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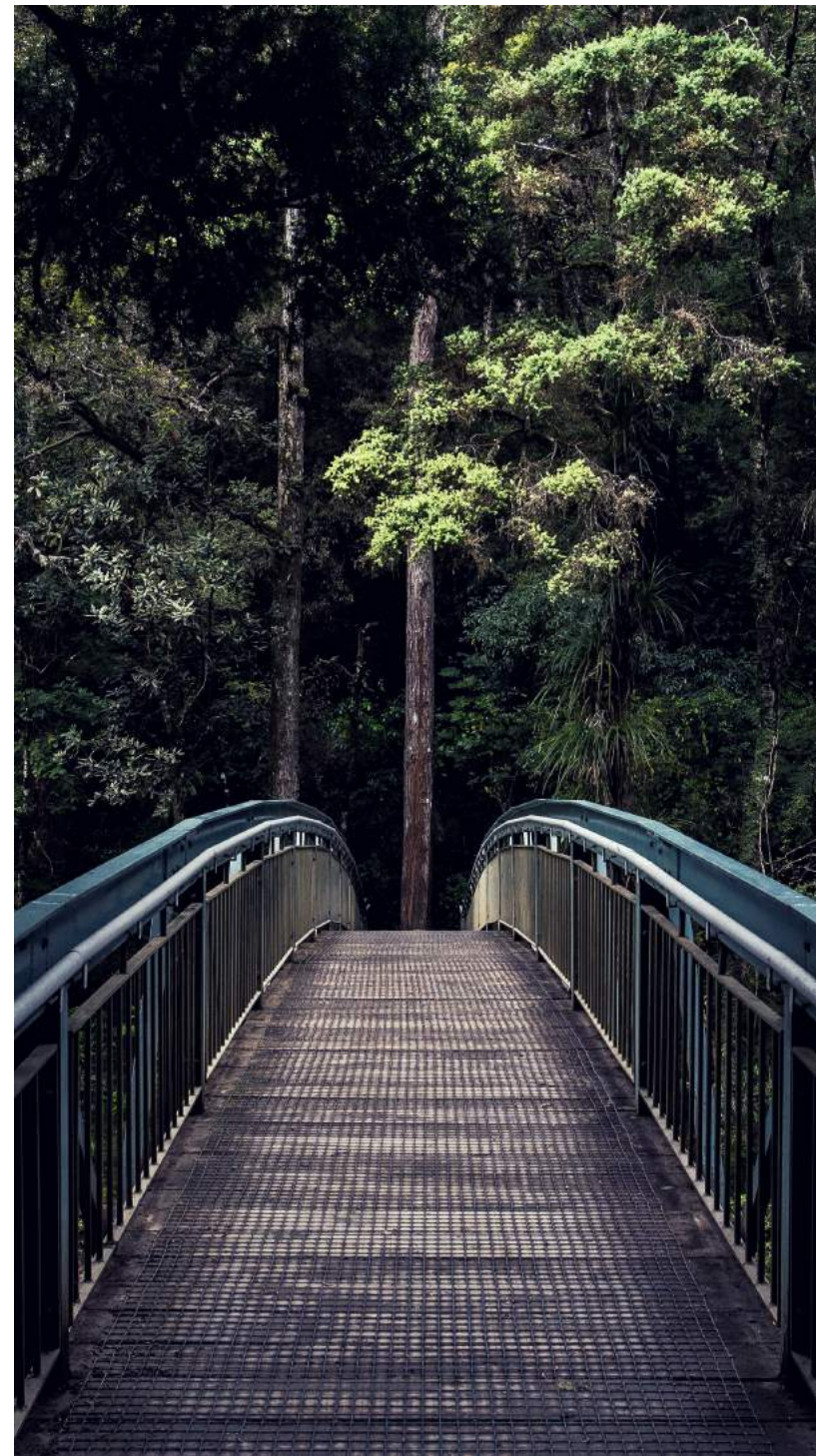
ACT with Multicultural Competence

**AN EXPERIENTIAL WORKSHOP USING ACT PRINCIPLES AND
EXERCISES TO BOLSTER MULTICULTURAL COMPETENCE**

Presented by Adia Gooden, PhD, Giovanna Rivano-Gomez, PsyD & Cat Goyeneche, PsyD

OVERVIEW

- Intention
- Multicultural Competence
- Framework
- Open
- Center
- Engage
- Role Play
- Q&A
- Giovanna puede responder a preguntas en español



WHY IS MULTICULTURAL COMPETENCE IMPORTANT?

Research demonstrates that culturally sensitive approaches can help improve therapeutic outcomes

(Sue, Zane, Nagayama Hall & Berger, 2009)

MULTICULTURAL COMPETENCE



CULTURAL AWARENESS & BELIEFS

Sensitivity to worldviews and biases and their influence on our perceptions of client and therapeutic relationships



CULTURAL KNOWLEDGE

Knowledge of client's culture and worldview



CULTURAL SKILLS

Intervening in a culturally sensitive manner

OUR FOCUS TODAY

CULTURAL BELIEFS & AWARENESS

OPEN

Identify your worldview

Identify points of fusion

CENTER

Explore and acknowledge assumptions

Observe and accept reactions

CULTURAL SKILLS

ENGAGE

Identify values

Engage in positive actions



OUR FRAMEWORK

THERAPIST - INTERNAL

Open

Identify worldview

Identify points of fusion

Center

Explore and acknowledge
assumptions

Observe and accept reactions

Engage

Identify values

Engage in positive actions

THERAPIST - CLIENT

Scientific Mindedness

Develop and test hypotheses

Dynamic Sizing

Know when to generalize and
when to individualize

Cultural-Specific Elements

Self understanding

Knowledge about cultural groups

Therapeutic relationship



OPEN: WORLDVIEW

Our worldviews are like tinted glasses that impact how we see the world. These glasses impact how we view therapy and engage with clients.

