

Instructor's Manual

The Convergence of Race, Ethnicity, and Gender: Multiple Identities in Counseling

5th Edition

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Chapter 1

You, The Mental Health Professional, and Diversity in Mental Health Practice

SUMMARY

This chapter emphasized the individual practitioner and their journey to the mental health profession. Population changes and historical policies, including the rise in the numbers of millennials and their racial and ethnic diversity in comparison to older generations, as well as the legality of same-sex marriage in all 50 states. Four themes that are central to this work on diversity in mental health practice were discussed. A case study of an intersexual child ended this first chapter.

IMPORTANT TERMS

Broaching	Intersexuality
Countertransference	Millenials
Discourses	Patriarchy
Empathy	Social Justice
Associate Counseling License	Construction
Social Interpretation	Transference

ESSAY QUESTIONS

1. Which populations would you most like to treat? How will your training program prepare you for this work in terms of concentrations, available curriculum, contractual relations with practicum, and/or internship training sites?
2. What makes broaching difficult for counselors with topics, such as race? What can training programs do to lessen the difficulty of broaching?
3. Give specific examples of dominant discourses that are salient for you. How might these discourses impact you as a therapist?

MULTIPLE CHOICE QUESTIONS

1. Which of the following statements is not true?
 - a) Latinos are an ethnic groups, not a racial group
 - b) Latinos can vary across skin color hue and share the same ethnicity
 - c) Latinos are a racial group, not an ethnic group
 - d) None of the above
2. Millenials were born between:
 - a) 1976 and 1999
 - b) 1965 and 1981
 - c) 1982 and 2000
 - d) 1990 and 2015
3. Which of the following statements about cultural competence is false?
 - a) It is methodical
 - b) It is random
 - c) It protects the public
 - d) It is ethical
4. The following region is most likely to require initial counseling licenses: _____
 - a) the Southeast
 - b) the Midwest
 - c) the West Coast
 - d) the Northeastern
5. Nearly _____ newborns are considered ambiguous enough to be candidates for genital surgery.
 - a) 1 in 5,000–10,000
 - b) 1 in 3,000–6,000
 - c) 1 in 1,000–2,000
 - d) 1 in 2,000–4,000
6. Empathy reflects the following:
 - a) affective dimension
 - b) cognitive dimension
 - c) both cognitive and affective dimensions
 - d) none of the above
7. According to the 2010 census, the white alone population represents:
 - a) 91% of the population
 - b) 82% of the population
 - c) 74% of the population

- d) 63% of the population
8. In 2014, this group became majority-minority for the first time, with 50.2% being part of a minority race or ethnic group:
- a) children under the age of 5
 - b) millennials
 - c) children between 11 and 17
 - d) people who are 50 and over
9. Which mental health professionals are able to receive third-party payment from medicare?
- a) Licensed psychologists
 - b) Licensed professional counselors
 - c) Certified psychotherapists
 - d) None of the above
10. Clinicians are encouraged to do which of the following:
- a) acknowledge where they are in their own cultural and ethnic/racial development
 - b) learn that universalize values (e.g., equal rights for women) supersede dominant values of a specific culture
 - c) minimize their feelings about various sources of difference until clinical supervision
 - d) none of the above

TRUE/FALSE QUESTIONS (Please explain your answers)

1. There is uniformity across states with respect to licensing requirements (e.g., credit hours and path to licensure).
2. As a democracy that values capitalism and gender equality, patriarchy does not exist in the United States.
3. Social justice and cultural competence are related.
4. Once socially constructed, always socially constructed. Give an example to support your answer.
5. Latinos are the largest group of color in the United States.
6. The primary focus on the individual is desired in most of the world's cultures.
7. White students from middle-class and majority white schools and neighborhoods have much to contribute to diversity courses as do students of color.

8. Mental health professionals who seek therapy avoid self-stigma due to their professional understanding of therapy's benefits.
9. Discrimination against the LGBT community no longer exists due to recent legislation on the legality of same-sex marriage in all 50 states.
10. Multiculturally competent counselors and psychologists strive to coexist with similarities and differences without defensiveness or denial.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the disadvantages and advantages of focusing on multiple identities versus only one or two identities in a multicultural counseling class.
2. Divide the class into groups of three to five students and have them identify their identities (e.g., race, ethnicity, culture, gender, sexuality, mental and physical ability, socioeconomic class, age, and religion) that are most salient and least salient to them.
3. Divide the class into groups of three to five students and have them identify the ways each student simultaneously experiences privileged and stigmatized identities.

ANSWER KEY

Multiple Choice: 1C; 2C; 3B; 4B; 5C; 6C; 7D; 8A; 9A; 10A

True/False: 1T; 2F; 3T; 4F; 5T; 6F; 7T; 8F; 9F; 10T

Chapter 2

Multicultural Competencies: Knowledge, Skills, and Attitudes

SUMMARY

There is a 33-year history of multicultural competencies. Three competencies, each encompassing knowledge, attitudes, and skills, are endorsed by the American Counseling Association which include: (1) counselor awareness of own cultural values and biases, (2) counselor awareness of client's worldview, and (3) counselor's use of culturally appropriate intervention strategies. Six guidelines have been articulated by the APA to provide counselors and psychologists with the rationale and needs for addressing multiculturalism and diversity in education, training, research, and practice (APA, 2003). These include the following: (1) psychologists are encouraged to appreciate who they are as culturally influenced cultural beings, (2) psychologists are encouraged to understand the interrelationship between stigma and marginalized identities, (3) psychologists are encouraged to become knowledgeable of different learning models and approaches to teaching multiculturally, (4) psychological researchers are encouraged to realize the relevance of culture among racially and ethnically diverse individuals, (5) psychologists are encouraged to apply culturally appropriate skills in clinical and other applied psychological practices, and (6) psychologists are encouraged to use organizational change processes to support culturally informed organizational policy development and practices.

IMPORTANT TERMS

Attitudes and Beliefs

Knowledge

Skills

Diversity Training

Cultural Competence

Competency Benchmarks

Multicultural Awareness Scale (MCAS)

Multicultural Awareness of Knowledge and Skills Survey (MAKSS)

International Statistical Classification of Diseases and Related Health Problems (ICD)

National Association of Social Workers (NASW)

ESSAY QUESTIONS

1. The maxim "counselor, know thyself!" is still relevant. Can mental health

professionals know themselves (attitudes, beliefs) if they have not sought therapy?

2. What cultural knowledge informs your answer to this question?
3. Many counseling and psychology graduate programs have one course that is diversity-focused. How do the majority of mental health students-in-training and professionals continue to improve their cultural competence beyond school? Explain your answer.
4. Identify one of the three ACA competencies that you perceive to be most challenging to you in your work as a mental health professional? Why?

MULTIPLE CHOICE QUESTIONS

1. Multicultural competencies include:
 - a) client's awareness of counselor's values and bias
 - b) client's awareness of counselor's worldview
 - c) counselor's use of culturally appropriate interventions
 - d) all of the above
2. Counselors who are aware of their own values and biases do the following:
 - a) are able to recognize the limits of their multicultural competency and expertise
 - b) believe that political awareness is just as important as cultural awareness
 - c) are more aware of the influence of their client's cultural backgrounds on psychological processes than they are aware of their own
 - d) all of the above
3. Counselor awareness of client's worldview does not include which of the following:
 - a) counselor awareness of their stereotypes
 - b) ignorance of specific knowledge of a particular group
 - c) knowledge of sociopolitical influences that impact racial and ethnic minorities
 - d) counselors becoming involved with persons of color outside the counseling setting
4. None of the following describe cultural competence except:
 - a) requiring all service delivery to be conducted in English
 - b) respecting clients' religious and spiritual beliefs
 - c) minimizing the role and scope of indigenous helping practices
 - d) having the ability to administer, score, and interpret an array of standardized assessment instruments

5. There are six foundational competencies associated with benchmark competencies. Which is not included?
- a) Scientific knowledge methods
 - b) Relationships
 - c) Substance use standards
 - d) Ethical-legal standards policy
6. In the storytelling example regarding the video, *The Color of Fear*, which of the following concerns did students mention with respect to diversity in mental health practice?
- a) People thinking that I am incompetent
 - b) Afraid that I am racist
 - c) Afraid of not knowing what to say or do
 - d) All of the above
7. According to recent research by Chao, the following is not true:
- a) with high levels of training and low colorblind attitudes among white students, their multicultural competence (MCC) scores were lower than the MCC scores for students of color
 - b) low levels of multicultural competence were associated with high levels of colorblindness
 - c) low levels of multicultural competence were associated with limited multicultural training.
 - d) multicultural training was positively associated with racial/ethnic identity
8. Which of the following may be most difficult for some counselors to discuss with patients due to their own personal experiences?
- a) class
 - b) spirituality
 - c) nationality
 - d) English dominance
9. The following themes are from the multicultural competency checklist except:
- a) majority representation
 - b) curriculum issues
 - c) counseling practice and supervision
 - d) research considerations
10. Multicultural research is BEST defined as:
- a) research conducted on racial and ethnic minorities
 - b) research conducted on sexual minorities
 - c) empirical examination into the experiences of individuals from diverse cultural backgrounds

d) research conducted on the LGBT community and racial minorities

TRUE/FALSE QUESTIONS

1. Multicultural competencies have a 60-year history in the United States.
2. The American Counseling Association recognizes three multicultural competencies.
3. Culturally competent counselors recognize that bilingualism is not an impediment to counseling.
4. Culturally skilled counselors may seek consultation with traditional healers or religious and spiritual leaders when appropriate.
5. The learning organization advocated by Arredondo and Arciniega (2001) is characterized by having just one multicultural or cross-cultural class.
6. The six guidelines suggested by the American Psychological Association are aspirational but unattainable for cultural competence.
7. There is not general consensus regarding what set of program characteristics constitutes a standard for multicultural program competence.
8. Faculty often grapple with how to best teach multicultural counseling and counseling classes.
9. When possible, multicultural research should include people from the cultures being investigated but who are outside of the academy.
10. One of the benefits of multicultural research is that ideally it considers the tremendous homogeneity within a multicultural population.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Replicate the storytelling exercise in the chapter. Divide the class into groups of three to five students and have each student answer the question “Within the context of multicultural counseling, what is most unsettling for you?” Compare your students' responses with those mentioned in the book.
2. As the instructor, share with the class some of your successes and challenges

with teaching multicultural classes.

3. Divide the class into groups of three to five students. Using Ponterotto, Alexander, and Grieger's (1995) multicultural competency checklist, ask students to discuss and assess the multicultural competency of the: (1) department, (2) program, or (3) respective departments and/or programs represented by the students with respect to: (a) minority representation, (b) curriculum issues, (c) counseling practice and supervision, (d) research considerations, (e) student and faculty competency evaluation, and (f) physical environment

ANSWER KEY

Multiple Choice: 1C; 2A; 3B; 4B; 5C; 6D; 7A; 8B; 9A; 10C

True/False: 1F; 2T; 3T; 4T; 5F; 6F; 7T; 8T; 9T; 10F

Chapter 3

Multiple Identities Defined

SUMMARY

Individuals have multiple identities which represent sources of difference. Historically, the focus of multicultural counseling has been on race and gender. To be multiculturally competent, clinicians need to acknowledge the multiple dimensions of identity within each person and across racial and ethnic groups. Individuals can simultaneously hold privileged and stigmatized identities and clinicians need to assess their proximity to discourses that position people within positions of power and/or oppression.

