Working with Diversity

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A Theoretical Framework

- Theory as basis for reflection

- Theory offers a language to share

- Hundreds of theoretical approaches to counselling

- Jerome Frank (1973) identified effective therapy as less a result of a specific theoretical model used. Instead, significant factors for good outcomes are 'non-specific' such as:

- The creation of a supportive relationship

- the provision of a rationale to make sense of the problem

- And the participation of both client and therapist in the healing ritual

Non-specific Factors

- (Grencavage and Norcross 1990)

  - Client characteristics:

  - Positive expectations

  - Distressed client

  - Client actively seeking help

- Therapist characteristics:

- Personal qualities of the therapist

- Cultivation of hope

- Warmth and positive regard

- Empathy

- Being socially sanctioned

- Non-judgemental

- Change process:

- Opportunity for catharsis

- Acquisition of new behaviours

- a rationale/model for understanding

- Foster insight and awareness

- Emotional and interpersonal learning

- Suggestion

- success and mastery experience

- Persuasion

- Placebo effects

- Identification with the therapist

- Behavioural self-control

- Tension reduction

- Desensitization

- Providing information

- Treatment methods

- Use of rituals and techniques

- Focus on 'inner world'

- Adherence to a theory

- Creating a healing setting

- Interaction between two people

- Communication

- Explanation of client and therapist roles

Strupp and Hadley (1979)

- In certain conditions non-professional counsellors employing non-specific factors were just as effective as highly trained therapists

- A potential problem is the perception of reality of both the client and the therapist.

- Moral values, ethical principles and ingrained notions of what is right and wrong could alter the landscape of the therapeutic process.

Beliefs and Assumptions

- How is reality understood

- What is the concept of self

- What is the sense of morality

- What is the concept of time

- What is the sense of land, environment and place

How do those beliefs and assumptions manifest?

- Non verbal behaviour

- Use of language

- Gender relationships

- Sexual roles

- Theory as theoretically being a product of our culturally bound beliefs and assumptions

Theoretical Integration

- To integrate or not to integrate?

Theoretical Integration

- Polkinghorne (1992) interview of therapists found:

- Theories function as useful models and metaphors to 'assist in constructing cognitive order'.

Theoretical Integration

- Nevertheless, there is no sense that any single theory 'could capture the complexity of the human experience'.

- For many of us, we integrate various theoretical models.

- Note: The need to avoid Model muddle'

Diversity

- So how do we then negotiate our way towards diversity and equality?

Post Modern Era

- Post Modern theories challenge the construct of sexuality, health, gender, race, religion, time, orientation and abilities.

- Post-Structualism

- Feminism

- Queer Theory

- Post-colonial Theory

Post-Structuralism

- The deconstruction of binary oppositions and their inherent hierarchal structures

- Derrida argues that we are inclined to structure our language and thinking along such oppositions as presence/absence, open/close, in/out, male/female, good/bad etc.

- Bakhtin tells us to pay attention to the space between what is said and not said - the plurality of the text.

- Lacan and his theory of the system of naming argues that signs and language construct the subject and therefore consciousness is decentred. Genitalia and bodily functions subsequently play less of a role in identity and construct of self

- Foucault theorized knowledge as power and the patriarchal regulation/invention of economics and sexuality as phallocratic control

Feminism

- Heritage of emancipation and end of slavery

- Wooley (1994):

- 'To women, for whom the events in therapy resemble the events in the kitchen, overobjectification of human suffering can make identification with the field impossible. We see in many theories posturing that seems at best absurd and at worst collusive and oppressive.'

- First Wave Feminism:

- Sojourner Truth, Susan B Anthony, Elizabeth Cady Stanton, Emily Pankhurst, etc.

- Women as equal

- Second Wave Feminism:

- Simone de Beauvoir, Shere Hite, Germaine Greer, Betty Frieden:, etc.

- Women and the female body/psyche as constructed by men

Queer Theory

- Judith Butler argues that performance of sexuality through speech acts is the construction of sexual identity

- Queer Identity as fluid and plural; sexuality as fluid and plural.

- Diversity as multiplicity

- Queer challenges 'the privilege of genitality over other forms of sexuality (Grosz 1994)

Post-Colonial Theory

- The construct of the 'Other'

- Edward Said states, 'The Oriental became 'Oriental' because it *could be made* 'Oriental'

- Stuart Hall tells us that the West "had the power to make us see and experience ourselves as 'Other'"

- Jean Franco argues that in the 'Third' world, "social, political and economic power are represented through a lexicon that is drawn from sexual relations."

- Spivak argues that Imperliasm created the image of itself as the establisher of the good society in which women are objects to be protected from her own kind: 'White men saving brown women from brown men.'

- Rorhlich-Leavitt, Sykes and Weatherford speak of the dangers of androcentrism and its inherent inability to report objectively on the relationships between women and men, and on the role and status of women in other cultures.

Working with Diversity

- How do we come into a room with our 'position' - beliefs and assumptions - and how does this potentially impact on various equality groups?

COSRT Codes of Ethics and Practice

- 3.5 Anti-discriminatory practice

- 3.5.1 Anti-discriminatory practice should underpin all professional activities. The value and dignity of Clients must be recognised at all times. The Member must work in ways that respect the individuality of the Clients and colleagues with regard to issues of difference, such as religion, race, gender, age, beliefs, orientation, sexuality and disability.

- 3.5.2 Issues of prejudice and stereotyping are universal. Members must be alert to their own biases, prejudices and stereotypes and how these may impact upon the therapeutic relationship

- 3.5.3 Attitudes, assumptions and values can be identified by the language used and interventions offered. Members must ensure that interventions offered are culturally acceptable to Clients.

- Autonomy and right to self-determination of Clients and of others with whom they may be involved must be protected, subject to the limits of confidentiality and safety.

- 3.5.5 COSRT as an organisational member of UKCP supports the UKCP statement on the 'reparative' therapy of members of sexual minorities. General members must agree to comply with this document.

Diversity

- Religion

- Race

- Gender

- Age

- Beliefs

- Orientation

- Sexuality

- Disability