

Vignette	Cultural Destructive	Cultural Incapacity	Cultural Blindness	Cultural Precompetence	Cultural Competence	Cultural Proficiency
“This is America, everyone should speak English, they should be adapting to us. This is reverse discrimination. We didn’t do anything to those people, why do we have to change?”						
“Our goal for examining our school policy on student grouping must be to enhance student achievement. If we get some good consultants in here, they can help us to disaggregate the test data. Then we can really understand student needs.”						
“Why are we trying to fix something that’s not broken? When I walk into a classroom, I don’t see color or ability or gender, I only see children.”						
“I believe that conflict is natural and normal; I’m glad we will be learning how to do things differently when conflict occurs.”						
“I didn’t know his father was gay. He doesn’t look gay to me.”						
“She catches well for a girl.”						
“I can’t believe my Japanese boys only scored in the 8 th percentile!”						
“We need a Korean vice principal to help us with the Korean students.”						
“We celebrate Cinco de Mayo and Martin Luther King’s birthday. What holiday can we use for American Indians?”						
“Let’s look at the school calendar to make sure we don’t schedule our potlucks during Ramadan, Ridvan or Yom Kippur.”						