IMPORTANT TERMS

Race	Skin Color Ethnicity Discourses
Gender	Sexuality Body-Size Essentialism
Disability	Nationality Socioeconomic Status Transgender
Religion	Spirituality Multiculturalism Acculturation
Etic/Emic	Assimilation
Androcentrism	Enculturation

ESSAY QUESTIONS

1. Why does it matter how multicultural counseling and psychology is defined? What are the disadvantages of defining multicultural counseling through the singular lens of race and ethnicity?
2. How is multicultural counseling and psychology defined in your professional training program (i.e., exclusive focus on race and culture versus being more inclusive of multiple identities)? Give examples to support your answer.
3. Give specific examples of how you possess both privileged and stigmatized identities. How might these identities impact your role as a therapist?
4. Which identity constructs are most salient for you? Which have less salience?

MULTIPLE CHOICE QUESTIONS

1. From 2000 to 2010, Latinos accounted for 56% of the nation's growth and were majority-minority in the following five states:
 - a) Hawaii, South Carolina, California, New Mexico, and Arizona
 - b) Hawaii, the District of Columbia, California, New Mexico, and Texas
 - c) Utah, Virginia, California, New York, and Arizona
 - d) North Carolina, California, District of Columbia, Texas, and Arizona
2. Dominant American cultural values include all of the following except:
 - a) competition
 - b) individualism
 - c) capitalism
 - d) collectivism
3. Of all people of color, the smallest group is:
 - a) Native Hawaiians/Pacific Islanders
 - b) American Indians/Alaskan Natives
 - c) Asians
 - d) White ethnics
4. The following group is the largest group of color in the United States:
 - a) Non-White Hispanic Americans
 - b) Non-Hispanic White Americans
 - c) White Hispanic Americans
 - d) None of the above
5. According to Arredondo et al. (1992), the dimensions of personal identity include:
 - a) historical events that affect people's present and future lives
 - b) educational background, geographic location, income, marital status
 - c) age, culture, and sex
 - d) none of the above
6. Respect for and sensitivity to the native culture's language and meanings:
 - a) Emic
 - b) Enculturation
 - c) Acculturation
 - d) Etic
7. Which of the following is not one of Berry and Sam's (1997) acculturation strategies?
 - a) Assimilation
 - b) Traditionality
 - c) Marginality

- d) Pan-traditionality
8. Which racial or ethnic group has the lowest poverty rates?
- a) Non-Hispanic White Americans
 - b) Latinos
 - c) Asian Americans
 - d) Arab Americans
9. The second largest religion worldwide is:
- a) catholicism
 - b) secular, agnostic, or atheist
 - c) hinduism
 - d) islam
10. Clinicians are encouraged to do which of the following:
- a) realize that cultural and ethnic/racial development is an ongoing process and will rarely be actualized
 - b) learn to communicate effectively with their clients about the full range of the clients' values
 - c) gauge their feelings about various sources of difference on their own to show proficiency
 - d) all of the above

TRUE/FALSE QUESTIONS

- 1. Characteristics into which people are born are always available to the naked eye.
- 2. Intersexuality need not be a life-threatening condition but will compromise the intrapersonal and interpersonal relationships.
- 3. White Americans have longer life spans than do African Americans and Native Americans
- 4. Millennials, persons who were born between 1982 and 2000, are for the first time, majority-minority. Over 50% (50.2%) are part of a minority race or ethnic group
- 5. People who are pre- and post-transsexuals are all transgendered.
- 6. The primary focus on the individual is not ubiquitous in every culture.
- 7. Most biologists regard race as a social construct.
- 8. The median age of Latinos is similar to that of non-Hispanic white Americans

9. Acculturation is not so much identification as it is internalization.
10. Poverty, tsunamis, and earthquakes are examples of A dimensions given that they are immutable characteristics into which people can be born.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the disadvantages and advantages of focusing on multiple identities compared to one or two identities in a multicultural counseling class.
2. Divide the class into groups of three to five students and have them identify the identities (e.g., race, ethnicity, culture, gender, sexuality, mental and physical ability, socioeconomic class, age, body size, and religion) that are most salient to them.
3. Identify other examples of androcentric terms not mentioned in Chapter 3.

ANSWER KEY

Multiple Choice: 1B; 2D; 3A; 4B; 5C; 6A; 7D; 8A; 9D; 10C

True/False: 1F; 2F; 3T; 4F; 5F; 6T; 7T; 8F; 9T; 10F

Chapter 4

Identities as Status

SUMMARY

Different types of identities (e.g., race, gender, class, sexuality, religion, ability, and disability) carry with them different levels of status that are social constructions. Many of our perceptions are guided by the meaning society has and continues to assign to different identities. Understanding the role that these identities play in the therapeutic process is necessary for effective counseling. One must acknowledge the historical events that have led to racism, colorism, sexism, and other sources of discrimination.

IMPORTANT TERMS

Stigma
White Privilege
Patriarchy
Sexism
Homophobia
Able-bodyism
Class Elitism
Ageism

ESSAY QUESTIONS

1. Explain how the concepts of race, gender, and class are different from racism, sexism, and classism.
2. In what ways are the discourses about race harmful to white people? How would you explain to white people that racism is everyone's problem?
3. What are the major tenets of the model of socially constructed discourses?
4. What are some ways that counselors and psychologists can become aware of their proximity to discourses about race, gender, class, disability, age, class, and sexuality? What can they do if they are unable to do so?

MULTIPLE CHOICE QUESTIONS

1. Close proximity to dominant discourses means:
 - a) believing that luck is responsible for occupational success among people with stigmatized identities
 - b) believing that quotas are responsible for occupational success among people with stigmatized identities
 - c) believing that reverse racism is responsible for occupational success among people with stigmatized identities
 - d) all of the above.

2. Being committed to the process of transformation and social justice means:
 - a) not turning away from historical accuracy
 - b) focusing more on America's similarities and common values than our differences
 - c) realizing that all racial groups have and continue to experience oppression
 - d) all of the above

3. One consequence of racism for European Americans is that:
 - a) limits emotional and intellectual development
 - b) causes individuals to perform violent acts towards racial minorities
 - c) reaffirms the racial superiority of the white race
 - d) none of the above

4. The assumptions of hierarchal socialization patterns are:
 - a) sources of differences between and among people possess rank and value
 - b) characteristics perceived as normal are desired and thought to be desired by all people
 - c) characteristics with less rank are regarded as undesirable and are associated with less social power
 - d) all of the above

5. Which of the following statements about patriarchy is **NOT** accurate?
 - a) Patriarchal beliefs are passed down through gender socialization
 - b) Patriarchy is a ruling ideology where men are prescribed a higher status
 - c) Patriarchy is only harmful to women
 - d) Patriarchy is intertwined with power and privilege

6. Culturally competent mental health professionals are encouraged to support the following regarding people with disabilities:
 - a) they desire to be able-bodied
 - b) their disability does not encompass the totality of who they are but is an aspect of identity

- c) they could choose to be more like able-body people by using a cane or a walker instead of a wheelchair
 - d) none of the above
7. According to the text, middle-class bias refers to:
- a) an emphasis on meritocracy
 - b) adherence to the protestant work ethic
 - c) an emphasis on standard English
 - d) all of the above
8. One consequence of able-bodyism for the able-bodied is:
- a) able-bodyism is psychologically restrictive for the able-bodied
 - b) able-bodied individuals may be attacked for their views
 - c) not being able to access help if they become disabled
 - d) none of the above
9. One consequence of homophobia for heterosexuals is:
- a) exposure to insensitive comments towards the LGBT community
 - b) homophobia can interfere with the formation of cross-sexual friendships
 - c) worry of being perceived as homosexual
 - d) all of the above
10. Which of the following are not considered statused identities?
- a) Sex
 - b) Age
 - c) Human genome
 - d) Socioeconomic class

TRUE/FALSE QUESTIONS

1. Both the terms “race” and “racism” denote mechanisms that are oppressive and discriminatory.
2. Patriarchy benefits certain men and certain women.
3. According to the tenets of sexism, all women are equally disadvantaged compared to men.
4. People with disabilities, across race and gender, have a long history of being discriminated against.
5. At any time, able-bodied people can and probably will experience disabilities if they live long enough.

6. Culturally competent counselors are immune from having beliefs that are racist and/or sexist.
7. Ageism can include discrimination toward teenagers and young professionals.
8. Sexism is an institutionalized system of inequity based on biological sex.
9. The United States has the reputation for venerating and respecting elders.
10. The male gender role often results in men being restricted in their emotional expressiveness and promotes a restricted range of behaviors available and acceptable to them.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss whether or not it is appropriate to rank or compare different types of oppression (e.g., sexism, racism, and classism). What are some implications of doing so?
2. Discuss why racism, sexism, and homophobia are interlocking systems of oppression.
3. Discuss how different levels of identity salience may lead to miscommunication or misunderstanding.
4. Discuss what would happen if a counselor refuses to come to terms with a bias that they may have toward a specific stigmatized group (e.g., Islamophobia). What are the ethical obligations involved in such an issue? What are the consequences of ignoring such biases?

ANSWER KEY

Multiple Choice: 1D; 2A; 3A; 4D; 5C; 6B; 7D; 8A; 9B; 10C

True/False: 1F; 2T; 3F; 4T; 5T; 6F; 7T; 8T; 9F; 10T

Chapter 5

People of Native American and Alaskan Native Descent

SUMMARY

The Native Americans and Alaskan Natives have had a turbulent history in the United States given the policies put in place to displace, subjugate, and eradicate their cultures. Today Native Americans are a heterogeneous group with 252 tribal languages and 565 federally recognized tribes. Native Americans are a collectivist culture where the welfare of the group is emphasized over the individual. There are various stages of acculturation among Native Americans and Alaskan Natives (e.g., traditional and bicultural). Cultural competence among mental health professionals reflects an understanding of the unique history and cultural values among Native Americans and Alaskan Natives.

IMPORTANT TERMS

Native American Trail of Tears

American Indian

Alaskan Native

Bering Land Bridge

1830 Indian Removal Act

The Merriam Report

Acculturation

Assimilation

Pan Traditional

Gone White

Bureau of Indian Affairs

ESSAY QUESTIONS

1. How do you think a Native American client might react to a counselor who does not know much about Native American culture or history?
2. What were some policies put in place by the U.S. government that may contribute to the mistrust that Native Americans have of mainstream American culture?
3. Identify and discuss five levels of acculturation discussed in chapter 5.
4. How might a Native American respect for and coexistence with helpful animal spirits create conflict in the therapeutic encounter for mental health professionals who have little knowledge of co-existing with animal spirit? What could be done to reduce any conflict?

