

An adaptation of Bennett's intercultural competency model™ illustrates how individuals might move from absolute denial of unconscious bias to the integration of strategies to mitigate its influence on their interactions with patients

Bennett stage	Definition of stage in intercultural competency	Proposed definition of stage for bias awareness and behavioral manifestation
Denial	No awareness of cultural differences between self and others, or differences among cultural subgroups	Unawareness of UB Inability to differentiate between conscious bias and UB
Defense	Recognition of differences Denigration of cultural others Perception of cultural superiority	Recognition that UB may exist Failure to accept UB in oneself
Minimization	Recognition of differences with minimisation of importance Expectation that human behaviours and values can be interpreted in a universal manner	Recognition of UB in others Perhaps recognition of the possibility of UB in oneself Trivialisation of potential impact Belief that one can treat all patients objectively
Acceptance	Acknowledgement of and respect for cultural differences	Recognition that UB exists Recognition of UB in oneself Ability to see potential impact on interaction with patients
Adaptation	Modification of behaviour to reflect awareness of and respect for cultural differences	Ability to reflect on possible previously unrecognised UB in oneself Ability to act on known biases to reduce potential impact on interaction with patients
Integration	No absolute cultural identity	Ability to recognise behaviour as related to cultural context Ability to recognise previously unrecognised UB in self and act to mitigate