
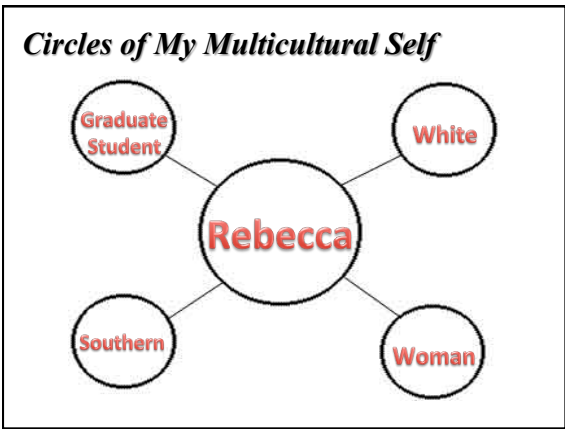



**Perception is Reality:
Building Cultural Competency
Among Career Counselors**

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History



Civil Rights Movement



Association for Multicultural Counseling and Development (AMCD)
Originally the Association of Non-White Concerns in Personnel and Guidance, AMCD was chartered in 1972. AMCD strives to improve cultural, ethnic and racial empathy and understanding by programs to advance and sustain personal growth.

(Arredondo & Perez, 2003)

Theoretical Basis

"Multicultural Counseling and Therapy (MCT) is a metatheory that combines elements of pre-existing theories (e.g. psychodynamic, behavioral, humanistic, biogenic)" (Ponterotto, Rivera, and Sueyoshi, 2000).

"Social Justice is at the heart of multiculturalism in that the existence of institutional racism, sexism, and homophobia is what accounts for inequitable experiences of people of color, women, and homosexual people, (among others) in the United States" (Vera and Speight, 2003).



Founding Principles

1. **Ethical Conduct** (APA Ethical Guidelines D & F)
2. Understanding can **enhance the quality...**
3. **Enhances** understanding and **treatment** of all people
4. Affirms and **values the role** of ethnicity and race in developing personal identity
5. Clinicians are uniquely able to **promote** racial equity and **social justice**
6. **Reflect** rather than neglect, **cultural differences**




Empirical Evidence


<p>4% of racial and ethnic minority research addressed multicultural competency of counselors</p>	<p>21% In a 15 year content analysis of the Journal of Counseling and Development multicultural competence/ counseling was one of the 3 top content areas</p>
<p>Percentage of the articles in the study</p> <p>8% that provided a dedicated discussion of the MCCs</p>	<p>The number of articles reviewed that were based on empirical research 47%</p>

(Worthington, Soth-McNett, & Moreno, 2007)

Empirical Evidence




Do counselors who possess these competencies evidence improved counseling outcome with clients across cultures?




(Worthington, Soth-McNett, & Moreno, 2007)

Empirical Evidence




Study assessed:
2 types of research

- Assessment of counselors' responsiveness to racial and ethnic-minority clients
- Research that directly examined scale-specific multicultural counselor-competency research

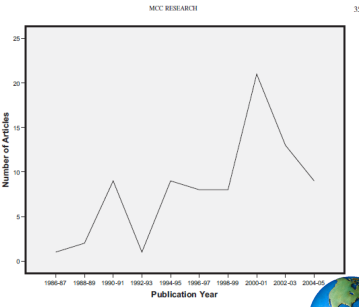


(Worthington, Soth-McNett, & Moreno, 2007)


Empirical Evidence



Publication trend of empirical multicultural counseling competencies research (1986-2005).



Publication Year	Number of Articles
1986-87	1
1988-89	2
1990-91	8
1992-93	1
1994-95	8
1996-97	7
1998-99	7
2000-01	21
2002-03	13
2004-05	10



(Worthington, Soth-McNett, & Moreno, 2007)

Empirical Evidence



SURVEY SAYS...

“The existing empirical MCC process/outcome research has shown consistently that counselors who possess MCCs tend to evidence improved counseling outcomes with clients across racial and ethnic differences.”

(Collins & Arthur, 2007)



Further Study

VS.

EXPLICIT BIAS

Conscious, intentional, and measured by the self-report. The negative beliefs, judgments, and stereotypes to which an individual has conscious access.

IMPLICIT BIAS

Occurs without conscious intention and is not self-reported. These are actions or judgments that are under control of automatically activated evaluation without the performer’s awareness of that causation.

(Boysen, 2007)



Further Study

Individualism vs. Collectivism

&

- What does this mean?
- What are the differences?
- What are the similarities?

Between Group vs. Within Group Difference

- Systematically exist among cultural groups
- What are the differences?
- What are the similarities?


