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.

**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.