

The Conceptual Framework for Culturally Proficient Practices

The Five Essential Elements of Cultural Competence

Serve as standards for personal, professional values and behaviors as well as organizational policies and practices:

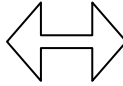
- Assessing Cultural Knowledge
- Valuing Diversity
- Managing the Dynamics of Difference
- Adapting to Diversity
- Institutionalizing Cultural Knowledge

People and organizations who possess the knowledge, skills, and moral bearing to distinguish among healthy and unhealthy practices engage in effective use of:

One that depicts unhealthy practices:

- Cultural Destructiveness
- Cultural Incapacity
- Cultural Blindness

Differing
World
Views



One that depicts healthy practices:

- Cultural Precompetence
- Cultural Competence
- Cultural Proficiency

Resolving the tension to do what is socially just within our diverse society leads people and organization to view selves in terms Unhealthy and Healthy

Barriers to Cultural Proficiency

Serve as personal, professional, and institutional impediments to moral and just service to a diverse society by being:

- Resistant to change
Unaware of the need to adapt,
- Not acknowledging systemic oppression, and
- Benefiting from a sense of privilege & entitlement.

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Guiding Principles of Cultural Proficiency

Provide a moral framework for conducting one's self and organization in an ethical fashion by believing that:

- Culture is a predominant force in society,
- People served in varying degrees by dominant culture,
- People have individual and group identities,
- Diversity within cultures is vast and significant,
- Each cultural group has unique cultural needs, and
- The best of both worlds enhances the capacity of all.

CampbellJones, CampbellJones, & Lindsey, *The Cultural Proficiency Journey: Moving Beyond Our Barriers toward Profound School Change Cultural Proficiency*, Corwin Press, forthcoming.