

# CultureCounts

Culture Connections' First Annual Conference



**FRIDAY, MAY 17, 2013**

**The Conference Center at  
Montclair State University**

**1 Normal Avenue**

**Montclair, NJ 07043**

In recent years, the mental health system has increasingly recognized the importance of integrating cultural competence into everyday practice in order to provide the best quality of care to all regardless of culture, ethnicity, race, religion, sexual orientation, ability or other status. The CultureCounts Conference will provide valuable insights into how culture plays a pivotal role in therapeutic practice with diverse populations. It will offer practical applications for incorporating a multicultural approach to mental health treatment. This will be accomplished through a keynote address, eight different workshops, and a panel discussion with conference presenters.

### Continuing Education Credits

Social workers will receive 5 CEUs in Cultural Competence for attending the CultureCounts Conference. Family Connections, provider #1252, is approved as a provider for social work continuing education by the Association of Social Work Boards (ASWB), [www.aswb.org](http://www.aswb.org), through the Approved Continuing Education (ACE) Program.

In accordance with ASWB guidelines, all participants must sign in and out and complete a course evaluation in order to receive CEUs. Partial credit will not be given to those arriving late or leaving early.



### Conference Agenda

Registration & Continental Breakfast	8:00 - 8:45a.m.
Welcome and Opening Remarks	8:45 - 9:00a.m.
Keynote Address	9:00 - 10:00a.m.
Morning Workshops	10:15a.m. - 12:30p.m.
<i>(Participants will attend ONE)</i>	
Lunch <i>(provided)</i>	12:30 - 1:15p.m.
Panel Discussion	1:15 - 2:00p.m.
Afternoon Workshops	2:15 - 4:30p.m.
<i>(Participants will attend ONE)</i>	

### KEYNOTE ADDRESS

By Dr. Lisa Aronson Fontes

#### *Interviewing Culturally Diverse People About Mental Health and Addiction Issues*

Clinical interviews with individuals and families can be difficult and painstaking; these often become more complicated when the interviewer and interviewee come from different cultural groups. This keynote provides concrete examples and advice for conducting mental health and addictions interviews in ways that welcome diverse people and elicit the recounting of the most accurate information possible. This keynote is relevant for all professionals in the field, whatever your context. Examples will be included from diverse cultures.

**Workshop 1:****Beyond Cultural Competence: The Impact of Race on the Provision of Mental Health Services**

Diana Melendez, LCSW &amp; Jordan Margolis, LCSW

This two-hour workshop provides an introduction to the analysis and principles of the People's Institute for Survival and Beyond's landmark "Undoing Racism" Workshop\*. Through a combination of didactic presentation and interactive exercises, participants will begin to understand the profound impact systemic racism has on the lives of their clients, their work settings and our national mental health system. Participants will also and come to understand the need to go beyond cultural competence to a deeper understanding of racism in order to provide truly effective services. Participants will also begin to explore the connection between racism and trauma, and the role of challenging racism in the process of healing.

The People's Institute for Survival and Beyond (pisab.org), founded in 1980, is a national network of multiracial, multigenerational organizers and educators devoted to building a movement for racial justice and equity. Their work is based on the premise that racism has been consciously and systematically constructed, and that it can be "undone" if people come to understand where it comes from, how it functions and why it is perpetuated.

**Learning Objectives:**

- ◆ Become familiar with the guiding principles of the People's Institute for Survival and Beyond as they pertain to mental health practice.
- ◆ Realize assumptions about how the participant's work is or is not affected by racism.
- ◆ Recognize the connection between racism and trauma, and the role challenging racism can play in the healing process.
- ◆ Achieve an expanded view of culturally competent mental health practice that includes an analysis of power and oppression in the lives of clients/consumers.

