



Episode 1: Introduction to the Cultural Competency Journey

Dr. Patricia Arredondo has dedicated her career to advancing social justice, cultural competency development, immigrant and Latinx mental health education, women’s leadership, and organizational diversity strategy. Her professional leadership roles include the president of the American Counseling Association, Association of Multicultural Counseling and Development, Society for the Psychological Study of Culture, Ethnicity, and Race, and founding president of the National Latinx Psychological Association. She is a co-author of the foundational Multicultural Counseling Competencies for ACA and the APA Multicultural Guidelines.

Dr. Arredondo served as President of the Chicago School of Professional Psychology, Chicago campus. She is an author of more than 100 publications. She has a co-authored book being called, *Women and the Challenge of STEM Professions: Thriving in the Chilly Climate*. Other best-selling texts are *Successful Diversity Management Initiatives*, *Culturally Responsive Counseling with Latinas/os* and *Latinx Immigrants: Transcending Acculturation and Xenophobia*, published in 2018.

Dr. Arredondo is president of the [Arredondo Advisory Group](#), a consulting and executive coaching organization addressing DEI strategy consultation in different workplace settings. She resides in Phoenix and Mexico City. On a personal note, she comments: *I learned how to walk the “borderlands” and to appreciate my bicultural and bilingual upbringing from my family.*

Before You Listen: Self-reflect and/or journal about the following

- Complete this form regarding **your** personal identity

<Dimensions of Personal Identity>	
“A” Dimensions: Visible personal identity characteristics	
Age	
Culture	
Ethnicity	
Gender	
Language	
Physical/Mental Well being	
Race	
Sexual orientation	
Social Class	
“B” Dimensions – Not always visible personal identity characteristics	

Education Background	
Geographic Location	
Hobbies/Recreational	
Health Care Practices/Beliefs	
Religion/Spirituality	
Military Experience	
Relationship Status	
Work Experience	
“C” Dimensions – historical moments/eras – invisible formative forces	
Historical moments/eras: historical moments (e.g. COVID, the Great Depression, Civil Rights Act of 1964, Recession of 2008, September 11) or eras that we may or may not have lived through but still affect us (e.g. families experiencing job loss during COVID or new college admission as a result of civil rights legislation). These could be personal historic events (e.g. immigrating to a new country, natural disasters, physical disability due to an accident)	

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Episode Summary

- Cultural competency development = human development process and a learning process of being more culturally competent.
- Cultural competency development involves 1) self-awareness of our own values, our biases, our belief systems, our traditions, and our emotions, 2) Development of knowledge and context, 3) Clinical skills to use with our clients.
- We should recognize intersecting identities of individuals and families that we work with.
- A key question we should also ask ourselves is, “Am I treating my clients equitably?” In the provided contexts of their cultural difference, we must make sure equitable clinical practice is present.
- Identities are complex and we should unpack our clients’ identities. For example, not just say Latinx but a Mexican American from northern Ohio.
- *Dr. Arredondo shouts out to **Dr. Helen Neville** (@HelenNeville122 | hneville@illinois.edu). Dr. Neville is a professor of Educational Psychology and African American Studies at the University of Illinois at Urbana-Champaign. Dr. Neville’s current research interests center on two interrelated areas of racial ideology: Black racial ideology: Black racial identity and color-blind racial ideology.*

- *Dr. Arredondo shouts out to **Dr. Melba Vasquez** (@melvasquez). Dr. Vasquez is an independent practitioner in Austin and has served as the American Psychological Association president in 2011. Her areas of scholarship are ethics, multicultural psychotherapy, psychology of women, supervision, and training.*
- *Dr. Arredondo shouts out to **Dr. Kevin Nadal** (@kevinnadal | knadal@gc.cuny.edu). Dr. Nadal is a Professor of Psychology at both John Jay College of Criminal Justice and Graduate Center at the City University of New York. He is one of the leading researchers in understanding the impacts of microaggressions, or subtle forms of discrimination, on the mental and physical health of people of color; lesbian, gay, bisexual, transgender, and queer (LGBTQ) people; and other marginalized groups.*

After You Listen: *Action items*

- Take the Harvard Implicit Association Tests (IATs; <https://implicit.harvard.edu/implicit/takeatest.html>) regarding all different types of personal identity groups.
- Read this article by Dr. Arredondo to learn more about dimensions of personal identity in the workplace (<https://www.arredonoadvisorygroup.com/2018/11/07/dimensions-of-personal-identity-in-the-workplace/>)
- Read APA Multicultural Guideline of 2002: <https://www.apa.org/about/policy/multicultural-guidelines-archived.pdf>
- Read Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality: <https://www.apa.org/about/policy/multicultural-guidelines.pdf>

After You Listen: *Self-reflect and/or journal about the following*

- Reflect on the results of the Harvard IATs.
 - For you, where do these biases come from?
 - How might these affect the way you interact with your clients?
 - What can you do moving forward, given your implicit biases?
- Reflect on your personal identity worksheet that you completed. How does your identity affect the way you think, act, and feel? How might these be related to your clients of different backgrounds?
- What are some things that you can work on to continue working on your cultural competency journey after you listened to the episode?

After You Listen: *Discuss the following with an accountability group and/or partner*

- What are some takeaways from this episode for you? What did you learn?
- Discuss your reflections after taking the Harvard IATs.
- Considering what you learned about the complexity of personal identities, what are some improvements you can make in clinical settings?

Additional Resources and Further Reading

- Fouad, N. A., & Arredondo, P. (2007). [*Becoming culturally oriented: Practical advice for psychologists and educators*](#). American Psychological Association.
- Neville, H., Gallardo, M., & Dearld Wing, S. (2016). [*The myth of racial color blindness: Manifestation, dynamics, and impact*](#). Washington, DC, USA: American Psychological Association.
- Sue, D., Gallardo, M., & Neville, H. (2013). [*Case studies in multicultural counseling*](#). Hoboken New Jersey: John Wiley & Sons.
- Nadal, K. L. (2018). [*Microaggressions and traumatic stress: Theory, research, and clinical treatment*](#). American Psychological Association.

Host Bios

Jiwon “Jennie” Min, M.S., is a cisgender heterosexual Korean Canadian. She is a 6th-year doctoral candidate in clinical psychology at Oklahoma State University. Her research focuses on the daily processes of personality pathology, mobile treatment of related maladaptive behaviors (e.g., nonsuicidal self-injury, substance use) and multi-method, multi-informant assessment of personality pathology. In her free time, she loves to play with her cats and sing. You can find her on Twitter @JiwonMin.

Harley Layman, M.S., is a cisgender heterosexual white American woman of Polish descent, originally from MI. She is a first-generation college student from a low-income background. She is a 3rd-year Clinical Psychology doctoral student whose research focuses on body image ideals and associated psychological, cognitive, and physiological outcomes. She enjoys exercise and walking her Goldendoodle, Winston, in her spare time. You can find her on Twitter @laymanharley.