Our clients are also wearing glasses, which may be a different tint.

OPEN: DEFUSION

FUSION AND MULTICULTURAL COMPETENCE

We can become fused with ideas about what it means to be a good clinician and culturally competent clinician.

Opening up and defusing with these ideas is an important step in allowing ourselves to grow in multicultural competence.



OPEN: DEFUSION

EXPERIENTIAL EXERCISE

Get into pairs and answer one of the following questions:

- What rules do you have related to multicultural competence?
- How are you ruminating on old hurts, failures, mistakes, missed opportunities?
- How are you fused with successes?



OPEN: SCIENTIFIC MINDEDNESS

EXPLORE CLIENTS' WORLDVIEWS

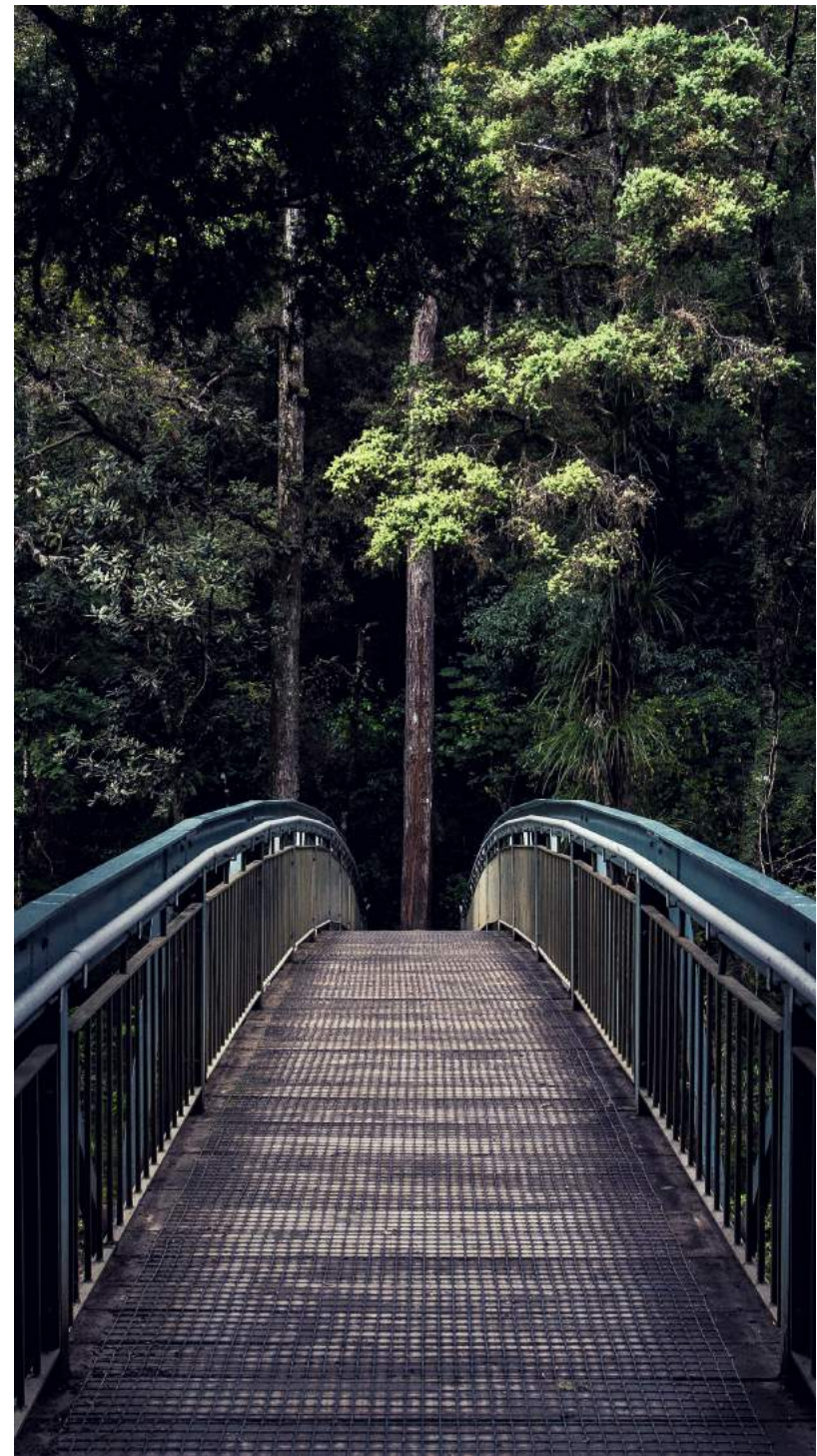
Consider how this might impact their engagement in therapy

