



SAINT SOPHIE'S

PSYCHIATRIC CENTER



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PRESENTING TO

Tiara Perkins

The Role of Cultural Competency in Therapy
Practice

The Importance of Diversity and Cultural Competency in Therapy

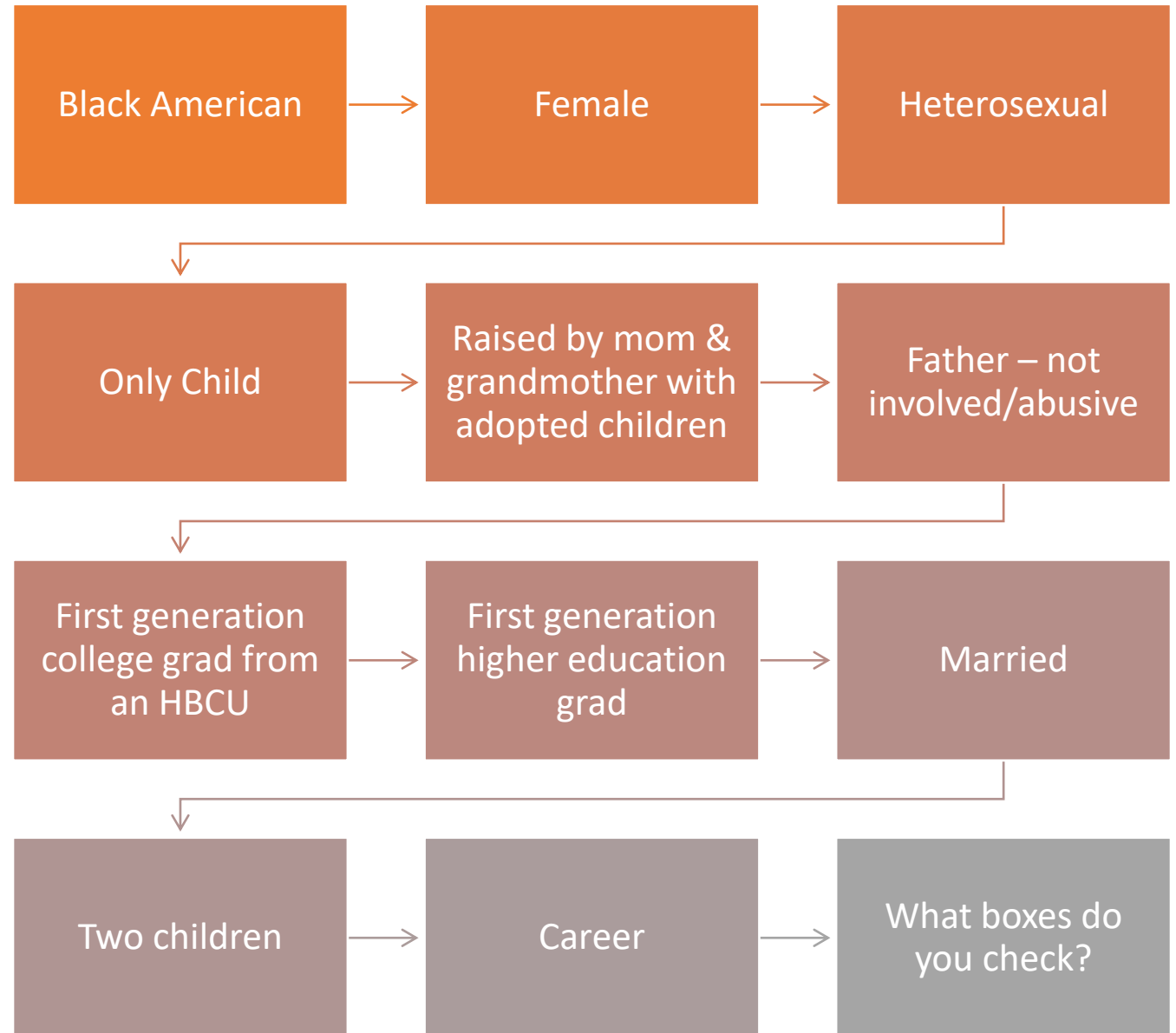
Presenter: Tiara F. Perkins, LPCC|NCC

The Role of
Cultural
Competency

Evidenced-Based
Practice and
Cultural

Diversity amongst
providers and
patients

Meet your presenter





Understanding microaggressions

- Microaggressions are subtle, often unintentional comments or behaviors that convey prejudice or discrimination toward marginalized groups
- **Types of Microaggressions**
- **Microassaults:** Overt, intentional acts of discrimination (e.g., name-calling).
- **Microinsults:** Subtle, unintentional comments that belittle a person's identity (e.g., implying someone is less competent based on their background).
- **Microinvalidations:** Comments that dismiss or negate the feelings or experiences of marginalized individuals (e.g., saying "I don't see color").



