Diversity Change Curve
with Stages Towards an Intercultural Mindset and Diversity Life Cycle

If not sustained:
Unawareness
Confusion
Negative Perception (Threat)
Decision Not to Support
Change Tested & Rejected
Adoption Not Sustained

TIME

Degree of support for change or development

Diversity Life Cycle
Contact with Diversity
Awareness
Polarization
Positive Perception
Understanding
Minimization
Acceptance
Adoption
Adaptation
Retention
Outreach & Visibility
Strategic Internal Communications
Management & Staff Development (Intercultural Fluency)
Strategic Hiring (Intercultural)
Strategic Internal Communications
Strategic Goal Setting
Community Partnership
Strategic Hiring (Recruitment)
Retrench
Diversity Business Case

Adoption
Adjustments to Organization Rules & Habits

Diversity Mindset
Monocultural Mindset
Intercultural Mindset
Unconscious Competence
Conscious Competence
Conscious Incompetence
Unconscious Incompetence

Alden E. Habacon, October 2014
Adapted from ODR, Inc., and TWI, Inc.