



## **ORGANIZATIONAL GROWTH, INC**

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### **QUESTIONS TO EFFECTIVELY ADDRESS**

#### **CROSS-CULTURAL CLINICAL ISSUES**

Developed by Anita Foeman, Ph.D. and Nate Terrell, LCSW

#### **QUESTIONS CONCERNING THE CROSS-CULTURAL CLINICAL CONTEXT**

- 1) What is your reaction to the fact that we are from different cultures, genders, etc?
- 2) How do you feel about talking with an African-American (Latino, White, etc.) therapist?
- 3) How do you think our different cultural backgrounds will impact our work together?
- 4) Are you afraid I might not understand your situation because I am Latino (White, African-American)?
- 5) Is it more difficult to trust me because I am white (African-American, Jewish)?

#### **QUESTIONS TO BUILD RAPPORT AND MUTUAL UNDERSTANDING**

- 1) Help me better understand the impact your Irish (Italian, Puerto Rican, etc.) heritage has had on your life?
- 2) What are your individual and family strengths?
- 3) What resources do you rely on in need?
- 4) What question would you most like to be asked?
- 5) Have you had experiences where you were treated unfairly because you are Muslim (Chinese, Mexican, etc.)?
- 7) What do you most value about your culture?
- 8) What do you want others to better understand about you? Your culture?
- 9) What aspects of your culture do you most want to pass on to your children?
- 10) What do I need to know about your culture to better understand you?

**QUESTIONS TO HELP CLIENTS COPE WITH DISCRIMINATION/RACISM IN FUNCTIONAL WAYS**

- 1) How do you respond when someone is treating you badly because of your culture? Is this response effective? If not, how could you respond more effectively?
- 2) What skills do you need to develop to resolve cross-cultural conflict more effectively?
- 3) Do you believe another person's racist attitudes say something about who you really are?
- 4) What resources can help you respond to discrimination/racism more effectively?

**QUESTIONS CLIENTS CAN ASK OTHERS, WHEN APPROPRIATE**

- 1) What is it about me, you or how you see me that makes you think it is OK to treat me the way you do?
- 2) Why are you being so rude to me?
- 3) I believe you are treating me the way you are because I am African-American (Latino, Native American, etc.) Where does your prejudice originate? What can you do to eliminate it? How would you feel if I treated you the same way?
- 4) Why is it difficult for you to treat me with respect?
- 5) How can I help you feel better about yourself so you won't take your unhappiness out on me?
- 6) Do you have any idea how your attitude towards me leaves me feeling? Do you care?

**QUESTIONS CLINICIANS CAN ASK THEMSELVES?**

- 1) Do I avoid saying how I really feel about cultural/racial issues out of fear of saying the wrong thing or appearing to be prejudiced?
- 2) What am I afraid would happen if I was totally honest about my viewpoint on cultural/racial issues?
- 3) What skills or knowledge would enable me to be more effective in cross-cultural situations?

- 4) When I am referring to another person who is African-American (Latino, White, etc.), do I indicate her/his culture even if it is irrelevant to what I am saying?
- 5) Do I avoid noting a person's culture even if it is appropriate?
- 6) What cultural myths was I exposed to during my formative years? Did I adopt them as reality? What can I do to get rid of them?
- 7) What assumptions do I have about Catholics (Whites, Jews, etc.)? Are they based on solid evidence? If not, why do I hold on to them?
- 8) What, if anything, prevents me from seeking out and developing relationships with people from different cultures/races?
- 9) What cross-cultural situations am I most uncomfortable in? Why? What can I do to feel more comfortable?
- 10) What can I do to promote cross-cultural understanding in my agency, community, etc.?