

# Cross Cultural Continuum

## **Cultural Responsiveness**

| Is proactive, responds biblically with cultural sensitivity

## **Cultural Competence**

| Plans how to address challenges and discomfort

## **Cultural Pre-Competence**

| Becomes aware or sensitive of differences, but is overwhelmed

## **Cultural Blindness**

| Sees everyone as the same, as just human beings

## **Cultural Incapacity**

| Tolerates others, but doesn't seek to cross lines and build relationships.

## **Cultural Destructiveness**

| Intentionally and publicly excludes and discriminates against others

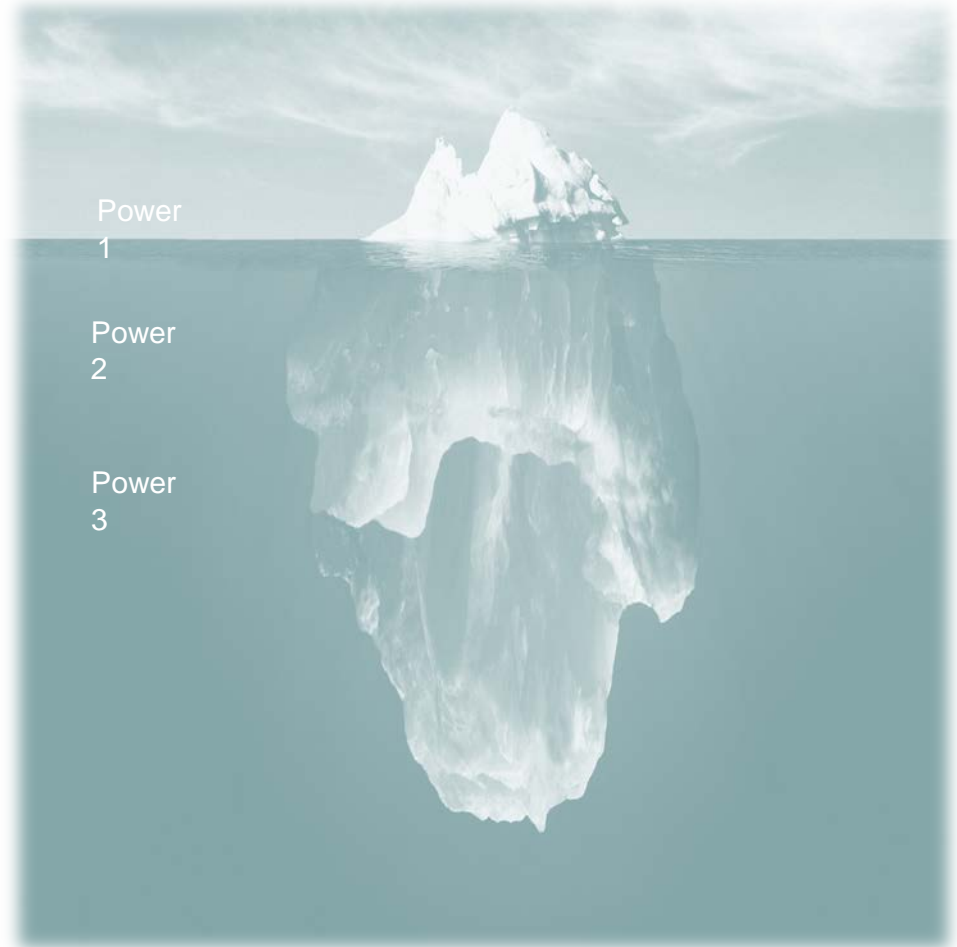


# RACISM ICEBERG

**P1** – Racism’s power to disempower/oppress people of color

**P2** – Racism’s power to provide (unearned) privilege and power to white society and remove cultural identifiers

**P3** – Racism’s power to socialize all into racialized rules and roles and to misshape the identity of individuals, institutions and culture



Adapted from Crossroads Ministry Antiracism Training