Feedback Responses

What is the cultural diversity of the staff at your site? Is it heterogeneous or homogeneous? Is there an overall culture of the site? Explain your answer.

The staff at my practicum site is very cultural diverse on every level. I would say that there is an equal balance between males and females. The easiest way to break it down is as follows:

* Executive Director- Caucasian male in mid 50s
* Director- male (Asian decent) in mid 50s
* Psychiatrists- Male and female Caucasians in mid 50s
* Clinical Supervisor- Female (Latina decent) in mid 50s
* Marriage and Family Therapists- African American and Caucasian (both male and female) in mid-late 40s
* Substance Abuse counselors- African American and Caucasian (males) in mid 40s
* Interns- African, Caucasian, Latina decent, Haitian (ranging from late 20s to mid-late 40s)
* Secretaries and other office staff are all females of Latina decent

The overall culture of the site is that of a family environment in which we all understand and try to help one another out (whether its sharing techniques that may work with a particular client or doing an intake for someone cause they are busy) in order to implement the programs vision and mission of helping residents of inner cities improve the quality of their lives to reflect individual God-given dignity and personal achievement. I see the diversity of the staff as a reflection of the population we provide a service to. As one of 2 African American substance abuse counselors at the site, clients have told me, that it was refreshing to see someone that looks like them, trying to help them in their recovery. In addition, the counselors that are of Latina decent are able to provide bilingual counseling for those with English as their second language. Regardless of our different backgrounds and ages, we are all reminded when we walk into the office to “Do not work harder than the client.” When I started, I thought it was a joke but as the weeks have passed and I see how an individual or group can have its ups and downs I understand more clearly why those words are written on the wall in the break room.

My response:

Good afternoon Michael,

What is the cultural diversity of the staff at your site? Is it heterogeneous or homogeneous? Is there an overall culture of the site? Explain your answer.

I am located at two sites and I will have to say one site is homogeneous and the other site is heterogeneous. At the Avondale office majority of all the counselors are Hispanic and at my Avondale location their is more heterogeneous we have African American, Hispanics, Caucasians and counselors that are mixed races.

regarding gender the Avondale location only had females there and the Glendale office has 8 females and 2 males. I find this interesting how there are so manhy females in this field compared to males.

I actually feel more comfortable working at the Avondale office because of the variety of culture that is there and they are much more friendly. I also see a diversity in their client tel. I am mixed race and was blessed to be raised in a divers household. I really enjoy being around different cultures and being able to embrace what they can teach me.

My response:

Good afternoon Iva,

What is the cultural diversity of the staff at your site? Is it heterogeneous or homogeneous? Is there an overall culture of the site? Explain your answer.

In terms of the clinicians where I am doing my practicum, there are 3 women, 2 men and 2 interns, the entire staff is Caucasian. As for the group homes the staff members are all of African descent that work in the group homes that I visit and they are heterogeneous sites. Yes there is an overall culture at the sites, the staff is of African descent and appears that some of them are related to each other and the clients are mainly native, Navajo a few Caucasians, and 1 or 2 Blacks. In my opinion that is pretty much what I expected living in Arizona, if I was back East the population would have been more culturally diverse. I am learning a lot from the Natives on these side of the coast.

My response:

Good afternoon Catherine,

Culture is a broad term and can mean many things about a person’s life or lifestyle. What are at least three cultural variables that you think most people do **not** consider?

In thinking about the three cultural variables that are missed sometimes by people in general. In being a counselor it is so key to be cautious of every aspect of where the client is from and what there needs are as well. In thinking about some of the topics that are missed in an article it states that “ Although spiritual/religious identity development is included within multicultural training on the theoretical level, significant gaps exist in counseling trainees’ practical preparation for spiritual/religious competence. “( Magaldi, D. D. (2014). The reason these ideas is that the therapist could just want to start working on getting the clients needs met and not touch on the fact of finding spiritual relief or a higher power. Even thinking about those ideas it can be a clear yes or no from the client because they will either be accepting to religious ideas or not. It is so key to suggest that if they turn to a higher power for help and if it does help them or they need something else. By having something to turn in that instance time of need can be a big difference if the client is going to get through the moment in a safe way. By even just touching on that the higher power has a plan for you and that you are wanted and needed in this world which can show that there is someone out there that does care. When it may seem that it is not that way at all.

References

Magaldi, D. D. (2014). *An “Afterthought”: Counseling Trainees’ Multicultural Competence Within the Spiritual/Religious Domain. Journal of Multicultural Counseling & Development*, 42(4), 194–204. https://doi-org.lopes.idm.oclc.org/10.1002/j.2161-1912.2014.00054.x

My response:

Good afternoon Lauren,

Body language, styles of humor and attitudes toward family, authority figures, and gender roles as it pertains to  different cultures. Counseling from a multicultural lens is necessary in our diverse world and allows counselors to help people in underserved communities. According to the American Counseling Association, multicultural counseling is an advantage for counselors. Counseling from a multicultural lens allows them to gain knowledge, sensitivity, disposition, and personal awareness. Multicultural counseling involves two main parts: an understanding of the client’s worldview and the recognition of a counselor’s own cultural values and bias. In order to work progressively with diverse clients, a counselor must recognize any previously held ideas that they have established about a population based on their ethnicity, nationality, race, etc. The competencies above help to ensure that individuals of all backgrounds receive the quality of help they deserve.

My response:

Good afternoon Tamera,