



Multicultural Counselling

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About the Presenter

- Dr.Suresh Kumar Murugesan is a passionate Professor, researcher and Mental Health Practitioner from Madurai, Tamil Nadu, India
- At present he is heading the PG Department of Psychology, The American College, Madurai
- He is very keen in research studies and open to learn.
- His ultimate aim is to make impression in the field of Knowledge
- His area of specializations are Psychometry, Psychotherapy, Positive Psychology, Education Psychology, Cognitive Psychology, Cyber Psychology etc
- He has published 30 journal articles, 50 Conference and seminar proceedings
- Organised more than 500 webinars and acted as a resource person for 175 + webinar session
- Received 4 Awards and delivered 25+ Radio Talks
- Qualified UGC NET in Psychology and Education, Central Teacher Eligibility Test
- Published three books



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DISCLAIMER





What is Multicultural Counselling?



Multicultural Counseling

Multicultural counseling characterizes the counseling practice that offers effective interventions to culturally diverse clients.





Multicultural Counseling

Multicultural counseling is a type of counseling where the therapist addresses the struggles of a client whose race, gender, socioeconomic background, religion, or any other part of their identity doesn't fit in with the majority.





Multicultural Counseling

Multicultural counseling is a term used to describe a specific type of counseling practice that acknowledges how various aspects of a patient's cultural identity might influence their mental health.



Factors of Multicultural Counselling





Multicultural Counselling

Relevant factors can include issues of

1. race,
2. ethnicity,
3. immigration status,
4. religion,
5. socioeconomic Status, and
6. gender identity.



Concepts



Race

The dictionary by Merriam-Webster defines race as “a category of humankind that shares certain distinctive physical traits.”





Race

Race is usually associated with biology and linked with physical characteristics, such as hair texture or skin color and covers a relatively narrow range of options.



Ethnicity

- Ethnicity is a broader term than race.
- The term is used to categorize groups of people according to their cultural expression and identification.
- Commonalities such as racial, national, tribal, religious, linguistic, or cultural origin may be used to describe someone's ethnicity.



Comparison of Race and Ethnicity

Race

- Narrow
- Based on similar physical and biological attributes

Ethnicity

- Broad
- Based on cultural expression and place of origin



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Immigration status

- Synonymous terms for immigrant status are: Permanent Resident, immigrant, green card holder, and resident alien.
- Gaining immigrant status can be a lengthy and complex process that requires close consultation with an immigration attorney.





CHRISTIANITY

LATIN CROSS



ISLAM

CRESCENT AND STAR



HINDUISM

AUM LETTER



BUDDHISM

DHARMACHAKRA



TAOISM

YIN AND YANG



SHINTO

TORII GATE



JUDAISM

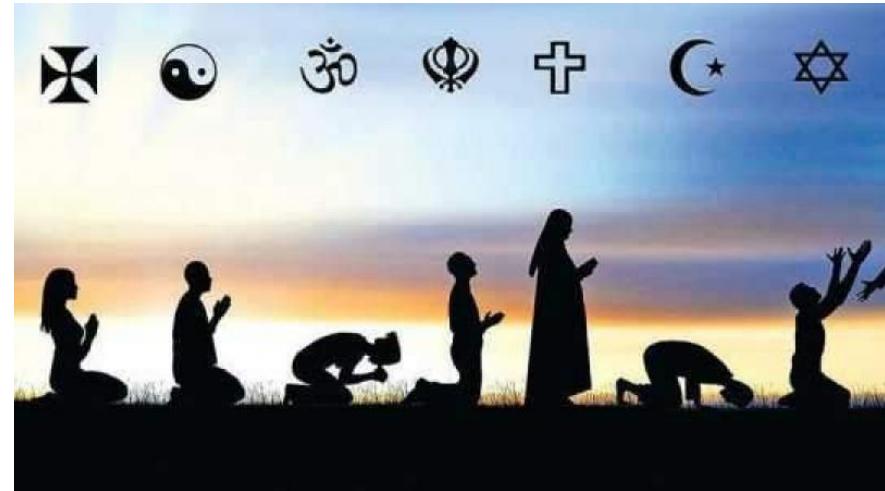
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SIKHISM

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Religion

the belief in and worship of a superhuman controlling power, especially a personal God or gods.





