

Contents

Preface

xix

SECTION 1 THE MULTIPLE DIMENSIONS OF MULTICULTURAL COUNSELING AND THERAPY

PART 1 The Affective, Conceptual and Practice Dimensions of Multicultural Counseling and Therapy

1 Understanding Resistance to Multicultural Training: Obstacles to Developing Cultural Competence 5

Expectations for the Course, 6

- Reflection and Discussion Questions, 6

Reactions to the Course, 7

- By The Numbers, 8

Emotional Self-Revelations and Fears: Majority Group Members, 8

Emotional Invalidation Versus Affirmation: Marginalized Group Members, 10

A Word of Caution, 12

- Reflection and Discussion Questions, 13

Recognizing and Understanding Resistance to Multicultural Training, 13

Cognitive Resistance—Denial, 14

Emotional Resistance, 14

- Did You Know?, 15

Behavioral Resistance, 17

Cultural Competence and Emotions, 18

- Implications for Clinical Practice, 19

Summary, 20

Glossary Terms, 20

References, 20

2 Multicultural Counseling and Therapy (MCT) 23

Race and Culture Matter, 23

- Reflection and Discussion Questions, 25

Culture-Universal (*ETIC*) Versus Culture-Specific (*EMIC*) Formulations, 25

Cultural Concepts of Distress, 25

Acknowledging Group Differences,	26
Being Aware of Collectivistic Cultures,	26
Attuning to Cultural and Clinical Clues,	26
Balancing the Culture-Specific and Culture-Universal Orientations,	27
The Nature of Multicultural Counseling Competence,	27
The Harm of Cultural Insensitivity,	27
Good Counseling is Culturally Responsive Counseling,	28
■ By The Numbers,	28
Understanding The Three Dimensions of Identity,	28
Individual Level: "All Individuals Are, in Some Respects, Like No Other Individuals",	29
Group Level: "All Individuals Are, in Some Respects, Like Some Other Individuals",	30
Universal Level: "All Individuals Are, in Some Respects, Like All Other Individuals",	30
■ Reflection and Discussion Questions,	31
Individual and Universal Biases in Psychology and Mental Health,	31
The Impact of Group Identities on Counseling and Psychotherapy,	32
What is Multicultural Counseling and Therapy?,	32
What is Cultural Competence?,	33
■ Box 2.1: Multicultural Counseling Competencies,	34
■ Did You Know?,	35
Social Justice and Cultural Competence,	36
■ Reflection and Discussion Questions,	36
■ Implications for Clinical Practice,	37
Summary,	37
Glossary Terms,	38
References,	38

3

Cultural Perspectives and Barriers: The Individual Interplay of Cultural Experiences

41

■ Reflection and Discussion Questions,	42
Characteristics of Conventional Counseling,	42
Culture-Bound Values,	44
Focus on the Individual,	44
Verbal/Emotional/Behavioral Expressiveness,	45
Insight,	45
Self-Disclosure, Openness, and Intimacy,	46
Styles of Communication,	47
■ Did You Know?,	48
Scientific Empiricism,	49
Distinctions Between Mental and Physical Functioning,	50
Patterns of Cultural Assumptions and Multicultural Family Counseling/Therapy,	50
People-Nature Dimension,	51
Time Dimension,	52

Relational Dimension, 53
Activity Dimension, 53
Nature of People Dimension, 54
Language Barriers, 55
Class-Bound Values and Perspectives, 56
■ By The Numbers, 56
The Damaging Impact of Poverty, 56
Therapeutic Class Bias, 57
Overgeneralizing and Stereotyping, 58
■ Implications for Clinical Practice, 58
Summary, 59
Glossary Terms, 60
References, 60

PART 2**Sociopolitical and Social Justice Dimensions of Multicultural Counseling and Therapy****4****Microaggressions: Implications for Counseling and Psychotherapy****67**

■ Reflection and Discussion Questions, 67
■ Reflection and Discussion Questions, 68
Contemporary Forms of Oppression: Racism, Sexism & Heterosexism, 70
The Evolution of the "ISMS": Microaggressions, 71
Microassault, 71
Microinsult, 71
Microinvalidation, 72
■ By The Numbers, 72
■ Reflection and Discussion Questions, 72
The Dynamics and Dilemmas of Microaggressions, 75
Dilemma 1: The Clash of Sociodemographic Realities, 75
Dilemma 2: The Invisibility of Unintentional Expressions of Bias, 76
Dilemma 3: The Perceived Minimal Harm of Microaggressions, 76
Dilemma 4: The Catch-22 of Responding to Microaggressions, 77
■ Did You Know?, 77
Therapeutic Implications, 77
Microinterventions: The New Therapeutic Frontier, 80
■ Implications for Clinical Practice, 82
Summary, 82
Glossary Terms, 83
References, 83

