

# ***Characteristics of Culturally Skilled Practitioners***

- ✓ Willingness to explore and appreciate how their own cultural memberships influence their behavior;
- ✓ Communicate to youths an attitude that cultural differences are not better or worse, but legitimately diverse;
- ✓ Admit to youth a limited knowledge of their backgrounds and a desire for their help in understanding their issues, e.g. ways in which racism and homophobia may have created feelings of mistrust of both extended family and formal institutions;

Source: Adapted from Sue, Derald, Arredondo, Patricia and McDavis, Roderick (1992). Multicultural Counseling, competencies and Standards: A Call for the Profession. *Journal of Counseling and Development*, 70, 477-486.

# **Characteristics of Culturally Skilled Practitioners (continued)**

- ✓ Recognize cross-cultural factors (differences and similarities) that affect the worker/youth relationship;
- ✓ Intervene in institutional settings on behalf of youths when settings demonstrate bias or lack of knowledge and skill in working with their cultural differences;
- ✓ Understand that youths develop adaptive strategies to overcome experiences of marginalization.

Source: Adapted from Sue, Derald, Arredondo, Patricia and McDavis, Roderick (1992). Multicultural Counseling, competencies and Standards: A Call for the Profession. *Journal of Counseling and Development*, 70, 477-486.