The Five E’s Model  
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| **Engage ( & Explore)** | • Engage the other person without personalizing the cultural bump;  
| | • Give her/him the opportunity to explain his perspective;  
| | • It is important for the other students to learn the value of exploring the perspectives of others  
| **Empower** | • Empower the student to share their journey with you  
| | • This helps them validate their life experiences that developed their perspectives with you  
| | • In addition, you, as the teacher, should also share the foundation of your perspective and the need for you to feel equally validated.  
| **Empathize** | • Use words that share your empathy and understanding of their perspective.  
| | • Empathizing with the other person does not mean that you agree with their perspective, but simply that you can understand and respect where their perspective came from.  
| **Educate** | • This is the opportunity to educate others regarding any data that exists to support one’s argument or opinion.  
| | • Allows you to list the behaviors you expect from people in your own culture in that same situation, and educate the other person.  
| | • Allows you to reflect on the underlying value in your culture that prompts that behavior expectation, and educate the other person.  
| **Enlist** | • In a teaching setting where there are other learners present, engage the other students so too may respond.  