



CANADIAN COUNSELLING AND
PSYCHOTHERAPY ASSOCIATION
L'ASSOCIATION CANADIENNE DE
COUNSELING ET DE PSYCHOTHÉRAPIE

COGNICA

The Canadian Counselling and Psychotherapy Association

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Bridging the Gap

Pre-conference – May 17, 2011 /
Conference May 18 – 20, 2011
Ottawa Marriott Hotel, Ottawa, Ontario

KEYNOTE SPEAKERS:

Scott D. Miller, Ph.D.

“What Works: Nurturing Professional Diversity with Outcome-Informed Measures”

Founder of the International Center for Clinical Excellence, an international consortium of clinicians, researchers, and educators dedicated to promoting excellence in behavioural health services, and co-author of The Heart and Soul of Change.

Danie Beaulieu, Ph.D.

“Impact Therapy: Coming to Our Senses”

Psychologist, co-creator of Impact Therapy and Eye Movement Integration Therapy and author of 17 books.

Isaac Prilleltensky, Ph.D.

“Psychology and Social Justice: Linking Personal and Community Well Being”

Dean of the School of Education at the University of Miami and the Erwin and Barbara Mautner Chair in Community Well-Being.

PROGRAM: CCPA conference program is available online at www.ccpa-accp.ca/conference2011/CCPA2011PreliminaryProgram.pdf

REGISTRATION: Registration is available at www.ccpa-accp.ca/conference2011.

ACCOMMODATIONS:

The conference hotel is the Ottawa Marriott Hotel. Complete hotel and conference registration in one easy step. All reservations for the hotel must be made through the registration site.

Contact **Alene Holmes** at conference2011@rogers.com for more information.

This Issue

President-Elect’s Message	3
President’s Message	3
AGM Notice	7
Proposed By-Law Changes.....	7
Counselling Second-Generation South Asian Canadian Adolescents	9
Understanding Self-Injury	12



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Canadian Counselling and Psychotherapy Association
 114-223 Colonnade Rd S,
 Ottawa, ON, K2E 7K3
 Publication mail agreement no. 40012209
 Tel: 613-237-1099
 Toll free: 1-877-765-5565
 Fax: 613-237-9786
 Email: cognica@ccpa-accp.ca

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Editorial Committee:
 Maxine MacMillan, Sharon Cameron, Julie Ouellette, Nicole Maurice, Karina Albert

Except where specifically indicated, the opinions expressed in Cognica are strictly those of the authors and do not necessarily reflect the opinions of CCPA, its officers, directors or employees.

All submissions are welcome for consideration. Those accepted will be subject to editorial review prior to publication.



President-Elect's Message

Message From the President Elect

Today I flew across our magnificent country at 36,000 feet. As the miles slid by, I watched in fascination as the landscape below me ebbed away from ice and snow to creep closer to the advent of Spring. How it is that this miracle of seasonal rebirth is accomplished with the stealth of tender feline paws is unknown to me. This annual ritual persists and yet I remain eternally surprised when the rays of the sun suddenly seem to have warmth, and the world becomes "puddle-wonderful". Ah...Spring. Spring in 2011 has

arrived with such stealth. And, for me, it is a season of flood – a flood of emotion as we say farewell to our President, Ron Lehr, and I begin my journey as your incoming President. Ron has important messages for us all as he reflects on his presidency. His words follow. I look forward to offering you my first Presidential message in the Summer edition.

Lorna Martin
President-Elect, CCPA



President's Message

The View from Here: Reflections on a Voyage

"It is not the going out of port, but the coming in, that determines the success of a voyage."

—Henry Ward Beecher

Last messages are not always the easiest messages to write. For the past four years, two of which were as President-Elect and the last two as President, I tried to keep pace with what was happening in the profession of counselling and psychotherapy and communicate this to you.

