

# Connecticut Counseling Association Multicultural Counseling and Development Committee

## Literature & Resources

### **Association for Multicultural Counseling and Development (AMCD) Multicultural Counseling Competencies -**

Counselor Awareness of Own Cultural Values and Biases

Counselor Awareness of Client's Worldview

Culturally Appropriate Intervention Strategies

Arredondo, P., Toporek, M. S., Brown, S., Jones, J., Locke, D. C., Sanchez, J. and Stadler, H. (1996) Operationalization of the Multicultural Counseling Competencies. AMCD: Alexandria, VA

[http://www.counseling.org/resources/competencies/multicultural\\_competencies.pdf](http://www.counseling.org/resources/competencies/multicultural_competencies.pdf)

### **“Under the Radar” *Counseling Today*, 2010**

An article from *Counseling Today* written in 2010, entitled “Under the Radar”, reveals the experiences of some under-represented client populations in counseling. Five American Counseling Association members were asked to share their experiences of actively reaching out to, connecting with, and advocating for client populations that too often ‘fly under the radar’. The populations discussed in the article include Multiracial clients, Native Americans, Dual Minorities, and Underserved Students.

<http://ct.counseling.org/2010/12/under-the-radar/>

### **Two-Part Series on People of Color and Mental Health (Colorlines: News for Action, 2012):**

Part One: Young, Depressed, and Of Color: Why Schools and Doctors are Getting it Wrong

A brief article addressing the underlying connection between racism and mental health. The author describes the over-punishment of Black and Latino students, and then delves into the definition of schizophrenia and how it has transformed based on societal changes. For instance, the term went from meaning something harmless in the early twentieth century into being associated with hostility and rage during the Civil Rights movement of the 1960’s. Frequent misdiagnosis and lack of proper treatment for people of color was also mentioned.

[Gap](#)

[http://colorlines.com/archives/2012/05/mental\\_health\\_diagnosis.html](http://colorlines.com/archives/2012/05/mental_health_diagnosis.html)

Part Two: How to Do Right By Yourself While Busy Saving the World

[http://colorlines.com/archives/2012/05/3\\_wellness\\_tips\\_for\\_activists.html](http://colorlines.com/archives/2012/05/3_wellness_tips_for_activists.html)

**Sue, D. W. (2004). Multicultural Counseling and Therapy (MCT). Pg. 813-827. In J.A. Banks and C. Banks (Eds.) Handbook of Research on Multicultural Education. 2nd Edition. San Francisco: Jossey-Bass.**

The need for the counseling and mental health professionals to address issues of race, culture, and ethnicity has never been more urgent. This article presents six strategies that counselors can implement during sessions. According to the article, counselors are typically taught methods based on Euro-American contexts. However, utilization of these strategies may help to prepare counselors to work with a more diverse clientele.

[http://www.evolutionofpsychotherapy.com/old-site/handouts/handouts/multicultural\\_counseling\\_article.pdf](http://www.evolutionofpsychotherapy.com/old-site/handouts/handouts/multicultural_counseling_article.pdf)

### **National Alliance for Mental Illness (NAMI) Multicultural Action Center**

“NAMI is the nation’s largest grassroots mental health organization dedicated to improving the lives of individuals and families affected by mental illness. NAMI created the Multicultural Action Center in 2002 to focus attention on system reform to eliminate disparities in mental health care for diverse communities, ensure access to culturally competent services and treatment for all Americans and particularly to help and support people of diverse backgrounds who are affected by serious mental illness.”

[http://www.nami.org/Template.cfm?Section=Multicultural\\_Support&Template=/TaggedPage/TaggedPageDisplay.cfm&TPLID=56&ContentID=42137](http://www.nami.org/Template.cfm?Section=Multicultural_Support&Template=/TaggedPage/TaggedPageDisplay.cfm&TPLID=56&ContentID=42137)

### **NAMI Connecticut**

NAMI Connecticut is the only organization in the state affiliated with NAMI, the nation’s leading grassroots family and consumer organization dedicated to improving the lives of people with serious mental illnesses and their families. Founded in 1984 by a group of Connecticut families, NAMI Connecticut is now the strongest family and consumer organization in the state, serving thousands of people and promoting community health and awareness.

<http://www.namict.org/>

### **Multi-Cultural Leadership Institute, Inc. (MLI)**

MLI is a private, non-profit corporation currently based in North Haven, CT that was established in 1997. MLI’s Mission is to provide leadership for positive change through implementing and coordinating a variety of multicultural and diversity awareness, education, advocacy, and research programs.

<http://www.mli-inc.org/>

## **CT Department of Mental Health and Addiction Services (DMHAS) -The Office of Multicultural Healthcare Equality (OMHE)**

The goal of the OMHE is to assure that cultural competence is an integral quality of all services that DMHAS provides for people of every ethnic/cultural group. OMHE functions to enhance the delivery of DMHAS services for mental health and substance use disorders in a way that acknowledges the impact of individual differences on client treatment, differences such as race, ethnic or cultural background, age, gender, sexual orientation, and physical or mental status.

