



## CULTURAL PROFICIENCY CONTINUUM

Adapted from CampbellJones, F.; CampbellJones, B. and Lindsey, R. (2010)

Cultural Destructiveness	Cultural Incapacity	Cultural Blindness	Cultural Precompetence	Cultural Competence	Cultural Proficiency
Language and behavior disparages, negates and/or excludes cultures different than your own	Language characterizes nondominant groups as less important and actions reinforce the status of the dominant group	Assumption that society is a meritocracy and that current and/or historical disparities between groups have been eliminated or never existed	Emerging awareness that leads to risk-taking behaviors toward dismantling barriers of entitlement and non-adaptation. Actions are haphazard, inconsistent and non-systemic	Ongoing self-education and respectful responses to others in ways that recognizes and values differences and adapts relational behavior	Embraces ongoing journey to engage and esteem the cultures of others. Acknowledges interdependence with other groups and able to navigate knowledgeably and respectfully among variety of groups
See the difference and stomp it out	See the difference and make it wrong.	See the difference and act like you don't	See the difference and respond awkwardly or with limitations	Sees the difference that difference makes, appreciates it and embraces it	Sees the difference, responds positively, engages, adapts and commits to take action for social justice
<b>UNHEALTHY</b>			<b>HEALTHY</b>		
<b>Compliance-Based Tolerance for Diversity</b>			<b>Transformation for Equity</b>		

"In this class we speak English only"

"If we could get rid of the sped students, our scores would improve"

"You know that those parents never show up to school functions"

"Asian students come to this country and succeed. Why others don't do the same?"

"I don't see color. I just see kids"

"Racism and discrimination don't exist anymore. I don't like it when parents use the race card"

"During Christmas time I have a menorah in my classroom"

"We value all cultures. We have a night where parents bring foods from their country"

"A student made a derogatory remark. I used it as a teachable moment to remind students of the right thing to do"

"The co-teach model with Sped is helping us have honest conversations about differentiated instruction"

"Our school's Social Justice & Equity team is doing a great job making our C cult. & hist. relevant"

"My job as an educator is not only to teach content. I embrace advocating for kids & fams"