This is my final message but so much has gone on in the last few years that I am finding it really difficult to know where to begin. I am, however, reminded of something recently relayed to me that might relate to

the journey we are taking together. It is certainly reflective of my own journey. I might liken my term as President of CCPA to that of a voyage. At the beginning of my voyage, I was 'biting at the bit', so to speak and to mix metaphors a little, to get on board the ship. You see, the ship was, thanks to the work of a lot of people before me, quite stable, fuelled to go and certainly pointed in the right direction. There was clear sailing ahead. I was excited. I had lots of ideas about how we should travel to the next port. Once I got on board, the excitement did not abate. Very early on, I, along with my Executive, Board and National Office embarked on a multitude of initiatives that would take our ship even further along. The beginning was full of anticipation. I learned very quickly that the anticipated excitement



“As I continue my voyage and maintain my excitement, I am keenly aware of the crew and the passengers who keep CCPA afloat...”

4

of any voyage quickly turns into the reality of what it takes to sustain a trip when you are in the middle of the ocean, when you are unable to look backward and see the point of departure or, when looking forward you are unable to see your anticipated destination.

As I continue my voyage and maintain my excitement, I am keenly aware of the crew and the passengers who keep CCPA afloat, moving in a preferred direction and meeting the needs of the counselling and psychotherapy profession. To my Board of Directors – my crew, my humble thanks go to all of you: Blythe Shepard, Alberta; Ardele Gorman, Saskatchewan; Jeri Booth and Miriam Duff, Manitoba; Michel Lefebvre and Robin Cameron, Ontario; Louis Cournoyer and Lilli Janzen, Quebec; Serge Hall, Marcel Goguen and Madeleine Lelievre, New Brunswick; Linda Wheeldon, Nova Scotia; Deborah Wood Salter, Prince Edward Island; Heather White, Newfoundland and Labrador. Thanks to our very special Kathy Mueller, Director from BC whose untimely death was an unfathomable loss to all of us. We will miss you dearly.

To my Executive, who were strong, astute, committed to perfection, doing it right and moving good ideas forward, I warmly thank: Blythe Shepard, Treasurer and

soon to be President Elect; Lorna Martin, President-Elect and our next President; and Maria De Cicco, Past-President. Maria is also appreciated for her gentle but effective nudges, continual words of support and unwavering commitment to making me look presidential. Maria is currently on leave from CCPA due to health issues and I hope you join me in wishing her a speedy recovery. And, to Barbara MacCallum, Chief Executive Officer, under whose capable and competent national office leadership our ship afloat and sailing, a big thank you. Our National Office is the keel of our ship, and without the high degree of professionalism, commitment and hard work of Barbara and her staff, we might easily tip over and sink. Thanks to all of you: Nicole Maurice, Office Manager; Kimberley Goyette, CEC and Insurance Coordinator; Sylvia Ramjee, Membership and Certification Coordinator; Judy Murphy, Administrative Assistant; Karina Albert, Member Services Coordinator; Monika Gal, Student Representative Program Coordinator and master of special projects; and Stephanie Ross, Accounting.

At the May 2009 conference in Saskatoon my friends and colleagues read a poem welcoming me on as President. It began, *Captain, My Captain*. It was appreciated but little did I anticipate the responsibility that went along with steering this large, full-steam-ahead ship. I was soon to find out that it was not for the meek of heart! At my first Board meeting in Saskatoon, the CCPA Board worked diligently, and came up with

three goals that were to determine the two years of my leadership. They were:

One, to create a professional development model that would provide high quality learning opportunities to CCPA members;

Two, to work to be recognized by upcoming colleges as the first and leading association to certify counsellors and psychotherapists through its certification program, which aligns with provincial regulatory bodies; and,

Three was *Sustainability!* To increase CCPA's general membership by 800, increase Francophone membership by a minimum of 10% and develop a new revenue stream where annual revenues would exceed expenses by \$10,000.

Sustainability however, took on a much broader role in the last couple of years. As we moved forward, your Board had to make decisions based on how our actions contributed to the sustainability and growth of CCPA.

As important as these goals were, of equal or more importance was the vision that guided this association for the past couple of years: *To be recognised as the leading national association for counselling and psychotherapy in Canada!* If the vision is the port of call for CCPA, I am happy and excited to report that it is within sight. I believe that not only have we now become recognised as *the* leading national association for counselling and psychotherapy in Canada *but* we are now recognised as an association that provides national leadership. This is a subtle but important role for CCPA and one that is defined by many of the actions we have taken over the past couple of years.

