

CLINICAL WORK WITH DIVERSE POPULATIONS

CPSY 550

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Moodle Password: Diversity

Dates:

1/14/2011 – 4/22/2011

Course Description: Development of counseling techniques within an understanding of the historical, structural and cultural context of clients who are diverse in race, ethnicity, gender, age, class and sexual orientation in the United States. Focus is on helping students become capable therapists in varied environments, including becoming aware of their own beliefs, biases, prejudices and socio-cultural position.

Introduction:

Welcome! In this course, I have brought together some very diverse forms of clinically applicable multicultural material.

This includes:

- ♦ current research and theory in multicultural psychotherapy, ethical guidelines and competencies,
- ♦ narratives of multicultural clients, therapists, researchers, clinical supervisors, and fiction about choices made around clinical experience, colonialism, cultural marginalization/oppression and multicultural identity,
- ♦ descriptions of multicultural history and socio-political conditions,
- ♦ and critical and multicultural theory deconstructing the very roots of central psychological concepts.

My purpose in bringing you this array of information is not so that you learn it as "true," but that you learn critical skills in analysis, learning to take multiple perspectives, investigating your own cultural assumptions and how you have been cultured, deepen your empathetic skills and comprehend different levels of understanding the social and personal world of diverse people in the United States. This is an introductory course. As such, I have intended the material to offer you the broad scope of the field and its context, as well as personal and clinical applications. As much as possible, there will be extensive observation and discussion of multicultural counseling, conversations, and clinical role-playing.

While there will be discussion of techniques, reviews of scholarship and research, and other appearances of academic classes, this course cuts to the essence of our work as counselors. It takes the invitation presented by the immediate conditions of human diversity across race, ethnicity, gender, sexual orientation, socio-economic class, physical and mental ability, language, religion, geography, and any other distinctions that might mediate human experience. This invitation is to see how honestly we may be of support, how the roles

in which we appear in this life may be carried out with compassion, humility, and service. To do this we must bring our hearts, a willingness to look at how we have become who we have become, so that we may reach into the conditions of another as unjudgmentally and as uncentered in our own worldviews, biases, and opinions as possible-- knowing we will never truly experience the life of another.

Objectives:

1. Think critically and reflexively about the history, presuppositions and social context of dominant American culture, student's individual culture, and the cultural precepts inherent in all clinical and educational practice. This includes the ability to recognize cultural limitations of existing counseling practices to consider how to use privilege to promote social equity. (CC: 2a, 2d)
2. Demonstrate beginning awareness, knowledge and skill for working cross-culturally, using ethical guidelines and multicultural competencies, including the ability to respectfully explore clients' lives, values, and beliefs integral to it. (CC: 2c)(NASP 2.5)
3. Develop an awareness of how one's own assumptions, values, and worldview, including cultural heritage, race, class, gender, sexual orientation, ability, life experiences, affiliations and identities, influence legitimate a form of normality, pathology, the process of treatment and the therapeutic alliance. (CC: 2b, 2d)
4. Identify and critically understand identity as intersecting/multiple and recognize issues of power and privilege relative to the intersecting identities of gender, race, class, religion, sexual orientation, ability, national origin, age, and language and how these influence social location in and out of therapeutic and school contexts. (CC: 2d, 2e)
5. Gain basic skills in discussing presenting issues within their cultural context.
6. Explore larger community, institutional and systemic forces that promote and maintain social inequalities related to group memberships (e.g. agencies of social control, transferability of knowledge/intellectual colonization, systems of class reproduction, institutionalized classism, racism and sexism in social policy and dominant discourse. (CC: 2d)(NASP 2.5)
7. Learn about advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients (CC: 1g)(NASP 2.6)
8. Consider the role of racial, ethnic, and cultural heritage, nationality, socioeconomic status, family structure, age, gender, sexual orientation, religious and spiritual beliefs, occupation, and physical and mental status, and equity issues in community counseling and school-based practice . (CC: A5)

9. Discuss effective strategies for client advocacy in public policy and other matters of equity and accessibility (CC: C6)(NASP 2.6, 2.7)
10. Identify ethical and legal considerations (CC 2f)

Required Texts:

Brown, L. (2008): *Cultural Competence in Trauma Therapy: Beyond the Flashback*. Washington, D.C.: American Psychological Association.
Sue & Sue. (1999). *Counseling the Culturally Different*. NY, NY: John Wiley and Sons.

Recommended Texts: Lipsitz, G. (1998). *The Possessive Investment in Whiteness*. PA: Temple University Press.

