

Aligning IDEA (Inclusion, Diversity, Equity, and Access) with your EMDR Consultation Practice

Here's some questions to get us thinking about how we can become more intentional about how we include issues pertaining to IDEA in our consultation practice:

What strategies can EMDR Consultants implement to ensure that their practice is culturally sensitive and inclusive?

For Consultants:

- Create Psychological Safety
- Be Inclusive: Inclusion means creating an environment where consultees feel welcomed and valued. Inclusion means creating an environment where consultees feel welcomed and valued. As people feel safe, they can go much deeper and begin to talk about how more personal issues impact the work that they are doing. (Example: Consultee who works in a treatment setting, doesn't feel valued, doesn't feel like EMDR is valued.)
- Be Curious: Ask consultees a general question about their own intersection of identities (Personal communication, Rajani Levis, 2020)
"What would you like me to know about you including race, culture, religion, lifestyle, socio-economics, immigration, sexual preference, gender identity, or any other diversity topics that might impact your work with clients"

Topics pertaining to Issues of Diversity and Culture with Clients to Discuss in Consultation

- Use a strengths perspective and an empowerment model during EMDR treatment to recognize internal and external resources (don't look at your clients only through lenses of trauma also see their strengths) - Teach clients to practice containment inside and outside of session in a way that is relevant for their cultural and social background
- Consider client's cultural background and intersectional identities during conceptualization, treatment planning and treatment
- Recognizes the importance of placing culture in the center of treatment and not only at the margins

Can you provide examples of best practices where IDEA principles have been successfully integrated into EMDR consultation?

Help consultees raise their awareness of issues pertaining to IDEA in EMDR therapy

Potential Topics to cover in Consultation:

- **Cultural Sensitivity Training:** regularly engage in ongoing education about other cultures, the challenges that they are facing, and their strengths. Avoiding the danger of a single story. (e.g. <https://www.youtube.com/watch?v=gjWAWYumxIM> ; encouraging consultees to see what people saying about their culture/race/religion to educate themselves). Tell them about the EMDRIA members response blogs:
 - *2023 -2024 - Community Cultural Wealth*
 - *2022-2023 - How your identity has informed, strengthened, and/or challenge your EMDR Practice?*
 - *2021-2022 - What Should therapists know about XXXX populations?*
- **Client-Centered Approach:** This involves actively listening to their experiences and perspectives, and adapting my approach to fit their individual needs (e.g. train metaphor).
- **Tailoring Interventions:** modify EMDR protocols to align with cultural beliefs and practices. For example, if a client has specific cultural or spiritual beliefs (e.g. saints, worry dolls)
- **Feedback and Adaptation:** I seek feedback from clients about their experience in therapy, especially regarding cultural sensitivity. I use this feedback to continuously adapt and improve my practice (e.g. “ataque de nervios,” Tajjin-Kyofu-Sho (TKS), “abdominal wind syndrome,” or “Koro” which all describe specific cultural expressions or understandings of anxiety.)
- **Inclusive Materials:** I ensure that the materials and resources used in therapy are culturally inclusive and accessible. This includes using language that is respectful and appropriate, and offering resources in different languages if needed. (Read – articles, hear - podcasts, watch – YouTube videos, reflect - questions)

How can Consultants identify and address implicit biases in EMDR consultation practices?

Reflective Practice

Project Implicit: <https://implicit.harvard.edu/implicit/>

Here you have the opportunity to assess your conscious and unconscious biases about different topics, including ethnicity.

Mindfulness and Emotional Regulation

Mindfulness will help us become aware of our automatic reactions and give us the opportunity to make more thoughtful responses (similar to how we handle countertransference).

Emotional Regulation helps us to manage emotions that may unexpectedly arise.

Clear Policies

Develop and adhere to policies that promote equity and address bias in your practice.

Ongoing Commitment

Continuously work on addressing implicit bias in your practice

Seek consultation that focuses on issues of IDEA to maintain accountability

Helpful Resource:

A practice beyond cultural humility - (Grauf-Grounds et. all, 2020)

Content oriented vs. Process oriented

- Content oriented: acquisition and retention of information
- Process oriented: it moves beyond the acquisition and retention of knowledge by focusing on how consultees will translate content into relational process.
 - o Ability to perceive what is happening with the client?

ORCA – Openness – Respect – Curiosity – Accountability (Naden, Callison, & Haynes, 2002)

Openness is the interpersonal capacity to respond to and receive what others give. Openness demands that we are willing to get close to another’s experience. It requires us to be impacted from the outside, while still being attentive to our insides.

Respect is the interpersonal capacity to see and respond to another as a unique and valuable creation.

Curiosity is the capacity to wonder out loud as well as reflect within about the contexts of persons’ lives without the need to fix anything right away.

Accountability is the ability to be responsible for the impact that one has in the relationship, particularly the unrecognized social power within the relationship.