THE NCAMCD NOTE Winter 2021 Issue

The Association for Multicultural Counseling and Development’s mission is to enhance the development, human rights, and the psychological health of ethnic and racial populations that is critical to the social, educational, political, professional, and personal reform in the United States and globally.

Division Goals
1. To increase multicultural awareness among practitioners and educators in the field of counseling.
2. To enhance and promote multicultural competencies that are taught in counselor training programs across the state as outlined in the CACREP standards.
3. To provide awareness and generate discourse regarding issues in multicultural and diversity through literacy and scholarly writing.
4. To enhance counselors’ advocacy skills on behalf of individuals from underserved populations through awareness, training, and involvement in community initiatives.
5. To have an active presence in general association affairs.
6. To promote diversity and inclusiveness among counselors and the individuals they serve.

CALL FOR SUBMISSIONS FOR SPRING 2021 NCAMCD NEWSLETTER

Dear NCCA Members,

Please consider submitting personal reflections on multicultural counseling or counseling related topics, best practices information, short articles, pictures of you or other AMCD/NCCA members or AMCD events, division news, or any other items you would like to share with members of our division for inclusion in the upcoming spring edition of the North Carolina Association for Multicultural Counseling and Development Division. Please email your submission to Tazeur Matthews at tymatthews@aggies.ncat.edu. The deadline for Spring 2021 submission is March 12th, 2021 by 5 pm.

NCAMCD News
- Call for NCAMCD Spring Newsletter
- Division News
- CEUs Past and Future opportunities
- Member Spotlight
- Multicultural Issues in the Profession
- NCAMCD Book Club
- Upcoming Events
- AMCD Resources Link

Executive Board Member 2020-2021
President: Sarah Moore
President-Elect: Jennifer Joyner
Secretary: Isabel Farrell
Treasurer: Beth Swiatek
Advocacy Committee Chair: Jessica Bullock
CEUs/Education Committee Chairs: Angela Brooks-Livingston and Paula Newman
Communications Committee Chair: Tazeur Matthews
NCCA Taskforce on Anti-Racism: Camila Pulgar

2020 Continuing Education Sessions Opportunities

Thank you to Dr. Angel Dowden and Dr. Rolanda Mitchell for their success on the December 18th, 2020 Virtual Workshop on Effectively Working with African American Client in a Small Practice Setting: Implications for Clinical Practice.

Thank you to Angela Brooks-Livingston, MA, NCC, LCMHCS, LCAS, for the December 18th, 2020 Virtual Training Somewhere in the Rainbow: Working with LGBAQ1 Clients.
NCAMCD
SERVICE AWARD

Call for Nominations
The NC Association of Multicultural Counseling and Development has established two service awards to honor professionals who advance our mission in North Carolina. NCAMCD is soliciting nominations for these awards – Devoted Service Award and Advocacy and Social Justice Award. Please consider nominating a colleague, a supervisee (or supervisor), or other counselor or student that advances NCAMCD and its mission in the following manner:

The Devoted Service Award recognizes a member for excellence in professional leadership and service to NCAMCD in the improvement and enhancement of the counseling profession well beyond the typical involvement in voluntary leadership positions in a professional organization.

The Advocacy and Social Justice Award has been established to recognize counselors who have done an exceptional job of modeling the role of advocator in the counseling profession through working with clients, communities, state and national efforts and more.

If you would like to nominate someone, please forward the following information to the Awards Committee – Dr. Sarah Moore @ sarahmoorephd@gmail.com or Jennifer Joyner @ jennifer.joyner@joynerconsulting.org

Please include: Name, Credentials, Contact information of the nominee along with a 250 – 500 word statement detailing the nominee’s commitment to multicultural counseling and development as outlined in the award description.

Please email the Awards Committee if you have any questions.

The deadline to submit nominations is February 6th at 5pm. The award recipients will be honored at the NCCA Awards event at the February 2021 NCCA Annual Conference.

