

Cultural Competence Continuum

Organizations and their staff must progressively move along the cultural competence continuum, which is an ongoing, active developmental process that encompasses a spectrum from culturally destructive to culturally proficient.

1. Cultural destructiveness: attitudes, policies, structures and practices that are destructive to a cultural group partly because one way of being is acknowledged and accepted
2. Cultural incapacity: lack of capacity of organizational systems and individuals to respond to linguistically and culturally diverse groups so that overt and covert systematic biases and devaluation mechanisms persist
3. Cultural blindness/ ignorance: based on the assumption that all people should be treated equally – what works with members of one culture should work within all other cultures
4. Cultural pre-competence: demonstrates an awareness of strengths in diversity and the need to respond effectively to culturally diverse groups but no clear plan for achieving cultural competence
5. Cultural competence: an acceptance and respect for difference, actively seeking advice and consultation, and a commitment and strategic plan for incorporating new knowledge and experiences into a wider range of practice
6. Cultural proficiency: hold culture in high esteem and use it as a foundation to guide all endeavors

EPIC Standardized Cultural Competence Staff In-Service Training Facilitator's Guide