**Workshop 2:****Looking Through Different Therapeutic Lenses: Working with Diverse Populations**

Jessica Heller, MPS, ATR-BC

Multiculturalism in therapy informs the therapist to serve their clients through a different lens, one that is sensitive to the conceptual and cultural contexts of their clients' lives, ultimately providing them with more individualized and effective support. This workshop will introduce and explore the concept of Multicultural Therapy (MCT) and the importance of integrating culturally sensitive techniques into therapeutic practice. These techniques will also be explored through discussion and interactive demonstration. Participants will be encouraged to discuss how adapting their therapeutic approach can improve treatment outcomes in culturally diverse populations. A case vignette will be presented to depict how alternative relational methods can be utilized in approaching populations of diverse cultural backgrounds, specifically Latin American cultures.

**Learning Objectives:**

- ◆ Understand the concept of Multicultural Therapy.
- ◆ Explore the need to modify Western therapeutic approaches to better serve a growing multicultural population in the United States.
- ◆ Learn therapeutic approaches that can be applied in practice with culturally diverse populations.

## MORNING WORKSHOP OPTIONS

### **Workshop 3:** **Managing and Leading A Culturally Competent Organization**

**Michael Swerdlow, Ph.D.**

This workshop will address the challenges and opportunities for management staff to lead in a culturally competent manner. The presentation will focus on the various types of diversity in the current workplace. These include ethnic, racial, sexual, generational, and religious. The implications of this diversity will be explored in terms of management style, modes of communication, conflict management, and team building. This workshop will combine lecture and active participation; attendees will be asked to participate in case studies and group exercises. Bibliographic material will be provided to all participants.

#### **Learning Objectives:**

- ◆ Identify personal culturally conditioned management style.
- ◆ Identify potential areas of cultural misunderstanding within workgroups.
- ◆ Develop a management plan to enhance team functioning and performance with regard to cultural competence.

## MORNING WORKSHOP OPTIONS

### **Workshop 4:** **Working Competently with Members of the Lesbian, Gay and Bisexual Community**

**Wayne Pawlowski, MSW, LICSW, AASECT**

In order to understand and be competent to work with the LGB community, practitioners must first recognize that the LGB community is comprised of 3 separate communities, each of which operates and identifies within a larger cultural, racial, ethnic, and/or gender context. Designed for practitioners who are new to working with openly LGB individuals, this workshop will explore the similarities and differences among these three communities, psycho-social issues that impact LGB individuals, and appropriate language to use/avoid when working with LGB individuals. In addition, it will explore the interface among race, ethnicity, gender, and age with sexual orientation identity and gender identity. In particular, differences in how people of color and Caucasians deal with sexual orientation identity formation will be addressed.

In order to adequately and appropriately address the various needs of these communities, this workshop intentionally does not substantively address Transgender and/or Questioning individuals.

#### **Learning Objectives:**

- ◆ Define four sexual orientations (heterosexual, homosexual, bisexual, asexual).
- ◆ Differentiate between sexual orientation identity and racial, ethnic, and cultural identity.
- ◆ Differentiate between sexual orientation and gender identity.
- ◆ List three psycho-social issues that are unique to sexual minority clients.

**Workshop 5:**

**Immigration and Mental Health**

**Aileen Torres, Ph.D.**

The impact of immigration-related problems such as piecemeal migration, fears of deportation, acculturation issues and marginalization play a large role in a person's self-identity. For example, immigrant parents may experience unemployment, discrimination and social isolation, placing them at higher risk of victimization or mental health concerns. Immigrant parents may face language barriers or feelings of marginalization which render them less involved in their child's education, social activities, etc. As immigrant children develop multicultural identities that may differ from their parents', they may experience increased stress, adjustment problems, or maladaptive behaviors. These are just some of the mental health implications many immigrant families are facing. This workshop will explore the impact of these difficulties on clinical work. Real-world vignettes will be used to demonstrate the ways in which professionals can help families with these issues in the therapeutic process.