Member Spotlight

Paula Newman is the Co-Chairman of the NCAMCD CEUs/Education Committee and a Licensed Clinical Mental Health Counselor Supervisor. She is a Clinical Quality Clinician for Cardinal Innovations Healthcare; owns a part-time private practice where she serves children and adolescents and their families; and teaches Cognitive Psychology and Physiological Psychology as an Adjunct Professor at North Carolina Wesleyan College in Rocky Mount, NC.

Paula’s doctoral research examines the competency of behavioral health professionals and explores their preference for training or supervision to improve their competency. She has trained area behavioral health providers and area Crisis Intervention Team (CIT) law enforcement officers in cultural competency. Her area of interest is training behavioral health professionals on culture-specific interventions to use with racial/ethnic minorities and sociocultural minorities, to best facilitate multicultural awareness, sensitivity, understanding, and empathy.

pdsnewman@msn.com
Blasting the Binary: Working with Gender Expansive Clients

2020-2021 Continuing Education Sessions
Sponsored by NCAMCD and ALGBICNC

Register by Thursday January 21 at 4:00 PM

2 Clock Hours Available for each session
FREE for NCCA Members: $30.00 per session for non-members
Session link will be sent to all registrants one day prior to the session.

Friday, January 22, 2021 10:00 AM – 12:00 PM

Register online:
NCAMCD & ALGBICNC Educ. Session 1/22/21 (wufoo.com)

This training is intended to educate counselors on the specific needs related to clients who identify as gender expansive, with particular focus on pronoun usage, terms of identification, triggers for substance use, intersectionality of identities, specific interventions for clinicians, and options for those clients who want to pursue medical transitioning. Trainer will provide a variety of resources for those who attend this training. These resources will include articles, websites, specific authors, and checklist for components necessary for medical transitioning. Trainer will also provide time for questions.

Also, mark your calendar for the 3rd session. Registration will open in early March for this session

Friday, March 19, 2021 1:00 pm – 3:00 pm

Every Rose Has its Thorn: Multicultural Counseling Ethics

This training is intended to educate counselors on multicultural counseling and ethics. Trainer will review the American Counseling Association Code of Ethics, and specific codes regarding being culturally competent and working with scope of practice. Trainer will provide a variety of resources for those who attend this training. These resources will include articles, websites, and specific authors to consult with questions regarding ethics. Trainer will also provide time for questions.

Presenter: Angela Brooks-Livingston, MA, NCC, LCMHCS, LCAS, CSI

Angela Brooks-Livingston owns a private practice in North Wilkesboro, NC. She served clients in community mental health for 8 years as an intensive in-home team lead, outpatient therapist, and associate center director. She has been involved in NCCA since she was a graduate student in 2009, and served as the 2016-2017 President. She teaches adjunct in the Human Development and Psychological Counseling Department at Appalachian State University, and serves as a practitioner instructor at Wake Forest University. Angela enjoys working with children, adolescents, and families with a variety of mental health symptoms and substance use issues, with her specialty being working with gender expansive clients. Angela is also trained in Dialectical Behavioral Therapy, and is keen on working with clients who struggle with borderline personality disorder. She practices soul-care by camping and hiking with her partner, son, and dog, crocheting, watching British television, practicing Julia Child recipes, and listening to 80s hairbands.

Questions? Contact
Angela Brooks-Livingston
angelabrookslivingston@gmail.com
Human Trafficking: Recognizing & Responding in a Behavioral Health Setting

Two chances to attend:
Saturday, January 23, 2021 &
Friday, February 12, 2021

LIVE Interactive Webcast Register Online:
http://joynerconsulting.org/training

Program Fee
$60.00 - Early (Valid until January 1, 2021)
$120.00 - Regular
$50.00 - Student
Payment of program fee at time of registration.

Credits Offered
This activity consists of 6.0 Clock Hours. A certification of completion will be awarded at the end of the program to participants who are in full attendance and complete the program evaluation.

“Human Trafficking: Recognizing and Responding in a Behavioral Health Setting” has been approved by NBCC for NBCC credit. Jennifer Joyner, MA, MS, LCMHC is solely responsible for all aspects of the program. NBCC Approval No. SP-3468.

