Hi, We're CalTrin!

Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

UPCOMING TRAININGS
mark your calendars!

Visit caltrin.org to view and register for upcoming webinars or workshops

November 19 | Social & Emotional Competence of Children

November 21 | Pause, Reset, Nourish

November 26 | Addiction & Recovery: Cultural Elements of Working with Hispanic, Latino/a, & Latinx/e Populations

December 3 | Leading Through Change

December 11 | Stewards of Children

December 12 | Building a Resilient and High-Performing Organizational Culture

Before We Begin...

DURING

The notetaking slides and reflection workbook are in the chat now!

Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.

This presentation is being recorded.

External AI assistants are not allowed in CalTrin trainings due to California privacy laws.
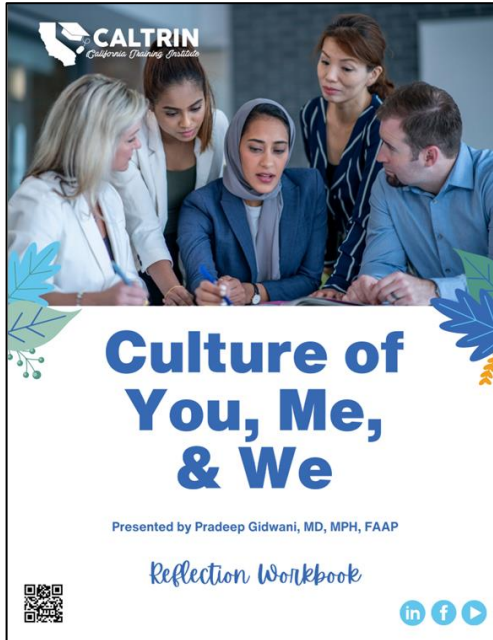
AFTER

Complete the survey to receive your Certificate of Attendance. CEUs available for LCSWs, LMFTs, LPCCs, and LEPs.

A follow-up email will be sent to all participants within two days.

TRAINING RESOURCES

Fillable Reflection Workbook

Notetaking PPT Slides

Speaker SPOTLIGHT

CALTRIN — California Training Institute

- Pediatrician and community health leader

- Past President of AAP-CA3 and a member of the Board Governors at the San Diego Foundation

- Expertise in child development, infant and early childhood mental health, childhood trauma, parents' perception of childhood behaviors, and cultural issues in healthcare

Pradeep Gidwani, MD, MPH, FAAP

Medical Director, Healthy Development Services and First 5 First Steps Home Visiting Services, AAP-CA3

Goals

- Today's session will give you the opportunity
  - to understand what is culture
  - to reflect upon your beliefs and consider how they developed
  - to consider how our beliefs and sense of identity contributes to our feelings of mattering and belonging

Culture of One

Today's Expectations

- Safe space

- Respect and humility

- Active participation in whatever way is comfortable

- Vulnerability

- Willing to learn and change

- You are valued and add to the richness of our community

- We are on a journey

Culture of One

- Take a moment to write your 1ˢᵗ impression of me
- No one will see what you write, and we will check in later to how it changes
- It may include
    - My physical appearance
    - My voice
    - My bio

Culture of One

Promise of US

Children and Families are Always at the Center
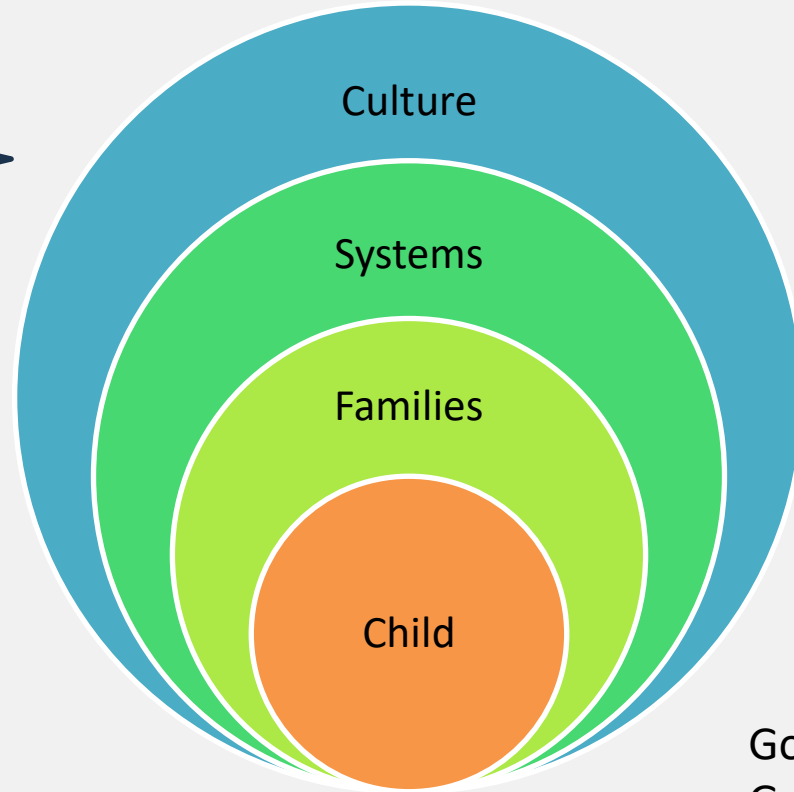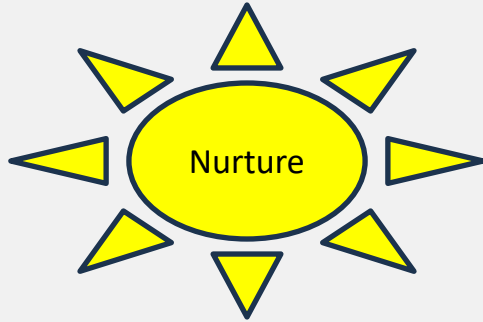
Nurture

1. Nurture Across the Lifespan
2. The Culture of One
3. Human Development through the Lens of Child Development
4. Systems Building
5. Healing Relationships

Culture

Systems

Families

Child

Healing

Goodness, Growth, Being Grounded, and in Flow

Difficult Experience and Trauma

- Trauma is often the result of an overwhelming amount of stress that exceeds one's ability to cope, or integrate the emotions involved with that experience

- Trauma differs between individuals, according to their subjective experiences

- **Unprocessed events, experiences, or emotions can be triggering**

Event

Experience

Effect
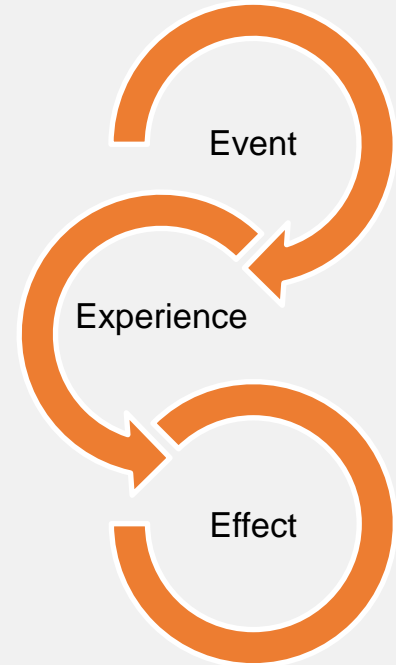
Throughout Our Time Together

Before we get into the material, we will be talking about things that are real in your life.

Tune into your body and mind, if you need to take a breath or a break, you can at anytime.

