Iceberg Theory of Culture

Waterline of Visibility

- Gender
- Race
- Age
- Language
- Nationality
- Religion
- Value Systems
- Heritage
- Life Experiences
- Thought Processes
- Sexual Orientation
- Family Status
- Beliefs
- Skills
- Perspectives
- Talents
- Education

Four elements of Cultural Competence:
- Cross-Cultural Effectiveness
- Skills
- Cultural Self-Awareness
- Counteracting Oppression through Inclusion

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