1. **Course Designation and Identifier Information**

1.1 Adler Graduate School  
1.2 Course number 523  
1.3 Multicultural Counseling  
1.4 Three (3) credits  
1.5 Prerequisites: none

2. **Course Description**

This course provides a comprehensive overview of the psychology of multicultural counseling. The cultural context of relationships, issues and trends in a multicultural society, theories of multicultural counseling, and the development of a cultural identity are explored in this course. Ethnocentrism, acculturation, communications patterns, racial conditioning, and micro-aggression are discussed. An emphasis is placed on implications for counseling in a culturally diverse society.

Discussions that are facilitated in this course are intended to widen the lens through which students view other cultures and to provide students with a series of hypotheses that can be accepted or discarded according to one’s personal and/or professional experience. Students will have an opportunity to explore their own attitudes, beliefs, understandings, acculturative experiences and other culturally supported traits and behaviors in the context of the professional roles to which they aspire.

The course is designed to increase students' cultural awareness by: 1) Challenging culturally biased assumptions; 2) Building a knowledge base concerning specific populations and service strategies/skills; and 3) Identifying appropriate professional interventions based on cultural competency and accurate knowledge.

3. **Texts, Materials, and Resources (required and optional)**

3.1 Required texts:

3.2 Optional


3.3 Additional materials in student handouts and/or through the AGS library

4. **Learning Outcomes**

Students in this course will:

4.1 Learn and begin to apply theories of multicultural counseling, identity development, and social justice in the process of professional practice and building multicultural competencies in relation to diversity, equity, and opportunity in individual learning and development; create a conceptual cross-cultural therapeutic framework as applied to various facets of diversity, including race, ethnicity, age, gender, language, religion, sexual orientation, urban/rural status, level of abilities and education, and socio-economic status; study current literature that outlines theories, approaches, strategies and techniques that are effective in working with specific populations in mental health field (competencies met are 2a,2e).

4.2 Identify cross-cultural trends, from micro- to macro-level, and their impact on the dynamics of multicultural counseling occurring within and among various cultural groups, nationally and internationally.
internationally; as well as cultural, ethical, economic, legal, and political issues surrounding diversity, equity, and excellence in terms of learning and employment (competencies met are 2a);

4.3 Be able to identify implications of internalized oppression, institutional racism, historical and current political climate regarding immigration, poverty, and welfare; public policies on different levels affecting quality and accessibility of mental health and educational services; ways in which educational and other organizational policies, programs, and practices can be developed, adapted, and modified to be culturally congruent with the needs of individuals and families; and define counselors’ roles in eliminating biases, prejudices, and processes of intentional and unintentional oppression and discrimination;

4.4 Study attitudes, beliefs, understandings and acculturative experiences, multicultural counseling issues, and the impact of ability levels, stereotyping, family, SES, gender, sexual identity, and other aspects of multicultural society on various aspects of life, from interpersonal relations to academic and career achievement to counseling process; participate in specific experiential learning activities designed to foster students’ understanding of self and culturally diverse clients when dealing with racism, discrimination, sexism, power, privilege, and oppression, and their ability in creating effective strategies to support client advocacy and influence public policy and government relations on local, state, and national levels to enhance equity, increase funding, and promote programs that affect the practice of clinical mental health counseling. (competencies met are 2b);

4.4 Plan individual, couple, family, group and community strategies for working with and advocating for the educational and employment experiences necessary to promote the academic, career, and personal/social development of individuals; for policies, programs, and services that enhance a positive interpersonal climate and are equitable and responsive to multicultural populations; learn to engage families to promote the academic, career, and personal/social development. (competencies met are 2c, 2f);

4.5 Evaluate personal and professional values and ethics as related to multicultural counseling and community advocacy; incorporate professional ethics in determining appropriate multicultural interventions. Attend to counselor roles in developing cultural self-awareness, promoting cultural social justice, advocacy and conflict resolution, and other culturally supported behaviors that promote optimal wellness and growth of the human spirit, mind, or body and counselor’s ability to identify community, environmental, and institutional opportunities that enhance—as well as barriers that impede—the academic, career, and personal/social development. (competencies met are 2d, 2f);

