

2016

Counselor Educators Lean-In to Walk the Talk: A Team Approach to Strengthening Faculty Multicultural Sensitivity

Lorraine DeKruyf

George Fox University, ldekruyf@georgefox.edu

Steve Bearden

George Fox University, sbearden@georgefox.edu

Anna A. Berardi PhD.

George Fox University, aberardi@georgefox.edu

Chris Cleaver

George Fox University, ccleaver@georgefox.edu

Keith Dempsey

George Fox University, kdempsey@georgefox.edu

See next page for additional authors

Follow this and additional works at: <http://digitalcommons.georgefox.edu/gsc>

 Part of the [Counselor Education Commons](#)

Recommended Citation

DeKruyf, Lorraine; Bearden, Steve; Berardi, Anna A. PhD.; Cleaver, Chris; Dempsey, Keith; Englbom-Deglmann, Michelle; Lichtenberg, Jennifer; Michael, Rand; Salazar, Beronica M.; Shaw, Richard; Simpson, Robert; and Sweeney, Daniel, "Counselor Educators Lean-In to Walk the Talk: A Team Approach to Strengthening Faculty Multicultural Sensitivity" (2016). *Faculty Publications - Graduate School of Counseling*. 14.
<http://digitalcommons.georgefox.edu/gsc/14>

This Conference Proceeding is brought to you for free and open access by the Graduate School of Counseling at Digital Commons @ George Fox University. It has been accepted for inclusion in Faculty Publications - Graduate School of Counseling by an authorized administrator of Digital Commons @ George Fox University. For more information, please contact arolf@georgefox.edu.

Authors

Lorraine DeKruyf, Steve Bearden, Anna A. Berardi PhD., Chris Cleaver, Keith Dempsey, Michelle Englbom-Deglmann, Jennifer Lichtenberg, Rand Michael, Beronica M. Salazar, Richard Shaw, Robert Simpson, and Daniel Sweeney

COUNSELOR EDUCATORS LEAN-IN TO WALK THE TALK: A TEAM APPROACH TO STRENGTHENING FACULTY MULTICULTURAL SENSITIVITY

Lorraine DeKruyf, Steve Bearden, Anna Berardi, Chris
Cleaver, Keith Dempsey, Michelle Engblom-Deglmann,
Jennifer Lichtenberg, Rand Michael, Beronica M. Salazar,
Richard Shaw, Robert Simpson, & Daniel Sweeney

George Fox University - Portland, OR

Saturday, November 12, 4:30 - 5:20pm; Salon C

Access our handouts here: <https://goo.gl/AwB5ws>



WACES ANNUAL CONFERENCE
INNOVATION & COLLABORATION IN
COUNSELOR EDUCATION & SUPERVISION

VANCOUVER, BC CANADA | NOVEMBER, 2016



COUNSELOR EDUCATORS LEAN-IN TO WALK THE TALK: A TEAM APPROACH TO STRENGTHENING FACULTY MULTICULTURAL SENSITIVITY

SESSION SUMMARY

This session offers an innovative approach for engaging faculty in the development and deepening of their own multicultural sensitivity, for improving pedagogy, and in turn promoting second-order change within students as they engage with multicultural competencies.

Broader systemic issues are also addressed given the university's contextual setting as a faith-based, primarily Caucasian institution.

CONTEXT & RESPONSE

UNIVERSITY IDENTIFIERS



- Private, Quaker; Pacific North West
- Undergraduate = rural; Graduate = branch, commuter
- Undergraduate: Primarily white, conservative, upper-middle class
- Graduate: Primarily white, diverse in faith & socioeconomics

ADMINISTRATIVE SUPPORT



- Understands our professional competencies
- Able to represent our work to multiple stakeholders
- Co-presents and authors case study series re our university's engagement with our privileged identities
- Funds a VP of Diversity & Inclusion

INTEGRATION OF FAITH & PRACTICE



- 50%+ students identify with Christian tradition
- Deconstruct faith & culture: As source of strength and pain
- Know own self as preamble to honoring client
- Dynamics of privilege and marginalization central concern in all faith systems even as these systems become distorted and perpetuate it

STUDENT DEVELOPMENTAL PROCESSES



- Begin with gentle engagement to build trust and tolerance for the dissonance and increased vulnerability to follow
- Activities to build multicultural sensitivities via 2nd order change

FACULTY DEVELOPMENTAL PROCESSES



- Begin with gentle engagement to build trust and tolerance for the dissonance and increased vulnerability to follow
- Learn as we go

ACTIVITIES



- University-wide faculty diversity trainings
- Cultural genogram - personal stories
- Sharing pedagogical strategies, activities
- Shared readings
- Peer consults
- Experiential exercises (ie., sandtray activity)
- Professional presentations
- Shifts in student assignments
- Personal work - ongoing



COUNSELOR EDUCATORS LEAN-IN TO WALK THE TALK: A TEAM APPROACH TO STRENGTHENING FACULTY MULTICULTURAL SENSITIVITY

THANK YOU!

Thank you for participating in our Reflecting Team activity. This work is hard. It is more than academic and skill building. It requires deep change within each of us as well as broader systemic change.

We hope we provided an example of how we, as a faculty, promote 2nd order change through being vulnerable even as we strive to hear each other's experience and perceptions.

WACES - Vancouver, BC Canada
Saturday, November 12, 2016

Steve Bearden	sbearden@georgefox.edu
Anna Berardi	aberardi@georgefox.edu
Chris Cleaver	ccleaver@georgefox.edu
Lorraine DeKruyf	ldekruyf@georgefox.edu
Keith Dempsey	kdempsey@georgefox.edu
Michelle Engblom-Deglmann	mengblom@georgefox.edu
Jennifer Lichtenberg	jlichtenberg@georgefox.edu
Rand Michael	rmichael@georgefox.edu
Beronica M. Salazar	bsalazar@georgefox.edu
Richard Shaw	rshaw@georgefox.edu
Robert Simpson	rsimpson@georgefox.edu
Daniel Sweeney	dsweeney@georgefox.edu