

CPY 545
Legal, Professional, and Ethical Issues in Counseling

Class #3

CPY 545 Ethical, Legal & Professional Issues in Counseling
Dr. Burt Bertram, LMFT, LMHC

ACA Code of Ethics

Small Group Discussion

- What surprised you?
- What did you not understand?
- What are you struggling with or disagreeing with?

Class Discussion

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Ethics Codes: Similarities & Differences

Please make small groups (3-4) based on

ACA – AMHCA

ACA – AAMFT

ACA – APA

ACA – NASW

Other

Discuss similarities and differences

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Chapter 4: Multicultural/Diversity Issues

What would you think are the most controversial multicultural and diversity issues?

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Chapter 4: Multicultural Counseling Competencies

Counselor Awareness of Own Cultural Values and Biases

With respect to **attitudes** and **beliefs**, culturally competent counselors:

- Believe that cultural self-awareness and sensitivity to one's own cultural heritage is essential.
- Are aware of how their own cultural background and experiences have influenced attitudes, values, and biases about psychological processes.
- Are able to recognize the limits of their multicultural competencies and expertise.
- Recognize their sources of discomfort with differences that exist between themselves and clients in terms of race, ethnicity, and culture.

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Chapter 4: Multicultural Counseling Competencies

Counselor Awareness of Own Cultural Values and Biases

With respect to **knowledge**, culturally competent counselors:

- Have specific knowledge about their own racial and cultural heritage and how it personally and professionally affects their definitions of and biases about normality / abnormality and the process of counseling.
- Possess knowledge and understanding about how oppression, racism, discrimination, and stereotyping affect them personally and their work. This allows individuals to acknowledge their own racist attitudes, beliefs, and feelings.
- Possess knowledge about their social impact on others. They are knowledgeable about communication style differences, how their style may clash or foster the counseling process with persons of color or others different from themselves, and how to anticipate the impact it may have on others.

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Chapter 4: Multicultural Counseling Competencies

Counselor Awareness of Own Cultural Values and Biases

With respect to **skills**, culturally competent counselors

- Seek out educational, consultative, and training experiences to improve their understanding and effectiveness in working with culturally different populations.
- Are constantly seeking to understand themselves as racial and cultural being and are actively seeking a non-racist identity.

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Chapter 4: Multicultural Counseling Competencies

Understanding the Client's Worldview

With respect to **attitudes** and **beliefs**, culturally competent counselors

- Are aware of their negative and positive emotional reactions toward other racial and ethnic groups that may prove detrimental to the counseling relationship. They are willing to contrast their own beliefs and attitudes with those of their culturally different clients in a non-judgmental fashion.
- Are aware of stereotypes and preconceived notions that they may hold toward other racial and ethnic minority groups.

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Chapter 4: Multicultural Counseling Competencies

Understanding the Client's Worldview

With respect to **knowledge**, culturally competent counselors

- Possess specific knowledge and information about the particular client group with whom they are working.
- Understand how race, culture, ethnicity, and so forth may affect personality formation, vocational choices, manifestation of psychological disorders, help-seeking behavior, and the appropriateness or inappropriateness of counseling approaches.
- Understand and have knowledge about sociopolitical influences that impinge on the lives of racial and ethnic minorities.

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Chapter 4: Multicultural Counseling Competencies

Understanding the Client's Worldview

With respect to **skills**, culturally competent counselors

- Familiarize themselves with relevant research and the latest finding regarding mental health and mental disorders that affect various ethnic and racial groups. They should actively seek out educational experiences that enrich their knowledge, understanding, and cross-cultural skills for more effective counseling behavior.
- Become actively involved with minority individuals outside the counseling setting so that their perspective of minorities is more than an academic or helping exercise.

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Chapter 4: Multicultural Counseling Competencies

Developing Culturally Appropriate Intervention Strategies and Techniques

With respect to **attitudes** and **beliefs**, culturally competent counselors:

- Respect clients' religious and spiritual beliefs and values, including attributions and taboos, because these affect worldview, psychological functioning, and expressions of distress.
- Respect indigenous helping practices and respect help-giving networks among communities of color.

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Chapter 4: Multicultural Counseling Competencies

Developing Culturally Appropriate Intervention Strategies and Techniques

With respect to **knowledge**, culturally competent counselors:

- Have a clear and explicit knowledge and understanding of the generic characteristics of counseling and therapy and how they may clash with the cultural values of various cultural groups.
- Are aware of institutional barriers that prevent minorities from using mental health services.
- Have knowledge of the potential bias in assessment instruments and use procedures and interpret findings in a way that recognizes the cultural and linguistic characteristics of clients.
- Have knowledge of family structures, hierarchies, values, and beliefs from various cultural perspectives. They are knowledgeable about the community where a particular cultural group may reside and the resources in the community.
- Are aware of relevant discriminatory practices at the social and the community level that may affect the psychological welfare of the populations being served.

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Chapter 4: Multicultural Counseling Competencies

Developing Culturally Appropriate Intervention Strategies and Techniques

With respect to **skills**, culturally competent counselors:

- Are able to engage in a variety of verbal and nonverbal helping responses. They are able to send and receive both verbal and nonverbal messages accurately and appropriately. They are not tied to only one method or approach to helping but recognize that helping styles and approaches may be cultural bound.
- Are able to exercise institutional intervention skills on behalf of their clients. They can help clients determine whether a problem stems from racism or bias in others so that clients do not inappropriately personalize problems.
- Are not adverse to seeking consultation with traditional healers or religious and spiritual leaders and practitioners in the treatment of culturally different clients when appropriate.
- Take responsibility for interacting in the language requested by the client and, if not feasible, make appropriate referrals.
- Have training and expertise in the use of traditional assessment and testing instruments.
- Attend to and work to eliminate biases, prejudices, and discriminatory contexts in conducting evaluations, and providing interventions and developing sensitivity to issues of oppression, sexism, heterosexism, elitism, and racism.
- Take responsibility for educating their clients to the processes of psychological intervention, such as, expectations, legal rights, and counselor's orientation.

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Chapter 4: Multicultural/Diversity Issues

Questions from the text to ponder

How do you plan to deal with issues that conflict with your religious beliefs? (p. 135)

If you have sharply different moral beliefs from those of your client, is this equivalent to your not being competent to work effectively with this client? Are referrals justified because of major value conflicts? (p. 135)

What experiences have you had with discrimination? How would your own experiences either help or hinder you in working with clients who have been discriminated against? (p. 139)

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