Week

Course Schedule
Topics/Assignments Due

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| <p>Week 1 1/14/2011</p> | <p>Welcome, Introduction, Syllabus, Multicultural Competencies & The Social Construction of Reality. National Association of Social Workers. Cultural Competency Guidelines. Constantine, M. (2007, Ed.) <i>Clinical Practice with People of Color</i>. APA Multicultural Guidelines on Education, Training, Research, Practice and Organizational Change. NY: Teachers College Press.</p> | |
| <p>Week 2 1/21/2011</p> | <p>Preparing for Change & Cultural Competency Parker, W. & Fukuyama, M. (2007). <i>Consciousness-Raising: A Primer for Multicultural Counseling</i>. Springfield, IL: Charles Thomas Publisher. Brown, L. (2008) <i>Cultural Competence in Trauma Therapy</i>. Ch 1 & 2.</p> | <p>Journal Required Schedule Who is picking up camera</p> |
| <p>Week 3 1/28/2011</p> | <p>Understanding the Relationship between Diversity, Power & Emotions Boler, M. (2000). <i>Feeling Power: Emotions & Education</i>. NY: Routledge. Ch 1 & 2: Theorizing Emotions and Social Control. Lipsitz, G. (1998). <i>The Possessive Investment in Whiteness</i>. PA: Temple University Press. Ch 1 & Ch 2: Law & Order. Internship Fair students are excused from the first hour of class.</p> | <p>Begin Client Description Research Last Chance for Eden I, First part</p> |
| <p>Week 4 2/3/2011</p> | <p>Power, Representation & Identity Development Brown, L. (2008) <i>Cultural Competence in Trauma Therapy</i>. Ch 3. Entering the Healing Process. Thadeka R. (1999), <i>Learning to Be White</i>. NY: Continuum. Ch 1 & first part of 3. Sue, D. (2008). <i>Racial Microaggressions</i></p> | <p>Last Chance for Eden I, Second Part Last Chance Debrief Bring Invisible Knapsack to class: Compare microaggressions</p> |

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| | <p>in Everyday Life.</p> <p>Review: Sue & Sue: Counseling Asian Americans</p> | |
| <p>Week 5 2/10/2011</p> | <p>Phenotype & Cultural Difference</p> <p>Brown, L. (2008) Cultural Competence in Trauma Therapy. Ch 4 and 7.</p> <p>Duran, E. (2003) <i>Healing the Soul Wound: Counseling with American Indians and Other Native Peoples</i>. NY: Teachers College Press. Excerpts of Intro, Ch 1, Ch 3.</p> <p>Sue & Sue: Identity Development Models 124-129, 147-159.</p> <p>Review: Sue & Sue: Counseling Native Americans</p> | <p>Last Chance Journal Required</p> |
| <p>Week 6 2/17/2011</p> | <p>Gender: Last Chance for Eden II</p> <p>Brown, L. (2008) Cultural Competence in Trauma Therapy. Ch 6: Gender</p> <p>Jordan, Judith. (2008). <i>Valuing Vulnerability: New Definitions of Courage</i>. Haworth Press.</p> <p>Sue & Sue: Counseling Women</p> | <p>Last Chance for Eden II</p> |
| <p>Week 7 2/24/2011</p> | <p>Sexual Orientation</p> <p>Brown, L. (2008) Cultural Competence in Trauma Therapy. Ch 8: Sexual Orientation.</p> <p>Ji, P. (2007) <i>Being a Heterosexual Ally to the Lesbian, Gay, Bisexual, and Transgendered Community: Reflections and Development</i>.</p> <p>Boler, M. (2005). <i>Masculinity on Trial: Undressing Homophobia in the Bible Belt. Men and Masculinities, (7)</i> 261-269.</p> <p>Psychological Association Council of Representatives. (2000). Guidelines for psychotherapy with lesbian, gay and bisexual clients. <i>American Psychologist, 55</i>(12), 1440-1451.</p> | <p>Class Meets at the Q Center, 4115 North Mississippi (If we can get AV)</p> |

