



Background and Project Goals

- Multicultural and social justice counselling competencies represent the cornerstones in the discipline of psychology.
- However, such competencies remain at the conceptual level.
- Diversity in North America is continuously increasing as we welcome newcomers.
- The goal of this study was to identify critical components involved in the development of students and supervisors' multicultural and social justice competencies to prepare them to work with diverse clients, such as newcomers.

Methods and Results

- An Enhanced Critical Incident Technique (ECIT) was employed.
- 65 critical incidents:
 - 39 helping incidents
 - 20 hindering incidents
 - 6 wish list
 - 5 categories and 23 subcategories:
 - Supervisor, Practicum Site, Time, **Counselling Psychology Program and Supervisee**

Counselling Psychology Program

"The factors would be first of all their own kind of rush into um oh they wanna graduate, there are so many course works to do, so many essays to write, all the requirements from the Schools and then just being caught in that is stress. And then kind of not paying attention to what we are talking about in the supervision sessions and the challenge of, for myself, repeating what I have said all the time and because they are in a rush, they can not listen right."

"So they [students] have some conceptual framework already so that's an essential part. I mean it's required where they've already had some kind of course related to Diversity or Cross Cultural Counselling or something like that right, it would be required of anybody coming here."

Supervisee

"Students who are coming here as a newcomer and gonna become a trainee counsellor so your own experiences of immigration, acculturation, adjustment, and advocating they are all kind of giving you a path to see the world."

"Having the basic interest or having studied the areas of multiculturalism or knowing that that's important pre-factor."

"Students who really were not interested or you didn't have that personal interest in developing these two competencies were the most challenging ones."



Future Considerations

- There are many factors that impact the development of culture-infused counselling supervision for newcomers.
- It is crucial that we address cultural and social justice competence at all levels of development, particularly from the inception of training.
 - Examine Counselling Psychology Training Programs
 - Consider pre-requisite skills
 - Consideration for pre-graduate supervises characteristics and qualities (i.e., genuine curiosity).
- Ongoing considerations to be made including newcomers perspective on counselling practices and experiences.