

Ethical Practices and Cultural Competence Among Behavioral Health Practitioners

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Philosophies

- Leadership
- Counseling
- Teaching



Leadership Philosophy

To assume a leadership position is to assume a very honorable role. There appears to be two schools of thoughts regarding leadership. One, leaders are born and two, leaders are made. However, there are some who postulate that leaders are both born and made. Nevertheless, what are some of the distinct qualities of leaders? They follow an unwavering code of honesty and ethical conduct, they have the ability to bring together previously conflicting parties to create a stronger unified body, they propose specific solutions to problems as opposed to vague philosophical concepts, they delegate responsibility to competent people, and they demonstrate a strong sense of humility and recognizes that their role is not an opportunity for self-aggrandizement. In essence, leadership is a position where individuals look forward to leading by example as well as assuring that both their direct reports and their leaders are treated with respect and compassion. Finally, as one aspires to assume leadership positions, he/she has to be prepared to appeal to the masses of people and not just those of leadership hierarchy.



COUNSELING PHILOSOPHY

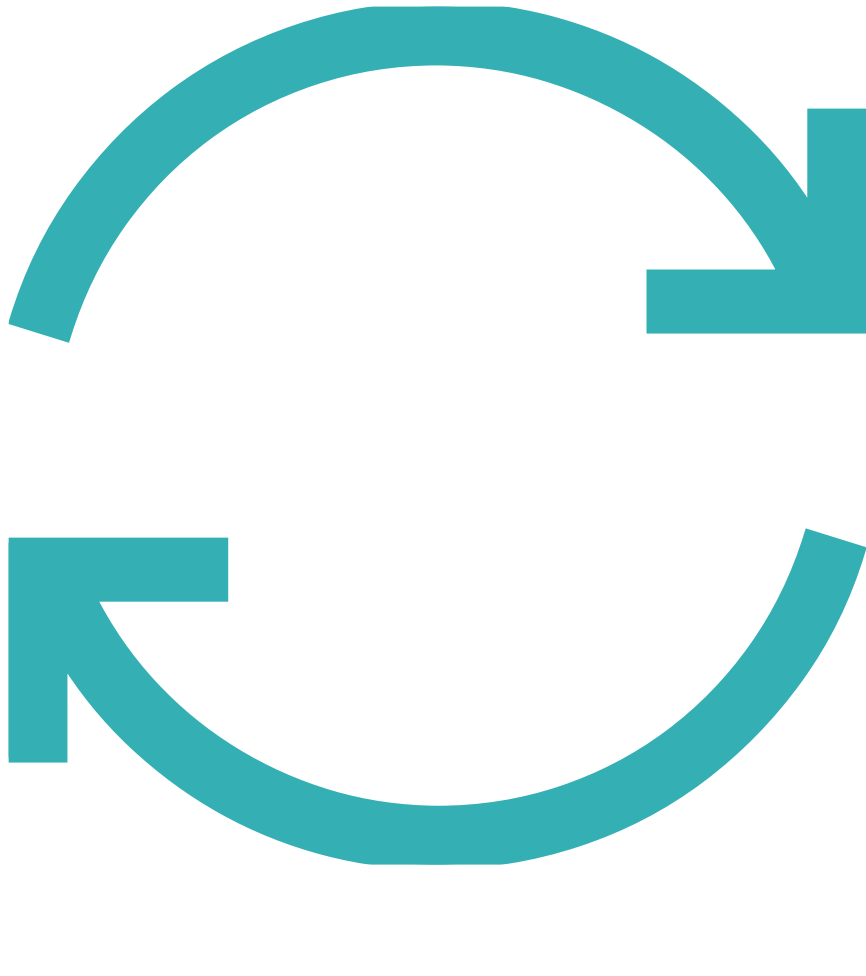
- There are some individuals who believe that counselors are born rather than are made. However, there are others who believe that the opposite is true. Whether or not both beliefs are true seems to be an ongoing discussion. The development of a counselor starts with a quality counselor education program. Counselor education is a process where clinicians, practitioners, and supervisors develop their skills in the delivery of counseling to those who are in need of guidance and support. This procedure is accomplished by the classroom experiences, the practicum experiences, and the internship experiences. Within the classroom experiences, students are exposed to the various theories of counseling. These theories include person-centered, gestalt, rational emotive behavioral therapy, psychoanalysis, and eclectic. With each theory, the students are exposed to counseling techniques that are designed to foster their development and to help mobilize clients into a therapeutic lifestyle. Each theory is unique in its purpose. For example, the person-centered theory challenges clinicians to experience their clients' worlds with minimum subjectivity. On the other hand, the rational emotive behavioral theory challenges the clinicians to focus on their clients' irrational thinking. It is the challenge of all counselor education programs to help students develop their clinical skills. Some of these skills include listening, confronting, challenging, empathizing, and engaging their clients for the purpose of assisting them with their personal growth. Finally, with the practicum and the internship experiences, students are provided an opportunity to apply the theories in both simulated and professional settings, respectively.



Teaching Philosophy

Teaching by far is one of the most honorable professions. Educators have the unique opportunity to foster and nurture students' growth and development. They are charged with providing students with information based on hypothesizes, theories, and personal experiences. Furthermore, they are challenged with promoting critical thinking among students for the purpose of stimulating their self-esteem, self-worth, and self-efficacy. Essentially the classroom is a vessel where both old and new ideas are explored and examined. It is a place where students can articulate their thoughts and feelings for the purpose of enhancing their scholarship. Therefore, Educators have the moral responsibility to create a safe environment where students can express themselves without feeling intimidate, incompetent, and inadequate. In order for this concept to come into fruition, Educators have to remain objective and secure. They have to participate in ongoing self-exploration for the purpose of preserving their ongoing passion for this most honorable profession.