Impact of Microaggressions

Emotional and Psychological Effects: anxiety, depression, and feelings of alienation can arise from repeated microaggressions.

- **Cumulative Impact:** refers to the cumulative psychological and emotional impact experienced by individuals who endure repeated microaggressions over time. Here's a detailed breakdown:

Definition of Microaggression Trauma

- **Cumulative Effect:** Unlike a single incident, the impact of microaggressions can accumulate, leading to significant emotional distress and trauma.
- **Ongoing Stress:** Constant exposure can create a pervasive sense of anxiety, hyper-vigilance, and a feeling of not being safe or valued in various environments.



Embracing Diversity

Diversity in psychotherapy refers to the recognition and acceptance of differences among individuals, including but not limited to race, ethnicity, gender, sexual orientation, and socioeconomic status

Embracing diversity in therapy allows for a more inclusive and effective approach to addressing the unique needs and experience of the patients

By acknowledging and valuing diversity, therapists can create a safe and supportive environment for clients to explore their behaviors, thoughts and feelings

Cultural Competence

- Cultural Competence in psychotherapy involves understanding and respecting the cultural backgrounds, beliefs, and values of clients
- Therapists who are culturally competent are better equipped to establish rapport, communicate effectively, and provide appropriate interventions
- Culturally competent therapists strive to minimize misunderstanding, biases, and barriers that may arise, ultimately enhancing the therapeutic relationship







Evidenced Based Interventions

Utilizing evidenced based interventions with diverse populations involves more complex concerns. Considering factors such as; poverty, racism, discrimination, generational trauma, gender and sexual identities.

Cognitive Behavior Therapy and Dialectical Behavior are just two evidenced-based interventions that can be tailored to diverse populations.



Clinician Diversity



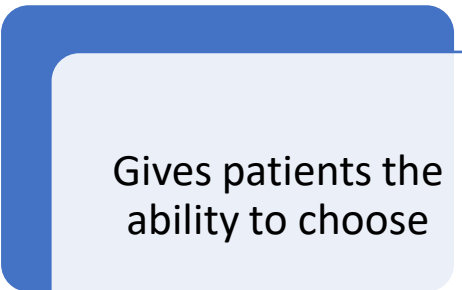


Diverse clinician population gives the patient the ability to choose. Often, diverse patient populations have limited options, which can delay or even prevention the patients from seeking mental health care.

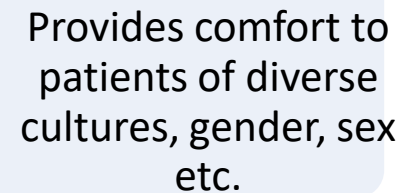
The mental health field still struggles with representation; many communities lack access to clinicians who share their cultural background.



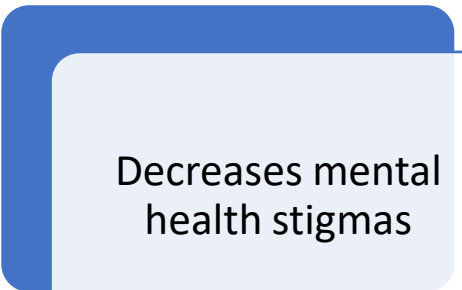
Benefits of diverse clinicians



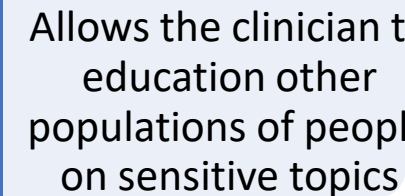
Gives patients the ability to choose



Provides comfort to patients of diverse cultures, gender, sex etc.



Decreases mental health stigmas



Allows the clinician to educate other populations of people on sensitive topics



Benefits of diverse clinicians

Clinicians from diverse backgrounds can better understand and relate to clients' cultural contexts, beliefs, and values.

Diverse clinicians can serve as role models for clients from similar backgrounds, helping to normalize mental health discussions

Diverse clinicians can help bridge gaps in access to mental health care for underserved populations, addressing systemic inequalities.

Diverse teams can generate creative and culturally appropriate solutions to complex mental health issues.

Book Recommendations

Multicultural Counseling
Workbook by Leslie E. Korn,
PhD, MPH, LMHC

Diversity in Clinical Practice;
A practical and shame-free
guide to reducing cultural
offenses & repairing cross-
cultural relationships by
Lambert Fisher

Multicultural Perspectives in
Working With Families, 4th
Edition by Congress, Elaine
P., DSW, LCSW, González,
Manny John, PhD

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Q&A

References

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