ASK QUESTIONS & DEVELOP HYPOTHESES

Be curious

TEST HYPOTHESES OVER THE COURSE OF THERAPY

Be willing to be wrong



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CENTER

Exploring and Acknowledging Assumptions
Observing, Accepting, and Dynamic Sizing

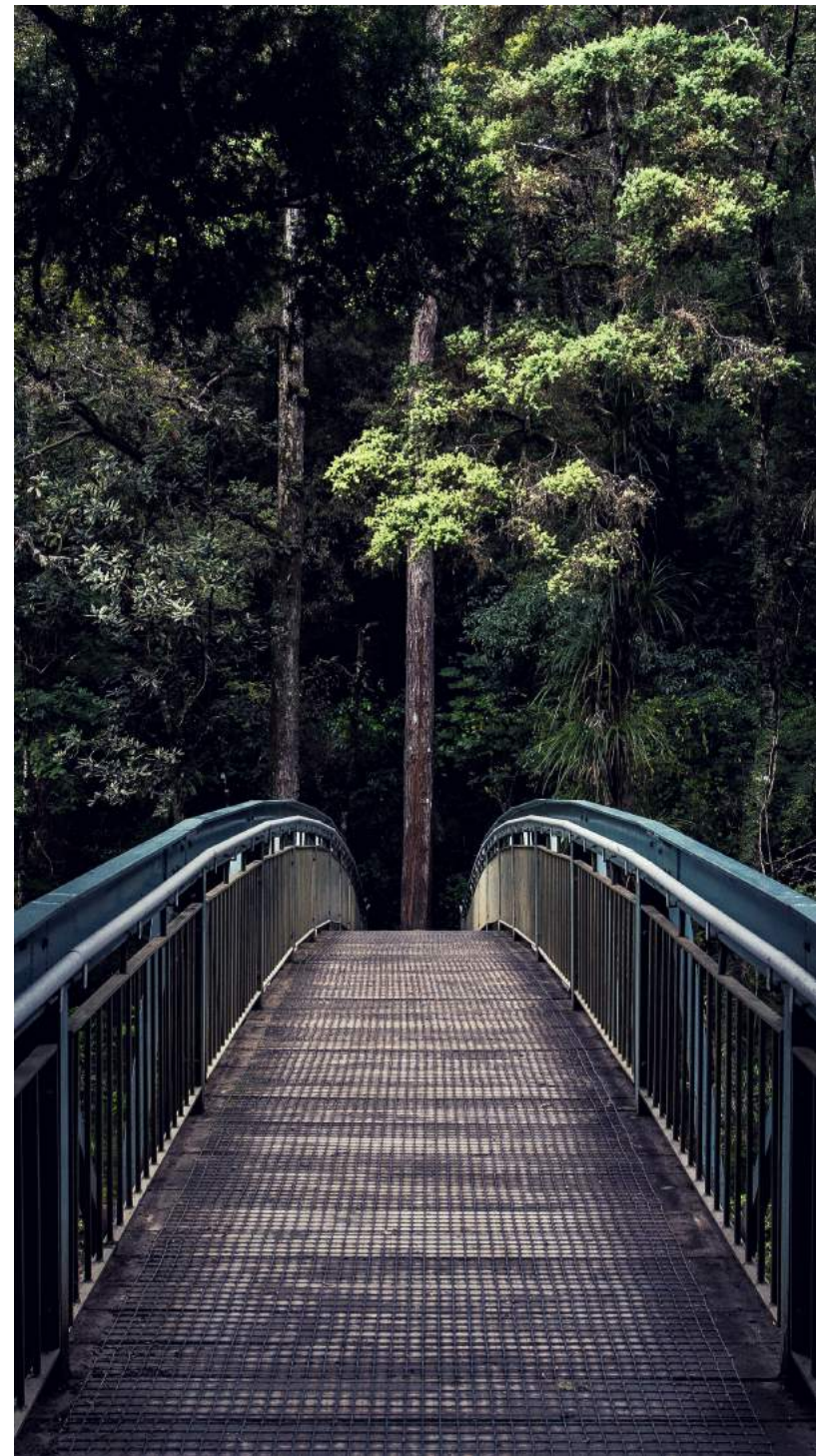
CENTER: OBSERVE

EXPERIENTIAL EXERCISE

Explore and acknowledge assumptions:

- Stoplights are red, yellow, or _____
- Most Black people tend to _____
- People who live in my country and don't speak the National language are _____
- Asian women tend to _____
- A gay client would _____
- Someone who is Muslim believes _____
- People from America are _____
- A person in a wheelchair is _____
- Refugees should _____
- Clients with Borderline Personality Disorder are _____

(Lillis & Hayes, 2007)



