



IDEA in Phase One

(Inclusion, Diversity, Equity, and Accessibility)

Why does IDEA matter in Phase One?

- Experiences of marginalization and oppression may be central to trauma stories.
- Centering inclusion builds trust and safety in the therapeutic relationship.
- Attuning to IDEA needs and cultural context supports more accurate case conceptualization and treatment planning.

Key Considerations

1. Normalize Conversations about Identity, Culture, and Systemic Factors

- Ask open-ended, non-assumptive language: "What identities are important for me to know in order to support you best?"
- Validate the fact that cultural and identity-based trauma is real and significant.

2. Address Power Dynamics

- Acknowledge differences of identity between therapist and client.
- Invite discussion about how these differences may impact safety, disclosure, and/or the therapeutic relationship.

3. Practice Cultural Humility

- Be curious and open to learning about the client's culture and lived experiences.
- Reflect on your own biases and cultural lenses regularly.
- Empower clients with options and collaborate on case conceptualization by inviting the client's input throughout treatment.

Sample Questions

- Some people have experienced harm related to race, gender, ability, or other aspects of identity. Would you feel okay discussing those experiences here?
- What are some aspects of your identity or background that you'd like me to know in order to best support you during the therapy process?
- How do your cultural background, values, or traditions shape how you understand and cope with distress or trauma?
- What parts of your identity have been misunderstood or ignored in past therapy or healthcare experiences?
- How do your cultural background, values, or traditions shape how you understand and cope with distress or trauma?
- In what ways do your community or family views influence how you talk about mental health or trauma?
- Are there things that might affect your comfort or sense of safety in our work together that you'd like me to know?

Strengths, Supports & Cultural Resources

- What practices, people, or traditions support your healing or resilience?
- What has helped you stay connected to your identity or values through challenging times?
- Are there community spaces or cultural teachings that feel grounding for you?