



CULTURAL HUMILITY & WORK WITH NEWLY RESETTLED FAMILIES

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GOALS

To be able to define cultural humility.

To gain knowledge about the refugee and immigrant populations being resettled to Allegheny County.

To increase knowledge of how to integrate cultural humility into work with a newly resettled family.



PART ONE

Refugee & Immigrant Populations
of Allegheny County

WHY DO PEOPLE MIGRATE?

- War & Conflict
- Economic Insecurity
- Imbalances in Wealth and Health
- Environmental Disaster and Climate Change

These factors impact women and families the hardest

Sources: Dominie, W., Carnine, L., Cooke, D., & Szmonko, I. (2017). Immigration justice movements in the time of Trump. Catalyst Project. <https://docs.google.com/document/d/1FTYa7JGiWXRN8BslzcBWfTU-ksgtMmqsykHTpSLPAjE/edit>
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IMMIGRATION: EXPLANATORY FORCES

- involuntary migration (e.g. slavery)
- beyond migrant's control
- economic collapse
- voluntary migration
- colonization (exploration of lands new to the migrant)
- economic opportunity

IMMIGRATION POLICY IN THE U.S.

- Immigration restrictions and expansion driven by U.S. labor needs
- Concern and safe haven for those suffering from conflict and war
- U.S. involvement in global conflict impacts immigration
- Historically contentious and currently politically gridlocked

Source: Dettlaff, A.J. and Fong, R. (2016). *Immigrant and refugee children and families. Chapter 1 Introduction.* Columbia University Press.

MIGRATION IN PENNSYLVANIA

PA: 74% vs FL: 36%

Sources:

Aisch, G., & Gebeloff, R. (2014, August 15)). Mapping migration in the United States. NY Times.

https://www.nytimes.com/2014/08/16/upshot/mapping-migration-in-the-united-states-since-1900.html?WT.mc_id=AD-D-E-KEYWEE-SOC-FP-DEC-AUD-DEV-DSK-1201-1231&ad-keywords=AD1214KW&kwp_0=5612&r=0&abt=0002&abg=1

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WHAT IMMIGRATION MEANS TO PENNSYLVANIA



837,159 immigrants make up 7%
of the state's population.

IMMIGRANT ENTREPRENEURS INVIGORATE THE ECONOMY



9 percent of self-employed business
owners in Pennsylvania are immigrants.



\$1,244,791,200

the total annual revenue generated
by these immigrant-owned businesses.

IMMIGRANTS ARE AN INTEGRAL PART OF COMMUNITIES



Over half of all
immigrants in Pennsylvania are
naturalized U.S. citizens.



Nearly four in five
immigrants in Pennsylvania speak
English "well" or "very well."

IMMIGRANT HOUSEHOLDS STRENGTHEN THE ECONOMY



\$18,600,000,000
in spending power.



\$5,000,000,000
in federal taxes.



\$2,100,000,000
in state and local taxes.

IMMIGRANTS ARE ESSENTIAL TO THE LABOR FORCE

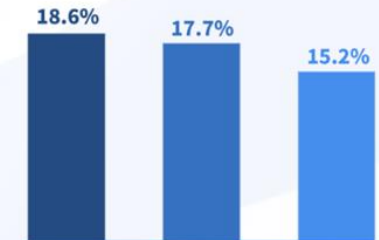


7.6 percent of workers in the
Pennsylvania labor force are immigrants.



One in ten workers in
Pennsylvania's accommodation and food
services industry is an immigrant.

The largest shares of immigrants in Pennsylvania's
labor force work in the following occupations:



- Life, Physical, and Social Science
- Farming, Fishing, and Forestry
- Computer and Mathematical Sciences

SOURCE: AMERICAN IMMIGRATION COUNCIL, "IMMIGRANTS IN PENNSYLVANIA," 2017.
FIND YOUR STATE: STATES.IMMIGRATIONCOUNCIL.ORG



Source: American Immigration Council. (2020, August 6). *Immigrants in Pennsylvania*.

<https://www.americanimmigrationcouncil.org/research/immigrants-in-pennsylvania>

WESTERN PA ROOTS - ORIGINS

Leni-lenape (Lenape or Delaware), Susquehannocks, Iroquois, Shawnee and other groups history can be traced back 15,000 years in Western PA

Settlers from Sweden, Holland and England came in the 1600s fleeing religious persecution

By the 1700s black persons who had been enslaved were in residency in PA, more black individuals came here from the South to escape slavery and many Irish arrived as climate refugees (Great Hunger)

Industrialization of late 1800s and early 1900s brought economic refugees from Eastern European countries and from the antebellum South to southwestern PA coal mines and growing steel industry

Sources: Pennsylvania Historical & Museum Commission. (n.d.). Pennsylvania History.

