

BENNETT MODEL ACTIVITY

The purpose of this activity is to get familiar with the various stages of cultural competence. Identify which stage of the Bennett Cultural Competence Model (Denial, Defense, Minimization, Acceptance, Adaptation, or Integration) each of the following statements represents. If doing this activity with a group, read the statements out loud and ask participants to discuss and debate why they think a statement represents a certain stage. Note: there can be more than one right answer.

- 1** “I don’t buy many books about African Americans set in big cities because my library is in the suburbs and mostly white.”
- 2** “I put together a great display and booklist of titles by and about Latino people every Hispanic Heritage Month”
- 3** “When I help a library user find a book or information, I try to put myself in their shoes.”
- 4** “I recently learned that the term ‘handicapped’ can be hurtful and offensive to people with disabilities, so I changed the signage on our restroom.”
- 5** “I don’t see race or ethnicity. I just see people.”
- 6** “When people come to this country, they need to acclimate as Americans, speak English, and leave their old ways behind.”
- 7** “I know there are stereotypical and offensive scenes in certain books, but many of them are classics! Like Little House on the Prairie. I can’t remove that from my collection; that’s censorship.”

Answer key (note that more than one answer can be “right.” These answers are what the creators of this activity think best fit the statements.) 1. Denial; 2. Acceptance; 3. Adaptation; 4. Integration; 5. Minimization; 6. Defense—Superiority; 7. Defense.

