



Multicultural Supervision Guidelines

Questions you as a supervisor can ask yourself before discussing multicultural issues with your supervisee:

- What are the facets of my own worldview?
- What is my allegiance to the culture of psychology, which is based on White, middle-class values? See Katz (1985) article.
- Review your history as a trainee under supervision. Recall how each supervisor was similar and different from you in terms of visible demographics. Were there any conversations about these similarities/differences? If so, were the discussions pleasant, proactive, and early in the relationship or reactive, tense, after something negative had occurred? What were the immediate effects on you? What were the long-term effects?
- As you review your history as a trainee, do you bring any active and pertinent attitudes toward any groups, which might impact your current role as a supervisor?
- Review your history with clients. Do you remember any of them specifically because of a particular characteristic and/or difference between the two of you? What transference/counter transference issues were raised? Were they disclosed and discussed in supervision?
- As you review your history as a counselor, do you bring any active and pertinent attitudes toward any group(s) which might impact the clinical supervision of your supervisee's client load? Assess which group(s) of MC clients would be easiest for you to supervise, which group(s) would be hardest, and if necessary, which group(s)/issues you believe you should not work with at this time.
- Review your history as a supervisor. What type of supervisee would be new to you and how would you acknowledge and discuss the newness of the situation?
- Regardless of your supervisee, are there any personal cultural features you think will be important to discuss?
- Do you understand how MC issues are addressed (or not addressed) by your theoretical orientation? Could you recall specific ways in which you have dealt with clients different from yourself or clients with clinical issues that were culturally-specific? Could you explain your stance on addressing MC clients and MC-specific issues to your supervisee? Do you know enough about the MC stance taken by other theoretical orientations to understand your supervisee's stance/experience?

- If your supervisee has the same visible characteristics as you (i.e. the same ethnicity, gender, age range), will you be able to acknowledge the similarities and discuss the possibility of over identification? Will you also be able to explore other relevant different – visible and invisible – that might impact the supervisory relationship?
- If your supervisee is visibly different from you, will you be comfortable enough to acknowledge the differences early in the relationship and discuss personal/professional history (yours and his/hers) that might impact the relationship?
- Review any class notes you have about MC counseling considerations and supervision.

Questions you as a supervisee can ask yourself before discussing multicultural issues with your supervisor.

- Review any class notes you have about MC counseling considerations and supervision.
- What are your own cultural features that you feel comfortable discussing and believe would be relevant to the supervisory relationship and in your client work?
- Review your history as a supervised trainee. Recall how each supervisor was similar and different from you in terms of visible and invisible demographics. Were there any conversations about these similarities/differences? If so, were the conversations pleasant, proactive, and early in the relationship or reactive, tense, and after something negative had occurred? What were the immediate and long-term effects on you?
- Review your history with clients. Do you remember any of them specifically because of a particular characteristic and/or differences between the two of you? What transference/counter transference issues were raised? Were they disclosed and discussed in supervision?
- As you review your history as a counselor, do you bring any active and pertinent attitudes toward any group(s) which might impact your current role as a counselor? Assess which group(s) of MC clients and/or specific issues would be easiest to work with, which group(s) issues the hardest, and if necessary, which group(s) issues you believe you should not work with at this time.
- Do you understand how MC issues are addressed (or not addressed) by your theoretical orientation? Could you recall specific ways in which you have dealt with clients different from yourself or clients with clinical issues that were culturally-specific? Could you explain your stance on addressing MC clients and MC-specific issues to your supervisor? Do you know enough about the MC stance taken by other theoretical orientations to understand your supervisor's stance/experience?

Suggested points of discussion before supervisee sees first client

- Discuss MC similarities and differences between supervisor and supervisee.
- Discuss the nature of supervision and how MC issues will be addressed between supervisor/supervisee and supervisee/client.
- Explain the supervisor's role in balancing clinical knowledge/development and culture-specific knowledge.
- Explain the necessity of exploring MC issues within supervision (between supervisor/supervisee and supervisee/client) and how openness can be facilitated. Explore ways clinical conceptualizations, treatment plans, and the therapeutic process can be discussed, without a supervisee's competence being questioned (unless necessary). Discuss the need of supervisee to express discomfort or offence when necessary.
- For graduate student trainees with an intern supervisor, review that their clinical work (which may include MC issues) will be shared with the internship training director and other interns.
- Discuss ways the supervisor can be supportive of the supervisee's culturally-specific personal concerns (holidays observed by supervisee, communication patterns, etc.)
- Discuss supervisee's desire for additional mentoring and support (i.e. suggest professional organizations, journals, campus activities, site staff and activities, etc.)

Throughout the year

- Discuss supervisee's perception of supervisor's support of MC issues – within supervision and with clients. Evaluate balance between supervisor being sensitive to, but not overemphasizing, MC issues.
- Discuss counselor values as they relate to and/or impact clients' values