

Stages of Development in Intercultural Sensitivity

Denial: the inability to construe cultural difference

Defense: recognition of cultural difference with negative evaluation

Minimization: recognition and acceptance of superficial cultural differences while holding that all human beings are essentially the same

Acceptance: recognition and appreciation of cultural differences

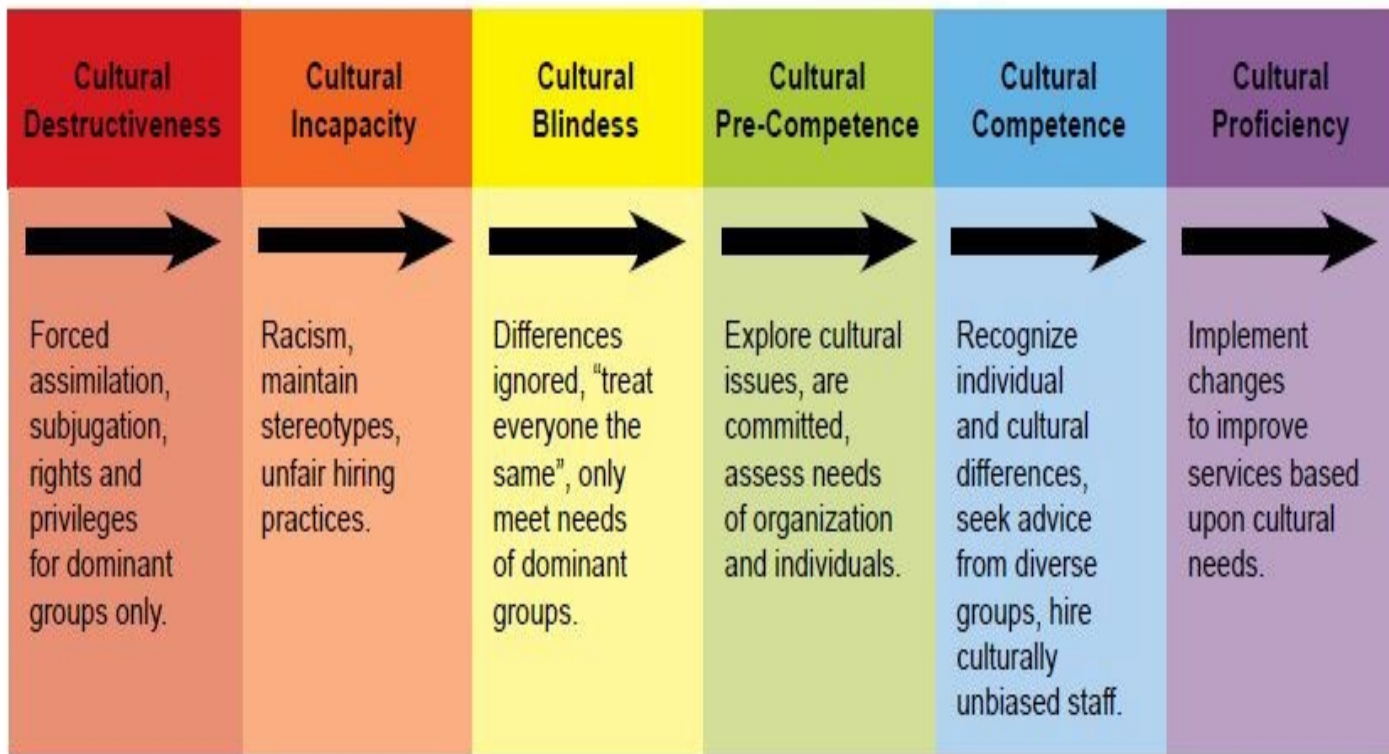
Adaptation: development of communication skills that enable intercultural communication

Integration: internalization of bicultural or multicultural frames of reference: maintaining a definition of identity that is marginal to any particular culture.