Health Recovery Professional Program (HPRP)



- The State of Michigan's Health Professionals Recovery Program (HPRP) was established in 1994 by legislation.
- This organization serves as a monitoring agent for Healthcare Professional (Licensees) who have been deemed unsafe to practice because of their Substance Use Disorder or Psychological Disorder. Their aim is to keep the public safe.
- <http://hprp.org/>



Legal versus Ethical Implications

- While ethical issues are based on the difference between right and wrong, legal issues are based on laws.
- Important to have access to legal representation when in doubt of laws. Each State has its own set of laws regarding treating the public.
- It is advisable to carry Malpractice Insurance to protect your assets in case of lawsuits.

The Presenters' Code of Ethics

- 
- Standards of Excellence
 - 1. Accountability – ownership of behaviors and actions.
 - 2. Self-Respect – consciousness of appearances and presentation.
 - 3. Respect of Others – humanitarian approach to people, places and things.
 - 4. Self-Restraints – resistance of unhealthy people, places, and things.
 - 5. Self-Improvement – daily search of physical, psychological, and spiritual improvement. Work in progress
 - 6. Self-Knowledge – daily search of knowledge for a deeper understanding of my historical roots for the purpose of my revolution (change) and for evolution (Growth).
 - 7. Educator – Share the message/knowledge to those who are in need.
 - 8. Scholarship – daily search of information for the purpose of improving my insight and my foresight.
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The National Association of Social Workers Foundation

- ❖ The National Association of Social Workers (NASW) is the largest organization of professional social workers in the world.
- ❖ NASW serves nearly 150,000 social workers in 56 chapters throughout the United States, Puerto Rico, the Virgin Islands, Guam, and abroad.



The National Association of Social Workers Foundation

- ❖ NASW was formed in 1955 through a merger of seven predecessor social work organizations to carry out three responsibilities:
- ❖ strengthen and unify the profession,
- ❖ promote the development of social work practice,
- ❖ and advance sound social policies



The National Association of Social Workers Foundation

- Updates 2001
- Goals:
 - promote the appropriate application of new technology to the practice of social work.
 - raise the visibility of social work and enhance public esteem for the profession;
 - identify, develop, and respond to social work policy and practice issues;
 - assist with rapid response to social crises;
 - support practice-based research, so that practice and research are directly linked;
 - support the development of cutting-edge continuing education and training that addresses critical issues.



NASW Mission


The National Association of Social Workers Foundation is a 501(c)(3) organization created to support NASW's educational and charitable initiatives through a wide range of programs and projects. The Foundation serves three primary audiences, known as the *Three Ps*:

- the profession – by honoring and investing in social workers past, current, and future;
- the practitioner – by enhancing social workers' knowledge and skills; and,
- the public – by providing information and resources to help individuals, families and communities.







Purpose of the NASW Code of Ethics

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- The Code identifies core values on which social work's mission is based.
 - The Code summarizes broad ethical principles that reflect the profession's core values and establishes a set of specific ethical standards that should be used to guide social work practice.




Purpose of the NASW Code of Ethics

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- The Code is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.
 - The Code provides ethical standards to which the general public can hold the social work profession accountable.
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Purpose of the NASW Code of Ethics

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- The Code socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards.
 - The Code articulates standards that the social work profession itself can use to assess whether social workers have engaged in unethical conduct.

NASW Ethical Principles

- Social workers' primary goal is to help people in need and to address social problems.
- Social workers challenge social injustice.
- Social workers respect the inherent dignity and worth of the person.
- Social workers recognize the central importance of human relationships



NASW Ethical Principles

- Social workers behave in a trustworthy manner.
- Social workers practice within their areas of competence and develop and enhance their professional expertise.



NASW Ethical Standards

- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO CLIENTS**
- Example: Social workers' primary responsibility is to promote the well-being of clients.
- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO COLLEAGUES**
- Example: Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues



NASW Ethical Standards

- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES IN PRACTICE SETTINGS**
- Example: Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.
- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO THE SOCIAL WORK PROFESSION**
- **Example:** Social workers should work toward the maintenance and promotion of high standards of practice.



NASW Ethical Standards

- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES AS PROFESSIONALS**

- Example: Social workers should work toward the maintenance and promotion of high standards of practice.

- **SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO THE BROADER SOCIETY**

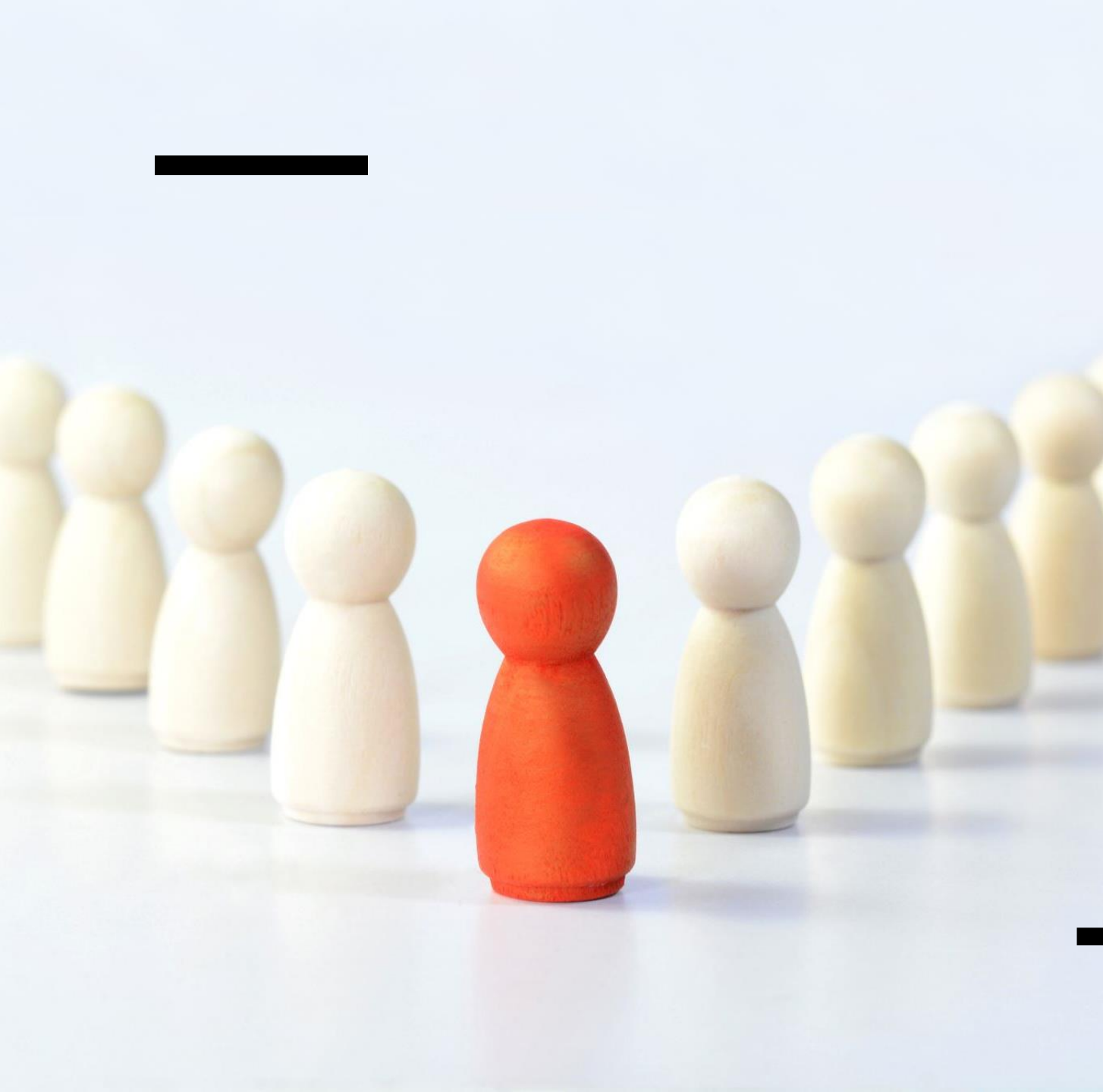
- Example: Social workers should promote the general welfare of society, from local to global levels, and the development of people, their communities, and their environments



