

Cultural Competence Continuum

Organisation ▼

Cultural Destructiveness

Intentional attitudes, policies & practices that are destructive to cultures & consequently to individual within the culture

Cultural Incapacity

Lack of capacity to support minority ethnic clients / staff due to extremely biased beliefs and paternal attitude toward those not of a mainstream culture

Cultural Blindness

Belief that service / helping approaches traditionally used by the dominant culture are universally applicable regardless of 'race' or culture. Encourages Assimilation

Cultural Pre-competence

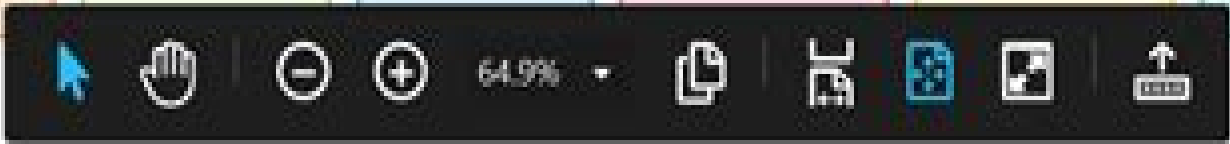
Desire to deliver quality services & a commitment to diversity by hiring minority staff, initiating training & recruiting Black leaders but lacking information on how to maximise these capabilities. Can be Tokenism

Cultural Competence

Acceptance & respect for difference, continual self assessment, careful attention to dynamics of difference, expanding knowledge / resources & adaptation. Delivering continuous improvement

Cultural Proficiency

Holding culture in high esteem, seeking to add to the knowledge of culturally competent practice, OD through research, influence, relationships, promoting self determination



Building Cross Culture Competence

JL Elias



Building Cross Culture Competence:

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