MULTIPLE CHOICE QUESTIONS

1. The Indian Removal Act of 1830 was intended to:
 - a) send Native Americans to India to their origins
 - b) send first Americans to internment camps in Washington
 - c) relocate Native people west of the Mississippi river
 - d) all the above
2. The 1934 Indian Reorganization Act was designed to:
 - a) end restrictions against native religions
 - b) relocate Indians west of the Mississippi river
 - c) reorganize the structure of the Indian tribe
 - d) none of the above
3. Which contribution to western culture is from Native Americans?
 - a) Refrigerator
 - b) Light bulb
 - c) Traffic light
 - d) First farmers of American soil
4. Which of the following are traditional cultural values held by Native Americans?
 - a) Balance
 - b) Harmony
 - c) Spirituality
 - d) All of the above
5. The Traditional acculturation strategy refers to:
 - a) a person who may or may not speak English and holds traditional Native values above dominant American cultural values
 - b) an assimilated person who constantly seeks to return to old ways
 - c) someone who does not identify with Native or mainstream culture
 - d) none of the above
6. The bicultural acculturation strategy refers to:
 - a) an assimilated person who constantly seeks to return to old ways
 - b) someone who does not identify with Native or mainstream culture
 - c) someone who knows and practices both mainstream and traditional native values
 - d) none of the above
7. The Pantraditional acculturation strategy refers to:
 - a) a person who may or may not speak English and holds traditional Native values
 - b) an assimilated person who constantly seeks to return to old ways

- c) someone who does not identify with Native or mainstream culture
 - d) all of the above
8. Which of the following was **not** a cultural value among Native Americans?
- a) Selflessness
 - b) Tradition
 - c) Self-focus
 - d) Respect of animal spirits
9. Which of the following is true about Native Americans?
- a) Their high school graduation rates are higher than Asian Indians
 - b) Most Native people live in Arizona, Oklahoma, and California
 - c) Over 50% of Native people have access to preventative health care
 - d) All of the above
10. The Indian Religious Freedom act passed in 1978 refers to:
- a) the freedom of Native Americans to practice their traditional rituals
 - b) the freedom of the federal government to thwart any rituals that harm citizens
 - c) a request, by Native Americans, for a permit before they engage in traditional activities
 - d) none of the Above

TRUE/FALSE QUESTIONS

1. Andrew Jackson considered the Indian Removal Act of 1830 to be a benevolent gesture since the federal government was paying for the removal.
2. In the 1970s, many white (non-Native) Americans found themselves arrested for possessing sacred objects, such as eagle feathers.
3. According to Robinson-Wood, Native Americans are a homogenous group.
4. There are nearly 80,000 Alaskan Native tribal members that comprise the 229 Alaska region jurisdiction.
5. The poverty rate for Native Americans is higher than that for any other group.
6. According to the text, rates of diabetes among Native Americans is lower than for white Americans.
7. Many Native Americans believe in a supreme creator who is male and female.

8. The majority of the Native and Alaska native alone-or-in combination population live inside of American Indian and Alaska Native areas.
9. Compared to mainstream American culture, Native Americans are more likely to respect their elders.
10. Native women are much less likely to be killed by an intimate partner than Latinos and whites and have twice the incidence of rape.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Ask students to list all of the elements of Native American culture that they know about. Discuss which elements are accurate and which are stereotypes.
2. Discuss the implications of the Indian mascots that are used for professional and college teams across the country. Why would many Native American's find these mascots offensive? Are there any positive aspects of having such mascots?
3. Why are Native women particularly vulnerable to intimate partner violence? What do mental health professionals need to know to intervene competently?

ANSWER KEY

Multiple Choice: 1C; 2A; 3D; 4D; 5A; 6C; 7B; 8C; 9B; 10A

True/False: 1T; 2F; 3F; 4T; 5T; 6F; 7T; 8F; 9T; 10F

Chapter 6

People of Spanish and Latin Descent

SUMMARY

Latinos are an ethnic group with a range of phenotypical characteristics due to the racial diversity among Latinos. Hispanic or Latino is a person of Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture regardless of race. There is a tremendous amount of diversity among Latinos. Differences exist across geography, country of origin, race, class, traditions, and acculturation. Latino cultures tend to value cooperation, collectivism, and family. The church and faith play a crucial role and shape core beliefs in Latino culture.

IMPORTANT TERMS

La raza	Familismo
Las castas	Personalismo
Peninsulares	Respeto
Criollos	Ogullo
Mestizos	Machismo
Mulatos	Marianismo
Zambos	Acculturation Stress
Indios	Carino
Negros	Mestizaje

ESSAY QUESTIONS

1. Describe the different ways that Latinos are racially, geographically, and demographically diverse. What are the implications of this diversity for multicultural counseling?
2. Explain the differences in educational attainment between Mexicans Americans and Cubans. How might level of acculturation, class, and skin color impact outcomes?
3. List some of the common cultural values among Latinos. How would these values impact counseling?
4. Explain how elements of various religious traditions might be used to enhance therapy.

MULTIPLE CHOICE QUESTIONS

1. The countries of South America include all of the following except:
 - a) Brazil
 - b) Belize
 - c) Chile
 - d) Peru
2. Mexican Americans represent what percentage of Latinos?
 - a) 50%
 - b) 64%
 - c) 75%
 - d) 85%
3. Almost half of all Latinos live in which two states?
 - a) Texas and Arizona
 - b) Florida and Texas
 - c) New York and Florida
 - d) California and Texas
4. The largest percentage of growth of Latinos between the 2000 and 2010 Census was in the state of:
 - a) Texas
 - b) South Carolina
 - c) Florida
 - d) North Carolina
5. Which Latino group has the highest rate of divorce?
 - a) Cubans
 - b) Mexicans
 - c) Puerto Ricans
 - d) Dominicans
6. Which Latino group has the highest college attainment rate?
 - a) Dominicans
 - b) Puerto Ricans
 - c) Mexicans
 - d) Cubans
7. You know the following about a person you have never seen who says she is Cuban American:
 - a) skin color
 - b) race
 - c) ethnicity

d) class

8. Discourses about Latinos include all of the following except:

- a) Latinos are brown
- b) Latinos are hard working
- c) Latinos speak with an accent
- d) Latinos are foreign born

9. All of the following are common cultural values among Latinos except:

- a) Familismo
- b) Individualism
- c) Machismo
- d) Personalismo

10. An expression of distress that is commonly linked to Latinos is:

- a) Ataques de nervios (attack of the nerves)
- b) Post traumatic stress disorder
- c) Generalized anxiety disorder
- d) "Falling out"

TRUE/FALSE QUESTIONS

1. Latinos can be of any race and represent many different skin colors.
2. Most Latinos in the United States speak very little English.
3. Mexican Americans represent the largest group of Latinos in the United States.
4. The number of Latino college students is shrinking yet acculturative stress and psychological distress are well-studied topics.
5. Native-born Latinas have a higher fertility rate than foreign-born Latinas.
6. People who are born in Puerto Rico are U.S. citizens.
7. Latinos tend to have larger household sizes than the general population.
8. Among most Latinos, cooperation and competition are equally stressed.
9. Although a variety of skin color hues exists among Latinos, inequitable treatment because of skin color (i.e., colorism) does not exist due to the concept of metizaje.

10. Latino cultures tend to stress loyalty to family, relationships, and deference to elders.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Divide the class into groups of three to five students. Assign a specific ethnic
2. Latino group, and ask each group to do a brief presentation on that group.
3. Bring a large map to class and discuss the geographic diversity of Latino groups.
4. Highlight the similarities and differences of groups based on geography.
5. Divide the class into groups of three to five students. Instruct each group to name as many famous Latinos as they can. Discuss how easy or difficult this exercise is and the contributing factors.

ANSWER KEY

Multiple Choice: 1B; 2B; 3D; 4B; 5A; 6D; 7C; 8B; 9B; 10A

True/False: 1T; 2F; 3T; 4F; 5F; 6T; 7T; 8F; 9F; 10T

Chapter 7

People of African Descent

SUMMARY

There are 38.9 million African Americans in the United States. People of African descent come from diverse cultures, including Africa, Haiti, Dominican Republic, Jamaica, central Europe, North, and South America. As the second largest group of color in the United States, there is a considerable diversity among people of African descent and includes country of origin, language, ethnicity, class, education, acculturation level, point of entry into America, and religious orientation. The majority of Black people in the United States are descendants of African slaves. The first African indentured servants reached North America in 1619; however, Africans were in North America prior to this time. A history of resistance and revolt characterized African slaves reaction to enslavement. With respect to traditional values among people of African descent, included are oral traditions, spirituality faith, unity, and creativity.

IMPORTANT TERMS

Resistance
Middle passage
Hush Harbors
Juneteenth
Jim Crow/De jure segregation
Africentric
The Black Church
Consubstantiation
Nguzo Saba

ESSAY QUESTIONS

1. Describe the cultural diversity that exists among people of African descent. What are the implications of this diversity for unity as a traditional value?
2. Discuss the significance of the majority of people of African descent being descendants of African slaves. Is there a relationship between this history and current-day realities for people of African descent?
3. How might the history of psychology and the treatment of black people impact

the utilization of counseling in the twenty-first century among some black people.

4. Discuss the importance among some African Americans to trace their African ancestry before slavery.

MULTIPLE CHOICE QUESTIONS

1. Between 500 and 1600 AD, the West African empires consisted all of the following except:

- a) Ghana
- b) Mali
- c) Tanzania
- d) Songhai

2. The African slave trade to the colonies, Europe, and the Caribbean operated for:

- a) 125 years
- b) 250 years
- c) 400 years
- d) 650 years

3. Which of the following group did not participate in the African slave trade?

- a) Portuguese
- b) Dutch
- c) Poland
- d) British

4. It is estimated that as many as _____ people perished at port, at sea, or upon arrival during the slave trade.

- a) 2 million
- b) 4 million
- c) 6 million
- d) 8 million

5. Slavery became illegal with the passage of the:

- a) 15th amendment
- b) 13th amendment
- c) 12th amendment
- d) 11th amendment

6. The majority of Blacks in America reside in the:

- a) Gulf Region
- b) South
- c) Southwest

d) West

7. African Americans are less than ____ of the U.S. population yet represent ____ of the incarcerated population.

- a) 11%, over 20%
- b) 12%, over 30%
- c) 14%, over 40%
- d) 14%, over 70%

8. Research has shown that skin color hue affects all of the following except:

- a) income
- b) intelligence
- c) educational attainment
- d) perceptions of success

9. All of the following are common cultural values among people of African descent EXCEPT:

- a) extended family
- b) respect for elders
- c) fluid time orientation
- d) individualism

10. The Nguzo Saba consists of the following classical African values except:

- a) Umoja
- b) Kujichagalia
- c) Ujaama
- d) Kumnia

TRUE/FALSE QUESTIONS

1. People of African descent were among the first people to use tools, paint pictures, and worship gods.
2. The first African arrived in North America in 1619.
3. Africans played a role in capturing other Africans for sale to White slave traders.
4. June 19th, or Juneteenth, is celebrated as the day slavery was outlawed in Texas.
5. There are as fewer African American males than there are African American females throughout all age groups.
6. With more out marriage occurring, Black women are just as likely as black men

- to marry outside of their race.
7. Portugal was the first country to land a cargo of slaves in the Western hemisphere.
 8. About 36% of foreign-born Blacks come from Latin America, and 64% come from Africa.
 9. In 2013, nearly 7% of blacks did not have health insurance
 10. Values common among many Blacks in America include the extended family but exclude those who are not blood relatives.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the relevance of millennial black parents' engagement in racial socialization. Might it be different from parents who are older? Is racial socialization still relevant for black parents?
2. Divide the class into groups of three to five students and ask them to discuss their friendships with people of African descent. Ask students to share their thoughts regarding the presence or absence of people of African descent.
3. Divide the class into groups of three to five students. Instruct each group to name as many famous African Americans as they can. Have the groups categorize the names mentioned based on profession. Are there certain themes or trends (i.e., are the names disproportionately athletes and celebrities)? What are similarities and differences across group's lists.