In the past two years, many of you have recognised the need for more and more professional development. CCPA has introduced a model to incrementally offer more and more professional development to our members and to other associations' members. We have begun by offering professional webinars that in turn provide continuing education credits for our members. We are also taking responsibility more direct role in the planning for our national conferences. Our hope is to continue to increase the delivery of PD opportunities and to expand into face-to-face delivery at a regional level where need arises. Decisions have also been made to video record keynote speakers and other workshop sessions at our upcoming national conference in Ottawa, and to provide these at a reasonable cost to members who are unable to attend our annual conference. These initiatives have started and we remain optimistic of their growth and success. This is also an opportunity for CCPA to profile our members who present webinars and engage in other professional development presentations.

“Our hope is to continue to increase the delivery of PD opportunities and to expand into face-to-face delivery at a regional level where need arises.”

With respect to *Canadian Certified Counsellor (CCC)* designation, I am very pleased with the direction in which we are headed. There was initial concern about CCC in a regulatory environment. How would it fare? What needed to change, and would it survive? CCC is alive and well, and there are lots of initiatives underway under the leadership of Blythe Shepard as Chair of the Certification Committee. CCC is an important part of our national vision. It is a valued credential, and CCPA is taking steps to communicate with regulatory colleges regarding the place of CCC within their requirements. By ensuring high standards, we hope that CCC will become recognised as a mobility credential so that if our members move from an unregulated jurisdiction to a regulated jurisdiction, entry into a regulated college will be made easier.

Our membership has grown by 700 members in the past two years (our goal was 800 in three years!). We have now exceeded 3,800 members and will continue to grow. There are lots of reasons why this is happening, but I believe that CCPA is now recognised as the national counselling and psychotherapy association for counsellors and psychotherapists. It is our professional home! Part of this growth must also be attributed to increased communication and more outreach by staff at our National Office, our Executive and our Directors. This also includes: outreach to our counsellor educators who are one of our prominent front line communicators for CCPA; a much better-defined and better-articulated student recruitment program; CCPA's public relations initiative; and, our highly accessible, and updated interactive website. I firmly believe that it also includes you, our members who are feeling satisfied by the services that CCPA offers, and how they fit your professional identity. As a national association, I believe we will eventually reach 10,000 members and truly represent the vast majority of counselling and psychotherapy professionals in Canada.

CCPA is also involved in two very important projects that have moved us more solidly into our role as national leader for the profession. CCPA, as steward for the counselling profession, and as a national voice

for the profession in Canada, will host the third National Symposium on Inter-Provincial/Territorial Mobility within the Counselling Profession in Ottawa April 7-8, 2011. Human Resources and Social Development Canada (HRSDC) is funding this Symposium, hosted by CCPA. Since professional mobility is now mandated by the Agreement on Internal Trade, national standards and frameworks that increase consistency across the nation are needed as more and more provinces become regulated. CCPA is engaged in this effort to find common ground on such things as national titles, code of ethics, scope of practice, core competencies, and standards of practice that will assist practitioners in working freely across the country, and taking their registrations from one province or territory to another with greater ease.

A second major project is National Entry-to-Practice Competency-Based Counselling Assessment. Under the coordination and hard work of Lorna Martin, CCPA has secured a major grant from HRSDC for this project. As part of the Board's goals, we believe this to be one of the most important, and certainly one of the largest projects ever undertaken by CCPA. Under Lorna's coordination and with the support of National Office, this project is moving forward. Stakeholders representing all jurisdictions of Canada have been recruited to help in the construction of this competency-based assessment, which we believe will make it a truly Canadian assessment of counsellor competencies. You can read more about this initiative on our website. Much more will be forthcoming in the next couple of years as CCPA proceeds with this initiative.

There are too many things to acknowledge in this message to you. I have tried to give a snippet of the major work CCPA is doing on your behalf. But, what of the future? What do I hope for? Maybe, a few words on this topic.

During my term as President, I advocated for the creation of regional and provincial chapters across the country. To date we have a couple of strong provincial and regional chapters. Provincial/territorial/regional chapters have a mandate that parallels that of CCPA, which is to provide services and advocate for the profession of counselling and psychotherapy provincially, territorially, or regionally. Where CCPA does this on a national stage, a provincial/territorial/regional chapter of CCPA works locally while maintaining a strong connection to CCPA. When you read this and you know that this is happening in your province, territory, or region, I urge you to contact National Office to join and become involved. With a

flotilla of ships operating at the local level, our profession becomes stronger.