4.6 Demonstrate sensitivity to the unintended consequences of therapeutic processes that may oppress populations at risk, including issues of biases, overt oppression, and micro-aggression. Analyze the importance of culturally prescribed and culturally proscribed communication styles in a professional therapeutic environment (competencies met are 2b, 2d);

4.7 Evaluate competencies in multicultural counseling and develop a plan for growth; understand ethical responsibilities in providing mental health services for diverse populations in diverse society, including but limited by strategies in gathering and maintenance of community resources to make appropriate referrals. (competencies met are 2d,f);
5. **Course Outline**

Please note:

- Minor changes may be made to adjust to specific needs of a particular class as this course progresses;
- There may be articles or papers that the instructor will hand out during the course of the class which are to be read for the next class session.
- **Chapters in this section are stated according to the latest (5th) edition of the Sue and Sue textbook.**

**Unit 5.1 & 5.2 – November 17, 2012**

a) Administration (grades, assignments, attendance, miscellaneous issues).

b) Introductions and personal goals for course. First approach in assessment of personal and professional values and ethics as related to multicultural counseling and community advocacy.

c) Understanding culture, cultural similarities, and differences

d) A Fourth Force: Multiculturalism. Sociopolitical considerations in multicultural counseling, consulting, and education. Cross-cultural trends, from micro- to macro-level, and their impact on the dynamics of multicultural counseling occurring within and between various cultural groups

e) Research in cross-culturalism and cross-cultural psychotherapy outlining theories, approaches, strategies and techniques that are effective in working with specific populations in mental health field.

*Read and Review: Chapters 2, 3, 4, 5, 6, and 7 – Reading due for this Unit*

**Unit 7.3 – November 19, 2012**

1) **Recent News Article Summary Due**

2) Cultural Competence in mental health. Counselor roles in developing cultural self-awareness, promoting cultural social justice, advocacy and conflict resolution, and other culturally supported behaviors that promote optimal wellness and growth of the human spirit, mind, or body and counselor’s ability to identify community, environmental, and institutional opportunities that enhance – as well as barriers that impede – the academic, career, and personal/social development.

3) Multicultural theories on race and ethnicity in psychotherapy and counseling. Role of the theories in the process of professional practice and building multicultural competencies in relation to diversity, equity, and opportunity in individual learning and development, creating a conceptual cross-cultural therapeutic framework as applied to various aspects of diversity, including race, ethnicity, language, and religion.

4) Immigrants and Refugees in Psychotherapy and Counseling

*Read and Review: Chapters 10, 11, 13, 21, and 22 – Reading due for this Unit*

**Unit 7.4 – November 26, 2012**
1) **Adlerian Theory and Relationships to Multiculturalism Assignment Due**

2) Multicultural theories on race and ethnicity in psychotherapy and counseling. Role of the theories in the process of professional practice and building multicultural competencies in relation to diversity, equity, and opportunity in individual learning and development, creating a conceptual cross-cultural therapeutic framework as applied to various aspects of diversity, including race, ethnicity, language, and religion.

3) Social Justice Counseling

4) Counseling American Indians and Alaskan Natives, Hispanic/Latino Americans, and Jewish Americans

**Read and Review: Chapters 12, 15, 17, 20 of the required text.**

**Unit 7.5 – December 3, 2012**

1) **Case Study Assignment Due**

2) Multicultural theories on race and ethnicity in psychotherapy and counseling. Role of the theories in the process of professional practice and building multicultural competencies in relation to diversity, equity, and opportunity in individual learning and development, creating a conceptual cross-cultural therapeutic framework as applied to various aspects of diversity, including race, ethnicity, language, and religion.

3) Counseling Asian Americans and Pacific Islanders, Arab Americans, Sexual Minorities, and Older Adult Clients.