Program Content Description
This program will help prepare participants to recognize and respond to a suspected human trafficking victim or perpetrator in the behavioral health setting. This program will discuss the complicating factors involved and the implications on the therapeutic relationship and treatment process. The program will discuss assessments available, communication strategies, and cautions when interacting with a victim or perpetrator. Treatment models and published research will be reviewed and compared including: considerations, limitations, and qualifications needed.

Cancellations & Refunds
If you are no longer able to attend, send an email with name and registration number to cancel your registration. You will receive a refund, less a $30 cancellation fee.

Resolution of complaints and disputes
If a participant or potential participant would like to express a concern about his/her experience, please contact Jennifer Joyner, MA, MA, LCMHC at (704) 359-7501 or jennifer.joyner@joynerconsulting.org. Although a particular outcome cannot be guaranteed, the individual can expect consideration of any complaint, any necessary action, and response within 3 business days.

Questions
JENNIFER JOYNER, MA, MS, LCMHC
704-359-7501
Jennifer.joyner@joynerconsulting.org
www.joynerconsulting.org/training
338 South Sharon Amity Rd.#210 Charlotte, NC 28211

Jennifer Joyner, MA, MS, LCMHC

Jennifer is a Behavioral Science Research Analyst with over 18 years of experience in the behavioral health field. Jennifer is a Licensed Clinical Mental Health Counselor in North Carolina and holds a Master of Arts in Counseling Education, a Master of Science in Health Informatics with a concentration in Data Science and Analytics, a graduate certificate in Marriage and Family Therapy, and a Bachelor of Arts in Psychology.

Jennifer serves on the Leadership Team of the Ursus Institute, a non-profit agency working to disrupt and prevent human trafficking. Jennifer utilizes her combined background in behavioral health and data science to conduct research to improve the identification of individuals at risk or in crisis, improve outreach and treatment efforts, and develop targeted treatment programs to address the unique needs of a survivor. Jennifer’s current research focuses on the synergistic effects of risk factors that increase one’s vulnerability to human trafficking victimization. His knowledge is essential to truly gain an understanding of this varied population and the development of a treatment model that will meet their specific needs.

Learning Objectives
1. Participants will be able to differentiate the forms of human trafficking, recognize common indicators of potential victims and perpetrators, and describe ways that indicators may present in the behavioral health setting.

2. Participants will be able to explain internal and external factors involved in human trafficking and assess the impact on the victim, development of therapeutic relationship and the treatment process.

3. Participants will be able to identify and discuss assessments and tools currently in use and apply recommended interview techniques and strategies when interacting with a suspected victim.

4. Participants will be able to compare current treatment models in use and identify additional needs and barriers victims experience.
Multicultural Counseling Matters When Helping Mothers With Postpartum Depression

Zakiyyah E. Omar
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Insomnia, hopelessness, intense feelings of sadness, intense feelings of anxiety, withdrawal from family and friends, feelings of harming your newborn baby, or having suicidal ideations describes some postpartum depression symptoms (World Health Organization, 2014). Postpartum depression is a prevalent epidemic currently affecting one in seven women in the United States and around the world (O’Hare, 2009). Postpartum depression is defined as a type of depression suffered by a caregiver following childbirth, typically arising from the combination of hormonal changes, psychological adjustment to parenthood, and extreme fatigue (Mayo Clinic, 2018). Postpartum depression typically occurs within one calendar year following the birth of a new child.

Some of the risk factors that are associated with the diagnosis of postpartum depression include a previous history of depression, difficulty with breastfeeding, having an unwanted/unplanned pregnancy, traumatic labor and delivery, relational problems with a spouse or significant other, a diagnosis of bipolar disorder, or a family history of anxiety and depression (Stewart & Vigod, 2016). Additionally, financial problems, multiple births, having a baby with special needs/health concerns, a weak support system, and experiencing stressful events (i.e. loss of a job, death of a significant other, or health problems) are also risk factors associated with a diagnosis of postpartum depression (Stewart & Vigod, 2016).

