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Mana Sanskriti (Our Culture)

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Issue: 222

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CULTURAL HUMILITY

In multicultural societies such as India and America, where ethnic communities coexist side by side, people tend to form groups of similar backgrounds, interests, vocations, and ethnicities. Interaction between such groups invariably involves politics and power struggle, resulting in dominant groups and subservient groups (see Notes)³. It is not necessary for a group to be a majority community to become a dominant group in a given society, e.g., an enslaved group may become free and dominant (see Notes)⁴. As said societies change from one form of government to another form, the dominant groups in one form may lose their dominance in another form of government (see Notes)⁵. Navigating such diversity within a country and globally, one needs to learn **Cultural Humility** (see Notes)⁶, among other things.



Ability to maintain an *interpersonal emotional position*⁷ with humility, self-reflection and self-critique to check the imbalances that exist in communication dynamics due to cultural diversity in the current global economy is absolutely necessary for success. This ability may be called *Cultural Humility* (see Notes)⁸, a process that requires humility to develop and maintain mutually respectful and dynamic partnerships with and within communities (see Notes)⁹.

A lifelong commitment to self-reflection and self-critique is required, because there is always something to learn about not only one's own culture, but also others', in a cultural diversity.

Our experiences instantly become part of the lens through which we view our entire past, present, and future, and like any lens, they shape and distort what we see.
—Daniel Gilbert, *Stumbling on Happiness*

Another feature of cultural humility is a desire to fix power imbalances, with an open mind and recognition that each person brings something different

Actors do not always have conscious, intentional control over the processes of social perception, impression formation and judgment that motivate their actions.
—Anthony G. Greenwald & Linda Hamilton Krieger. *Implicit Bias: Scientific Foundations*

to the table, along with a desire to develop partnerships with people and groups different from us. Success in this endeavor also depends on cultural competence and competency (see Notes)¹⁰.

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A [competency](#) is a set of defined behaviors that provide a guide for identification, evaluation and development of proper behaviors in individuals. Individual behavior involves personal biases, preferences and prejudices, reflecting personal tastes, experiences, societal images and norms, which may lead to faulty conclusions about neighbors, colleagues and other individuals in the society. Bias may be defined as an inclination of the mind having a preconceived opinion or irrational preference or prejudice, due to which humans heuristically (see Notes)¹¹ make systematic errors based on cognitive factors rather than evidence, causing errors in judgment, social attribution, and memory. Cognitive biases are a common outcome of human thought, and as the saying goes, [birds of a feather flock together](#)¹², even in the most diverse country in the world.

6. What is this person's race? Mark one or more boxes.

White
 Black, African Am., or Negro
 American Indian or Alaska Native — Print name of enrolled or principal tribe.

Asian Indian Japanese Native Hawaiian
 Chinese Korean Guamanian or Chamorro
 Filipino Vietnamese Samoan
 Other Asian — Print race, for example, Hmong, Laotian, Thai, Pakistani, Cambodian, and so on.

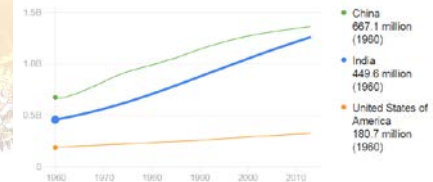
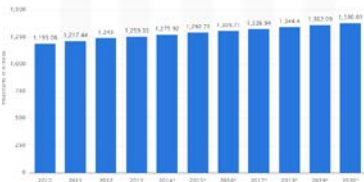
Other Pacific Islander — Print race, for example, Fijian, Tongan, and so on.

Some other race — Print race.

Source: U.S. Census Bureau, 2010 Census questionnaire.

In the US, data from [the Census 2010](#) showed that the population reporting more than one race grew to 9.0 million people from about 6.8 million people reported in [the Census 2000](#)¹³. It could be a lot higher, but for the flawed ethnicity categorization with six very broad categories that cannot define the diversity in the world from which America draws its population:

- 1) White, a person having origins in any of the original peoples of Europe, the Middle East, or North Africa;
- 2) Black, a person having origins in any of the Black racial groups of Africa;
- 3) American Indian or Alaska Native, a person having origins in any of the original peoples of North and South America, including Central America, who maintains tribal affiliation or community such as Navajo, Blackfeet, Inupiat, Yupik, Central American Indian groups, or South American Indian groups;



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- 4) Asian, refers to a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Continent, including, for example, Cambodia, China (1.3 billion), India (1.3 billion people), Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam;
- 5) Native Hawaiian or Other Pacific Islander, a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands; and
- 6) Some Other Race, a person who doesn't fit in the above.

