

Heretic, Rebel, a Thing to Flout: Drawing the Circle of Multicultural Competence. Who Is In and Who Is Out?

Presenter Information*

Presenter Name	APPIC Member Program Name	City	State
Michele M Willingham	Biola University / Biola Counseling Center	La Mirada	CA
Daniela Linnebach Burnworth	Wright State University / Counseling and Wellness Services	Dayton	OH

Abstract* The work of multicultural competency and social justice is near and dear to the heart and soul of training directors and we take seriously our charge to ensure trainees and interns further their journey of multicultural competence while at our centers. This presentation asks the question: In our attempts to move toward multicultural competence and increased social justice for all marginalized groups, are we constructing all those but the most progressive, liberal, inclusive-minded as the “Other” who is judged, silenced, and even demonized at times? And is this a real phenomenon or an expression of the privileged who perceive to lose power when the margins are centered? We will explore how to hold in creative tension the dual aspects of valuing social justice and multicultural competency while also creating a training environment that can safely hold the exploration of cultural and personal lenses that lead to difficult dialogues and differences in fundamental beliefs.

Learning Objectives:

- #1: Participants will be able to identify at least 2 ways they “Other-ize” people/interns due to their assumptions and biases about multicultural competence and social justice work.
- #2: Participants will be able to list 2 examples of how intersectionality and generational theory relate to social justice/multicultural identity development and other cultural factors.
- #3: Participants will be able to describe at least 1 example of how the dialectic of power as a training director and disempowerment of marginalized identities affect conversations about and ultimately evaluation of interns' cultural competence.
- #4: Participants will be able to identify 3 methods for developing safe training spaces for honest/difficult dialogues regarding personal/professional values and beliefs as they relate to multicultural competence.

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