

Supervisor Development:  
Reflections of Power, Privilege, and Multicultural Competence

Presenter Information\*

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**Abstract\*** All too often the focus of supervision courses and trainings is on addressing developmental or competency challenges of trainees. There is limited attention on addressing the developmental or competency needs of the supervisor and understanding the impact this may have on the supervisory relationship. The focus of this presentation is on understanding the importance of addressing the supervisor's competence. Specifically, this presentation will review the Guidelines for Supervision in Health Service Psychology and explore multicultural factors, the influence of power and privilege, and systemic influences on the supervisory relationship. This program will engage participants in a dialogue around the complexity of approaching supervisor competence including an exploration of the influences of the trainee, the supervisory relationship, principles of social justice, and ethics as pathways for understanding the multiple layers of supervision. Participants will be provided with tools and resources that can be helpful in assisting with the development and support of supervisor competence.

**Learning Objectives:**

- #1: Participants will be able to list at least 1-2 complex factors in addressing supervisor competency and its impact on training
- #2: Participants will be able to identify at least 1-2 systemic interactions of addressing supervisor competency from an ecological perspective
- #3: Participants will have the opportunity to analyze two vignettes and identify the influence of at least 1-2 diversity factors related to power and privilege when addressing supervisor competency
- #4: Participants will be able to identify at least 1-2 tools that may help in addressing supervisor competency

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