Stage of Intercultural Sensitivity Development

Social Group Category	Denial	Defense	Minimization	Acceptance	Adaptation	Integration
Ethnic						
Orientation						
Ability						

Continuum of Cultural Competency



Level of Cultural Competency

Social Group Category	Destructive	Incapacity	Blindness	Pre-Competence	Competence	Proficiency
Ethnic						
Orientation						
Ability						

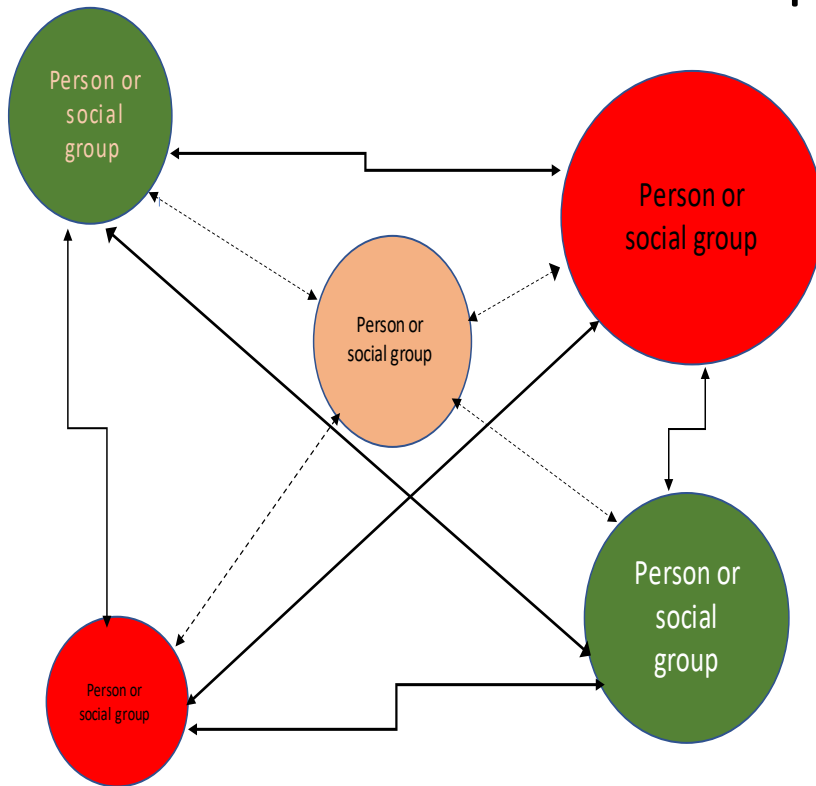
Current Cultural Structure

Our Current Culture	Level of Cultural Sensitivity	Changes Needed
Rules/Policies/Practices		
Values		
Norms		
Rituals/Traditions		
Taboos		

Assessment of Culture Rules and Practices

Structure Item	Current Culture	Reinforces status quo	Assists cultural change	Influence not determined	Suggested change, if any
Rules					
Policies					
Practices					
Values					
Norms					
Rituals					
Traditions					
Taboos					
Communication Patterns					
Other Item of Structure					

Social Relationship Mapping




Size indicates degree of Influence
Color: Red = resistant to change
Green = Motivated to change
Tan = Ambivalent or apathetic to change

Lines = relationship
straight = amicable
jagged = antagonistic
dashed = little or no influence

Line thickness = degree of influence
thick = high
thin = low

arrow indicates direction of influence

S E P A R A T I O N	Becoming a Multiracial and Multicultural Church			C O M M U N I T Y
	Tolerant of Racial and Cultural Differences			
	Racial and Cultural Differences Are Deficits		Racial and Cultural Differences Are Assets	
<u>Monocultural</u>	<u>Nondiscriminatory</u>	<u>Multicultural</u>		
Excusive: An Excluding Church <i>Dominance and Exclusion</i>	Symbolic Change: An Open Church <i>Committed to Inclusion</i>	Structural Change: A Redefining Church <i>Moves to embrace a broader racial and cultural perspective</i>		
Passive: A Club Church <i>"Privilege"</i>	Attitudinal Change: An Awakening Church <i>Seeks to eliminate Discrimination and Advantage</i>	Inclusive: A Transformed Church <i>Considers diversity an asset</i>		