**Learning Objectives:**

- ◆ Learn the current research on the mental health of immigrants.
  - ◆ Obtain a basic understanding of the immigration process for many families in New Jersey.
  - ◆ Understand the clinical implications of the effects of immigration when working with families.
  - ◆ Explore and process real-world vignettes.
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**Workshop 6:**

**Child Sexual Abuse and Latino Families**

**Lisa Aronson Fontes, Ph.D.**

Latino families respond to child sexual abuse, and to our interventions around it in a variety of ways, some of which are shaped by cultural and historical factors. This workshop provides practical advice on working with Latino families, victims, and survivors on issues of child sexual abuse. The workshop includes a focus on the intense shame felt by many Latinos when facing child sexual abuse.

**Learning Objectives:**

- ◆ Engage more effectively with Latino families around issues of child sexual abuse.
  - ◆ Gain a better understanding of the diversity of experiences of Latino families in the United States, as well as basic commonalities.
  - ◆ Support families in overcoming the shame that surrounds child sexual abuse in Latino families.
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**Workshop 7:**

**Religious Diversity in Mental Health Care**

**Lynn Stoller, MA**

Religion and culture influence how consumers view the world around them, resulting in a unique relationship between their religiosity and the field of mental health. This workshop will illustrate the need to address religious diversity in mental health care and the importance of religio-cultural competence for mental health care providers. Through identification of key areas of intersection between religion and mental health, exploration of data on religious diversity and adherence in the United States, and case studies identifying areas in which religion becomes an integral part of effective diagnosis and treatment, this presentation will help participants understand the ways in which their own religious lens (or lack thereof) can influence perceptions of, and interactions with, consumers. Finally, the presentation will provide a brief overview of communications strategies and recommendations for respectfully addressing religious beliefs and practices with consumers.

**Learning Objectives:**

- ◆ Demonstrate the necessity of addressing religious diversity in mental health care.
- ◆ Identify when religious beliefs and practices intersect with mental health care.
- ◆ Understand the need to consider religio-cultural competence when treating and interacting with patient populations.

**Workshop 8:**

**Multicultural Counselor Competencies: Interventions and Strategies for Working with Diverse Individuals**

**Elizabeth Conte, LPC, LCADC, NCC**

This workshop will assist participants with challenging their values, biases, preconceived notions, prejudices, personal limitations, and assumptions about human behavior that may limit their ability to work effectively with diverse individuals. The goal of the presentation is to increase counselors' ability to think, feel, and act in ways that acknowledge and respect clients' worldview. By understanding clients' individual, social, and universal contexts, participants will learn how to broach difficult topics in order to facilitate meaningful therapeutic relationships. This workshop will encourage participants to examine internalizations and assumptions from their early life experiences and analyze how these values may influence their ability to help or hinder the counseling relationship. The techniques of cultural auditing and broaching will be introduced and explored.

**Learning Objectives:**

- ◆ Define culture, cultural identity, cultural awareness and worldview.
- ◆ Identify characteristics of the culturally competent counselor.
- ◆ Increase cultural self-awareness, acceptance, and respect for cultural differences.
- ◆ Practice the use of broaching and cultural auditing as therapeutic and diagnostic tools.
- ◆ Discuss minority populations' tendency to underutilize and prematurely terminate counseling services.

## MORNING WORKSHOP PRESENTERS

### **Diana Melendez, LCSW & Jordan Margolis, LCSW**

Diana Melendez received her Master's Degree in Social Work from NYU and her Bachelor's Degree in Social Work and Psychology from Seton Hall University. Ms. Melendez is on the faculty of the Institute for Family Services and is an adjunct professor in the Undergraduate Social Work Program at Seton Hall University.

Jordan Margolis received his Master's Degree in Social Work at CUNY Hunter. Utilizing his clinical degree and the Undoing Racism™ principles of the People's Institute for Survival and Beyond, Mr. Margolis strives to work with fellow organizers, mental health professionals, and child welfare stakeholders in order to end disproportionality in child welfare.