BREATHE

Culture of One

Pathways to Growth
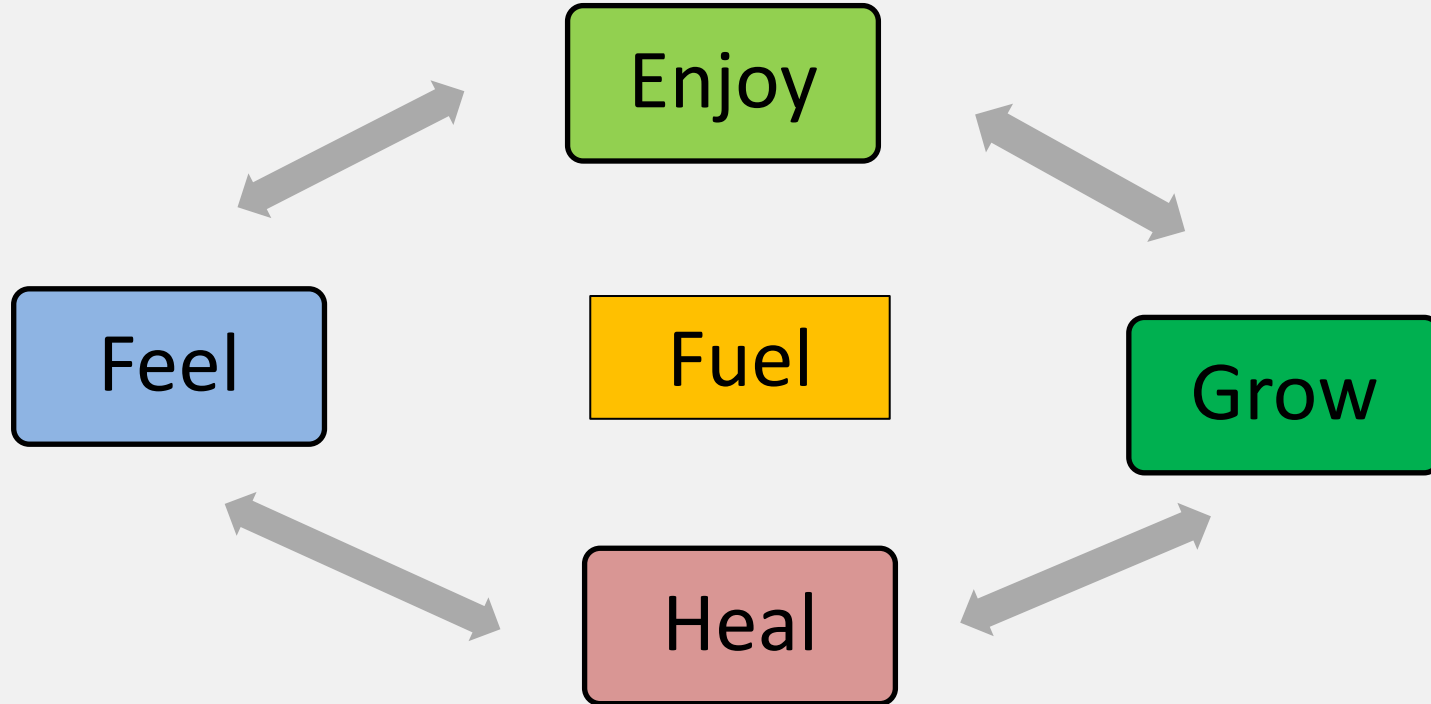
What is culture

Our Current Conversation

- Focused on Race and Ethnicity
  - **Race** is based on phenotypic features, primarily skin color
  - **Ethnicity** is a grouping of people who identify with each other on the basis of shared attributes that distinguish them from other groups such as a common set of traditions, ancestry, language, history, society, culture, nation, religion, or social treatment within their residing area
- Typically, individuals identify with their country of origin and ethnicity   (Lewis, 2000)
- Are the terms Latino or Asian meaningful?

Culture of One

Let's Start with a Wider Lens

- How does
  - A child growing up in US, with dark skin color categorized by US census as 'black American' (race)
  - but may be Jamaican American (ethnicity)
  - and is a fourth-generation immigrant, her cultural heritage is 'American' (culture)
- See herself?
- How might it influence her receiving help?

Culture of One

What is Culture

"What comes to your mind when you hear the word culture?"

Culture is

- It is way of life, especially as it relates to the **socially transmitted** habits, customs, traditions, and beliefs that **characterize a particular group of people at a particular time**.

- It includes the behaviors, actions, practices, attitudes, norms and values, communications (language), patterns, traits, etiquette, spirituality, concepts of health and healing, superstitions, and institutions of a racial, ethnic, religious, or social group.

- **It is the lens through which we look at the world**

  (Edwards, Ellis, Ko, Saifer, & Stuczynski 2011)

Culture of One

Under Our Radar

- Our own culture is often hidden from us, and we frequently describe it as "the way things are'"

- As members of a majority cultural group, it may be difficult to identify certain values and norms of behavior as being connected to cultural background

Culture of One

Is every interaction cross-cultural?

Cultural Pothole

Three dimensions

Personal Uniqueness

Universal Human Experience

Culturally Influenced
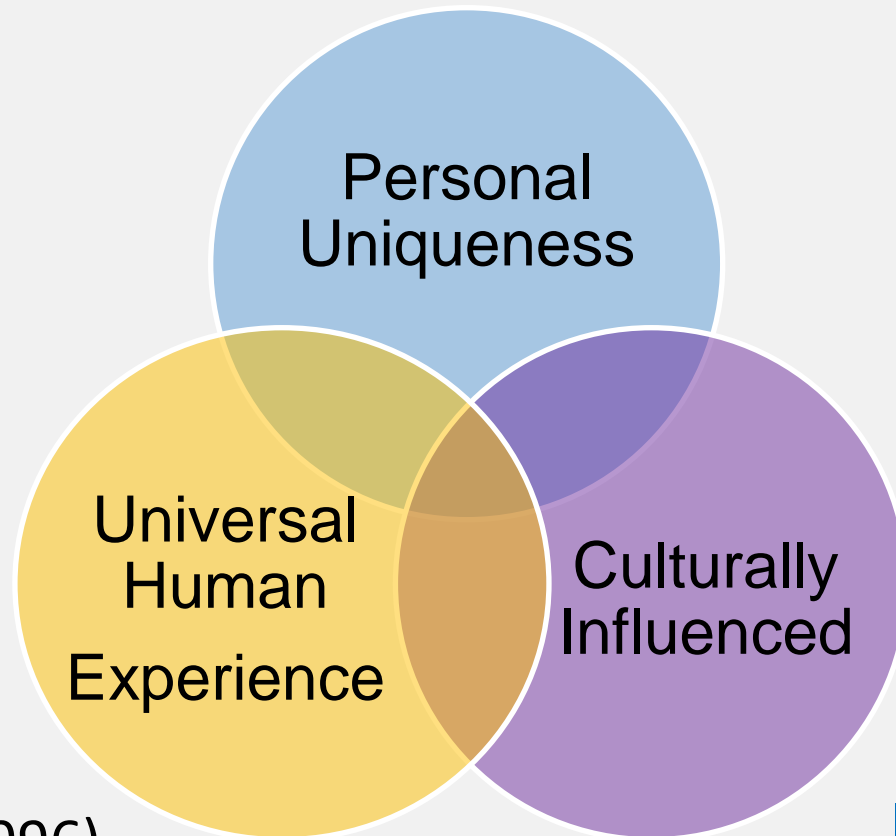
(Marsella et al., 1996)

Culture of One

Universal dimensions

1. Biological features
- Basic needs: food, reproduction, physical comfort, safety, movement, growth, health, awareness of mortality

2. Emotions
- Happiness, sadness, fear, anger, disgust, contempt, surprise, envy, excitement, boredom, shame, guilt, love, hate
- Physical expression of some emotions (facial expressions, laughter, crying, etc.)
- Empathy

Culture of One

Maslow

Maslow's Hierarchy of Needs
Revised Pyramid & Ladder Visual Interpretation
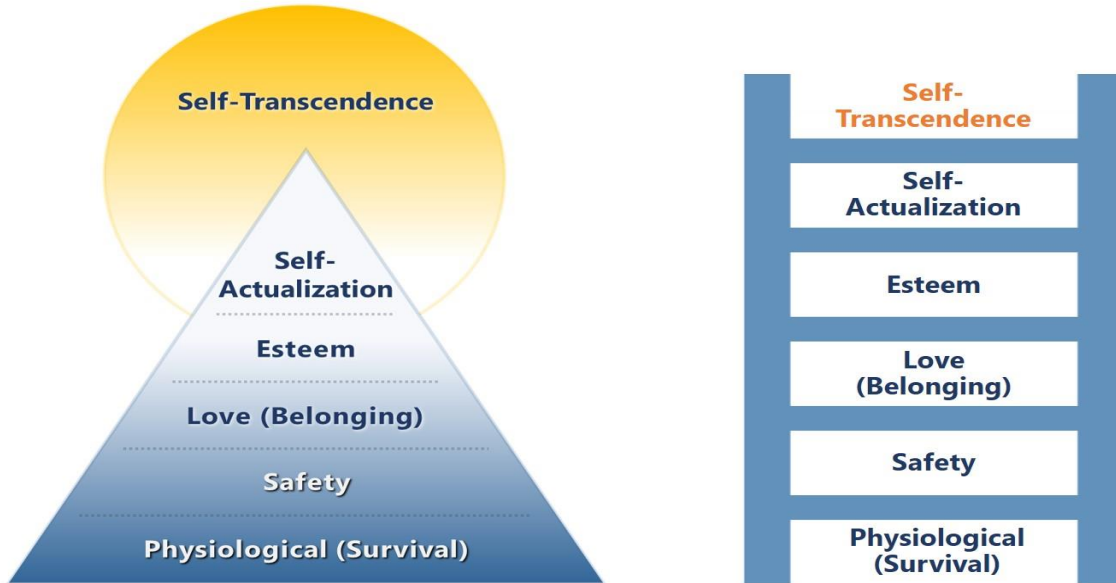
Self-Transcendence

Self-Actualization

Esteem

Love (Belonging)

Safety

Physiological (Survival)

Visual conceptual adaptation of Maslow, A. H. (1969). Theory Z. The Journal of Transpersonal Psychology, 1(2), 31-47.