First Vignette

- 1. <https://www.youtube.com/watch?v=gFVeSopv--w>





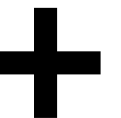
What is Ethics?

- Ethics suggests standards and practices on how human beings should act in the many situations in which they find themselves—as professional and nonprofessional individuals.
- Additionally, ethics is concerned with the persons' character.



Six Ethical Lenses

- **The Right Lens**-Clients has the right to make their own choices about what kind of life to lead, to be told the truth, not to be injured, and to a degree of privacy.
- **The Justice Lens**-Clients has the right to be treated fairly for the purpose of minimal harm to them.
- **The Utilitarian Lens**-Social Workers will have to determine how their action will impact everyone involved.



Six Ethical Lenses

- **The Common Good Lens**-the common good lens highlights mutual concern for the shared interests of all members of a community.
- **The Virtue Lens**-challenges social workers to answer the following questions: “What kind of person will I become if I do this?” or “Is this action consistent with my acting at my best?”
- **The Care Ethics Lens**-advocates that social workers need to listen and respond to their clients’ specific circumstances versus following rules.

<https://www.scu.edu/ethics/ethics-resources/a-framework-for-ethical-decision-making/>



Ethical Dilemmas

- Social Workers operating outside of their scope of practice.
- Occurs when a social worker encounters a conflict between their professional duties and values and then must decide which takes priority.



Ethical Decision-Making Social Workers' Values

- Impact the relationships between clients, colleagues, and society
- Influences the interventions that are used.
- Helps to resolve the ethical dilemmas in clinical practices.



Presenter's Ethical Experience- 1987

– Visual Aid





Ethical Decision-Making Strom-Gottfried 6 Question Model

- Who will be helpful?
- What are the choices?
- When have I faced a similar dilemma?
- Where are the resources leading me?
- What are the reason I am choosing this action?
- How should I carry out my decision?



A 3D illustration of a person standing in a maze, symbolizing a complex ethical decision. The person is a dark blue silhouette, standing on a light gray path that leads into a dark, complex maze. The maze is made of dark gray walls and floor, with some light gray paths. The overall scene is dimly lit, with the person's shadow cast on the path ahead.

Ethical Decision-Making Steps

- 
- Identify the dilemma
 - Identify who is being affected
 - Identify the options
 - Evaluate the options
 - Consult with others
 - Decide and document
 - Monitor and evaluate
- 

Self-Determination versus Paternalism

- **Self-Determination** occurs when clients decide what is in their best interest.
- **Paternalism** occurs when therapists think or believe that they have a better understanding than their clients of what is in their best interest.
- **Paternalism examples:** Withholding information from clients to protect them (i.e., Not sharing a medical diagnosis), Deliberately lying to clients, and Intervening to prevent a client's behavior.



Second Vignette

- <https://www.youtube.com/watch?v=gVMN1W3Fall>

Cultural Competency

What is cultural competency?

How to become culturally competent?



How do you view the World?

- How it is supposed to be?
- How it really is?



COMMON HUMAN ELEMENTS

- **Vulnerabilities-** - the quality or state of being exposed to the possibility of being attacked or harmed-physically, emotionally, social, economically, & environmentally.
- **Insecurities-** feeling of inadequacy (not being good enough) and uncertainty.
- **Hidden Agendas-** a secret or ulterior motive for something

West African proverb

– “Not to know is bad; not to wish to know is worse.”



Personal development

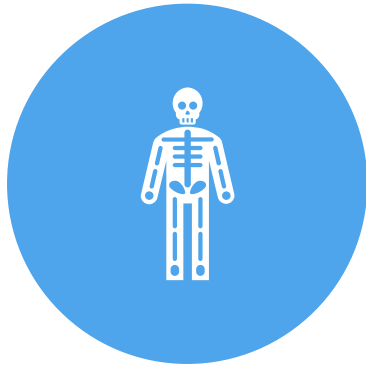
What is your definition of the following terms?

A) Indoctrination & B) Education

Based on your definition of these terms, which one best describes your state of mind towards cultures other than your own?



