Multicultural Competence:

- Multicultural counseling competence is defined as counselors’ attitudes/beliefs, knowledge, and skills in working with a broad range of cultural groups (Ratts, Singh, Nassar-McMillan, Butler, & McCullough, 2015; Sue, Arredondo, & McDavis, 1992; Sue et al., 1982; Sue et al., 1998).
- Multicultural counseling self-efficacy: counselor’s confidence in their ability to a set of multicultural counseling skills and behaviors successfully (Constantine & Ladany, 2000).
- Three components of cultural competence: awareness of attitudes/beliefs, knowledge, and skills; Four foci: individual, professional, organizational, societal levels, and attributes of competence cover five racial groups (Sue, 2001).

Interpersonal: Cultural Identity and Behavior

- Social and cultural roles come to life
- Emic vs. Etic perspectives of culture
- Dialogue around acculturation for the sake of supervision and counseling
- Recognition of Minority Stress and highlighting the development of resilience (Meyer, 1995; 2015)

Intrapersonal: Identity

- Develops from within
- Personal sense of self (How YOU identify yourself)
- Self-schemas
- Influences interactions with others

Implications for Supervisors:

- Need for self-awareness
  - Awareness of power and privilege as supervisors
- Need for continued consultation
- Continued professional development focused on culture and diversity
- Integration of non-dominant theories into supervisory models (i.e., Critical Race Theory, Queer Theory, Disability Theory)
- Need for rapport and relationship building with supervisees
- Reflective and reflexive process
- Recognize the systemic barriers of supervisees, clients, and supervisors
- Awareness of community and settings
- Advocacy efforts at the local, state, and national level
- Diversity your network

Social/Political

- Recognition of Power, Privilege, and oppression in supervision and counseling relationships
- Maintenance of critical consciousness
- Intersectionality

Interpersonal: Expectations, Biases, and Prejudices

- The “isms” have power in our interactions
- Foundation of Confirmation Bias and Stereotype Threat
- Source of Microaggressions, Microinsults, and microinvalidations

“Since we all inhabit various social locations on ecosystemic axes of race, gender, class, and culture, to name a few, and these locations intersect in unique and sometimes contradictory ways, we are all multicultural, and our interactions with others must necessarily be so as well” (Killian, 2001, p.63).

Figure 1: The Multicultural and Social Justice Counseling Competencies. Retrieved from Ratts et al, 2015

Figure 2: Understanding Diversity in Supervision. Adapted from Bernard & Goodyear, 2014