The Cultural Proficiency Continuum

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| **REACTIVE ->>>>>>>>>> TOLERANCE** | | | **PROACTIVE ->>>>>>>>> TRANSFORMATION** | | |
| Cultural Destructiveness | Cultural  Incapacity | Cultural  Blindness | Cultural Pre-competence | Cultural Competence | Cultural  Proficiency |
| See the difference stamp it out | See the difference; make it wrong | See the difference; act like you don’t | See the difference; respond inadequately | See the difference; engage with differences | See the difference; make a commitment to lifelong learning to become increasingly effective |

Lindsey, Robins, & Terrell (2009) *Cultural Proficiency: A Manual for School Leaders*