

## Intercultural Competence

- The capability to shift cultural perspective and adapt behavior to cultural commonality & difference
- In order to successfully accomplish cross-cultural goals (e.g, diversity & inclusion)
- Intercultural competence is:
  - Developmental
  - Learned

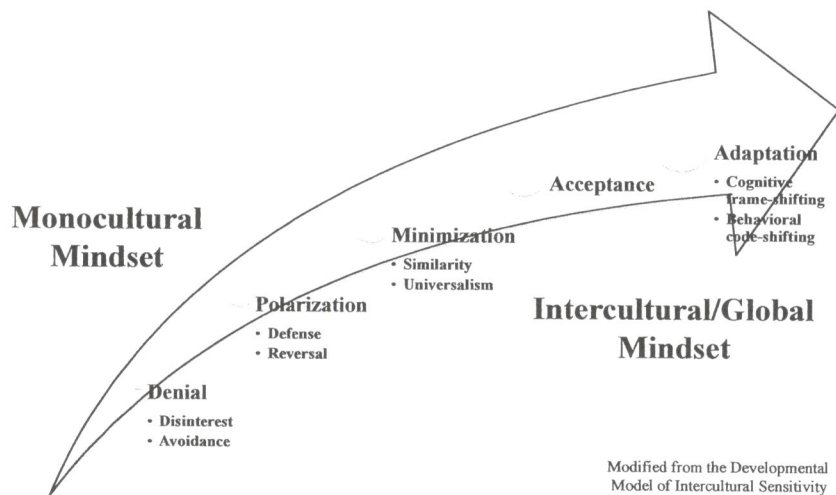
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## IDI: Grounded in the DMIS

IDI Developmental Continuum	DMIS Theory
Intercultural competence/sensitivity	Intercultural sensitivity
Range from Monocultural to Intercultural/Global mindsets	Range from Ethnocentric to Ethnorelative stages
Polarization: Defense & Reversal	Defense & Reversal separate stages
Minimization is not ethnocentric	Minimization is ethnocentric
Cultural Disengagement assessed	Encapsulated & Constructive Marginality hypothesized as forms of Integration
Integration not assessed; IDI focus on competence—not identity	Integration hypothesized as final stage; focus on identity—not competence

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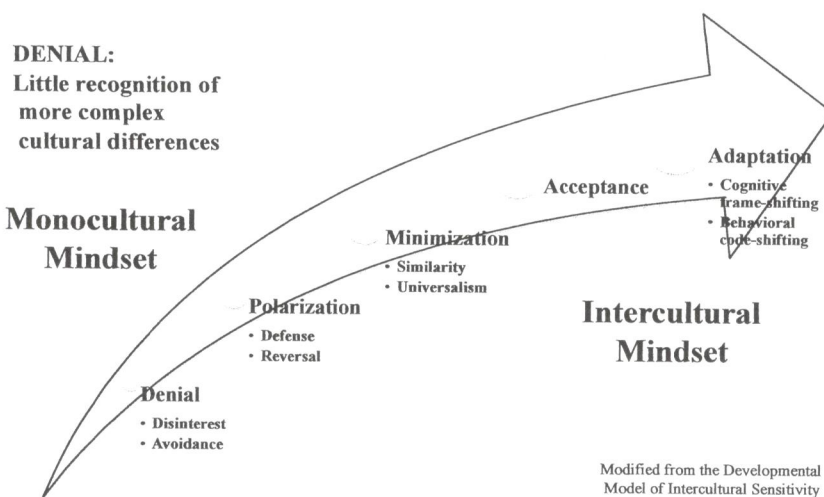
## Intercultural Development Continuum



Modified from the Developmental Model of Intercultural Sensitivity (DMIS), M. Bennett, 1986