Culture of One

Maslow Never Created a Pyramid
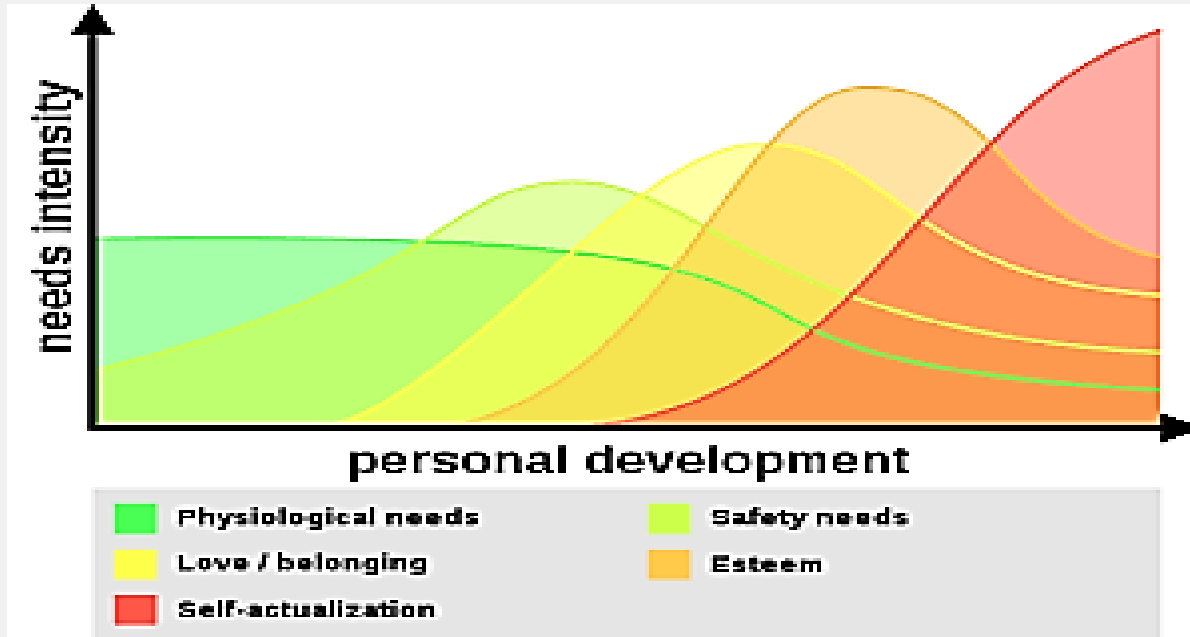
Maslow is adamant that "any behavior tends to be determined by several or all of the basic needs simultaneously rather than by only one of them (Maslow, 1943)" (Bridgman et al., 2018, pp. 90-91).

Culture of One

Culture Influences Universal Experiences

- Universal capacity to experience and express basic emotions (e.g. Izard, 1994)
    - Joy, fear, anger, sadness, disgust, shame, guilt
- Strongly challenged (e.g. Russell, 1994)
- All humans have capacity to experience and express fear, helplessness, horror ….
- Although, cultural factors may influence likelihood that fear will be evoked or expressed

Culture of One

Cultural Influences

3. Social constructs

- Family, territorial, and other groups; in-group/outgroup distinction
- Marriage; rules and customs governing sex
- Status and roles; division of labor
- Special occasions, rituals, rites of passage, mourning
- Trade and gift-giving
- Law, government and leadership
- Art, music, dance, poetry, games, play
- Religious and supernatural beliefs

Culture of One

Cultural Influences

4. Values

- Sense of right and wrong; conscience
- Justice; reciprocity – positive (Golden Rule) and negative (retaliation, redress of wrongs) • Generosity
- Honesty (or the appearance thereof)
- Avoidance of conflict, condemnation of violence
- Commitment to something greater than the self (e.g. state, community, cause, religion)
- Self-respect, but with humility, self-discipline, & accountability
- Service to humankind; helping others
- Respect and caring for people, other living things, and environment

Sources: Brown, 1991; Kinnier et al., 2000; Malinoski, 1960 (cited in Brown, 1991, pp. 66-67); Matsumoto et al., 2000; McCrae, 2000; Moore et al., 1999

Culture of One

3 Levels Cultural

Surface Culture – What you can see – The Tree

- Elements of culture such as language, food, dress including hair style, folklore, art, music, literature, housing, holidays & celebrations

Shallow Culture – Unspoken rules/norms about behavior & relationships –The Roots

- Displays of emotions, attitudes towards elders and raising children, concepts of time, verbal and nonverbal communication like eye contact, understanding of hierarchy, gender, privacy, work & money, who is trusted source of information, honesty & integrity

Deep Culture - Challenging to uncover – Core Culture – The Soil

- Underlying values and notions of truth, identity, and society that govern our worldview (unconscious assumptions) . It also contains the cosmology that guides ethics, spirituality, health, and theories of group harmony

Zaretta Hammond's tree model *from Culturally Responsive Teaching and the Brain* (2015)

Culture of One

- How would you describe your culture to someone from another culture?
  - Cultural Tree (what is easy to see)
  - Cultural Roots (what is underneath)
  - Cultural Soil (what is deeply held)

Culture of One

Our Personal Uniqueness

Our Lens and Filters are Created by
- Experiences
  - Personal
  - Family
  - Cultural (Current and Historical)
  - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories

Effect How We See the World

Events and Experiences

Culture and History

Beliefs and Stories
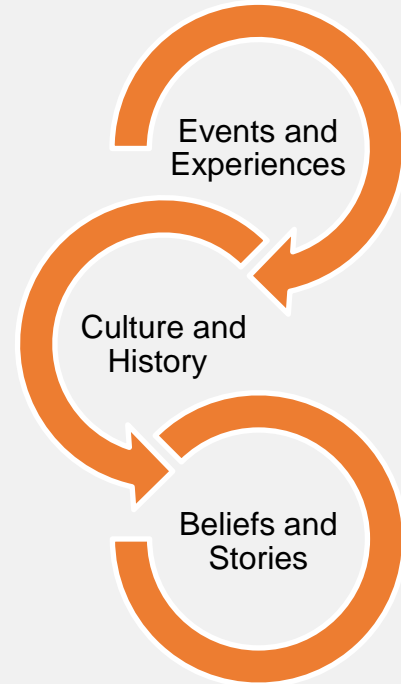
Culture of One

Our Lens and Filters Create Our Bubble of Perception

Events and Experiences

Culture and History

Beliefs and Stories

Culture of One

Looking into Our Inner World

Thoughts

Beliefs

Sensations

Emotions

Words
Stories
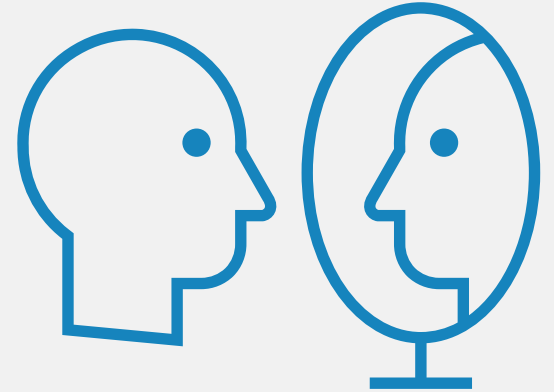
Actions
Behaviors

Culture of One

Looking into a Mirror

Explore our
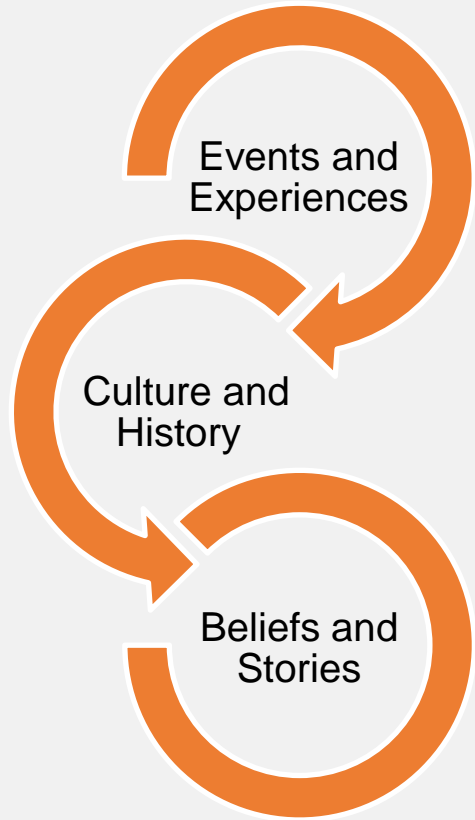
- Experiences
  - Personal
  - Family
  - Cultural (Current and Historical)
  - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories

My Cultural Journey - Childhood

- Born in Bombay (Mumbai), India

- Immigrated to US at 18 month (1st Generation Immigrant/Attachment Disruption)

- Lived in Cleveland, Ohio

- Frequent trips back to India – 5, 7, 9, 11, 13, and 17 (Seeing suffering)

- Tight-knit Progressive Indian Community (No native language)

- Mother - 1st surgeon at the Cleveland Clinic (Women's rights)

- Father – Engineer who worked at GE for 25 years (Systems approach – QI)

- My parents experienced Partition of India, and my grandparents lost a everything and re-built their lives in their 50s (Family's story of resiliency)

- Our "Housekeeper" was a significant family member

Culture of One

My Cultural Journey – Education and Work

- Public School in the Suburbs of Cleveland

- College Anthropology Major (Culture and Covert Inequality)

- Field Working - the CDC in STD Prevention (Health Inequality)

- Congressional Commission Infant Mortality (+ Gender communication style)

- Medical School (2nd Generation MD) (Study some TCM and Mind/Body)

- Pediatric Residency – Cincinnati, OH (Population Health)

- Fellowship & MPH – Research in Boston (Culture and ADHD) (Herbert Benson)

- Asthma & Chronic Illness in San Diego (Health Inequality)

- Studied with don Miguel Ruiz (former Neurosurgeon and Shaman)

- Yoga Teacher Training

- Development and Behavioral Services in San Diego

Culture of One

My Cultural Journey - Personal

- Seen as an East Indian Immigrant (others often confused by my origins/ethnicity)

- Married Late 44

- My wife biologically is Japanese/Irish, but her mother remarried, and she grew up culturally Japanese

- 3 Stepsons
  - 1 Latino/Japanese/Irish
  - 2 Native American/Japanese/Irish

- First dog - German Shepard who had pet rabbits

- Currently, my youngest son's rescue dog (feral)

