

# Contents

Preface	ix
<hr/>	
Part I. Rationale and Foundation	1
1. Using an Experiential Approach	3
How to Use This Book	4
Risk Levels	4
Definitions of Terms	5
Summary	7
2. The Multicultural Counseling Competencies	8
Council for Accreditation of Counseling and Related Educational Programs	9
<i>Overview of the Multicultural Counseling Competencies</i>	9
Intervention Strategy Exercises	15
Discussion Questions	16
Appendix: Operationalization of the Multicultural Counseling Competencies, by Patricia Arredondo, Rebecca Toporek Sherion Pack Brown, Janet Jones Don C. Locke, Joe Sanchez, and Holly Stadler	16
3. Dimensions of Personal Identity and Racial Identity Models	51
Dimension A	52
<i>Exploring Racial Identity</i>	52
<i>Exploring Culture</i>	55
<i>Exploring Gender</i>	57
<i>Exploring Social Class</i>	59

Dimension C	61
<i>Exploring Historical Influences</i>	61
Dimension B	62
<i>Exploring Educational Background</i>	62
Intervention Strategy Exercises	64
Discussion Questions	64

---

<b>Part II. Counselor Awareness of Own Cultural Values and Biases</b>	<b>67</b>
4. Attitudes and Beliefs	69
Intervention Strategy Exercises	79
Discussion Questions	80
Appendix 4.A: Racial/Cultural Identity Development Model	80
Appendix 4.B: White Racial Identity Model	81
Appendix 4.C: Marcia's Model of Identity Formation	82
Appendix 4.D: ACA Advocacy Competencies	83
5. Knowledge	86
Intervention Strategy Exercises	99
Discussion Questions	100
6. Skills	101
Intervention Strategy Exercises	108
Discussion Questions	109
Appendix 6.A: Sample Letter of Regret	109

---

<b>Part III. Counselor Awareness of Client's Worldview</b>	<b>111</b>
7. Attitudes and Beliefs	113
Intervention Strategy Exercises	123
Discussion Questions	123
8. Knowledge	124
Intervention Strategy Exercises	132
Discussion Questions	132

9. Skills	134
Intervention Strategy Exercises	139
Discussion Questions	139
Appendix 9.A: Multicultural Journals	140
<hr/>	
<b>Part IV. Culturally Appropriate Intervention Strategies</b>	<b>143</b>
10. Beliefs and Attitudes	145
Intervention Strategy Exercises	156
Discussion Questions	156
11. Knowledge	158
Intervention Strategy Exercises	175
Discussion Questions	176
12. Skills	177
Intervention Strategy Exercises	190
Discussion Questions	190
13. Goals and Plans for the Future	192
Appendix 13.A: Develop Your Own Plan to Gain Multicultural Competence	195
References	197
Index	201
About the Authors	205