I stand for an association that is inclusive and that is representative of all counsellors in this country. I believe we have taken steps towards this in the past couple of years. One step was to introduce the category of "professional member" casting a wide net so that more people could recognise CCPA as their home. We still maintain "Certified Professional Member" recognising the value we place on education and training for this profession.

Diversity is an issue that I believe needs to be addressed by our association but I believe this needs to happen at the level of the Board. If we are to truly represent the diverse and multicultural population of Canadians who are counsellors and psychotherapists and those with whom we work, we need to have a Board of Directors who are reflective of the diversity and multiculturalism represented in our population. This is not an easy task but CCPA is taking steps to move in this direction. As outgoing president, I also appeal to you, to put your name forward and volunteer to become a CCPA Board member.

As President, I have supported the work that has been done at CCPA and have added my voice to various initiatives, but it is really the work of other people that needs acknowledgement. CCPA is fortunate to have highly competent and dedicated people working at our National Office and others who volunteer their time and their hard work to make sure that our profession grows and is sustained. There are too many people over the past 46 years to acknowledge personally, but in everything we do and in all the decisions we make, I sincerely hope we are true to their vision of making CCPA an accessible, inclusive and representative association for our profession.

At the end of my term as President I will have spent ten years with CCPA, and when I leave I will have completed twelve years. As I pull into my port of call, I can unequivocally say "What a voyage it has been"! Thank you for making CCPA your home and for welcoming me into your home as president for the last two years.

Bon Voyage!

Ron Lehr
President, CCPA



AGM Notice

ATTENTION ALL CCPA MEMBERS

The Canadian Counselling and Psychotherapy Association will hold its Annual General Meeting on May 19th, 2011, from 12:00-13:00, at the Ottawa Marriott Hotel at 100 Kent Street, Ottawa, ON K1P 5R7. Every member is invited.

AGENDA

Welcome

1. Acceptance of Agenda
Motion Required: To accept the agenda.
2. Minutes of May 2010 AGM
Motion Required: To accept the minutes of the May 2010 AGM as presented (as amended).
3. President's Report.
4. Presentation of the Board of Directors.
5. **Motion Required:** To destroy the ballots received for the 2011 elections.
6. Financial Report 2010-2011.
Motion Required: To receive the 2010-2011 audited financial statement as presented.
7. Approval of 2011-2012 Auditors.
Motion Required: That van Berkom & Ritz LLP be selected as the Financial Auditors for 2011-2012.
8. By-Law changes. **See note below.**
9. Other Business.
10. Good Faith Motion
11. Adjournment
Motion Required: To adjourn the meeting.

Proposed By-Law Changes

May 2011

By-Law 3.2.1.3

Executive members of the Canadian Career Development Foundation (CCDF) and CCPA met together to discuss the importance of ongoing communication regarding mutual goals and projects. Both executive groups agreed that being members of each other's Boards was an historical artifact and what was more effective was an agreement for the executives of both organizations to meet together for open and meaningful conversations regarding ways in which we may work together and support each other. To honour this agreement, CCPA by-law 3.2.1.3 has been removed. The parallel CCDF by-law has been removed by their Foundation.

3. National Board of Directors

~~3.2.1.3 The President of the Canadian Career Development Foundation who shall be an ex-officio member of the Board of Directors; and:~~

By-Law 3.4 and 4.2

In 2011, as in previous odd-numbered years, there has been a large-scale influx of new Directors and a large-scale departure of Directors ending their mandates. When such large changes occur, continuity of initiatives sometimes becomes problematic. To address this issue, by-law 3.4.2 (and associated sub-sections) have been revised to remove the "odd numbered year" stipulation, thereby allowing the election of representative directors whenever a vacancy exists (regardless of the cause – e.g., end of mandate, migration to another province or country, illness, death)

3.4 Election process

- 3.4.2 The election will take place before the Annual General Meeting in each-odd-numbered-year.
- 3.4.6 When an individual is appointed by the Board to replace a Representative Director, he or she shall **begin a new term of office in accordance with this section 3.4. complete**

the replacement period. He/she will then be eligible for nominations and election for a new 2-year mandate.