The *Two or More Races* population refers to people who reported more than one of the six race categories. However, this categorization does not capture the diversity in humanity, e.g., placing a person from the Indian Continent comprising about 2.4 billion people (see Notes)¹⁴ and Asia comprising another 1.6 billion people (see Notes)¹⁵ in one category of Asian representing 4 billion out of 7 billion, and the remaining 3 billion population in five groups. Out of about 1/3 of the world's population living in the Indian Continent, a little over half lives in the modern Indian Union, and yet the diversity within the Indian Union is unparalleled in the world, with all its biases, cognitive or otherwise (see Notes)¹⁶. An example of such entrenched bias can be seen in the narration of origin of caste by BBC, which attributes "the creation of caste" to a mythical person called *Man-u*, who acknowledged such tribalism in "human society (see Notes)¹⁷."

In addition to the "*still existing treacherous and ancient tribes, castes, races etc.,*" created by *Man-u* (the proverbial mythical progenitor of humanity, who wrote *Man-u-smriti, observations of humanity*, for the detriment of all humanity, ***in the filtered views through the colored glasses from the eyes of the West and a significant vocal majority of Indians living in the Indian Continent and elsewhere***), the humanity is further divided by the Anatomist into two distinct groups, the male and female. The Anatomist not only acknowledges, but also justifies the gender system as the basis of order and regularity of society, and is directly responsible for every atrocity, assault and rape of a woman, by a man. In addition, the Anatomist is responsible for the male chauvinism that pervades across the societies in the world, including the American Society. He is also responsible for well-accepted and entrenched views about male and female contributions and their importance¹⁸.

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The American male chauvinism wins by 5% vote (see Notes)¹⁹. About 5% of American voters will vote for a man, irrespective of the political and ideological perspective of the candidate. Clinton has 5% lead over Trump, while Sanders has 11 % lead over Trump, which clearly indicates that about 5% of the population that voted for left leaning socialist Democrat Bernie Sanders in Trump v Sanders poll, voted for right leaning capitalist Republican Trump in Trump v Clinton poll. Thus, about 5% of American voters are chauvinists who would vote for a “man only,” irrespective of socialist Democrat or capitalist Republican, as long as the candidate is a male, and it may be rationalized that this 5% of American voters prefer a male socialist Democrat over a male capitalist Republican over a female socialist Democrat, in that order, where the least preferred being the female, by deduction (male [socialist Democrat](#) > female [socialist Democrat](#) = male > female; while it doesn't matter if the candidate is leftist or rightist (see Notes))²⁰.

Now, how do we overcome these biases and prejudices against each other, especially when the **blame game** is the operative word, instead of taking responsibility of the current situation and making changes? This question has been asked and answered time and again, but humans heuristically make systematic errors and continue to reinforce their prejudices. Whether it is called projection, denial, or displacement, blaming others helps people preserve sense of self-esteem by avoiding awareness of their own flaws or failings. It is a fact that people often see in others what they don't like in themselves and project those negative feelings onto others, psychologically, thinking they are not good enough, feeling smug and believing they are better or smarter than the others are, and that one's own culture is the best of all. It is easy to find scapegoats to blame, because there is an effort required in recognizing personal contributions to a bad situation. Accepting their own fault as the cause, and changing is an effort that may cost materialistically and socially, and results in an acceptance that their own culture is not the only or best one. For many, this is not acceptable.