According to the World Health Organization (2014), postpartum depression is experienced by mothers of all racial and ethnic identities, cultures, and socioeconomic status. Thus, understanding and utilizing multicultural counseling competencies is imperative when working with mothers from diverse heritages and cultures. Counselors should have a understanding of about postpartum depression, risk factors, and multicultural theories to use during assessments and treatment planning. Multicultural theories such as Black Feminist Thought developed by Patricia Hill Collins and Intersectionality created by Kimberlé Crenshaw are critical to use when working with mothers who identify as African American. Black Feminist Thought values, validates, and bear witness to the lived experiences of African American women (Collins, 1990) and Intersectionality understands how power, gender, race, ageism, social class overlap and intersects with each other (Crenshaw, 2019). Accordingly, implementing a holistic approach of multicultural counseling theories throughout the entire counseling process can increase successful outcomes and minimize depressive symptoms.
Multicultural Counseling Matters When Helping Mothers With Postpartum Depression

Zakiyyah E. Omar
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If postpartum depression is left untreated in mothers or counselors are not able to effectively work with mothers from diverse backgrounds, the result could be an onset of a major depressive disorder, future diagnosis of depression, or a prolonged diagnosis of postpartum months after the birth of a new baby (Stewart & Vigod, 2016). Babies who are born with parents with untreated postpartum depression are more likely to have delayed developmental milestones such as language skills, increased risk of psychological problems, eating difficulties, sleeping difficulties, and uncontrollably excessive crying (Mayo Clinic, 2018). Thus, it is vital and best practice that counselors are informed about the definition of postpartum depression, the risk factors of postpartum depression and how it intersects with individuals with marginalized identities, and multicultural theories to interweave in treatment planning to counteract adverse outcomes for the mothers and their children.

References


Deconstructing the Micro in Microaggressions: Reflections of a Marginalized Counselor

Sherri Ford-Jacobs
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Microaggressions?

Racial microaggressions are defined as brief and commonplace daily forms of subtle discrimination that are verbal, behavioral or environmental indignities (Sue et al., 2007; Nadal et al., 2015). Microaggression theory categorizes these racist aggressive acts into three categories: microassaults, microinsults and microinvalidations (Sue et al., 2007). In addition to racial microaggressions, this aggressive behavior can also be directed at other groups holding marginalized identities such as non-conforming gender, sexual orientation, religion, age, class, etc. Intersectional microaggressions can be experienced by individuals with multiple marginalized identities who experience interlocking systems of oppressions (Crenshaw, 1989; Nadal et al., 2015). Moreover, microaggressions occur in society on a daily basis with the purpose of maintaining systems of oppression, and the counseling profession is no exception to this rule (Peters et al., 2017).

In addition to maintaining racists and oppressive systems, the terminology of racial microaggressions itself can also serve as oppressive aggression. The prefix *micro* is defined as “very small or minute quantities” (Merriam-Webster.com). According to Sue et al. (2019), when Chester Pierce (1969) coined the term microaggression, the *micro* referenced “everyday”, individual and interpersonal behavior rather than “smaller or less significant.” Additionally, Huber and Soloranzo (2014) use the term *racial macroaggression* to denote racism occurring at the systemic and institutional level rather than racism that is more blatant or severe in magnitude. In all cases, these racist oppressive acts and systems are dehumanizing and destructive; they are used as a vehicle to perpetuate racism, systemic oppression, and white supremacy ideology. The nefarious characteristics of racism and systemic oppression should not be hidden behind or made invisible by the very terminology that professes to “name it.” I find it noteworthy that the terminology we use to name these behaviors and systems are completely void of depicting their egregious and severely destructive nature. The neutralizing effects of terminology can and does act to preserve sophisticated systems of racism and oppression. Another example of this is using the term *implicit bias* when a behavior or system is clearly demonstrating blatant racism. Post-civil rights terminology that has been derived from a colonialist society is a major contributor to *mainstreaming* and *normalizing* the very invisibility that the literature asserts microaggressions and macroaggressions support.