SocioEconomic Status/Background

- Socioeconomic status is the social standing or class of an individual or group.
- It is often measured as a combination of education, income and occupation.

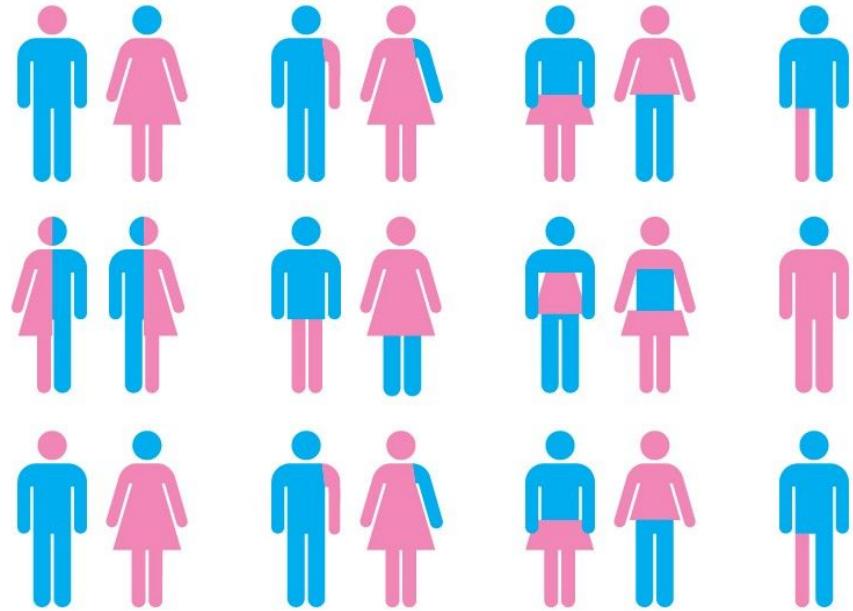




SocioEconomic Status

Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power and control.





Gender Identity

- The term gender identity refers to the personal sense of an individual's own gender.
- Because a person's sex and gender identity do not have to be the same, it is important to know the difference between them.

History of Multicultural Counselling

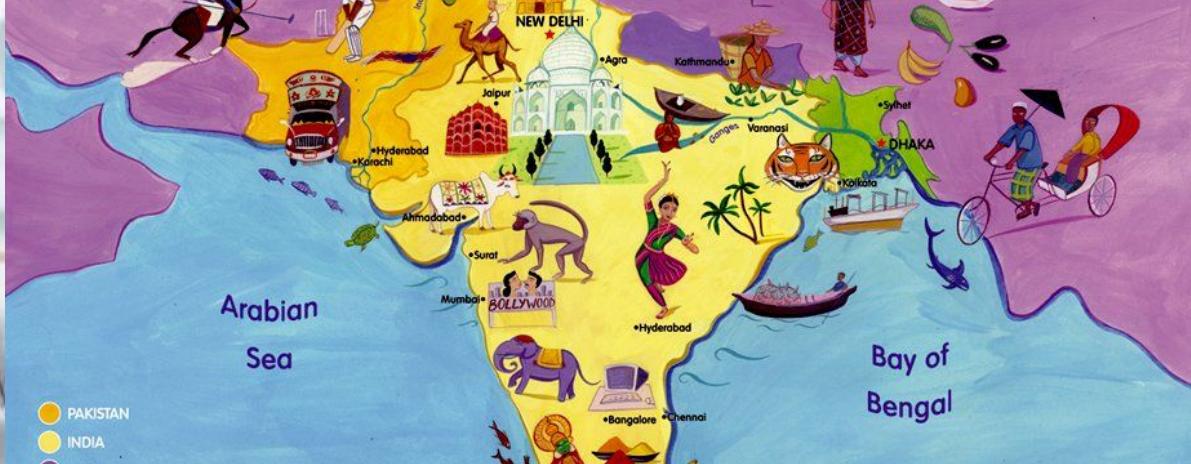




1950's

The multicultural counseling movement originated in the 1950s (Jackson, 1995) in response to recognition that the United States had become increasingly diverse in race, culture, and language.