Culturally Competent



INTRA-AMONG A
SPECIFIC CULTURE



INTER-BETWEEN
VARIOUS CULTURES



WORLD'S VIEW



Culturally Competent Construct Model

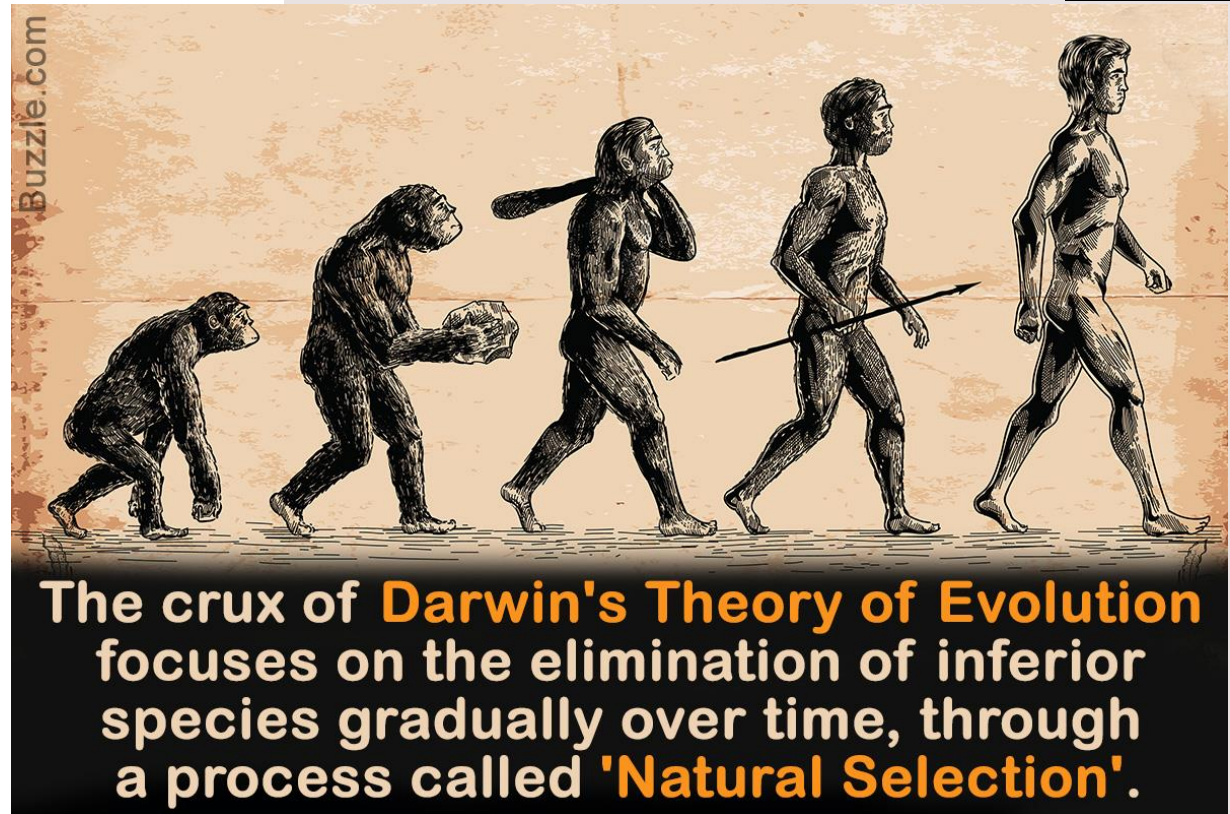


–Louis & Mary Leakey, British Anthropologists, discovered the oldest human fossil (1.9 million years ago) at the Olduvai Gorge-Tanzania, Africa.





Human Beingness



Dichotomous World?

- Today, media and other social outlets have reduced the world's culture to either black or white. Whenever demographics are described, there are usually a comparison between the **minority** culture and the **majority** cultural and between the **dominate** and the **non-dominate** culture
- There is either a conscious or unconscious attempt to omit other cultures. If my observations are accurate what is the motive(s) for doing so? If so, what impact does this concept have on your cultural perceptions?

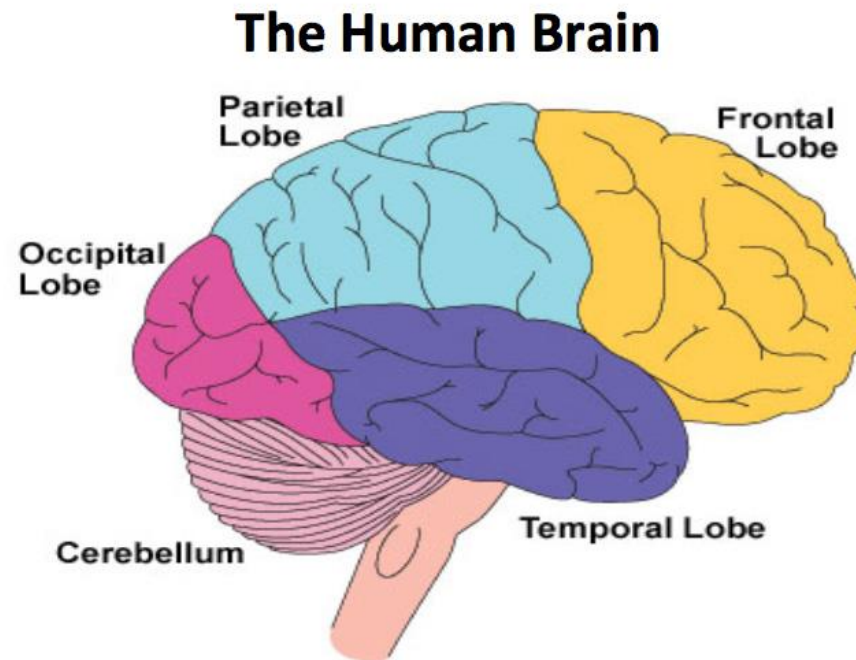


Culturally Competence vs political correctness

- What are the main differences between the two?



