## Outline

**Privilege, Marginalization, and Intersectionality**

- Discuss privilege, marginalization and intersectionality
- Supervisor/supervisee differences and the impact on the supervision relationship
- Encourage self-awareness and accountability in supervisees
- Increase supervisor self-awareness and development of antiracist supervision
- Tools for assessing barriers to cultural competence

**Broaching Race and Racial Trauma with Supervisees**

- Microaggressions and race-based trauma
- Health ramifications of race-based and secondary traumatic stress
- Racial battle fatigue – causes and stress reactions
- Racial socialization and impact on clinical and supervisory practice
- Ask clients directly about discrimination, racial stress, and racial trauma
- Translate distinct multicultural models into a cohesive approach to intervention
- Therapeutic missteps in incorrectly assessing, conceptualizing, and contextualizing contributors to supervisee worldview
- Clarify importance of intersectionality in supervisors, supervisees, and client case conceptualization
- Understand socio-political context when assessing the presentations of supervisees and their clients
- Understand and utilize the dynamic interaction of difference within supervision and counseling relationships
- Teach supervisees the use of client case conceptualization guide for assessing key diversity-related contributors to client presentation

**Theoretical Model of Cross-Cultural Civility & Intelligence Mindset Development**

- 4-stage theoretical model of cross-cultural civility, intelligence, and competence development
- Racial and cultural identity development
- Cultural humility
- Multicultural & social justice considerations
- Transtheoretical stages of change
- Inter-and-intrapersonal civility mindset development
- The personal and professional processes of being-in-becoming

**Supervisor Ethics and Responsibilities**

- Train future clinicians with best practices in cultural competence
- Eliminate bias in assessment and treatment
- Develop cultural sensitivity through personal value awareness
- Identify supervisor positionality to race and ethnicity

**Case Studies**

- Explore 3 separate case studies featuring supervisees and clients of differing or opposing backgrounds
- Discussion of four supervisor case examples in varying stages of development with discussion on components of personalized professional development plans related to cultural competence
- 2021 interviews with early-career clinicians discussing perspectives on what is needed from a supervisor related to cultural competence

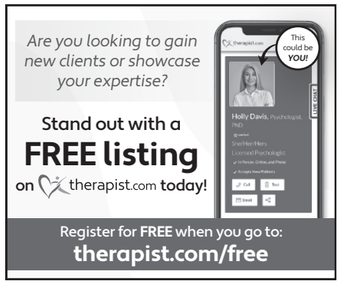
**Live Webinar Schedule**
*(Times listed in Eastern)*

**8:00** Program begins
**11:50-1:00** Lunch Break
**4:00** Program ends

There will be two 15-min breaks (mid-morning & mid-afternoon).
Actual lunch and break start times are at the discretion of the speaker.
A more detailed schedule is available upon request.

## Objectives

1. Analyze the impact of cultural humility and self-and-other awareness on rapport building and intervention success in supervisory relationships.
2. Develop steps for clearly approaching antiracist, culturally-rooted, and trauma-informed case conceptualization in supervision.
3. Apply understanding of worldview and racial identity to ethical supervisee development and clinical case conceptualization.
4. Determine key factors in fostering ethical, culturally humble, and clinically helpful conversations around race and diversity in supervision.
5. Integrate the developmental language and focus needed for personal and supervisee cultural competence assessment and development.
6. Apply professional codes of ethics in the area of multicultural competence and supervision.
7. Utilize case conceptualization guides to enhance intervention effectiveness in multicultural supervision.







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# Culturally Responsive Clinical Supervision

As a supervisor, I struggled with knowing how to teach my supervisees how to be culturally competent.

My students knew all of the multicultural theories and models, but they weren't engaging with clients effectively.

Then I discovered a how to make my supervision method antiracist – by teaching and modeling **key ways to broach the topics of race and racial trauma**… showing supervisees **how to utilize the dynamic interaction of difference** within supervision sessions… and demonstrating **how to integrate multicultural theory into a cohesive intervention approach**.

Join me in my advanced supervision workshop and I'll share this essential information with you. We'll go beyond the basics together, and you'll get:

- Tools for teaching supervisees how to **therapeutically discuss race, culture, power, privilege, oppression, and intersectionality**
- A roadmap for **ethical, culturally-rooted and trauma-informed case conceptualization**
- Guidance for delivering **social justice-drive intervention and advocacy**

Don't miss this opportunity to become a culturally responsive supervisor! Register today!

*Sonja Sutherland, PhD, LPC*

## Target Audience:

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## Meet Your Speaker



**Sonja Sutherland, PhD, LPC,** trains clinicians and supervisors in the development of cross-cultural responsivity. Renowned in the field, she has provided individual, group, and family therapeutic services in many different settings for adolescents and adults for 20 years. Within the last 6 years, Dr. Sutherland has provided training, researched, and published in the areas of racial trauma, cultural competence development, the provision of culturally-responsive clinical intervention and supervision, and social justice advocacy. Dr. Sutherland's primary clinical practice centers on providing clinical supervision services to post-masters clinicians pursuing licensure.

Dr. Sutherland has served as a guest lecturer, trainer, and presenter for various organizations including Kaiser, ESPYR, Telehealth Certification Institute, the Georgia Psychological Association, and many others. Dr. Sutherland is a core faculty member at Walden University as well as the founder and CEO of Legacy Changers Worldwide, an organization dedicated to providing family education and mental and emotional wellness resources. In addition, Dr. Sutherland provides continuing education workshops and supervision for various organizations, as well as being the Chief Diversity Consultant to the President for Richmont Graduate University. She is also a member of the American Counseling Association (ACA), the Association for Multicultural Counseling & Development (AMCD), the Association of Counselor Educators and Supervisors (ACES), and the Licensed Professional Counselor Association of Georgia (LPCA-GA).

Speaker Disclosure:
Financial: Dr. Sonja Sutherland has employment relationships with Walden University, Richmont Graduate University, Legacy Changers Worldwide, and Legacy Professional Development & Training, LLC. She receives a speaking honorarium from PESI, Inc. She has no relevant financial relationships with ineligible organizations.

Non-financial: Dr. Sonja Sutherland is a member of the American Counseling Association, the Association for Counselor Educators and Supervisors, and the Association for Multicultural Development.

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***includes up to 1.0 hours of general ethics instruction and 2.0 hours of cultural competency.**

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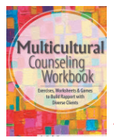
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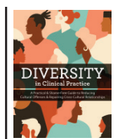
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*Exercises, Worksheets & Games to Build Rapport with Diverse Clients*
Leslie Korn, PhD, MPH, LMHC
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***Diversity in Clinical Practice***
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