

Comparative Terms

	INTERCULTURAL COMPETENCE	MULTICULTURAL COMPETENCE	DIVERSITY COMPETENCE
ORIGINS	Intercultural Communication	Multicultural Education movement	Higher Education: Supreme Court decisions on educational benefits of diversity
EVOLUTION	From nation state to include social identity, structural, power-based issues	From civil rights movement focusing on unjust discrimination to pluralistic/social justice model	Emphasis on social identity and educational benefits of diversity
DEFINITION	No consensus	Tripartite model of awareness, knowledge, and skills needed to communicate across difference	Tripartite model of awareness, knowledge, and skills
DISTINCTIVE THEMES	Empathy, perspective-taking, adaptability	Multicultural pluralism, social justice, equity, and cultural democracy	Ecology of college campuses. Full range of attributes of diversity whether associated with cultural differences or not.
LEADING MODELS	Bennett & Hammer, Developmental Model of Intercultural Sensitivity	James A. Banks, Derrick Wing Sue	Hurtado: Multi-contextual Model for Diverse Learning Environments (MMDLE)