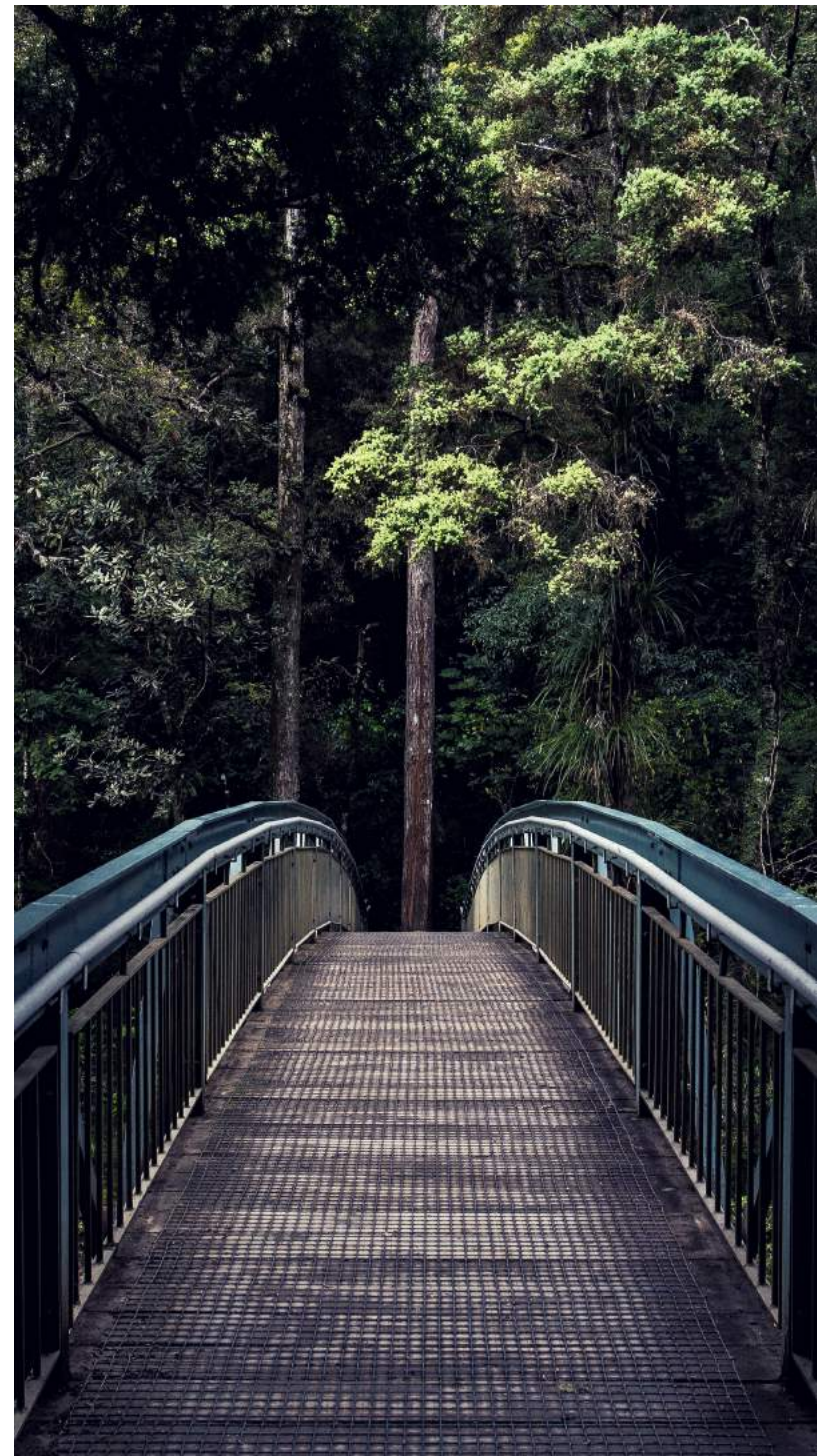
CENTER: OBSERVE

EXPERIENTIAL EXERCISE

Observing assumptions:

- What are my initial reactions?
- What assumptions am I making?
About other people, myself, and
what others think of me?
- In what ways do I assume I am
similar and different from other
people?
- Without acknowledging our
assumptions, we risk unconsciously
enacting them (implicit biases).

(Lillis & Hayes, 2007; Collins, Arthur & Wong-Wylie, 2010)





CENTER: ACCEPT

EXPERIENTIAL EXERCISE

Practicing acceptance and learning to sit with discomfort that may arise as part of this work.

- Notice what came up for you emotionally as you engaged in this exercise.
- Reflect on what triggered that emotion.
- Observe, breathe, allow, expand exercise.