Sociohistorical Privilege and Oppression: Implications for Counseling and Psychotherapy

- An Open Letter to Brothers and Sisters of Color, 86
 - Reflection and Discussion Questions, 87
- Mental Health Practice and the Reproduction of Oppression, 87
- Connecting the Dots Between Mental Health Practice and Social Justice: An Overview, 89
- The Danger of a Single Story: Ethnocentric Monoculturalism, 91
 - Did You Know?, 91
 - Understanding Ethnocentric Monoculturalism, 92
 - Historical Manifestations of Ethnocentric Monoculturalism, 94
- Ethnocentric Monoculturalism, Sociohistorical Oppression, and Mental Health, 95
 - Ethnocentric Monoculturalism and Foundational Psychotherapeutic Theory, 96
 - Definitions of Mental Health, 96
 - Connections to the Counseling and Mental Health Literature, 98
 - Pathology and Persons of Color, 98
 - By The Numbers, 100
 - Ethnocentric Monoculturalism and Mental Health Practice: Psychotherapy as a Racial-Cultural Microcosm, 100
 - Reflection and Discussion Questions, 101
 - MCT as a Social Justice Approach to Mental Health Practice, 102
 - Social Justice Advocacy and Cultural Humility, 104
 - Implications for Clinical Practice, 105
- Summary, 106
- Glossary Terms, 106
- References, 107

Racial, Ethnic, Cultural (REC) Attitudes in Multicultural Counseling and Therapy

Racial, Ethnic, Cultural (REC) Identity Attitudes in People of Color: Counseling Implications

- Case Study: Alejandro: Afro-Puerto, 113
- Racial Awakening, 114
 - Just American to Puerto Rican/Afro-Latino, 114
 - Denial Breakdown, 114
 - The Internal Struggle for Identity, 114
 - Locus of the Problem, 115
- REC Identity Attitude Models, 115
 - Did You Know?, 115
 - William E. Cross' Nigrescence Model: Foundational Theory, 115
- A General Model of Rec Identity, 117
 - Conformity Status, 118
 - Dissonance Status, 119

- Resistance and Immersion Status, 120
- Introspection Status, 121
- Integrative Awareness Status, 123
- Counseling Implications of the R/CID Model, 123
 - Conformity Status, 124
 - Dissonance Status, 125
 - By The Numbers, 125
 - Resistance and Immersion Status, 125
 - Introspection Status, 126
 - Integrative Awareness Status, 126
- Value of a General Rec Identity Framework, 126
 - Reflection and Discussion Questions, 127
 - Implications for Clinical Practice, 127
- Summary, 128
- Glossary Terms, 128
- References, 128

7 White Racial Consciousness: Implications for Counseling and Psychotherapy 130

- Whiteness and Multicultural Counseling, 130
 - Reflection and Discussion Questions, 131
- Steps Toward an Understanding of Whiteness and White Identity, 132
 - Did You Know, 133
- Models of White Racial Identity Development, 135
 - The Hardiman White Racial Identity Development Model, 135
 - The Helms White Racial Identity Development Model, 136
- A Descriptive Model of White Identity: Seven Positions, 137
 - By The Numbers, 139
- An Antiracist White Identity, 141
 - White Antiracist Identifications, 142
 - Principles of Prejudice Reduction, 143
 - Principle 1: Learn About People of Color From Sources Within the Group, 143
 - Principle 2: Learn From the Examples of Healthy and Strong People of the Culture, 144
 - Principle 3: Learn From Experiential Reality, 144
 - Principle 4: Learn From Constant Vigilance of Your Biases and Fears, 144
 - Principle 5: Learn From Being Committed to Personal Action Against Racism, 144
 - Reflection and Discussion Questions, 145
 - Implications for Clinical Practice, 145
- Summary, 146
- Glossary Terms, 146
- References, 146

8 Multicultural Counseling Competence and Cultural Humility for People of Color Counselors and Therapists 149

- Interracial And Interethnic Biases, 150
- Impact On Interracial Counseling Relationships, 150

