

Free multicultural competency essay sample

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Ponterotto, J. G. (2009). A Multicultural Competency Checklist for Counseling Training Programs. *Journal of Multicultural Counseling and Development*, 23(7), 11-20.

This article is useful because it sets the foundation into the topic of multicultural competency. This article focuses on the major facets that have been a source of multicultural incompetency in society. Six important themes are addressed in this article. The first important theme that is tackled by the author of this article is the idea of minority representation. The author acknowledges that minority are inadequately represented in some key facets of society. This non-representation has created a scenario whereby the majority socio-political forces in society are unappreciative of the diversity that society has to offer. This article articulates the idea that if society is going to multicultural competent, there is a need for more participation of the minority in the socio-economic and political welfare of society.

Constantine, M. G. (2010). Students' Perceptions of Multicultural Training in Counseling Psychology Programs. *Journal of Multicultural Counseling and Development*, 24(8), 241-253.

This article adopts the conceptual perspective that the school environment in promoting multicultural competency in society. This article evaluates the different methodologies and strategies that can be used to enhance multicultural competency among students. One of the resolutions that the author of this article comes up with is the idea is that instructors have to develop counseling courses within their curriculums. These courses will be instrument in building interest among students regarding the multicultural

diversity within their societies. This article also conducts a survey on students regarding some of the ways that they feel that multicultural competency in the school environment can be attained. Some students proposed that school should have multicultural resources centers that students can be able to use in understanding the various cultures in the world. In addition, many students were of the view that schools should hire more bilingual instructors so that students can be in a position to learn other languages and elements of culture for other societies.

Arredondo, P. (2009). Expanding Multicultural Competence through Social Justice Leadership. *The Counseling Psychologist*, 31(6), 282-289.

This article establishes a link between multicultural competence and social justice. The author of this article makes the argument that social justice within a society makes sure that each culture within a society participates in the socio-economic and political welfare of society. In so doing, there is an overarching consciousness that there is no culture that can exist on its own. The appreciation for the role played by other cultures in society enhances multicultural competency among members of the public. This is because people develop an interest in wanting to know more about a given culture. The author of this article challenges the different societal system to make sure that there is equal treatment of different cultures in place such as the work place. In this way, more people will understand the importance of diversity within their societies.

Sue, D. (2012). Multicultural Counseling Competencies and Standards: A Call to the Profession. *Journal of Counseling & Development*, 70(8), 477-484.

This article explains that there is a need for reform in the ways in which

multicultural diversity is taught. The author argues that counseling professionals have to adopt a workable perspective in their teaching of multicultural diversity. Students of multicultural competence must not only be engaged in theoretical and conceptual learning of multicultural competency but should also be engaged in practical experience in dealing with other cultures. Students should be allowed to learn in firsthand about other cultures. Such a teaching strategy helps in eliminating some of the biases that student might have regarding other cultures. The author views this teaching strategy as the professional way for instructors to install multicultural competency among their students.

Dunn, T. W. (2012). Multicultural Competency Instrumentation: A Review and Analysis of Reliability Generalization. *Journal of Counseling & Development*, 84(4), 471-482.

This article questions the threshold or the unit of mensuration that can be used in measuring multicultural competency. The author argues that multicultural competency is a generalist term that cannot be physically measures. Instead, the author is of the view that multicultural awareness can be facilitated by using various instruments such as inclusion of cultural competency in school curriculums. One of the strengths of this source is the idea that there is no individual who can claim that there are entirely multicultural competent. There are many elements of other cultures that individuals continue to learn in the process of interacting with peoples from other cultures. The context that this article is written is one of a scholarly perspective towards multicultural competency. The author contends with the generalized assumption that is offered by qualitative research indicating that

indeed individuals can claim to be multicultural competent. The overarching recommendation that is offered in this article is the fact that people should be open to learning new things about other cultures despite the fact that they might think that they are already multicultural competent. Some of the ideas that we might hold as being cultural competency might be generalizations that are not the reality of the cultures that we might claim to understand. One of the weaknesses of this article is that it seems to criticize qualitative data research methodology in the study of multicultural competency. Despite the fact that qualitative research methodology is not value free, there are some important concepts that are obtained through qualitative research methodology.

Ingram, P. (2011). An overview of diversity awareness. The Pennsylvania State University , 112.

Retrieved from http://www.extension.org/sites/default/files/w/3/30/An_Overview_of_Diversity_Awareness.pdf

This article is useful because it explains the essence of increasing

multicultural competency among members of the general public. The author is of the view that people tend to have different attitudes to different cultures in society. It is difficult for people to put some of the attitudes that they have aside. This hampers their ability to divert their attitudes towards dimensions of diversity. The author of this article also criticizes some of the physical environments that people are brought up in. Some of these physical environments do not help individuals to move out of their comfort zones and build significant relationships with people of different races and creeds. This affects the ability of these people to interact with other people who are not

of the same race. Strength for this article is that it was published in 2011.

This means that much of the information from this article is current.

Lovett, M., & Jones, I. (2012). Diversity awareness among a diverse business student population: Insights and curriculum implications. *Research in higher education journal*, 1-14.

This journal is important and useful because it explains the multicultural awareness of relationships by focusing on the inter-ethnic relationships among the members of society. The article explains how people are socially stratified based on socio-economic elements such as color, race, or class.

Owing to this approach by the author of this article, the article is able to inform the audiences about some of the prevailing biases and stereotypes that are evident in society. This journal was published in 2012 and therefore current.

Ramirez, M. (2008). Diversity: An overview. 1-41. Retrieved from http://www.pearsonhighered.com/assets/hip/us/hip_us_pearsonhighered/samplechapter/0135014638.pdf

This source is useful because it describes the importance of diversity in the society in the postindustrial period. The article explains that the number of minorities and other cultures from around the world have sharply increased in recent years. For this reason, many minorities have been able to get into the workplace and other institutions. This article highlights the idea that due to the contribution of the minorities to the socio-economic welfare of the United States, there is a need for people to be multicultural competent. This article was published in 2008 and therefore its information is dependable.

Slaughter, J. (2009). Diversity and equity in higher education: A new

paradigm for institutional excellence. Johns Hopkins University, 1-10.

This source asserts the equity of individuals in a society by acquiring higher education. This article focuses on a new paradigm that enforces education on everyone in the society despite their age, race, or Gender. This paradigm is important in that through acquiring education, globalization has spread among nations by creating diversity. This source was published in 2009 and it will be a good source for my research.

Toossi, M. (2008). A century of change: The U. S. labor force, 1950-2050. Monthly labor review , 1-14. Retrieved from [http://www. bls.gov/opub/mlr/2002/05/art2full. pdf](http://www.bls.gov/opub/mlr/2002/05/art2full.pdf)

This article examines the constantly evolving dynamics of workforce in United States. Initially, industries and the work places were dominated by men. However, these dynamics have changed. Today there are more women in the workforce. In addition, there is a significant increase in the number of the minorities who have become part of the skilled labor market force. Skilled labor force was initially viewed as sphere that was specifically set aside for a group of people in society, in this case white males. This is a reflection of social justice that has contributed to multicultural diversity in the work place. Joining the workforce by the minority indicates that there is more multicultural awareness of people in the workplace.

References

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