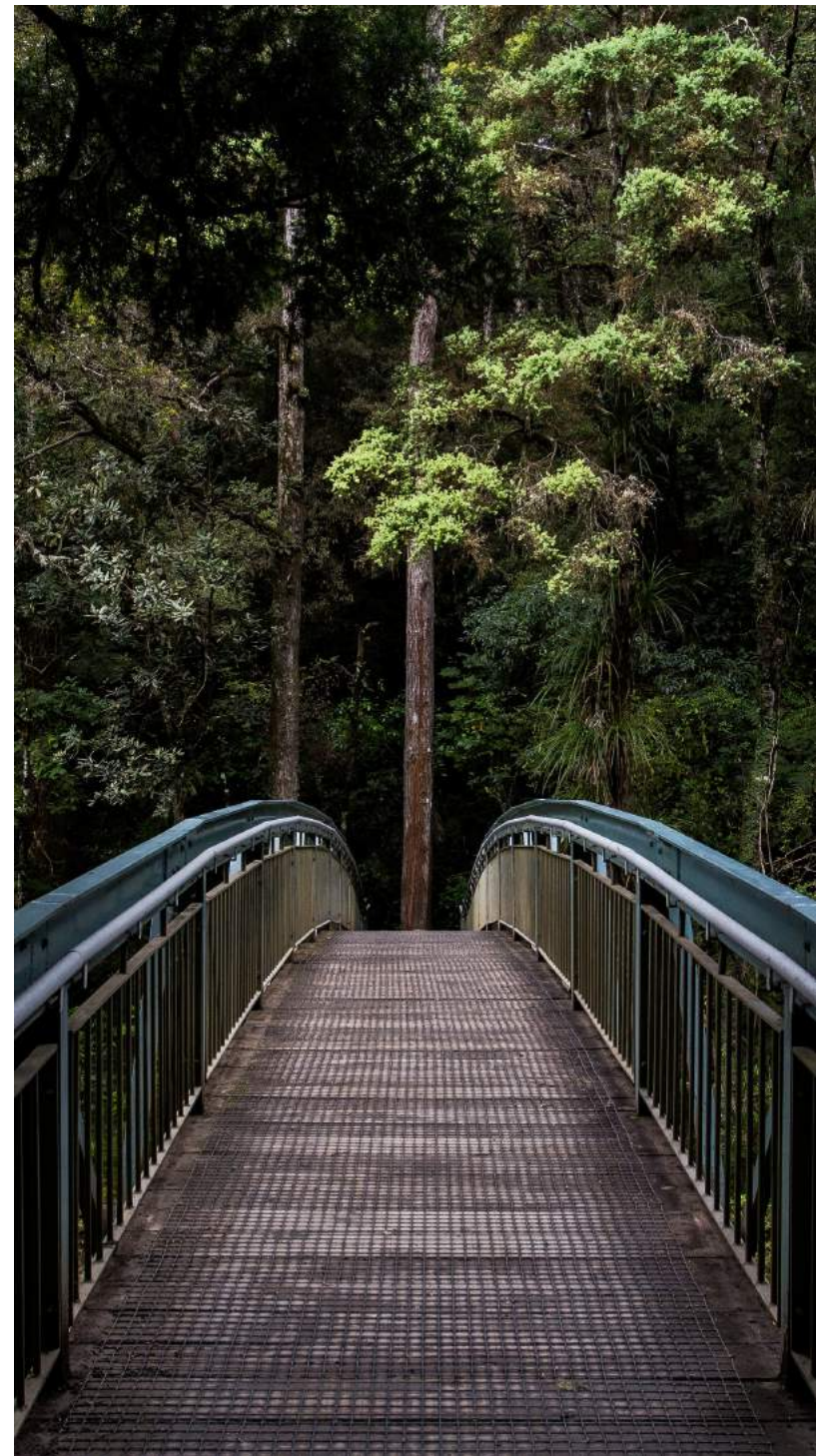


CENTER: OBSERVE

How might these same assumptions come up with clients?

- Notice automatic processes of evaluation and judgment.
- Practice accepting thoughts and feelings as a "natural result of learning and using language in a prejudicial society."
- Practice a willingness to experience discomfort as we become aware of and observe prejudices.

(Lillis & Hayes, 2007)



CENTER: DYNAMIC SIZING

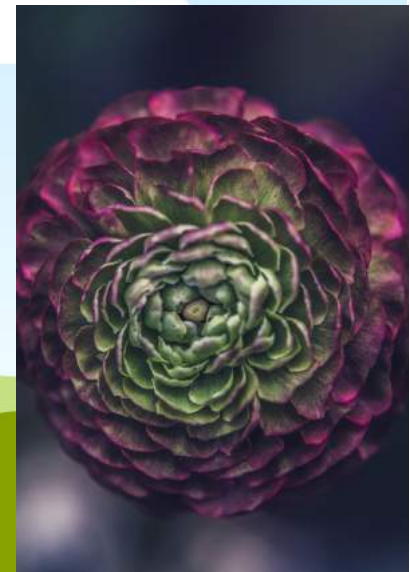
KNOW WHEN TO GENERALIZE AND WHEN TO INDIVIDUALIZE

Explore your client's cultural identities and life experiences

Do not allow stereotyping to get in the way of understanding others...

While acknowledging the significance of culture.

Questions? Preguntas?



OUR FRAMEWORK

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ENGAGE

Values and Committed Action

Clarifying our Values

- Fusion can get in the way of value-based action.

WHAT SHOULD I DO

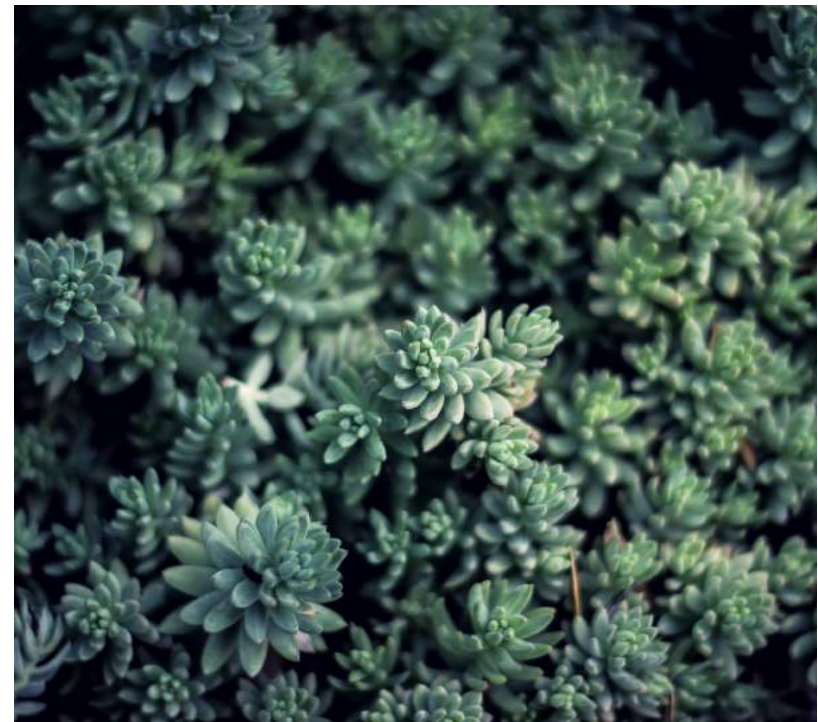
vs.

WHO DO I WANT TO BE

- Clarification of the values inherent in our work is essential so that our work can be reflective of what matters to us, and we feel truly connected to our helping actions

