

EMBEDDING MULTICULTURALISM, DIVERSITY AND SOCIAL JUSTICE PRINCIPLES INTO PSYCHOTHERAPY PRACTICE

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Karen Westbrook

- ▶ Culturally responsive and ethical practice in psychotherapy has been advanced for nearly 50 years, evolving from the Civil Rights movement for inclusion and equity. Both the ACA, AAMFT & APA have promulgated standards to inform education and training, research, practice, and organizational behavior, however, there continue to be gaps in the application of said standards. This program will address macro and microlevels of multiculturalism and diversity in psychotherapy training and practice, Dimensions of Personal Identity, spirituality, biases and oppression, and terminology relevant to inclusive practices will be woven into the presentation.

OVERVIEW



- ▶ Identify 3-4 cultural competency statements about one's professional development
- ▶ Cite 3-4 cultural competency statements to inform one's clinical practice
- ▶ Identify 3-4 organizational behaviors that are barriers to inclusion
- ▶ Define social justice principles to guide clinical practice
- ▶ Explain 3 reasons why the Dimensions need to be applied to counseling situations
- ▶ Cite 3 attributes of well-being, bolstered by spirituality and multiculturalism

LEARNING OUTCOMES

THE SILENT INTERVIEW

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- I. Awareness of Your Own Cultural Values and Biases
 - a. Awareness and Belief
 - b. Knowledge
 - c. Skills

- II. Awareness of Others' Worldviews
 - a. Awareness and Beliefs
 - b. Knowledge
 - c. Skills

- III. Culturally Competent Behavioral Strategies
 - a. Awareness and Beliefs
 - b. Knowledge
 - c. Skills

MULTICULTURAL COUNSELING
DOMAINS OF LEARNING AND PR
(ARREDONDO, ET AL., 1996).

RELEVANT TERMINOLOGY

- ▶ Social Justice Principles
- ▶ Privilege and power
- ▶ Prejudice (s) and Biases

Case
Studies

BUILDING SELF- AWARENESS THROUGH CRITICAL INCIDENTS

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THERAPIST'S EMOTIONS, DEFENSES & COUNTERTRANSFERENCE

INCLUSIVE IDENTITIES IN PSYCHOTHERAPY

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Dimensions of Personal Identity & Intersectionality

“A” Dimensions: Age
Culture
Ethnicity
Gender Identity
Language
Physicality/Mental Well Being
Race
Sexual Orientation
Social Class

“B” Dimensions: Education Background
Geographic Location
Hobbies/Recreational Interests
Military Experience
Relationship Status
Religion/Spirituality
Citizenship Status
Work Experience
Health Care Practices/Beliefs

‘C’ Dimensions: Historical Moments/Eras
Sociopolitical Climate
Ecological Forces

ADDRESSING SPIRITUALITY DIFFERENTIATING RELIGION

Interpersonal

Organizational

Societal -- Sociopolitical

BARRIERS TO ENGAGEMENT

EXEMPLARS OF ENGAGEMENT

VIDEO Clips

TAKE-AWAYS

Patricia Arredondo, EdD, NCC, President, Arredondo Advisory Group and Fielding Faculty Fellow

Dr. Arredondo is a licensed psychologist and long-time leader in the advancement of multicultural counseling and social justice advocacy. A scholar-practitioner, she has been a tenured full professor with two research universities and an academic administrator, including president of The Chicago School of Professional Psychology, Chicago campus. She is the author of 7 books and more than 100 publications and training videos. Dr. Arredondo also led two consulting companies for the advancement of workplace diversity initiatives. She delivers programs that address sexual harassment, women's leadership, coaching for career alignment, and diversity as a workplace opportunity. Her doctoral degree is in Counseling Psychology from Boston University. She is a Fellow of the American Counseling Association and the American Psychological Association and holds an honorary degree from the University of San Diego. Her latest book is *Latinx Immigrants: Transcending Acculturation and Xenophobia* (Springer, 2018)...

Colleen R. Logan, PhD, LPC-S, Program Director, M.A. Clinical Mental Health Counseling, Fielding Graduate University

Dr. Logan serves as the program director for the M. A. Clinical Mental Health Counseling program at Fielding University. She has held numerous academic and administrative positions throughout her career. Dr. Logan also served as the president of the American Counseling Association (ACA), 2008–2009, and president of the Texas Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, a division of the Texas Counseling Association, 2009–2010. In 2017, she received a special commendation from the current ACA president for her contributions to the field of counseling and affirmative therapy with LGBTQQIA+ individuals, couples and families. Dr. Logan has presented locally, nationally, and internationally, on issues related to working with the LGBTQQIA+ community. Moreover, she has authored or co-authored a number of articles and chapters as well as a book regarding how to work effectively with gay, lesbian, bisexual, and transgender clients and their significant others.

Karen Westbrooks, PhD, LMFT, LPC, Program Director, M.A., Couples and Marriage Counseling

Dr. Westbrooks began her career as a hospital chaplain working with patients and families in the trenches between life and death, health and illness, stability and instability. She earned her PhD from Saint Louis University while investing herself in full-time social services.

While earning tenure at Western Kentucky University, she became the lead instructor in the course Social and Cultural Diversity in Counseling. Her publications reflect an interest in marginalized populations – their challenges and strengths. One of her books, *Oral Histories of Non-Traditional Women Students* is translated into several languages. At the appointment of the governor, she served on the Kentucky Board of Licensure for Marriage and Family Therapists. She was one of nine appointed to revise the Code of Ethics for the profession of Family Therapy. Most recently, she served an elected term on the Board of Directors of the American Association for Marriage and Family Therapy.

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THANK YOU!!