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| | Recommended: Sue & Sue: Counseling LGBT | |
| Week 8 3/3/2011 | <p>Age & Socially Constructed Abilities Markers</p> <p>Brown, L. (2008) Cultural Competence in Trauma Therapy. Ch 5 (Age and Ageism) Ch 9: (Living with Disabilities).</p> <p>Lesko, N. (2000). <i>Act Your Age: The Social Construction of Adolescence</i>. NY: Routledge. Introduction.</p> <p>Gliedman, J & Roth, W (1980). Handicap as a Social Construction. <i>The Unexpected Minority</i>. NY: Harcourt, Brace & Jovanovitch.</p> <p>Crooks, V.A., Chouinard, V., & Wilton, R.D. (2008). Understanding, embracing, rejecting: Women's negotiations, constructions and categorizations after becoming chronically ill. <i>Social Science & Medicine</i> (67), 1837-1846.</p> | |
| Week 9 3/10/2011 | <p>Difference and Power in the Therapy Room.</p> <p>Article may be added.</p> <p>Lee, L.J. (2005) Taking Off the Mask. In Rastogi & Wieling (Eds.) <i>Voices of Color: First-Person Accounts of Ethnic Minority Therapists</i>. Thousand Oaks, CA: Sage.</p> <p>Bartolli, E. & Pyati, A. (2009). Addressing Client's racism in individual therapy. <i>Psychotherapy Theory, Research, Practice, Training</i>, 46(2), 145-157.</p> <p>Rasheed: When Racism is Reversed. In Rastogi & Wieling.</p> <p>David, E. & Okazaki, S. (2006). Colonial Mentality. <i>Cultural Diversity & Ethnic Minority Psychology</i>, 12(1), 1-16.</p> <p>Recommended: Sue & Sue: Counseling Latino/Hispanic Americans</p> | TRIO Client Intake Description Due |
| Week 10 3/17/2011 | TRIO Taping | Go to assigned rooms |
| Week 11 3/24/2011 | Happy Spring Break! | Rest |
| Week 12 | TRIO Review Session | TRIO Presentations & |

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| 3/31/2011 | | Reflection Papers Due |
| Week 13 4/7/2011 | <p>The Great Divide: Social Class & Migration & Assimilation. Brown, L. (2008) Cultural Competence in Trauma Therapy. Ch 10-12: Social Class, Migration & Dislocation.</p> <p>Recommended: Baptiste, D. (1993). Immigrant families, adolescents and acculturation: Insights for therapists. <i>Marriage & Family Review</i>, 345-361. hooks, b. (2000) <i>Where We Stand: Class Matters</i>. NY: Routledge.</p> | |
| Week 14 4/14/2011 | Final Study Session & Class Summary | |
| Week 15 4/21/2011 | <p>Putting it all together: Multicultural Competence & the "Subject of Psychology"</p> <p>Henriques, et al. (Eds, 2000). <i>Changing the Subject</i>. NY: Routledge. Intro to Section I and II.</p> <p>Final Examination</p> | Action Plans Due |

Course Requirements:

Participation in a Learning Community: Students are required to attend and *actively* participate in all scheduled class meetings. This includes being on time, reading all of the assigned material and discussing it, and otherwise engaging with colleagues as fellow professionals. It also includes 2 sessions as a client and 2 sessions as a therapist in the TRIO exercise. Becoming a counselor, psychologist, or family therapist involves looking closely at ourselves, our values, beliefs and biases. Learning happens relationally. This can be a very personal and sometimes emotional, process. Treating colleagues with respect, listening deeply to their experiences, and being open to diverse worldviews encourages a collaborative milieu of care in which we all challenge ourselves and each other to critically examine and develop our skills and perspectives. *Class discussion and interaction with colleagues are fundamental to the process of learning to be a therapist and all sessions include necessary information.* Therefore, if you must miss a class, fellow students and the instructor may ask you to contribute to learning in another way. According to the Counseling Psychology Department attendance policy, missed class periods may result in lowered final grades and students who miss two class periods may be failed.

Grading: This course has a significant amount of reading, discussion, reflection and a little practice. I have created exercises that require analytical thinking as well as those that I hope will serve as the conditions needed to challenge you to develop multicultural competencies. All written material is graded upon accuracy, fulfillment of assignment requirements, applicable course objectives, your critical analysis of the material and its assumptions, your analysis of the your own cultural/epistemological assumptions and personal application of material. Students are not graded on culturally competent counseling skills performance in the TRIO exercise. LATE REPORTS lose one point for every late day.

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| Class Facilitation | 10 |
| 4 Journals | 20 |
| <u>TRIO</u> : Culturally Competent Client Description | 10 |
| <u>TRIO</u> : Therapist/Client Reflection Paper/Presentation (10 pts each) | 20 |
| Two Action Plans (15 pts each) | 10 |
| Final (All Written Material) | 30 |

Four TRIO sessions (-10 if miss any) Required

Class Facilitation

In student groups, facilitate a ½ hour class discussion on the readings that your group is assigned. Cover the main points of the article and encourage your classmates to critically analyze the author's argument. Ask: *How can we demonstrate empathy? What do we need to know about our own views in order to hear a client's experience by people on one or the other side of privilege?* Consider your objectives for learning. Consider using small group, imagery or other class formats to assist these questions. Review your plan with the professor before doing so.

