

A young man with short dark hair, wearing a dark blue sweater and jeans, is sitting in a tan leather armchair. He is looking slightly to his left and gesturing with both hands as if in conversation. The background is a blurred indoor setting with a green plant and a white wall.

HIERARCHICAL MODEL OF CROSS-RACIAL THERAPY

Increasing Competence in Cross-Racial
Clinical Settings

STUDY GUIDE

**LIVE ZOOM WEBINAR
JUNE 10, 2022**

PRESENTER



DR. CHAR NEWTON LICENSED PSYCHOLOGIST

Dr. Char Newton is a fully licensed psychologist and owner of Legacy Mental Health Services, PLLC. Dr. Newton has over 10 years of experience in clinical, academic, and community settings, including teaching experience at both undergraduate and graduate levels of higher education. She is also a member of the Michigan Board of Psychology, appointed by Governor Gretchen Whitmer.

PRESENTER

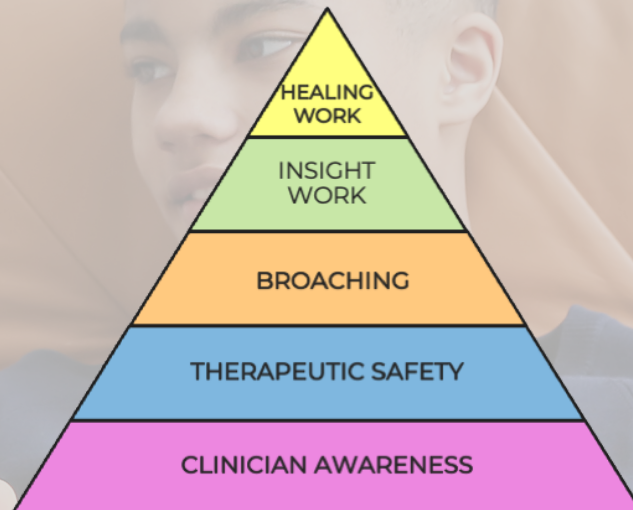


DR. JANEÉ STEELE

Licensed Professional Counselor

Dr. Janeé Steele is a licensed professional counselor, counselor educator, and diplomate of the Academy of Cognitive and Behavioral Therapies. She is also the owner of Kalamazoo Cognitive and Behavioral Therapy, PLLC, where she provides therapy, supervision, and training in CBT.

THE HIERARCHICAL MODEL OF CROSS RACIAL THERAPY



Recent social unrest highlights the incidence of racialized trauma among members of racial/ethnic minority communities. Yet, research suggests some therapists may be challenged in their ability to address topics such as race and racism during therapy. In this webinar, the instructors integrate advances in the multicultural counseling literature such as multicultural orientation, broaching, and racial identity development to present a hierarchical model of cross-racial therapy. The model consists of five levels: (1) clinician awareness, (2) therapeutic safety, (3) broaching, (4) insight work, and (5) healing work. Using this model, therapists have a specific process to guide exploration of issues related to race and racism during therapy with racial/ethnic minority clients. The model also provides guidance therapists may utilize to: (a) assess their own level of competence in this area and (b) identify target attitudes and behaviors for continued growth.

LEARNING OBJECTIVES

During this webinar, you will learn tangible steps you can take to effectively address issues of race and racism during therapy with racial and ethnic minority clients. Specifically, as a result of this webinar you will be able to:



01

DESCRIBE

Describe a process for exploring issues of race and racism during therapy with racial/ethnic minority clients.



02

ASSESS

Assess one's own level of competence in addressing race during therapy with racial/ethnic minority clients.



03

IDENTIFY

Identify target attitudes and behaviors for continued growth as it relates to addressing race during therapy with racial/ethnic minority clients.

CONTENTS

PART 1

CLINICIAN AWARENESS

Learn how to maintain an accurate awareness of one's cultural worldview and ways in which privilege, bias, and microaggressions may influence the counseling process.

PART 2

THERAPEUTIC SAFETY

Learn how to intentionally create an environment that is safe for REM clients through the integration of cultural humility and basic counseling techniques.

PART 3

BROACHING

Learn how to make deliberate efforts to explore the racial, ethnic, and cultural identities of clients.

PART 4

INSIGHT WORK

Learn how to use culturally adapted theories of counseling to help clients make connections between their presenting problems and experiences with race.

