



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---

**multicultural coalition**  
OF GRAND ISLAND

### Who are they?

- Defining Minorities

---

---

---

---

---

---

---

---

**multicultural coalition**  
OF GRAND ISLAND

### Who are they?

Defining Minorities

- What is the Difference between Immigrants and Refugees?

**Refugees:** Refugees are **FORCED** to leave their home.

- **Immigrants:** Immigrants **voluntarily** come to the U.S.

---

---

---

---

---

---

---

---

**multicultural coalition**  
OF GRAND ISLAND

### Who is here?

Asia

Africa

Latin America

Middle East

Europe

---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



**The Road to Cultural Proficiency**

Cultural Incapacity  
*See the difference, make it wrong*

---

---

---

---

---

---

---

---



**The Road to Cultural Proficiency**

Cultural Blindness  
*See the difference, act like you don't*

---

---

---

---

---

---

---

---



**The Road to Cultural Proficiency**

Cultural Precompetence  
*See the difference, respond inadequately*

---

---

---

---

---

---

---

---



## The Road to Cultural Proficiency

Cultural Competence  
*See the difference, understand the difference that difference makes*

---

---

---

---

---

---

---

---



## The Road to Cultural Proficiency

Cultural Proficiency  
*See the difference and respond positively and affirmingly*

---

---

---

---

---

---

---

---



## Five Essential Elements of Cultural Proficiency

Assess Culture: *Name the Difference*  
Value Diversity: *Claim the Difference*  
Manage the Dynamics of Difference: *Reframe the Conflicts Caused by Differences*  
Adapt to Diversity: *Change to Make a Difference*  
Institutionalize Cultural Knowledge: *Train About Differences*

Adapted from Lindsey, R., Robins, K., and Terrell, R. (2003). *Cultural Proficiency: A Manual for School Leaders*. Thousand Lakes, CA: Corwin Press, Inc.

---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---