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

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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*