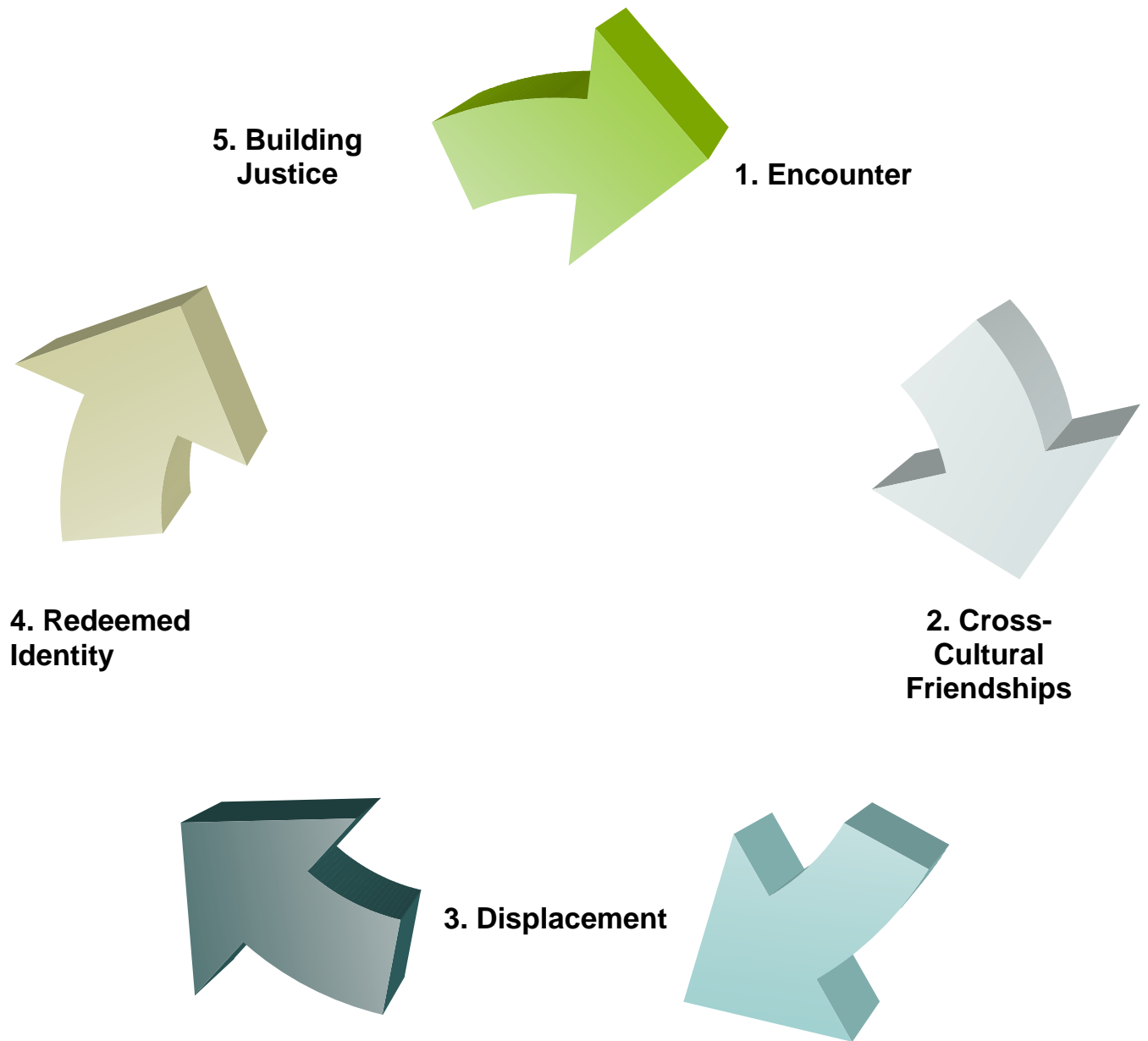


Five Phases of Cultural Engagement



Adapted from Paula Harris and Doug Schaupp, *Being White: Finding our Place in a Multiethnic World* (InterVarsity Press, 2004).