4.2 Election and appointments

4.2.1 The President Elect of the Association shall serve a term of office of two years commencing from the opening of the Board Meeting preceding the Annual General Meeting in an odd numbered year and ending at the commencement of the Board Meeting preceding the Annual General Meeting **two years hence** of the next odd numbered year.

4.2.2 At the first Board meeting **preceding** following the AGM **in the first year of his/her two year term** in an odd numbered year, the President Elect shall take over as President. The outgoing President shall become Past President. Should the President Elect have taken over to complete the term of his or her predecessor, this will not disqualify him or her from serving his or her normal term as President.

4.2.3 The President Elect shall be elected by electronic and mail ballot among the Voting Members of the Association. The election will take place before the Annual General Meeting **in the year prior to the end of the previous President Elect's term** in odd numbered years. The election process for the President Elect and/or President, if required, will be carried out in accordance with policies and procedures established from time to time by an election committee established by the Board. If there is only one nominee for President-Elect, the nomination must be approved by the Executive Committee prior to the appointment by acclamation.

4.2.4 NO CHANGES

4.2.5 The Secretary is a non-voting position normally filled by a member of the office personnel appointed by the Board on the recommendation of the Chief Executive Officer.

The appointments of the Treasurer and Secretary shall take place at the first meeting of the Board preceding the Annual General Meeting **in which the President-Elect begins his/her term of office** in odd numbered years or as early as possible thereafter. The Secretary shall be responsible for the custody of and maintenance of the records of the Association.

4.2.6 NO CHANGES

4.2.7 **In the event that the President is incapable of completing his/her term in office as President, the President Elect shall assume to position of "Acting President" and By-law 4.1.4 may be used to address operating efficiencies.**

4.2.8 **In the event that the Past President is incapable of completing his/her term in office as Past President, the position shall remain vacant until the currently sitting President ends his/her tenure as President. The Executive Committee may use By-Law 4.1.4 to address operating efficiencies.**

By-Law 6.1

Many past presidents and past directors are interested in continuing to serve the Association after their tenure has ended. Typically, the past-presidents have served between 8 and 10 consecutive years on the Board and are seeking a brief reprieve before serving once again. To facilitate the formation of an effective and representative Senate, the following adjustment has been made to the membership of the Senate.

6. Senate

6.1 Description

The Senate shall be a body made up of the four **(4) most recent Past Presidents and/or Directors**, excluding the immediate Past President. In the event that **insufficient numbers of Past Presidents are** unable to act as a Senator, a former Board member who was on the Board at any time during that Past President's term as President shall be appointed by the Executive and must have the support of at least 2/3 of the Board of Directors.

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Counselling Second-Generation South Asian Canadian Adolescents

by Sarah Jacob

The cultural group studied here is second-generation South Asian-Canadian adolescents. When speaking about South Asian people, the countries they reside from are India, Pakistan, Bangladesh, Bhutan, Nepal, Maldives, Afghanistan, Iran, and Sri Lanka. South Asians Canadian share many different religions among different subgroups, however, the main ones identified are Sikh, Hindu, Muslim, and Christian. Second-generation South Asian people are the children of immigrants from these countries but see themselves as Canadians. As of 2006, second generation South Asian Canadians made up 15% of the South Asian population, which was approximately 1.3 million people out of about 5 million visible minorities. It is also projected that second-generation South Asian-Canadians will jump to approximately 47% by 2031. They continue to live in areas that predominantly support immigrants such as Toronto, Vancouver, and Montreal. However, British Columbia (B.C.) is the province with the highest number of immigrants. Ontario and B.C. are the only two provinces that have an over-representation of minorities.

Cultural Trends

Second-generation South Asians or bicultural individuals have the ability to function normally with more than one cultural identity. However their particular identity formation insists upon the combination of individualistic and collectivistic worldviews, which are opposing and conflicting in nature. What further worsens the confusion between the two cultural worldviews is that a South Asian Canadian adolescent is inevitably exposed to both cultural worldviews at all times. At home, they cope with a collectivist worldview, where the important behaviours lie in respect for elders, mutual care, group decisions, and the prevention of shame being brought upon the family. Anywhere outside of the home, it is the individualistic worldview that affects

them. Individualistic worldviews pushes for personal autonomy, independence, and personal responsibility for individual achievement or failure. This heavy exposure to both forms of lifestyles and worldviews makes forming and balancing an identity difficult.

