

Note to Learner: The Institute for Advancement of Family Support Professionals encourages you to complete the training and activities with the support of your supervisor. The notes below will guide you in preparing to take the training, following up with your supervisor after the training, supporting transfer of learning into daily practice, and extending learning through individual supervision.

Ongoing: View the Professional Development Program and each IAFSP training module as an investment in skills and knowledge to help improve home visitor effectiveness.

Before the training:

- Learner and supervisor review course objectives and home visitor competencies
 - Learner sets personal learning goals
 - Learner completes pre-training activities, as required
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During the training, the learner:

- Completes activities
 - Reflects on own response
 - Identifies questions and concerns
 - Prints Reflective Responses to share with supervisor
 - Completes post-training evaluation
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After the training:

- Learner:
 - Completes pre- and post-training activities, as required, and shares them with supervisor
 - Develops an action plan for applying skills and knowledge in daily practice
 - Meets with supervisor to:
 - Review pre- and post-training activities
 - Discuss reflections, questions, and concerns
 - Review action plan for applying skills and knowledge in daily practice
 - Assess personal learning goals, transfer of learning, and action plan over time
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Training Description:

This 45-minute online training describes the concept of cultural humility, a lifelong process of self-reflection and learning from every person, family and situation you encounter, as an alternative to trying to become “culturally competent.” The culturally humble approach is then applied to home visitor scope of practice supporting immigrant families in acculturating to the United States and in preserving and maintaining their home culture. The training includes information about the impact of immigration laws on undocumented immigrants and their families.

Developed in Partnership by:

National Home Visiting Competencies Addressed:

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| <p>Domain 3: Parent-Child Interactions
Competency 11 – Influences on Parenting
Objective b: Social context</p> <p>Domain 4: Dynamics of Family Relationships
Competency 15 – Influences on family well-being
Objective a: Racism and discrimination
Objective b: Culture and language
Objective d: Risks and stressors</p> <p>Domain 5: Family Health, Safety and Nutrition
Competency 18 – Mental Health
Objective c: Toxic stress and trauma
Objective d: Mental illnesses</p> <p>Domain 6: Community Resources and Support
Competency 22 – Building community relationships</p> | <p>Objective 22 – Building community relationships</p> <p>Competency 24 – Advocacy
Objective a: Empowering families
Objective b: Service barriers</p> <p>Domain 7: Relationship-Based Family Partnerships
Competency 25 – Respect and responsiveness
Objective a: Cultural and linguistic responsiveness
Objective b: Relationship building</p> <p>Domain 9: Professional Practice
Competency 32 – Reflective Practice
Objective a: Recognizes biases
Objective b: Critical reflection
Objective c: Continuous learning</p> |
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Before the Training

Rate Your Knowledge (Scale of 0 to 5, 0 = no knowledge, 5 = significant knowledge)

Learning Objective	Before the Training	After the Training
1. Discuss the differences between “cultural competency” and “cultural humility.”		
2. Identify and describe three key practices of a professional who demonstrates cultural humility.		
3. Understand the hidden aspects of culture and implications for establishing a trusting relationship.		
4. Recognize the similarities and differences across culture and the implications for family support.		
5. Learn the process and complexities of acculturation.		
6. Discuss the home visitor role in supporting undocumented immigrants and their families.		

My personal learning goals for this training are:

1. _____
2. _____
3. _____

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After the Training

Reflections on what I learned:

Questions and concerns I identified:

Action Plan: (Each learner's plan will be unique. To get you started, some ideas are listed below.)
As a result of this training, I will...

My Action Plan

Action	Target Date	Date Completed
1. Reflect on encounters with curiosity and a willingness to learn.		
2. Update my resource file to include immigration raid response teams, and resources for legal representation.		
3. Assist families in developing a family immigration raid emergency plan, when appropriate.		

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