



## BACP Annual Conference 2007: Counselling on a global canvas

Enhancing diversity training in the UK  
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## Overview of the seminar

- What western therapies can learn from the way non-western countries and cultures live and cope with life
- What western therapies can learn from the way we approach diversity training in the UK
- Does our training embrace diversity?

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## The framework:

- Human experience embedded in our cultural values, attitudes, ways of perceiving the world, and culturally specific ways of expressing emotions, views of health /distress, views of healing etc.
- Cultures are not static or homogenous groups

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## What western therapies can learn from the way non-western countries and cultures live and cope with life

- The important role of self-concept: I 'v' we
- Individual recovery is intimately bound up with the recovery of the wider community.
- Notion of resilience
- Expression of feelings & concepts of emotional health are language bound

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## What western therapies can learn from the way non-western countries and cultures live and cope with life

- Concepts of mental health linked to physical well being
- Psychological support of individuals within their cultural, family, community contexts
- Kinship ties - multiple attachments

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## What western therapies can learn from the way we approach diversity training in the UK

- Be aware of self concept and how this creates tension within personal therapy requirements, group process and theoretical teaching models
- See that black trainees are more psychologically challenged than white trainees and have to manage complex psychological process during their training

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## Infusing 'Race'

- Bell's (2001) notion of "infusing 'race' into the dialogue" creates a difference. As she states "infusing is a technique of slowly introducing a new or uncommon ingredient to a dish. Infusing causes a subtle yet distinctive change in taste and sometimes the texture of the dish, giving layers of complexity". (Bell, 2001:48)

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- Expression of distress for students not translatable into English / therapy process / group process
- "Done & Dusted" attitude of white trainees to diversity training

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## Does out training embrace diversity?

- What is meant by equality & diversity?
- How should such training be delivered?
- Who should facilitate training?
- Should such training be competence based?
- What are the needs of counsellors / therapists in this area?
- Do black trainees / trainees from different oppressed groups have different training needs?
- Should diversity training be linked to CPD requirements?

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