Journal

Write approximately one single spaced space of reflections on your experience in class and/or topics you are thinking about in the assigned reading or in class. This is a space for you to write about how you have been cultured, what challenges you face in bearing witness to alternative worldviews and investigate and write about your personal responses to class material and dynamics. Students are required to complete 4 journal entries. Journals are due the class in which the readings are due, or the week after you reflect on class content. Journals are not graded as long as they are a quality reflection.

TRIO Reports & Presentations

TRIO Exercise: This exercise is intended to give you a role-play experience with people who are culturally different than you. Since it would be unethical to subject people who are culturally different so we can practice, this exercise is meant to give you practice in a supportive environment as well as experience (both positive and negative) what worked and what didn't work as your peers counsel you. First you will prepare a Client Description (similar to an Intake Assessment) that demonstrates a culturally-imbedded issue and role play this client 2 times. In a group of three classmates, you will serve as a therapist for two clients (2--½ hr sessions) that are role played by your classmates. In this way, this assignment requires you to talk about cultural difference as a part of the clinical interaction. You must debrief with your clients/therapist about how the session went. We will discuss these experiences in class. Last, write up your reflections on role-playing a therapist and client.

Client Description : (2 single spaced pages): This is a thorough, professionally-written description of a client's intake assessment that you have created who comes to see you with a culturally-embedded presenting problem. Please research, create and present a realistic case study with a moderate presenting adjustment issue (relational, experience of marginalization or forced acculturation, immigration, an unpopular lifestyle direction/issue) in cultural context.

Choose a client whose culture you are interested in learning more about other than European-American/European. Because members of traditionally marginalized groups must routinely interact with those in the dominant, European-American class, this group will be excluded as a viable choice. Suggestions include: Brazilian-American, African-American gay/lesbian communities, Native American veterans, recent immigrant or refugee groups, acculturated Indian Hindu women, Muslim families, South American Indigenous Communities (Quetchua), Ukrainian Jews, local trans/inter-gendered communities, Buddhist communities, Middle-Eastern immigrants, Palestinian, Tlingit, etc. Choices are subject to instructor approval. Be sure to outline some of the psychological and practice conditions of the culturally embedded context. Like client's Muslim faith restricts her ability to discuss her seen-as-radical education at home and in counseling sessions, yet she needs support to learn ways of dealing with the sexism she is enduring in the classroom.

The Client Description includes typical intake assessment categories that describe your clients' current concerns, their cultural and social context, and a brief life-history. Be sure to include:

- ◆ Presenting issue and its' history (4 pts) (include: age and conditions of onset, former treatment, culturally-embedded context),
- ◆ Current and Past Social & Cultural Context, (4 pts) (e.g. Family of Origin, History, Significant Relationships, Psychosocial Status, Employment, Education, Medical/Alcohol/Drug Abuse if relevant.)
- ◆ Summary (2 pts) (Summarize clients' presenting issue needs. If this client was your client, what would your concerns and goals be for them? What would you expect them to need from a therapist?)

Be creative and enjoy this assignment. Be sure to include ways that your client struggles with (either or both) the client's culture and dominant American culture. You may also add cultural issues with the therapist, such as an African American lesbian complaining that she was placed with a Caucasian lesbian just because someone thought that they would have something in common or a Japanese-American client fearing judgment from a Japanese-American therapist, whereas he/she may expect a Caucasian therapist to be less judgmental, or a Nepali man who does not respect his female Caucasian "touchy-feely" therapist.

Client & Therapist Role Plays: You will assist your classmates by role-playing the client you create for two different classmates in a first session format (video-taped) for 30 minute sessions in which two classmates (individually) will role play the therapist. Since it is quite typical to not know anything about a client when you first meet them, you will be told only if your client looks differently than they actually do. The second time you role-play your client, you may alter the storyline as you see relevant for the purposes of this exercise. (Once the camera is running the third person should leave the room). I will provide debriefing time in the following class. If the therapist chooses, redo this session for 15 minutes more on video. This session is intended to challenge you and bring out your skills, your counter-transference, so that you see what skills you have, what skills you are developing, where you need support and where you want to learn more.