ANSWER KEY

Multiple Choice: 1C; 2C; 3C; 4A; 5B; 6A; 7C; 8B; 9D; 10D

True/False: 1T; 2F; 3T; 4T; 5T; 6F; 7T; 8F; 9F; 10F

Chapter 8

People of Asian Descent, Native Hawaiians, and Pacific Islanders

SUMMARY

Asian Americans and Pacific Islanders are a diverse group. There is great variability in nationality, language, immigration status, educational and occupational levels, and income. The earliest Asian group to arrive in the United States was the Chinese and the most recent immigrant group are the Vietnamese. Today, there are approximately 17.3 million Asians (single race and two or more races combined) living in the United States. One issue that counselors must be aware of is the model minority myth for Asians as it obscures the hardships that this group may be facing. Counselors must take into account the diversity among Asian groups in the therapeutic relationship. Among the most important issues to consider is acculturation level.

IMPORTANT TERMS

Asians
Native Hawaiians
Pacific Islanders
Linguistic Isolation
Acculturation
Cultural maintenance
Contact and participation
Assimilation
Separation
Segregation
Integration
Marginalization

ESSAY QUESTIONS

1. What are some of the historical and cultural differences between Asian Americans and Pacific Islanders?
2. What is the model minority myth? How can it contribute to more hardships for Asian Americans?
3. Name and explain the levels of acculturation for Asian Americans.

4. In terms of knowledge, what do counselors need to be aware of before working with Asian American clients?

MULTIPLE CHOICE QUESTIONS

1. The Asian group with the second longest history in the United States is:
 - a) Chinese
 - b) Japanese
 - c) South Asians
 - d) Koreans

2. Which group immigrated to the United States to work on the transcontinental railroads?
 - a) Vietnamese
 - b) Koreans
 - c) Chinese
 - d) None of the above

3. In 1860, it is estimated that more than ____ of Chinese women were prostitutes.
 - a) 95%
 - b) 25%
 - c) 40%
 - d) 80%

4. Which of the following are cultural values held by Asian Americans?
 - a) Thrift
 - b) Emotional self-control
 - c) Obedience to authority
 - d) All of the above

5. The Model Minority Myth refers to:
 - a) Asian's educational levels, occupational success, and high marriage rates reflect a narrative worthy of emulation
 - b) phenotypical features allow Asians to more easily enter the modeling industry
 - c) Asians not facing difficulties that other groups of color experience
 - d) the end to poverty and linguistic isolation among newly arrived Asians

6. Cultural maintenance refers to:
 - a) persons who do not wish to maintain their cultural identity
 - b) characteristics that are considered important and for which people should strive
 - c) maintenance of cultural integrity while seeking to participate in the larger multicultural society

d) none of the above

7. Segregation refers to:

- a) dominant society's stance with respect to the non-dominant group.
- b) persons who do not wish to maintain their cultural identity
- c) characteristics that are considered important and for which people should strive
- d) all of the above

8. Research suggests that some groups of Asians may have higher rates of the following compared with the general population:

- a) fetal alcohol syndrome
- b) diabetes
- c) headaches
- d) hypertension

9. Integration refers to:

- a) maintenance of one's native cultural integrity while seeking to participate in the larger dominant society
- b) characteristics that are considered important and for which people should strive
- c) persons who do not wish to maintain their cultural identity
- d) none of the above

10. Which of the following is not true about Asian Americans?

- a) Arranged marriages are practiced.
- b) Under 28% have bachelor degrees
- c) Chinese are the largest Asian subgroup in the United States
- d) None of the above

TRUE/FALSE QUESTIONS

1. Southeast Asia represents the Asian subcontinent north of China and west of India.
2. Asian Americans rarely experience discrimination in the workplace.
3. Similar to blacks and Latinos, Pacific Islanders are more likely to live with their grandchildren.
4. California is the state with the largest number of Asian Americans.
5. The Protestant work ethic explains the differential treatment that Chinese

railroad workers experienced in comparison to Irish railroad workers in the United States during the nineteenth century.

6. Nearly half of Asians are employed in management or professional occupations.
7. The poverty rate for Asians is higher than the rate for the nation at large.
8. The poverty rate for Pacific Islanders is similar to the rate for Asian Americans.
9. Asians have ancestral linkage to the first Americans, Native Americans
10. The internment of Japanese during World War II included American-born Japanese.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Ask students to list the elements of Asian American culture about which they are familiar. Discuss which elements may reflect dominant discourses about Asians.
2. Discuss the implications of the model minority myth. How might this myth be harmful to Asians and other groups of color?
3. Discuss what could happen if a counselor does not understand family–child relationships among many traditional Asian families. What are the cultural competencies involved in awareness and respect of values very different from the counselor's own?

ANSWER KEY

Multiple Choice: 1B; 2C; 3D; 4D; 5A; 6B; 7A; 8C; 9A; 10B

True/False: 1F; 2F; 3T; 4T; 5F; 6T; 7F; 8F; 9T; 10T

Chapter 9

People of the Middle East and Arab Americans

SUMMARY

The world is witness to the plight of Syrian refugees fleeing an uninhabitable country due to terrorism and seeking entry throughout the world, including the United States. Arab Americans remain one of the most understudied ethnic groups in the United States. The majority of Arab Americans are Christian (77%). Fewer are Muslim (23%) although the Muslim population is increasing. Some cultural characteristics of Arab Americans include: patriarchy, restrained and formal communication style, collectivism, obedience to authority, hospitality, and respect for elders.

IMPORTANT TERMS

Arab Americans
Arab League of Nations
Islam
Allah
The Middle East
Muslim
Sharia Law
Pillars of Islam
Sunnī
Shītes
Sufis

ESSAY QUESTIONS

1. How might the diagnosis of depression be different for Arab Americans than for a white American?
2. What are the main religions that Arab Americans practice? Which religion is most prevalent in the United States?
3. What are some features of the Arab American family structure that therapists should understand before engaging in the therapeutic relationship?
4. In terms of the ability to implement culturally relevant interventions, what do counselors need to be aware of before working with Arab American clients?

MULTIPLE CHOICE QUESTIONS

1. Which of the following countries is **not** considered an Arab country?
 - a) Egypt
 - b) Nigeria
 - c) Syria
 - d) Morocco
2. The term Arab refers to:
 - a) the Semitic people of the Arabian peninsula
 - b) countries whose primary language is Arabic
 - c) a cultural and linguistic group
 - d) all of the above
3. The official language of Iran is:
 - a) Farsi
 - b) Arabic
 - c) English
 - d) Iranian
4. The largest Christian denomination in the Middle East is:
 - a) Coptic Orthodox
 - b) Catholic
 - c) Protestant
 - d) Baptist
5. The city in the United States with the largest concentration of Arab Americans is:
 - a) San Francisco
 - b) Raleigh
 - c) Detroit
 - d) Indianapolis
6. The largest Arab American ethnic group is:
 - a) Egyptian
 - b) Iraqi
 - c) Lebanese
 - d) None of the above
7. Which Arab American group has the hardest time assimilating to U.S. culture?
 - a) Muslim Arabs
 - b) Christian Arabs
 - c) Agnostic Arabs
 - d) All of the above

8. Which of the following was **not** a cultural value among Arab Americans?
- a) Modesty
 - b) Individualism
 - c) Hospitality
 - d) All of the above
9. Which of the following may be a challenge for a counselor in a therapeutic relationship with a traditional Arab American?
- a) Arab American's mistrust of outsiders
 - b) Hierarchical communication patterns on the basis of age and gender
 - c) Belief that one should not speak ill of their family to strangers
 - d) All the above
10. Which of the following is a Pillar of Islam?
- a) Prayer five times a day
 - b) Holy communion on the Sabbath
 - c) Wearing of the hijab
 - d) None of the Above

TRUE/FALSE QUESTIONS

1. The majority of Arab Americans are Muslim.
2. There are three main sects of Islam, Sunnis, Shiites, and Sufis.
3. The term *Palestinian* refers to people whose ancestors originated in Palestine following the establishment of the State of Israel in 1948.
4. The country with the largest concentration of Muslims is in the Middle East.
5. Arab Americans are among the most educated group in the United States.
6. According to the 2010 census, there are nearly 5 million Arab Americans in the United States.
7. Islam means "submission to the will of God."
8. Eastern Asia includes many countries discussed within the context of the Middle East, including Armenia, Iraq, Israel, Jordan, Kuwait, and the United Arab Emirates.
9. It is estimated that there are 5 to 7 million Muslims in China.

10. Arab Americans can best be described as valuing collectivism.

DISCUSSION TOPICS AND CLASS EXERCISES

- 1.** Ask students to list the discourses associated with Arab Americans and with people from the Middle East. What are some of the consequences of discourses on the psychological health of Arab Americans?
- 2.** Discuss the implications of imposing an ethnocentric lens onto traditional Muslim women.
- 3.** Ask students to consider their readiness for work with Muslim Arab Americans who espouse traditional values (e.g., the five pillars, womens' wearing of the hijab, and observing Ramadan).

ANSWER KEY

Multiple Choice: 1B; 2D; 3A; 4A; 5C; 6C; 7A; 8B; 9D; 10A

True/False: 1F; 2T; 3; 4F; 5T; 6F; 7T; 8F; 9F; 10T

Chapter 10

People of European/Caucasian Descent

SUMMARY

There is tremendous heterogeneity among white people with respect to ethnicity, skin cue, and nationality. According to the U.S. Census, White refers to a person having origins in any of the original people of Europe, the Middle East, or North Africa. Increasingly, the study of whiteness studies has grown in large part due to the shifting constructions of race and whiteness amid demographic projections that racial minorities will be the majority within three or four decades. Increases in the number of people who report two or more races, between the 2000 and the 2010 Census along with more than half of Latinos identifying as white contribute to the fluidity of race discourse. That said, the topic of white privilege, colorblindness, and racism is hard to have but nonetheless necessary.

IMPORTANT TERMS

White
White in combination with one or more other races
The Confederacy
NINA
Nativism
Colorblindness
White Privilege
Racial literacy
Whiteness
White Racial Identity Development Model (WRID)

ESSAY QUESTIONS

1. Why might people who identity as white-alone live in different parts of the United States compared to white people in combination with one or more other races?
2. What are some features of the dominant U. S. culture that therapists should understand before engaging in a therapeutic relationship with anyone?
3. Which of Helms' statuses in the WRID model, contact or reintegration, might be most challenging for a patient of color to encounter? Please discuss your responses as a small group and then collectively with the class.

MULTIPLE CHOICE QUESTIONS

1. The push factors associated with Irish immigration to the United States included:
 - a) terrorism
 - b) civil war
 - c) floods
 - d) none of the above
2. During European immigration to the United States, NINA meant:
 - a) no Indians allowed
 - b) non-Indians/Negroes accepted
 - c) no Irish Need apply
 - d) none of the above
3. According to your text, white students often respond to the meaning of being white as indicated below, except for one of the following:
 - a) being an individual
 - b) having choices
 - c) not being different
 - d) regarded as special
4. According to the 2010 U. S. Census, the white population totals _____.
 - a) 67%
 - b) 49%
 - c) 75%
 - d) 81%
5. The history of Europe in the Americas is a long one with power at the center as battles rages for all of the following except:
 - a) gold and ore
 - b) sugar and cotton
 - c) people and fur
 - d) tobacco and land
6. Which one of the following statement is true?
 - a) From 150,000 to 200,000 years ago, modern humans in Europe first arose.
 - b) Scientists suggest that migration out of Asia began about 150,000 to 160,000 years ago.
 - c) Scientists suggest that migration out of Africa began about 60,000 to 70,000 years ago.