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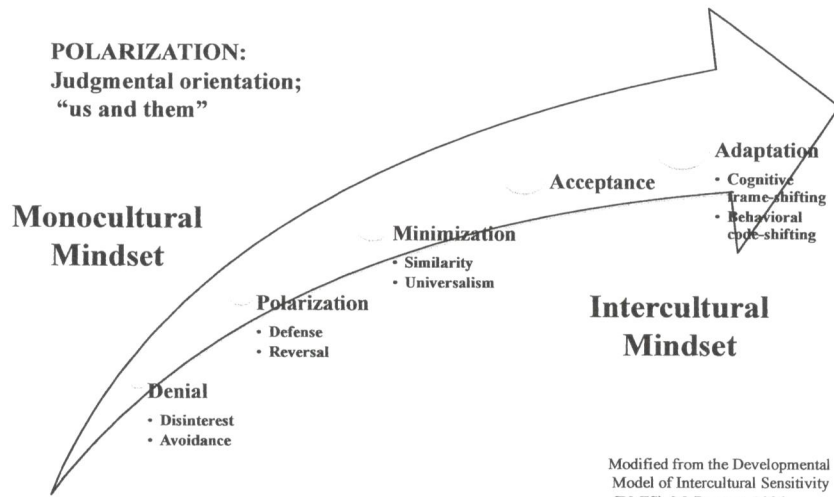
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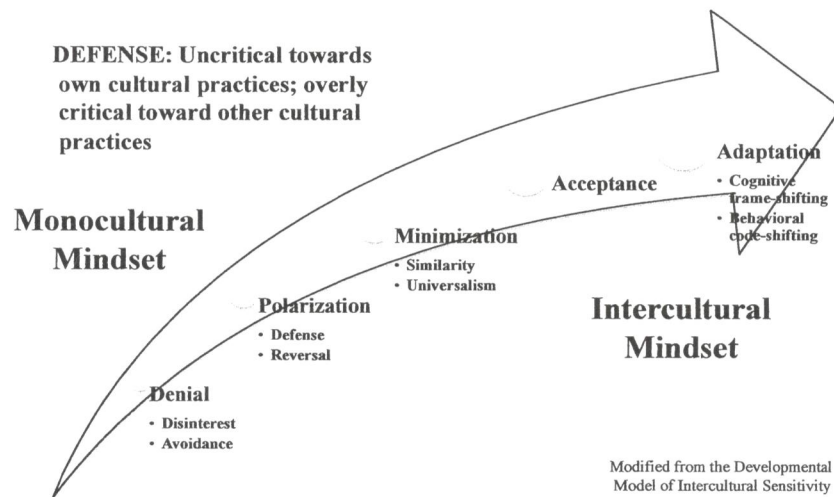
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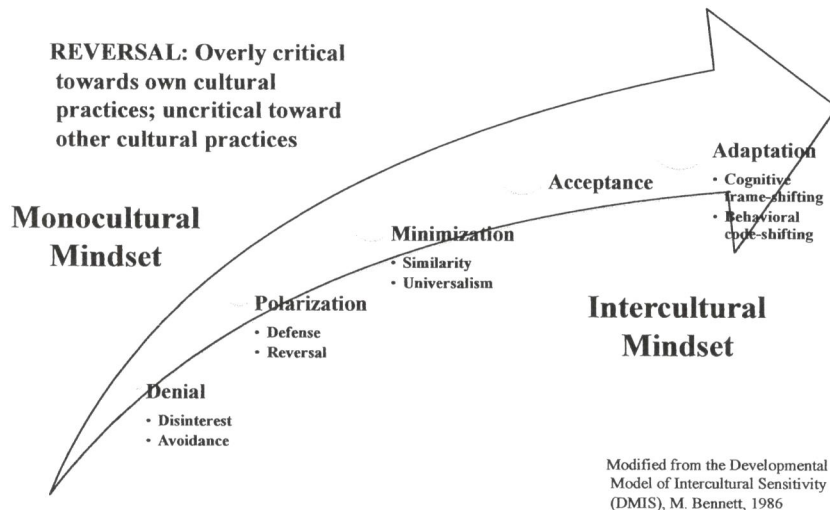