Racial Stereotypes Held by People of Color, 150

The Who-Is-More-Oppressed Game, 151

Interracial and Interethnic Counseling, 151

- By The Numbers, 152
- Reflection and Discussion Questions, 152

The Politics of Interracial and Interethnic Bias and Discrimination, 153

The Political Relationships Between Groups of Color, 154

- African Americans and Asian Americans, 154
- Asian Americans and Latinx Americans, 155
- Latinx Americans and African Americans, 155
- American Indians and Black, Latinx, and Asian Americans, 156
- Reflection and Discussion Questions, 156

Within Group Differences Among Racial/Ethnic Groups, 157

- Cultural Values, 157
- Communication Styles, 157
- Issues Regarding Stage of Ethnic Identity, 158
- Did You Know?, 158

Counselors of Color and Dyadic Combinations, 158

- Challenges Associated with Counselor of Color and White Client Dyads, 159
- Situation 1: Challenging the Competency of Counselors of Color, 159
- Situation 2: Needing to Prove Competence, 159
- Situation 3: Transferring Racial Animosity toward White Clients, 160
- Situation 4: Viewing the Counselor of Color as a Super Minority Counselor, 160
- Situation 5: Dealing with Client Expressions of Racism, 161
- Challenges Associated with Counselor of Color and Client of Color Dyads, 162
- Situation 1: Overidentifying with the Client, 162
- Situation 2: Encountering Clashes in Cultural Values, 162
- Situation 3: Experiencing Clashes in Communication and Counseling Styles, 163
- Situation 4: Receiving and Expressing Racial Animosity, 164
- Situation 5: Dealing with the Racial Identity Status of Counselors and Clients, 164
- Reflection and Discussion Questions, 165
- Implications for Clinical Practice, 165

Summary, 166

Glossary Terms, 166

References, 166

PART 4 Western and Non-Western Perspectives in Counseling and Therapy

9 Multicultural Evidence-Based Practice

- Reflection and Discussion Questions, 172
- Empirically-Supported Therapies (ESTs), 172
- Reflection and Discussion Questions, 175
- Empirically Supported Relationships (ESRs), 175

- Did You Know?, 175
- The Therapeutic Alliance, 176
- Emotional or Interpersonal Bond, 178
- Empathy, 178
- Positive Regard, Respect, Warmth, and Genuineness, 179
- Therapist Self-Disclosure, 180
- Management of Countertransference, 180
- Goal Consensus, 180
- Reflection and Discussion Questions, 181
- Evidence-Based Practice and Diversity Issues in Counseling, 181
 - By The Numbers, 182
 - Reflection and Discussion Questions, 183
 - Implications for Clinical Practice, 184
- Summary, 184
- Glossary Terms, 185
- References, 185

10

Indigenous and Cultural Methods of Healing Among People of Color: Implications for Multicultural Counseling and Therapy (MCT)

188

- Worldviews and Cultural Concepts of Distress, 189
 - The Shaman and Traditional Healer as Therapist: Commonalities, 190
 - Case Study: The Nguyen Family, 191
 - A Case of Child Abuse?, 191
 - Did You Know?, 193
- The Principles of Indigenous Healing, 193
 - Holistic Outlook, Interconnectedness, and Harmony, 194
 - Belief in Metaphysical Levels of Existence, 194
 - Acceptance of Spirituality in Life and the Cosmos, 195
 - By The Numbers, 197
 - Reflection and Discussion Questions, 198
- Radical Healing Among People of Color, 198
- Examples of Healing Practices Among People of Color, 199
 - Implications for Clinical Practice, 200
- Summary, 200
- Glossary Terms, 201
- References, 201

PART 5

Assessment, Diagnosis, and Treatment Issues in Multicultural Counseling and Therapy

11

Culturally Competent Assessment

207

- Therapist Variables Affecting Diagnosis, 208
 - Did You Know?, 209

Cultural Competence and Preventing Diagnostic Errors,	210
Cultural Self-Awareness,	210
Cultural Knowledge,	211
Culturally Responsive or Multicultural Skills,	211
Contextual and Collaborative Assessment,	212
■ Case Study: Erica,	213
Principles of Collaborative Conceptualization,	213
Infusing Cultural Relevance into Standard Clinical Assessments,	214
Cultural Formulation Interview,	214
Culturally Sensitive Intake Interview,	215
■ By The Numbers,	216
Implications for Clinical Practice,	218
Summary,	218
Glossary Terms,	219
References,	219