1950's

Racial segregation, systematic discrimination, and prejudice were widespread during 1950's, and as an extension to societal inequality, the counseling with clients of color during this time focused primarily on assimilation into the White dominant culture.





1950's

- Although professional literature at the time had begun to address these issues, people of color were underrepresented as counselors, counseling scholars, and members and leaders of counseling-related professional organizations (Jackson, 1995).
- The inequalities served as painful motivation for society and the profession to change as they entered the 1960s.





1960's

The 1960s were a time of social and political unrest, and open challenge of the White establishment and racist institutions became commonplace.





1960's

- During this time mental health scholars and practitioners began to question the racist counseling practices that were prevalent in the field (Pope-Davis, Coleman, Liu, & Toporek, 2003; Sue & Sue, 2008).
- This questioning led to positive changes in the profession, such as increased numbers of publications and studies dedicated to issues of race counseling and the formation of professional groups to raise awareness (Jackson, 1995).





1970's

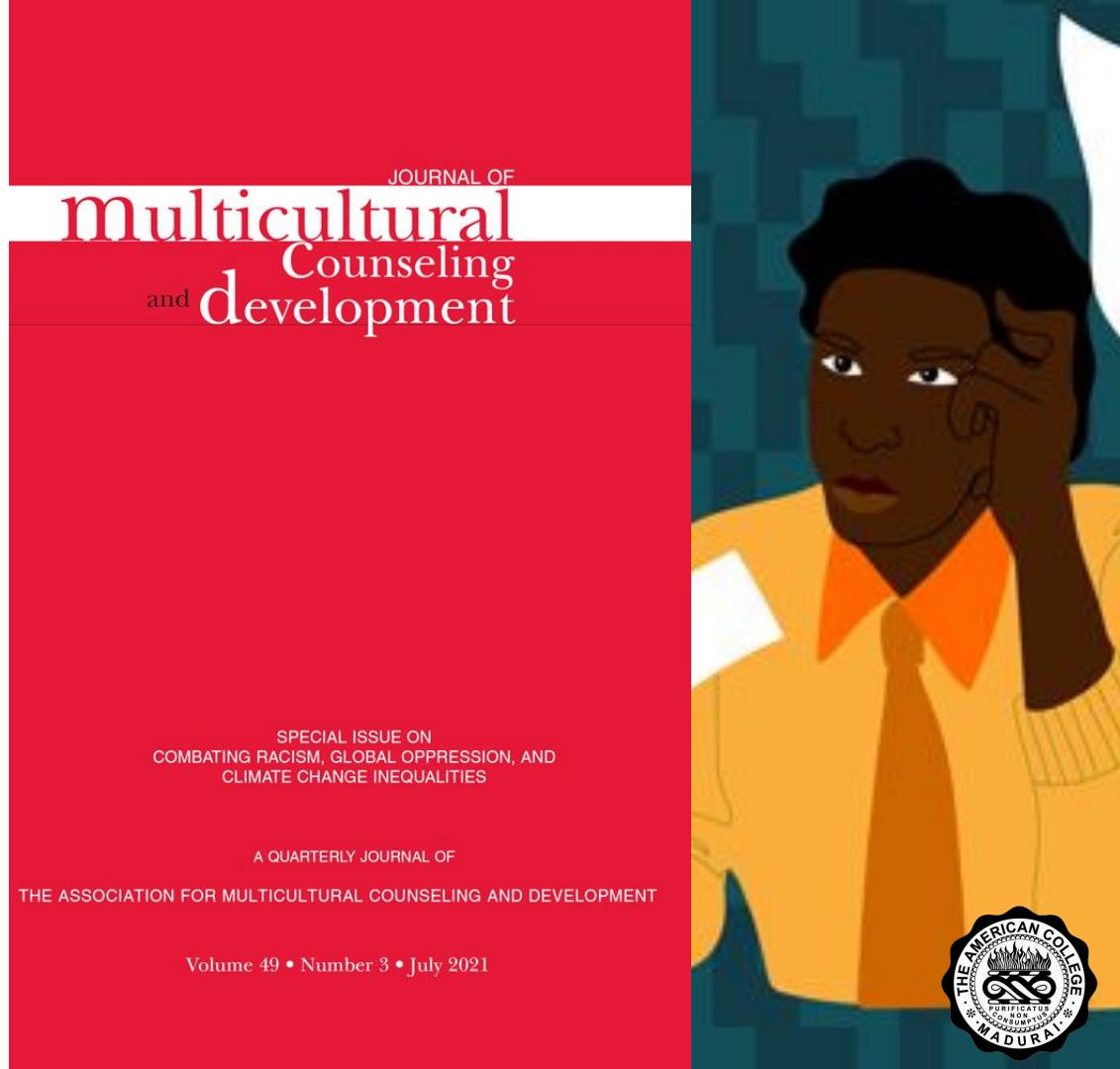
- The end of the 1960s marked the formation of the Association of Non-White Concerns (ANWC), which consisted mainly of African American members of the American Personnel and Guidance Association (APGA), the predecessor of the American Counseling Association (ACA). Initially, AGPA rejected recognition of ANWC as an official division, and it was not until 1972 that official divisional status was granted (McFadden & Lipscomb 1985).