Often accommodating parental expectations with societal ones can be challenging, however, failure to do so could mean facing parental chastising or even alienation by the community for identifying too much with the dominant culture. This is especially the case in terms of academics and marriage. Failure to acquire a profession of prestige, such as medicine, engineering, dentistry, and law or even considering going into anything else, can leave the young individual feeling ashamed and embarrassed in front of their community. Similarly, dating and marriage are major components that also greatly impact second-generation adolescents. Dating is simply not permitted, at least not until a later age when it is a part of a courtship that can lead to marriage. Also, such things as dating and marriage is only approved at the later age, if it is with someone who is of the same or similar cultural background. This is not an outcome that is preferred by all second-generation youngsters, as many have already dated outside their culture.

Dating is a concept that, if it is allowed, there is a difference in the way males and females are allowed to participate within it. Gender-based double standards are constant and common within South Asian cultures. There is a drastic difference between the freedoms that are awarded to males and those awarded to females within these communities. Girls are taught from a young age the importance of adhering to the "good girl" phenomenon which in essence expects girls to remain "passive, obedient, and virginal.". Boys are not required to adhere to similar ideals as the family's honour always rests on the female's shoulders. This type of belief system

leaves young girls feeling angered about the lack of equal rights between the genders. What these restrictions then create is a setting where young female adolescents create a separate life of secrecy which allows them to maintain family honour while actively participating in Canadian society.

Special Mental Health Issues

Overall, second-generation South Asian-Canadian youth share a strong need to balance their identities in a manner that allows them to do so comfortably. However, the pressures that are associated with this balancing act are many and so can and have led to some very specific mental health issues for second-generation South Asian youth. These pressures make them more susceptible to anxiety and depressive disorders. In a study done within a Canadian university, South Asian Canadian females were found most likely to be classified as mildly depressed than those from other parts of the world. Often these adolescents tend to somaticize their mental health issues in physical forms as seen through stomach and back problems. Second-generation youth also tend to engage in certain high risk behaviours such as heavy drinking and illicit drug use, which could be due to unsuccessful integrations between their two cultures and any societal discrimination.

Being seen as racialized others at such a young age and the discrimination that goes in hand with being the racialized other, often leads to low self-esteems and low self-images. Their reality is such that although they truly are Canadian, the racism and prejudice that they experience make them feel like they are otherwise. All this, along with high levels of parental pressures to succeed and low parental attention, brings on another issue that quite a few South Asian-Canadian adolescents face, suicide and suicide-related behaviours.

Treatment Strategies

Most second-generation adolescents would consider therapy as a method to help ameliorate their conditions, however the negative stigmas that have been attached to counselling by their families, prevents them from reaching out as often as they should. Even once in counselling, they feel unsure about opening up and sharing personal information as they do fear that it would mean that they are bringing shame and dishonour upon their families. Often the reason many adolescents feel this way is due to their parents' reactions to the concept of mental health services. Parents' limited understanding of mental health and limited knowledge of mental health services creates a negative view of therapy. It is much more common for first generation immigrants to turn

to their own community, religious leaders, and families in cases of crisis. It is only after all these avenues have been exhausted that they would consider turning to mental health practitioners for help.

"...the negative stigmas that have been attached to counselling by their families, prevents them from reaching out as often as they should."

What does help is the concept of confidentiality. Clients, who feel that the therapist will honour confidentiality, will be the ones who are more likely to turn to therapy. A strong therapeutic alliance, grounded in respect and confidentiality is crucial within therapy with immigrants but even more so with youth. What this then means is that it is absolutely vital that counsellors be sensitive and actively try to keep discrimination, any prejudice, and stereotypes outside of the therapeutic relationship. It is necessary that counsellors attempt to be empathic, nonjudgmental, and do their best to learn about their client's ethnic background in order to ensure the client has a positive experience.