Intellectual vs Emotional Cultural “Awareness-The Hijacked Brain”



PERCEPTION CONSTRUCT MODEL



Views and perceptions

Etic:

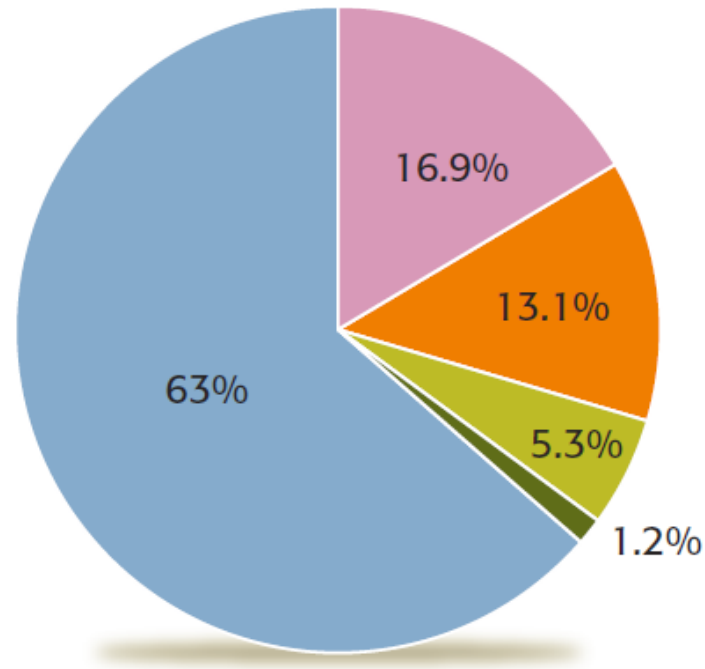
Places an emphasis on the universal qualities of mainstream society.

Emic:

Places an emphasis on the indigenous characteristics of the individual.



Racial and Ethnic Composition of the U.S.



- White American
- Hispanic American
- African American
- Asian American
- Native American

United states ethnic and cultural groups continue

- **Office of Management and Budget Directive No. 15**
1977
- This Directive provides standard classifications for record keeping, collection, and presentation of data on race and ethnicity in Federal program administrative reporting and statistical activities. **These classifications should not be interpreted as being scientific or anthropological in nature, nor should they be viewed as determinants of eligibility for participation in any Federal program.** They have been developed in response to the needs expressed by both the executive branch and the Congress to provide for the collection and use of compatible, non-duplicated, exchangeable racial and ethnic data by Federal agencies.
- <https://wonder.cdc.gov/wonder/help/populations/bridged-race/Directive15.html>

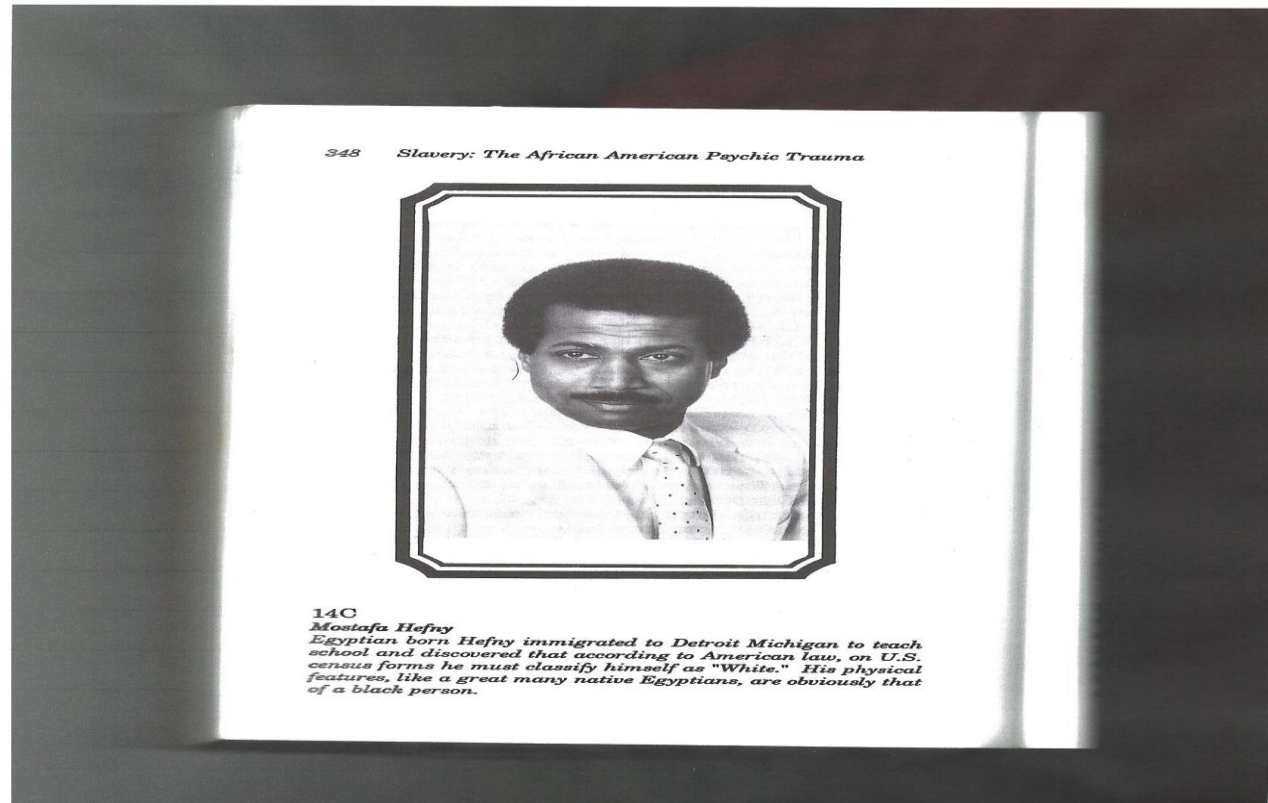


United States Ethnic and Cultural Groups continue

- a. **American Indian or Alaskan Native.** A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
- b. **Asian or Pacific Islander.** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- c. **Black.** A person having origins in any of the black racial groups of Africa.
- d. **White.** A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- <https://wonder.cdc.gov/wonder/help/populations/bridged-race/Directive15.html>



United States Ethnic and Cultural Groups continue



What is multi-Cultural?

