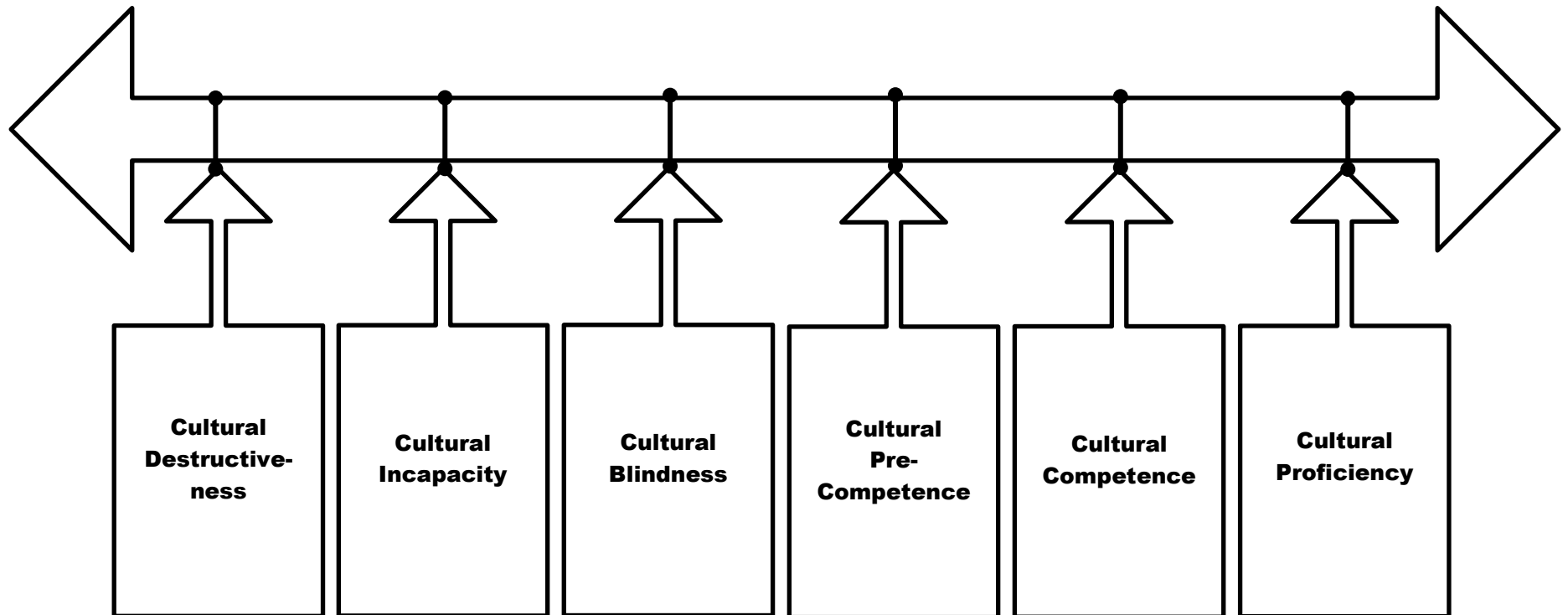


CULTURAL COMPETENCE CONTINUUM

Where would you place yourself on the Cultural Competence Continuum? Refer to pages 2 and 3 of this handout for definitions of each indicator along the continuum.



CULTURAL COMPETENCE CONTINUUM

CULTURAL PROFICIENCY

- ◆ Holds culture in high esteem
- ◆ Seeks to add to the knowledge base
- ◆ Organization advocates for cultural competence throughout the system

CULTURAL COMPETENCE

- ◆ Accepts and respects differences
- ◆ Engages in continuous self-assessment
- ◆ Expands cultural knowledge and resources
- ◆ Pays attention to dynamics of differences to better meet consumer needs
- ◆ Seeks advice and consultation from diverse community
- ◆ Commits to policies that enhance services to diverse clients

CULTURAL PRE-COMPETENCE

- ◆ Attempts to improve some aspect of services
- ◆ May believe that the accomplishment of one goal or activity fulfills their obligation to diverse communities, but does explore how to serve diverse communities more effectively
- ◆ Often lacks information on possibilities and how to proceed

CULTURAL BLINDNESS

- ◆ Midpoint on the continuum
- ◆ Believes that color or culture make no difference
- ◆ Believes helping approaches traditionally used by the dominant culture are universally applicable
- ◆ Ignores cultural strengths; encourages assimilation and isolates those who don't assimilate
- ◆ Views target groups as culturally deprived

CULTURAL COMPETENCE CONTINUUM

CULTURAL INCAPACITY

- ◆ Does not intentionally seek to be culturally destructive, but lacks capacity or willingness to help target groups
- ◆ System remains extremely biased: believes in superiority of the dominant group; maintains paternal posture toward "lesser cultures" through discriminatory hiring practices/promotions
- ◆ Supports segregation as desirable policy
- ◆ Enforces cultural policies and maintains stereotypes
- ◆ Disproportionately allocates resources
- ◆ Discriminates on the basis of whether people of target groups "know their place"

CULTURAL DESTRUCTIVENESS

- ◆ Represented by attitudes, policies, and practices that are destructive to cultures and the individuals within the culture
- ◆ Actively promotes cultural genocide

Adapted from *The Cultural Competence Continuum*, AAOP Journal, Summer 1990.