(Richardson & Molinaro, 1996)



Clinical Applications

Three Domains of Cultural Competency

- 1. Cultural Awareness – Self:**
Active awareness of personal assumptions, values, and biases.
- 2. Cultural Awareness – Other:**
Understanding the worldview of the client
- 3. Culturally Sensitive Working Alliance**




(Collins & Arthur, 2007)

Clinical Applications

Table 1
A Framework of Culture-Infused Counseling Competencies

Competency	Description
Domain I: Cultural Awareness—Self: Active awareness of personal assumptions, values, and biases	
Cote Competency 1	Demonstrate awareness of your own cultural identities.
Cote Competency 2	Demonstrate awareness of differences between your own cultural identities and those of individuals from other dominant or non-dominant groups.
Cote Competency 3	Demonstrate awareness of the impact of culture on the theory and practice of counseling/psychology.
Cote Competency 4	Demonstrate awareness of the personal and professional impact of the discrepancy between dominant and non-dominant cultural groups in North America.
Cote Competency 5	Demonstrate awareness of your level of multicultural competence.
Domain II: Cultural Awareness—Other: Understanding the worldview of the client	
Cote Competency 1	Demonstrate awareness of the cultural identities of your clients.
Cote Competency 2	Demonstrate awareness of the relationship of personal culture to health and well-being.
Cote Competency 3	Demonstrate awareness of the socio-political influences that impinge on the lives of non-dominant populations.
Domain III: Culturally Sensitive Working Alliance	
Cote Competency 1	Establish trusting and respectful relationships with clients that take into account cultural identities.
Cote Competency 2	Collaborate with clients to establish counselling goals that are responsive to salient dimensions of cultural identity.
Cote Competency 3	Collaborate with clients to establish client and counsellor tasks that are responsive to salient dimensions of cultural identity.




(Collins & Arthur, 2007)

Clinical Recommendations

Questions to Ask

Domain 1: Cultural Awareness - Self

- Competency 1: What personal and cultural identities shape your worldview and how do White, male, able-bodied, heterosexual, or other statuses of privileged impact your worldview?
- Competency 2: What do I assume about this person based on what I have just observed and what does that tell me about my automatic reactions to the difference?
- Competency 3: What are the underlying values and assumptions that drive your personal theoretical models and how might those need to be modified to with clients who hold different worldviews and values?
- Competency 4: How far are we willing to go to ensure that others have equal opportunities regardless of cultural identities if it means that our own level of comfort and privilege may need to change.
- Competency 5: What are the cutting edges of your own multicultural competence and how are those manifest in both your personal and professional lives?



(Collins & Arthur, 2007)

**Clinical
Recommendations**

Strategies for Developing Multicultural Competence

Domain 1: Cultural Awareness - Self

- Create a personal genogram.
- Interview extended family members for insights into your cultural heritage.
- Write your personal cultural story.
- Research a culture group in the community where you grew up or where you now live.
- Immerse yourself in an environment in which you are the only person who is non-???



**Clinical
Recommendations**

Questions to Ask

Domain 2: Cultural Awareness - Others

- Competency 1: Who is this client and what aspects of his/her cultural identities does the client feel are relevant to explore within the counseling context?
- Competency 2: What aspects of this particular client's cultural identities are relevant to our understanding of these specific presenting concerns?
- Competency 3: How are the concerns expressed by this particular client impacted by social, economic, or political factors, and how might I create a safe space for her to freely express her experiences of systemic oppression.



**Clinical
Recommendations**

Strategies for Developing Multicultural Competence

Domain 2: Cultural Awareness - Others

- Find opportunities to interact with individuals from non-dominant groups outside the counseling setting
- Read newspapers, magazine, or novels specific to particular non-dominant populations.
- Advocate for training opportunities through professional associations, educational institutions, and other organizations.
- Record your sessions with client's and then analyze the tapes for examples of cultural blindness and cultural consciousness.
- Select a client who presents with multiple cultural identities and develop a diagram to conceptualize the intersection and interplay of these factors.



Clinical Recommendations

Questions to Ask

Domain 3: Culturally Sensitive Working Alliance

- Competency 1: From the cultural perspective of my client, what verbal or non-verbal behaviors, approaches to the counseling process, or foci for our dialogue might serve to increase my credibility and trustworthiness as a helping profession?
- Competency 2: Whose agenda is driving the counseling process and how might I ensure that the goals we have established are not being biased by my own beliefs or values about healthy functioning and about success in counseling?
- Competency 3: What type of professional roles might I assume to be optimally effective in bringing about change in this client's current experience?



Clinical Recommendations

Strategies for Developing Multicultural Competence

Domain 3: Culturally sensitive working alliance

- Work with a cultural mentor from a non-dominant group and solicit feedback on your attitudes, knowledge, and skills
- Initiate case conferences and discussions in peer supervision about cultural influences on the working alliance.
- Learn another language common to your client population.
- Visit community agencies to learn about client needs and potential sources of resources and referral.
- Read case studies developed by practitioners from or working with non-dominant populations to explore differences in case conceptualization.



Clinical Recommendations

“One must internalize and embody this knowledge in a profound way, making it part of one’s character, not just an addition to one’s behavioral repertoire.”

HOWEVER... “Rather than attempt to be 100% better on 50 elements of multicultural competence, try being 5% better on 1 element.”



In the Session

Case Study...

***Let the client be
your guide!***