SECTION 2 MULTICULTURAL COUNSELING AND SPECIFIC POPULATIONS

PART 6 Counseling and Therapy with Racial/Ethnic Group Populations

12 Multicultural Counseling Contexts: African Americans

225

Sociohistorical Context,	226
Strengths and Resiliences,	227
Family and Community,	227
Religion and Spirituality,	227
Resourcefulness and Resilience,	228
Positive Racial-Ethnic Identity or Racial Pride,	228
Potential Challenges,	228
Racism and Discrimination,	228
Racial Socialization: When, What, and How to Discuss Racism,	229
Internalized Racism,	229
Challenges for Black Women,	230
Counseling and Applied Considerations,	230
■ Case Studies: Johnny: When Extra Familial Help Causes Disruption,	231
A Clinical Checklist,	233
Summary,	234
Glossary Terms,	235
References,	235

Multicultural Counseling Contexts: American Indians/Native Americans and Alaskan Natives

- Sociohistorical Context, 240
- Strengths and Resiliencies, 241
 - Tribal Community Structure and Relationships, 242
 - Family Structure and Relationships, 242
 - Cultural and Spiritual Values, 242
- Specific Challenges, 243
 - Case Study: Mary, 244
 - Educational Concerns, 244
 - Acculturation Conflicts, 245
 - Alcohol and Substance Abuse, 246
 - Domestic Violence, 246
 - Suicide, 247
 - Implications for Clinical Practice, 248
- Summary, 248
- Glossary Terms, 249
- References, 249

Multicultural Counseling Contexts: Asian Americans and Pacific Islanders

- Characteristics and Strengths, 253
 - Asian Americans: A Success Story?, 253
 - Case Study: Katherine, 255
 - Collectivistic Orientation, 255
 - Hierarchical Relationships, 256
 - Parenting Styles, 256
 - Emotionality, 257
 - Holistic View on Mind and Body, 257
 - Academic and Occupational Goal Orientation, 258
 - Cultural Strengths, 258
- Specific Challenges, 259
 - Racial-Ethnic-Cultural Identity and Conflict, 259
 - Acculturation Conflicts, 259
 - Expectations Regarding Counseling, 260
 - Racism and Discrimination, 261
 - Implications for Clinical Practice, 262
- Summary, 263
- Glossary Terms, 263
- References, 263

15 Multicultural Counseling Contexts: Latinx Communities

266

- Cultural Strengths, 267
 - Family and Interpersonal Relationships, 267
 - Religion and Spirituality, 269
 - Additional Cultural Strengths, 270
- Specific Challenges, 270
 - Xenophobia, Discrimination, and Ethno-Racial Trauma, 270
 - Racism in the Schools, 271
 - Stigma Associated with Mental Illness, 272
 - Acculturation and Acculturative Stress, 272
 - Gender Role Conflicts, 274
 - Implications for Clinical Practice, 275
- Summary, 276
- Glossary Terms, 277
- References, 277

16 Multicultural Counseling Contexts: Multiracial Americans

280

- Characteristics and Strengths, 281
 - Multiracial Population in the United States, 281
 - The "One Drop of Blood" Rule, 282
 - Strengths, 283
- Specific Challenges, 284
 - Racial/Ethnic Ambiguity and *Multiracial Identity Socialization*: "What Are You?", 284
 - Intermarriage, Stereotypes, and Myths, 285
 - Discrimination, Racism, and Microaggressions, 285
 - Racial Identity Invalidation, 286
 - A Multiracial Bill of Rights, 288
- Implications for Clinical Practice, 288
- Summary, 290
- Glossary Terms, 290
- References, 290

17 Multicultural Counseling Contexts: Arab Americans

293

- Demographic Characteristics, 294
- Sociohistorical Context, 294
- Potential Challenges, 295
- Strengths and Resiliencies, 296
- Counseling and Applied Considerations, 296
- A Clinical Checklist, 297
- Summary, 298
- Glossary Terms, 298
- References, 298

