

Cultural Competence Continuum

Cultural Destructiveness	Cultural Incapacity	Cultural Blindness	Cultural Pre-competence	Cultural Competence	Cultural Proficiency
Characterised by:	Characterised by:	Characterised by:	Characterised by:	Characterised by:	Characterised by:
Intentional attitudes, policies and practices that are destructive to cultures and consequently to individuals within the culture.	Lack of capacity to help minority clients or communities due to extremely biased beliefs and a paternal attitude toward those not of a mainstream culture.	The belief that services or helping approaches traditionally used by the dominant culture are universally applicable regardless of race or culture. These services ignore cultural strengths and encourage assimilation.	The desire to deliver quality services and a commitment to diversity indicated by hiring minority staff, initiating training and recruiting minority members for agency leadership but lacking information on how to maximise these capacities. This level of competence can lead to tokenism.	Acceptance and respect for difference, continuing self-assessment, careful attention to the dynamics of difference, continuous expansion of knowledge and resources, and adaptation of services to better meet the needs of diverse populations.	Holding culture in high esteem; seeking to add to the knowledge base of culturally competent practice by conducting research, influencing approaches to care and improving relations between cultures. Promotes self-determination.

Adapted from: *The Victorian Aboriginal Child Care Agency, Aboriginal Cultural Competency Framework, Produced for the Victorian Government Department of Human Services (2008), p.24.*

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