



Northeast & Caribbean (HHS Region 2)

ATTC

Addiction Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# Cultural Humility & Motivational Interviewing – Combined to Engage & Retain LGBTQIA People in Care

Paul Warren, LMSW, MINT-2017

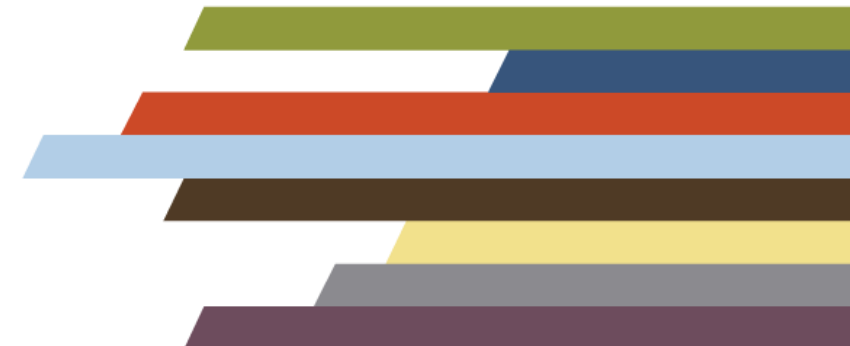
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***SAMHSA***

Substance Abuse and Mental Health  
Services Administration



# SAMHSA Disclaimer

The development of these training materials was supported by grant TI082504 (PI: M. Chaple) from the Center for Substance Abuse Treatment, **Substance Abuse and Mental Health Services Administration** (SAMHSA), United States Department of Health and Human Services. The contents are solely the responsibility of the Northeast and Caribbean Addiction Technology Transfer Center, and do not necessarily represent the official views of SAMHSA.



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The use of affirming language inspires hope and advances recovery.

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LANGUAGE MATTERS.

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**Words have power.**



**PEOPLE FIRST.**



The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

# Agenda

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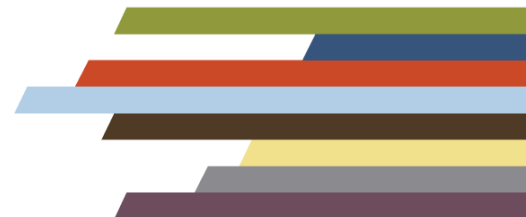
- Welcome!
- 60 minutes.
- Must attend full session & complete evaluation to receive credit.
- Please type your name, and others, in chat box.
- Certificates and a copy of the slides will be sent within a week.



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# Disclosures

- European Ancestry
- White skin-privilege
- Sex at birth male
- Cisgender privilege
- Pronouns he/him/his
- Monolingual – English
- Family history of substance use
- Born 1962, >50 years alive
- Conscious & unconscious biases
- HIV negative



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# Disclaimer

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This one-hour, training is *not* a substitute for a comprehensive overview of the *practice* of Motivational Interviewing. To become proficient in the use of MI, one must practice and receive informed feedback.



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# Conversational Goal

To discuss/consider, the *approach* and *practices* of **Cultural Humility** and **Motivational Interviewing**, and the potential benefits of their *tandem-use* to engage, retain and support LGBTQIA people in the process of client-centered behavior change.

To discuss/consider how **Cultural Humility** and **Motivational Interviewing**, when *intentionally* used together, are especially suited to promote safety and to empower people who have and are experiencing *traumas*.



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# Learning Objectives



- Consider your relationship to Cultural Humility.
- Describe how the tandem use of CH & MI can support a trauma informed approach.
- Identify two actions you can take to communicate that you are safe to an LGBTQIA person.



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**Do you think about your safety?**

**What helps you to feel safe?**





Cultural Competence

“I’m an Expert in Cultural Competence...”

# Cultural Humility - Perspective

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“Lifelong process of learning, self-examination & refinement of one’s own awareness, knowledge, behavior and attitudes on the interplay of power, privilege and social contexts”.

Tervalon, M. & Murray-Garcia, J. (1998). *Journal of Health Care for the Poor and Underserved*, 9(2), 117



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# Cultural Humility - Invitation

- Engage in self-reflection and self-critique
- Bring into check the power imbalances, by using patient-focused interviewing and care
- Assess anew the cultural dimensions of the experience of each patient

Tervalon & Murray-Garcia (1998); Office of Minority Health (2000); Smedley, et al., (2003)



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# Cultural Humility – When Engaging

- Recognize we are not better than our clients, and they teach us about their lives and community
- Develop mutually beneficial, non-paternalistic partnerships with communities on behalf of individuals and defined populations



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# Cultural Humility - Skills

- Challenge ourselves in identifying our own values as not the “norm.”
- Remain open to learning.

Tervalon & Murray-Garcia (1998)



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# LGBTQIA - Basic Basics

*Safety, Welcome,  
Respect, Trust.*



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# Motivational Interviewing

A client-centered and [worker] guided conversation, focused on a collaboratively identified behavioral Change Goal.

Ambivalence, about the Change Goal, is explored and the unique motivation(s) for change are identified and discussed.\*

***\*Supported practice is essential to become proficient and to achieve the proven-potential of this evidence based practice.***



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# MI Spirit – How We *Are*

**P**artnership.

**A**cceptance.

**C**ompassion.

**E**vocation.



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# OARS – The *Tools* We Use

**O**pen ended questions.

**A**ffirmations.

**R**eflections.

**S**ummary.



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# MI In *ACTION* - Activity



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# Reality Check

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