PART 5

HEALING WORK

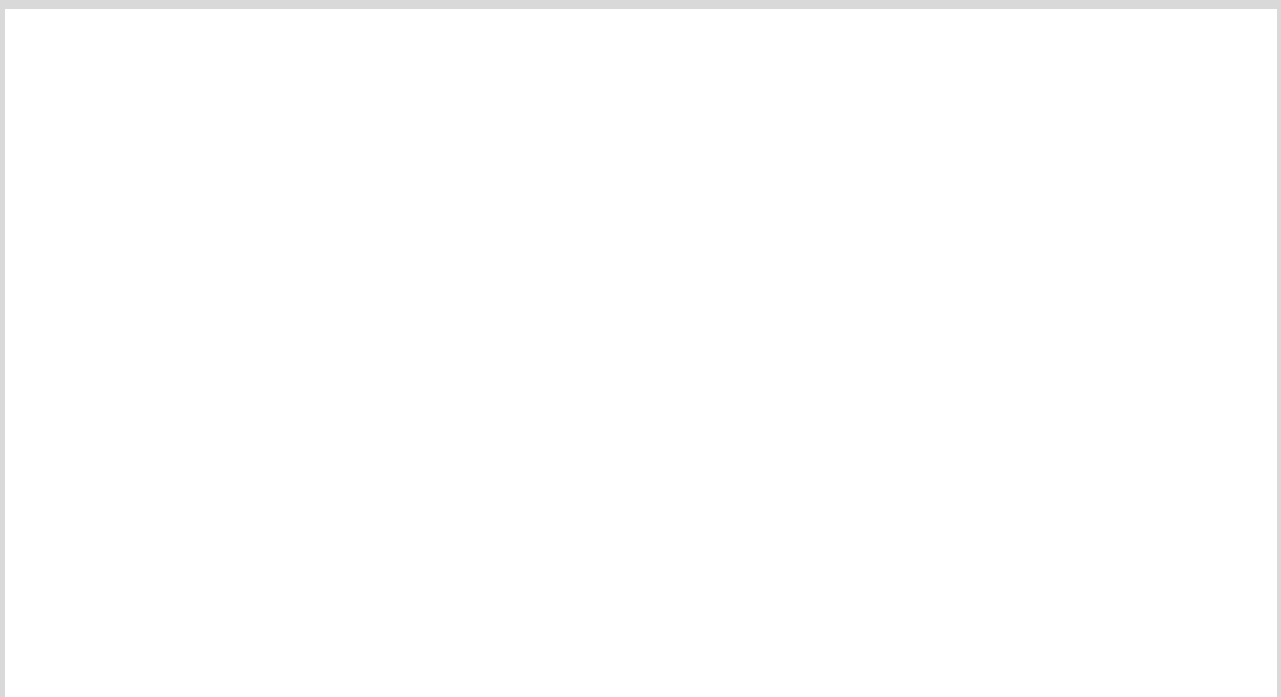
Learn how to help clients enact changes and experience growth while moving towards more effective problem-solving.

CLINICIAN AWARENESS

UNDERSTANDING THE ROLE OF CULTURE IN THERAPY

Awareness of how one's cultural worldview influences the therapeutic process is critical to effective cross-racial counseling relationships, as clinicians who lack this awareness risk inadvertently imposing their worldview on clients or causing other cultural ruptures during therapy. Accordingly, we define clinician awareness as entailing: (a) an accurate view of oneself and one's limitations, (b) awareness of ways in which dominant cultural values may be reflected in the counselor's worldview and the counseling process, and (c) tolerance for differences between the worldviews of the counselor and the client. During this part of the webinar, we focus on exploration of these various aspects of clinician awareness, emphasizing the importance of biases, identity, and values. As you learn about yourself and the role of one's cultural worldview in the therapeutic process, use the space below and the next few pages to help you remember key takeaways.

NOTES:



CLINICIAN AWARENESS

Clinician Awareness: A Reflection



In what ways do our identities and cultural worldviews influence our clinical work, particularly in cross-racial therapy dyads?



Reflection Take some time to reflect on the following questions:

1. As you reflect upon models of racial identity development, what level do you feel you are at and why?
2. How do you show cultural comfort and humility with your clients?
3. What steps can you take to increase awareness of the ways in which your identity and cultural worldview influence your work with clients?

