

## Chapter 2 – Why Cultural Humility?

These reflective questions will help you identify why cultural humility is needed if your organization is going to be successful in fostering a sense of belonging.

After the murder of George Floyd and during the Black Lives Matter movement, many organizations made per- formative statements. Take time now to write down the statements your organization, or an organization you are familiar with, made after the murder. Did their statements lead to what you would consider substantive changes? Why or why not? If you did not make substantive changes, what got in the way?

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Sometimes we make statements with the best intentions, but they may have a negative impact. Have you ever expressed an idea that you thought was accurate, maybe even supportive, and it ended up being a misstep? Did you apologize without being defensive? What was the other person’s reaction, and how did you respond?

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Think about your organization. Can you say with confidence that your people would say they have psychological safety as defined in this chapter?

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