- d) From 60, 000 to 70,000 years ago, modern humans in Africa first arose
7. The following language is spoken much less in the United States among people who the U.S. Census defines as white:
- a) Russian
 - b) Persian
 - c) Italian
 - d) None of the above
8. White women in interracial families who have racial literacy skills that were different from white women without racial literacy skills did not include:
- a) relationships with black women
 - b) racial composition of friendship networks
 - c) racial consciousness of racially literate white people
 - d) immersion in multicultural communities as children
9. Which U.S. immigrant group during the nineteenth century?
- a) Germans
 - b) Irish
 - c) Lebanese
 - d) Syrians
10. Which of the following is **not** a dominant cultural value among white Americans?
- a) Modesty
 - b) Individualism
 - c) Gender equality
 - d) None of the above

TRUE/FALSE QUESTIONS

1. The majority of white people in the United States have German and Irish ethnicities.
2. The majority of the growth in the white population was due to the growth among non-Hispanic whites.
3. Racial status and racial identity development are dissimilar concepts:
4. Among non-Hispanic whites who reported more than one race in the 2010 Census, top combinations were white men and Asian women.
5. Brown-skinned and Muslim Egyptian and Moroccan immigrants are defined as white, according to the U. S. census.

6. Texas joined the confederacy at the same time that South Carolina joined.
7. In addition to the United States, there were several countries that accommodated a German request for immigration.
8. Similar to black people, white people in combination with one or more other races are most likely live in the south.
9. The Irish were often referred to as “Jews turned inside out”
10. Hispanic whites are projected to become a minority of the population by 2050

DISCUSSION TOPICS AND CLASS EXERCISES

1. Ask students to discuss Jacobsen's statement, "Caucasians are created and not born."
2. Discuss how the U. S. Census definition of North Africans as white and that more than half of Latinos defined themselves as white during the 2010 Census influences the meaning of whiteness.
3. Discuss if the meaning of whiteness is altered in the absence of white skin.
4. What are the challenges for mental health professionals working with colleagues or supervisors who are best characterized by the reintegration status?

ANSWER KEY

Multiple Choice: 1B; 2C; 3D; 4C; 5C; 6B; 7C; 8A; 9A; 10A

True/False: 1T 2F; 3T; 4F; 5T; 6F; 7F; 8F; 9F; 10F

Chapter 11

People of Jewish Descent

SUMMARY

There is tremendous diversity among Jewish people, and yet according to Robinson (2000), Judaism is a belief system based on certain key ideas: there is one God who created the world ex nihilo; God is omnipotent, omniscient, omnipresent; God is just and merciful; God made a covenant with Jews, choosing them to be “a light unto the nations” (p. 492). Non-Jews are encouraged to be familiar with the Holidays (e.g., Yom Kippur—the Sabbath of Sabbaths/Day of Atonement) in terms of planning the calendar and excusing absences from school and work as needed for Study: “A Jewish Woman’s Multiple Religious and Racial Identities.”) observances. Jews vary by religion, movement, and generation. There are also ethnic and racial differences among Jewish people; therefore, they are not a monolith or cannot be spotted according to “looking Jewish or not appearing Jewish.” Culturally competent professionals understand the history of anti-Semitism and climates where derisive attitudes and behaviors toward Jewish people continue to exist.

IMPORTANT TERMS

Moses	Mitzvot
Torah	Krisellnact
Ashkenazi	Shoah
Sephardic	Mekhitza
Mizrachi	Pittsburgh Platform
Orthodoxy	Bat Mitzva
Reform	Bar Mitzva
Conservatism	
Reconstructionism	

ESSAY QUESTIONS

1. What explains higher rates of household income among Jewish Americans compared to the general U.S. population?
2. What is the model minority myth? How can it contribute to more hardships for Jewish Americans or tensions between Jewish Americans and other groups of color?
3. Discuss micro-aggressions that Jewish Americans experience. What are the implications of these for psychological well-being?

4. In terms of knowledge, what do counselors need to be aware of before working with Jewish American clients?

MULTIPLE CHOICE QUESTIONS

1. In terms of historical timeline, the second movement in Judaism was:
 - a) conservative judaism
 - b) orthodoxy
 - c) reconstructionism
 - d) reform judaism
2. This group of Jews were the first to immigrate to the new world?
 - a) Mizrachi
 - b) Sephardic
 - c) Ashkenazi
 - d) Beta Israel of Ethiopia
3. Which one of the following statement is true?
 - a) The foundation of Judaism for 3000 years was that God gave Moses a revelation on Mt. Sinai
 - b) All Jewish men believe they are blessed since God did not make them women
 - c) That all Jewish women believe they are blessed by God to have a Bat Mitvah
 - d) None of the above
4. Which one of the following statement is not true?
 - a) President Roosevelt condemned the activities of Kristellnacht
 - b) President Roosevelt was reluctant to relax immigrant policy that would allow German Jews to immigrate to America in an effort to flee Nazism violence
 - c) President Roosevelt did not condemned the activities of Kristellnacht
 - d) President relaxed immigrant policy and allowed German Jews to immigrate to America in an effort to flee Nazism violence
5. It is estimated that the following percentage represents the Jews in America who are identify as both secular or cultural:
 - a) 1%
 - b) 5%
 - c) 2.2%
 - d) 7%%
6. Which of the following are cultural values held by Jewish Americans?
 - a) Klal Yisrae
 - b) Humor
 - c) Simple burial

- d) All of the above
7. The Model Minority Myth refers to Jewish Americans as follows:
- a) high levels of religious belief
 - b) high intra-Jewish marriage rates
 - c) not facing racial profiling as do Latinos and black people
 - d) none of the above
8. According to your text, Jews were murdered by the Nazi's due to the following:
- a) they had at least one grandparent who was a Jew
 - b) they had parents who were religious Jews
 - c) they would not convert to Christianity
 - d) their belief in Judaism.
9. A number of genetic diseases exist for which persons of Jewish heritage (at least one grandparent) are more likely to be carriers of than the general population. Carriers are:
- a) healthy individuals affected by the disease for which they carry.
 - b) healthy individuals unaffected by the disease for which they carry.
 - c) individuals who are symptomatic from the genetic disease they carry.
 - d) none of the above.
10. Which one of the following statement is not true?
- a) Liberal services are not “religious” enough or “Jewish” enough for traditional Jews
 - b) Traditional services are too long, too conservative, or incomprehensible to liberal Jews because they are primarily, if not exclusively, in Hebrew
 - c) Some Orthodox Jews will attend liberal services despite the mixed seating arrangements
 - d) Some Orthodox Jews will not attend liberal services because the liberal prayer book cuts many required prayers

TRUE/FALSE QUESTIONS

1. Mizrahi Jews are descendents of Jews from Spain.
2. Jewish Americans rarely experience discrimination in the workplace.
3. The importance of caring about Israel is similar between Jews of no religion and Jews of religion.
4. It is estimated that nearly one in three Ashkenazi Jews in the United States is a carrier of at least 1 of 38 Jewish genetic diseases.

5. Some Jewish communities in Africa date back more than 2600 years and are among the oldest.
6. Orthodox Jews seek to follow Mitzvoh including the dietary laws, honoring the Sabbath, and gender separation during services.
7. The original basic tenets of American Conservatism Judaism were set down in the Pittsburgh Platform.
8. The first wave of Jews to the colonies during the 17th century were Sephardic Jews who arrived from Brazil.
9. Although Orthodox Jews believe that the Torah was written by God, Reform Judaism does not believe that the Torah was written by God.
10. Unlike black Americans, the majority of Jewish Americans are most likely to live in the northeast.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Because Jews vary by ethnicity, race, religion, movement, and generation, discuss the role of racial profiling and racism among some Jews as well as the place of white privilege among other Jews.
2. Ask students to list the elements of Jewish culture about which they are familiar. Discuss which elements reflect dominant discourses about Jews.
3. Why are Jewish millennials so different religiously and with respect to the importance of Israel compared to their elders?
4. What is the appeal to Jewish college students of rabbis who are Reconstructionists on college campuses?

ANSWER KEY

Multiple Choice: 1D; 2B; 3A; 4B; 5C; 6D; 7D; 8A; 9B; 10C

True/False: 1F; 2F; 3F; 4F; 5T; 6T; 7F; 8T; 9T; 10T

Chapter 12

Converging Race

SUMMARY

Scholars have provided overwhelming evidence to the non-scientific nature of race as a biological construct and have concluded that race functions primarily as a social construct. Humans originated in Africa. Through migration and adaptation, diversity in phenotypic characteristics emerged (e.g., skin tone, eye color, hair texture, etc.). Racial identity theory assumes that individuals at initial levels of development have the potential to change and develop over time with respect to their personal awareness of race as well as their understanding of race in the lives of other people. Several models of racial identity exist. This chapter examines the shifting nature of the dialogue of race, and in doing so considers population and genetic science, micro-aggressions, the social construct of race, intersections of race with ethnicity, with Cross' Nigrescence Model for African Americans being the most widely used.

IMPORTANT TERMS

Social construction
Race labeling
Ardipithecus Group
Australopithecus Group
Paranthropus Group
Homo Group
Race
Racial identity
Ethnicity
Ethnic identity
Micro-aggressions
Nigrescence

ESSAY QUESTIONS

1. Compare and contrast the concepts of race and ethnicity.
2. Why was it important to develop a racial identity model for Whites?
3. To what extent would the therapeutic relationship be impacted by the racial identity development of both the therapist and the client?

MULTIPLE CHOICE QUESTIONS

1. Race labeling refers to:
 - a) labeling different species of animals
 - b) finding new names for human groups
 - c) physical characteristics used to assign people to categories
 - d) all of the above
2. Which group of hominins is the oldest?
 - a) Australopithecus Group
 - b) Ardipithecus Group
 - c) Paranthropus Group
 - d) Homo Group
3. Which of the following characteristics is part of the conceptualization of race?
 - a) Skin hue
 - b) Hair Texture
 - c) Body size
 - d) All of the above
4. According to the scientific community, which of the following is true?
 - a) Race as a biological construct has been proven
 - b) There is overwhelming consensus that there is no evidence for the biological reality of race
 - c) Roughly 50% of scientists believe race is a biological reality; 50% do not.
 - d) None of the above
5. According to the Human Genome Project, the DNA of human beings is ____
 - a) 43% alike hypothesized four racial categories
 - b) 29% alike
 - c) 99.9% alike
 - d) 90.9% alike
6. Which of the following is true about the origin of racial groups?
 - a) All humans have a common ancestor found in Africa
 - b) There were three distinct ancestral lines found in Asia, Africa, and Europe
 - c) There were five distinct ancestral lines found in Asia, Africa, Europe, North American, and South America
 - d) None of the above
7. Which of the following is NOT a racial identity model discussed in the text?
 - a) Biracial Identity Development

- b) Hawaiian Identity Development
 - c) Asian Identity Development
 - d) All of the above
8. According to the Nigresence Model, pre-encounter refers to:
- a) a stage of pre-identity
 - b) a stage of post-identity
 - c) the last stage of identity development
 - d) all of the above
9. According to Cross Nigresence Model, Encounter refers to:
- a) latinos who highly identify with Blacks
 - b) blacks who do not identify with Latinos
 - c) persons who embrace African American identity and are able to integrate this into other identities
 - d) none of the above
10. According to Helms' WRID model, reintegration refers to:
- a) conscious conflict when a person realizes that people are treated differently as a function of race
 - b) replacement of old stereotypes and myths with accurate information
 - c) person realizes and accepts that within the dominant culture, the covert, and overt belief of White superiority and Black inferiority exists
 - d) none of the Above

TRUE/FALSE QUESTIONS

1. Race is the identity status which counseling students fear the most.
2. Reintegration is the last status presented in Helm's white racial identity model.
3. There is no racial identity model available for biracial individuals because of the complexity of dual identities.
4. Racism is a reality although the concept of race is not biologically real.
5. Homo floresiensis is one of the earliest members of the genus homo. ad
6. Over time, an adaptation to very cold weather is shorter and stockier bodies.
7. The Australopithecus group walked up-right and climbed trees.
8. Many scientists believe that the direct ancestor of our genus is Australopithecus

afarensis who was in the hominin family, in the genus homo, and in the species, sapiens.