<http://www.ct.gov/dmhas/cwp/view.asp?a=2900&q=334780>

## **Project for Addictions Cultural Competency Training (PACCT)**

The Project for Addictions Cultural Competency Training Program (PACCT) is a recruitment and training program funded through the State of Connecticut Department of Mental Health and Addiction Services (DMHAS) and is an important workforce development effort.

The goal of the Project for Addictions Cultural Competency Training is to increase the number of qualified addiction counselor candidates who represent historically under-represented groups such as Latino, African Origin, Asian Americans, and Native Americans.

Across the state and the nation, there is a shortage of addictions counselors who are culturally representative of those in our communities who are experiencing some of the greatest substance abuse problems, and who are also having poor experiences with prevention, treatment and recovery services. For substance abuse service providers, cultural competency is a requirement, to better understand the role and impact of one's own culture and to provide the most culturally appropriate services to individuals and communities in order to facilitate more positive outcomes.

<http://www.mli-inc.org/pacct/index.html>

## **Connecticut Department of Social Services**

The Department of Social Services provides a broad range of services to the elderly, persons with disabilities, families, and individuals who need assistance in maintaining or achieving their full potential for self-direction, self-reliance and independent living. It administers over 90 legislatively authorized programs and one-third of the state budget. By statute it is the state agency responsible for administering a number of programs under federal legislation, including the Rehabilitation Act, the Food Stamp Act, the Older Americans Act, and the Social Security Act. The department is also designated as a public housing agency for the purpose of administering the Section 8 program under the federal Housing Act.

<http://www.ct.gov/dss/site/default.asp>

**Gorski, P. (n.d.) The challenge of defining a single 'multicultural education,' McGraw Hill, 1-5.**

The author outlines the ideals of multicultural education including that, "[o]verall school cultures must be closely examined to determine how they might be cycling and supporting oppressive societal conditions."

### [Defining Multicultural Education](#)

**Davis-Russell, E. (Ed.). (2002). *Handbook of Multicultural Education, Research, Intervention, and Training*, The California School of Professional Psychology.**

"...[a] comprehensive volume that addresses critical issues such as culturally responsive education, culturally infused clinical training, culturally competent faculty, qualitative research in multicultural studies, working with culture in psychotherapy, racial-identity attitudes, conceptualizing wellness in multicultural populations, and many other key topics in the on-going effort to create educational, social service, and mental health systems which truly reflect our society."

<http://www.luzsocialservices.org/ccc/concepts/multicultural.html>

### **Substance Abuse and Mental Health Services Administration (SAMHSA)**

SAMHSA is a national organization that provides essential services such as health reform, trauma and justice, recovery support, prevention of substance abuse and mental illness, and public awareness and support. This website also includes many resources in both English and Spanish.

<http://www.samhsa.gov/>

### **Gay, Lesbian, and Straight Education Network (GLSEN) Safe Space Kit - For Schools**

"The Safe Space Kit provides a program for action that school staff can take to create a positive learning environment for every student...The kit also shows how to assess the school's climate, policies and practices, and outlines ways to advocate for change inside the school...GLSEN strives to ensure that every school in America is safe for all students, regardless of sexual orientation or gender identity/expression."

<https://safespace.glsen.org/about.cfm>

### **The National Association for Multicultural Education**

hosts a Listserv, also known as an Email Discussion Group. The listserv, named NAME-MCE provides a forum to discuss multicultural education, share resources, post job openings, announce conferences or other events, and ask questions of educators and activists around the world.

<http://nameorg.org/resources/advocacy-groups/>

### **Multicultural Counseling and Social Justice Competencies**

This website strives to provide a framework for counselors and mental health professionals who are motivated and desire a structure for developing their own multicultural and social justice advocacy competence. After taking an assessment, different modules are assigned to help develop continuing education goals based on knowledge in multicultural and social justice advocacy. Upon completion of reading each module, a post-assessment can be completed to decide whether further education is needed. This site also provides you with templates and suggests activities, exercises, reading, and other resources that may help you to increase your level of cultural competence in the areas identified by your assessment.

[http://toporek.org/learning\\_activities.html](http://toporek.org/learning_activities.html)

### **Training for Change**

Training for Change is geared towards training activists to promote justice, peace and the environment through strategic non-violence. The site offers many tools to use for self-education and even in group work focusing on diversity and anti-oppression. Training for Change also offers a variety of trainings.

<http://www.trainingforchange.org/>

## **Service Opportunities**

### **United Way of Connecticut**

“The mission of the United Way of Connecticut is to help meet the needs of Connecticut residents by providing information, education and connection to services.”

<http://www.ctunitedway.org/>

### **VolunteerMatch**

“Search Volunteer Opportunities. *VolunteerMatch* provides volunteer information and listings in your local community. Find local volunteering opportunities now!”

<http://www.volunteermatch.org/>

### **Idealist**

“The world's best place to find volunteer opportunities, nonprofit jobs, internships, and organizations working to change the world since 1995.”

<http://www.idealists.org/>

### **AmeriCorps**

“AmeriCorps is an opportunity to make a big difference in your life and in the lives of those around you. It’s a chance to apply your skills and ideals toward helping others and meeting

critical needs in the community.