<http://www.phmc.state.pa.us/portal/communities/pa-history/pre-1681.html>

Explore PA History. (n.d.). *The peopling of Pennsylvania: The creation of a multicultural society.*

<https://explorepahistory.com/story.php?storyId=1-9-23>

WESTERN PA ROOTS - STEEL INDUSTRY

Steel industry collapse - about 289,000 families left before 1990 (Gradeck 2003).

“Steelers Nation” is born.

The City of Pittsburgh has not regained the population but holds steady at about 300,000 residents for several years (US Census Bureau, 2021).

Sources: U.S. Census Bureau (2021). *QuickFacts Pittsburgh city, Pennsylvania*.

<https://www.census.gov/quickfacts/pittsburghcitypennsylvania>.

Gradeck (2003) The Root of Pittsburgh's Population Drain, Center for Economic Development, Carnegie Mellon Heinz School.

WESTERN PA ROOTS - SELF REFLECTION QUESTIONS

When did your family come to PA?

What pushed or pulled them to our region?

How might a recent immigrant's story be similar to one in your own family history?

How might it be different?

PITTSBURGH'S IMMIGRANT COMMUNITIES: MIXTURE OF OLD & NEW

| | | | |
|-----------|------------|----------------|-----------------|
| Bhutanese | Guatemalan | Nigerian | Somali Bantu |
| Bosnian | Honduran | Polish | Syrian |
| Burmese | Indian | Russian/FSU | Ugandan |
| Chinese | Iraqi | Salvadoran | Ukrainian |
| Congolese | Italian | South Sudanese | Uzbek |
| Colombian | Korean | Sudanese | And many more!! |
| Greek | Mexican | Somali | |



Picture of the Beneficial Society of North Italy. The club was created in 1930 to support immigrants from northern Italian areas such as Friuli-Venezia Giulia, Veneto, Lombardy, and Piedmont.

LATINO/A/E/X COMMUNITY

- ↩ Fastest-growing foreign-born population in our region
- ↩ Diverse group of origins, ethnicities, races and cultures
- ↩ What they share: Latin American heritage
- ↩ Wide variety of backgrounds and skills
- ↩ Majority Spanish speakers but many other languages present

Latine Populations In Pittsburgh

- ← Largest groups: Mexicans and Puerto Ricans (US citizens)
- ← Businessmen, academics and professionals
- ← Economic migrants
- ← U.S. citizens (PR) impacted by Hurricane Maria
- ← Asylum seekers

NEWEST REFUGEES IN PITTSBURGH

- Geographically diverse
- Multilingual but limited in English
- Arrive primarily in family groups
- Spent up to 20 years in refugee camps
- First jobs mainly in hospitality, production
- Upward trajectory

Refugee backgrounders: coresourceexchange.org/refugee-populations

BHUTANESE (ETHNIC NEPALI)



REFUGEE CAMP LIFE



Pictures of daily life for Bhutanese refugees in Beldangi Refugee Camp in eastern Nepal.

BHUTANESE IN PITTSBURGH

- ↪ Multi-generational families
- ↪ Majority Hindu; some Christians and Buddhists
- ↪ Under 30 years old came with some English
- ↪ Limited English/literacy/education among elders
- ↪ Work experience: teachers, farmers
- ↪ Large secondary migrant influx
- ↪ Formed community self-help organizations
- ↪ Largest home-buyers in South Hills; started businesses



Africa



SOMALI BANTU



Fatuma Muya, a Somali Bantu refugee and a U.S. citizen since 2012, displays the flag of Somalia (Photo by Morgan Triska).

St-Esprit, M. (5.11.2017). Making it in Pittsburgh as a Somali Bantu. *Public Source*.



Abdulkadir Chirambo (center) and other members of Pittsburgh's Somali Bantu community weeding the community garden in Northview Heights. (Photo by Ryan Deto).

Deto, R. (9.21.2016). A number of Somali Bantu refugees have resettled in Pittsburgh, but how are they adjusting? *City Paper*.