THERAPEUTIC SAFETY

FOSTERING SAFETY IN THE THERAPEUTIC CONTEXT

Throughout the hierarchical model of cross-racial therapy, we emphasize the importance of cultural humility. *Cultural humility* can be defined as an attitude that seeks to understand how culture influences the worldviews of both the counselor and the client, as well as the dynamics of the counseling relationship. Through our clinical and supervisory experiences, we have observed that cultural humility is essential to providing therapeutic safety and the conditions necessary for clients to open up about their concerns regarding race and other cultural issues. Cultural humility is also necessary for us as clinicians to arrive at accurate conclusions regarding the clinical diagnoses and treatment approaches we offer. Accordingly, this segment of the webinar dives deeper into the impact of cultural humility on the therapeutic process and specific skills you can implement to project this humility to your clients in order to foster a sense of safety in the therapeutic relationship.

NOTES:



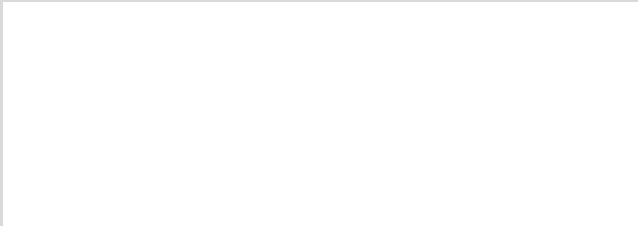
THERAPEUTIC SAFETY


Facilitating Strong Therapeutic Alliances

- 1** How does cultural humility increase therapeutic safety?


- 2** What basic counseling skills facilitate therapeutic safety?


- 3** What is a cultural rupture?


- 4** What specific steps can therapists take to repair cultural ruptures to the therapeutic relationship?



BROACHING

ADDRESSING RACE AND RACISM DURING THERAPY

Race and racism are hot button topics in our society. Therefore, discussing these issues, even in the therapeutic context, can be an overwhelming task. Securing safety in the therapeutic relationship puts us in a better position to address issues of race and racism because we have created an atmosphere that welcomes exploration of these topics. Securing therapeutic safety also positions us to be intentional in our exploration of these topics using a skill called broaching. According to Day-Vines' model of broaching, this skill entails deliberate and intentional in efforts to discuss the racial, ethnic, and cultural (REC) identities of the client through active examination of the impact of these identities on the client's presenting concerns within intracounseling, intraindividual, intra-racial/ethnic and cultural, and inter-racial/ethnic and cultural domains. In this part of the webinar, we discuss broaching and provide opportunities for you to try it out for yourself.

NOTES:



BROACHING

Let's Practice!



Develop a broaching statement in response to this situation:


Keisha is an 18-year-old African American college student. She attends college at a predominantly White university and describes feeling a sense of isolation, sadness, and a lack of support. She is considering dropping out of school due to feeling like she just “doesn’t connect” with the campus environment. Provide your broaching statement below.

INSIGHT WORK

UNDERSTANDING THE INFLUENCE OF RACE AND RACISM

One of the primary goals of therapy is helping clients to gain insight. Insight work in the hierarchical model of cross-racial therapy focuses on helping clients to be introspective and to understand the roles race and racism may have in their presenting problems. Accordingly, at this level clients are challenged to explore the nuances of race. To guide this exploration, therapists may use culturally adapted theories of counseling such as CBT to facilitate greater understanding of the ways various race-related phenomena contribute to negative cognitions and emotional and psychological distress. As you engage this segment of the webinar, think about your own clinical experiences and how you can implement the ideas and exercises presented to facilitate insight among your own clients.

NOTES:



INSIGHT WORK

Strategies for Producing Insight

List four strategies you can implement to help your clients gain insight into the ways race and racism may influence their presenting concerns. Be sure to describe how you might use each strategy.

1. _____

2. _____

3. _____

4. _____

HEALING WORK

ENACTING CHANGE AND FACILITATING GROWTH

The final level of the hierarchical model of cross-racial therapy is Healing Work. It is here that presenting problems influenced by race and racism can be more fully resolved as the client begins to replace unhealthy coping mechanisms and thoughts with more positive ways of coping and thinking. At this stage, the client may also begin to engage in activism to promote social change, which can contribute to a sense of empowerment and control over one's life. As you listen to the information about healing work, think about areas known to promote healing from racialized trauma, such as positive racial socialization and identity, self-compassion, self-acceptance, psychological empowerment, and sociopolitical engagement and how you can begin to focus on these areas in your work with clients. Write about this and other notes below.

NOTES:



HEALING WORK

Strategies to Facilitate Healing

List two body-centric and two empowerment strategies you can use to facilitate healing from racialized trauma. Be sure to describe how you might use each strategy.

BODY-CENTRIC STRATEGES

1. _____

2. _____

EMPOWERMENT STRATEGES

1. _____

2. _____

THANK YOU!

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info@kalamazooibt.com.

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