9. In the 1870, U.S. Census Bureau, Asian and Mexican were two of the five races.
10. Pre-encounter refers to a stage in the Nigresence model where racial identity is not salient.

DISCUSSION TOPICS AND CLASS EXERCISES

1. How comfortable would you be working with a patient who believes in the Bible and believes evolution is science gone bad?
2. Discuss the implications of a Latino therapist with low identity salience working with a Latino client who is highly Latino identified? What issues may arise?
3. Given the small amount of genetic diversity that exists among humans, why is race such a contentious topic?

ANSWER KEY

Multiple Choice: 1C; 2A; 3D; 4B; 5C; 6A; 7B; 8A; 9D; 10C

True/False: 1T 2F; 3F; 4T; 5F; 6T; 7T; 8F; 9F; 10T

Chapter 13

Converging Biracial and Multiracial Identities

SUMMARY

The U.S. Census Bureau documents the reality of increasing numbers of persons who are biracial and multiracial. There are 9.1 million people in the U.S. population who report more than one race. There is a need for more empirical research on multiracial populations. Some early research suggested that biracial children had more adjustment difficulties, while other research found that multiracial persons were just as satisfied, happy, and comfortable with their racial identity. Complications exist with biracial identity development. Parents can play a positive role in helping children embrace their multiple racial and/or ethnic identities.

IMPORTANT TERMS

Monoracial
Biracial
Bicultural
Multiracial
Hypodescent
Some Other Race (SOR)
Interracial
Interethnic
One-drop rule

ESSAY QUESTIONS

1. List the common two or more races combinations reported by the U.S. Census Bureau. What are the implications of the growing numbers of multiracial individuals for multicultural counseling?
2. Explain the emergence of the one-drop rule. Why do you think this rule emerged in the South?
3. What are the challenges for white mothers when rearing biracial or multiracial children?
4. How does Rocquemore's research on biracial populations contribute to

counselors' knowledge when they are working with biracial and/or multiracial patients?

MULTIPLE CHOICE QUESTIONS

1. An individual who has one black parent and one white parent is:
 - a) monoracial
 - b) multiracial
 - c) biracial
 - d) two or more races
2. According to the U.S. Census Bureau, the largest biracial combination is
 - a) black and some other race
 - b) white and some other race
 - c) white and black
 - d) white and Asian
3. A state with more than 40% minority population according to the 2010 census was:
 - a) Arizona
 - b) South Carolina
 - c) Illinois
 - d) Maryland
4. Which of the following is not one of the 10 states with the largest biracial or multiracial populations?
 - a) California
 - b) Massachusetts
 - c) Texas
 - d) Florida
5. People with two or more races were more likely to reside in the:
 - a) North
 - b) South
 - c) East
 - d) West
6. The caste like naming system for individuals based on the one-drop rule included the following names except for:
 - a) Mulattos
 - b) Quadroons
 - c) Cimaroons
 - d) Octoroons

7. According to Shih and Sanchez (2005) all of the following approaches exist for understanding multiracial people except for the:
- a) solution approach
 - b) problem approach
 - c) variant approach
 - d) equivalent approach
8. Early experiences, cultural attachment, and physical appearance are factors of whose model?
- a) Brunsma and Rockquemore (2001)
 - b) Kich (1992)
 - c) Mass (1992)
 - d) Wijeyesinghe (2001)
9. Individuals who consider themselves as neither black nor white but as exclusively biracial are referred to as having a:
- a) singular identity
 - b) border identity
 - c) protean identity
 - d) transcendent identity
10. Research that may be best suited with biracial and multiethnic populations is:
- a) quantitative
 - b) content analysis
 - c) qualitative
 - d) all of the above

TRUE/FALSE QUESTIONS

1. The most common biracial combination is white and black.
2. Biracial and multiracial individuals are 5% of the U.S. population.
3. Biracial and multiracial individuals have higher poverty rates among the elderly and children than the total population.
4. The lowest percentage of people who report two or more races reside in the Midwest.
5. People who were called quadroons had one black parent and one white parent.
6. The concept of hypodescent refers to the assignment of biracial people to the parent with less social status.

7. People who reported two or more races were more likely to be foreign-born.
8. According to research by Brunsma and Rockquemore (2001) approximately 50% of their sample saw themselves as exclusively Black.
9. Claiming a biracial identity is a rampant negation of African ancestry
10. Children who are biracial are encouraged to embrace the racial identity of the parent they look like.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the importance of embracing all aspects of an individual's biracial or multiracial identities. Discuss the repercussions of denying aspects of ones' identity.
2. What would the fluidity of race mean, across contexts (home, school, and work), if biracials neither denied any one identity nor chose to pass as someone they were not but were free to racially identify according to context? Is race for biracials more fragile than it is for people who identify as monoracial?
3. Divide the class into groups of three to five students. Instruct each group to name as many famous biracial and multiracial individuals as they can. Was it easy or difficult to think of names? Were there any names mentioned that were surprising?

ANSWER KEY

Multiple Choice: 1D; 2B; 3A; 4B; 5D; 6C; 7A; 8D; 9B; 10C

True/False: 1T; 2F; 3T; 4T; 5F; 6T; 7T; 8F; 9F; 10F

Chapter 14

Converging Gender

SUMMARY

Gender is a status variable and is socially constructed. Gender socialization starts from birth and is responsible for the roles that people learn to occupy. Boys are often given wings and girls tend to be protected and sheltered from exploration. Children often face consequences when they deviate from assigned gender roles and rewarded when they act in accordance with specified roles. Rules of masculinity and femininity are pervasive in society. Although androgyny is found to be beneficial for both men and women, masculinity is more highly valued in our society. Counselors and psychologists are encouraged to interrogate their gender understandings and beliefs.

IMPORTANT TERMS

Sex roles	Restrictive emotionality
Gender roles	Externalization
Gender	Androgynous
Gender role conflict	Autonomy
Masculinity	Instrumental autonomy
Femininity	Emotional autonomy
Androcentrism	Empathy
Autosomes	Androgens
Sex chromosomes	

ESSAY QUESTIONS

1. Compare and contrast the concepts of sex roles and gender roles. How might an examination of sex and gender roles improve the therapeutic event?
2. To what extent is the therapeutic relationship impacted by gender role discourses? How can a therapist address such discourses?
3. What are the assumptions of the Womanist Model?

Multiple Choice Questions

1. Gender roles refer to:
 - a) societies views regarding appropriate behavior based on one's biological sex
 - b) males at the center of the universe
 - c) physical characteristics used to assign people to categories
 - d) all of the above
2. Gender typically refers to:
 - a) culturally determined attitudes, cognitions, and belief systems about females and males
 - b) social roles and interactions of women and men rather than their biological characteristics
 - c) cultural definition as to what is considered to be masculine or feminine
 - d) All of the above.
3. Androgyny refers to:
 - a) persons who are high in both feminine and masculine psychological and behavioral traits
 - b) persons who are low in both feminine and masculine psychological and behavioral traits
 - c) persons who do not exhibit feminine and masculine psychological and behavioral traits
 - d) none of the above
4. According to the text, autonomy refers to:
 - a) doing what you want
 - b) freedom from external pressures
 - c) being able to define oneself rather than being defined by others
 - d) none of the above
5. Which of the following is true about gender and emotion?
 - a) Women carry the burden of caring for others more than for themselves
 - b) The socialization process of being selfless contributes to women equating self-care with being selfish
 - c) Depression is associated with the behavior of women constantly putting others' needs first and discounting their own needs
 - d) All of the above are true
6. Which of the following is **not** a reaction Bernardez found to women in therapy?

- a) The disparagement and inhibition of expression of anger and other “negative” affects such as hatred and bitterness
 - b) Women tend to be whiney and complain a lot
 - c) The absence of confrontation, interpretation, and exploration of passive-submissive and compliant behavior in the client
 - d) None of the above
7. Compared to the total population, families among two or more races are more likely to have female headed households, at _____.
- a) 13%
 - b) 20%
 - c) 25%
 - d) None of the above
8. Powerful players in negative gender socialization for girls include:
- a) male peers
 - b) female peers
 - c) teachers
 - d) all of the above
9. Which of the following is true about the Noncontact stage in the White Male Identity Development model?
- a) Characterizes the man who feels that other races are closing in on him
 - b) It describes men who represent the status quo, deny racism, and seek power and privilege
 - c) Describes the man who understands how his struggle for power and privilege has contributed to racism and oppression
 - d) All the above
10. According to the text, sex roles refer to:
- a) conscious conflict when a person realizes that people are treated differently as a function of gender
 - b) behavioral patterns culturally approved as more appropriate for either males or females
 - c) biologically driven roles that males and females fulfill
 - d) all of the Above

TRUE/FALSE QUESTIONS

1. Gender and sex are the same concept.
2. There is often a biological basis for gender roles between men and women.
3. There are women, who by virtue of their race, nationality, skin color, able-body,

and class privileges, exert power over other women and some men.

4. Within U. S. culture, masculine traits tend be more highly valued than feminine traits.
5. According to the text, gender is a social construction.
6. Women won the right to vote in 1865.
7. Society is usually accepting of a competitive, assertive woman.
8. The family is partly responsible for socializing boys and girls into their gender roles.
9. One study found that among a sample of college women, a lack of problem-solving confidence predicted depressive symptoms, which predicted eating disorder symptoms.
10. Today's college students rarely encounter sexism due to the gains that women have made historically, such as being the majority on campuses.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Ask students to list the discourses concerning able-bodied and heterosexual men and women. What themes arise?
2. Discuss the implications of a therapist who subscribes to rigid gender roles working with a woman who is the CEO of her company? What issues may arise?
3. Discuss why sexual abuse and eating disorders are so rampant among women? Are these issues different for men and if so, how?

ANSWER KEY

Multiple Choice: 1A; 2D; 3A; 4C; 5D; 6B; 7D; 8D; 9B; 10C

True/False: 1F; 2F; 3T; 4T; 5T; 6F; 7F; 8T; 9T; 10F

Chapter 15

Converging Sexuality

SUMMARY

Language has a strong impact on culture. As time changes, it is important to keep up with new meanings that some words develop as well as knowledge of which words fall out of favor. To be effective, therapists need to receive adequate training in counseling persons who are gay, lesbian, bisexual, transgender, and questioning. Linear models of gay and lesbian identity development exist, but each is limited. People of color who are gay, lesbian, bisexual, and transgender may also experience race, class, and sexuality-based oppression.