- 7 Chickens

Culture of One

My Race/Ethnicity Journey

- 1st Generation Immigrant – Social inequity in India helped me see it in US
  - Parents' knowledge of US culture/He is not of our religion/Insults after Gulf War 1
- College – Where are you from? - Health Disparities - Drive While Black
- CDC – STD Intervention Counselor (Gay and Multi-ethnic communities)
- National Commission to Prevent Infant Mortality (All female/multi-ethnic office)
- Medical School – Watched while at a store, always
- Fellowship – When did your parents have the "talk" with you? And the Black Tax
- Annie E Casey training – colleagues still putting up with the unacceptable
- My wife's step-father was at Manzanar internment camp
- My Step-Sons' Native American History
- Our current racial reckoning
- AAPI Fund at SD Foundation

Culture of One

My Lens and Filters

- Relationships are central to everything (especially family)
- Resilience
- Indian-ish
- Cultural
- Inequality and justice – race/ethnicity and gender
- Clinical – Western (Allopathic) trained – open to other traditions
- Developmental – Attachment - Regulation
- Trauma
- Family Support
- Strengths based
- Nurture throughout the lifespan
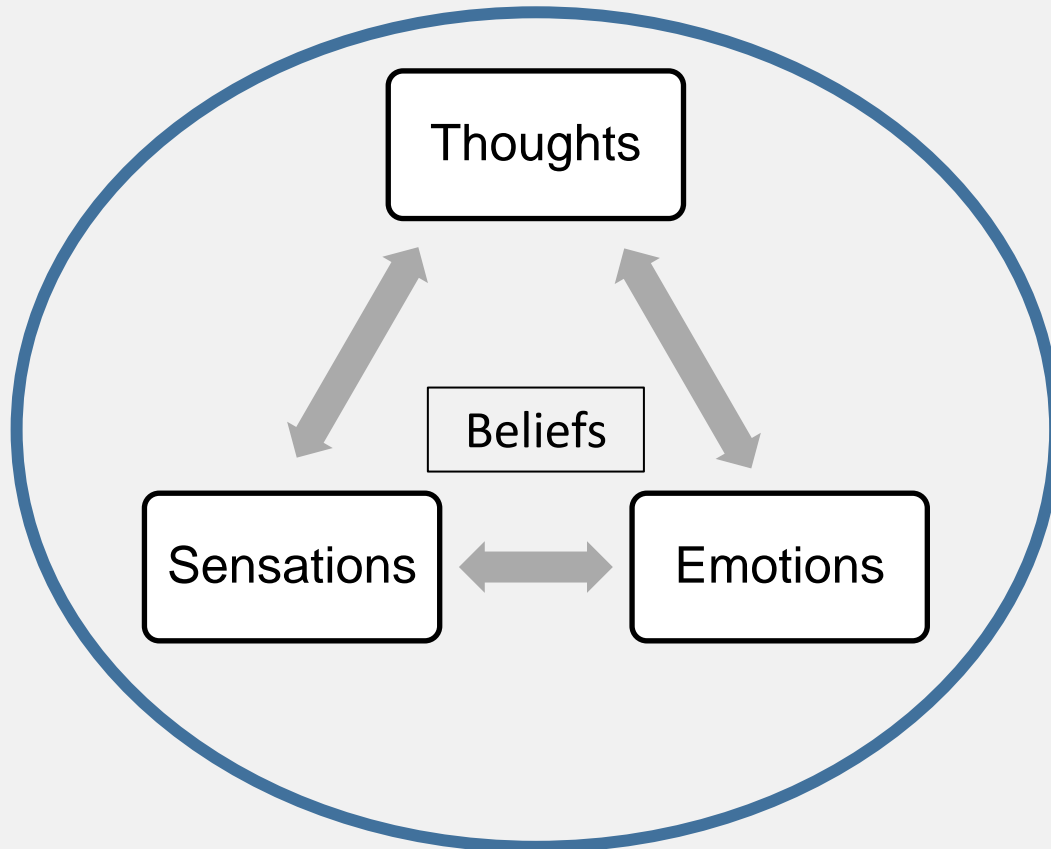
Culture of One

Looking into Our Inner World

Thoughts

Beliefs

Sensations

Emotions

Words
Stories

Actions
Behaviors

Culture of One

I shared 4 windows into my world
    What is your view of me, now?
    What changed? Why?

We can only have a window into another person's world

We can see only a part of another's world

Culture of One

Part 2

Now, it's your turn

Emotions as a Pathways to Growth
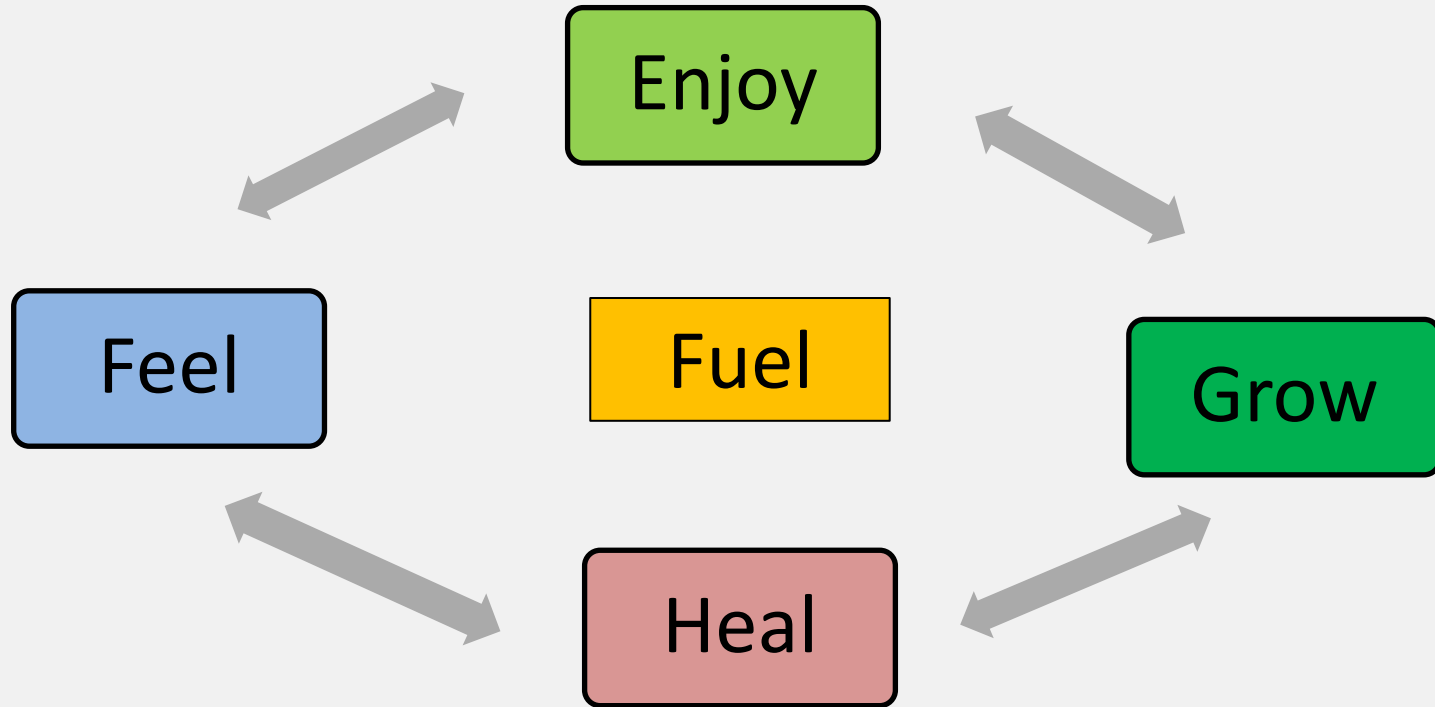
Self-Regulation

- The ability to understand and manage your behaviour and your reactions
  - Noticing and tracking changes in our environment
  - Understanding our feelings and reactions
  - Comparing our behavior to our self-determined level of acceptable control
  - Adjusting our behavior to return to that level of control
- Emotional regulation is the processes individuals use to manage and respond to their emotional experiences in appropriate and adaptive ways.

Culture of One

What Emotions May Arise?

What emotions may be evoked in conversations when exploring our culture?

- Fear
- Anger
- Guilt
- Shame
- Loss/Grief
- Sad

- Surprise
- Joy
- Amazed
- Proud
- Excited
- Funny

Culture of One

- What other emotions may arise?
- How do emotions show up for you?

Culture of One

Loss and Grief

- People fear loss more than change
  - Loss of control
  - Loss of certainty
  - Loss of knowing/being right
  - Loss of competence
  - Loss of comfort
- The pain of grief is compounded by unresolved grief that has not been processed

Culture of One

Co-Regulation

- Is warm and responsive interactions that provide support and that help someone understand, express, and modulate his or her feelings, thoughts, and behaviors

- Has an aspect of holding space – sense of safety/being heard

- Can you remember helping someone else regulate? A child, a loved one, a colleague, a client?

- We release positive neurotransmitter and emotions when we do!

Culture of One

Regulation Help Us Reflect

Relationships create resiliency (strength) by developing the capacity to regulate, reflect, and reframe

| Relationships | Regulation – Reflection – Reframing | Resilience |

It is said that we learn from experience when in truth, we learn from reflecting on our experiences. Kristie Brandt, CNM, DNP

Culture of One

Looking into a Mirror

Explore our

- Experiences
  - Personal
  - Family
  - Cultural (Current and Historical)
  - Cultural Context
- Expectations
- Beliefs
- Memories
- Stories

- Reflect on "What created your personal uniqueness?"
  - Your childhood? Your family? Your community? Your experiences? Your education? Your work? Your inter-generational history?
- Can you identify some of your lenses and filters that influence how you see the world?

