

SECTION D: MULTICULTURAL CONSIDERATIONS

INTRODUCTION

The Code incorporates an advanced exploration of professional multicultural considerations for CRCs/CCRCs. These standards seek to reduce bias, minimize discrimination, and prevent harm. CRCs/CCRCs work in partnership with a range of diverse clients to individualize rehabilitation counseling services and to promote client welfare in the progression toward their personal, career, educational, and independent living goals. CRCs/CCRCs consider multicultural competencies when working with clients from diverse racial, cultural, and ethnic groups. This section features the attitudes and behaviors of a multiculturally competent CRCs/CCRCs who maintain an awareness of self and others. Furthermore, the section describes the ethical responsibility of CRCs/CCRCs to exhibit cultural knowledge and skills aligned with the core values of the profession.

D.1. STRENGTHENING THE MULTICULTURAL COUNSELING RELATIONSHIP

a. ESTABLISHING CONSTRUCTIVE MULTICULTURAL COUNSELING RELATIONSHIPS. Given that trust and professional competence are essential to establishing positive multicultural counseling relationships, CRCs/CCRCs are expected to be aware that professional relationships may be impacted by cultural differences that exist between CRCs/CCRCs and the client, including but not limited to protected identities.

b. IMPACT OF CLIENT INTERSECTIONALITY/IDENTITY. CRCs/CCRCs consider the influence of a client's intersectionality across each stage of the rehabilitation counseling process, recognizing that diverse cultural identities may experience multiple forms of oppression, which may overlap and influence the efficacy of services. CRCs/CCRCs select modalities that are culturally relevant and appropriate.

c. AWARENESS OF CLIENT WORLDVIEW. CRCs/CCRCs have a professional responsibility to understand that awareness of the client's worldview increases service effectiveness and positively influences rehabilitation outcomes. CRCs/CCRCs are aware of their own cultural background, experiences, sociopolitical position in relation to power, privilege, and oppression and in relation to the client or client communities. CRCs/CCRCs are expected to prevent biases from interfering with the counseling process. CRCs/CCRCs prioritize the client's lived experiences and protected identities to best select culturally sensitive intervention strategies to increase overall effectiveness.

d. INTERVENTIONS. CRCs/CCRCs use, develop, or adapt interventions and services that consider clients' cultural perspectives. CRCs/CCRCs recognize barriers external to clients that may impact effective rehabilitation outcomes.

D.2. AVOIDING HARM AND VALUE IMPOSITION

a. AVOIDING HARMFUL MULTICULTURAL SERVICE PROVISION. CRCs/CCRCs recognize that personal values and dispositions (attitudes, beliefs, stereotypes, and behaviors) have the potential to impact interactions with diverse clients. CRCs/CCRCs do not impose their values and dispositions on their clients. CRCs/CCRCs recognize that prejudice is antithetical to the rehabilitation counseling philosophy and profession.

b. AVOIDING MICROAGGRESSION. CRCs/CCRCs recognize that microaggressions have historically occurred against marginalized/protected identity groups, as well as against individuals with disabilities. CRCs/CCRCs treat all people with dignity and respect. They are expected to be aware of and avoid microaggressions that potentially disrupt the efficacy of the counseling relationship and communicate negative attitudes.

c. IMPLICIT BIAS. CRCs/CCRCs recognize that implicit biases can influence service conditions for clients and contribute to institutional inequalities and structural barriers to service delivery. CRCs/CCRCs are expected to engage in activities that include but are not limited to supervision, consultation, and training to

identify their own biases and improve self-awareness.

d. RECOGNITION AND RESPECT OF CLIENT VALUES. CRCs/CCRCs identify responsible approaches that safeguard against value imposition and refrain from attempts to influence the client to conform to the values, attitudes, and beliefs of CRCs/CCRCs.

D.3. PERSONAL AND PROFESSIONAL DEVELOPMENT AND CULTURAL COMPETENCE

a. PERSONAL AWARENESS. CRCs/CCRCs recognize the potential impact of their own cultural background on the working alliance and maintain an awareness of multicultural competency. CRCs/CCRCs assess their own cultural competence and practices that integrate culture-specific awareness, knowledge, and skills into counseling interactions. CRCs/CCRCs work to improve the parameters of their current personal awareness of multicultural differences gained through education, training, and supervised experience.

b. ANTIRACISM. CRCs/CCRCs are expected to understand that antiracism is foundational to the efficacy of the counseling relationship. CRCs/CCRCs do not exhibit racist attitudes and behaviors. They seek diverse perspectives and work to challenge policies and practices that maintain the oppression of marginalized racial groups. When possible, CRCs/CCRCs work to create change to allow full adherence to the Code. (See C.1.d and M.2.f.)

c. SOCIAL JUSTICE. CRCs/CCRCs are expected to understand the client's personal experience, cultural background, the client's awareness of and personal commitment to social justice, as well as the impact of social justice on rehabilitation services outcomes.

d. CULTURAL HUMILITY. CRCs/CCRCs use cultural humility as an approach to address imbalance in client-provider power dynamics that include an openness to consider other perspectives.

e. USE OF AFFIRMING LANGUAGE. CRCs/CCRCs recognize the evolving nature of language related to identity. CRCs/CCRCs use sensitive and affirming language that is aligned with the client's preference (e.g., person-first, identity-first, pronouns). CRCs/CCRCs actively increase their skills in using affirming language.

f. AVOIDING DISCRIMINATION. CRCs/CCRCs do not engage in any activity deemed oppressive, including but not limited to concepts of ableism, racism, nativism, classism, sexism, heterosexism, and cisgenderism. CRCs/CCRCs do not allow internalized homophobia, biphobia, or transphobia to influence service provision.

g. SERVING RELIGIOUS CULTURES. CRCs/CCRCs build a working alliance based on understanding, respect, and support for their clients' spiritual and religious beliefs (or absence of beliefs). CRCs/CCRCs recognize the client's worldview and influence are central to their psychosocial functioning.

D.4. DIVERSITY, EQUITY, AND BELONGING IN COWORKER RELATIONSHIPS

CRCs/CCRCs promote diversity, equity, and belonging within coworker relationships and professional settings. CRCs/CCRCs maintain and enhance inclusive work environments to avoid negative indirect influences on client outcomes. CRCs/CCRCs foster good working relationships by promoting trust, respect, self-awareness, and open communication. CRCs/CCRCs are committed to minimizing barriers to opportunity for diverse colleagues.