However, if one wants to overcome these prejudices and treat people respectfully and not discriminate against any person based on any particular reason²¹, stereotype²² or profile (see Notes)²³ that compels demonizing the other person for an acceptable persecution and unjust treatment; one only has to look in the mirror²⁴ and make that change; That is **Cultural Humility!**

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NOTES AND REFERENCES²⁵

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³ Vepachedu, Birds of A Feather: https://www.researchgate.net/publication/303721802_BIRDS_OF_A_FEATHER "The fundamental forces governing all interactions within the Universe are 1) weak nuclear forces, 2) strong nuclear forces, 3) electromagnetism, and 4) gravity. Nobody can invent these four fundamental forces, but only discovers, understands and uses for the benefit of humanity or against enemies. What Sir Isaac Newton did was just to discover the existence of the gravity by which an apple falls down rather than fly away. It would be ridiculous to say that Newton made laws to force apples and other objects fall down to earth. Similarly, there are four kinds of broad vocations that people perform depending upon their interests, intellect and abilities, in any given society. Ancient Hindus (Indians those who are associated with and living near and on the banks of River Sindhu (Indus) flowing in the Islamic Republic of Pure State (Pakistan) and the Islamic Republic of Afghanistan, (ruled under Shariat today); and the people of Indus – Saraswati Valley) defined and categorized the existing vocations and people performing them, generally and universally. That does not mean that those who discovered and defined naturally occurring phenomena are responsible for those universal phenomena or forces. Human beings have had a basic understanding of these forces and phenomena since time immemorial. To say otherwise is utter nonsense."

⁴ The Jewish community in the world of 7 billion people is a minority community of about 16 million (<http://www.ynetnews.com/articles/0.7340.L-4673018.00.html>), and yet the entire foreign policy of America in the Middle East revolves around Israel as an ally, for various geopolitical and strategic reasons. See for example, Mearshimer et al., The Israel Lobby and US Foreign Policy, Chapter 2, Israel: Strategic Asset or Liability? Macmillan (September 4, 2007); Gilboa et al., Us-Israeli Relations in a New Era: Issues and Challenges After 9/11, Taylor & Francis (September 30, 2010); The Role of American Political Culture in the Development of the US-Israel "special Relationship" and the Lost Opportunities for Achieving Middle East Peace, ProQuest (2007); Azar, American Foreign Policy & Its' Link To Terrorism In The Middle East, AuthorHouse (July 8, 2011)

⁵ The Role of American Political Culture in the Development of the US-Israel "special Relationship" and the Lost Opportunities for Achieving Middle East Peace, ProQuest (2007); Azar, American Foreign Policy & Its' Link To Terrorism In The Middle East, Author House (July 8, 2011)

⁶ Learning Cultural Humility Through Critical Incidents and Central Challenges in Community-Based Participatory Research: <http://www.tandfonline.com/doi/abs/10.1080/10705422.2010.490161>; Cultural Humility is the First Step to Becoming Global Care Providers: <http://onlinelibrary.wiley.com/doi/10.1111/j.1552-6909.2008.00311.x/full>; Cultural Humility Versus Cultural Competence: <https://muse.jhu.edu/article/268076/summary>

⁷ Emotions in interpersonal life: <http://people.ict.usc.edu/~gratch/CSCI534/Readings/ACII-Handbook-Social.pdf>

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⁸ Reflections on cultural humility: <http://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility.aspx>

⁹ Tervalon et al., Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education, J Health Care Poor Underserved 9(2):17- 25 (1998)

Juarez et al., Bridging the Gap: A Curriculum to Teach Residents Cultural Humility, Residency Education, Vol. 38, No. 2 (February 2006): <http://mail.fmdrl.org/fmhub/fm2006/February/Jennifer97.pdf>

¹⁰ Cultural Humility Versus Cultural Competence: <https://muse.jhu.edu/article/268076/summary>

¹¹ “Heuristically” employing shortcuts as an aid to problem solving: A method, procedure, policy, etc., that reduces the time or energy needed to accomplish something.

¹² Vepachedu, Birds of A Feather: https://www.researchgate.net/publication/303721802_BIRDS_OF_A_FEATHER

¹³ The Two or More Races Population:2010: <http://www.census.gov/prod/cen2010/briefs/c2010br-13.pdf>

¹⁴ Afghanistan (32,564,342), Bangladesh (168,957,745), Bhutan (741,919), India (1.3 billion), Maldives (393,253), Nepal (31,551,305), Pakistan (199,085,847), Sri Lanka (22,053,488), Cambodia (15,708,756), Laos (6,911,544), Myanmar (56,320,206), Thailand (67,976,405), Vietnam (94,348,835), Malaysia (30,513,848), Indonesia (256 m), Singapore (5,674,472), Philippines (100,998,376), East Timor (1,231,116), Brunei (429,646), etc. Total 2,391,461,103

