

How the Bridge Works

Complete the IDI questionnaire, review your individual profile report, and uncover the anti-bias attitudes and beliefs to target to move toward personal and professional intercultural competency development.

Why Bridge

Rather than treating cultural competency development as a generic process, Bridging Frameworks provides targeted pathways based on an individual's current intercultural developmental orientation.

*The truth is we can never know what is in a person's heart or head, but we do know the **impact** a person's actions and words have on those around them. As culturally responsive, anti-bias practitioners, we want more than good intentions. We want our **impact** and **intent** to match.*

Bridging Frameworks

Intercultural Competency & Anti-Bias Development

Anti-bias Goals

Identity: I know and like who I am.

Diversity: I know how I am the same and different from others.

Justice: I recognize unfairness when I see it.

Action: I believe I can make a difference in the world.

Intercultural Development Orientations

Denial: Misses difference & protects self

Polarization: Judges difference & takes sides

Minimization: De-emphasizes difference & assimilates

Acceptance: Deeply comprehends difference & talks the talk

Adaptation: Bridges across difference & defines role and goal

Drawing on extensive expertise as a contributing author to the Social Justice Standards: An Anti-Bias Framework (Teaching Tolerance, 2014) and as a Qualified Administrator of the Intercultural Development Inventory (IDI, LLC), Wicht Consulting offers the Bridging Frameworks, which crosswalks two highly impactful intercultural equity and inclusion tools.



Every person's journey toward cultural competence is unique, yet research shows we all progress through predictable stages of intercultural development. Bridging Frameworks honors both the individual nature of personal growth and the shared professional need for systematic development. Whether you're reflecting on your own cultural identity, building inclusive team practices, or designing organizational learning experiences, these developmental stages provide a roadmap for authentic growth that honors individual differences while engaging in focused individual & group development.

Bridging Frameworks connects personal intercultural development with anti-bias education, creating clear alignment points that serve dual purposes: fostering self-awareness and building practical skills. Each connection offers opportunities for both reflection and application, ensuring that cultural competence transforms not only who we are but also how we contribute to our organizations and communities.

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Minimization Orientation

A crosswalk with anti-bias goals.

Minimization orientation is transitional and tends to highlight similarities and universal values, which can mask cultural differences. Minimization gravitates toward assimilation.

Anti-bias Goals

Grow through **minimization** toward **acceptance** by focusing on...

Identity: Develop positive social identities based on your membership in multiple groups in society. (#ICanTellYouWhoIAm)

Diversity: Develop language and knowledge to accurately and respectfully describe how people (including yourself) are both similar to and different from each other and others in your identity groups. (#DescribingDifference)

Justice: Recognize that power and privilege influence relationships on interpersonal, intergroup, and institutional levels and consider how you have been affected by those dynamics. (#PowerAndPrivilege)

Action: Speak up with courage and respect when you or someone else has been hurt or wronged by bias. (#SpeakUp)

Cultural competence development is both deeply personal and professionally essential.

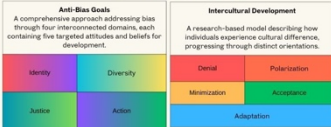


BRIDGING FRAMEWORKS

ALIGNING ANTI-BIAS GOALS WITH INTERCULTURAL DEVELOPMENT

This alignment framework represents a strategic integration of two evidence-based approaches to intercultural competence development. By mapping anti-bias goals to the intercultural development orientations, we create targeted pathways for growth that honor both cognitive and affective dimensions of learning.

THE FRAMEWORKS



STRATEGIC DEVELOPMENT PATHWAYS

Orientation	Identity	Diversity	Justice	Action
Denial	Goal 4	Goal 6	Goal 12	Goal 16
Polarization	Goal 2	Goal 8	Goal 11	Goal 17
Minimization	Goal 1	Goal 7	Goal 14	Goal 18
Acceptance	Goal 3	Goal 9	Goal 13	Goal 19
Adaptation	Goal 5	Goal 10	Goal 15	Goal 20

INTEGRATION BENEFITS

Targeted Development Precise identification of specific anti-bias goals most relevant to each intercultural orientation stage.	Systematic Progress Clear Pathways for advancement that address all four critical domains of bias reduction.
Balanced Approach Integration ensures both cognitive understanding and emotional intelligence development.	Measurable Outcomes Concrete goal alignment enables more effective assessment of intercultural competence.

For more information about implementing these pathways or accessing detailed development resources, contact sara@sarawichconsulting.com.

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Ask Yourself

What parts of my identity am I most aware of?

How did I learn about what my identities mean?

What differences do I see between myself and others, and how have those differences impacted my life?



The Bridging Frameworks provides targeted pathways based on an individual's current intercultural orientation.



Minimization in the Organization

Creates pressure to conform and often leads to lack of a deeper appreciation of diversity as a resource. Learning more about ourselves can increase our understanding of those different from us, enhancing workplace culture.