Culture of One

- We are going to break into groups of 4-5 and take a Personal Cultural Journey

- First, introduce yourself and

- Share an aspect about "What created your personal uniqueness?"

- Can you identify some of your lenses and filters that influence how you see the world?

Culture of One

De-Briefing Your Journey

- What did you learn about yourself?

- How did it feel to share your story with someone else?

- Do you feel closer to the person whose story you heard?

- Was there enough time?

Culture of One

- When does the culture of your family give you strength?

- When has the culture of your family limited you?

- Where have you not fit in with your culture of origin?

Remember to Breath

My Brother – Same Culture?

Culture of One

Differences Between and Within

Members of the same culture vary widely in their beliefs and actions. We all have unique identities that we develop within our cultures, but these identities are not fixed or static. This is the reason that stereotypes do not hold up: **no two individuals from any culture are exactly alike.**

Ahearn et al. (2002)

Culture of One

- Think of a family member who your personal uniqueness overlaps with?

- Think of a family member who your personal uniqueness does not overlap with?

Culture of One

What Created Cultural Gaps?

Culture of One

What Other Gaps Besides

- Race
- Language
- Nationality
- Immigration
- Religion
- Age/Generation
- Gender
- Sexual orientation

- Income level
- Education
- Occupation
- Military Service
- Where you grew up
- Marriage/Long term partner
- Children
- Pets

What else creates potential gaps?

Culture of One

- Where have you seen and/or experienced cultural gaps?

Identity

Refers to properties to which we feel a special sense of attachment or ownership.

Consists of those properties she takes to "define her as a person" or "make her the person she is", and which distinguish her from others.

Personality traits abilities, likes and dislikes, your belief system or moral code, and the things that motivate you — these all contribute to self-image or your unique identity as a person.

Culture of One

- What do you most identify with in your unique personal culture?

Culture of One

De-Identifying from Identity

- Working with don Miguel Ruiz – Recapitulation exercise - we wrote our personal story so many times as a process of becoming less identified with our story
- What are the benefits of being less identified with your own story
  - One of the 4 Agreements – Don't Take Things Personally
  - Being less defensive, more open to others

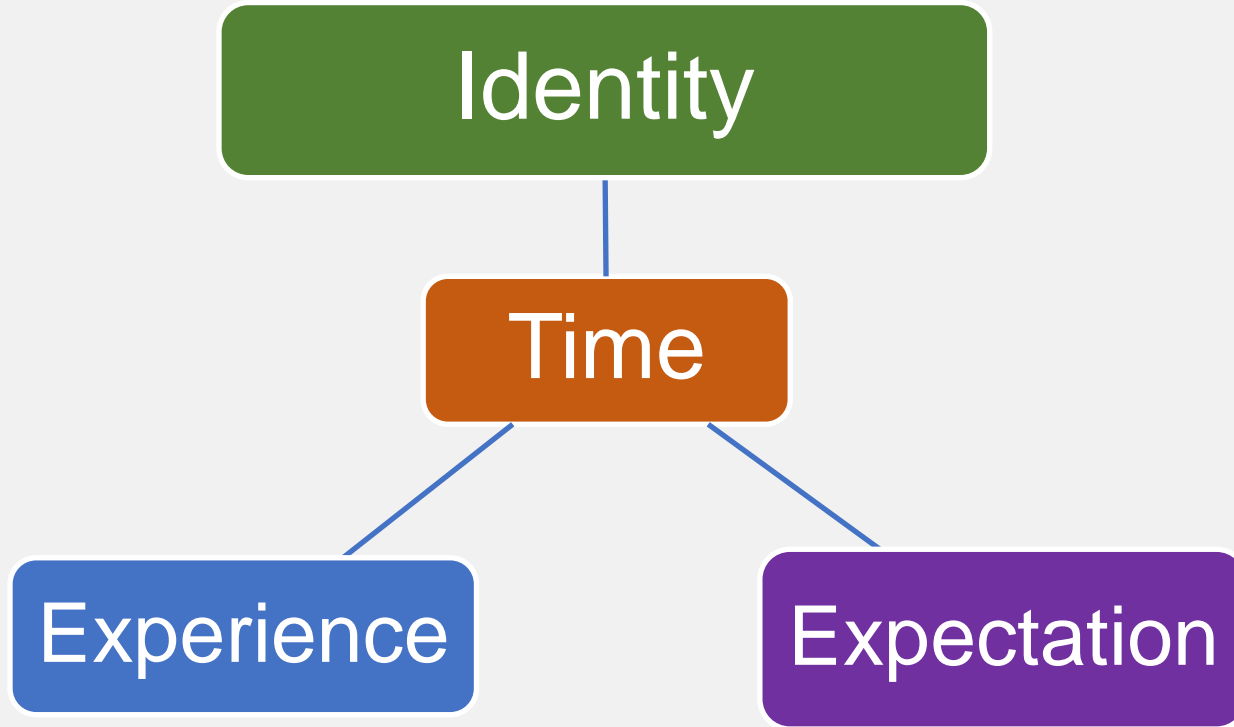Culture of One

Our Sense of Identity and Connection/Belonging are also created by

- Race
- Language
- Nationality
- Immigration
- Religion
- Age/Generation
- Gender
- Sexual orientation

- Income level
- Education
- Occupation
- Military Service
- Where you grew up
- Marriage/Long term partner
- Children
- Pets
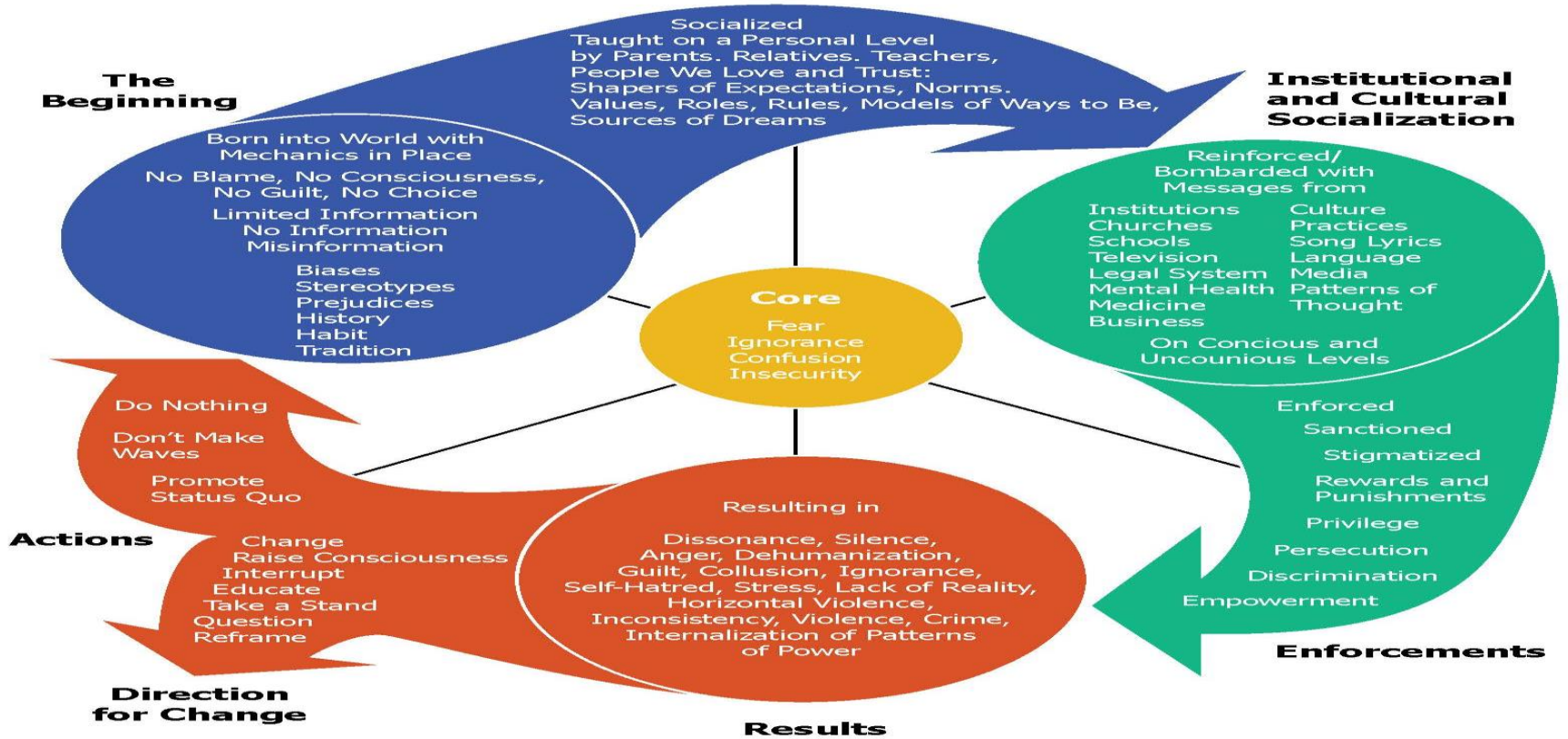
What else creates a sense of connection?

