

## Spectrum of Cultural Competence:

- **Cultural Destructiveness** – Attitudes, policies and practices that are destructive to cultures and individuals within cultures
- **Cultural Incapacity** – The systems or agencies that do not seek to be culturally destructive, but rather lack the capacity to help (Discriminatory hiring, lower expectations for people of color)
- **Cultural Blindness** – Color or culture makes no difference. All people are the same. Approaches are universal. Services are so ethnocentric as to be useless to all but the most assimilated people of color. (Ignores cultural strengths, encourages assimilation, blames the victim, eligibility for services equals assimilation.)
- **Cultural Pre-Competence**- Implies movement. Relies on weaknesses and attempts to improve. False sense of movement and accomplishment. One goal equals enough. Tokenism
- **Cultural Competence** – Acceptance, respect for difference. Continuous expansion of cultural knowledge. Groups are different with diverse subgroups. Seeks consultation from people of color. Hires those committed to their community. Provides support to staff to become comfortable working in cross-cultural situations. Understands interplay between policy and practice. Committed to policies that enhance diverse clientele and services.
- **Cultural Proficiency** – Holds culture in high esteem. Conducts research, develops new therapeutic approaches based on cultures. Publishes and distributes information. Hires staff that are specialists in cultural competency practice. Advocates for cultural competency throughout systems and works to increase relationships between cultures throughout society.