- Oftentimes, multicultural is equated with race. While race is an integral part of one's culture, it is not the sole component. For example, race tends to describe the person's physical appearances (i.e., skin complexion) but it does not delve into other areas.
- One's skin complexion is the result of the amount of their **melanin** level. **Melanin** is a chemical that the human body produces to protect itself from the indigenous climatic environments.
- For example, indigenous cool/cold climates produce low melanin levels henceforth light skin complexion whereas warm/hot climates produce high melanin levels henceforth dark skin complexion.





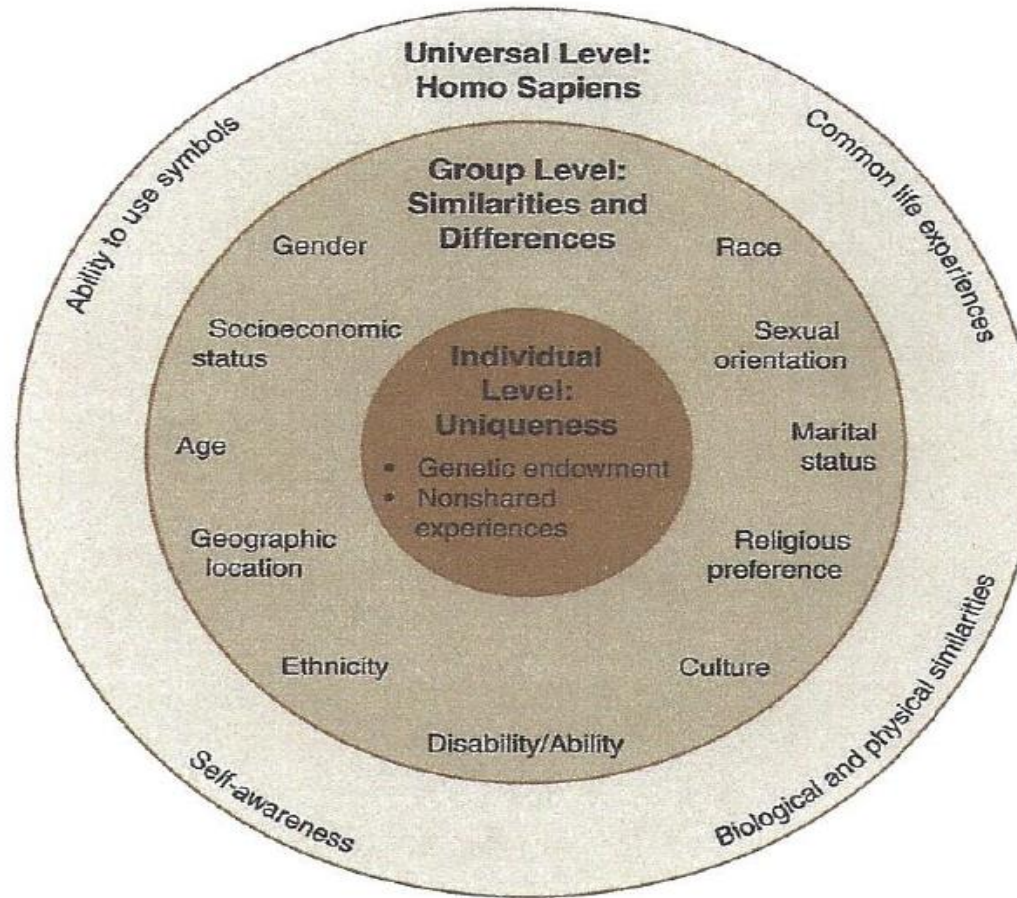
What is multi-Cultural?

- **Multicultural** involves the differences in areas of language, social class, race, ethnicity, gender, sexual orientation, and physical ability
- **Multicultural** considers the unique qualities of various groups as well individual differences within groups.

(C. Lee, 2006b)



WHAT IS DIVERSITY



Views and perceptions continue

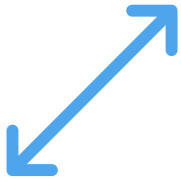
Acculturation:

Is a process of socialization in which members of one cultural group adopts the beliefs and behaviors of another group.

Whereas we often refer to acculturation as a process through which a minority group adopts the beliefs and behaviors of the dominant group, the process may be reciprocal



Social Conditioning



Refers to the impact that **your** significant influencer(s) has had on **your** personal development including your belief's system.



What messages did you receive from **your** significant influencer(s) regarding people of **your** own culture versus people **outside** of **your** culture.



In retrospect, what percentage of those messages were **true** regarding people of **your** own culture and regarding people **outside** of your culture?



Internal Locus of Control versus
External Locus of Control



Culturally encapsulated

- Refers to individuals that disregard other individuals' culturally differences and operate under the assumption that mainstream society is the applicable norm for all.

Wrenn (1962b)