Culture of One

Enculturation and Socialization

Cycle of Socialization

First Socialization

Socialized Taught on a Personal Level by Parents. Relatives. Teachers, People We Love and Trust: Shapers of Expectations, Norms. Values, Roles, Rules, Models of Ways to Be, Sources of Dreams

The Beginning

Born into World with Mechanics in Place

No Blame, No Consciousness, No Guilt, No Choice

Limited Information
No Information
Misinformation

Biases
Stereotypes
Prejudices
History
Habit
Tradition

Institutional and Cultural Socialization

Reinforced/ Bombarded with Messages from

Institutions   Culture
Churches   Practices
Schools   Song Lyrics
Television   Language
Legal System   Media
Mental Health   Patterns of
Medicine   Thought
Business

On Concious and Uncounious Levels

Core
Fear
Ignorance
Confusion
Insecurity

Do Nothing

Don't Make Waves

Promote Status Quo

Actions

Change
Raise Consciousness
Interrupt
Educate
Take a Stand
Question
Reframe

Resulting in

Dissonance, Silence, Anger, Dehumanization, Guilt, Collusion, Ignorance, Self-Hatred, Stress, Lack of Reality, Horizontal Violence, Inconsistency, Violence, Crime, Internalization of Patterns of Power

Enforced
Sanctioned
Stigmatized
Rewards and Punishments
Privilege
Persecution
Discrimination
Empowerment

Enforcements

Direction for Change

Results

Harro, B. (2000). The Cycle of Socialization. In M. Adams, W. Blumenfeld, R. Castaneda, H. Hackman, M. Peters. & X. Zuniga (Eds.), Readings for diversity and social justice, pp. 16-21. New York: Routledge

The Beginning

- Born into World with Mechanics in Place

- No Blame, No Consciousness, No Guilt, No Choice

- Information No/Limited/Misinformation
  - Biases
  - Stereotypes
  - Prejudices
  - History
  - Habit
  - Tradition

Culture of One

First Socialization

- Socialized By People We Love and Trust:
- Taught on a Personal Level by Parents, Relatives, Teachers, Peers, Mentors
  - Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams
- Reinforced by group affiliations (who you hang out with that is taught the same message)

Culture of One

- What messages did you receive and from whom?
- Consider your First Socialization
  - Taught on a Personal Level by Parents, Relatives, Teachers, Peers, Mentors
    - Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams
  - Reinforced by group affiliations (who you hang out with that is taught the same message)

Culture of One

Institutional and Cultural Socialization

Reinforced/ Bombarded with Messages from

- Institutions
- Culture Practices
- Churches
- Businesses
- Schools
- Song Lyrics

- Television
- Language
- Legal System
- Media
- Mental Health
- Medicine

- On Conscious and Unconscious Levels
- These perceptions become normalized; you do not question the way things are

Culture of One

- What messages did you receive and from whom?
- Consider Institutional and Cultural Socialization
  - Institutions, Culture Practices, Churches, Businesses, Schools, Legal System, Mental Health, Medicine
  - Television, Language, Media, Song Lyrics

Culture of One

Enforcements

- Rewards & punishments, support & stigmas
  - You receive positive messages when you act according to what you are taught even if it isn't truth
  - You receive negative messages when you question the status quo
- Enforced vs Sanctioned
- Stigmatized vs Rewarded
- Punished vs Privileged
- Persecution/Discrimination vs Empowerment

Culture of One

Results

- Internal feelings and social standing
  - "Normal:" confidence, security, autonomy, access to opportunities
  - "Abnormal:" shame, silence, isolation, anger, stress, barriers to achieve
- Dissonance, Silence, Anger, Dehumanization, Guilt, Collusion, Ignorance, Self-Hatred, Stress, Lack of Reality, Horizontal Violence, Inconsistency, Violence, Crime, Internalization of Patterns of Power

Culture of One

- What Enforcements have you experienced?
- What either made you go along or rebel?
- How did those situations or expectations make you feel? (Results)

Culture of One

Remember to Breath

Actions

1) Continue back to "The Beginning" and perpetuate biases, stereotypes, norms, histories, habits & traditions
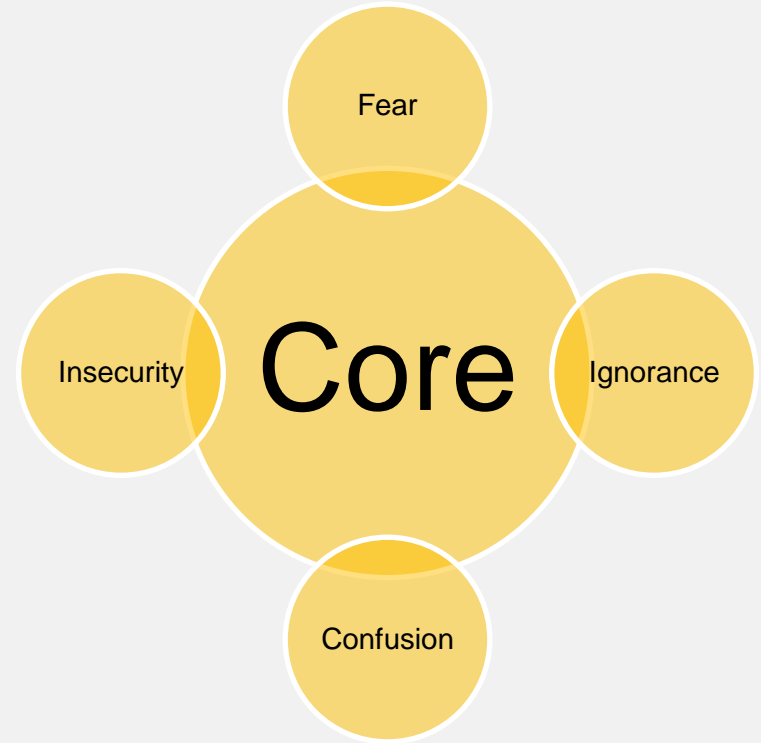
- Do Nothing
- Don't Make Waves
- Promote Status Quo

2) Break the Cycle-- Cycle of Liberation

- Change
- Raise Consciousness
- Interrupt
- Educate
- Take a Stand
- Question
- Reframe

Culture of One

- Why do we go along with what we are socially taught?
  - We know what it feels like to be isolated
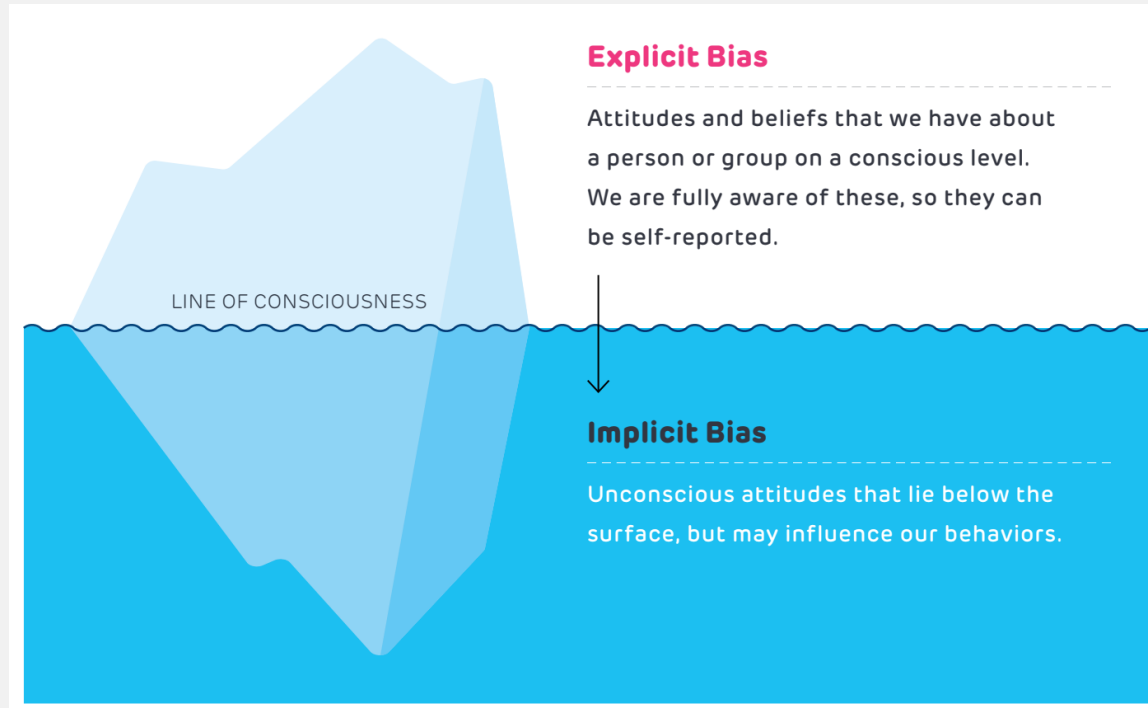 - We are scared of what we don't know

Biologically the need to belong = Survival

Fear

Insecurity

Core

Ignorance

Confusion

Culture of One

- Can you remember times when you went along with what you were socially taught?

- Can you remember times when you did not go along with what you were socially taught?

- Can you see how powerful our social conditioning is? (Our need to belong)

Bias – Explicit and Implicit

Explicit Bias

Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

LINE OF CONSCIOUSNESS

Implicit Bias

Unconscious attitudes that lie below the surface, but may influence our behaviors.

- Individual
- Institutional
- Internalized

Does the Cycle of Socialization help you understand implicit bias develops?

