

Evaluating your clinical, consulting and training practice

This section is designed for you to reflect on your overall sense of cultural competence in your clinical, consulting, and training practice. This is for your benefit only; no one is watching as you pause to reflect and set goals.

How do you evaluate yourself regarding your understanding and implementation of the following considerations on a scale of 0-5 (very little to consistently)?

Self-evaluation of culturally competent skills within EMDR therapy.

Score on a scale of 0-5 (very little to consistently)

1. Do I understand the general importance of culture and the value of viewing individual client issues within their unique cultural contexts (including norms, values, beliefs, needs, etc.)?
2. Do I reflect upon the meaning and influences of my own cultural experiences and identities?
3. Am I actively curious about other cultures and maintain an attitude of humility, seeking to expand the limitations of my own cultural perspective?
4. Do I adapt EMDR therapy methods (including language used, metaphors, and client engagement) to a client's cultural context and needs?
5. Do I include cultural and social identity factors into my standard clinical assessment and treatment planning?
6. Do I elicit and help enhance the valuable resources associated with a client's cultural and social identity?
7. Do I assess for and am prepared to treat culturally based trauma and adversity (CBTA)?
8. Do I provide psychosocial education to clients as appropriate?
9. Do I seek to empower clients in building resilience related to CBTA?
10. Am I prepared to use EMDR methods to treat the internalized effects of CBTA?
11. Am I cultivating a practice that actively embraces an anti-oppressive approach and values the importance of social justice, equity, diversity, and inclusion, and that acknowledges the need for broader societal change in these areas?
12. Do I seek ongoing education and training as needed to continue to develop cultural competence?

As you review your responses to the above self-evaluation, consider these questions:

- 1 Are there any gaps between how I rated myself and where I'd like to be? What are they?
- 2 What steps would I like to take?
- 3 What are my priorities?
- 4 What resources can I turn to for information or support (e.g., written information, training, consultation, or peer support)?
- 5 What do I need to assist me in my personal work in this area?

Serving my community

1. What ethnic/ immigrant/ refugee populations are prominent in your region? Are there any particular challenges to serving the needs of these populations?
2. What other factors are creating social divisions and power imbalances in your treatment population (e.g., related to race, ethnicity, gender, sexual orientation, social class, political differences, locals/newcomers, mental health related stigma)?
3. What steps can I take to be responsive to the needs of these populations?

Treatment Planning: Client-specific Planning

1. Identify one of your clients who has experienced CBTA.
2. Imagine being this client, thinking about their life history and current challenges. How might EMDR therapy address these needs?
3. Imagine ways you might approach this in future sessions.

FURTHER REFLECTION: EVALUATING YOUR TREATMENT SETTING, CONSULTATION, AND TRAINING PRACTICES

Evaluating Cultural Competence in Your Treatment Setting

Many clinicians work in service delivery settings including agencies, treatment centers, or clinical practice groups. It is important to review the official policies and actual practices one's organization to see that they are updated and adhered to. If this applies to you, consider:

Excerpt: *Cultural Competence and Healing Culturally Based Trauma with EMDR Therapy* (Springer, 2023)
Mark Nickerson Editor, with over 25 contributing authors

- How actively is my organization evaluating and building cultural competence (0-5)?
- How satisfied am I with the support of my agency to practice with cultural competence in my treatment setting?
- If I was asked for input, what would I suggest?
- What suggestions can I make and who might I collaborate with in advancing cultural competence in my treatment setting?

Evaluating yourself as a Clinical Consultant and Trainer

This chapter, and this book in general, is not just for clinicians. It is also for those who provide clinical consultation and training. EMDR consultants and trainers have an added responsibility to be informed about and to be on the cutting edge of emerging clinical issues. Some consultants and trainers have expertise in the topics they specifically consult or train about. However, it is important to understand that cultural competence is not an isolated clinical topic about which some can be experts and others can ignore. Cultural competence is a core skill that all professionals need to embrace and develop, and it needs to be integrated into all consultation and training.

Consultants

Clinical consultants have an obligation to commit to principles of cultural competence on many levels. First, it is also important that consultants be mindful of cultural identity differences between themselves and consultees and to be prepared to discuss this as needed. Similarly, it is important for all consultees to be able to discuss their clinical cases with an awareness of cultural identity differences between client and therapist. Also, it is important that cultural considerations be factored into any case discussions. As an increasingly valued aspect of any clinical practice, EMDR consultants should expect culturally competent EMDR therapy to be a part of any EMDR certification process.

In addition to reflection upon one's own clinical practice, some of the questions consultants can ask themselves are:

- How can I best develop and maintain culturally competent awareness, skills, and knowledge which I can offer my consultee? If not, how can develop this capacity?
- What questions can I ask to elicit cultural considerations in case discussion?
- What are the cultural identity intersections between myself and my consultee and how does that matter?

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- What is the cultural identity intersection between the consultee and their client and how does that matter?
- How can I otherwise support the cultural competence development of my consultees?
- Where can I get my own support?

Take a moment and evaluate on a scale from 0-5 how satisfied you are with the cultural competence within your clinical consultation practice. What are you pleased with? What steps can you take to improve? What information or support do you need to assist you?

Trainers

Trainers are charged with providing important information and skills to trainees. All basic EMDR trainers should infuse their EMDR training curriculum with culturally informed content, including clinical examples provided. Likewise, the dynamics of training environments themselves (e.g., the practicum experiences) should be constructed and managed in culturally aware ways. Advanced trainings on specialty topics should also be reviewed with cultural competence in mind. For instance, trainers should ask themselves questions such as the following, and prepare their materials accordingly:

- Have I reviewed existing literature on the intersection of cultural context and my topic? How can I apply what I have learned to my presentation?
- How might a client's cultural identity inform the conceptualization or application of the educational content I will present?
- Am I prepared to offer examples of culturally attuned applications of my teaching points?
- Am I aware of and prepared to offer examples of culturally misattuned or counter-indicated applications of my teaching points?
- How might my trainees' cultural or professional background influence how I present my teaching points?
- What other knowledge or skills do I need to acquire to be culturally competent in my teaching style

Take a moment and evaluate on a scale from 0-5 how satisfied you are with the cultural competence within your training preparation and delivery. What are you pleased with? What steps can you take to improve? What information or support do you need to assist you?

