

Cultural Competence Continuum

This has been adapted for agencies and professionals.

Cultural Destructiveness (is intentionally destructive)	Cultural Incapacity (is not intentionally destructive but lacks capacity to help people of color)	Cultural Blindness (expresses a philosophy of being unbiased)	Cultural Pre-Competence	Basic Cultural Competence	Advanced Cultural Competence (Proficiency)
-- practices cultural genocide (e.g. Boarding schools for Native Americans)	--takes paternal posture toward "lesser" races	--believes that color or culture make no difference; we're all the same	--realizes its weaknesses in serving minorities and attempts to make specific improvements	--has acceptance and respect for differences	--holds culture in high esteem
--dehumanizes or subhumanizes clients of color	-disproportionately applies resources	--believes helping approaches used by dominant culture are universally acceptable and universally applicable	--tries experiments; hires minority staff, explores how to reach clients, trains staff on cultural sensitivity, recruits minorities for their boards and advisory committees	--engages in continuing self-assessment regarding culture	--adds to knowledge base by doing research, developing new approaches based on culture, publishing results of demonstration projects
--denies clients access to their natural helpers or healers	--discriminates based on whether clients "know their place" and believes in the supremacy of dominant culture helpers	--thinks all people should be served with equal effectiveness	--has commitment to civil rights	--makes adaptations to service models in order to meet client needs	--hires staff who are specialists in culturally competent practice
--removes children from their families on the basis of race	--may support segregation as a desirable policy	--ignores cultural strengths, encourages assimilation, and blames clients for their problems	--may feel a false sense of accomplishment that prevents further movement	--works to hire unbiased workers	--advocates for cultural competence throughout the system and improved relations between cultures throughout society
--risks client's well-being in social or medical experiments without their knowledge or consent	--enforces racist policies and maintains stereotypes --promotes ignorance and unrealistic fears of people of color --maintains discriminatory hiring practices --gives subtle "not welcome" messages --has lower expectations of minority clients	--follows cultural deprivation model (problems are the result of inadequate cultural resources) --practices institutionalized racism --sets ethnocentric eligibility for services	--may engage in tokenism	--seeks advice and consultation from minority community	

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