**Read and Review: Chapters 16, 19, 23, & 24 of the required text. Reading due for this unit.**

**Unit 7.6 – December 10, 2012**

1) Multicultural theories on race and ethnicity in psychotherapy and counseling. Role of the theories in the process of professional practice and building multicultural competencies in relation to diversity, equity, and opportunity in individual learning and development, creating a conceptual cross-cultural therapeutic framework as applied to various aspects of diversity, including race, ethnicity, language, and religion.

2) Counseling African Americans, Individuals of Multiracial Descent, Women, and Individuals with Disabilities

**Read and Review: Chapters 14, 18, 25 & 26 of the required text. Readings due for this unit.**

**Units 7 & 8 – December 15, 2012**

1) **Student Group Presentations**

**Unit 9 – December 17, 2012**

1) Translation Services

2) Multicultural Family Systems Counseling and Indigenous Methods of Healing

October 2012
3) Adlerian Relationship to Multicultural Counseling
4) Closure and issues for future exploration.
5) Cultural competence in mental health revisited

*Read and Review: Chapters 8 and 9. Readings due for this unit.*

6. **Assessment/Evaluation Procedures**

6.1. **Special Project Time (SPT)**

a) Special project time (SPT) is meant to be a self-contained, *30 hour experience*. Special project time allows students the opportunity to integrate course materials, to involve additional reading and experiential activities, to use academic knowledge and professional experience related to their chosen degree plan, to practice working in diverse teams, do research and deliver effective presentations.

b) Keep track of your time spent meeting with other students outside of class time, gathering research information, and preparing information for presentation or in writing for the journal article summary, special issue summary, presentation, or final paper. This is due with your final paper. Please e-mail it to me, mail it, or place it in my AGS mailbox.

c) You will work in groups of 2 to 4 individuals in your class. Each team will be assigned a presentation on an assigned Culture or Counseling Issue. Your team will have 45 minutes to one hour to make their presentation on **Saturday, December 15th** according to a pre-drawn order.

d) You will include basic information concerning issues related to the culture, family system influence, gender influence, taboos, how counseling issues are addressed, counseling issues to be addressed and how they are to be addressed and any other material you feel is relevant.

6.3 **Final paper**

Please choose one of the following articles and write a paper (8-12 pages) offering a critical analysis of the article and the ideas presented by its author or authors. In your paper, you will identify the most important observations made by the author or authors, key concepts presented in the article, major arguments, and practice or policy implications stemming from the ideas presented. You will discuss strengths and limitations of the research presented in the article. You will then offer your position, and your reaction to the topic and the article.

Arnett, J.J. (2008). The Neglected 95%. Why American psychology needs to become less


**7. Writing Guidelines including APA Format**

7.1 All written assignments in courses at the Adler Graduate School, including those submitted in on-line courses, must be in APA format unless specifically noted by the course instructor (*Publication Manual of the American Psychological Association* (6th edition), 2009, American Psychological Association. ISBN 1-4338-0561-8).

7.2 Strict APA publication rules in Online Peer Discussions might prove difficult, if not impossible, to maintain. Following the “letter” of the Manual (i.e., not using “I”, or passive voice, keeping proper margins, or complying with headings requirements) may be either difficult or counterproductive in forums such as peer discussions. However, it is still important to adhere to the “spirit” of the APA Manual (i.e., grammar, orderly presentation of ideas, reducing bias in language, and presenting scholarly statements and arguments).

7.3 Prior to submitting a response, please proofread carefully. Grammar and spelling errors may make your response difficult for other students to appreciate.

7.4 Please keep in mind that, while the internet offers a lot of exciting and up-to-date information, not all internet sources are considered scholarly. For example, Wikipedia is not an academically peer-reviewed source. Rather, it is an “anybody-reviewed” source and, therefore, can’t be used in presenting your argument in AGS classes-related tasks.
8. **Attendance Policy**

Students are expected to attend all class meetings. When a student is unable to attend class, it is a courtesy to notify the course instructor in advance using either e-mail or phone. AGS attendance and grading policies appear in the School’s Student Manual. Any student who misses a class is expected to turn in their assignment by the next class.