Remember to Breath

- What did you learn from the Cycle of Socialization?
- Reflect on "What has shaped your beliefs about belonging and mattering through the lens of the Cycle of Socialization?"
  - Your experiences? Your friendships?
  - Your family? Your community?
  - Your education? Your work?
  - Social and cultural institutions?
  - Media?

Culture of One

Moving toward US (Humanity)

Our Sense of Identity and Connection/Belonging are also created by

- Race
- Language
- Nationality
- Immigration
- Religion
- Age/Generation
- Gender
- Sexual orientation

- Income level
- Education
- Occupation
- Military Service
- Where you grew up
- Marriage/Long term partner
- Children
- Pets

What else creates a sense of connection?

Culture of One

- What do you identify with that gives you a sense of belonging?
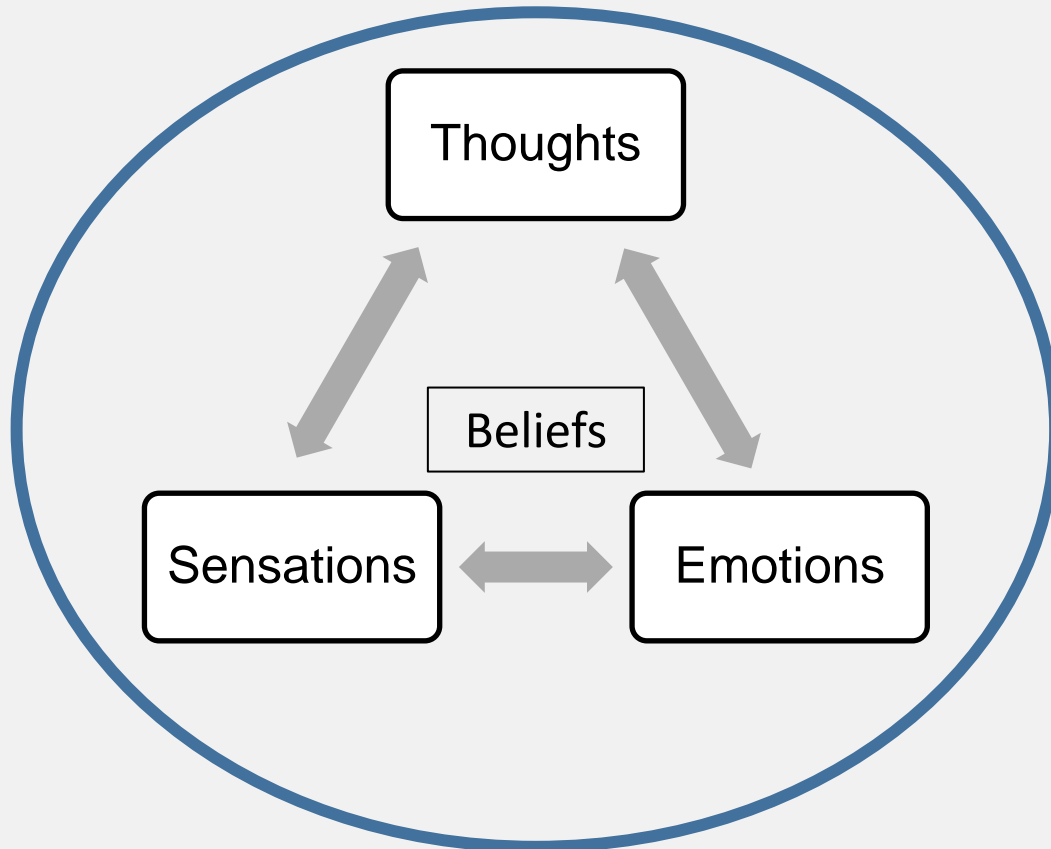
Nurture Frame to DEI Forward

DEI Framework	Maslow	Nurture Lens
Safety missing	Safety/Physiologic	Safety
Diversity	Self Actualization Self Transcendence	Dignity
Equity	Esteem	Mattering
Inclusion	Love/Belonging	Love/Belonging

Building Bridges

By HikingArtist.com

Culture of One

Looking into Our Inner World

Bridging Different Worlds

- Relationships would be based on two-way communication, cooperation, and coordination, and also on collaboration

- Breakdowns are more often to differing **needs, values, and levels of trust** than a lack of interest or unwillingness

Culture of One

Our Current Challenge

Level	Needs	Values	Trust
Individual/ Family			
Workplace/ Community			
USA			
Humanity			

Culture of One

Is every interaction cross-cultural?

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Self-Awareness

- What are our personal needs, values, attitudes, beliefs, biases, and behaviors

- How do they influence (consciously or unconsciously) our interactions with other people?

- What are our assumptions and expectations for other people's behavior?

- How does our level of trust impact our perceptions and interactions?

- How does our level of stress impact our perceptions and interactions?

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Assumptions

"Don't make assumptions, have the courage to ask questions"

don Miguel Ruiz – the 4 Agreements

- Making assumptions happens automatically, believing your assumptions becomes a choice when you train yourself to see them

- First you must become aware of your assumption (or implicit belief/bias), then you can reflect

- Maybe you choose to re-frame your underlying belief

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Reflection Promotes Growth

Relationships create resiliency (strength) by developing the capacity to regulate, reflect, and reframe

Relationships	Regulation – Reflection – Reframing	Resilience

It is said that we learn from experience when in truth, we learn from reflecting on our experiences. Kristie Brandt, CNM, DNP

Culture of One

Bridges to Other People

- Build trust
- Learn about other people – their needs, ways of responding, what their behavior is saying
- Ask with openness and genuine curiosity
- Set the expectation and check if it is understood
- Encourage two-way communication
- Focus on strengths
- Create positive moments, memories, and stories
- Create a sense of us (belonging and mattering)

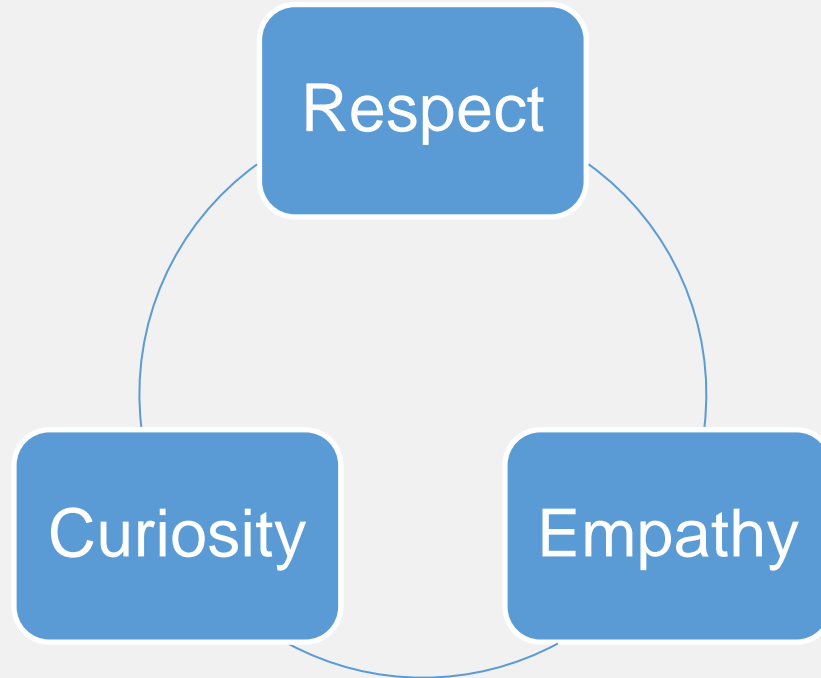Culture of One

Safety & Trust are Foundational

- What makes you feel safe?

- What makes another person feel safe?

- What creates trust?

- How do you know when you are trusted?

- What helps another person to feel heard, seen, and "felt" by you?

- What helps another person feel important to you? (Mattering and Belonging)

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Trust

- **Benevolence:** The degree to which the other party takes your best interests to heart and acts to protect them
- **Reliability:** The extent to which you can depend upon another party to come through for you, to act consistently, and to follow through
- **Competence:** Belief in the other party's ability to perform the tasks required by his or her position
- **Honesty:** The degree to which the other person or institution demonstrates integrity, represents situations fairly, and speaks truthfully to others
- **Openness:** The extent to which the other party welcomes communication and shares information