PART 7 Counseling and Therapy with Other Multicultural Populations

18 Multicultural Counseling Contexts: Marginalized Religious Communities **303**

- Counseling Contexts: Jewish Americans, 303
- Characteristics and Strengths, 304
 - Spiritual and Religious Values., 304
 - Ethnic Identity, 305
 - Gender-Related Considerations, 305
 - Cultural Strengths, 305
- Potential Challenges, 306
 - Prejudice and Discrimination, 306
- Counseling and Applied Considerations, 307
- Counseling Contexts: Muslim Americans, 308
- Characteristics and Strengths, 308
 - Spiritual and Religious Values, 309
 - Gender-Related Considerations, 309
 - Cultural Strengths, 309
- Potential Challenges, 310
- Counseling and Applied Considerations, 311
- Marginalized Religious Communities: A Clinical Checklist, 311
- Summary, 312
- Glossary Terms, 312
- References, 313

19 Multicultural Counseling Contexts: Immigrants and Refugees **316**

- Demographic Characteristics, 317
- Sociohistorical Context, 317
 - Cultural Dimensions, 318
- Potential Challenges, 318
 - Gender Issues and Domestic Violence, 319
 - Refugee Issues and Coping with Loss, 319
- Strengths and Resiliencies, 320
- Counseling and Applied Considerations, 320
 - Barriers to Seeking Treatment, 321
 - Linguistic and Communication Issues, 322
 - Counseling Refugees, 323
 - Effects of Past Persecution, Torture, or Trauma, 323
- A Clinical Checklist, 324
- Summary, 326
- Glossary Terms, 326
- References, 326

20 Multicultural Counseling Contexts: LGBTQ Communities**328**

- Characteristics and Strengths, 329
 - SOGI* Awareness, 329
 - LGBTQ Youth, 331
 - LGBTQ Couples and Families, 332
 - Strengths, 333
- Specific Challenges, 333
 - Coming Out, 333
 - Prejudice, Discrimination, and Misconceptions, 334
 - Aging, 336
 - Implications for Clinical Practice, 337
- Summary, 339
- Glossary Terms, 339
- References, 339

21 Multicultural Counseling Contexts: Older Adults**343**

- Demographic Characteristics, 343
- Sociohistorical Context, 344
- Potential Challenges, 345
 - Mental Deterioration, 345
 - Elder Abuse, 345
- Strengths and Resiliencies, 346
 - Sexuality, 346
 - Leadership, 346
- Counseling and Applied Considerations, 347
 - Physical Limitations, 347
 - Cognitive Limitations, 347
 - Elder Abuse, 348
 - Substance Abuse, 348
 - Social Isolation, Depression, and Suicide, 349
 - The Benefits of Counseling and Therapy for Older Adults, 350
- A Clinical Checklist, 350
- Summary, 351
- Glossary Terms, 352
- References, 352

22 Multicultural Counseling Contexts: Women**355**

- Demographic Characteristics, 356
- Sociohistorical Context, 356
- Potential Challenges, 357
 - Bias and Schooling, 358
 - Organizational and Workplace Bias, 358

- Harassment and Violence, 359
- Sexual Objectification and Its Sequellae, 359
- Social Pressure Toward Unrealistic Body Ideals, 360
- Caretaker Overload, 360
- Incidence of Depression, 360
- Strengths and Resiliencies, 360
- Counseling and Applied Considerations, 361
 - Gender Bias and Conventional Practices, 361
 - Body Image, 362
 - Addressing Harassment and Violence, 362
 - Educational and Vocational Issues, 362
 - Depression, 363
- A Clinical Checklist, 364
- Summary, 365
- Glossary Terms, 365
- References, 365

23 Multicultural Counseling Contexts: Individuals Living in Poverty

369

- Demographic Characteristics, 369
- Sociohistorical Context, 370
- Potential Challenges, 371
 - Social Exclusion, 371
 - Educational Inequities, 372
 - Disparities in the Judicial System, 372
 - Classism and the Minimum Wage, 373
 - Health Care Inequities, 373
- Strengths and Resiliencies, 373
- Counseling and Applied Considerations, 374
- A Clinical Checklist, 375
- Summary, 377
- Glossary Terms, 377
- References, 377

24 Multicultural Counseling Contexts: Individuals with Disabilities

380

- Demographic Characteristics, 380
- Sociohistorical Context, 381
 - Models of Disability, 381
- Potential Challenges, 382
 - Prejudice and Discrimination, 382
- Strengths and Resiliencies, 383
- Counseling and Applied Considerations, 384
 - Sexuality and Reproduction, 385

Spirituality and Religiosity, 385
Family Counseling, 385
Environmental and Social Justice Issues, 386
Counselors' Attitudes When Clients have Disabilities, 387
A Clinical Checklist, 388
Summary, 390
Glossary Terms, 390
References, 390

Index