Stages of Cultural Competence*
adapted for use by Michigan State University Extension

1. Cultural Destructiveness:
   Attitudes, policies and practices that are destructive to other cultures: dehumanizing of other people, assumptions of superiority.

2. Cultural Incapacity:
   This includes unintentional cultural destructiveness, bias, paternalism, ignorance and/or fear.

3. Cultural Blindness:
   Involves the philosophy of being unbiased, belief that culture, class or color makes no difference, well-intentioned but ethnocentric

4. Cultural Pre-competence:
   Realization of weaknesses and gaps that are missing in working with other cultures; desire for inclusion; commitment to civil rights; implementation of training; danger of sense of false accomplishment and tokenism.

5. Basic Cultural Competence:
   Acceptance and respect for differences; continual inquiry about other cultures; expansion of knowledge; hiring of diverse staff.

6. Advanced Cultural Competence:
   Cultures are held in high esteem; responsibility is taken for constant development of new knowledge and approaches to interaction; assumes responsibility to transfer skills to others; cultural competence is advocated with all systems and organizations.

*Competence is defined as “having requisite, adequate ability, and qualities”. Cultural Competency refers to a set of congruent behaviors, attitudes and practices that come together in a system, agency or professional that enables that unit to work effectively in interactions with populations whose cultures or language is different.