

Introduction

- ❖ The 4th edition of Counseling the Culturally Diverse operates from broadened but more precise definitions of multiculturalism, cultural competence, and multicultural counseling and therapy.

The authors believe that:

1. Counseling and psychotherapy are rooted in and reflect the dominant values of the larger society.

Introduction

2. In order to be culturally competent, mental health professionals must be able to:
 - (a) free themselves from the cultural conditioning of their personal and professional training,
 - (b) understand and accept the legitimacy of alternative world views,
 - (c) develop culturally appropriate intervention strategies in working with diverse clientele, and
 - (d) be aware of systemic forces affecting both their clients and themselves.

Sociopolitical Nature of Counseling/Therapy

- ❖ Counseling and psychotherapy impose standards without regard for differences in race, culture, gender, and sexual orientation.
- ❖ Counselors/therapists may be engaging in cultural oppression.
- ❖ Counseling and psychotherapy are sociopolitical acts.

Nature of Multicultural Counseling Competence

- ❖ From our perspective, helping professionals have seldom functioned in a culturally competent manner.
- ❖ Much of the standards of professional competence in counseling and psychotherapy are derived from Eurocentric values, belief systems, cultural assumptions, and the traditions of larger society.

Resistance to Including Non-racial and Non-ethnic Groups in Definitions of “Multiculturalism”

1. Many racial minorities believe that the inclusion of other groups will allow people to avoid dealing with the hard issues related to race and racism.
2. Because all counseling is multicultural to some degree, the inclusion of other cultural groups may make the concept meaningless.
3. Philosophical disagreements exist among professionals over whether gender and sexual orientation (for example) constitute distinct culture groups.

Oppression's Multiple Forms

- ◎ **R**eligion/spirituality: Religious prejudice
- ◎ **E**conomic Class: Classism, Invisible working poor
- ◎ **S**exual identity: Heterosexism, Sexism
- ◎ **P**sychological maturity, cognitive maturity: Elitism
- ◎ **E**thnic/Racial identity: Racism, Ethnic Prejudice
- ◎ **C**hronological challenge, Life span: Ageism, Kidism
- ◎ **T**rauma: Denial of the trauma's importance
- ◎ **F**amily History: Failure to consider
- ◎ **U**nique physical issues: Ableism
- ◎ **L**anguage & location of residence: Linguism, Elitism

MCT Cardinal Rules

“We are all ethnics.”

- ⦿ Discover yourself as a multicultural being.
- ⦿ Learn about and become sensitive to groups different from your own.
- ⦿ Never make an assumption or stereotype an individual based solely in cultural understanding.
- ⦿ Treat each person first and foremost as an individual.
- ⦿ And-ALWAYS consider the multicultural and social context of any person or client.

Towards a definition of Oppression:

Prejudice

- ⦿ Pre-judge = prejudice
- ⦿ Negative or positive attitudes toward an individual or group without sufficient knowledge or just grounds

Towards a definition of Oppression:

Power

- ✓ The ability to exercise control, access to systems and resources
- ✓ May be conscious or unconscious
- ✓ Those in privileged positions (race/gender/social class) benefit from institutionalized power that gives them additional power over individuals.

Definition of Oppression

Prejudice

(multiplied by)

Power

=

OPPRESSION

Anti-Oppression Work: Six Assumptions

- Oppression is pervasive. It hurts everyone.
- Oppression is not our fault. It is our responsibility to notice it.
- It is not differences that separate us, it is our ATTITUDE toward differences that keeps us apart.
- We all stand in the shoes of the oppressor and the oppressed.
- Oppression is learned--and can be unlearned.
- Working against oppression is a life-time process.

Invisibility: The Silent Oppressor



I am

- ⦿ One's abilities and individuality are disregarded and not seen
- ⦿ Successful African Americans in New York--ignored in restaurants, by cabs
- ⦿ Girls and women not recognized in classroom
- ⦿ Anger at a clerk at Wal-Mart, telephone tree
- ⦿ The failure to see the unique person

Results of the Microaggressions of Invisibility (A. J. Franklin)

- Research--racist microaggressions result in high blood pressure (and later illness)
- Anger -- “in” or “out”
- Lack of self-confidence, self-blame
- Hopelessness
- Set up for bad relationship
- Lower achievement and success



Privilege

- ⦿ An unearned advantage given because a person is born into a certain group in society.
- ⦿ White privilege, male privilege, class privilege, heterosexual privilege are examples.
- ⦿ McIntosh: “Privilege is a package of unearned assets that members of privileged groups can count on cashing in on every day.”

WHITE PRIVILEGE: UNPACKING THE INVISIBLE KNAPSACK

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What is Multicultural Counseling?

- ❖ All counseling and therapy is multicultural to some extent.
- ❖ Counselors need to recognize that race and ethnicity are only two types of cultural issues (e.g., others include: social class, gender, sexual orientation, disability, etc.).

Important Multicultural Themes

1. Cultural Universality vs. Cultural Relativism
2. Emotional Consequences of “Race”
3. Inclusive or Exclusive Nature of Multiculturalism
4. Sociopolitical Nature of Counseling/Therapy
5. Nature of Multicultural Counseling Competence

What are you doing about these issues?

- Can you recognize negative assumptions?
- When you hear an oppressive joke?
- When you hear oppressive language?
- When you see harassment?
- Are you passive and silent?