Then the main focus when treating this population, would be to help adolescents "form a healthy sense of self as an ethnic individual, ". With the constant pressures of balancing their traditional and host cultures, many of these youth suffer from an identity crisis. In addition to the balancing act of cultures that adolescents do, it is necessary to keep in mind the huge impact racism has upon the development of their identities as well. Counsellors can further strengthen the therapeutic alliance with the youth by making conversations around the discussion of their personal values, beliefs, and behaviours that work best for them, possible. There should be a focus on clarifying values from both cultures. This pushes them to look at positives and negatives of taking on certain aspects of both cultures and allows them to explore "the emotional consequences that are associated with each option, ". Similarly, it is important that counsellors try to relate to the client's interpretations of their experiences, especially in terms of their background, frame of reference, and what they believe is normal social behaviour. This dialogue can not only assist in allowing clients to gain a greater understanding of their own cultural view of themselves whilst between their two cultures but will inevitably increase trust within the therapeutic dyad.

The Gestalt chair therapy is one form of therapy that has been suggested that might be able to assist young people. The belief here is that the two-chair

therapy can provide both sides of the adolescent's identity to have a seat, and can attempt to resolve identity conflicts which are inherent in the youth. This way, by giving a voice to each aspect of their identity, young clients can try to have a greater understanding of both their sides while strengthening and unifying their sides as well. Other forms of therapy that have been suggested are family and group counselling. Family therapy can really assist families to focus on some of their intergenerational issues and on building a strong therapeutic alliance that will allow parents the opportunity to open up and share their views and experiences. The benefits of group therapy is that it can allow adolescents and/or their parents the chance to share their own experiences with others like them, which can then possibly help to create support networks.

Recommendations

It is necessary to allow avenues of education regarding mental health to be opened so that second-generation youth can be accurately made aware of their own situations and supports available. In order to do this, it is important that networks be created for these adolescents between families, schools, mental health services and their communities so that not only do they know these services are available but also that these supports in their networks are supportive to their needs. Diversifying staff and developing standards that encourage greater cultural competence may help lift some of the taboos and stigmas many first and second-generation South Asians associate with therapy. These youth need not to face anymore difficulty and alienation. Rather, they need to find appropriate care so that they can gain assistance in overcoming the difficulties around their own identities.

ENDOWMENT PROGRAM: BUILDING FOR THE FUTURE

The Canadian Career Development Foundation (CCDF) and the Canadian Counselling and Psychotherapy Association (CCPA) are pleased to sponsor an endowment program established to stimulate and support innovation in the field of career development.

This fund is intended to promote imaginative and leading edge initiatives that extend our understanding of critical issues, push the envelope and strengthen our practice, offer new and creative approaches to service delivery and career self-management, and contribute to improved quality of life in Canadian communities.

Each year, CCDF will award up to \$7,500 to a project, or projects that demonstrate potential for the advancement of career development.

Deadline for submissions is October 31, 2011.

For full details, please download the PDF version of the application form at <http://www.ccdf.ca/PDF/endowment.pdf>.

Please use the Word file at <http://www.ccdf.ca/Documents/endowment.doc> to construct your proposal.

There is no provision for completing and submitting your proposal online.

The Stu Conger Award for Leadership in Career Counselling and Career Development

CCDF awards The Stu Conger Award for Leadership to individuals nominated by peers as leaders in the field. In addition to the award, a scholarship is granted to a student, chosen by the recipient, who demonstrates leadership potential. Recipients of the award to date include:

Dr. Dave Redekopp (1997), Judy Lynn Archer (1998), Phillip Jarvis (1999), John McCormick (2000), Dr. Vance Peavy (2001), Dr. Roberta Neault (2002), Dr. Jacques Limoges (2003), Dr. Danielle Riverin-Simarid (2004), Dr. Armelle Spain (2005), Dr. Kris Magnusson (2006), Kristine McGhee (2007), Michel Turcotte (2008), Margie Layden-Oreto (2009), Sharon Graham (2010), Dr. Charles Bujold (2010).

The nomination deadline for the Stu Conger award is **November 30, 2011.**

For more information about the award, go to www.ccdf.ca.

Understanding Self-Injury

By Tracy Riley

What is self-injury?

Self-injury is the intentional hurting of one's body done by oneself in a physical way without conscious suicidal intent and for the general purpose of relief. There are three broad populations of people who self-injure. These are organized in terms of the context in which the self-injury is taking place: (1) those who self-injure in the context of experiencing significant cognitive impairments such as in the case of having a developmental disorder; (2) those who self-injure in the context of experiencing psychosis; and (3) those who self-injure outside of the above contexts and where the self-injury appears to be linked to and occurs in the context of emotional distress. The latter type of self-injury is sometimes referred to as typical self-injury or non-suicidal self-injury. This is the type of self-injury I am referring to in this article.

