

Everyday Social Justice: Applying Advocacy Competencies in Career Counseling Practice, Training, and Policy




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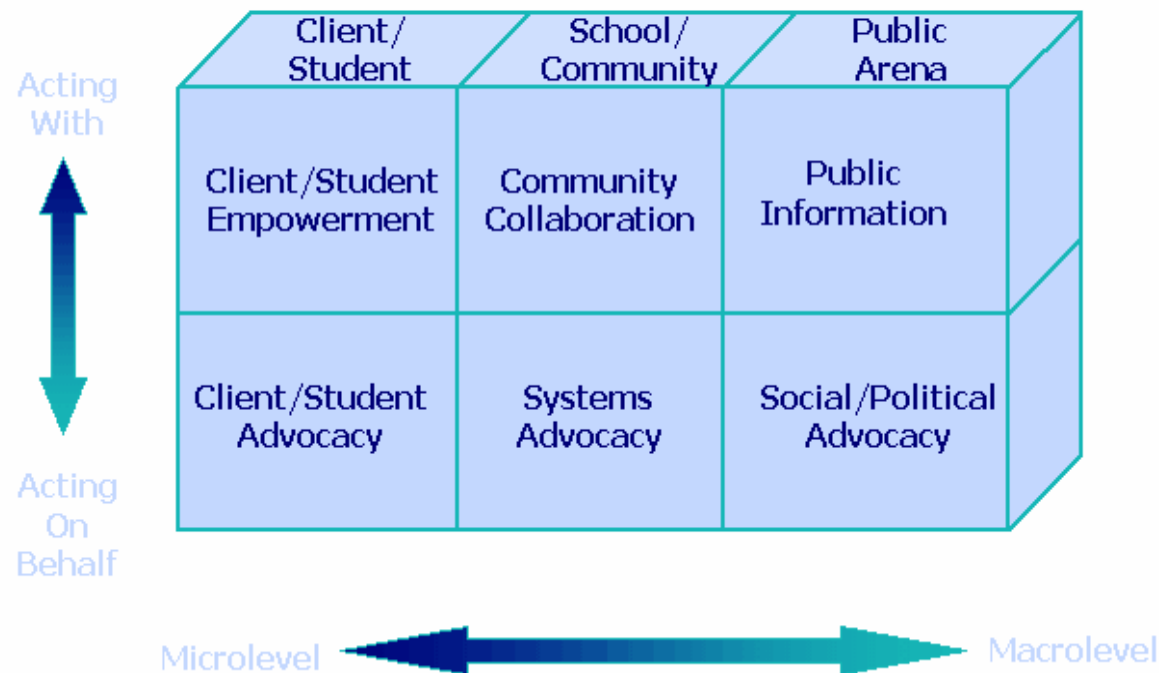
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- What is social justice and what does it have to do with Career Counseling?
 - What is advocacy and what does it have to do with Career Counseling?

Social Justice Advocacy Competencies

American Counseling Association (2002)

www.counseling.org/resources

Advocacy Competency Domains





Examples of Social Justice Advocacy

- Individual level: Client who has experienced sexual harassment in her worksite and would like to address it but does not know how
 - Empowerment approach
 - Advocacy approach
- Community/Organizational level: Counselor observes a number of clients who have experienced similar barriers in the community
 - Community Collaboration
 - Systems Advocacy
- Societal level: Counselor works with clients who experience difficulty obtaining adequate parental leave
 - Public Information
 - Social/Political Policy



Social Justice Advocacy and Multicultural Competence

- The foundation for advocacy begins with you...
 - Recognize social justice advocacy needs in everyday practice
 - Establish basic multicultural competence as basic proficiency
 - Distinguish the level(s) of advocacy that is appropriate for the circumstance
 - Understand where you need to expand the limits of your expertise
 - Collaborate to expand the scope of expertise

- Sound easy?



What is Public Policy?

“Stated most simply, public policy is the sum of government activities, whether acting directly or through agents, as it has an influence on the life of citizens.”

B. Guy Peters, *American Public Policy: Promise and Performance*. 1999. Chappaqua, NY: Chatham House/Seven Rivers.



What barriers
prevent us from
getting involved?



