

Intercultural Development Inventory (IDI)

The IDI measures individuals' and groups' placement along the Intercultural Development Continuum (IDC). The IDC describes orientations toward cultural differences ranging from the more monocultural mindsets of Denial and Polarization through the transitional orientation of Minimization to the intercultural mindsets of Acceptance and Adaptation.

At PPL, every staff is expected to complete the Intercultural Development Inventory. As a tool, this inventory allows individuals to get a better understanding of their current cultural competence. Each staff is assigned a one-on-one coach to work on their cultural competence and development plan. As an organization we recognize that each individual is at a different place in their race equity journey. Therefore, our work and development needs to be intentional and in partnership with staff, communities, and stakeholders.

For more information about the IDI, visit the Intercultural Development Inventory [website](#).