1970's

The *Journal of Non-White Concerns*.

Also, the 1970s began to bring a broader focus to counseling that included other racial and ethnic groups, as well as women and people with disabilities.



1980's & 1990's

In the 1980s and 1990s, multicultural issues became a priority in the counseling profession with unprecedented numbers of publications devoted to the subject (Jackson, 1995).

During this era, the ANWC changed its name to the Association for Multicultural Counseling and Development (AMCD; Parker, 1991), which reflected a desire to widen the focus from primarily African American concerns to include the concerns of Latino/Latina Americans, Asian Americans, and Native Americans (Lee, 1999).





1990's and 2k

- The 1990s and the new millennium brought legitimacy to multicultural counseling (Sue & Sue, 2008).
- Part of this legitimacy can be attributed to AMCD's 1991 approval of the Multicultural Counseling Competencies (MCCs) as standards for counselor training and practice (Sue, Arredondo, & McDavis, 1992).



Multicultural Counselling Competencies

The original MCCs contained 31 competencies that emphasize counselors' actively seeking understanding of themselves, their clients, and their clients' environments and using these understandings to provide services that fully respect, embrace, and utilize diverse clients' unique life experiences.



2K

In addition to increased credibility, debate regarding the scope of multicultural counseling as well as its limitations has emerged (Pope, 1995).





Social Justice in Counselling

The most prominent criticisms are that the multicultural counseling movement has emphasized cultural awareness within counseling sessions but has placed less emphasis on systemic social change strategies and social justice (Vera & Speight, 2003)





2000



The movement has emphasized issues of race and ethnicity over other social identity variables such as gender, sexual orientation, religion, class, and disability status (Carroll, Gilroy, & Ryan, 2002; Fukuyama, 1990; Pope, 1995).





Social Justice in Counselling

The limitations have led to increased calls for inclusion of a social justice perspective in counseling (L. A. Goodman et al., 2004; Vera & Speight, 2003).