Resources to Overcome Barriers

- Seeking future training and information
- Linking to existing organizations
 - Policy think tanks (i.e., CBPP, EPI)
 - Web-based action centers (i.e., Workforce Alliance)
 - Local grassroots organizations
- Educating your own organization of the relevance of public policy



New Counseling Contexts

- In and out economy-Actor model
- Organizational matrices and assignments
- Never ending job search-Walk on clients
- Project driven work-Portfolio careers
- Creativity and imagination



Considering Multicultural Context

- ❑ Past 35 years, dramatic shift multiracial, multiethnic and multiple language groups
- ❑ Title VII and Civil Rights Act of 1964
- ❑ Multiethnic and diversified groups remain worse off than white peers
- ❑ Diminished employment opportunities are a significant source of stress



One example: Stressors for job seeking immigrants

- Biological stress
- Physical stress
- Psychological stress
- Family stress
- Social stress
- Cultural stress



New Contextual Approaches

- New approaches to career counseling consider context
- Creating narratives, contextualizing career development and utilizing constructivism give added meaning to the counseling process



Considerations for Becoming Socially Responsive

Level of acculturation, family values, cultural heritage as well as economic issues, histories of discrimination and unusual work opportunities can be incorporated into the career counseling process



An Example: Considerations with Transgender Clients

- Only 9 states have anti-discrimination protections
- Not covered in new ENDA legislation



Employment Issues with Transgender Clients

- Employment applications
- Facilities
- Medical Insurance
- Name changes, gender markers, social security and birth records
- Appearance in the workplace



Resources for Transgender Clients

- National Center for Transgender Equality
www.nctequality.org
- Equality California www.eqca.org
- Transgender Law Center
www.transgenderlawcenter.org
- National Center for Lesbian Rights
www.nclr.org

Training: Translating Social Justice into Practice

<p>Counselor/Clinician: Overcoming powerlessness to promote change</p> <p>Awareness/Approach:</p> <ul style="list-style-type: none">• Self-Awareness and assessment <p>Knowledge:</p> <ul style="list-style-type: none">• Define SJ in Counseling <p>Opportunities:</p> <ul style="list-style-type: none">• Foster socio-political awareness <p>Challenges:</p> <ul style="list-style-type: none">• Countering powerlessness	<p>Advocate: Learning how to promote change within systems</p> <p>Awareness/Approach:</p> <ul style="list-style-type: none">• Organizational change agent <p>Knowledge:</p> <ul style="list-style-type: none">• Integration of SJ into individual and systemic levels <p>Skills Needed:</p> <ul style="list-style-type: none">• Developing community alliances <p>Opportunities:</p> <ul style="list-style-type: none">• Application of SJ & Systems theories <p>Challenges:</p> <ul style="list-style-type: none">• Broader definition of direct client hours
<p>Consultant: Integrating community collaboration & program design and evaluation</p> <p>Awareness/Approach:</p> <ul style="list-style-type: none">• Emancipatory Communitarian <p>Skills needed:</p> <ul style="list-style-type: none">• Program design, evaluation and facilitation <p>Opportunities:</p> <ul style="list-style-type: none">• Community-based social justice projects <p>Challenges:</p> <ul style="list-style-type: none">• Valuing consulting as part of clinical work• Teaching evaluation from a systemic perspective	<p>Researcher: Investigating community needs and effective social justice strategies</p> <p>Awareness/Approach:</p> <ul style="list-style-type: none">• Community-based participatory research <p>Skills Needed:</p> <ul style="list-style-type: none">• Quantitative and qualitative investigative skills <p>Opportunities:</p> <ul style="list-style-type: none">• Community-based research projects <p>Challenges:</p> <ul style="list-style-type: none">• Increasing intern's research skills to be culturally-sensitive and scientifically sound



Enhancing Training: A Social Justice Web Tool

- ❑ Critical need for ongoing training in social justice (Arredondo et. al, 1996)
- ❑ Meeting the need with a web tool: versatility, customization and on-going support
- ❑ MCSJ Web tool helps counselors
 - ❑ Assess MC-SJ competence
 - ❑ Design a professional development plan
 - ❑ Implement the plan with resources
- ❑ Considerations & Future Directions

Multicultural Counseling and Social Justice Competencies



- > WELCOME
- > DEVELOPING COMPETENCE
- > CONTINUING EDUCATION
- > RESOURCES
- > LEARNING ACTIVITIES
- > ABOUT
- > USER AGREEMENT
- > ARTWORK
- > FAQs
- > FEEDBACK

Welcome

The MC-SJ is provided to assist psychologists, counselors, mental health practitioners and students in developing multicultural, social justice, advocacy, and counseling competence.

