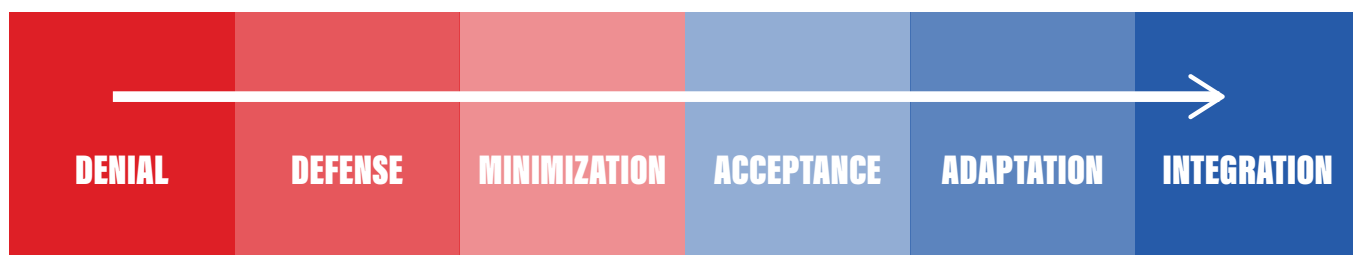


BENNETT MODEL OF CULTURAL COMPETENCY



ETHNOCENTRIC

ETHNORELATIVE

Cultural competence is the process by which people learn to value and respond respectfully to people of all cultures.

STAGES OF CULTURAL COMPETENCE

Denial: Unaware of the existence of cultural differences.

Defense: Acknowledges cultural differences but feels threatened by them. Methods used to defend against uncomfortable feelings include: *Denigration, Superiority, and Reversal*.

Minimization: Minimizes cultural differences in order to protect one's own cultural identity.

Acceptance: Recognizes and values cultural differences without judging them as positive or negative.

Adaptation: Adapts cognitively and behaviorally to cultural differences; Operates successfully within another culture.

Integration: Interacts comfortably with a variety of cultures; Integrates cultural awareness into everyday interactions.

Adapted from Bennett, M.J. (1993). Towards Ethnorelativism: A developmental model of intercultural sensitivity. In R.M. Paige (Ed.) Education for the intercultural experience. Yarmouth, ME: Intercultural Press.

