

Cultural Proficiency Continuum

(unique ways of seeing and responding to differences)

A.) Cultural destructiveness – *See the difference, stomp it out:*

The elimination of other people's cultures

B.) Cultural incapacity – *See the difference, make it wrong:*

Belief in the superiority of one's culture and behavior that disempowers another's culture

C.) Cultural blindness – *See the difference, act like you don't:*

Acting as if the cultural differences you see do not matter, or not recognizing that there are difference among and between cultures

D.) Cultural precompetence – *See the difference, respond inadequately:*

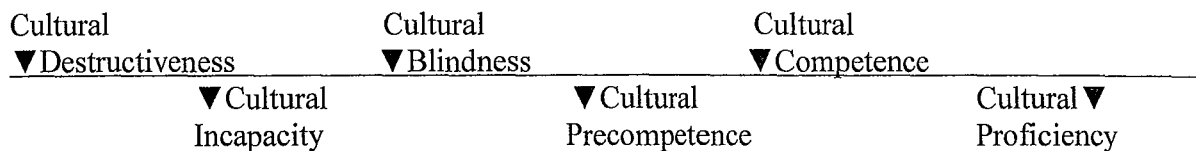
Awareness of the limitations of one's skills or an organization's practices when interacting with other cultural groups

E.) Cultural competence – *See the difference, understand the difference that difference makes:*

Interacting with other cultural groups using the five essential elements of cultural proficiency as the standard for individual behavior and school practices

F.) Cultural proficiency – *See the difference and respond positively and affirmingly:*

Esteeming culture, knowing how to learn about individual and organizational culture, and interacting effectively in a variety of cultural environments.



Cultural Proficiency Continuum

1. *What state do you personally connect with?*

A.) Cultural Destructiveness – *See the difference, stomp it out*

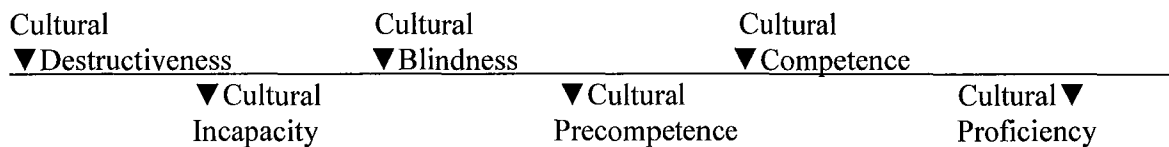
B.) Cultural Incapacity – *See the difference, make it wrong*

C.) Cultural Blindness – *See the difference, act like you don't*

D.) Cultural Precompetence – *See the difference, respond inappropriately*

E.) Cultural Competence – *See the difference that difference makes*

F.) Cultural Proficiency – *See the difference and respond positively, engage, adapt, and commit to social justice*



Cultural Proficiency Continuum

2. *What state do you believe your school or department would connect with?*

A.) Cultural Destructiveness – *See the difference, stomp it out*

B.) Cultural Incapacity – *See the difference, make it wrong*

C.) Cultural Blindness – *See the difference, act like you don't*

D.) Cultural Precompetence – *See the difference, respond inappropriately*

E.) Cultural Competence – *See the difference that difference makes*

F.) Cultural Proficiency – *See the difference and respond Positively, engage, adapt, and commit to social justice*