IMPORTANT TERMS

Heterosexism	Internalized homophobia	Questioning
Homophobia	Bisexuality	Cisgender
Homonegativity	Transgender They	
Homosexual	Queer Theory Asexual	
Gay	Coming out Pansexual	
Lesbian	Sexual Orientation	

ESSAY QUESTIONS

1. Explain the importance of being current on terminology for gay and lesbian culture.
2. How can counselors stay current on the words that fall out of favor?
3. List the six stages of Cass's model of gay, lesbian, and bisexual sexual identity formations. Choose two stages to discuss, and explain the importance of these two stages.
4. List several strategies that counselors can employ to help LGBT patients. Which of the strategies will be easiest for you? Which may be the most difficult? Why?

MULTIPLE CHOICE QUESTIONS

1. The belief that everyone is heterosexual and that heterosexual relationships are preferred is:
 - a) discrimination
 - b) heterosexism
 - c) homophobia
 - d) heteronegativity
2. Same-sex marriage in all 50 states became legal in which year:
 - a) 2013
 - b) 2010
 - c) 2015
 - d) Not legal in Hawaii, Alaska, and Mississippi
3. Heterosexual males who do not wish to change their sex or live permanently as women but wear culturally defined women's clothing and other accessories as a form of gender expression is best known as:
 - a) transvestites
 - b) transers
 - c) cross-dressing
 - d) exhibitionism
4. Persons who may be biologically one sex but may identify within their bodies, souls, and minds as the other sex are:
 - a) transvestites
 - b) descriptive of Moratorium
 - c) homosexuals
 - d) transgender
5. The most appropriate term to refer to gay men and lesbians making a conscious choice to let their behavior conform to their orientation is:
 - a) coming out
 - b) sexual identity
 - c) sexual orientation
 - d) sexual preference
6. _____ is the process of gay men and lesbians coming to accept being gay or lesbian as a salient component of their identities.
 - a) Coming out
 - b) Sexual identity
 - c) Sexual orientation
 - d) Sexual preference

7. The concept of sexual identity includes the following components except:
- a) a sexual preference for members of another sex
 - b) a sex role identity as both masculine or feminine
 - c) a gender identity that is a secure sense of one's maleness or femaleness
 - d) a sex role identity as either masculine or feminine, depending on one's gender
8. Compared to opposite sex couples, same-sex couples tend to be characterized as follows:
- a) have higher rates of interracial couples
 - b) tend to have more children in the home
 - c) are, on average, older
 - d) none of the above
9. The five cities with the largest number of same-sex couples include all of the following except:
- a) Charlotte
 - b) New York
 - c) San Francisco
 - d) Chicago
10. Among this same-sex group, there are lower percentages of people compared to opposite sex couples:
- a) blacks
 - b) whites
 - c) Native Hawaiian
 - d) Asians

TRUE/FALSE QUESTIONS

1. Heterosexism is institutionalized through religion, education, and the media and leads to homophobia.
2. Individuals who are transgender are usually gay.
3. In research with people who were gender non-conforming and transgender African American transgender respondents fared worse than others.
4. The term homosexual suggests less self-awareness, self-acceptance, and openness than the term gay.

5. Transgender refers to a man who likes to wear women's clothes or a woman who likes to wear men's clothes.
6. Same sex couples, compared to opposite-sex couples, tend to have higher rates of college attainment.
7. Most LGBT people do not have same-sex sexual experiences as children.
8. Christian therapists are not required to treat a gay client if doing so goes against the counselor's religion.
9. Sexual behavior and a gay identity are synonymous.
10. White GLBT people do not experience job discrimination given their white privilege

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the importance of addressing heterosexism and homophobia with clients. Discuss how your sexual orientation impacts you as a therapist.
2. Divide the class into groups of three to five students. Have students answer and discuss the following questions: What was the first reference to the LGBT community that you remember hearing? What did your parents teach you about the LGBT community? Do you currently have friend or acquaintances who are transgender? If not, why do you think this is so?
3. Divide the class into groups of three to five students. Ask each group to discuss the personal impact of the legality of same sex marriage in all 50 states. Examine sexual privilege in the discussion.

ANSWER KEY

Multiple Choice: 1B; 2C; 3C; 4D; 5C; 6A; 7B; 8A; 9A; 10D

True/False: 1T; 2F; 3T; 4T; 5F; 6T; 7T; 8F; 9F; 10F

Chapter 16

Converging Socioeconomic Class

SUMMARY

Social class position is largely determined by income, education, and occupation. Class has economic, social, and psychological effects on people's lives. There is a middle-class bias in counselor training regarding issues such as speaking Standard English and the 50-minute counseling sessions, as well as in ethical standards regarding issues such as bartering, dual and multiple relationships, and confidentiality. Classism is a form of oppression against low- and middle-income earning people. Clients and counselors are encouraged to be introspective about class.

IMPORTANT TERMS

Racial stratification
Social class
Cultural encapsulation
Social capital
Classism

ESSAY QUESTIONS

1. Given the importance of class, why is class so understudied in counseling research.
2. Give examples of how your graduate school experience has oriented you toward success, competition, control, and individualism.
3. The APA (2002) Code of Ethic does not refute bartering, but it does not necessarily advocate it either. Under what circumstances would you barter? Under what circumstances would you not barter?
4. Can anyone, regardless of her or his socioeconomic history or social position, make it to the top if she or he works hard enough? Integrate your course readings into answering this question.

MULTIPLE CHOICE QUESTIONS

1. According to Liu et al., (2004), social class position is determined by:
 - a) income
 - b) education
 - c) occupation
 - d) all of the above
2. According to the U.S. Census Bureau, the highest poverty rate of any group is:
 - a) African Americans
 - b) Latinos
 - c) Non-Hispanic Whites
 - d) Asian Americans
3. The median incomes during 2007 to 2010 did the following:
 - a) increased for some Americans but not for all
 - b) decreased for some Americans but not for all
 - c) decreased for all Americans
 - d) increased for all Americans
4. Ogbu argued that the inequality between blacks and whites is due to:
 - a) racial stratification
 - b) class stratification
 - c) both a & b
 - d) none of the above
5. Which group(s) of women is overrepresented among women in poverty?
 - a) Women of color
 - b) Immigrant women
 - c) Both a & b
 - d) White women
6. Which of the following is not typically emphasized in the graduate school environment?
 - a) Control
 - b) Collectivism
 - c) Competition
 - d) Individualism
7. All of the following are traditional middle values except:

- a) perseverance
 - b) delayed gratification
 - c) leisure
 - d) self-reliance
8. Components of class include all of the following except:
- a) art, music, travel
 - b) food
 - c) education
 - d) all of the above
9. In 2010, the group with the highest median income was:
- a) blacks
 - b) Asians
 - c) latinos
 - d) whites
10. All of the following are examples of middle-class bias except:
- a) emphasis on bilingualism
 - b) 30-minute counseling session
 - c) ethical standards about confidentiality
 - d) all of the above

TRUE/FALSE QUESTIONS

1. Social class is a frequently used variable in empirical counseling research.
2. Americans value people who are hard-working even if they stay poor intergenerationally.
3. Racial stratification is more important than class stratification in explaining the inequality between blacks and whites.
4. Because there are more single white mothers than single mothers of color, poverty rates among single white mothers are much higher.
5. People who are poor experience more chronic health problems than people who are not poor.
6. Wealth translates into feelings of power, security, and privilege while lower class translates into feelings of anxiety, depression, and low self-esteem.
7. People who are younger than 18 have higher rates of poverty than people who are older than 18.

8. People can have similar jobs, incomes, and educational levels yet have different perspectives about money as a function of environment and context.
9. One example of middle-class bias in counselor training is that the majority of graduate students are upper-middle class.
10. Asians have higher health insurance rates than do Latinos.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the importance of addressing classism and class identity with clients. Discuss how your class identity impacts you.
2. Divide the class into groups of three to five students. Have students answer and discuss the following questions: a) Was there an event you did not attend because you did not have the appropriate attire/accessories? b) Have you minimized your wealth by dressing in attire or brands that did not display your wealth? c) Have you chosen friends or shunned others because of their income or how they looked or what they drove or wore?
3. Divide the class into groups of three to five students. Instruct each group to discuss any friendships with people who are extremely wealthy. Any friendships with people who are extremely poor? Discuss any connection to social stratification from these statements.

ANSWER KEY

Multiple Choice: 1D; 2A; 3C; 4A; 5C; 6B; 7C; 8D; 9B; 10B

True/False: 1F; 2F; 3T; 4F; 5T; 6F; 7T; 8T; 9F; 10T

Chapter 17

Converging Disability

SUMMARY

Disability encompasses a variety of conditions including physical, cognitive, psychiatric, visual, audio, developmental, or a combination of conditions. Persons of color with disabilities represent those with the highest poverty and unemployment rates. Disability Studies is an interdisciplinary field that incorporates sociology, history, medical anthropology, politics, law, feminist psychology, and literature. Society emphasizes the able body and perfection. Defining disability is best when insiders provide leadership. Mental health professionals have a responsibility to address disability issues competently in the therapeutic relationship.

IMPORTANT TERMS

Disability
Learning Disability
Individuals with Disabilities Education Act (IDEA)
Able bodied
Americans with Disabilities Act (ADA)
Alzheimer's Disease
Temporarily Able Bodied
Violence Acquired Spinal Cord Injury (VASCI)

ESSAY QUESTIONS

1. How has disability been defined and by whom?
2. How might the therapeutic relationship be impacted by non-interrogated discourses regarding people with disabilities?
3. What do able-bodied counselors need to know prior to beginning therapy with a client who has a visible physical disability?

MULTIPLE CHOICE QUESTIONS

1. Disability refers to:
 - a) physical conditions
 - b) cognitive conditions
 - c) psychiatric conditions
 - d) all of the above
2. Which of the following is **not** one of Smart and Smart's sociopolitical model?
 - a) People with disability resist the labels that align them and their bodies with deviance and pathology
 - b) Definitions about disability must be from an insiders perspective (those with disabilities)
 - c) Medical experts are best suited to define disability
 - d) None of the above
3. The following condition would not be protected under ADA:
 - a) a normal pregnancy that did not interfere with activities of daily living
 - b) HIV/AIDS
 - c) multiple sclerosis
 - d) clinical depression
4. In 2010, this percentage of people 21-64 had some level of disability:
 - a) 17%
 - b) 50%
 - c) 5%
 - d) 22%
5. Participatory action research methods:
 - a) encourages researchers to move away from the medical model
 - b) encourages participation from members of the disability community
 - c) encourages researchers not to use participants for their own research without offering something back to the community
 - d) all of the above
6. Dominant discourses on disability include that individuals are:
 - a) helpless and dependent
 - b) asexual
 - c) low-income wage earners
 - d) all of the above
7. Persons with a disability have a physical or mental impairment that affects one or more major life activities, such as:
 - a) participating in a triathlon

- b) walking, dressing, and bathing
 - c) speed dating
 - d) none of the above
8. Knowledge of learning disabilities is important irrespective of where mental health professionals work or with whom because:
- a) some adult patients struggle with learning disabilities
 - b) some patients have children with learning disabilities
 - c) some patients have co-occurring disorders
 - d) all of the above
9. According to the Harte's three aspects of body image, the physiological refers to:
- a) mental picture of one's own body
 - b) the brain's ability to detect weight, shape and size
 - c) feelings about one's body weight, shape, and size
 - d) all of the above
10. Which of the following may not be considered a disability?
- a) Using a wheelchair
 - b) Cerebral palsy
 - c) Allergy to lemons
 - d) None of the Above

TRUE/FALSE QUESTIONS

1. People of color with disabilities represent those with the highest poverty rates.
2. Medical experts should be the ones who define disability.
3. Disability only refers to individuals with physical ailments.
4. The majority of individuals with a disability are female.
5. Most graduate students are likely to receive extensive training in the area of disabilities.
6. The study of disability is interdisciplinary.
7. Routine vaccinations prior to deployment provide veterans with the necessary immunity to infections contracted during deployment.
8. Practitioners are not encouraged to emphasize the medical model when conducting research on disability.

