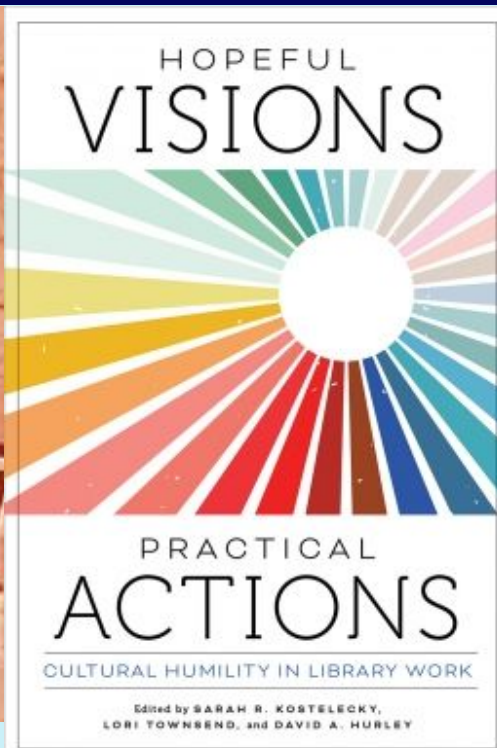
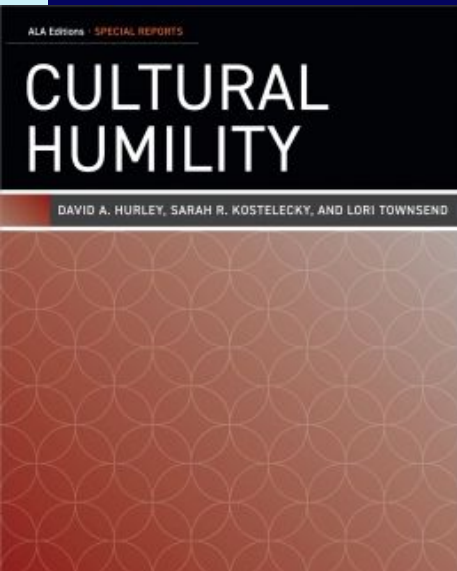
# Cultural Humility Toolkit #4

## Institutional Accountability

- Examine your policies (collections, hiring, space use, circulation, etc.)
- Review your past programs and professional development. Are there areas for growth or improvement?
- What opportunities exist for further conversations to hold each other accountable?