¹⁵ China (1,381,000,000), Hong Kong (7,141,106), Macau (592,731), Japan (126,919,659), Mongolia (2,992,908), North Korea (24,983,205), South Korea (49,115,196), Taiwan (23,415,126), Total 1,616,159,931

¹⁶ In the ancient world and even in the modern society people usually form cohesive groups based on their language, culture and geographical location. These groups have a common ancestry and are led by chiefs of the families around which they gathered:

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¹⁷ What is India's caste system? <http://www.bbc.com/news/world-asia-india-35650616>, The BBC represents, if not “the”, but a Western perspective on ethnic diversity in the Indian Continent based on false premises and extrapolations. According to the BBC, “Manusmriti . . . acknowledges and justifies the caste system as the basis of order and regularity of society.” Therefore, Manusmriti created the caste in India, like Newton created the gravity and Galileo made the earth go round the sun. All results from these inventions must be blamed on the inventors and their race and ethnicity forever, and may be limited to their continents, for example, tribes are unique to Indian Continent, while apples fall down only in Europe, and the earth revolves around the sun for Europeans only. The same phenomena anywhere else have no relevance to these continents and the inventors.

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¹⁸ Vepachedu, Seminal Contribution (Shouldn't It Be "Oval Contribution?"): <http://www.vepachedu.org/manasankriti/Seminal.pdf>

¹⁹ Vepachedu, American Male Chauvinism Wins by 5% Vote: <https://www.linkedin.com/pulse/american-male-chauvinism-wins-5-vote-rao-vepachedu>; RCP Average form General Election: Trump vs. Sanders: Sanders 50%, Trump 39%, Sanders leads by 11% (rounded to the nearest whole number, as is the custom in mathematics and statistics). RCP Average from General Election: Trump vs. Clinton: Clinton 44%, Trump 38%, Clinton leads by 6% (rounded to the nearest whole number, as is the custom in mathematics and statistics).

RCP Average	5/6 - 6/5	--	--	Sanders 49.7	Trump 39.3	Sanders +10
RCP Average	5/24 - 6/15	--	--	Clinton 44.1	Trump 38.3	Clinton +5
CBS News	6/9 - 6/13	1048 RV	4.0	43	37	Clinton +6
Rasmussen Reports	6/14 - 6/15	1000 LV	3.0	44	39	Clinton +5
Reuters/Ipsos	6/11 - 6/15	1323 RV	2.8	41	32	Clinton +9
Bloomberg*	6/10 - 6/13	750 LV	3.6	49	37	Clinton +12
FOX News	6/5 - 6/8	1004 RV	3.0	42	39	Clinton +3
Economist/YouGov	6/2 - 6/5	1636 RV	3.6	44	41	Clinton +3
IBD/TIPP	5/31 - 6/5	850 RV	3.3	45	40	Clinton +5
Quinnipiac	5/24 - 5/30	1561 RV	2.5	45	41	Clinton +4

General Election: Trump vs. Sanders							
Poll	Date	Sample	MoE	Sanders (D)	Trump (R)	Spread	
RCP Average	5/6 - 6/5	--	--	49.7	39.3	Sanders +10.4	
IBD/TIPP	5/31 - 6/5	908 A	3.3	49	39	Sanders +10	
Quinnipiac	5/24 - 5/30	1561 RV	2.5	48	39	Sanders +9	
NBC News/Wall St. Jnl	5/15 - 5/19	1000 RV	3.1	54	39	Sanders +15	
CBS News/NY Times	5/13 - 5/17	1109 RV	3.0	51	38	Sanders +13	
FOX News	5/14 - 5/17	1021 RV	3.0	46	42	Sanders +4	
PPP (D)	5/6 - 5/9	1222 RV	3.2	50	39	Sanders +11	

²⁰ As the world is getting confused by the minute about their sexuality, human gender, sex and English words such as male, female, etc., it may be important to define some confusing terms in this context, and therefore, these terms are as used in this context are defined here.