### **Jessica Heller, MPS, ATR-BC**

Jessica E. Heller received her Master of Professional Studies Degree in Art Therapy at the School of Visual Arts in Manhattan, NY. Ms. Heller is currently working as a Creative Arts Therapist in FAMILYConnections' Start Strong program, an intensive 5-day-a-week Therapeutic Nursery serving children age 2½ - 8 years old who have significant emotional and/or behavioral issues.

### **Michael Swerdlow, Ph.D.**

Michael Swerdlow has a Ph.D. in Medical Anthropology with a specialization in cross-cultural mental health. He has administered a wide range of mental health programs for over 25 years. He is currently the Director of Program and Staff Development at Bridgeway Rehabilitation Services. He also teaches as an adjunct professor at the NYU School of Social Work.

### **Wayne Pawlowski, MSW, LICSW, AASECT**

Wayne V. Pawlowski is an independent trainer and clinical social worker based in Fort Lauderdale, FL and Washington, D.C. Mr. Pawlowski has worked for 30 years in sexuality education and reproductive health. Mr. Pawlowski is a nationally and internationally recognized trainer and educator, having provided training in 49 of the 50 states, as well as 14 nations.

## AFTERNOON WORKSHOP PRESENTERS

### **Aileen Torres, Ph.D.**

Aileen Torres is currently the Associate Director of Clinical Services at Youth Consultation Services (YCS) Institute for Infant and Preschool Mental Health and Past-President of the Latino Psychological Association of New Jersey (LPANJ). Dr. Torres, a licensed clinical psychologist in NJ and Puerto Rico, is also in private practice in Montclair where she specializes in psychological assessments, mainly for immigration purposes.

### **Lisa Aronson Fontes, Ph.D.**

Lisa Aronson Fontes, also the keynote speaker, has dedicated two decades to making the mental health, social service, and criminal justice systems more responsive to culturally diverse people. She teaches at the University Without Walls at the University of Massachusetts. She has worked as a family, individual, and group psychotherapist, and has conducted research in Santiago, Chile, and with Puerto Ricans, African Americans, and European Americans in the United States.

### **Lynn Stoller, MA**

Lynn Stoller received her Master's Degree in Intercultural Relations at Lesley University in Cambridge, Massachusetts. She is currently the Senior Program Associate at the Tanenbaum Center for Interreligious Understanding. Ms. Stoller supports the Health Care Program by conducting research, developing training materials and presentations on religio-cultural competence, facilitating workshops and assisting with outreach efforts.

### **Elizabeth Conte, LPC, LCADC, NCC**

Elizabeth Conte earned her Bachelor's Degree in Psychology from The College of New Jersey and her Master's Degree in Community Counseling from Rider University. She is currently pursuing her Ph.D. in Counselor Education at Montclair State University, where she is also an Adjunct Instructor. Currently, Ms. Conte serves as the Division of Mental Health and Addiction Services' Workforce Development and Training Coordinator.

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## Registration

**Priority & free registration will be open to staff of DMHAS-contracted mental health agencies and self-help centers until April 12, 2013.**

After April 12th, public registrations will be accepted based on space availability for a \$50 fee.

**For more information or to register, please visit:  
[www.CultureConnectionsNJ.org/CultureCountsConference](http://www.CultureConnectionsNJ.org/CultureCountsConference)**

**Directions & Parking Information:**

Please visit: <http://www.montclair.edu/conferencecenter/location.html>.

Detailed directions will be sent to participants in a confirmation email.

**Facilities:**

If you need accommodations for a disability, please contact

Niki DeVonish, Training Coordinator, at 973-323-3454.



CultureConnections, funded by DMHAS, is managed by FAMILYConnections, a nonprofit 501(c)(3) community-based mental health, substance abuse, and family service agency. Licensed by New Jersey's Division of Mental Health and Addition Services, we deliver research-based therapeutic services in our offices and on-site in pre-schools, schools, and directly in the home.

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