Competencies of Multicultural Counsellors



Multicultural Counsellors Competencies

In 1982, Sue published a paper that described how traditional counseling approaches were irrelevant to the minorities, and that there needs to be a push for new ways of counseling that are more appropriate to the culturally different. He realized that minority experiences have been analyzed from a Eurocentric point of view, and that the field needed universal competencies that all multicultural counselors should have, which are certain beliefs/attitudes, knowledge, and skills.

- **Beliefs/attitudes**
- **Knowledges**
- **Skills**



1. Beliefs/attitudes

1. Counselors are culturally aware, sensitive to their own ethnicity and value other cultures.
2. They're aware of their own biases and are comfortable with their differences from their client.
3. Every counselor has their own implicit biases, even if they have high self-reported multicultural competencies.



2. Knowledges

1. Counselors should have a thorough understanding of the sociopolitical system, especially of how it treats minorities.
2. They should know specific knowledge about the specific group they're working with, and be aware of institutional barriers which prevent minorities from using mental health services.



3. Skills

- Counselors should be able to generate, send, and receive a variety of verbal and nonverbal responses.
- They should be able to analyze and evaluate the degree to which their privileged background influences their professional and personal life experiences.



Multicultural Counsellors Competencies

In 2017, the APA adopted 10 multicultural guidelines to give psychologists a universal framework for their services to minorities. In these guidelines, psychologists must:

1. Understand that a person's identity is fluid and complex
2. Know their own attitudes and beliefs can influence how they interact with and perceive others
3. Realize how important communication is
4. Understand how a client's social and physical environments can affect them
5. Know how historical and present experiences can cause power, privilege and oppression dynamics
6. Promote culturally adaptive interventions
7. Utilize the fields assumptions within an international context
8. Know how events in clients lives can intersect with more macro level sociocultural context and how it can impact the client's identity
9. Do culturally appropriate research and experiments
10. Use a strength based approach.



The RESPECTFUL Model



The RESPECTFUL Model

The RESPECTFUL model was developed with one goal in mind: to recognize the multidimensionality of all clients in a comprehensive and integrative way. San Jose State University Counselor Education Department shares the RESPECTFUL model that was developed by Michael D'Andrea, Ed.D. and Judy Daniels around 1997 and involves ten different factors that influence an individual's psychological development as well as their sense of personal well-being.

The ten factors of the RESPECTFUL model are as follows:

1. **Religious**-Spiritual Identity: Some clients are affected by their religion through transcendental experiences that extend beyond the ordinary. Others may identify with no religion at all.
2. **Economic** Class Background: Class standing and roles influences a client's development and as such affects their own identification of their strengths and expression of problems throughout therapy or counseling.
3. **Sexual** Identity: Sexual identity influences personal development, especially for people who've been oppressed because of their sexuality which reduces an individual's sense of worth.
4. **Psychological** Maturity: This type of maturity involves the ability of an individual to respond to a situation or their environment in an appropriate manner based upon their psychological strengths and needs.
5. **Ethnic**-Cultural-Racial Identity: Some clients experience "within-group" differences which could influence their psychological development.
6. **Chronological** Developmental Challenges: Physical, cognition, and psychological skill development affects how an individual experiences challenges at different points in life.
7. **Trauma** and Other Threats to One's Well-Being: Stressful situations can put individuals at risk for psychological dangers when the ability to cope with them become ineffective.
8. **Family** History and Dynamics: Family can play a role in a person's sense of self, ambition, and prejudices. The modern family is now one with much more diversification, less rigidity, and broadened horizons.
9. **Unique** Physical Characteristics: People who possess unique physical characteristics may experience stress or dissatisfaction. It is up to the counselor to reflect on the internalized negative views of stereotypes.
10. **Location** of Residence and Language Differences: Depending upon the climate patterns, geological terrain, and types of occupations available, individuals will possess various strengths and interests. Being aware of stereotypes and biases associated with individuals who speak a different dialect can defer from inaccurate assumptions.



References

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