

Development of Intercultural Sensitivity (Milton Bennet's Model)

Review the chart below. Work with two others to fill in the boxes below as and/or after Kathryn teaches you about this.

	Ethnocentric Stages			Ethno-relative Stages		
	Denial	Defense	Minimization	Acceptance	Adaptation	Integration
Keys to the Concept						
Historical Example						
Popular Example						
Personal Example						

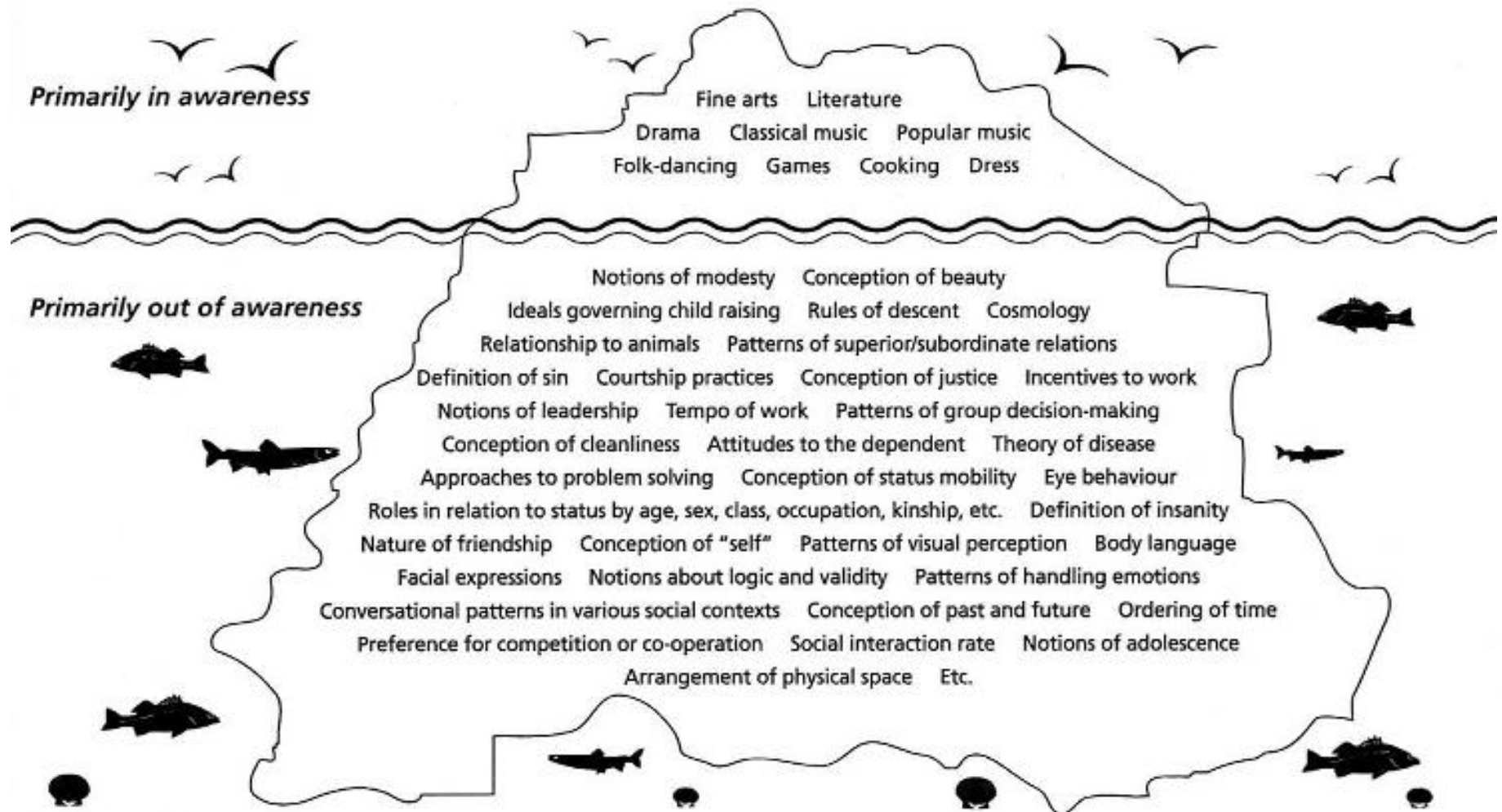
- Thinking back on your life, identify a time when you were in one of the ethnocentric stages. Share with a neighbor.

- Feeling grateful for an experience, name a person who helped you move into or through the ethno-relative stages. Draw the experience on a piece of paper and hold it up in 5 minutes.

- Bennett says movement along this continuum requires reflection on “the experience of difference” in areas that are usually out of our awareness or comfort zone. Listen to the examples from the iceberg. Record three below:

The Iceberg Model of Culture – Visible/Invisible or Digestible/Scary

Fig. 1: The iceberg concept of culture



Source: p.14 AFS Orientation Handbook Vol.4, New York: AFS Intercultural Programs Inc., 1984