SOMALI BANTU IN PITTSBURGH

- Many live in Northview Heights
- Large families with numerous children
- Multiple ethnic/tribal groups within the Somali Bantu community
 - ↩ Majority of those in Pittsburgh speak Kizigua (close to the language Swahili)
 - Maay-Maay is the 2nd most common dialect spoken in Pittsburgh (part of the language Somali)
 - Pittsburgh is different from other U.S. cities where the Somali population is represented by Afro-Cushitic Somalis
 - Primarily Muslim
- Two grassroots organizations grew out of the community:
 - ↩ Somali Bantu Community Association of Pittsburgh
 - ↩ United Somali Bantu of Greater Pittsburgh

CONGOLESE



REFUGEE CAMP LIFE



Congolese refugees in a refugee camp in Rwanda

CONGOLESE IN PITTSBURGH

- Multi-cultural: various tribes, language and countries of asylum among them
- Come from one nation, but have many different tribal affiliations
 - ↳ For example: Italian American vs. Irish American
- Religion: Christianity of various denominations, Muslim
- Languages: Swahili, Kinyarwanda; some French and over 250 tribal languages
- Family composition: many single-parented; large nuclear and multi-generational
- Work experience: Sustenance farming, trades
- Neighborhood: City's West End; some North Side

SYRIANS



SYRIANS REFUGEES IN PITTSBURGH

- Primarily ethnic Syrians; some Kurds and Yazidis
- Language: Syrian; some Kurmanji
- Religion: Muslim
- Family composition: Nuclear families. Many separated from parents/siblings when Pres Trump stopped flow.
- English level: Limited
- Native literacy: High
- Work experience: Shop owners, tradesmen
- Neighborhood: West End, Carnegie, eastern suburbs

AFGHAN SPECIAL IMMIGRANT VISA HOLDERS (SIV)



AFGHANS IN PITTSBURGH

- Special Immigrant Visa holders (SIVs) as well as refugees
- US involvement in Afghanistan since 2001, reliance on Afghans for translation, interpretation, transportation, security, other vital services.
- Some SIVs arrive in the US with proficiency in English, high skilled background, however credentials may not transfer.
- Languages: Dari, Pashto
- Religion: Muslim
- Parolee status for some moving into Pittsburgh quickly with ending of US presence in Afghanistan (August 2021)

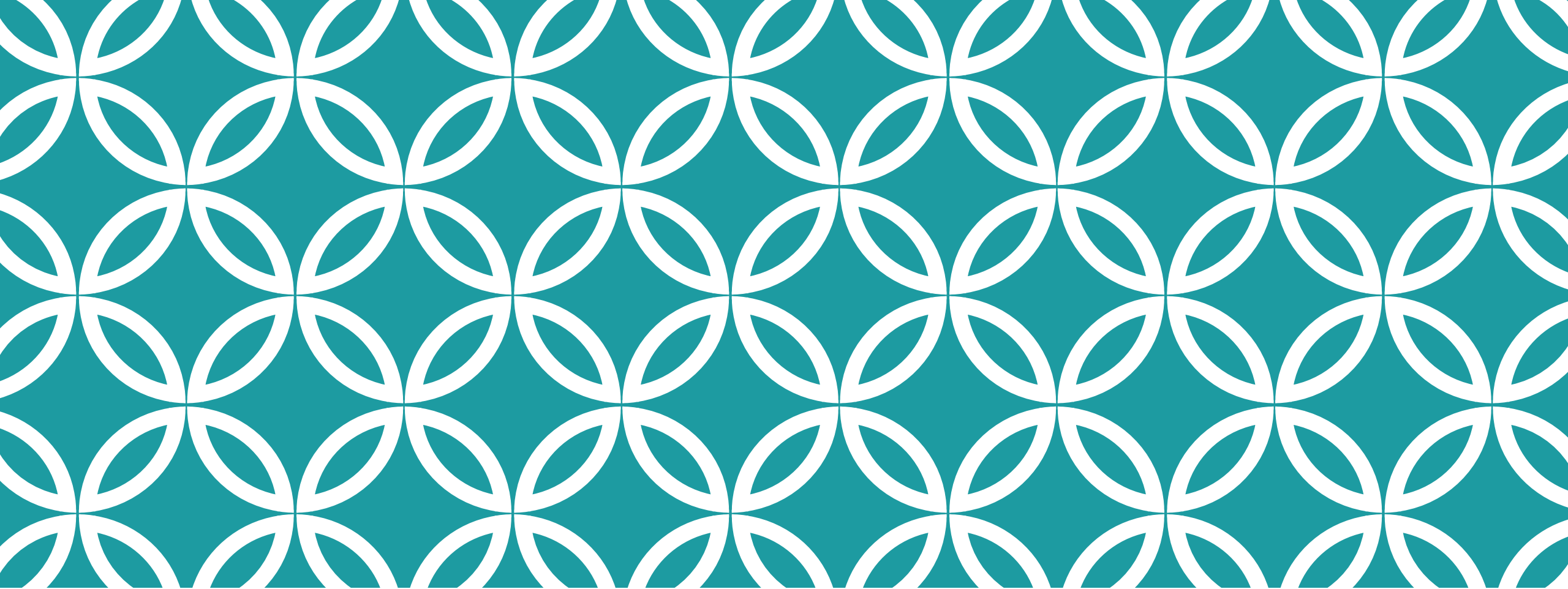
Source: Justice for Immigrants. (2019, June). *The Afghan and Iraqi Special Immigrant Visa (SIV) program*.
<https://justiceforimmigrants.org/what-we-are-working-on/refugees/afghan-iraqi-special-immigrant-visa-siv-program/>

