Preparing the Next Generation for the 'Other Real World':
A Culturally-Celebratory, Competency-based Approach to Clinical Supervision
Jeanne Manese Ph.D. and Theodore Burnes, Ph.D.

Workshop Description
The purpose of this six hour training is to examine a diversity of evidence-based approaches to conduct multicultural supervision. The training includes models, applications and interventions applicable to a wide variety of training situations in which social justice and multiculturalism are central. The Guidelines for Clinical Supervision in Health Service Psychology are also core principles for discussing various aspects of the supervisor role, including ethics, relationship building, addressing issues in competence and development, and assessment, evaluation, and feedback. Participants will also have the opportunity to discuss important topics such as intersectionality, cultural humility, and mentoring as a foundational practice in multicultural supervision.

Learning Objectives
- Participants will be able to describe three key elements of multicultural supervision
- Participants will be able to define cultural humility
- Participants will be able to define intersectionality
- Participants will be able to identify at least two behaviors that strengthen the supervisory relationship in multicultural supervision
- Participants will be able to discuss at least two common ethical issues that occur in multicultural supervision.

Workshop Schedule:

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:30am</td>
<td>Welcome, Administrative Details, and Learning Goals</td>
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<tr>
<td>8:40am</td>
<td>What is Multiculturalism? What is Supervision? How are They Connected?</td>
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<td>9:00am</td>
<td>Supervision Competence and Metacompetence</td>
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<td>9:30am</td>
<td>Models of Multicultural Supervision and Diversity-Focused Supervision</td>
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<tr>
<td>10:15am</td>
<td>15 Minute Break</td>
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<tr>
<td>10:30am</td>
<td>Cultural Considerations in the Multicultural Supervision</td>
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<tr>
<td>11:30am</td>
<td>Lunch</td>
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<tr>
<td>12:30pm</td>
<td>Mentoring and Professional Development from a Cultural Framework</td>
</tr>
<tr>
<td>1:45pm</td>
<td>Assessment and Learning Activities in Multicultural Supervision</td>
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<tr>
<td>Time</td>
<td>Session Title</td>
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<tr>
<td>2:00pm</td>
<td>15 Minute Break</td>
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<tr>
<td>2:15pm</td>
<td>Evaluation, Contracts, and Feedback=3</td>
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<tr>
<td>2:30pm</td>
<td>Addressing Problems in Professional Competence</td>
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<tr>
<td>2:50pm</td>
<td>Ethical and Regulatory Considerations</td>
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<tr>
<td>3:20pm</td>
<td>Wrap Up and Next Steps</td>
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<td>4:00pm</td>
<td>End</td>
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**Presenters Information**

**Jeanne Manese, PhD,** is Director of the Counseling Center at the University of California, Irvine. She earned her B.A in psychology from the University of California, Irvine and also completed a masters degree in Education (M.Ed.) from Harvard University. Dr. Manese received her PhD from the University of Maryland, College Park with a specialization in Counseling Psychology. Dr. Manese currently oversees the administrative management of over 40 multidisciplinary professional staff including licensed psychologists, psychiatrists, and social workers as well as approximately 45 volunteer student staff. She is responsible for the mental health service delivery to approximately 36,000 students and also teaches a fieldwork course for undergraduate students interested in careers in psychology and public health. She is currently conducting research and implementing programs focused on strength based interventions to improve college transitions and enhance retention at the university level. Dr. Manese has published numerous articles and chapters related to training, supervision, and practice with a focus on multicultural competency and social justice. She was among the principle co-investigators for three year $6.9 million state funded mental health grant (CaLMHSA-SMHI) aimed at stigma reduction, suicide prevention and peer to peer support interventions. Included in her work in higher education and mental health, Dr. Manese has practiced psychology internationally sailing around the world with the Semester at Sea program. She has also worked in Veteran Administration Medical Center settings, private practice, and maintains a consultation practice. Dr. Manese achieved the distinction of Fellow in the American Psychological Association (APA Division 17 and 45) and the Asian American Psychological Association. She has been honored by the Association of Counseling Center Training Agencies (ACCTA) and the Association of Psychology Postdoctoral and Internship Centers (APPIC) for her multicultural competency training.

**Theodore Burnes, Ph.D.,** is the director of training and education and a staff psychologist for the Los Angeles Gender Center. He is an affiliate faculty member at Antioch University, Los Angeles, where he teaches courses in sexuality, community psychology, and psychological research. He is also a facilitator of continuing education program for the Los Angeles Department of Mental Health in the areas of law and ethics and clinical supervision. Dr. Burnes received his Ph.D. in counseling/clinical/school psychology at the University of California, Santa Barbara. He is currently a consultant on various projects in both private and public sectors, consulting on projects related to employee effectiveness and organizational health. Dr. Burnes has professional interests in the areas of: social justice and development of advocate identities; sex-positivity and sexual expression; adolescent and young adult development; organizational health and quality assurance; psychological consultation.
(a) How culture impacts supervision


(b) Supervisor Competencies

(c) Specific aspects of culture (race, ethnicity, sexual orientation, etc.) & supervision.


(d) Supervision outcomes related to culture (e.g., is outcome different depending on cultural identities of supervisor, supervisee, or both?)


(e) Interventions for clinical supervisors to use with trainee in multicultural work spaces


Internet Resources

• Evidence-based practices kit. Integrated treatment for Co-Occurring Disorders: Training Frontline staff: http://store.samhsa.gov/term/Treatment

• Substance Abuse Treatment Clinical Supervisors: TAP 21A http://www.nattc.org/resPubs/tap21/TAP21a.pdf

• Substance Abuse Counselor Supervision: TIP 52 http://kap.samhsa.gov/products/manuals/tips/pdf/TIP52.pdf

• Section 1387California Code of Regulations

• “Supervision Best Practices” www.psychboard.ca.gov

• Association of Psychology Postdoctoral and Internship Centers (www.appic.org)

• California Psychology Internship Centers (www.capic.net)