Culture of One

Cycle of Communication
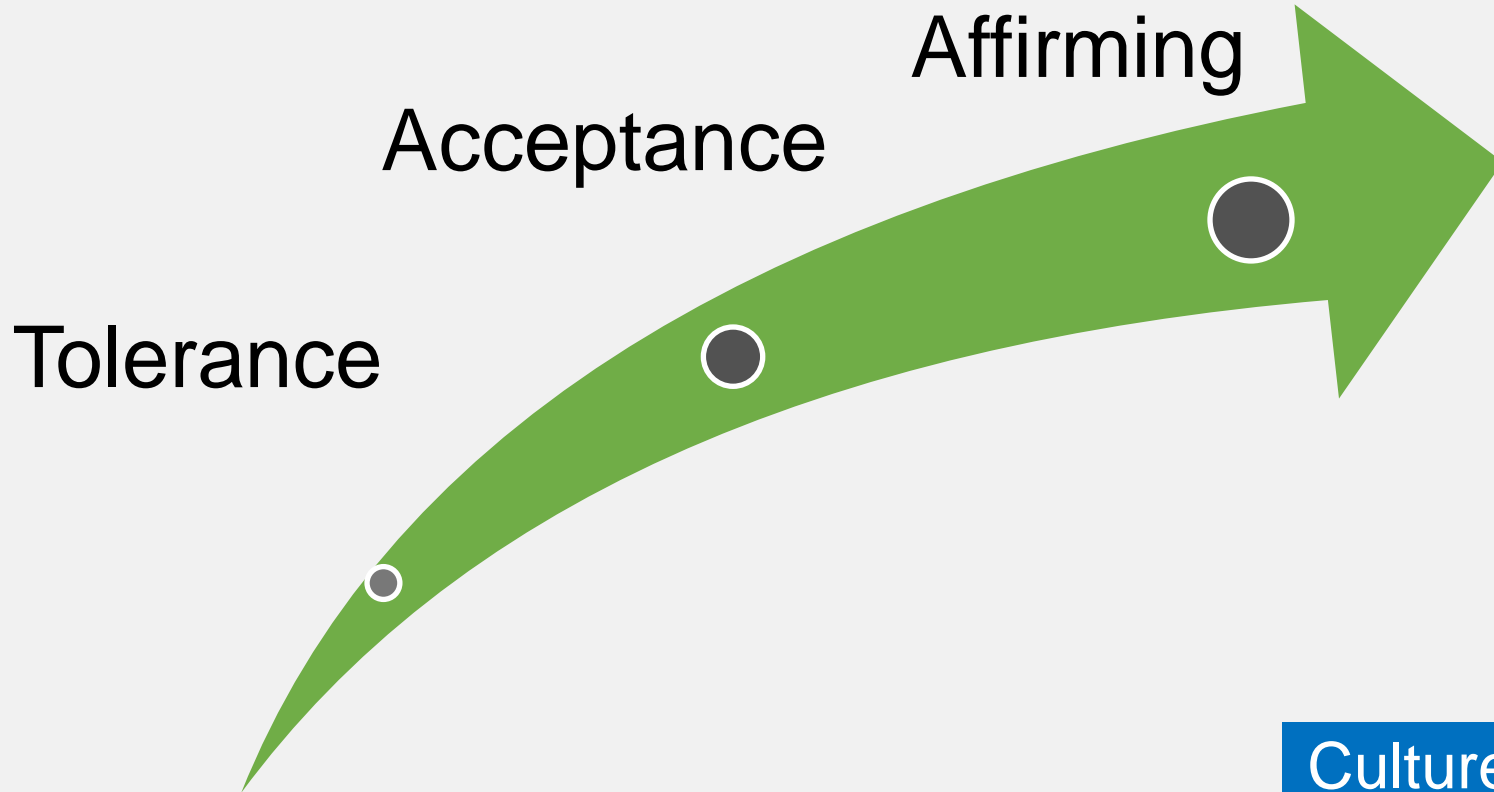
- Willingness
- Openness
- Humility
- Understanding

Respect

Empathy

Curiosity

Culture of One

Nonverbal Communication

7% Words

38% What You Hear

55% What You See or Feel

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The Need to be Seen and Heard
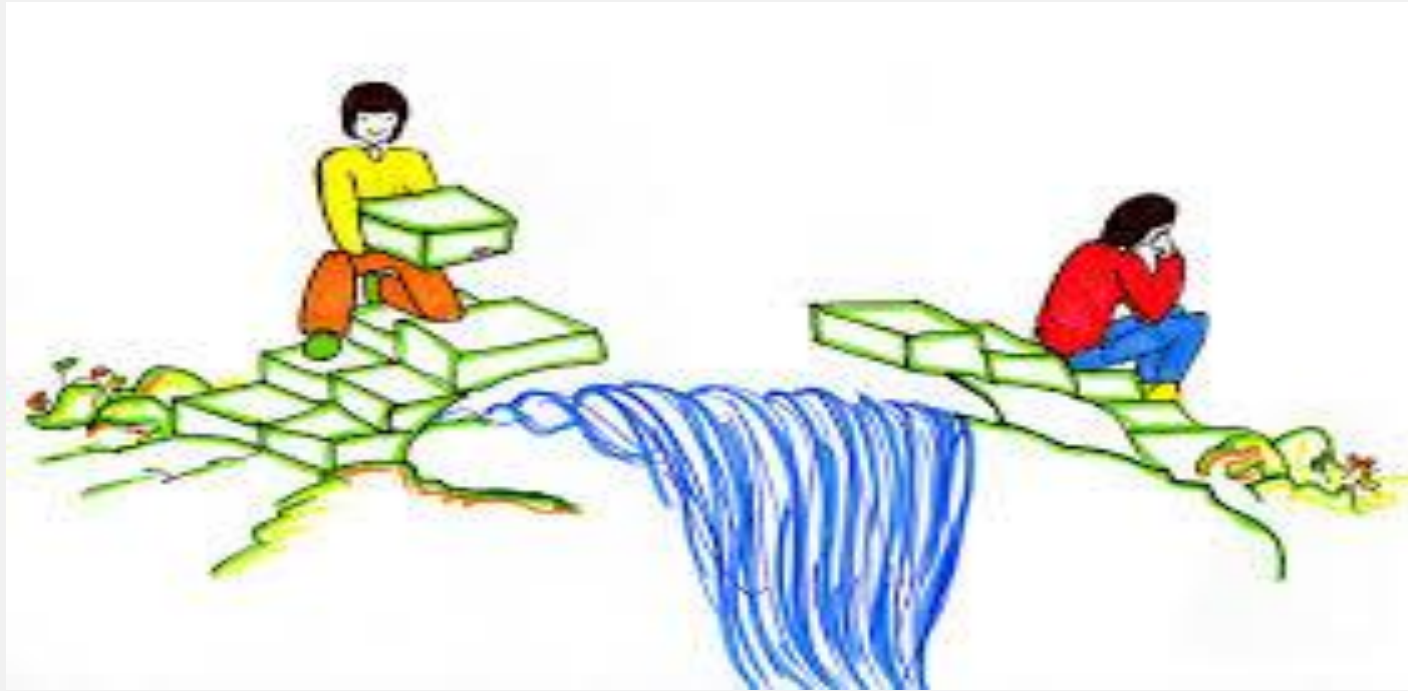

Affirming

Acceptance

Tolerance

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What Can You Do
When You Step Into a
Cultural Pothole?

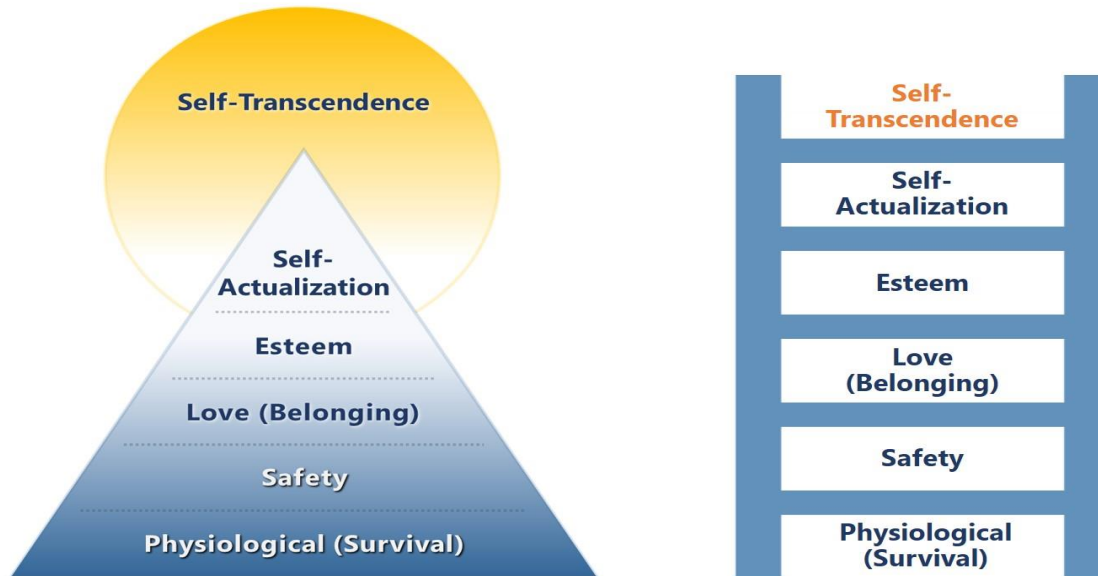

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Your Half of the Relationship

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Our Current Challenge

Level	Needs	Values	Trust
Individual/ Family			
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Maslow – Needs

Maslow's Hierarchy of Needs
Revised Pyramid & Ladder Visual Interpretation

Self-Transcendence

Self-Actualization

Esteem

Love (Belonging)

Safety

Physiological (Survival)

Visual conceptual adaptation of Maslow, A. H. (1969). Theory Z. The Journal of Transpersonal Psychology, 1(2), 31-47.

Culture of One

- What are "American Values"
  - Majority culture
  - Minority cultures
  - Unfilled Promise of US
  - Unhealed wounds (ruptures)
- What are common human values?

Culture of One

Remember to Breath

Culture of One

- How do we do we build trust?
  - Community level
  - County level
  - Level of Humanity

Possible Solutions

- Newborn Support Teams
- Change childcare to community of caring adults
- Re-think Schools – Community School Model
- Creating a Service Corp – bringing young adults together to improve our country and meeting people from different backgrounds
- Travel with home stays
- End of Life Care

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Closing Thoughts

Culture of One

Thanks for joining us!
WHAT'S NEXT?

- Survey and certificate in the chat now
  - LCSWs, LPCCs, LMFTs, and LEPs – complete additional survey section to receive CEUs
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*

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