IDENTIFYING OUR VALUES

- A peak moment in life
- Suppressed values
- Must-haves



EXPERIENTIAL EXERCISE

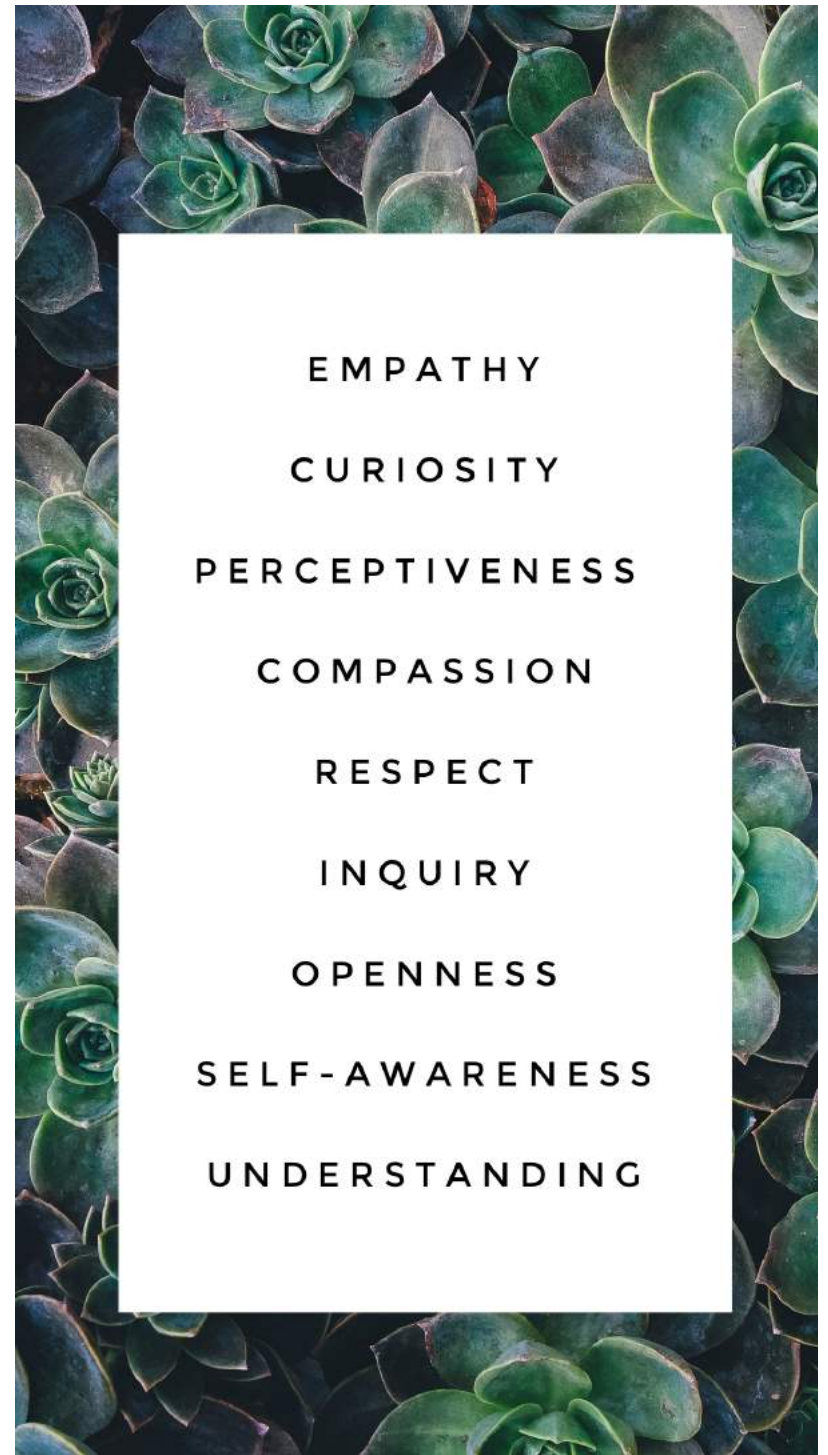
Identifying a memorable
moment in the therapy room

A CONVERSATION ABOUT VALUES

Remember that values are

- Not goals or qualifications
- Chosen freely
- Chosen from among alternatives
- Chosen after due reflection
- Prized and cherished
- Publicly affirmed
- Acted upon
- Part of a pattern that is a repeated action

(Raths, Harmin and Simon, 1966)



COMMITTED ACTION

Cultural Sensitivity

Curiosity, Perceptiveness, and Respect

Flexibility

Defusion and acceptance allow for more flexible ways of thinking to emerge.