REFUGEE SNAPSHOTS

- Iraqi
 - ↪ Many are highly educated and came to the USA during/after the Iraq war
 - ↪ Language fluency is highly variable; many professional degrees were non-transferable.
- Burundi
 - ↪ 1972 ethnic conflict origin of persecution
 - ↪ Resettlement for the “1972 Burundians” started in 2006, after 35 years in exile
 - ↪ Majority Christian: languages are Kirundi and French

MORE SNAPSHOTS

- Indian
 - ↪ Not centralized in a specific neighborhood
 - ↪ Diversity of language, religion, culture
- Chinese
 - ↪ Some are the parents of graduate students in Pittsburgh; they are here to help their children raise their families
 - ↪ Some are socially isolated; and language fluency is highly variable
- Uzbek
 - ↪ Population is increasing, many with green cards through the “diversity visa lottery”
 - ↪ Languages: Uzbek, Russian, Tajik



PART TWO

Cultural Humility

WHAT IS CULTURAL HUMILITY?

Hook (2014) - ongoing process at both the interpersonal and intrapersonal levels

Remember - All work is cross cultural!

The idea that our life experiences impact how we interact with others (feels a little psychodynamic!)

- The judgments we make
- The rules we create in our workplace
- The expectations we have of clients
- The expectations we have of ourselves

CULTURAL HUMILITY (HUMBLE) MODEL (BORKAN

ET AL., 2009)

H: Be Humble about the assumptions you make about knowing the world from your clients' shoes (similar vs. dissimilar clients to self)

U: Understand how your own background and culture can impact how you interact with your clients

M: Motivate yourself to learn more about the client's background, culture, health beliefs and practices, as well as the unique points of view of their families and communities (initial gafs can have a lasting impact, think about what you say and how you say it)

B: Begin to incorporate this knowledge into your clinical practice

L: Life-long learning

E: Emphasize respect and negotiate plans

HUMBLE — CONSTRUCTING MY ACRONYM ACTIVITY

AZADEH:

Ask others if there are unique personal or cultural considerations that we should review when discussing their degree options.

Zealously engage and support the student as they engage in their coursework

Affirm the students' choices and provide them with the necessary evidence based data to make informed decisions.

Dedicate time during office hours to reach out to students that i have not connected with in the (virtual) classroom

Enhance my own knowledge by seeking out workshops and articles on current issues facing relevant student populations.

Help when help is wanted, and enable and empower students to help themselves in the future.

SMALL GROUP WORK

Share your acronym

Tell them what aspects of the acronym connect most deeply to their definition of cultural humility

Ask if any other words were in contention for the acronym and why this was their final choice (intrapersonal identity)

Make sure that everyone takes a turn

Seek clarification when needed

QUESTIONS TO PONDER...

How does your acronym reflect cultural humility?

How does your workplace atmosphere impact what you think is needed for cultural humility in your job?

What intrapersonal things do you need to reflect on to build your cultural humility?

What interpersonal things do you need to explore to build your cultural humility?

What continuing education exists in your workplace? how can the integration of cultural humility into CE further the goals of your organization?

What recent events or noteworthy occurrences might impact what cultural humility looks like for you?

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