

Multiculturalism in Clinical Supervision

Engagement and Retention of Clinicians

Multicultural Relational Perspective Supervision Framework (Hardy and Bobes' 2017a) provides a comprehensive framework along with philosophical stance to clinical supervision.

- Relationships are central.
- Human suffering occurs within relationships.
- Cultural identities and factors are key contextual aspects of human lives. These should be addressed with humility, sensitivity, and competence.
- Understanding socio-cultural trauma is critical for clinical efficacy.
- Exploration of the self of the clinician and the self of the supervisor are requisite for effective therapy and supervision.
- Clinicians must understand the influence their unconscious and conscious biases play on therapy and supervision.

Think Relationally

Interconnectedness
Both/And

Think Contextually

Different and
overlapping
perspectives
and experiences

Relationships
are embedded
in context

Think Culturally

Cultural identities

Perception of
others and
perception of
self – world view



Key Take-aways

- Multiculturalism and social justice are essential aspects of effective clinical supervision.
- Hardy and Bobes' (2017) Multicultural Relational Perspective Supervision Framework provides a comprehensive approach and philosophical stance.
- Hardy's (2016) Context Talk provides a multitude of skills – these provide an effective road map.
- Ladany's (2012) Means of Interpersonal Functioning provide a conceptualization guide and model.
- Interpersonal encounters are more influential on supervisees than data (Skovholt & Ronnestad, 1995).
- Effective and transformative clinical supervision relationships can serve to facilitate clinician engagement and retention.



Notes



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Bradley possesses a PhD in Counselor Education & Supervision with a doctoral minor in applied statistics/research methods and a MA degree in Clinical Counseling with a couples/family therapy emphasis. He is an LPC-S in CO and an NCC. He has 9+ years of experience in the mental health field working with adolescents, families, couples, children, adults, community partnerships, and serving in management. He is bilingual in Spanish and English and is trained in bilingual counseling.