- e.g., Prayer in the room

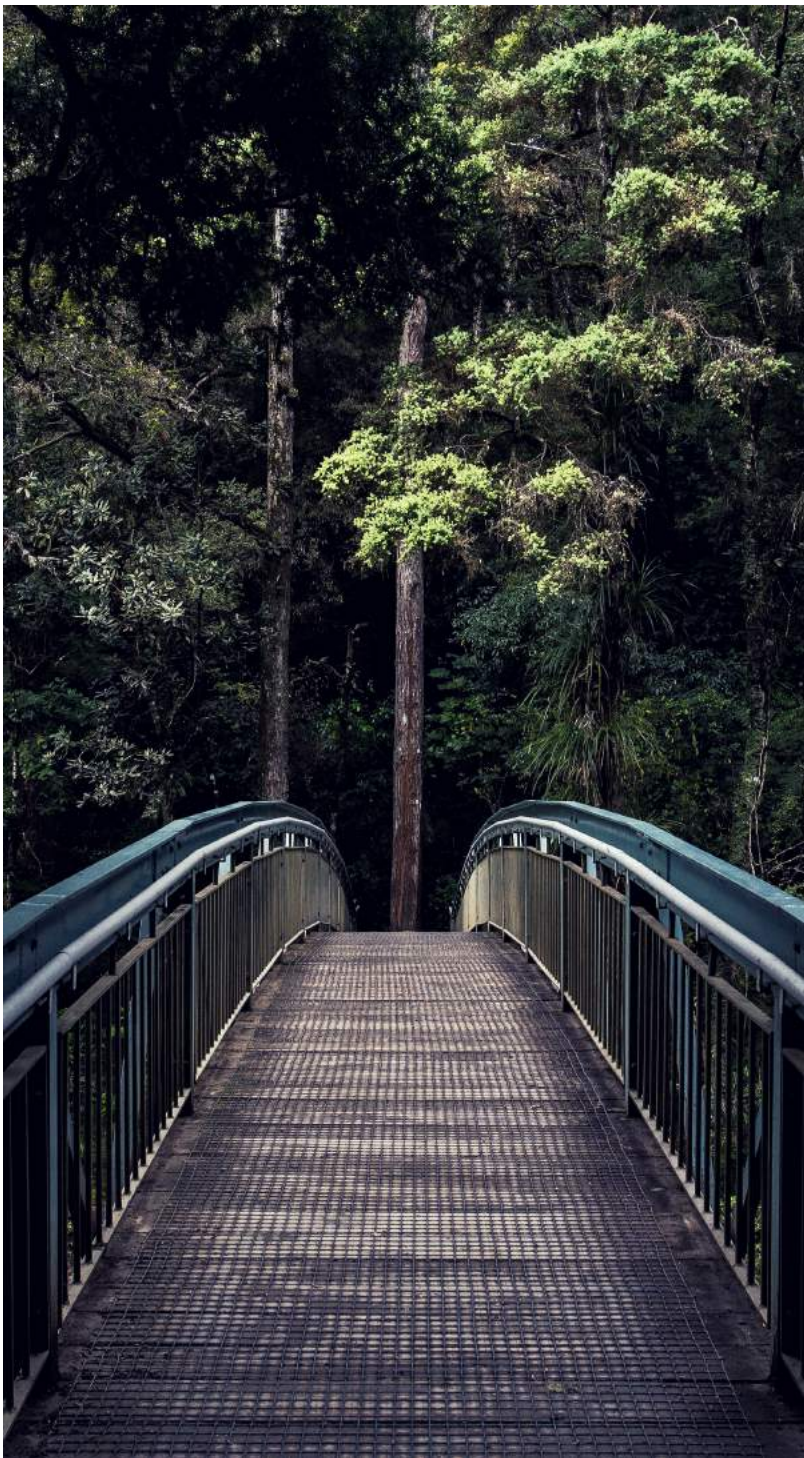
Therapeutic Alliance and Empathy

Higher multicultural competency related to higher empathy and therapeutic relationship

Developing a Strong Therapeutic Alliance

- Understand client's view of the therapist role
- Increasing knowledge about cultural groups
- Openness about contrasting world views and values
 - Expose not impose
 - Constant inquiry





COMMITTED ACTION

- Acceptance and defusion combined with positive steps to reach out to others
- Intervene in a manner that is culturally sensitive and relevant.

ENGAGING IN POSITIVE ACTIONS

- Connect to others beyond racial boundaries
- Seek experiences to expose yourself to people from different backgrounds
- Learn ways to increase cultural sensitivity with clients of specific cultures, races, or ethnicities.
- Seek clinical opportunities to help individuals who differ from you

- Questions? Preguntas?

(Lillis & Hayes, 2007)

ACT with Multicultural Competence

THE STEPS

1. OPEN

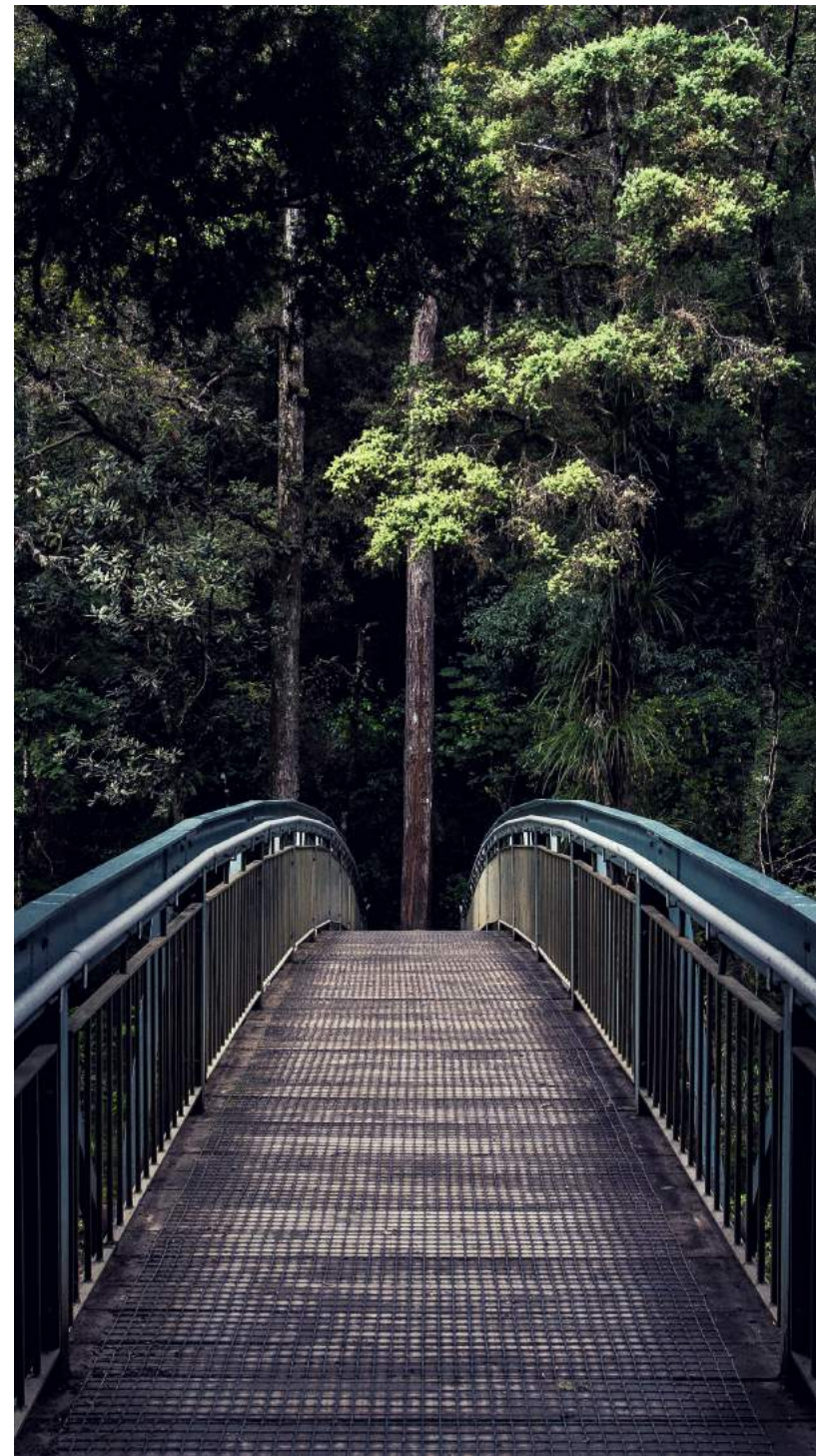
- Identify your worldview and points of fusion.
- Explore client's worldview and practice scientific mindedness

