



presents the 1<sup>st</sup> lecture in the  
***Winter Colloquium Series***



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**“Your people are so hardworking”: Clinical Experiences and Training  
Needs of Therapists of Color**

The cultural competence movement has crucially highlighted biases in the cultures of care that adversely affect racial and ethnic minorities, immigrants, indigenous and other marginalized populations. However, cultural competence curricula and training materials have historically been oriented towards the needs of

White counselors working with clients of color. This has led to a particular focus on training (White) clinicians to become aware of their cultural and racial socialization into White supremacy and expanding their clinical and relational frameworks to accommodate analyses of power and culture as shaping individual functioning and development. While similar processes of cultural and relational negotiation have been observed when the therapist is a person of color working within White institutional structures, there has been very little empirical or theoretical work to guide the development of cultural awareness, knowledge and skills in this group. To address this gap, a systematic review was conducted of the literature involving therapists of color (ToC), whether as part of a study sample, as stimulus in an experimental study or as the therapist in a case study. An inclusive set of search terms yielded 19,026 abstracts, of which 757 met inclusion criteria (n=402, non-empirical; n=355, empirical). Of the empirical articles, 63% included Black therapists (n=222), 36% Asian therapists (n=127), 40% Latinx (n=141), 14% Native American (n=51), 7% Middle Eastern (n=23), and 9% multiracial (n=31). Thematic analyses were conducted to examine core themes describing the unique training experiences, professional development needs, and challenges faced by ToC. Recommendations for enhancing their professional success and delivery of high quality of care to White and other diverse client populations will also be discussed.

**Friday February 26th, 2021 • 2:30-3:30 pm**

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