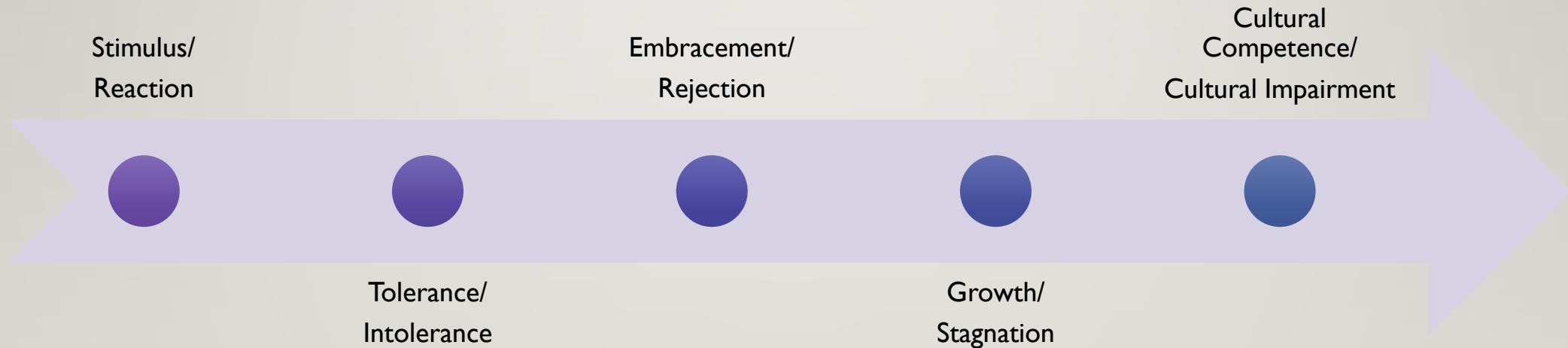


Culturally Impaired

- Impairment: The state of being diminished, weakened, or damaged, especially mentally or physically (Dictionary.com)
- Culturally Impairment: Being diminished, weakened, or damaged, as the result of limited exposure to cultures other than your own, to the degree that being around other cultures create anxiety, awkwardness, and discomfort.



CULTURAL COMPETENCE/IMPAIRMENT DEVELOPMENT

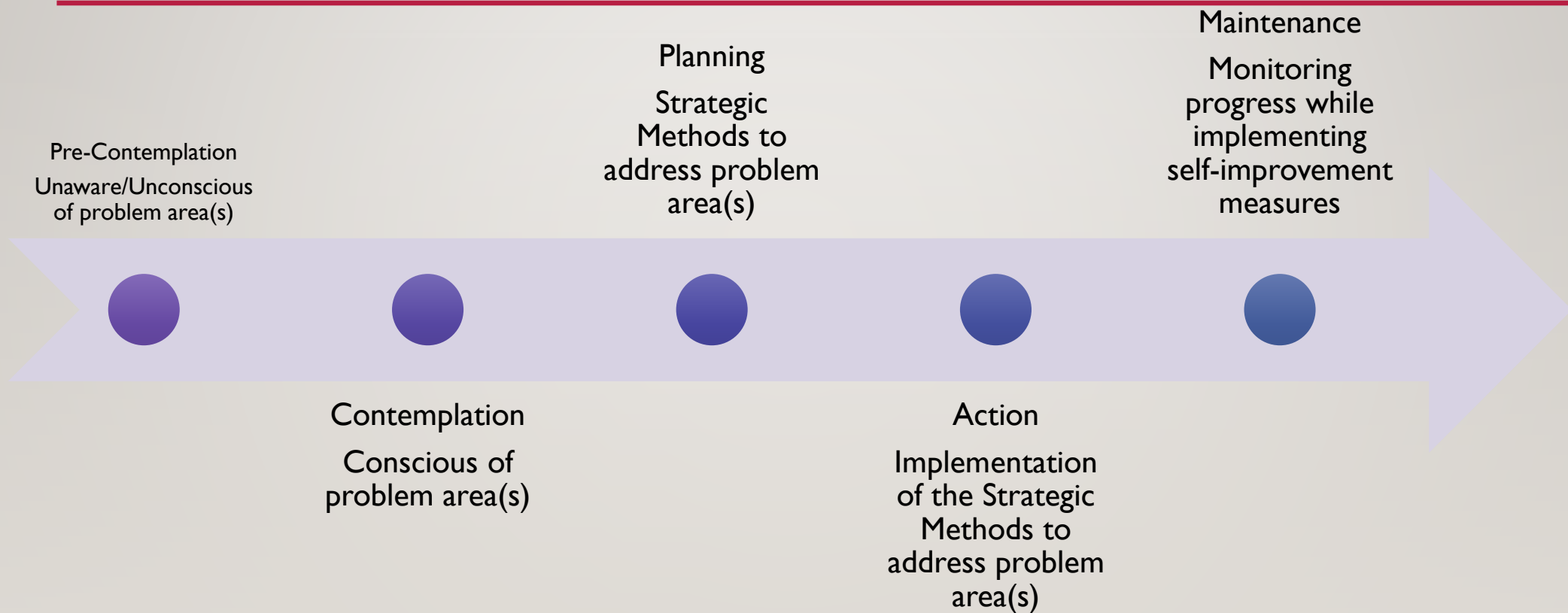


Risk Taking

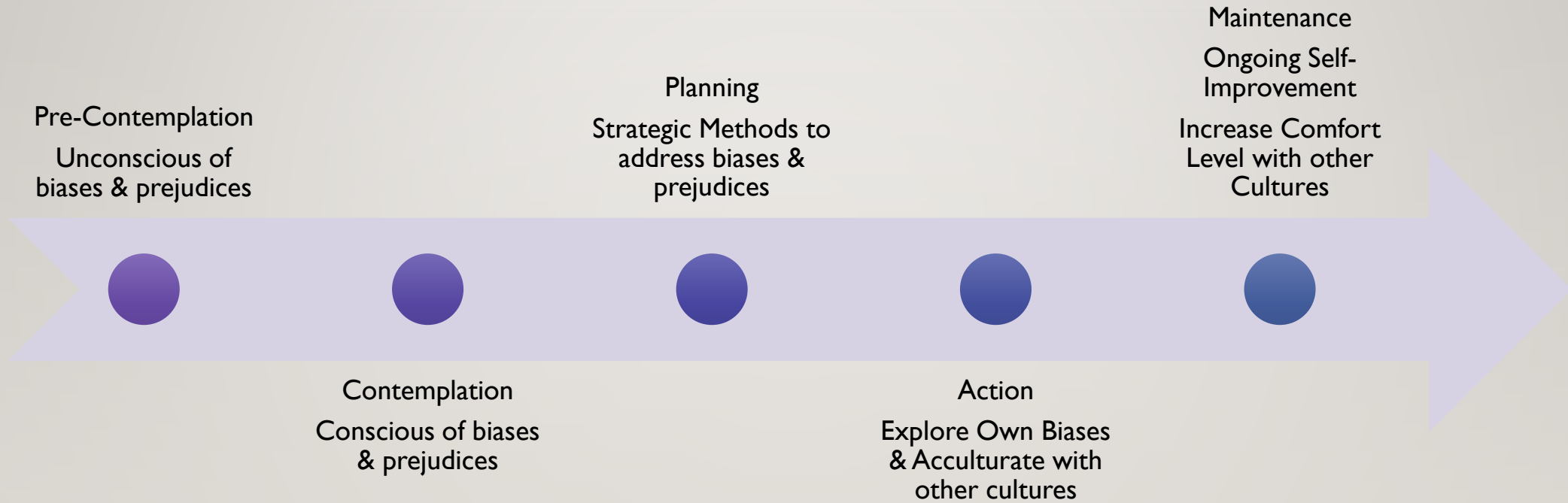
- As Behavioral Health Professionals we encourage our clients to take healthy risks to improves their lives.
- As a professional, please assess the followings:
 - a) What's been your most significant risk with a culturally different person(s)?
 - b) What made the experience a risk?
 - c) What did you learn about yourself?
 - d) What impact has it had on your role as a Behavioral Health Professional?