9. The poverty rate increases with the severity of the disability.
10. It is less important for helping professionals to examine their biases toward individuals with disabilities if they work primarily with an able-bodied population.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Ask students to discuss their experiences with disability? Among millennials, what is the involvement of substances, deployment, violence, and accidents?
2. Why is it important that therapists address the biases they may have toward the disabled? What are the adverse consequences for cultural competence if these biases are not addressed?
3. Why is it important for individuals in the disability community to define the notion of disability?

ANSWER KEY

Chapter 17

Multiple Choice: 1D; 2C; 3A; 4A; 5D; 6D; 7B; 8D; 9B; 10C

True/False: 1T; 2F; 3F; 4T; 5F; 6T; 7F; 8T; 9T; 10F

Chapter 18

Converging Spirituality

SUMMARY

Spirituality and religion are often omitted from the therapeutic relationship. Individuals do not often understand the difference between spirituality and religion. Spirituality is defined as "Having a personal relationship with a higher power and faith and may be a process used to find meaning in one's life (Halbert, 2007)." Religion is defined as, "The practice of one's beliefs with respect to a higher being which involves behaviors, rituals, and routines related to the worship experience" (Robinson & Watt, 2001). Therapists who are willing to incorporate spirituality and religiosity in their practice are in a better position to allow for a more culturally competent and rewarding experience for both the client and the therapist.

IMPORTANT TERMS

Other faiths
Non-affiliated
Nones
Spirituality
Religion
Faith
Prayer

ESSAY QUESTIONS

1. Compare and contrast the concepts of Spirituality and Religion.
2. Why would it be important to incorporate religion into the therapeutic session for a client who desires this?
3. To what extent could the therapeutic relationship be impacted by a therapist who is atheist or agnostic and whose patient is highly religious?
4. How are culture, spirituality, and religion related? Give examples from your practicum experiences and/or personal experiences.

MULTIPLE CHOICE QUESTIONS

1. Spirituality refers to:
 - a) outward expression of the inner workings of the human spirit
 - b) summoning past spirits
 - c) showing oneself to optimistic and spirited
 - d) all of the above
2. Religion refers to:
 - a) the practice of one's beliefs with respect to a higher being
 - b) outward expression of the inner workings of the human spirit
 - c) having a personal relationship with a higher power and faith and may be a process used to find meaning in one's life.
 - d) none of the above
3. Which of the following, for some, may not be a characteristic of spirituality?
 - a) One's sense of relationship with the Divine and other beings.
 - b) Going to church
 - c) One's tolerance for mystery
 - d) All of the above
4. Which of the following characteristics is not a dimension of spirituality?
 - a) Peak and ordinary experiences engaged to enhance spirituality (may include rituals or spiritual disciplines)
 - b) Spirituality as play or giving of oneself
 - c) Spirituality as a systematic force that acts to integrate all the dimensions of one's life.
 - d) All of the above
5. Halbert (2007) defined spirituality as the following:
 - a) the outward expression of the inner workings of the human spirit
 - b) one's conception of the divine or force greater than oneself
 - c) having a personal relationship with a higher power and faith and may be a process used to find meaning in one's life
 - d) none of the above
6. Which of the following is a clinical skill used to integrate spirituality into therapy?
 - a) Becoming familiar with the various literature regarding spiritual experiences
 - b) Exploring religion from a different culture than one's own and assessing the relevance of the spiritual domains in the clients therapeutic issues
 - c) The ability to examine his own prejudice and biases around spirituality and religion, both positive and negative
 - d) All of the above

7. Which of the following is **NOT** true?
- a) Spirituality and religiosity are synonyms
 - b) Spirituality helps a person acknowledge their shortcomings
 - c) Spirituality helps a person confront guilt
 - d) All of the above
8. Spirituality is:
- a) often ancillary in people's lives
 - b) a core dimension of life
 - c) has limited importance to most people
 - d) all of the above
9. Both spirituality and therapy help clients:
- a) acknowledge personal shortcomings
 - b) forgive one's self and others
 - c) learn to accept themselves in relationship to the environment and others.
 - d) all of the above
10. A goal of multiculturally competent therapists might be to:
- a) downplay the role of religion and spirituality in people's lives
 - b) introduce clients to new religions
 - c) incorporate the client's spiritual and religious beliefs into counseling.
 - d) none of the Above

TRUE/FALSE QUESTIONS

- 1. Spirituality reflects greater psychological health than religion.
- 2. One may be spiritual and not religious.
- 3. Fewer young people report that religion is very important in their lives.
- 4. Multiculturally competent therapists become knowledgeable of religions and spiritual experiences outside of their own.
- 5. Muslims, Jews, and Hindus are relatively young, with a median age of 33.
- 6. Using a client's spiritual beliefs in the pursuit of the client's therapeutic goals represents a good practice.
- 7. The unaffiliated group has risen nominally, from 16% to 17.5%.
- 8. Spirituality and therapy are similar because they both allow individuals to modify

patterns of thinking, behaving, and feeling that are self-destructive and contribute to a lesser life.

9. Religion is incompatible with spirituality.
10. The percentage of Christians was higher in 2014 compared to 2007.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the implications of a therapist ignoring an individual's spiritual and/or religious beliefs in therapy.
 2. Discuss the implications of a therapist who does not regard religion as salient yet works with a patient who is very religious? What issues may arise?
 3. Discuss the alternative healing strategies mentioned in your text. How comfortable would you be suggesting any of these to your clients? How comfortable would you be listening to your patients discussing these strategies in therapy?
-

ANSWER KEY

Multiple Choice: 1A; 2A; 3B; 4D; 5C; 6D; 7A; 8B; 9D; 10C

True/False: 1F; 2T; 3T; 4T; 5F; 6T; 7F; 8T; 9F; 10F

Chapter 19

Converging Social Justice in Diversity Practice

SUMMARY

At its core, social justice is concerned with a just and equitable distribution of resources, advocacy, and empowerment as well as a scrutiny of the processes that lead to inequality. In addition, social justice seeks to understand the conditions that press down on people's lives. An expansion of mental health professionals' roles includes being active change agents against structural inequalities that foster inequality across race, gender, class, and other sources of identity. This transformative work and to the extent that it is done describes a social justice framework.

IMPORTANT TERMS

Social justice Advocacy	Empowerment
Social action	Outreach
Relational cultural theory	Powerlessness
Ethical practice	Mandatory ethics
Mandatory ethics	Aspirational ethics
Power	
Authentic, Action-Oriented Framing for Environmental Shifts (AAFES)	

ESSAY QUESTIONS

1. What are three major social justice issues facing the United States, and/or the world. What is the role of mental health professionals to serve as agents of change with respect to these issues?
2. How do clinicians who value patriarchy and traditional gendered roles advocate within a social justice framework?
3. Identify and discuss one way your graduate program would be different if a social justice paradigm were evident?

MULTIPLE CHOICE QUESTIONS

1. Empowerment involves all of the following except:
 - a) educating patients about communities about resources
 - b) providing information to patients about programs that can
 - c) making calls for patients because they are overwhelmed
 - d) all of the above
2. Action includes all of the following except:
 - a) exercising institutional intervention skills on behalf of a client
 - b) filing a complaint
 - c) confronting an adult patient's sexual predator for her due to the patient's fragility
 - d) understanding systemic discrimination in clients' lives
3. Which of the following, for some, may be a characteristic of social justice?
 - a) Visiting a patient's school to discuss the child's behavioral challenges
 - b) Attending a community meeting to discuss lack of transportation to receive mental health services
 - c) Attending a meeting with one's patient who has been diagnosed with cancer
 - d) All of the above
4. In therapy and psychiatry, women have been more likely to:
 - a) receive a diagnosis of mental disorder
 - b) receive better care in therapy due to clinicians' greater familiarity with female patients
 - c) take fewer prescription drugs than men
 - d) take fewer over-the-counter drugs compared to men
5. Empowerment is:
 - a) achieving absolute control over one's destiny
 - b) achieving reasonable control over one's destiny
 - c) achieving no control over one's destiny
 - d) none of the above
6. Which of the following is a clinical skill used to integrate social justice into therapy?
 - a) Becoming familiar with the literature regarding social justice
 - b) Exploring social justice from different cultural perspectives
 - c) The ability to examine one's concerns about outreach and advocacy
 - d) All of the above
7. Which of the following statements is **NOT** true?
 - a) Social justice and ethical practice are integrated concepts
 - b) Social justice helps counselors to understand stigma for marginalized groups

- c) Social justice encourages counselor burnout
 - d) Social justice and social work are synonymous
8. According to your text, an increase in homeless families is related to:
- a) structural issues such as the high cost of housing and poverty
 - b) more women in the work force and disruptions to care of their families
 - c) feminism that encourages women's independence from men
 - d) high cost of childcare that fathers are required to pay
9. Which of the following statement is true?
- a) Psychotherapy that does not emanate from a multicultural, social justice paradigm can still reflect small components of cultural competence
 - b) Psychotherapy that emanates from a multicultural, social justice paradigm is contrary to capitalism and individualism
 - c) Both of the above
 - d) None of the above
10. A goal of culturally competent therapists might be to:
- a) minimize the reality of social inequality
 - b) increase coping strategies among patients contending with discrimination
 - c) decrease exposure to vulnerable patients who contend with stigma and oppression on a regular basis
 - d) none of the above

TRUE/FALSE QUESTIONS

- 1. Destructive power does not occur in professional organizations due to mandatory ethics.
- 2. Feminist therapy reflects social justice in its interrogation of power and injustice.
- 3. Within social justice, men are not adversely impacted by patriarchy; however, women are adversely impacted.
- 4. Taking responsibility for doing what another person is capable of doing for herself is mutual social justice action.
- 5. Social justice considers external and internal factors that affect behavior.
- 6. Outreach can resemble a dual relationship and should be avoided.
- 7. Dealing with systemic oppression can be exhausting for patients, thus warranting a need for social justice.

8. Participatory action research can support a social justice orientation given a focus on empowering participants.
9. Social justice is concerned with restructuring, outreach, and empowerment.
10. Clinicians who do not engage in assessment do not need to know of biases in assessment and diagnostic instruments.

DISCUSSION TOPICS AND CLASS EXERCISES

1. Discuss the possibility of some clinicians who engage in outreach may not receive remuneration. What can clinicians do to honor outreach and respect their right to remuneration?
2. Ask students to describe any micro-aggressions they experience while in graduate school? What would a social justice framework include to investigate and address micro-aggressions?
3. What is the responsibility of graduate programs in mental health practice to create environments where people feel physical and psychological safety and systemic change?

ANSWER KEY

True/False: 1F; 2T; 3F; 4F; 5T; 6F; 7T; 8T; 9T; 10F

Multiple Choice: 1C; 2C; 3D; 4A; 5B; 6D; 7C; 8B; 9D; 10B