The term "male," as used in this context is, as defined in Merriam Webster dictionary, an individual that produces male gametes (sperm, spermatozoa or spermatozooids) which fertilize the female gametes (eggs) produced by a female individual, and has an apparatus and mechanism for production and distribution of sperm, consisting essentially of a prostrate, two testicles and a penis, wherein the penis is a tubular erectable means for distribution of sperm with or without the help of external or chemical stimulation and for removal of liquid containing mainly urea, a toxic waste, from the body of the individual to maintain the life and function of the individual. The term "male" is further defined as "an individual of or relating to the sex that cannot produce young, because it lacks an apparatus and mechanism for baby production consisting essentially of two ovaries, two fallopian tubes, a uterus, a birth canal, a vagina and two breasts capable of lactation after giving birth to a baby to feed the baby."

The term "female," in this context is defined as an individual of or relating to the sex that can produce young, because it possesses an apparatus and mechanism for production of a baby, consisting essentially of an apparatus and mechanism for baby production consisting

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essentially of two ovaries, two fallopian tubes, a uterus, a birth canal, a vagina and two breasts capable of lactation after giving birth to a baby to feed the baby." The term "female" is further defined as an individual that cannot produce sperm to fertilize female gametes (eggs) of a female. The synonyms for the term "female" includes, but not limited to, girl, lady, and woman, which may be used for a female, age appropriately.

The term "Male Chauvinism," in this context means "the beliefs, attitudes, or behavior of a chauvinist who patronizes, disparages, or otherwise denigrates females in the belief that they are inferior to males and thus deserving of less than equal treatment or benefit." Male chauvinism is not necessarily limited to males (as defined above), but can be exhibited by females (as defined above) as well, e.g., about 2.5 % of female American voters are male chauvinists that voted for Trump and Sanders and against Clinton (rounded to 2.5%, from an estimate based on sex ratio in America (0.97= 1 male/1 female (2014 est.) = 2.5% males/2.5% females). However, it is possible that the 5% of Americans that are male chauvinists could be made up of entirely females only (100%), entirely males only (100%), or any ratio there between.

Disclaimer: The above definitions for male, female and male chauvinism are based on scientifically accepted biology, human anatomy and linguistic principles, but definitely limited to this article in this context. The First Amendment to the American Constitution bestowed certain inalienable rights upon American Citizens providing freedom to confuse the words male and female, thereby the male chauvinism to mean whatever Americans might prefer to define, use and choose as they might see fit for their individual and/or collective vested interests.

"Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."

²¹ Male chauvinism is alive and well and rampant in America! http://www.huffingtonpost.com/vicki-donlan/3-ways-women-in-business-deal-with-male-chauvinism_b_3824069.html

²² A majority of Republicans (56%), Democrats (62) and independents (57%) support a path to legal status for undocumented immigrants in the US, and a majority of Americans (51%) consider immigrants to be hardworking with talents and strengthen the country . <http://www.people-press.org/2015/06/04/broad-public-support-for-legal-status-for-undocumented-immigrants/>

²³ Informal criminal profiling has a long history and has taken root in the United States. It was used as early as the 1880s, when two physicians, George Phillips and Thomas Bond, used crime scene clues to make predictions about British serial murderer Jack the Ripper's personality. <http://www.apa.org/monitor/julaug04/criminal.aspx>
How Profiling Works: <http://people.howstuffworks.com/profiling.htm>
Race, Trust and Police Legitimacy: <http://www.nij.gov/topics/law-enforcement/legitimacy/pages/welcome.aspx>
Racial profiling by law enforcement is commonly defined as a practice that targets people for suspicion of crime based on their race, ethnicity, religion or national origin. Creating a profile about the kinds of people who commit certain types of crimes may lead officers to generalize about a particular group and act according to the generalization rather than specific behavior: <http://www.nij.gov/topics/law-enforcement/legitimacy/pages/racial-profiling.aspx>; Racial profiling curriculum, resources & know your rights: <http://www.naacp.org/pages/criminal-justice-resources>

Discrimination against any person based on any particular reason, stereotype or profile. Such as gender, immigration status, sexual orientation, color of skin, shape of nose, accent of speech, language, type, caste, tribe, race, nationality, etc., indicate lack of cultural humility.

