

GSJ: Volume 11, Issue 7, July 2023, Online: ISSN 2320-9186
www.globalscientificjournal.com

challenges faced by Black, Indigenous, and People of Color (BIPOC) communities in accessing quality mental health treatment and promoting mental health equity during the COVID-19 pandemic. The researchers highlight the historical impact of racism on BIPOC communities, leading to transgenerational mental health consequences and barriers to accessing appropriate care.

Kabir and Zaidi (2022) studied the implicit bias among healthcare providers toward Black, Indigenous, and People of Color (BIPOC) patients in clinical settings. The research characterized and addressed the impact of implicit bias on healthcare experiences and treatment outcomes for BIPOC individuals. Peer-reviewed studies from 2012 to 2021 were analyzed. The findings revealed that healthcare providers often harbor implicit biases, with positive attitudes toward Whites and negative attitudes toward BIPOC individuals. These biases develop unconsciously through repeated practices based on stereotypes and systemic racism and have significant implications for treatment decisions and the overall quality of care received by BIPOC patients.

Conclusion

This literature review has shed light on the significance of multicultural competence in disability counseling, with a focus on BIPOC individuals. It has highlighted the essential skills required for competent multicultural disability counseling, the challenges inherent in this practice, and the theoretical frameworks and best practices that can guide professionals in providing meaningful support.

The Multicultural Counseling Competencies (MCC) and the Person-of-the-Therapist Model (POT) were identified as valuable frameworks for understanding and addressing the unique needs and experiences of BIPOC individuals with disabilities. These frameworks

emphasize the importance of cultural sensitivity, self-awareness, and the establishment of a trusting therapeutic alliance.

Furthermore, the review underscored the significance of considering the individual and personal frame of reference in the case of BIPOC disability counseling. It highlighted the need for service providers to be aware of the intersecting identities and experiences that shape an individual's disability and cultural background.

Special issues in case management and service delivery for BIPOC individuals with disabilities were explored, revealing the challenges and biases that can arise within career development counseling and the potential for misdiagnosis. It was noted that employment impacts the mental health of individuals with disabilities.

Finally, the literature review drew attention to the challenges faced by people with disabilities in the workplace, highlighting the need for comprehensive support systems, inclusive policies, and increased awareness to promote equal opportunities and combat discrimination.

References

- American Psychological Association. (2017). Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality. Retrieved from <https://www.apa.org/about/policy/multicultural-guidelines>
- Atkins, S. L. et al., (2017). Make It Personal: A Qualitative Investigation of White Counselors' Multicultural Awareness Development. *The Counseling Psychologist*, 45(5). doi: 10.1177/0011000017719458
- Badcock, E. & Sakellariou, D., (2022). "Treating him...like a piece of meat": Poor communication as a barrier to care for people with learning disabilities. *Disability Studies Quarterly*, 42(1).
- Bernal, G., Jimenez-Chafey, M. I., & Domenech Rodríguez, M. M. (2016). Cultural adaptation of treatments: A resource for considering culture in evidence-based practice. *Professional Psychology: Research and Practice*, 47(2), 89–99. doi: 10.1037/pro000005
- Carrera, L. C. et al., (2020). Clinical Approaches to Cultural Diversity in Mental Health Care and Specificities of French Transcultural Consultations: A Scoping Review. *Frontiers in Psychiatry*, 11. doi: 10.3389/fpsy.2020.579147
- Conner, G. & Walker, W., (2017). The Culturally Competent Counselor: Issues Specific to Four Minority Groups. *Open Journal of Social Sciences*, 5(3), 113-121.
- Constantine, M. G. (2007). Person-of-the-therapist training: An experiential approach. American Psychological Association.