Sherri Ford-Jacobs, LCMHCA, LCASA, NCC, is a doctoral student in the Counselor Education and Supervision Program at North Carolina State University. Her research focuses on operationalizing and integrating social justice competence into counseling, counselor education, and clinical supervision.

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Implications for the Counseling Professions

Microaggressions are perpetrated by educators, supervisors, and counselors against students, supervisees, and clients respectively on a daily basis. I have witnessed and been on the receiving end of several acts of racist and oppressive acts of aggression throughout my time in the counseling profession, both unintentional and intentional.

Whether the oppression was a clinical supervisor mixing the names of the only two Black people in the room, or educators standing silent while blatant racist and oppressive ideologies were put forth and legitimized through assignments and literature approved and used in syllabi for graduate level classes, it occurred without disruption or repercussion. Oppressive aggression also occurs in session with clients when counselors lack the multicultural and social justice competence that is required to meet the ethical standards of non-maleficence (Ratts et al., 2015). Those with unearned privilege must spend that privilege on dismantling systems of oppression, and not merely teaching coping and disarming strategies to those who are oppressed. The deafening silence I have observed by those who are self-proclaimed allies is performative and demonstrates the epitome of complicity.

A Call to Action

The counseling profession can no longer look to the minimum requirements of licensure renewal to fulfill our obligation to become socially just educators, counselors, and supervisors. We cannot understand all the possible scenarios of how microaggressions show up, but we can have intentionality in learning and taking anti-racist and anti-oppressive action. The counseling profession can and must engage in critical inquiry by challenging the status quo and by responding from a praxis of social justice across all educational and clinical environments.
Music for the Mind!!
Mental Health Matters!

“Skyscraper”
Demi Lovato
(from the album "Unbroken")

Skies are crying
I am watching
Catching tear drops in my hands
Only silence
Has an ending
Like we never had a chance

Do you have to
Make me feel like
There is nothing left of me

You can take everything I have
You can break everything I am
Like I'm made of glass
Like I'm made of paper
Go on and try to tear me down
I will be rising from the ground
Like a skyscraper
Like a skyscraper

Go run run run
I'm gonna stay right here
Watch you disappear ya yaa
Go run run run
Ya it's a long way down
But I am closer to the clouds up here

You can take everything I have
You can break everything I am
Like I'm made of glass
Like I'm made of paper
Go on and try to tear me down
I will be rising from the ground
Like a skyscraper
Like a skyscraper

As the smoke clears
I awaken
And untangle you from me
Would it make you feel better
To watch me while I bleed

All my windows
Still are broken
But I'm standing on my feet

Mental Health in Music:
Submit a song that speaks to you!

Link to song:
https://youtu.be/r_8ydghbGSG
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References


Hello NCCA Members,

Congratulations to Dr. Sarah Moore in the facilitating the NCAMCD Book Club Starting Fall of 2020. 2020 ended with *'How to be an anti-racist' by Ibram X*, which was a success for the organization. Hopefully 2021 will bring forth many exciting novels to read and discuss amongst members in NCCA. NCAMCD will be starting another book soon, so stay tune!

Any suggestions, feel free to send suggestions to Dr. Moore... Sarah Moore at sarahmoorephd@gmail.com

Interested in Joining NCAMCD???

Benefits of membership include professional development, access to new research, greater awareness for professional counseling services, and networking opportunities. To join, click NCAMCD | North Carolina Counseling Association (nccounselingassociation.org) select NCAMCD as a division for $5. Yes, you can give up one cup of coffee and be a member of NCAMCD for a year!

UPCOMING EVENT
2021 NCCA ANNUAL CONFERENCE

Are you planning to attend the 2021 NCCA Conference? The NCCA is proud to offer the 2021 Conference virtually. The conference will be held the week of February 22, 2021, and the theme is *Stronger Together: Building for the Future of Professional Counseling.*

Visit the Conference page for the latest news or to register: 2021 Annual Conference | North Carolina Counseling Association (nccounselingassociation.org)

Register by January 22 to receive “early bird” rates! NC Counseling Association Annual Conference 2021 Registration | Whova