²⁴ Look in the mirror, The Positive Approach - Lesson 25: <http://www.trans4mind.com/positive/positive24.shtml>
Look in the mirror: <http://chicago.suntimes.com/opinion/look-in-the-mirror-my-fellow-republicans/> ; Except for tribalists and the willfully ignorant: <http://www.chicagotribune.com/news/columnists/kass/ct-trump-clinton-women-kass-0518-20160517-column.html>

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Mana Sanskriti (Our Culture)

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It's time to look in the mirror:

http://www.salon.com/2016/05/28/its_time_to_look_in_the_mirror_bernie_now_more_than_ever_sanders_needs_to_be_crititized_for_his_failed_political_theories/

Look In The Mirror And Meet Your Own Worst Enemy (Economy): <http://www.forbes.com/sites/peterlazaroff/2016/05/31/investors-look-in-the-mirror-and-meet-your-own-worst-enemy/#29b43b064cc9>

Now, if you want to make the world a better place, take a look at yourself: <https://www.youtube.com/watch?v=PivWY9wn5ps>; make that change!

²⁵ In addition to the primary sources cited above, additional references include:

[New York Times](#), [Washington Post](#), [Mercury News](#), [Bayarea.com](#), [Deccan Chronicle](#), [the Hindu](#), [Hindustan Times](#), [Times of India](#), [AP](#), [Reuters](#), [AFP](#), [The Guardian](#), [Pravda](#), [Spiegel](#), [Connexion](#), etc.

Disclaimer All information is intended for your general knowledge only and is not a substitute for medical advice or treatment for special medical conditions or any specific health issues or starting a new fitness regimen, political or economic policy.

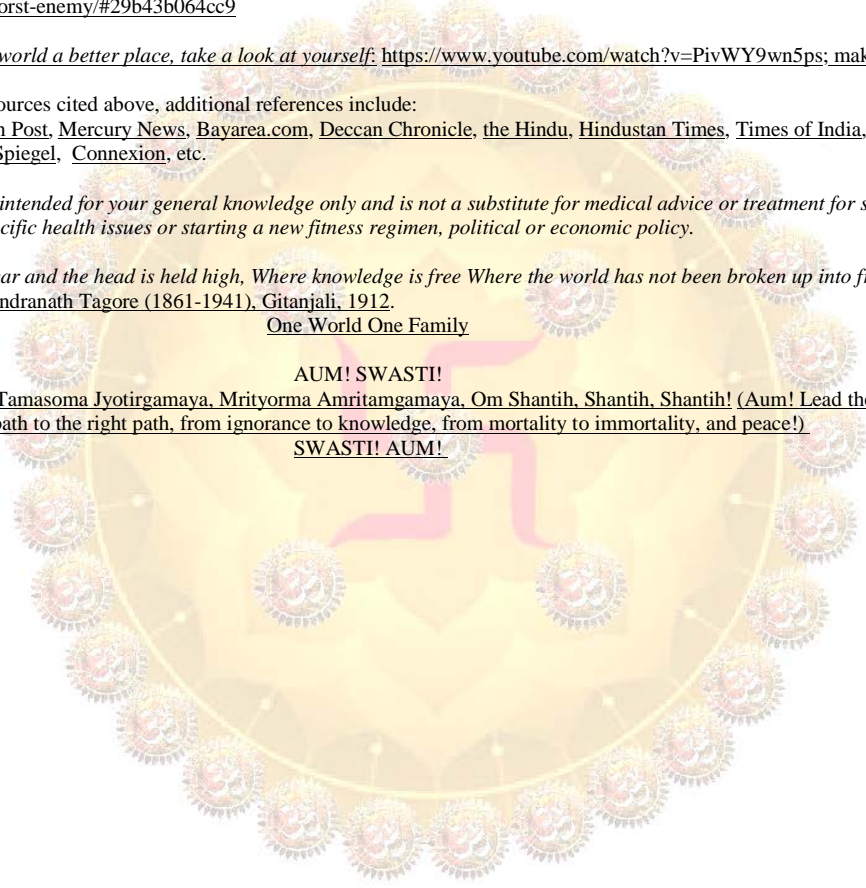
"Where the mind is without fear and the head is held high, Where knowledge is free Where the world has not been broken up into fragments, By narrow domestic walls." [Rabindranath Tagore \(1861-1941\)](#), [Gitanjali](#), 1912.

One World One Family

AUM! SWASTI!

Om! Asatoma Sadgamaya, Tamasoma Jyotirgamaya, Mrityorma Amritamgamaya, Om Shantih, Shantih, Shantih! (Aum! Lead the world from wrong path to the right path, from ignorance to knowledge, from mortality to immortality, and peace!)

SWASTI! AUM!



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