- Corrigan, P. W., Watson, A. C., & Barr, L. (2016). The self-stigma of mental illness: Implications for self-esteem and self-efficacy. *Journal of Social and Clinical Psychology, 25*(9), 875-884. doi: 10.1521/jscp.2006.25.9.875
- D'Andrea, M., Daniels, J., & Heck, R. (2013). Cultural competence in the provision of counseling services: A practice guide. *Counseling Outcome Research and Evaluation, 4*(1), 30–46. doi: 10.1177/2150137812472835
- Dancy, B. L., Bertram, R. M., & Vega, S. J. (2018). Disability justice: A framework for social justice-oriented disability policy, research, and practice. *Journal of Social Work in Disability & Rehabilitation, 17*(1-2), 17-38. doi: 10.1080/1536710X.2018.1427019
- Deans, E., Bhattacharya, A., & Cordle, N. (2020). A qualitative exploration of the experiences of adults with learning disabilities in secure care. *Journal of Applied Research in Intellectual Disabilities, 33*(5), 1011-1021. doi: 10.1111/jar.12756
- Deroche, M. D., (2016). The relationship between perceived multicultural disability competence, multicultural counseling coursework, and disability related life experience. *University of New Orleans Theses and Dissertations*.
- Dispense, F., (2019). Empowering the Career Development of Persons with Disabilities (PWD). *Journal of Career Development, 48*(5). doi: 10.1177/0894845319884636
- Farmawati, C., (2020). Being a Good Multicultural Counselor for Persons with Disabilities. *Jurnal Konseling Religi., 11*(1). doi: 10.21043/kr.v11i1.6954
- Fernandes, C. & Lane, W. D., (2020). Best Practices in Multicultural Supervision in Counseling. *Journal of Counseling Research and Practice, 6*(1), 57-66. doi: 10.56702/UCKX8598/jcrp0601.4

- Friedman, C., (2023). Ableism, racism, and the quality of life of Black, Indigenous, people of colour with intellectual and developmental disabilities. *Journal of Applied Research in Intellectual Disabilities*, 36(3), 604-614.
- Garcia, J. (2014). Counseling individuals with diverse backgrounds. In A. M. Horne (Ed.), *Handbook of counseling and counselor education* (pp. 179–191). Sage Publications.
- Gloria, A. M., & Robinson Kurpius, S. E. (2016). Multicultural counseling competencies: Guiding principles for counselors and mental health practitioners. In *Handbook of multicultural competencies in counseling and psychology* (pp. 3-16). American Psychological Association.
- Gopalkrishnan, N., (2018). Cultural Diversity and Mental Health: Considerations for Policy and Practice. *Frontiers in Public Health*, 6(2018). doi: 10.3389/fpubh.2018.00179
- Honda, H., Shirasuna, M., Matsuka, T. & Ueda, K., (2018). Do People Explicitly Make a Frame Choice Based on the Reference Point? *Frontiers in Psychology*, 9(2018). doi: 10.3389/fpsyg.2018.02552
- Joseph, S., (2021). How Humanistic Is Positive Psychology? Lessons in Positive Psychology From Carl Rogers' Person-Centered Approach—It's the Social Environment That Must Change. *Frontiers in Psychology*, 12.
- Kabir, R. & Zaidi, S. T., (2022). Implicit Bias Against BIPOC Patients in Clinical Settings: A Qualitative Review. *Spectra Undergraduate Research Journal*, 2(1), 28-46. doi: 10.9741/2766-7227.1014
- Kidd, S. A., & Osterling, K. L. (2018). Employment as a factor in recovery from serious mental illness: A review of the evidence. *Canadian Journal of Psychiatry*, 63(5), 290-298. doi: 10.1177/0706743717746103