2. CENTER

- Explore and acknowledge assumptions & biases
- Observe and accept reactions

3. ENGAGE

- Clarify your values
- Act consistently with personal values about how to treat other human beings





ROLE PLAY

VOLUNTEER TO BE THE THERAPIST

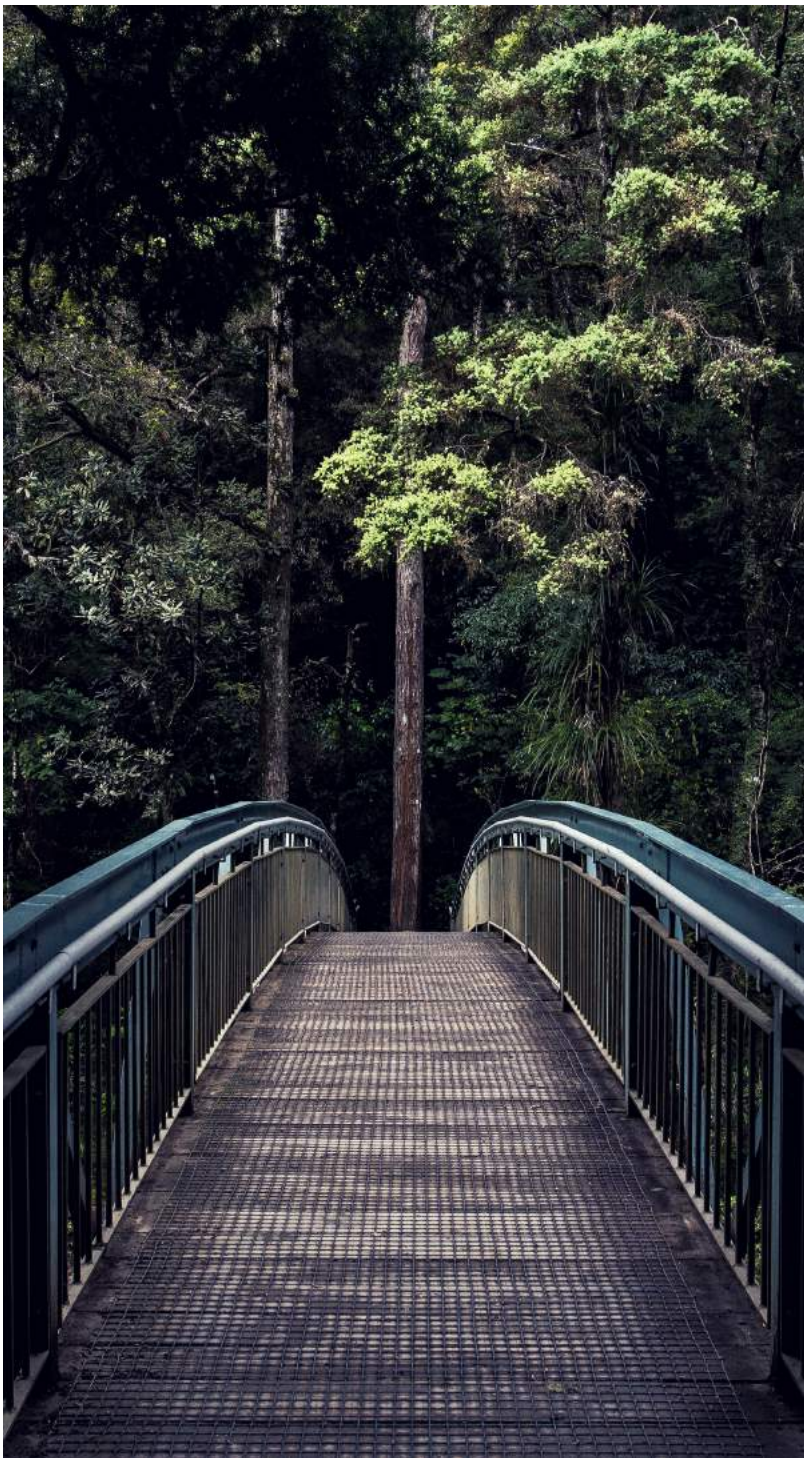
- Please share the worldview that you have identified in one sentence
- Please share 1-2 values you identified

VOLUNTEER TO BE THE CLIENT

- Please share some background on yourself and why you are coming to therapy

WHAT TO EXPECT

- Facilitators will check in with therapist
- Therapist can pause session to check in with facilitators



REFERENCES

Collins, S., Arthur, N., & Wong-Wylie, G. (2010). Enhancing reflective practice in multicultural counseling through cultural auditing. *Journal of Counseling and Development: JCD*, 88(3), 340.

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Raths, L., Harmin, M., & Simon, S. (1966). *Values and teaching*. Columbus, OH: Charles E. Merrill Books, Inc.

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