Common forms that typical self-injury may take include cutting, hitting, bruising, scratching, scraping, burning, picking. Common body areas include arms, hands, wrists, legs, stomach. The typical age of onset appears to be early adolescence. Remember, though, there are always exceptions.

How prevalent is self-injury?

Prevalence estimates for self-injury vary widely--particularly in adolescent and young adult populations. What is consistent in the findings is that there are no gender differences and/or only very small differences with respect to prevalence.

What is self-injury's relationship to suicide?

It is now generally understood that self-injury is not an attempt to end one's life; however, a person who self-injures:

- may be at higher risk of suicide
- be currently suicidal or become suicidal
- in some instances, be practicing or planning for suicide
- inflict injuries that lead to death
- never become suicidal

Ultimately, when working with someone who self-injures, **good risk assessment is important**. While self-injury is not by definition a suicide attempt in and of itself, this does not mean definitively that the person is not at risk.

Self-injury involves both harmful and helpful aspects.

You can think of self-injury as having both a self-hurt and a self-help side. On the harmful side, there is the more obvious issue that self-injury involves physical harm. In addition, self-injury is associated with and may contribute to: depression, feelings of shame, increased suicide risk, and longer term decreased coping. On the helpful side, people who self-injure report a number of ways in which self-injury assists them – or purposes that self-injury serves. For example, self-injury may serve to distract oneself; to focus one's attention; to increase a sense of having control; or to punish oneself (or others). A key concept to remember is that self-injury is a purposeful behaviour – that self-injury always serves a purpose – and this purpose is most often fundamentally about bringing relief to the person in the moment in some way.

Helping work involves addressing the many aspects of the need for relief, in addition to work focused on the self-injury itself. As a general framework for helping (and where the ultimate goal is that a person no longer self-injures), you can think of two main routes for helping work:

1. to find and do non self-harmful alternatives
2. to alleviate contributors to self-injury

This means that the topics focused on in helping work will be both on self-injury and on other things. Ultimately, the overarching focus is on the strengthening of capacities to cope and self-capacities (including areas of identity, relatedness, and emotion regulation).

It is important to remember that not all individuals will feel ready or want to stop self-injuring. Where a person is at in relation to the self-injury (including their readiness to try to stop) will also influence the nature of and approach to the work. There are key things you can do to make a positive difference, even in brief encounters.

1. Provide high quality human connection. Foster and develop rapport.
2. Convey through both your words and presence the message that self-injury makes sense and that the person is not crazy (or terrible or whatever other fears the person might have).
3. Encourage **continued conversation and connection**: with you, with other trusted individuals, with a therapist. Keep the door open.
4. Be able to provide suggestions of resources (e.g., therapists in your area, print resources, websites).

Interested in learning more?

Please visit www.inspiringconnections.ca and www.crsib.com for additional information and resource lists.

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CCPA National Office

114-223 Colonnade Rd. S., Ottawa, Ontario, K2E 7K3
Tel: (613) 237-1099 | Toll Free: 1-877-765-5565
Fax: (613) 237-9786 | E-mail: info@ccpa-accp.ca
Website: www.ccpa-accp.ca

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Ardele Gorman (ardele.gorman@sasktel.net)

Alberta-Northwest Territories:

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Barbara MacCallum (bmaccallum@ccpa-accp.ca)

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Registrar: Josée Taillefer (registrar@ccpa-accp.ca)

CEUs:

Marisabelle Terriault-Elibani (ceu-uep@ccpa-accp.ca)

CJCP Editor: Dr. Kevin Alderson (cjc.rcc@ucalgary.ca)

Office Manager: Nicole Maurice (nicole@ccpa-accp.ca)

Member Services Coordinator:

Karina Albert (memberservices@ccpa-accp.ca)

CEU/Insurance Administrator:

Kimberly Goyette (reception@ccpa-accp.ca)

Office Administrator:

Judy Murphy (judy@ccpa-accp.ca)

Accountant:

Stephanie Ross (accounting@ccpa-accp.ca)