9. **Participation Disclaimer**

Active participation in class discussions/exercises/demonstrations is strongly encouraged. As with other AGS courses, in this course, individual students must determine for themselves the level of disclosure/intimacy in their participation that is appropriate for them.

For case presentations and other uses of clinical/personal information of others please refer to The Policy on Student Use of Patient/Client Information.

10. **Academic Integrity Policy**

Honesty and trust among students and between students and faculty are essential for a strong, functioning academic community. Consequently, students are expected to do their own work on all academic assignments, tests, projects, and research/term papers. Academic dishonesty, whether cheating, plagiarism, or some other form of dishonest conduct may result in failure for the work involved. Academic dishonesty could also result in failure for the course and, in the event of a second incident of academic dishonesty, suspension from the Adler Graduate School. Here are examples of academic dishonesty:

- **Cheating** – Intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise. The term academic exercise includes all forms of work submitted for credit.

- **Fabrication** – Intentional and unauthorized falsification or invention of any information or citation in an academic exercise.

- **Facilitating academic dishonesty** – Intentionally or knowingly helping or attempting to help another to violate a provision of academic integrity.

- **Plagiarism** – The deliberate adoption or reproduction of ideas or words or statements of another person as one’s own without acknowledgment.

11. **Nondiscrimination Clause**
The Adler Graduate School is an equal opportunity educator and employer. The Adler Graduate School does not discriminate on the basis of race, creed, color, national origin, sex, age, sexual orientation, veteran status, or physical disability in the employment of faculty or staff, the admission or treatment of students, or in the operation of its educational programs and activities. The institution is committed to providing equal education and employment opportunities in accordance with all applicable State and federal laws.

12. **Learning Accommodations (including students with disabilities)**

If a student in this course has a documented learning disability, tell the instructor during the first week of class. The instructor needs to know on the front end so that he or she can work with you. The Adler Graduate School is committed to helping all students be successful, as best as can be reasonably accommodated. Documenting a learning disability occurs at the student’s expense. When documented appropriately, the Adler Graduate School makes all reasonable accommodations.

13. **Assessment/Evaluation Procedures**

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Date Due</th>
<th>Maximum Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Participation</td>
<td>Each Class</td>
<td>25 points</td>
</tr>
<tr>
<td>2.77 points each unit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>One Recent News Article</td>
<td>November 19, 2012</td>
<td>7.5 points</td>
</tr>
<tr>
<td>Summary in the News</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adlerian Multiculturalism</td>
<td>November 26, 2012</td>
<td>10 points</td>
</tr>
<tr>
<td>One In-class case study</td>
<td>December 3, 2012</td>
<td>7.5 points</td>
</tr>
<tr>
<td>Special Project Presentation</td>
<td>December 15, 2012</td>
<td>25 points</td>
</tr>
<tr>
<td>and Special Project Hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Final Paper</td>
<td>December 29, 2012</td>
<td>25 points</td>
</tr>
</tbody>
</table>

**A. Missed units.** Any student missing a unit can make up points by submitting a summary paper of the chapters missed having to do with multiculturalism. The student will write a 3-4 page summary of the key concepts regarding the text or additional readings material. **A Saturday or Sunday class is considered two units.**

Make sure you include a reference page as well as a cover page with your name, and date of the missed class, Missed Unit Papers are due to the instructor no later than one
class after the missed class. Any changes in due dates must be discussed prior to the time this paper is due or no credit will be allowed for a missed unit. These should be identified when sent to or given to the instructor as last name, first name, missed course date, unit number, and Missed Unit (#).