Each year, AmeriCorps offers 75,000 opportunities for adults of all ages and backgrounds to serve through a network of partnerships with local and national nonprofit groups. Whether your service makes a community safer, gives a child a second chance, or helps protect the environment, you'll be getting things done through AmeriCorps!

AmeriCorps members address critical needs in communities all across America. As an AmeriCorps member, you can:

- Tutor and mentor disadvantaged youth
- Fight illiteracy
- Improve health services
- Build affordable housing
- Teach computer skills
- Clean parks and streams
- Manage or operate after-school programs
- Help communities respond to disasters
- Build organizational capacity”

<http://www.americorps.gov/>

### **Literacy Volunteers Connecticut**

The Literacy Volunteers of Greater New Haven (LVGNH) strive, “to increase the reading, writing, and English speaking skills of low literacy adults so they can participate more fully as parents, employees and as members of our community. [Their] vision is to create a community where 100% literacy is the norm.”

There are multiple Literacy Groups around CT and each group varies in the way they help increase the literacy of their community. Find the one nearest you and volunteer today!

Central CT: <http://literacycentral.org/>

Greater New Haven: <http://www.lvagnh.org/>

Eastern CT: <http://www.englishhelp.org/>

Valley Shore: <http://www.vsliteracy.org/>

Greater Hartford: <http://lvgh.org/>

Greater Waterbury: <http://www.lvgwct.org/>

Stamford/Greenwich: <http://www.lvsg.org/>

### **Best Buddies Connecticut**

“When people with intellectual disabilities are unable to attain or maintain a job, it is most often due to an absence of social skills rather than an inadequacy to perform the work required. Best Buddies introduces socialization opportunities and job coaching, providing the necessary tools for people with intellectual disabilities to become more independent and, consequently, more included in the community.”

[Best Buddies CT](#)

### **Connecticut Homeless Shelters And Social Services**

A directory of CT emergency shelters, general homeless shelters, and some transitional housing opportunities; organized by city. Please contact shelter for volunteer opportunities.

<http://www.homelessshelterdirectory.org/connecticut.html>

### **Integrated Refugee and Immigrant Services (IRIS)**

Based in New Haven, IRIS is a program of the Episcopal Diocese of Connecticut and is the local affiliate of Episcopal Migration Ministries and the Immigration and Refugee Program of Church World Service. IRIS resettles approximately 200 refugees each year. IRIS also provides some services to asylees and other immigrants. Currently, IRIS's refugee clients come from Iraq, Afghanistan, Congo, Cuba, Eritrea, Ethiopia, Iran, Somalia, Sudan and other countries. There are many volunteer opportunities available.

<http://www.irisct.org/volunteer.html>

### **JUNTA for Progressive Action**

Based in New Haven, JUNTA empowers the Latino and low-income community to take control of their economic and social well being, while civically engaging in the community. JUNTA promotes a culture of community involvement and advocacy through our programs and initiatives. JUNTA offers adult education, children's programs, cultural appreciation, economic development, family management, immigrant rights and cultural appreciation. Please call 203-787-0191 for volunteer opportunities.

<http://www.juntainc.org/>

## **Training Opportunities**

**The CT Department of Mental Health and Addiction Services (DMHAS) Office of Multicultural Healthcare Equality (OMHE)** offers an annual, 21-day multicultural training over a ten month period. The students must produce a product which is usually a culturally competent service project for their area of service which can be implemented and replicated in other settings and regions. Students seek personal awareness of their own culture by conducting a personal heritage search which is reported to the class. Journals recording new cultural experiences are prepared and submitted for study by training staff. For more information please contact, Ellen Boynton, Training Program Coordinator at (860) 418-6806 or [ellen.boynton@ct.gov](mailto:ellen.boynton@ct.gov).

<http://www.ct.gov/dmhas/cwp/view.asp?a=2900&q=334780>

## **Project for Addictions Cultural Competency Training (PACCT) - North Haven, CT**

PACCT offers:

- 18 weeks of tuition-free training.\*
- Information and guidance in initiating a career in counseling persons with addictions.
- A 100-hour practicum placement in counseling related or prevention related services.\*
- A Mentoring Program to connect PACCT graduates with mentors to help achieve the goals of counselor certification.

*(\*Applicable to the Connecticut Certification Board's (CCB) substance abuse counselor certification process.)*

PACCT offers 18 weeks of professional training in:

- 12-Core Functions & Addiction Counseling Skills
- Multicultural Education
- Theories of Addiction
- Co-Occurring Disorders
- Ethics and Confidentiality
- Pharmacology
- Substance Abuse Prevention Strategies
- Recovery and Spirituality
- Relapse Prevention
- HIV/AIDS
- Recovery-Oriented Systems of Care

All courses offer Connecticut Certification Board (CCB) approved contact hours of professional level training.

For more information, please contact the State of Connecticut Department of Mental Health and Addictions Services (DMHAS), Office of Multicultural Affairs (OMA) at 860-418-6956 or [sandra.kamens@po.state.ct.us](mailto:sandra.kamens@po.state.ct.us)