- Lee, C. C., & Zane, N. (2012). *Multicultural issues in counseling: New approaches to diversity* (4th ed.). John Wiley & Sons.
- Lee, E.-J. & Ditchman, N., (2016). Working with people with disabilities within a multiculturalism framework. In: J. M. Uomoto, ed. *Multicultural neurorehabilitation: Clinical principles for rehabilitation professionals*. s.l.:Springer, pp. 25-46.
- Leong, F. T. L., & Kalibatseva, Z. (2011). Cross-cultural competence: Engaging the complexity of multiple cultural realities. *American Psychologist*, 66(3), 131–142. doi: 10.1037/a0022389
- Lievens, F., Corte, W. d. & Schollaert, E., 2008. A Closer Look at the Frame-of-Reference Effect in Personality Scale Scores and Validity. *Journal of Applied Psychology*, 93(2), pp. 268-279. doi: 10.1037/0021-9010.93.2.268
- Mollen, D. & Ridley, C. R., 2021. Rethinking Multicultural Counseling Competence: An Introduction to the Major Contribution. *The Counseling Psychologist*, 49(4). doi: 10.1177/0011000020986543
- NAMI. (2022). Mental illness in the workplace. Retrieved from <https://www.nami.org/Blogs/NAMI-Blog/December-2022/Supporting-Mental-Health-in-The-Workplace>
- O'Hara, C., Chang, C. Y. & Giordano, A. L., (2021). Multicultural Competence in Counseling Research: The Cornerstone of Scholarship. *Journal of Counseling & Development*, 99(2), 200-209.
- Ponterotto, J. G. (2013). *Counseling and psychotherapy of diverse populations: Strategies for practitioners* (4th ed.). Sage Publications.

- Porfyri, G.-N. et al., (2022). Mental health-related stigma discrimination and prejudices among Greek healthcare professionals. *Frontiers in Psychiatry*, 13. doi: 10.3389/fpsyt.2022.1027304
- Pearson, M. & Bruin, M. d., (2019). Pluralism in counselling and psychotherapy: An introduction to theory and implications for practice. *Psychotherapy and Counselling Journal of Australia*, 7(1).
- Potgieter, I., Coetzee, M. & Ximba, T., (2017). Exploring career advancement challenges people with disabilities are facing in the South African work context. *SA Journal of Human Resource Management*, 15. doi: 10.4102/sajhrm.v15i0.815
- Ratts, M. J., Singh, A. A., Nassar-McMillan, S., Butler, S. K., & McCullough, J. R. (2016). Multicultural and social justice counseling competencies: Guidelines for the counseling profession. *Journal of Multicultural Counseling and Development*, 44(1), 28–48. doi: 10.1002/jmcd.12035
- Ratts, M. J. & Greenleaf, A. T., (2018). Multicultural and Social Justice Counseling Competencies: A Leadership Framework for Professional School Counselors. *Professional School Counseling*, 21(1b).
- Sue, D. W., Arredondo, P., & McDavis, R. J. (1992). Multicultural counseling competencies and standards: A call to the profession. *Journal of Counseling & Development*, 70(4), 477-486. doi: 10.1002/j.1556-6676.1992.tb01642.x
- Sue, D. W., Bernier, J. E., Durrant, A., Feinberg, L., Pedersen, P., Smith, E. J., & Vasquez-Nuttall, E. (1982). Position paper: Cross-cultural counseling competencies. *Counseling Psychologist*, 10(2), 45–52. doi: 10.1177/0011000082102008

Vasquez, M. J. T., & Han, J. Y. (2014). Culturally Responsive Cognitive-Behavioral Therapy: Assessment, Practice, and Supervision. *American Psychological Association*.

Waller, B. Y. et al., (2023). Should We Trust You? Strategies to Improve Access to Mental Healthcare to BIPOC Communities During the COVID-19 Pandemic. *Community Mental Health Journal*, 3(5).

Wei, M., Su, J. C., Carrera, S., Lin, S. P., Yi, F., Heppner, P. P., & Chao, R. C. (2013). The impact of perceived racial discrimination on the mental health of Asian American and Latino college students. *Cultural Diversity and Ethnic Minority Psychology*, 19(2), 138–150. doi: 10.1037/a0030986