B. **Participation.** In a graduate level course it is expected that each student will participate in each class. You might be shy, introverted, or indifferent, but if you are going to be active as a counselor and active in social justice it is important to talk about things that might make you uncomfortable. It is also vitally important that you share a respect for any differences of opinion you might have over the material presented in class by either the instructor or other students. Discussion of differences is certainly encouraged but any behavior construed as inappropriate in terms of tone or action will be addressed by the instructor and if further intervention is needed, the Academic Dean will be consulted. The instructor is looking for discourse appropriate to the material that was to be read, and any readings that are assigned outside of the textbook. Articles will be distributed in almost every class and discussed in the next class. **Discussion of these articles in class will be a part of the points for each class.**

C. **Recent News Article Summary.** Each student will turn in a recent article from the news that has to do with some aspect of multiculturalism and a three to five page summary of that article outlining the relevant facts, positives and negatives surrounding the issue and the way it is reported, and its potential impact on the people impacted, the country, and those people around them. This article and summary is to be turned into the instructor at the end of their presentation. Each individual will discuss a summary of their article in class in terms of its current impact and how it has been reported. If you miss this class, the news article and summary position paper must be handed in within one week of the absence. **November 19, 2012.**

D. **Adlerian Theory and Relationship to Multicultural Issues.** Each student is to find as much information as possible related to Adlerian Therapy and Multiculturalism. If you search indexes in Adlerian books and journal articles, you will not find much written on issues of multiculturalism, whether in its traditional definition of racial and ethnic differences, or in more contemporary understanding including age, gender, native language, ability status, religious practices, sexual orientation, social class, and other differences. In fact, some might argue that Adler and Adlerians did not and still do not pay enough attention to cross-cultural reality of the world. There are also claims that Adlerian understanding of human nature does not and cannot sufficiently describe most of the minority populations, and thus is losing relevance in contemporary multicultural reality.

What is your position on this issue? Is Adlerian theory relevant in contemporary multicultural society? Does it fit? If so, how? If not, why? What Adlerian concepts may be put in “use” in contemporary multicultural society in general, and in cross-cultural reality of your chosen discipline? You might want to interview Adlerian instructors concerning their thoughts on this issue as well as students who are nearing the completion of their degree and their thoughts on this matter. You will turn a four to five page paper regarding this topic. **Due Date: November 26, 2012.**

If you miss this class, the summary of the journal article and reference must be submitted to the instructor within one week of the absence.
E. **Case Study.** The instructor will hand out a case study for each student to read and evaluate. The case study is to be studied and written about in terms of the issue(s) the individual is facing, possible issues impacting the situation, possible interventions, and any other thoughts you have concerning the individual(s) in the case. If you miss this class it is expected that you will submit a three to five page summary concerning a case summation of the issues presented and recommendations you as a counselor might make to the individual or family. Request a copy of the case study from the instructor. This summary is due within one week of the absence. **Due date is December 3, 2012.**

F. **Presentation of Special Project.** You and 1 to 3 other students will be assigned a multicultural issue to discuss and present to the class. All individuals in your group must be a part of the presentation. This is a presentation of at least 45-60 minutes that you will present in class with a Power Point and any other media you would like to use. Handouts are to be included for each student in the class and the instructor. **Presentations will take place on December 15, 2012.**

G. **Final Paper.** Paper due December 29, 2012. Include your student folder number on your paper so it can be properly returned to you with comments or preferably e-mail it to me so I can make comments on your paper and return it to you online.

Please choose one of the following articles and write a paper (8-12 pages) offering critical analysis of the article and the ideas presented by its author or authors. In your paper, you will identify the most important observations made by the author or authors, key concepts presented in the article, major arguments, and practice or policy implications stemming from the ideas presented. You will discuss strengths and limitations of the research presented in the article. You will then offer your position, and your reaction to the topic and the article.


**Submission instructions**

Please submit your paper via e-mail (preferred) or regular mail (the instructor’s aol address). I will try to submit your papers with corrections back to you via e-mail unless you want it returned to you at Adler. If you have an older version of word or would prefer a hard copy with corrections please include your address or student number so that I can either mail it to you or put it in your folder at Adler which is preferred if you do want a hard copy.

Karyl Frye, Ph.D., LMFT, LPC  
1425 W. 4th Street  
Hastings, MN 55033  
Home Phone: 651-437-5526  
Cell Phone: 612-850-4437  
E-Mail: karylfrye@aol.com