

Multicultural Training Opportunities: Intern diversity training is essential to our internship mission as we want to recruit diverse interns and train all interns for professional practice in providing service to an underserved population. Our diversity training model has evolved as we have learned more about intern and community needs. We have four ways our interns are currently gaining experience with clients from diverse cultures:

- Therapy (individual, group, family, and/or couples) and assessment with diverse clients at the Psychological Service Center (PSC). All interns spend 12 months at the PSC and approximately 18% of the PSC clients identify themselves as ethnic minorities. These include: African-American, Asian-American, American Indian, Hispanic, biracial and gay or lesbian. 19% of the current intern caseloads at the PSC are ethnic minority and/or gay or lesbian clients.
- Therapy (individual and/or group) and assessment with diverse clients at the Department of Corrections (DOC). The DOC population consists of approximately 20% ethnic minorities including Asian, African-American, Hispanic and Native American Indian. All interns do a 4-month rotation at the DOC and regularly have a caseload comprised of ethnic minorities. The current intern at the DOC reported 75% of her clients identify as ethnic minorities.
- Cultural immersion experience in clinically related sites with ethnically diverse clients. All interns currently spend four hours weekly working with ethnic minorities at community placements that expressly serve ethnic minorities. See below for list of current sites. This cultural immersion experience has been designed to address four components of multicultural psychology training consistently proposed by diversity researchers (cf Pederson, Sue & Sue, and LaFramboise): (1) increased knowledge of differing cultural values and norms; (2) heightened self-awareness about one's own cultural values and norms; (3) increased skill in effective cross-cultural communication; and, (4) increased contact with people different from oneself. Specifically, the cultural immersion experience in combination with the biweekly 2-hour Diversity Seminar with Dr. Sandra Jenkins has been created to raise interns' comfort levels while engaging with minority people as well as provide an opportunity to examine personal biases before beginning clinical interventions with these populations. Because most interns have limited experience with ethnic diversity, they have never before examined their own values and biases. Further, they are often uncomfortable talking about these biases and have no conceptual framework to examine them. Thus, these biases may inadvertently negatively impact therapy with ethnically diverse clients. Therefore, the ultimate goal of the cultural immersion is to better prepare interns for competent ethical clinical work with diverse clients.
 - Therapy (individual and/or group) and assessment with minority clients at community placements with ethnically diverse clients. The most recent addition to our internship training program involves an extension of the cultural immersion model presented above to more traditional clinical contact with ethnic minorities. Interns will begin their site work with a cultural immersion period where they spend time with clients and staff learning about cultural values and norms, community milieus and culture-specific treatment models. As interns become comfortable with the culture they will be assigned clients for clinical work. It is expected that interns will spend approximately 4

hours per week at the sites and 4 hours per month in the Intern Diversity Seminar. Dr. Jenkins will continue to act as the primary clinical supervisor, while the diversity sites provide a site supervisor.

Each of the interns will be assigned to one of the following sites for the year:

- Project Quest is an agency that serves a variety of clients who are HIV or AIDS affected. The agency utilizes a wellness model that includes outreach services for homebound clients, community activities, wellness counseling, support groups, psychotherapy and psychological assessments (neurological and personality).
Approximately 68% of clients are white, 32% are ethnic minorities. 75% of clients are gay. 88% are male and 12% are female. Interns lead groups, work within individual clients, conduct assessments and participate in wellness support activities.
- Self Enhancement, Inc. (SEI) was founded as an after school program for African-American high school aged youth in Northeast Portland. SEI quickly expanded to include community outreach, cultural activities and recreational programs as well as mental health services for a wide array of clients. Specifically, this agency provides clinical services for families, teens, single parents and couples. Interns lead parenting groups with families whose children are in state child protection programs while using a parenting model designed specifically for African-American families. Interns also provide individual and family therapy to teen parents, adults, and adolescents.
- The Native American Rehabilitation Association of the Northwest, Inc. (NARA) is composed of four treatment facilities. The *Indian Health Center* offers outpatient medical and psychiatric services. The *Adolescent Treatment Services* program conducts a variety of mental health and, drug and alcohol, family and assessment services for Indian youth between the ages of 13 to 21 years old. A *Residential Treatment Center* provides inpatient psychiatry, mental health and drug and alcohol treatment. The *Outpatient Treatment Center* offers a wide range of mental health services, assessments and child development programs for American Indian adults, children and families. Many clients are poor and need resource management services. All NARA facilities provide culturally specific crisis intervention, individual and groups psychotherapy provided by multidiscipline teams of medical doctors, psychiatrists, social workers and psychologists. Interns participate in diagnosis and treatment programs designed to enhance stronger American Indian families and communities. Interns conduct crisis interventions, individual and group therapies, parent training, drug and alcohol treatments, dialectic behavioral counseling, motivational counseling and forensic evaluations. Interns will also participate in cultural activities such as, traditional healing, powwows, sweat lodges, talking circles and fire ceremonies.