Trio Reflection Papers: The TRIO Reflection Papers are analytical reflections of your experiences as both a therapist and a client and the cultural issues it brought up. I expect that there will be some uncomfortable aspects of this exercise since we must draw on our own stereotypes when role-playing anyone. Since we do not want to be racist, most people are concerned to avoid role-playing a stereotype or slipping into racism. That is also the beauty of this assignment, because it will bring up our own counter-transference, fears, our assumptions about other cultures and force us to relate to others in a way only role-playing can. You are required to reflect upon discussing the cultural or racial differences between you and your client. This means that if your client is a gay African-American, you must initiate a discussion about the racial and sexuality differences between you if you are Caucasian and heterosexual. This is worth 5 pts. Here are a few questions to help you:

Client: What aspects of your story did your therapist accurately understand? What didn't they understand? What was the most important exchange in the session? What were you looking for? Did you get it? Is what you were looking for really what you needed as the client? How was your worldview respected, understood, misunderstood? Where did knowledge systems meet, interact, conflict, get ignored? Was did you need?

Therapist: How did the session go? What did the client present and how did the process unfold? What was your client really looking for, now as you reflect back upon the session.? What interaction stands out for you the most and why? How did you approach talking about the differences between you? How did that go? When did you feel the client felt heard by you and what did you do that seemed to communicate that? How might you go about that differently in the future? What interactions seemed to go unmet? What did you observe that supported that? Where did you notice counter-transference. Where did you notice cultural (or other knowledge systems) interact or (mis)communicate?

Trio Presentation: Briefly describe (10 minutes) your experience and what you learned in the TRIO exercise for your colleagues in class. This includes your client's presenting issue and cultural context, and your experience as both therapist and client.

Guide Questions for Debriefing TRIO Exercise

Ask your client:

1. What was it like to have this conversation with me?
2. What were your major concerns and hopes upon entering the therapy office? How did that go?
3. When did this session particularly "click" or fail to "click." What contributed to that?
4. At what point did you feel welcome? What was it that conveyed that to you?
5. Was there a point that you felt any kind of dissonance or felt uncomfortable in any way and why?
6. Is there anything you did not get to talk about that you wanted/needed to? Was there anything you needed to have communicated to you that was not?

For the therapist:

1. What were your goals before meeting your client?
2. What was your experience throughout the intake? When did you feel congruence, dissonance, fear/frustration,

- understanding? What meaning did you put to that experience?
3. How did you experience asking questions about culture, difference, etc?
 4. If there was a point that you wish you had more information, what point was that and what kind of information would have been helpful?
 5. Upon reflection, is there a counseling theory that suits this client better than another?
 6. How did your goals for your client change throughout the session?
 7. How did the client communicate feeling dissonance/alliance with you? What happened to produce this?

Cultural Competence Action Plans

Cultural Competence is a life-long process. This class is a significant start. Cultural Competence Action Plans help you decide where to go from here. This is your opportunity to plan ahead and describe areas of expertise that you would like to achieve. There are two action plans required. These are given to your advisor.

Action Plan I

Choose an Emic or Etic category (e.g. age), or sub-category (e.g. youth gang membership, transgendered community) of the ADDRESSING Model that will inform you of a group that you wish to deepen your understanding and professional abilities and follow the guidelines below.

Write a 2-3 page single spaced paper on the purpose that you are writing this plan. Thoroughly describe why this is important and the nuances of this particular cultural competency (For ideas consult Required Readings, Multicultural Guidelines). Use and refer to the multicultural guidelines to help you describe this. Assess your current level of competence (or ways privilege functions with regard to this ADDRESSING category) and where your strengths, limits and barriers of your bubble. Demonstrate your understanding of the needs you have in further professional development. Be honest. Describe where and how you have gained these skills and where and how you need to develop further ones. When describing the skill, demonstrate an example where you would like to develop the skills that you wish to strengthen.

Action Plan II

Choose an Emic category of the ADDRESSING Model where you have social privilege (e.g. Caucasian, able-bodied, heterosexual) in the United States society. Develop a plan of investigation/action so that this will be less of a barrier for you to work with those of the marginalized status (e.g. people of color, LGBTQ). Write a 2-3 page single spaced paper according to the guidelines in Action Plan I.

Action Plan Guidelines

1. State your goal.

2. Create at least 5 behavioral objectives to achieve your goal. (e.g. volunteer with Sisters of the Road Café, Read Why Do All the Black Kids Sit Together in the Cafeteria, Review the cultural assumptions of your favorite three theories).
3. Name 3 potential barriers to these objectives and ways that you will gain support instead.
4. Affirmation to help inspire you and remind you why this is important.
5. Describe how you will know you have achieved this goal, including if the competency does not happen through your objectives.

Final Examination

There will be a final examination consisting of multiple-choice questions that assesses primary/secondary points in all readings, lectures and audio-visual material. Some of these questions will evaluate basic understanding of the material while others will be applied. You will not be assessed on theorists names, dates of publications or percentages of populations studied. You will be expected to understand the primary aspects of the professional discussion concerning counseling and culture, and the cultural presuppositions of counseling.