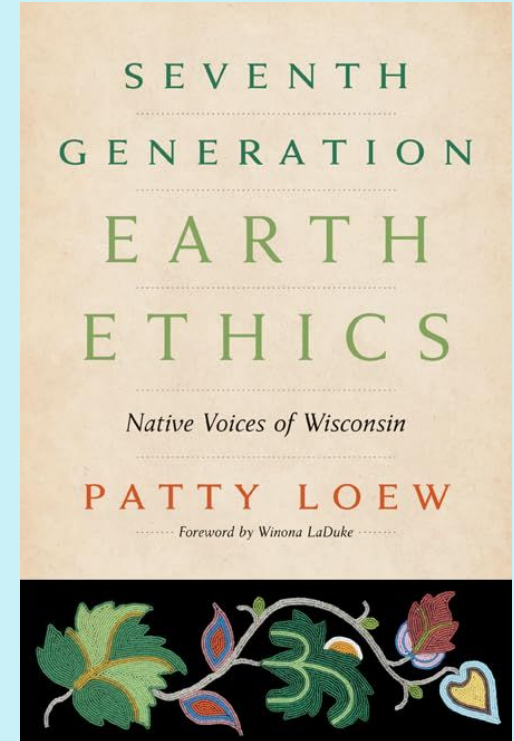
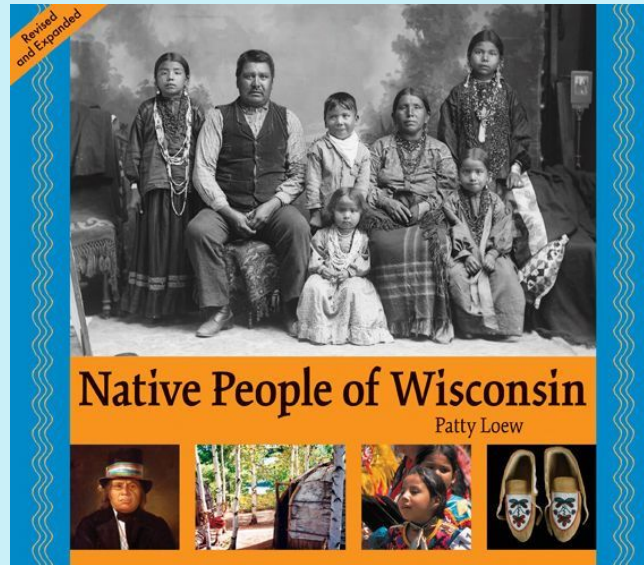
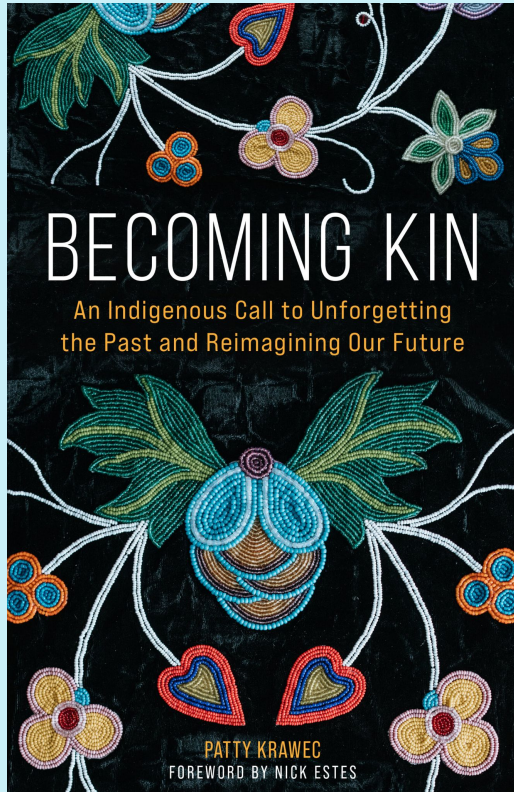
# Books and Podcasts for Further Learning

*Because this wouldn't be a talk for librarians without these, right?*





# Indigenous Contexts for additional reading (also TLAM textbooks).



# In Review

- ***The 3 Pillars of Cultural Humility Are:***
  - ***A commitment to Self-Reflection & Lifelong Learning***
  - ***Recognizing and addressing power imbalances***
  - ***Institutional Accountability***
- ***Cultural Humility does NOT have an endpoint***

# My challenge for you!

***During the remainder of this conference, consider the 3 pillars of Cultural Humility. Then, create one action item for yourself to do at work that directly relates to one of the pillars.***

# Resources

## Reading Materials & Sources for this Presentation

- edited by Sarah R. Kostelecky, Lori Townsend, and David A. Hurley. (2023). Hopeful visions, practical actions : cultural humility in library work. Chicago :ALA Editions.
- edited by Shannon D. Jones and Beverly Murphy. (2024). Cultural humility in libraries : a call to action and strategies for success. Lanham, Maryland :Rowman & Littlefield,
- Hurley, David A., author. (2022). Cultural humility. Chicago :ALA Editions.
- Krawec, Patty, author. (2022). Becoming kin : an indigenous call to unforgetting the past and reimagining our future. Minneapolis, MN :Broadleaf Books.
- Loew, Patty, author. (2015). Native People of Wisconsin. Madison, WI :Wisconsin Historical Society Press.
- Loew, Patty, author. Seventh generation earth ethics : Native voices of Wisconsin.
- TLAM Website: [www.tlamprogram.org](http://www.tlamprogram.org)
- Floral Designs from Neebin Studios



# Miigwech!



# Questions?