Choose one of the following ways to use this site:

- 1) Create a [Professional Development Plan](#)
- 2) Complete a [Continuing Education Program](#) (under construction, not operative at this time)
- 3) Go directly to specific [Resources](#) (e.g., books, articles, films, websites)

Go to:

- [SFSU Counseling Dept. Home Page](#)
- [SFSU Home Page](#)

Before using this site, please read the brief [Users Agreement](#).

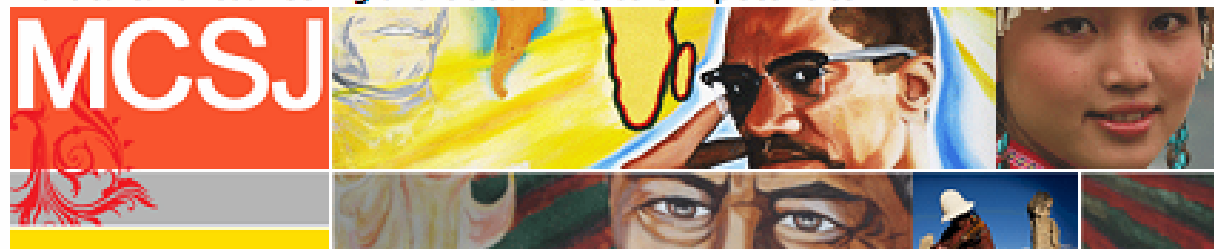
Please help us improve this website by providing us with information regarding your [background and feedback](#) about the site.

I have read and accept the [user agreement](#) regarding use of these materials.

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Multicultural Counseling and Social Justice Competencies



[Home](#) > [Developing Competence](#)

- > WELCOME
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 - ASSESSMENT
 - FOUNDATION
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 - IMPLEMENT
 - REASSESS & REDESIGN
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Social Justice Advocacy Activities

These activities are designed to help you understand various aspects of social justice advocacy in counseling, mental health, and psychology. Be sure to read the [ACA Advocacy Competencies](#)

Activities*:

- [Social Justice](#)
- [Pivotal Points Exercise](#)
- [Observations of Social Injustice](#)
- [Organizational Ecological Network](#)
- Bureaucracy Genogram
- Legislative Advocacy
- Levels of Intervention
- [Strategies for Social Action](#)
- [Books and Articles](#)
- [Videos and Films](#)

*All of these activities are copyrighted by Rebecca L. Toporek (2007) unless otherwise noted.



Conclusion

Being aware of differential pressures on people and their responses to them add to the essential knowledge and awareness that all career counselors need to become increasingly culturally sensitive and effective.

Internet Resources for Advocacy

- American Counseling Association Advocacy Competencies:
http://www.counseling.org/Content/NavigationMenu/RESOURCES/ADVOCACYCOMPETENCIES/advocacy_competencies1.pdf
- Counselors for Social Justice, a division of the American Counseling Association:
<http://www.counselorsforsocialjustice.org/>
- Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists:
<http://www.apa.org/pi/multiculturalguidelines/homepage.html>
- Multicultural Counseling and Social Justice Competence Professional Development Tool
www.toporek.org
- National Institute for Multicultural Competence Newsletter:
http://www.geocities.com/nimc_newsletter/nimcnewsletter.htm
- Operationalization of the Multicultural Counseling Competencies (AMCD Professional Standards and Certification Committee):
<http://www.counseling.org/Content/NavigationMenu/RESOURCES/MULTICULTURALANDDIVERSITYISSUES/MCC96.pdf>
- [The Radical Psychology Network](http://www.radpsynet.org/) (RadPsyNet): www.radpsynet.org/
- Psychologists for Social Responsibility: <http://www.psysr.org/>

Published Resources for Advocacy

- Chope, R.C. & Toporek, R.L. (2004). Practicing career counseling with a social justice perspective. In G.R. Walz & R. Knowdell (Eds.) *The transformation of work: Strategies for a new economy* (pp. 47-51), Tucson, AZ: Counseling Outfitters.
- Toporek, R.L. (2006). An integrative approach for competencies: Career counseling, social justice advocacy and the multicultural counseling competencies. *Career Planning and Adult Development Journal*, 21(40), 34-50.
- Toporek, R.L., & Chope, R. (2006). Individual, programmatic, and entrepreneurial approaches to social justice: Counseling psychologists in vocational and career counseling. In R.L. Toporek, L.H. Gerstein, N.A. Fouad, G.S. Roysircar, & T. Israel (Eds.) *Handbook for social justice in counseling psychology: Leadership, vision, & action* (pp. 276-293). Thousand Oaks, CA: Sage