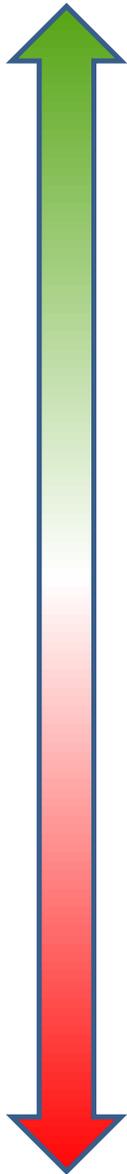


# The Engaging Nontraditional Voices Toolkit

## THE CULTURAL PROFICIENCY CONTINUUM

The Cultural Proficiency Continuum below (adapted from Cultural Proficiency, A Manual for School Leaders, 2nd Ed. Lindsey, Robins, and Terrell, 2003) can be used to assess where individual members and the board as a whole are on the continuum of cultural awareness and competence. You can use this continuum to guide a discussion among your group members.



**Cultural Proficiency:** means knowing how to learn from other cultures, interacting effectively in a variety of cultural environments, and leaders taking opportunities to increase formal awareness of other cultures and dynamics of difference.

**Cultural Competence:** means interacting with other cultural groups using guidelines for individual behavior and practices, acceptance and respect for differences, ongoing assessment of culture, attention to dynamics of difference, continuous expansion of cultural knowledge and resources and the adaptation of values and behaviors in a cultural competent framework.

**Cultural Pre-Competence:** is an awareness of the limitations of one's skills or an organization's practices when interacting with other cultural groups.

**Cultural Blindness:** is acting as if cultural differences do not matter or is marked by an inability to recognize differences among and between cultures. It is represented by the intent not to discriminate by avoiding making an issue of the differences between individuals.

**Cultural Incapacity:** is the belief in the superiority of one's culture and behavior that dis-empowers another's culture. Represented by extreme bias, this stage assumes a paternal posture toward 'lesser' groups and is marked by ignorance of other cultures.

**Cultural Destructiveness:** is the elimination of other cultures. It is represented by attitudes, policies and practices destructive to culture and consequently to the individuals within that culture.

### Are you interested in more tips and tools for engaging nontraditional voices?

Spark Policy Institute's ([www.sparkpolicy.com](http://www.sparkpolicy.com)) interactive Engaging Nontraditional Voices Toolkit is available at [www.sparkpolicy.com/tools/env](http://www.sparkpolicy.com/tools/env) Please share your stories about engaging nontraditional voices, share your tools, and access tools and ideas from other organizations.



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