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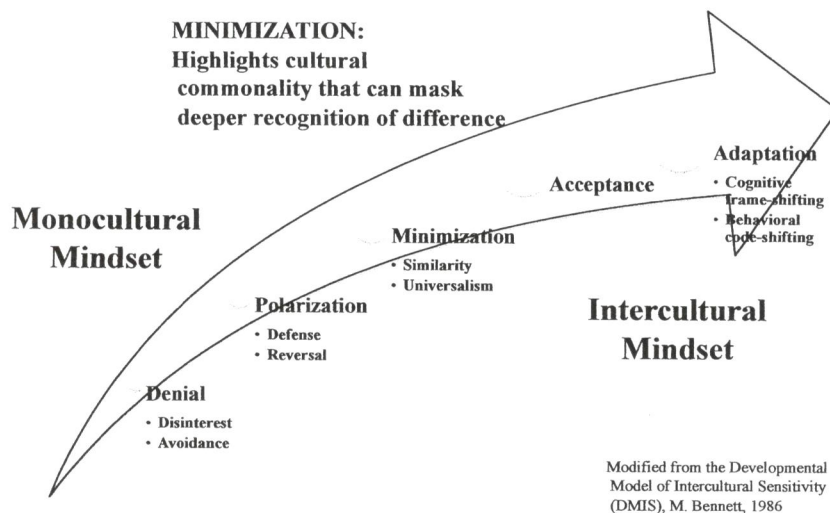
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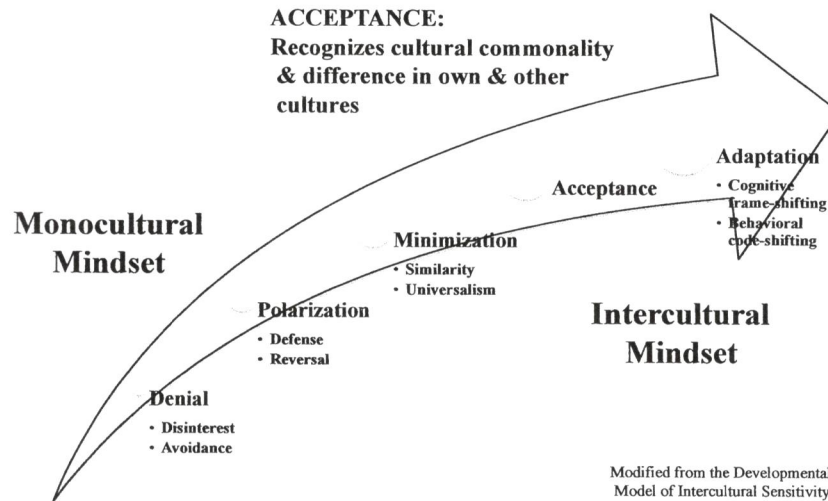
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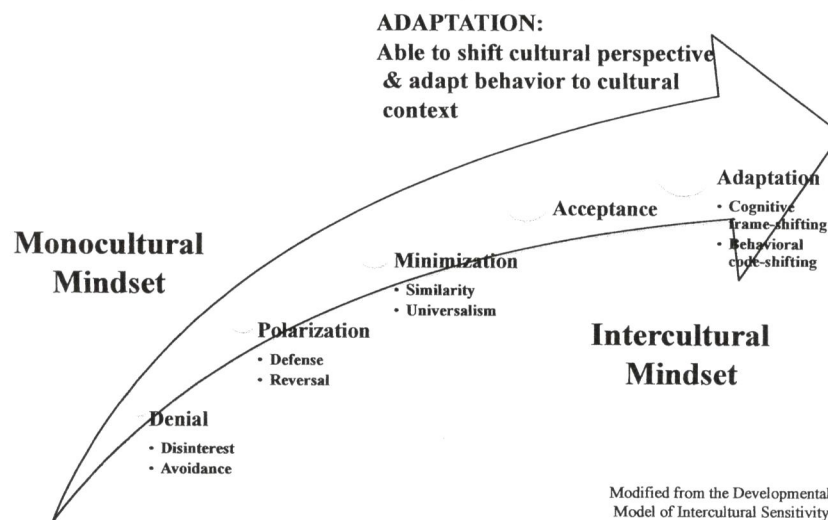
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