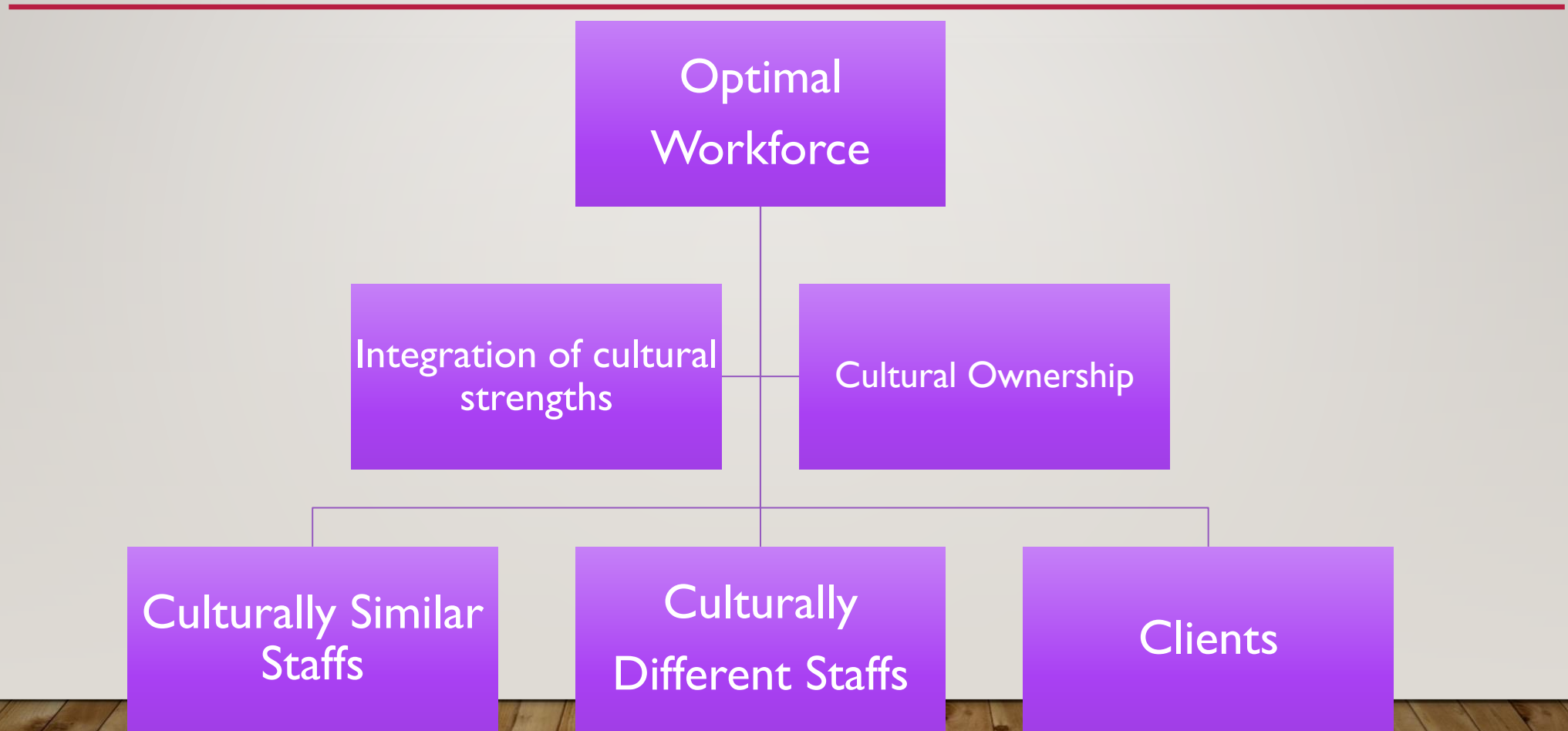
MI STAGES OF CHANGE



MI STAGES OF CHANGE CULTURAL COMPETENCE



HIERARCHY DIAGRAM WORKPLACE



Third Vignette

- <https://www.youtube.com/watch?v=m802vKAbCMY>

WHERE DO I GO FROM HERE?

- Each participant is encouraged to assess their comfort level with other cultures. Each participant is encouraged to assess their counter transference issues with their clients, co-workers, and leaders, who are either of the same culture or of a different culture.
- Key decision makers are encouraged to assess their counter transference issues with applicants and candidates of different cultures. When deciding on whether or not to hire applicants how do you factor out your own biases/prejudices in order to hire the most qualified applicants?
- What is your track record with hiring a culturally different person.
- Imitators versus initiators



Ethics & Cultural Competence

SWOTT Analysis



Strengths



Weaknesses



Opportunities



Threats



Trends



DRY BONES

When the dry bones in the valley heard the words, the words fascinated them. The bones begin to shake and rattle, but the bones could not come together. After a while the son of man looked at the bones and said to the Lord, I have spoken to them, but they have not heard. Lord what should I do?

The Lord never sent the man down into the valley again, he said go prophesize to the winds and let the winds blow on the bones. It wasn't until then that the bones stood up.



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